



**RWDB MEETING
TUESDAY, JUNE 27, 2019
10 AM – 11:30 AM**

**IowaWORKS OFFICE, ROOMS 41A/43A
4444 1ST AVE NE, SUITE 436, CEDAR RAPIDS, IOWA**

AGENDA

1. CALL TO ORDER
2. INTRODUCTION OF MEMBERS AND GUESTS
3. MOTION TO APPROVE AGENDA
4. MOTION TO APPROVE CONSENT AGENDA (SEE ATTACHMENT A)
 - CEO/RWDB – MAY 30, 2019
5. CORRESPONDENCE (SEE ATTACHMENT B)
 - MAHER & MAHER HIGH LEVEL PROJECT PLAN
6. MEMBER ANNOUNCEMENTS
7. POSSIBLE FIELD TRIP LOCATIONS FOR SEPTEMBER MEETING – CARLA ANDORF
8. REALIGNMENT UPDATE – CARLA ANDORF (SEE ATTACHMENT C)
9. STRATEGIC PLAN & REGIONAL WORKFORCE GOALS PROGRESS UPDATE – CARLA ANDORF (SEE ATTACHMENT D)
10. GRANTS REPORT – CARLA ANDORF (SEE ATTACHMENT E)
11. IowaWORKS FINANCIALS & ENROLLMENT GOALS – RACHEL DAILY (SEE ATTACHMENT F)
12. ADULT EDUCATION/LITERACY REPORT – CYD HANSON
13. VOCATIONAL-REHABILITATION REPORT – HOLLY MATEER
14. IOWA DEPARTMENT FOR THE BLIND REPORT – KOHELL WEBER-RICKLEFS
15. PRESENTATION: IowaWORKS SYSTEM PRESENTATION, NORMA JEAN HAVLIK-SMITH & KATE PINE
16. MOTION TO ADJOURN

NEXT MEETING DATE IS: RWDB, SEPTEMBER 26, 2019, LOCATION TBD

Region 10 Website: <https://www.iowawdb.gov/region-10-meetings>

CHIEF ELECTED OFFICIALS/REGIONAL WORKFORCE DEVELOPMENT BOARD
MEETING MINUTES

MAY 30, 2019
IowaWORKS OFFICE
CEDAR RAPIDS, IOWA

CEO Board Members Present: Nick AbouAssaly (by teleconference), Bruce Adams, Gary Bierschenk (by teleconference), Brent Oleson, Joe Oswald (by teleconference), Scott Overland (by teleconference), Pauline Taylor, Travis Weipert, Bob Yoder

RWDB Board Members Present: Jasmine Almoayyed (by teleconference), Wayne Frauenholtz, Cyd Hanson, Chris Hummer, Patrick Loeffler, Kristy Lyman (by teleconference), Scott Mather, Michelle Mexcur, Steve Olson, Julie Perez, Mark Schneider (by teleconference), Steve Shriver

RWDB Board Members Absent: Kim Becicka, Ashley Ferguson, Rhonda Griffin, Joe Linn, Patty Manuel, Holly Mateer, Stefanie Rupert, Kory Schreiner, Susie Weinacht

RWDB Ex-Officio Members: None

STAFF: Carla Andorf, Carlos Vega, Kochell Weber-Ricklefs, Rachel Daily, Kate Pine

GUESTS: Cheri Meyers

The meeting was called to order by Chair Bob Yoder at 10:05 am. The CEO board met quorum. The RWDB board met quorum.

Bob Yoder asked everyone present to introduce themselves.

Bob Yoder asked for a motion to approve the agenda. M/S/C, Patrick Loeffler, Chris Hummer, agenda approved.

Bob Yoder asked for a motion to approve the consent agenda. M/S/C, Steve Olson, Julie Perez, motion approved.

Bob Yoder asked if there was any correspondence to share. There was none.

Bob Yoder asked if there were any member announcements. Scott Mather shared that the IowaWORKS staff is moving to a new software system developed by GeoSolutions that is also called IowaWORKS beginning June 3; all of the core partners will be able to access that system. Bob Yoder shared that road infrastructure issues continue to be problems for counties.

Carla Andorf reviewed the WIOA Training Provider application for the University of Iowa for their Communication Sciences & Disorders – Speech and Hearing Sciences BA program. If approved, this will allow clients to receive WIOA funding for this program. Bob Yoder asked for

a motion to approve the WIOA Training Provider application. M/S/C, Julie Perez, Steve Olson, motion approved.

Rachel Daily shared the proposed FY20 WIOA Budget; the staff salary information was distributed as a handout. We will have two staff layoffs that will occur on June 30. Bob Yoder asked for a motion to approve the FY20 WIOA Budget. M/S/C, Wayne Frauenholtz, Steve Shriver, motion approved.

Carla Andorf discussed the Customer Service Plan extension through June 2020. Bob Yoder asked for a motion to approve the extension. M/S/C, Steve Olson, Steve Shriver, motion approved.

Carla Andorf discussed the updates to the Customer Service Plan that would be effective June 3, 2019 to align with GeoSolutions implementation. Bob Yoder asked for a motion to approve the updates. M/S/C, Julie Perez, Bruce Adams, motion approved.

Carla Andorf discussed the new strategic plan that all the core partners worked on and would like to be added to the Customer Service Plan. There are four areas of engagement; it is very driven by cross-functional teams working together to provide client services. Bob Yoder asked for a motion to approve the new strategic plan and add to the Customer Service Plan. M/S/C, Steve Olson, Julie Perez, motion approved.

Discussion was held on the realignment update and what actions are underway to prepare for realignment. The State Workforce Development Board is meeting today; several regions did appeal the proposed realignment map. Those appeals will be reviewed today and actions, if any, will be decided.

Carlos Vega gave an update on the Cedar Rapids IowaWORKS lease process. We do not have a budget for a third-party consultant so we are asking the state for data on where our customers live. We will have to wait for that data until the statewide software transition is done. The mall has addressed some of our concerns.

Carla Andorf gave an update on the Strategic Plan and Regional Workforce Goals progress. The wrong update was attached to the board agenda; the corrected copy was distributed.

Carla Andorf reviewed the Grants Report. The financials and enrollments were reviewed for the GAP and KPACE programs. In GAP, we are close to spending our allotment so we have asked for more money from other regions that did not fully spend their funds.

Rachel Daily reviewed the WIOA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals.

Scott Mather reviewed the Region 10 Iowa Workforce Development report for March and April. This report reviewed registrations, job listings and unemployment insurance. Also highlighted were the recruiting events assisted by the Business Services team. Scott discussed the Re-Connect Workshops that occur each month. A representative from each of the six sector boards share information about their sector and specifically their company to job seekers. We

have had great turnout at these events and the feedback has been very positive. A Second Chance Job Fair was held. Registered apprenticeships continue to be a priority for us and the state. He is working on a pilot with the Department of the Blind on an apprenticeship opportunity for a sight-disabled client.

Cyd Hanson reviewed the Adult Education/Literacy report. Performance metrics for the program were shared. The High School Graduation program will have 175 graduates this year. The national HISET conference will be in Des Moines in July; this will allow more staff to attend.

Kochell Weber-Ricklefs reviewed the Department for the Blind report. The Region 10 Vocational-Rehabilitation department has been recognized for their video resume process by the National Employment Team. She discussed the apprenticeship pilot that she is working with Scott Mather on and hopes it will become a pilot nationally. They have 42 open cases that they are assisting with currently.

Norma Jean Havlik-Smith gave a presentation on the GeoSolutions software that will be deployed on June 3; the software is called IowaWORKS. It is a one-stop shop for clients, employers and staff. It is more electronically focused with less actual paper being used.

Bob Yoder asked for a motion to adjourn the meeting. M/S/C, Steve Olson, Julie Perez, motion approved.

The meeting adjourned at 12:07 pm.

Upcoming Meeting:

RWDB, June 3, 2019; 10-11:30 am; IowaWORKS

SECTION 2 Scope of Work

2.1 Executive Summary

Iowa Workforce Development (IWD) has been working diligently to become fully compliant with the Workforce Innovation and Opportunity Act (WIOA). As part of that effort, the Iowa State Workforce Development Board (ISWDB) has been working with IWD to designate new local workforce development areas (LWDA). As part of this transition, IWD is being intentional about preparing all the local workforce system partners to carry out their respective roles and responsibilities. Further, IWD would like to enhance its capacity at the state level to sustain and support the local workforce system infrastructure for the long term.

Maher & Maher is the sole-source technical assistance (TA) contractor to the United States of Labor's Employment and Training Administration (ETA) for implementation of WIOA. They are a specialized change management and workforce development consulting firm that delivers tailored solutions to public sector organizations and commercial clientele. The firm is known for innovative organizational development solutions that focus on managing change, fostering collaboration, process improvement, specialized training, message customization, e-Learning strategy and design, and executive and work group facilitation.

2.2 Project Tasks

Refer to Attachment A, for a detailed breakdown of Maher & Maher's approach to support IWD in the realignment of Iowa's local workforce areas. Each project task addresses a specific need previously identified and will deliver important outcomes to establish Iowa as a WIOA compliant state. IWD may select which tasks to pursue, given strategic and resource consideration. Task 1 is the only required task.

SECTION 3 Project Managers

4.1 Project Manager – Maher & Maher

The project team which we have assembled for this work includes workforce experts who possess deep subject matter knowledge combined with technical assistance and training expertise and deep expertise in transformational change. Brief biographies of our lead team members are below.

Beth Brinly, our Vice President of Workforce Innovation, will provide oversight to the project as well as act as a subject matter expert (SME) on this project. Beth is a transformational leader and a significant advocate nationally for regional approaches, spanning 28 years of state and federal service, including projects in statewide and regional workforce asset mapping, sector strategy development, school to work partnerships, and talent pipeline development. Beth led the WIOA governance planning and implementation process in Kentucky. Beth also cofacilitated the Ohio Workforce Leadership Forum coalescing local workforce area leaders regarding strategic and systemic issues statewide around an action plan to address them. Most recently, Beth served as Deputy Secretary of the Kentucky State Education and Workforce Development Cabinet. She also served as Commissioner of the Kentucky Department of Workforce Investment and was the Division Chief of Workforce Investment in the U.S. Department of Labor’s Philadelphia Regional Office. Beth holds a BS from the University of Louisville and an M.Ed. from Pennsylvania State University.

Carrie Yeats, our Director of State and Regional Workforce Solutions, will be the Project Director and provide strategic direction, oversight, guidance and counsel to the project team. Carrie has extensive experience leading large initiatives for local, regional, and state workforce and economic development collaboratives. Her consulting experience includes projects in organizational benchmarking, competitive assessments, asset mapping, regional planning, sector strategy development, and target industry analysis. Immediately before coming to Maher & Maher, Carrie served as a consultant with Luminance, Inc., a performance improvement company based in Toronto, Canada. She developed customized training materials and delivered training courses for global consumer products manufacturers. Carrie also held practitioner and management roles in several economic development organizations where she worked closely with US-based and international manufacturing on workforce and relocation issues.

Lynn Bajorek is a Program Manager at Maher and will serve as a subject matter expert on the project. She has 20 years of experience supporting continuous improvement across all levels of the public workforce system. Lynn leads and supports a variety of projects with the United States Department of Labor’s Employment and Training Administration and states and local areas to support effective WIOA implementation. Lynn’s most recent work includes managing two CareerSource Florida sector strategy and career pathways projects as well as serving as the

regional advocate for two USDOL/ETA's Regional Offices to plan technical assistance and training designed to help states and local areas in those regions implement innovative workforce solutions. Lynn also develops and delivers training and resources for effective programmatic monitoring, high impact Workforce Boards, integrated business services and sector strategies, as well as provides support for strategic planning and project implementation. Prior to her work at Maher, as a Policy Specialist with the Michigan Works! Association, Lynn worked with both the state workforce agency and local areas in Michigan to develop compliant and innovative policy designed to drive strong outcomes for business and job seeker customers. As a Federal Project Officer with the USDOL/ETA in both Regions 4 and 5, Lynn worked with State and local system grantees to improve performance outcomes through effective service design and delivery. Lynn's work in the ETA regional office included involvement in a collaborative project to identify indicators of local level integration for the development of a regional assessment tool; and substantial work on the development of the ETA Core Monitoring Guide, which assesses grantee effectiveness through key indicators around governance, policy, case management and placement.

Lori Collins has 25 years of experience in workforce development. She has served as a local workforce development board director as well as a state administrator in Kentucky. Most recently, Lori led programs for a nonprofit focused on individuals with barriers to employment. She has extensive experience in workforce development policy and practice, program planning, integration of multiple programs for a shared vision, as well as program design and delivery for universal populations and targeted populations such as individuals with disabilities and justice system connected individuals. Additionally, Lori has robust experience in employer engagement and business services strategies having led such efforts at a local level and a state level. Lori has a BA in Sociology from Georgetown College and a Master of Rehabilitation Counseling from the University of Kentucky.

Christina Herzog is a Consultant with Maher & Maher with 20 years of experience in the private sector, academia, and the public workforce system. She has most recently served as a Coach and Analyst for projects including Sectors Strategies, Governance and Boards, and is currently providing technical assistance for WIOA Regulations TA. Prior to joining Maher & Maher, Christina was with the New Jersey State Board, leading the state Health Care Workforce Council, managing a project with the National Governor's Association to align state agency work around building the talent pipeline, and providing technical assistance to local boards. Christina also worked for 3 years on multiple projects with the Heldrich Center for Workforce Development at Rutgers University around the development of industry specific career awareness tools, and was the Project Director for a Transportation, Logistics, and Distribution Talent Network (sector engagement effort). Previously she also taught public policy and American government courses at Washington State University, and managed recruitment and placement as well as business development functions in the private sector.

Gretchen Sullivan, with Maher for 11 years, will serve as a SME. Gretchen has been lead facilitator, SME, and trainer on many of the firm's key projects for the federal government; state and regional organizations, and other clients in the workforce development, education,

and economic development spheres. Gretchen has been our lead subject matter expert (SME) in our statewide sectors and WIOA implementation projects in Missouri, South Carolina, Illinois, and Florida. Gretchen played a lead role in supporting the Kentucky's statewide sector strategies development effort and coached regional teams on the design of sector strategies in their particular areas. She also supported Kentucky's Career Center Certification, Workforce Academy, Customer Flow and Unified Business Services efforts, all of which were grounded in a sector strategies framework. Gretchen's current work includes supporting the District of Columbia, Virginia, and Kansas on projects spanning sector strategies, career pathways development, training design and delivery, on-the-job training enhancement efforts, and customer-centered design. Prior to joining Maher & Maher, Gretchen worked for ETA in San Francisco and DC for 8 years. She holds a BA from Smith College.

Reanin McRoberts is a Senior Analyst & Project Manager with over 10 years of experience in workforce development and project management. Reanin will serve as the Project Manager of this project. As a member of the Maher & Maher team, she supports projects in the State and Regional Workforce Solutions Practice. Before joining Maher & Maher she served with community colleges implementing the U.S. Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant programs, which were designed to align with local business needs to provide industry-recognized credentials and career pathways for adult students. She also worked on evaluations of programs focused on populations with barriers to employment at MDRC, a social policy research organization. Reanin has a Master of Public Affairs and Politics degree from the Edward J. Bloustein School of Planning and Public Policy at Rutgers University, as well as a B.A. in English and Sociology from the College of New Jersey. Reanin lives and works in New Jersey.

4.2 Project Manager -Iowa Workforce Development

Beth Townsend – Director

Ryan West – Deputy Director

Cathy Ross – Chief Operations Officer

Mike Witt – Division Administrator, American Job Centers

Brenda Boten – Division Administrator, Workforce Services

Michelle McNertney – Bureau Chief, Workforce Services

ATTACHMENT A Project Tasks

Task 1: Project Kick-off

At the outset of the project, we will meet in person with IWD leadership to prepare the IWD project team members and our team for maximum alignment and effectiveness throughout the project. We will review the scope of work for all phases and validate the approach to each task, activities, and timeline and make any necessary revisions. Elements of this phase include:

- **Project Kick-Off Meeting** – This in-person meeting will serve to level-set expectations early and will cover all key aspects of the project process, including goals, milestones and timelines. We will also establish single points of contacts (SPOCs) between the consulting team and IWD.
- **Discuss and Refine Needs and Coordination with Other Key Initiatives** – The kick-off meeting will include a facilitated discussion designed to (a) get a fuller sense of IWD’s goals and objectives and (b) explore whether there is any significant resistance anticipated throughout any of these activities. We will want to be briefed on related project and policy implementation activities to-date. Finally, we will discuss measurements of success.
- **Senior Leadership Meeting** – The IWD project team will schedule a meeting with Senior Leadership to take place during this first trip to discuss the upcoming work and process and seek their support of and engagement in the project. Maher will attend this meeting and support the IWD project team by providing consultation and direction as requested. Key leaders who we would envision participating include the Governor’s Office representative, Beth Townsend, Ryan West, Cathy Ross, and others.
- **Prepare a Project Plan** – We will develop a detailed project plan and share with the IWD team for concurrence. The plan will include documentation of project tasks, timelines, and responsible parties, along with any other elements desired by the client. The project plan will be tracked on a continuous basis and progress shared regularly with the client team.
- **Develop a Collaborative Workspace (CWS)** – If desired, we will deploy an easy-to-use online CWS to support collection and sharing of information and project deliverables among and between Maher project team members and the IWD project team throughout the life of the work.

Estimated Timeline: May - June 2019

Deliverables:

- In-person kick-off meeting
- Project plan
- Collaborative workspace

Task 2: Stakeholder Engagement to Guide Realignment Implementation

In collaboration with IWD, Maher will support IWD in a stakeholder engagement process designed to involve a variety of important stakeholders in the realignment implementation. The process we recommend is as follows:

Task 2.1: Establish WIOA Core Partners Group

Maher will support IWD in the formation of a WIOA Core Partners Group that is appointed by respective agency leadership and has authority to engage in policy development and other joint activities under WIOA such as monitoring/oversight, technical assistance, etc. Maher will support IWD in the facilitation of quarterly meetings of the group and guide the development of a charter.

Estimated Timeline: Ongoing

Deliverable:

- Quarterly in-person meetings with the WIOA Core Partners Group

Task 2.2: Stakeholder Engagement

IWD, with the logistics support and facilitation of the Maher team, will host three webinars – one for each stakeholder group: chief elected officials, board members, and other stakeholders. The purpose of the webinars is to educate the stakeholders on the realignment process as well as their role in it. The webinars will be recorded and made available to any who miss the live version.

Then the project team, in coordination with IWD, will facilitate three “listening sessions” in six locations across the state (three listening sessions per location). Each stakeholder group (CEOs, local board members, and other stakeholders) will be invited to their own session. The agenda for each session will be customized by audience but will consistently focus on capturing feedback and identifying concerns regarding the realignment implementation process.

We envision that we will complete the sessions (a total of 18 meetings) over two weeks.

Estimated Timeline: June – October 2019

Deliverable:

- Three webinars
- 18 listening sessions
- Summary of listening sessions

Task 3: Develop Realignment Implementation Framework

In collaboration with IWD, the Maher team will facilitate planning sessions and collaborative discussions to develop a detailed framework to implement the realignment. The framework will include processes and timelines to accompany the already-identified realignment tasks.

Multiple stakeholders within IWD should be involved in planning sessions including representation from legal as well as staff who oversee field operations and the certification of local boards. We envision that there will be one in-person planning sessions along with several virtual meetings to finalize the framework.

The IWD/Maher project team will then facilitate an in-person meeting of senior leadership to review and vet the implementation framework. Key leaders who we would envision participating include Governor's Office representative, Beth Townsend, Ryan West, Cathy Ross, and others. The goal of this meeting is to seek feedback on the framework and make needed refinements, confirm support for the realignment tasks, and affirm the process as stakeholders raise issues or concerns throughout the implementation process.

Estimated Timeline: June - December 2019

Deliverable:

- Realignment Implementation Framework

Task 4: Develop Communication Materials to Support Realignment Process

The Maher team will work with IWD staff to develop a communication plan to support the realignment. The communication plan will include outreach strategies, timelines and channels by audience. Additionally, materials such as FAQs, one-pagers, and content for newsletters and other mediums will be developed through this. Ongoing communication and just-in-time resources for CEOs, board members, and other partners will be priorities.

Estimated Timeline: Ongoing

Deliverables:

- Communications plan
- Materials and resources such as FAQs, one-pagers and other needed content

Task 5: Iowa State Workforce Development Board Orientation and Training

The Maher team will develop and deliver a three-hour orientation, training and visioning session for ISWDB members and staff that outlines the role of state boards under WIOA, the expectation that state boards provide a vision for the state and local workforce system and state board functions and responsibilities. The content will also include suggested promising practices from around the country and strategies for the Board to consider for adoption to maximize their strategic impact and step into their role as the governing body for the Iowa workforce system. The team suggests that this training be provided at one face to face session, if possible, to support the Board's development of a clear vision and consensus around its role and responsibilities.

An accompanying orientation and training guide will be developed and provided to each attendee.

Estimated Timeline: June 2019 - January 2020

Deliverables:

- Orientation / training delivered once
- ISWDB orientation / training and guide

Task 6: CEO Orientation and Training

The Maher team will develop and deliver a 3-hour orientation and training session for chief elected officials. The session can be delivered five times at various locations across the state to ensure maximum participation. The session should include context and background for the realignment, the state's vision for the delivery of workforce services, the role of CEOs, and other important topics relevant to support the realignment.

An accompanying orientation and training guide will be developed and provided to each attendee. Additionally, we will record a virtual, asynchronous session for those unable to attend an in-person session (promoted/offered after the in-person sessions are completed to encourage participation in the in-person training).

We envision conducting the five sessions over the course of two trips.

Estimated Timeline: June 2019 - February 2020

Deliverables:

- Orientation / training delivered three times
- CEO orientation / training and guide
- Virtual, asynchronous session

Task 7: Local Board Member Orientation and Training

Similar to the CEO orientation and training, we will develop and deliver a 3-hour orientation and training session for local board members. Assuming the new local area configuration results in up to six local workforce areas, the session will be delivered one time for each of the local boards. We would plan to deliver the trainings over three trips, traveling to Iowa after the certification of every two boards.

The session should include context and background for the realignment, the state's vision for the delivery of workforce services, the role of the local board and its members, and other important topics. Core partners could be engaged in the development and review of the draft of the Board member training.

An accompanying orientation and training guide will be developed and provided to each attendee. Additionally, we will record a virtual, asynchronous session for those unable to

attend the in-person session (promoted/offered after the in-person sessions are completed to encourage participation in the in-person training).

Estimated Timeline: Rolling (development starting in June, delivery tentatively between February - August 2020, after certification of every two boards)

Deliverables:

- Orientation / training delivered six times over three trips (2 boards per trip)
- Local board member orientation / training and guide
- Virtual, asynchronous session

Task 8: State Level Coaching and Consultation

The Maher project team will provide ongoing coaching and consultation regarding realignment tasks and related policies and forms, as well as on WIOA implementation. We have budgeted 16 hours for this task per month and will work with IWD to identify which staff will participate in this activity. Once identified, a coaching plan will be developed for each staff member for the duration of the coaching activity.

Estimated Timeline: June 2019 – October 2020

Deliverables:

- Personalized coaching plan
- Virtual coaching, consultation and review of policies, forms, etc.

Your Name
Street Address
City, ST ZIP Code
Date

The Honorable Alexander Acosta
Secretary of the Department of Labor
200 Constitution Avenue NW
C-2318
Washington, DC 20210

Dear Secretary Acosta:

We are writing you to appeal a recent decision made by the Iowa State Workforce Development Board regarding regional realignment. Eight CEO boards submitted appeals regarding the recently approved realignment plan to the Iowa State Workforce Development Board and these appeals were denied on May 30, 2019 without explanation as to the rationale behind their denial. All denials were bundled and denied at one time with one vote without discussion of the merits presented in the individual appealing regions request for appeal.

The CEO boards of several Iowa regions are requesting the Department of Labor investigate to review whether or not the realignment process followed the law. The process lacked transparency and stakeholders were not informed in a timely manner. The appeals process itself was cumbersome and not understandable, which created a burden for the local elected officials to comply with the State's appeal process due to unreasonable criteria. The guidance given by Iowa Workforce Development in recent months and the direction provided in the State plan had several significant differences and made the process extremely confusing. As far as we know, the State has not developed a formal appeals policy that has been approved by both the Department of Labor and the Iowa State Workforce Development Board which adds to the contention that the process the State undertook to deny the appeals summarily was not appropriate.

Representatives of Iowa Workforce Development continue to insist the Department of Labor is requiring a reduction of regions in Iowa. The documentation they refer to when making this claim is the Department of Labor monitoring of 2017, which gives no requirement to reduce regions. The monitoring report merely instructed the State to review the local regional structure for compliance of WIOA rules and regulations and determine whether or not the current structure accommodates the boards being able to perform all requirements as stated in the law.

All existing Title 1 Regions requested and were granted initial designation and have operated in good standing for the two years such designation was granted. There has been no discussion or rationale given as to why subsequent designation would not continue as allowable in the Law 679.250.

Iowa Appeal Letter

In a frantically ambitious effort to make the realignment changes immediate, IWD has suggested the current providers of service will only be given a 6-month budget. Iowa Workforce Development has further suggested that if all items and activities related to realignment are not completed by June 30, 2020, DOL will withhold all WIOA Title I funding from Iowa.

There is no indication nor documentation from the State that the laws and regulations under WIOA were followed to fully evaluate the current regions using the criteria outlined in the law. No evidence of the evaluation done by the State justifying why the 6 regions were determined has been provided. This is one more example of how the communication and consultation was not performed according to the 675.300 definition of consultation.

One of the major complaints lodged in all of the appeals that were made was the fact that the State did not follow the requirements which clearly state, the developed policy and procedure for the designation of all local areas must include consultation of the chief elected officials and affected Local Boards. The chief elected officials and affected Local Boards in several regions do not feel they were consulted with or made completely aware of the consolidation efforts, and the impacts of their process. The regions do not feel that the State of Iowa has followed the criteria established in the WIOA law and regulations to make these rather drastic changes to the service delivery system within the State. It is absolutely clear that the State did not use the definition given clearly in the law (675.300) as to what consultation means which further adds to the lack of transparency and therefore compounds the problem.

Since the purpose of a local area is to serve as a jurisdiction for the administration of workforce development activities, it makes perfect sense that the law requires efforts to be coordinated at a local community level. By excluding the chief elected officials and Local Boards from this process, the state has failed to do what is best for all Iowans and the State has failed to follow the law.

We have included a copy of the appeals that were presented to the State. We appreciate the time you have taken to read our letter of appeal and we look forward to the opportunity to provide additional information while the Department of Labor conducts its review.

Sincerely,

Your Name



Index of Realignment Appeals

Date	Region	Submitter
4/8/19	2	Supervisor Corey Eberling, Region 2 CEO Chair
4/5/19	3 – 4	Tim Schumacher Region 3 – 4 CEO Chair
3/8/19	8	Eric Skoog CEO Chair
4/10/19	9	John J. Willey, CEO Chair Jim Irwin, Jr., Region 9 CEO Frank Klipsch, Region 9 CEO Brinson Kinzer, Region 9 CEO Jeff Sorenson, Region 9 CEO
5/23/19	13	Randy Hickey, Fremont County Supervisor Lonnie Mayberry, Mills County Supervisor Walter Utman, Harrison County Supervisor Darin Haake, Shelby County Supervisor Matt Walsh, Mayor, City of Council Bluffs Scott Belt, Pottawattamie County Supervisor Frank Waters, Cass County Supervisor Alan Armstrong, Page County Supervisor
3/5/19	14	Charles Ambrose, CEO Chairman
4/16/19	15	Matt Greiner, Chairman David Krutzfeldt, Chairman
2/26/19	16	Gary See, CEO Chair Mike Hickey, Board Chair

April 8, 2019

The Honorable Kim Reynolds
Office of the Governor of Iowa
1007 East Grand Ave.
Des Moines, Iowa 50319

The Honorable Beth Townsend
Iowa Workforce Development
1000 E. Grand Avenue
Des Moines, IA 50319

John Krogman, Chair
Iowa State Workforce Board
1000 E. Grand Avenue
Des Moines, IA 50319

Dear Governor Reynolds, Director Townsend, and Mr. Krogman,

Section #1

The Region 2 CEO's and the Region 2 Workforce Development Board are writing to you today to express our deeply held concerns and disappointment with recent actions of the State Board. In particular, we learned that a recommendation has been made to reduce the number of local workforce areas for Iowa. As local elected officials, we believe that we have not only a statutory right, but the responsibility to our communities to have a significant consultative role in the local designation discussions. We have been provided no such consideration in this matter. Therefore, we are left with no other option than to appeal the February 18, 2019, decision by the State Workforce Development Board. Let this correspondence serve as our official appeal.

Our board holds the belief that it would be in the best interest of our citizens, our local businesses, and the Great State of Iowa; to leave the current 15/16 Workforce Development Regions in tack (Map Included). Governor Reynolds issued Executive Order # 3 (Included), which identified the need to have a greater presence in rural Iowa. The Governor stated that we must work together to develop and provide LOCAL leadership to create strategic planning to keep our youth and retrain current workforce to meet the dynamics of the business world. This recommended realignment appears to do just the opposite.

We would plead with the Governor and IWD to be mindful of the individuals that are in need of many of our services. Many of these individuals are unemployed or underemployed and do not have the resources or maybe the additional time for additional travel. This realignment will in the long-run reduce access to services and disenfranchise those that we are trying to keep in the workforce. The writing is on the wall.

Please look at the layout of the 8 Iowa Judicial Districts (Map Included). Our Region also works with these Districts to get individuals the proper training and out of the correctional system.

We have looked at what the State did with the 14 Mental Health Regions (Map Included). Why have we not been allowed the same opportunity to build our own regions if a realignment is required?

Section #2

Corey Eberling, CEO Chairman
1137 250th St.
Sheffield, IA 50475
(641) 425-4136
ceberling@co.franklin.ia.us

Section #3

The Workforce Innovation and Opportunity Act (WIOA; P.L. 113-128) at Sec. 106 and the Notice of Proposed Rulemaking (NPRM) at 20 CFR 679.130, provides for consultation with local elected officials with respect to the development of regional planning areas. Yet we have not received any communication asking for us to weigh in on this matter. Consultation with no notice of the proposed actions or after a decision has been made would not be very meaningful.

“Consultation” is a defined term under federal regulations and means “the process by which State and/or local stakeholders convene to discuss changes to the public workforce system and constitutes a **robust conversation in which all parties are given an opportunity to share their thoughts and opinions.**” 20 CFR § 675.300 (emphasis added).

We will concede that Iowa Workforce Development sent out staff to our region on several occasions, but they never consulted us. Staff communicated that the State of Iowa will be downsizing the number of regions due to WIOA legislation and that we would have to adjust. We tried to ask questions repeatedly and most times never received answers to those questions or received the response that, “they did not know what the State Board was going to do.”

Since the CEO’s have not been asked to the table and allowed to be a partner with the State Workforce Development Board in the realignment configuration, we will ask the Department of Labor to reject the plan per a violation of the Workforce Innovation and Opportunity Act (WIOA; P.L. 113-128) at Sec. 106 and the Notice of Proposed Rulemaking (NPRM) at 20 CFR 679.130.

The current realignment that has been recommended, creates inequities in several parts of the State of Iowa. In the new plan (Map Included): Region 1- 24 Counties, Region 2- 20 Counties, Region 3- 11 Counties, Region 4-11 Counties, and Region 5- 8 Counties. Again, rural areas will be at a disadvantage and not afforded equal access for LWDB meetings or services. Why not have the same number of counties in each region? Numerous court cases have looked at whether or not individuals have equal

access to serves and afforded the same opportunities as their fellow American. We are not sure this plan will pass the test.

Trying to follow the Governor's STEM Regions (Maps Included) would be more equitable than the current proposal. According to the Governor's STEM page, the mission of STEM is as follows: "The goal of increasing STEM interest and achievement is critical to regaining Iowa's historic legacy as a leader in education and workforce development. In fact, STEM is a vital economic development advantage for quality job growth in our state, as STEM graduates are in great demand to meet current and future workforce needs." Why does the State of Iowa always keep creating new regions that don't align with other current regions that are in place? Let's be more efficient.

IWD's legal counsel made the comment that Iowa was told they were not to look at community college boundaries for regions. If this was not a misstatement, then the current proposed and adopted plan is doomed. All 6 regions closely mirror the community college lines.

Section 4 & 5

WIOA at Sec. 106(a)(2)(A) allows for regions to be either a single (1) workforce area or two (2) or more contiguous areas based upon a criteria listed in the NPRM at 20 CFR 679.210(b)(2). The criteria includes but is not limited to workforce areas sharing a single labor market area, sharing common economic development, possessing the resources to fully implement WIOA, and having education and training institutions which administer Adult Literacy programs. We fail to see these criteria in the recommendation for proposed regions. In addition, the latest performance reports for Iowa shows all entered employment negotiated measures of performance have been met, and all but older youth on median wage, a factor that is not completely within our control. We are meeting program performance expectations.

Placing the entire cost of this under Admin is not accurate. Most of the new requirements can be covered by Program costs, not Admin.

The role of a Program Director (or Coordinator) should be covered by Program cost since there is no fiscal or purchasing requirement.

The Board Support Position Cost, can be easily shared among multiple regions due to the job duties of their position.

The CEO's would do a RFP for the Fiscal Agent. We know of entities that would be interested in providing these services locally or on a statewide basis. We may even be able to partner with a local county in the Region 2 area through a 28E agreement.

DOL has never stated that these cost associated with the Board support or Program Director all come out of Admin. Program cost can be also used.

We already have an MOU on file with the State of Iowa for Region 2. We could include the document, but we always keep in mind that we are spending our taxpayers' dollars and felt it was in their best interest not to copy 70 pages that the State of Iowa already has in their possession.

We have included program budgets (5 Pages).

Across the US, local governments have responsibility for nearly half of all road mileage and we also budget over \$25 billion per year for economic development efforts. We ran for office because we care about the economic vitality of our communities, and we took an oath to serve the people in those communities to the best of our ability. We can appreciate that fewer organizations to coordinate with and to provide support to is an easier task for the state, but we fail to see where your plans address our specific communities in an adequate way. Our performance in fiscal and programmatic measures should be of paramount concern, not our individual size.

We support regional initiatives, coordination and embrace the charge of WIOA to focus on efficiencies, effectiveness, access, and equity in our workforce development systems. We understand and want to participate in regional partnerships that serve our dual customers as appropriate, and in many cases, we have done this without any formal designation or direction. No board exists in a vacuum and over the years we have worked out many relationships with local industry leaders, economic development, education- both public and private-, community-based organizations serving people with barriers, and others who provide local support systems so important for the current and future success of our businesses and citizens.

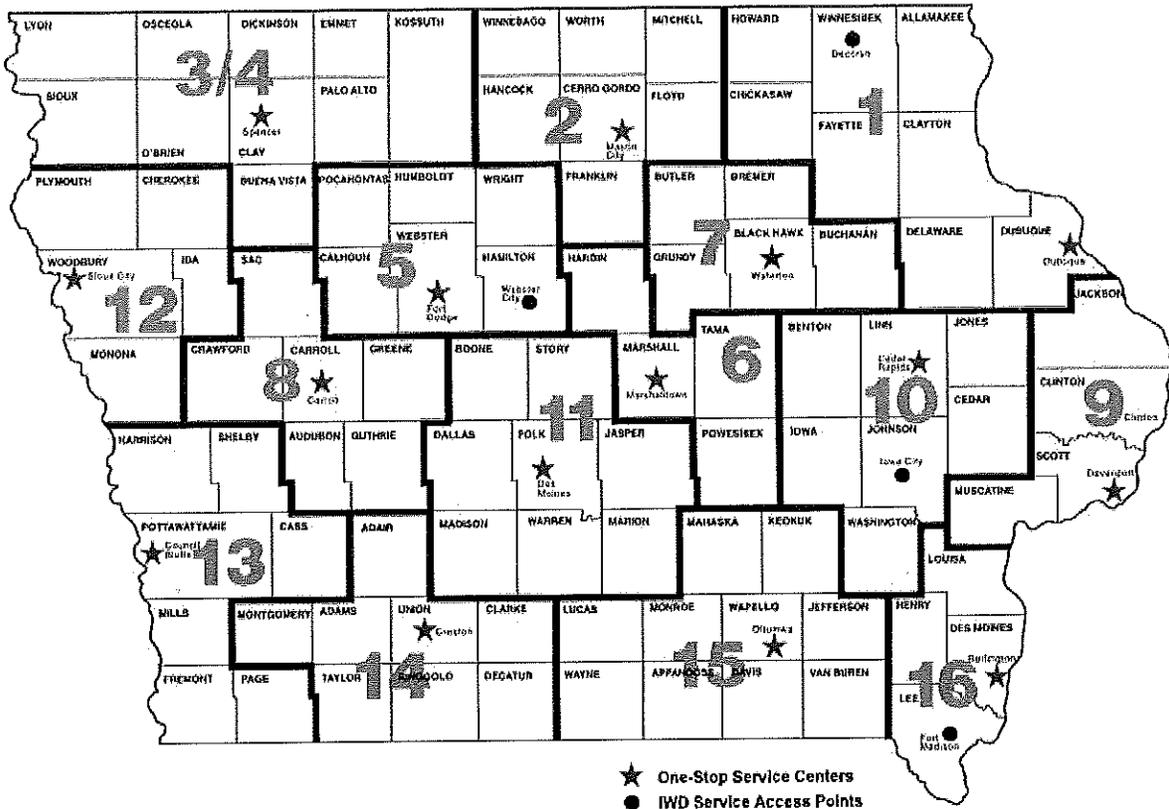
In closing, as you deliberate, we respectfully request that you honor the WIOA statute and its directives concerning collaboration with local elected officials and businesses by setting aside your February 18, 2019, decision. Please support the 15/16 Iowa Workforce Development Regions concept with some minor adjustments. If we truly do need to realign, we ask that you please invite the CEO's to the table and that everyone come to that table with an open mind to discuss and to formulate any proposed changes to the local area designations. Let's build a partnership, not create a divide. Also, please review the inequities that the recommended plan creates. Failing to do so provides us few options for resolution except the more formal legal appeal rights we have under WIOA. The needs of Iowa businesses and job seekers should not be put on hold for actions that could be undertaken in a collaborative spirit on their behalf. Thank you for your consideration.

Respectfully submitted,



Supervisor Corey Eberling
Region 2 Chief Elected Officials, Chairman
1137 250th St.
Sheffield, IA 50475
(641) 425-4136

15/16 IOWA WORKFORCE DEVELOPMENT REGIONS




State of Iowa
Executive Department

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

EXECUTIVE ORDER NUMBER THREE

WHEREAS, the overall health of Iowa's rural communities is vital to the long-term success of this State; and

WHEREAS, in order for rural Iowa to thrive, it must be an attractive target for investment by the private sector, and the public sector must be a wise investment partner by effectively utilizing its limited resources; and

WHEREAS, in order for rural Iowa to keep its talented individuals and bring Iowans back home, local leadership must be effectively developed, must strategically plan, and must set a vision to make Iowa an attractive place for people to live and work; and

WHEREAS, broadband connectivity is essential for nearly every aspect of life today – for business, for education, and for agriculture, to name a few – so we must ensure that rural Iowa is fully connected to the world:

NOW, THEREFORE, I, Kim Reynolds, Governor of the State of Iowa, do hereby declare the State of Iowa will be well-served by taking a new, innovative approach to addressing the needs and desires of its rural residents by establishing "The Governor's Empower Rural Iowa Initiative."

SECTION ONE: Purpose.

- I. The Governor's Empower Rural Iowa Initiative is tasked with finding concrete solutions to the unique challenges and opportunities that exist in rural Iowa.
- II. The Governor's Empower Rural Iowa Initiative will identify legislative, regulatory, and policy ideas designed to increase opportunities and quality of life throughout rural Iowa by encouraging investment, by working to maintain and grow the population of rural communities and develop the next generation of leadership, and by boosting efforts to facilitate high-speed internet connectivity across and within rural areas in Iowa.

SECTION TWO: Organization and Operation.

- I. The Governor's Empower Rural Iowa Initiative will partner with the Iowa Rural Development Council to carry out the the Initiative. The Honorary Co-Chairs of the Governor's Empower Rural Iowa Initiative will be the Chair of the Iowa Rural Development Council and the Lieutenant Governor.
- II. The Governor's Empower Rural Iowa Initiative and the Iowa Rural Development Council will create three subject matter task forces, each of which will be chaired by the Chair of the Iowa Rural Development Council and the Lieutenant Governor:
 - A. **The Investing in Rural Iowa Task Force.** The Investing in Rural Iowa Task Force will review existing state policies and programs related to rural investment, and will assess

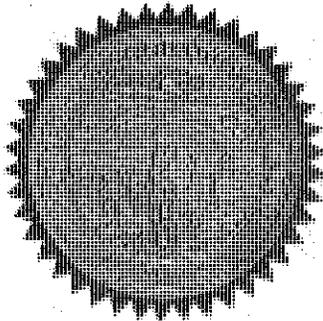
those policies' and programs' impact upon rural Iowa. The Investing in Rural Iowa Task Force will likewise propose changes to any existing state policies and programs so reviewed, or propose new policies and programs designed to encourage new or expanded investment in rural Iowa. The Investing in Iowa Task Force will consider a wide range of potential policy matters, including, but not limited to, ways to create or strengthen partnerships with persons or organizations to fully leverage existing efforts directed towards rural investment, methods to bring additional resources to rural Iowa or to maximize the use of limited resources already existing, and policies designed to meet the State's rural housing needs.

- B. The Growing Rural Iowa Task Force.** The Growing Rural Iowa Task Force will consider ideas, policies, or initiatives designed to encourage and develop the next generation of leadership for rural communities, and to encourage community strategic planning. The Growing Rural Iowa Task Force may also consider initiatives impacting rural quality of life, strategies for retaining talent in rural communities, and bringing back former Iowans.
- C. The Connecting Rural Iowa Task Force.** The Connecting Rural Iowa Task Force will review existing state policies and programs related to broadband connectivity in rural Iowa, and will assess those policies' and programs' impact on rural Iowa. The Connecting Rural Iowa Task Force will likewise propose changes to any existing state policies and programs so reviewed, or propose new policies and programs designed to encourage increased broadband connectivity throughout rural Iowa. The Connecting Rural Iowa Task Force will consider a wide range of potential policy matters, including, but not limited to, ways to encourage broadband buildouts through the State, methods aimed at addressing any regulatory barriers or funding stream issues pertaining to broadband connectivity in rural Iowa, and policies and strategies designed to encourage partnerships among broadband providers to meet the connectivity needs and demands of rural Iowans.
- III.** Each task force of the Governor's Empower Rural Iowa Initiative will consist of at least 22 members. Members will be selected by the Governor, five of which will be recommended by the Iowa Rural Development Council, from its membership. The ex-officio members will be the Chair of the Iowa Rural Development Council, the Lieutenant Governor, the Secretary of Agriculture, two members of the Iowa Senate (one from the majority party and one from the minority party) and two members of the Iowa House of Representatives (one from the majority party and one from the minority party). Members will serve staggered, two-year terms. Each member will serve at the pleasure of the Governor and will serve without compensation and in an advisory capacity.
- IV.** The Governor's Empower Rural Iowa Initiative will be led by an Executive Committee consisting of the co-chairs and three representatives from each task force, to be named by the Governor.
- V.** Each subject matter task force of The Governor's Empower Rural Iowa Initiative will meet to host "Ideas Summits" in locations throughout rural Iowa in the year 2018. Each Ideas Summit will address matters within or across the scope of the subject matter task force(s) holding the event. Participants in each Ideas Summit will be the members of the subject matter task force in question, and may also include residents of rural Iowa, persons or organizations interested in rural Iowa issues, or other persons, experts, or organizations interested in the subject matters to be discussed.
- VI.** Each subject matter task force will prepare a report of initial recommendations, to be submitted to the Executive Committee, and the Executive Committee will submit an initial report to the Governor, no later than December 31, 2018. Each subject-matter task force will make annual recommendations thereafter.
- VII.** Each subject-matter task force of The Governor's Empower Rural Iowa Initiative herein established will coordinate and cooperate with one another from time to time as necessary or appropriate to effectuate the purposes of this Executive Order.

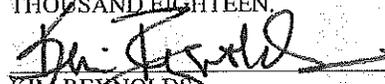
- VIII. Staffing and administrative assistance for The Governor's Empower Rural Iowa Initiative, and each subject-matter task force established herein, will be provided through the shared efforts of the Office of the Governor, the Iowa Economic Development Authority, the Iowa Rural Development Council, and by other persons or organizations from time to time as necessary or appropriate.

SECTION THREE: Miscellaneous.

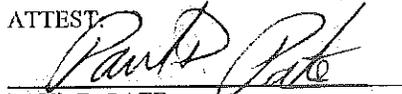
- I. All departments, agencies, boards, or other political subdivisions of state and local governments will cooperate fully with The Governor's Empower Rural Iowa Initiative to the extent required by law. The Governor's Empower Rural Iowa Initiative may seek the expertise and services of individuals and entities outside of its membership for research, advice, and other needs as necessary or appropriate to accomplish its mission.
- II. All work of The Governor's Empower Iowa Initiative will be done in a manner consistent with the laws and regulations of the State of Iowa, and of the laws and regulations of the United States of America.
- III. This Executive Order will be interpreted in accordance with all applicable laws and regulations. If any provision of this Executive Order is found to be invalid, unenforceable, or otherwise contrary to applicable law, then the remaining provisions of this Executive Order, as applied to any person or circumstance, will continue in full force and effect and will not be affected by such finding of invalidity or unenforceability. This Executive Order is not intended to supersede any laws, regulations, or collective bargaining agreements in place as of its effective date.
- IV. This Executive Order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity, by any party against the State of Iowa, its departments, agencies, or political subdivisions, or its officers, employees, agents, or any other persons.
- V. The directive in this Executive Order will only apply prospectively of its effective date.



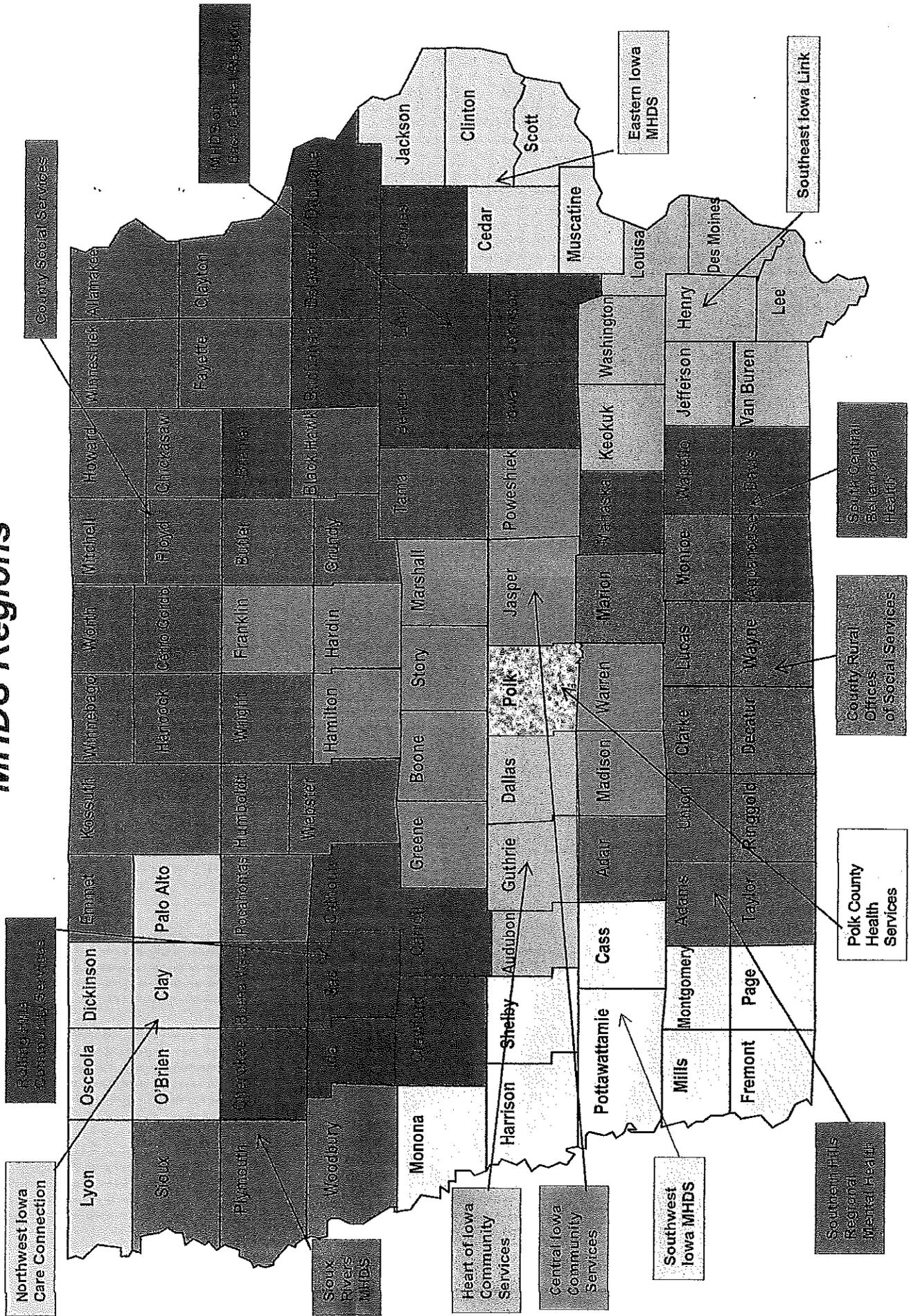
IN TESTIMONY WHEREOF, I HAVE
HEREUNTO SUBSCRIBED MY NAME
AND CAUSED THE GREAT SEAL OF
THE STATE OF IOWA TO BE AFFIXED
TO THI EXECUTIVE ORDER. DONE AT
DES MOINES THIS 18TH DAY OF JULY
IN THE YEAR OF OUR LORD TWO
THOUSAND EIGHTEEN


KIM REYNOLDS
GOVERNOR OF IOWA

ATTEST


PAUL D. PATE
SECRETARY OF STATE

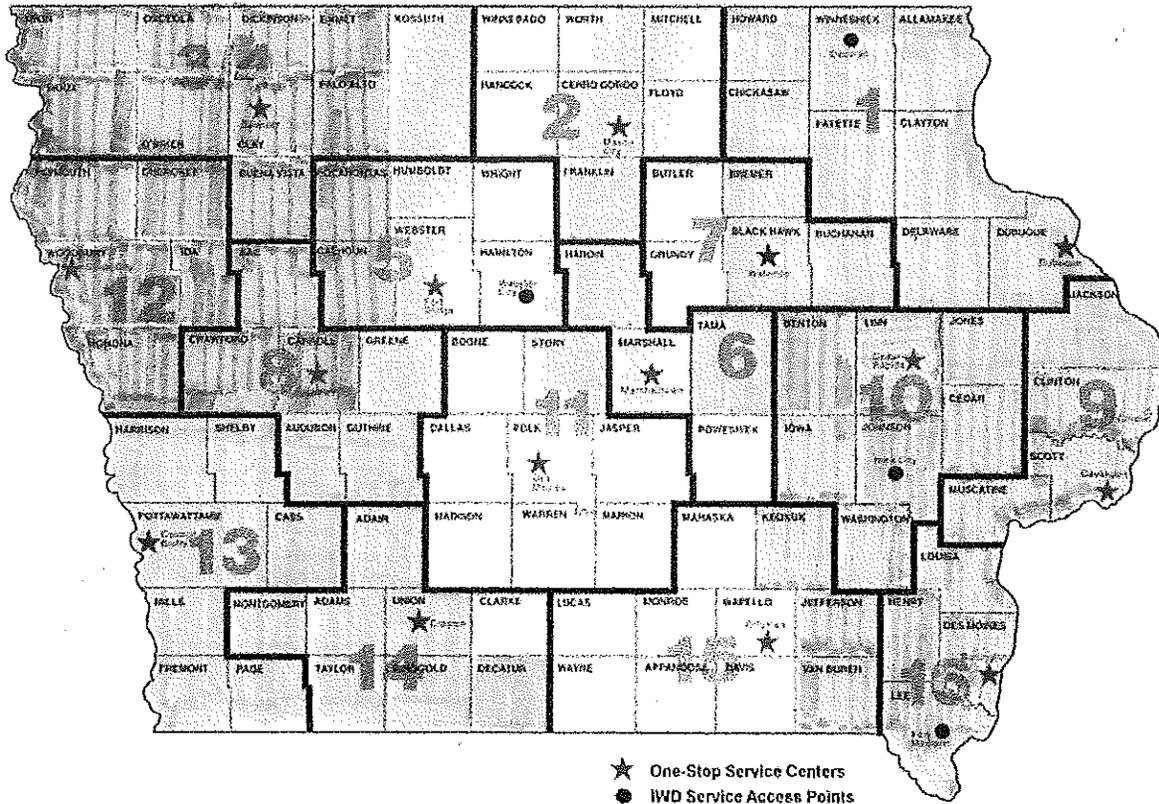
MHDS Regions



July 1, 2018

6 IOWA STEM REGIONS

Est. Boundaries





The Iowa Governor's STEM Advisory Council is a proud contributor to the mission of Future Ready Iowa.

[Home](#) STEM Regions

GREATNESS STEMS FROM IOWANS



STEM Regions

(click on a specific region of the map above to access more detailed regional information)

To help create awareness and a voice for every Iowan, the Iowa Governor's STEM Advisory Council divided the state into six STEM regions and appointed one regional STEM manager to each location.

Regional STEM managers represent each region in a variety of ways. Besides providing a clear voice for each region, managers also help facilitate access to STEM educational opportunities like STEM Scale-Up Programs; create knowledge about all STEM components and collaborate with businesses, organizations and formal and informal education agencies to increase student engagement in STEM.



Mary Trent, M.A.



Kelly Bergman, Ph.D.



Jeff Beneke, B.S.



Deb Frazee, M.S.Ed., CRC



Sarah Derry, Ph.D.



Kristine Bullock, M.S.Ed.

STEM Region	Regional STEM Hub Institution(s)	Regional Manager
Northwest Iowa	Iowa Lakes Community College	Mary Trent
North Central Iowa	Iowa State University	Kelly Bergman
Northeast Iowa	University of Northern Iowa	Jeff Beneke
Southwest Iowa	Southwestern Community College	Deb Frazee
South Central Iowa	Drake University	Sarah Derry
Southeast Iowa	University of Iowa & Kirkwood Community College	Kristine Bullock

WIOA Adult

PY2018 (FY 2019) 9 mo. BUDGET

SDA	HOLDHARMLESS SHARE	BUDGET	ADMIN	PROGRAM
1	6.92%	\$167,834	\$16,783	\$151,051
2	4.38%	\$106,400	\$10,640	\$95,760
3 and 4	1.81%	\$43,837	\$4,383	\$39,454
5	4.20%	\$101,947	\$10,194	\$91,753
6	3.88%	\$94,149	\$9,414	\$84,735
7	6.05%	\$146,954	\$14,695	\$132,259
8	1.19%	\$28,917	\$2,891	\$26,026
9	13.16%	\$319,292	\$31,929	\$287,363
10	6.65%	\$161,349	\$16,134	\$145,215
11	11.95%	\$289,947	\$28,994	\$260,953
12	3.93%	\$95,310	\$9,531	\$85,779
13	2.88%	\$69,990	\$6,999	\$62,991
14	5.27%	\$127,844	\$12,784	\$115,060
15	8.03%	\$194,829	\$19,482	\$175,347
16	19.71%	\$478,419	\$47,841	\$430,578
TOTAL	100.00%	\$2,427,018	\$242,694	\$2,184,324

WIOA Adult

PY2018 (FY 2019) 3 mo. BUDGET

SDA	HOLDHARMLESS SHARE	BUDGET	ADMIN	PROGRAM
1	6.92%	\$31,616	\$3,161	\$28,455
2	4.38%	\$20,044	\$2,004	\$18,040
3 and 4	1.81%	\$8,258	\$825	\$7,433
5	4.20%	\$19,205	\$1,920	\$17,285
6	3.88%	\$17,736	\$1,773	\$15,963
7	6.05%	\$27,683	\$2,768	\$24,915
8	1.19%	\$5,447	\$544	\$4,903
9	13.16%	\$60,148	\$6,014	\$54,134
10	6.65%	\$30,395	\$3,039	\$27,356
11	11.95%	\$54,620	\$5,462	\$49,158
12	3.93%	\$17,954	\$1,795	\$16,159
13	2.88%	\$13,185	\$1,318	\$11,867
14	5.27%	\$24,083	\$2,408	\$21,675
15	8.03%	\$36,702	\$3,670	\$33,032
16	19.71%	\$90,124	\$9,012	\$81,112
TOTAL	100.00%	\$457,200	\$45,713	\$411,487

WIOA Dislocated Worker

PY 2018 (FY 2019) 9 mo BUDGET

Region	Share Ratio	Region Total	ADMIN	PROGRAM
1	5.45%	\$124,838	\$ 12,484	\$ 112,354
2	3.75%	\$85,975	\$ 8,598	\$ 77,377
3 & 4	5.38%	\$123,403	\$ 12,340	\$ 111,063
5	4.00%	\$91,582	\$ 9,158	\$ 82,424
6	5.74%	\$131,640	\$ 13,164	\$ 118,476
7	7.85%	\$179,836	\$ 17,984	\$ 161,852
8	2.61%	\$59,754	\$ 5,975	\$ 53,779
9	10.76%	\$246,496	\$ 24,650	\$ 221,846
10	9.93%	\$227,659	\$ 22,766	\$ 204,893
11	12.03%	\$275,650	\$ 27,565	\$ 248,085
12	6.26%	\$143,521	\$ 14,352	\$ 129,169
13	5.71%	\$130,930	\$ 13,093	\$ 117,837
14	4.39%	\$100,713	\$ 10,071	\$ 90,642
15	8.78%	\$201,128	\$ 20,113	\$ 181,015
16	7.35%	\$168,549	\$ 16,855	\$ 151,694
TOTAL	100.00%	\$2,291,674	\$ 229,168	\$ 2,062,506

WIOA Dislocated Worker

PY 2018 (FY 2019) 3 mo BUDGET

Region	Share Ratio	Region Total	ADMIN	PROGRAM
1	5.45%	\$33,449	\$ 3,345	\$ 30,104
2	3.75%	\$23,036	\$ 2,304	\$ 20,732
3 & 4	5.38%	\$33,065	\$ 3,307	\$ 29,758
5	4.00%	\$24,538	\$ 2,454	\$ 22,084
6	5.74%	\$35,272	\$ 3,527	\$ 31,745
7	7.85%	\$48,185	\$ 4,819	\$ 43,366
8	2.61%	\$16,011	\$ 1,601	\$ 14,410
9	10.76%	\$66,046	\$ 6,605	\$ 59,441
10	9.93%	\$60,999	\$ 6,100	\$ 54,899
11	12.03%	\$73,858	\$ 7,386	\$ 66,472
12	6.26%	\$38,455	\$ 3,846	\$ 34,609
13	5.71%	\$35,081	\$ 3,508	\$ 31,573
14	4.39%	\$26,985	\$ 2,699	\$ 24,286
15	8.78%	\$53,890	\$ 5,389	\$ 48,501
16	7.35%	\$45,161	\$ 4,516	\$ 40,645
TOTAL	100.00%	\$614,031	\$ 61,406	\$ 552,625

WIOA YOUTH

PY 2018 BUDGET

SDA	HOLDHARMLESS			BUDGET	ADMIN	PROGRAM
	SHARE					
1	6.69%			\$271,844	\$27,184	\$244,660
2	3.42%			\$139,037	\$13,903	\$125,134
3&4	2.74%			\$111,203	\$11,120	\$100,083
5	3.24%			\$131,614	\$13,161	\$118,453
6	4.47%			\$181,541	\$18,154	\$163,387
7	6.20%			\$252,080	\$25,208	\$226,872
8	1.15%			\$46,555	\$4,655	\$41,900
9	10.72%			\$435,445	\$43,544	\$391,901
10	11.47%			\$466,020	\$46,602	\$419,418
11	16.08%			\$653,111	\$65,311	\$587,800
12	3.71%			\$150,697	\$15,069	\$135,628
13	2.92%			\$118,831	\$11,883	\$106,948
14	4.74%			\$192,572	\$19,257	\$173,315
15	6.03%			\$244,796	\$24,479	\$220,317
16	16.43%			\$667,378	\$66,737	\$600,641
TOTAL	100.00%			\$4,062,724	\$406,267	\$3,656,457



EMMET COUNTY BOARD OF SUPERVISORS

609 1ST AVENUE NORTH
ESTHERVILLE, IA 51334

Phone: 712-362-4261
Fax: 712-362-7454
E-mail: asathoff@emmetcountya.com

John Pluth, Chair
Jeff Quastad, Vice Chair
Tim Schumacher
Roger Hash
Todd Glasnapp

The Honorable Kim Reynolds

4/05/2019

Office of the Governor of Iowa

1007 E. Grand Avenue
Des Moines, Iowa 50319

Director Beth Townsend

Iowa Workforce Development

1000 E. Grand Avenue

Des Moines, IA 50319

John Krogman, Chair

Iowa State Workforce Board

1000 E. Grand Avenue

Des Moines, IA 50319

Dear Governor Reynolds, Director Townsend, and Mr. Krogman,

Section #1

The Region 3-4 CEO Board is writing to you today to express our dissatisfaction with recent efforts of the Iowa State Workforce Board and further, to take part in an active and aggressive appeal of your actions towards realignment of the existing regions, to wit, the recommendation to reduce regions from sixteen

4-10-19
RECEIVED

(16) to six (6) (Option B). As county elected officials (CEOs) we have been mandated per WIOA rules to be an integral part of the process to redesign local designated regions, but we have NOT been included or consulted in any meaningful way. As defined in earlier USDOL documents the redesign process is to involve representation from the CEOs and local boards. Simply stated, this has not occurred. The US DOL documents do not mandate a particular reduction in the number of regions, only that the State of Iowa re-examine the current configuration.

Furthermore, your process has been complicated by lack of direction from your office concerning the many and varying appeal processes and deadlines as set forth by both Federal and State policy. In an attempt to clarify the process, the most recent communication we have received from IWD counsel, David Steen, has been only to file a letter two weeks before the public comment period of May 30, 2019 at the State Workforce Board meeting. (Tim Schumacher communication of 4/1/2019) We have experienced as county elected officials, the futility of waiting to give input until the last possible moment whether through the Mental Health “redesigns” , IDNR, or other top-down edicts from the State. Past actions have eroded any trust that our views will be considered regardless of which agency is asking and certainly not after the decision has already been made by state agencies. Indeed, the SWFD Board voted on the 6-county plan on February 18, 2019. The appeal timeline based on that date is long gone.

In this letter, we are following the process posted on the Federal Department of Labor site which indicates the USDOL has accepted Iowa’s 2018 Plan. The appeal process under the 2018 Plan contains impossible time requirements for any new configuration of regions to be proposed because of the number and kind of attached information that is required with an appeal. Therefore, we are insisting that the state IWD Board retain the current configuration of 15 regions (ours the combined 3-4 region) until comprehensive research can be accomplished in order to make an informed and sound decision.

We are submitting attachments that DO meet the criteria for that configuration including the map of the current 15 Workforce Development Regions.

We demand that the State refer to the documents put forth by the USDOL and clarify with the CEOs exactly how the current configurations were determined to be out of compliance with WIOA. What criteria were used to develop the 6- region plan? How will the 6- region configuration conform to WIOA requirements with reference to the waivers the Governor’s previously negotiated with the USDOL

Employment and Training Administration? Pursuant to the waivers, IWD has been granted the option to use other program monies to fund region administration, so the insistence that only administration dollars can be used is unsupported.

Governor Reynolds' Executive Order #3 "Empower Rural Iowa Initiative" identifies the need to work together to develop and provide LOCAL leadership to keep our youth and to retain and retrain current workforce (As a matter of fact, Region 3, now 3-4, has not missed a youth performance goal in 20 years). The Governor's proclamation that "the overall health of Iowa's rural communities is vital to the long-term success of this State" is not being served by this concentration- of- service- area plan. IWD Board's proposed 6-region plan seems to fly in the face of state workforce needs and represents a breakdown in communication between the two offices.

Finally, we appeal to the Governor and IWDB to be mindful of the individuals that are in need of many of our services. Displaced workers, youth, disabled persons, unemployed or underemployed and do not have the resources or time for long-distance travel and need one-on-one help to solve their unique employment challenges. Iowa needs workers. Indeed, just navigating the myriad of changing regulations promulgated by Federal and State Departments of Labor over the decades contributes to the challenges and frustrations encountered by our rural Iowa counties. Your actions have been counterproductive to your intentions.

Section #2

Tim Schumacher, CEO Chair Region 3-4

609 1st Ave N

Estherville, IA 51334

712-209-0202

tschumacher87@yahoo.com

Section #3

The Workforce Innovation and Opportunity Act (WIOA; P.L. 113-128) at Sec. 106 and the Notice of Proposed Rulemaking (NPRM) at 20 CFR 679.130, provides for “consultation” with local elected officials with respect to the development of regional planning areas. Yet we have not received any communication asking for us to weigh in on this matter. I reached out to our board representative Nancy McDowell from Sheldon on 4/1/2019 to discuss this appeal. She acknowledged that the realignment effort seemed to have been guided by some understanding of Federal DOL actions but required more background knowledge for the issues voted on by the State WF Board and the ramifications of their proposed actions.

“Consultation” is a defined term under federal regulations and means “the process by which State and/or local stakeholders convene to discuss changes to the public workforce system and constitutes a **robust conversation in which all parties are given an opportunity to share their thoughts and opinions.**” 20 CFR § 675.300 (emphasis added).

We will concede that Iowa Workforce Development sent out staff to our region on several occasions, but we were never consulted according to the above definition. IWD Staff told us that the State of Iowa would be downsizing the number of regions due to WIOA legislation and that we would have to adjust. We tried to ask questions repeatedly and most times never received answers to those questions or received the response that they did not know what the State Board was going to do.

The current 6- region realignment proposal creates inequities in several parts of the State of Iowa. In the new plan (Map Included): Region 1- 24 Counties, Region 2- 20 Counties, Region 3- 11 Counties, Region 4-11 Counties, and Region 5- 8 Counties. It appears rural areas will again be at a disadvantage and not afforded equal access for LWDB meetings or services. Again, what criteria did IWDB use in determining these boundaries? Can we be guaranteed that they comply fully with WIOA requirements?

Sections 4 & 5

WIOA in Sec. 106(a)(2)(A) allows for regions to be either a single (1) workforce area or two (2) or more contiguous areas based upon a criteria listed in the NPRM at 20 CFR 679.210(b)(2). The criteria includes but is not limited to workforce areas sharing a single labor market area, sharing common economic development, possessing the resources to fully implement WIOA, and having education and training institutions which administer Adult Literacy programs. We fail to see these criteria in the recommendation for proposed 6-region plan.

Regions 3-4 voluntarily combined themselves in 2006 to fulfill our obligations under the law and to improve service coordination within our Northwest Iowa geographic region. We had had a previous history of working together as one united region when the state was aligned by service delivery areas instead of community college boundaries. By combining, we increased our budgets, eliminated duplicate workforce and CEO boards and duplicate staffing including certification and appointment processes. The same fiscal and tracking systems were used for both regions. Our local plans addressed similar workforce needs, so it made sense to combine those. Most importantly, we eliminated confusion for customers who were used to one region.

We suggest that other regions have the opportunity to combine their service areas based on the new WIOA regulations. Use Region 3-4 as a model. People at the local levels are consistently more creative at coming up with solutions that satisfy the consumers, the region and the rules imposed upon them.

With regard to performance, the State of Iowa is meeting performance in all areas as a whole according to PY 2017 performance reports (2018 data is incomplete). A few regions may be missing performance in one category or another, but as a whole Iowa is meeting performance. Region 3-4 met all performance areas for all three programs: Adult, Dislocated Worker and Youth for PY17. The Adult Credential attainment rate was reported incorrectly at 50% due to a data discrepancy in the reporting extract from Iowa's data management system. IWD has since provided documentation stating, "It appears that Region 3-4 did indeed meet the goal of 66.6%."

US DOL has never stated that costs associated with the Board support or Program Director must all come out of Administration budgets. Program costs can be also used and indeed, they have, through the long-time relationship- building and cooperation among partners through MOU's and 28 E agreements.

The role of a Program Director (or Coordinator) should be covered by Program cost since there is no fiscal or purchasing requirement. The Board support Position cost can be easily shared among multiple regions due to the job duties of their position.

The CEOs would do a RFP for the Fiscal Agent. We know of entities that would be interested in providing these services locally or on a statewide basis.

We can appreciate that fewer organizations to coordinate with and to provide support to may be perceived an easier task for the State, but we fail to see where your plans address our specific communities in an adequate way. Our regional performance in fiscal and programmatic measures should be of paramount concern, not our individual size. We do not understand why the State has not been effective in dealing with the US Department of Labor for the benefit of our citizens.

Region 3-4 not only supports but leads the way in regional initiatives, coordination and embracing the intention of WIOA to focus on efficiencies, effectiveness, access, and equity in our workforce development systems. We understand and want to participate in regional partnerships that serve our dual customers as appropriate, and in many cases, we have done this without any formal designation or direction. Over the years we have worked out many relationships with local industry leaders, economic development, education- both public and private, community-based organizations serving people with barriers, and others who provide LOCAL support systems so important for the current and future success of our businesses and citizens. We believe that unnecessary realignment will harm rural counties unduly and destroy relationships already crafted over years in a very complicated WIOA landscape.

In closing, we STRONGLY REQUEST that you clarify the appeal process itself. There seems to be glaring misinformation at multiple levels. Upon inquiry, we have received five different versions of how to

appeal. We STRONGLY REQUEST you honor the WIOA statute and its directives concerning collaboration with local elected officials and businesses by convening required consultations with local workforce boards and local elected officials. Also, we STRONGLY REQUEST you review the inequities and possible non-conformance to WIOA regulations that the recommended plan creates. Failing to comply with these requests of the CEOs provides us few options to resolution except formal legal appeal rights we have under WIOA. If we as CEOs are to bear the maximum burden of compliance under WIOA, we need to know the State's long-range vision and agree with it to move forward.

Respectfully submitted,

A handwritten signature in black ink that reads "Tim Schumacher". The signature is written in a cursive, flowing style.

Tim Schumacher, CEO Chairman for the Region 3-4 Board

609 1st Ave N

Estherville, Iowa 51334

(712-209-0202)

tschumacher87@yahoo.com

CEO Board Members

Tim Schumacher - Emmet County, Chair

Mike Schulte - Osceola County, Vice Chair

Jerry Muilenburg – Sioux County

Merle Koedam - Lyon County

John Steensma - O'Brian County

Barry Anderson – Clay County

Pam Jordan - Dickinson County

Roger Faulstick - Palo Alto County

Kyle Stecker - Kossuth County

Kelly Snyder - Buena Vista County

One-Stop Operator:

The budget for the One-Stop Operator would be based on estimates provided by Iowa Workforce Development and other partners who conducted research into this item.

Based on the waiver Iowa received, the one-stop operator would be shared amongst regions reducing the need to have a one-stop operator located in every region. Region 3-4 is aware of entities that would be interested in serving as one-stop operator for multiple regions.

Requested Waiver: Waiver of the requirement at WIOA Section 121(d)(2)(B) that the one-stop operator be “located in the local area.”

ETA Response: The State's request to waive the requirement that the one-stop operator must be “located in the local area” is approved through June 30, 2020, on the condition that that the procured one-stop operator can fulfill the roles and responsibilities enumerated at 20 CFR 678.620, as well as any additional responsibilities as determined by the one-stop operator's contract. The State must also comply with the requirements of Section 121(d) and 20 CFR 678.600-635 when selecting the one-stop operator.

One-Stop Operator (OSO)*	**\$35,000 - \$100,000
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**OSO estimated cost range reflects DOL required functions at \$35,000 and a maximum of \$100,000 in serving as OSO in multiple regions.

Current Independent Staff:

All region's currently have independent staff who assist the LWDBs.

Region 3-4 Independent Staff:

Michael Wampler
Northwest Iowa Small Business Development Center
1900 Grand Avenue, Ste. B-1
Spencer, Iowa 51301
712-262-4213
mwampler@iowalakes.edu

Customer Service Plan Modification Transmittal Form

To Be Completed by Region: Region Number: 3-4 Date Submitted: May 24, 2018 Effective Date: July 1, 2018	For State Use Only: Date Received: Date Approved: Effective Date: July 1, 2018
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The following language will be added to the Regional Workforce Development Board Fiscal Policies Section (Page 57):

Regional Workforce Development Board Budget

The Region 3-4 Workforce Development Board budget will be \$3,000.00 per fiscal year. This budget will remain the same for each fiscal year until such time as it is determined that the budget needs to be adjusted up or down based on given expenditures. This budget is to cover expenses of the board such as travel or board support.

Regional Customer Service Plan Certification

I certify that the attached has been reviewed and approved by the Regional Workforce Development Board and the Chief Elected Officials Board, and that I am authorized to sign on behalf of the group I represent.

RWDB Chair Signature/May 24, 2018 CEO Chair Signature/May 24, 2018

Fiscal Agent Region 3-4:

Northwest Iowa Planning & Development
Commission
217 W. Fifth Street
Spencer, Iowa 51301

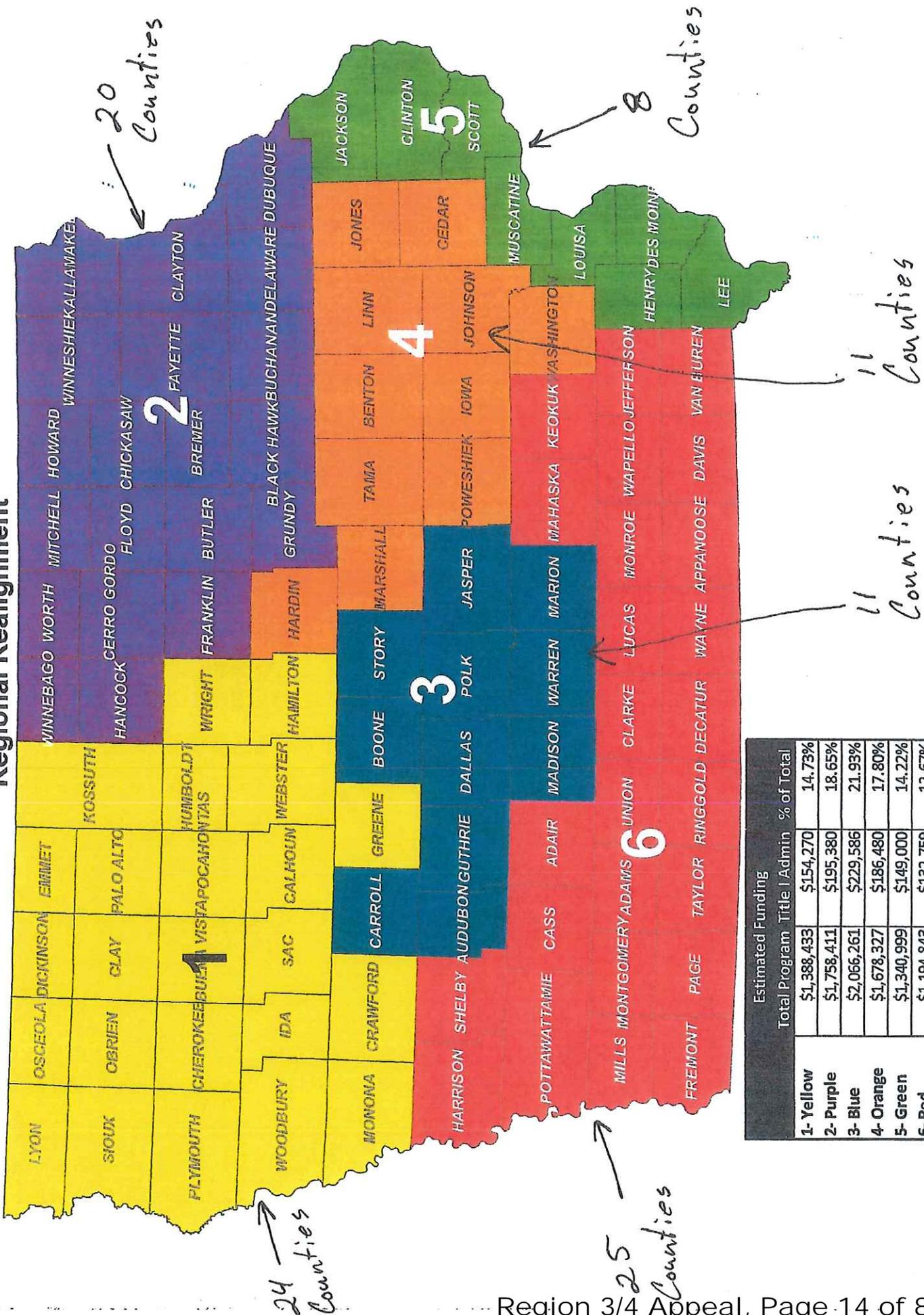
**Iowa Workforce Development
Region 03/04 Grant Agreement**

Iowa Workforce Development
1000 East Grand Avenue
Des Moines, Iowa 50319-0209
Effective Date: **July 1, 2015**
Agreement Number: **17-W-03-WI-OA**

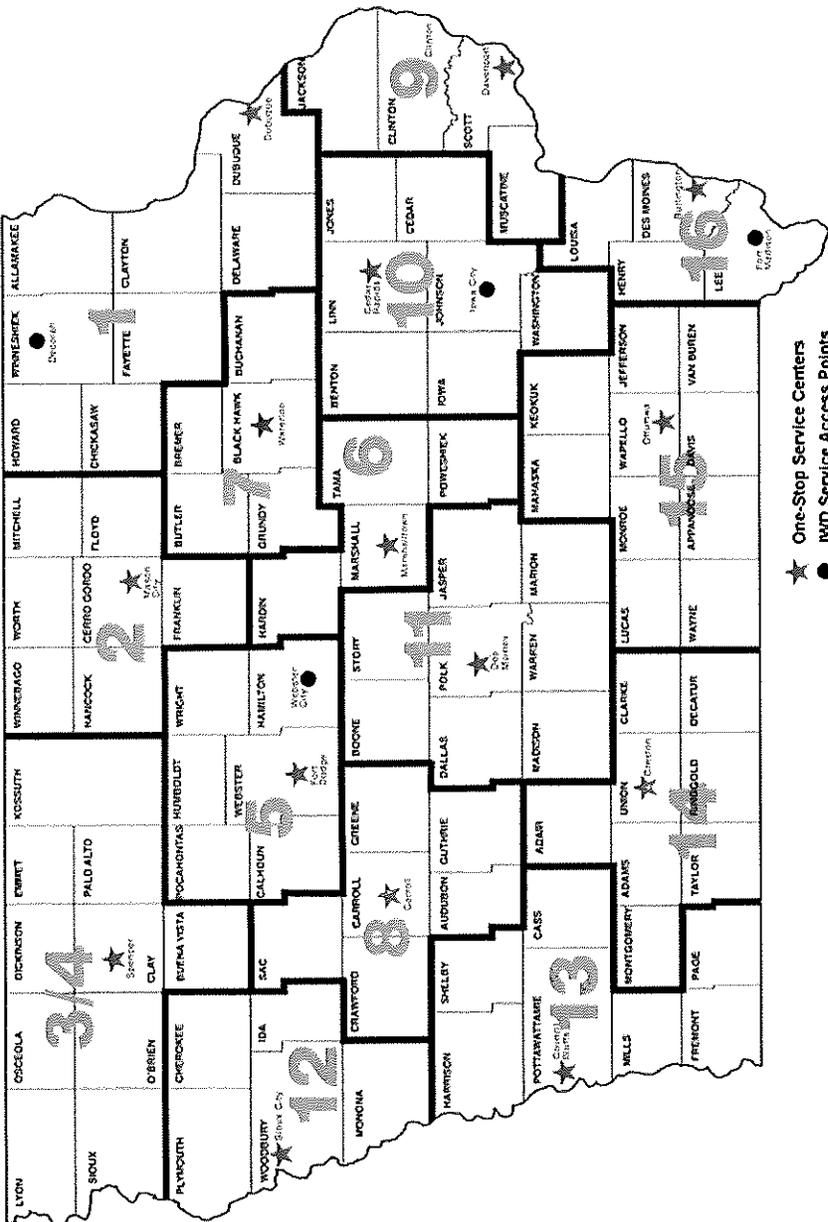
Northwest Iowa Planning & Development
Commission
217 W. Fifth Street
Spencer, Iowa 51301
Expiration Date: **June 30, 2020**
Federal ID Number: **42-1013973**
DUNS # 150647121

This Agreement is entered into between the Iowa Workforce Development, hereinafter referred to as the Department, Iowa Workforce Development, or IWD, at 1000 East Grand Avenue, Des Moines, Iowa 50319-0209, and Northwest Iowa Planning & Development Commission, 217 W. Fifth Street, Spencer, Iowa 51301, hereinafter referred to as NWIPDC, a legal entity or corporation duly organized, validly existing and in good standing under the laws of the State of Iowa.

Iowa Workforce Development Regional Realignment



Estimated Funding			
	Total Program	Title I Admin	% of Total
1- Yellow	\$1,388,433	\$154,270	14.73%
2- Purple	\$1,758,411	\$195,380	18.65%
3- Blue	\$2,066,261	\$229,586	21.93%
4- Orange	\$1,678,327	\$186,480	17.80%
5- Green	\$1,340,999	\$149,000	14.22%
6- Red	\$1,194,843	\$132,759	12.67%
	\$9,427,274	\$1,047,475	100%



★ One-Stop Service Centers
 ● IWD Service Access Points

WORKFORCE INNOVATION AND OPPORTUNITY ACT		
SERVICE PROVIDERS		
Region 1	Region 2	Region 3-4
Upper Exploreland Regional Planning Commission	North Iowa Area Community College	Northwest Ia. Planning & Develop. Commission
Lisa Curtin, WIOA Title I Director IowaWORKS Northeast Iowa	Patti Hanson, WIOA Title I Director IowaWORKS North Iowa	Val Bonney, WIOA Title I Director IowaWORKS Northwest Iowa
312 Winnebago Decorah, IA 52101 Ph. 563/382-0457 x 32412 Fax 563/387-0905 Email: lisa.curtin@iwd.iowa.gov	600 South Pierce Mason City, IA 50401 Ph. 641/422-1524 x 44536 Cell: 641/430-9056 Fax 641/422-1505 Email: Patti.Hanson@iwd.iowa.gov	217 W. 5th Street, PO Box 1493 Spencer, IA 51301 Ph. 712/262-1971 x 42010 Fax 712/262-7665 Email: Val.Bonney@iwd.iowa.gov
East Central Intergovernmental Association		
Ron Axtell, WIOA Title I Director IowaWORKS Northeast Iowa		
680 Main Street, 2nd Floor, PO Box 1595 Dubuque, Iowa 52004 Ph. 563/556-5800 x48136 Fax 563/556-0154 Email: Ron.Axtell@iwd.iowa.gov		
Region 5 (Adult/DW)	Region 5 (Youth)	Region 6
Iowa Central Community College	Children & Families of Iowa	Iowa Valley Community College
Melissa Vorrie, WIOA Title I/PACE Programs Director IowaWORKS North Central Iowa	Teresa Larson-White, Youth Employment Program Children & Families of Iowa (youth)	Rebecca Hassett, WIOA Title I Director IowaWORKS Iowa Valley
Three Triton Circle Fort Dodge, IA 50501 Ph. 515/574-1972 Fax 515/835-2210 Email: vorrie@iowacentral.edu	111 Avenue O West Fort Dodge, IA 50501 Phone: 515-573-2193 ext. 204 Fax: 515-573-2798 Email: teresal@cfiowa.org	3405 South Center, P.O. Box 497 Marshalltown, IA 50158-0497 Ph. 641/844-6972 Fax 641/754-1443 Email: Rebecca.Hassett@iwd.iowa.gov
Region 7	Region 8	Region 9
Hawkeye Community College	Region XII Council of Governments	Eastern Iowa Community College
Chris Hannan, Workforce Development Director IowaWORKS Cedar Valley	Beth Winquist, Workforce Director IowaWORKS Western Iowa	Paula Arends, Workforce Innovation Director IowaWORKS Eastern Iowa
3420 University Avenue Waterloo, IA 50701-2048 Ph. 319.235.2123 Ext. 41281 Fax 319/291-2651 Email: Chris.Hannan@iwd.iowa.gov Dustin Brocka, Associate Workforce Director Ph. 319.235.2123 Ext. 41280 Email: Dustin.Brocka@iwd.iowa.gov	617 N Carroll Street Carroll, Iowa 51401 Ph. 712/792-2685 x 32 Fax 712/792-1751 Email: Beth.Winquist@iwd.iowa.gov	902 W. Kimberly Rd. Ste 51 Davenport, IA 52806 Ph. 563/445-3200 x43340 Fax 563/445-3240 Email: Paula.Arends@iwd.iowa.gov
Region 10	Region 11	Region 12
Kirkwood Community College	Des Moines Area Community College	Western Iowa Tech Community College
Carla Andorf, Operations Director IowaWORKS	Jeff Chamberlin, Executive Director IowaWORKS Central Iowa	Alana Tweet, WIOA Title I, Program Coordinator IowaWORKS Greater Siouxland
4444 1st Ave NE Ste 436 Cedar Rapids, IA 52402 Ph. 319-365-9474 x 31107 Fax 319-365-9270 Email: Carla.Andorf@iwd.iowa.gov	430 E Grand Ave. Des Moines, IA 50309 Ph. 515-725-3662 Email: Jeff.Chamberlin@iwd.iowa.gov	2508 4th Street Sioux City, IA 51101 Ph. 712/233-9030 x 46021 Fax 712/274-6407 Email: alana.tweet@iwd.iowa.gov
	Jodi Spargur-Tate, Youth Work Readiness Program Manager Children & Families of Iowa (youth)	
	1111 University Ave. Des Moines, IA 50314 Ph. 515-288-1981 ext. 1317 Email: JodiS@CFIOWA.org	
Region 13	Region 14	Region 15
Iowa Western Community College	Matura Action Corporation	Indian Hills Community College
Kaylene Page, WIOA Title I Director IowaWORKS Loess Hills	Vacant, WIOA Title I Director IowaWORKS Southern Hills	Jennifer Erdmann, Operations Manager IowaWORKS Southern Iowa
300 W. Broadway, Suite 13 Council Bluffs, IA 51503-9030 Ph. 712-352-3480 ext. 45111 Fax 712-352-3486 Email: Kaylene.Page@iwd.iowa.gov	215 North Elm Street, PO Box 348 Creston, IA 50801-0348 Ph. 641/782-2119 x14 Fax 641/782-5101 Email: Larry.Johnson@iwd.iowa.gov	15260 Truman St. Ottumwa, IA 52501 Phone: (641)684-5401 Ext 40042 Fax: (641)684-4351 Email: Jennifer.Erdmann@iwd.iowa.gov
Mark Stanley, CEcD, EDFP Executive Director, Econ. & Workforce Dev. Iowa Western Community College Council Bluffs, IA Phone 712-325-3375/Fax 712-325-3408 Email: mstanley@iwcc.edu	Ron Ludwig, Executive Director MATURA Action Corporation Ph. 641/782-8431 Email: rludwig@maturact.org	Region 16 Southeast Iowa Community College Kelsey Howard, WIOA Title I Co-Director IowaWORKS Southeast Iowa
		1000 N. Roosevelt Burlington, IA 52601 (319) 753-1671 ext. 30454 FAX (319) 753-5881 Email: Kelsey.Howard@iwd.iowa.gov
		Courtney Mullen, WIOA Title I Co-Director IowaWORKS Southeast Iowa
		1000 N. Roosevelt Burlington, IA 52601 (319) 753-1671 ext. 30445 FAX (319) 753-5881 Email: Courtney.Mullen@iwd.iowa.gov

Each current region in Iowa has a designated Service Provider for Adult, Dislocated Worker and Youth Services.

Region 03-04

Workforce Innovation and Opportunity Act (WIOA)

Title I Youth and Young Adult Services Provider

Northwest Iowa Planning and Development Commission

217 West 5th Street

Spencer, Iowa 51301

Region 3-4

**WORKFORCE INNOVATION AND OPPORTUNITY ACT
(WIOA)**

Title I Career Services for Adults and Dislocated Workers

Northwest Iowa Planning and Development Commission

217 West 5th Street

Spencer, Iowa 51301

MEMORANDUM OF UNDERSTANDING
between
The Region 3-4
CHIEF ELECTED OFFICIALS,
REGIONAL WORKFORCE DEVELOPMENT BOARD,
and
WORKFORCE DEVELOPMENT PARTNERS

I. Background.

Congress enacted The Workforce Innovation and Opportunity Act (WIOA) to strengthen our country's workforce development system by aligning its employment, training, and education programs. This alignment of program services will combine with a metrics-based assessment of performance to improve our workforce development system. WIOA prioritizes a forward-looking one-stop system that provides integrated employment, training, and education programs responsive to the employment needs of the system's customers: job seekers, employees, and businesses. This focus will result in a one-stop system that will lead to economic growth for the individual, State, and nation.

Iowa has previously taken steps to integrate and streamline its workforce services, but WIOA requires further integration between agencies and programs. The parties to this memorandum of understanding (MOU) will come together to develop a partnership for workforce services delivery that fosters cooperation, collaboration, communication and accessibility. This MOU sets forth the framework for local-level collaboration in pursuit of attaining the goals and meeting the requirements set forth by WIOA.

Iowa's one-stop delivery system is a locally-driven system that provides the programs and services to achieve the goals set forth in the Iowa Unified State Plan:

- **Goal I:** Iowa's employers will have access to advanced, skilled, diverse, and Future Ready workers.
- **Goal II:** All Iowans will be provided access to a continuum of high quality education, training, and career opportunities.
- **Goal III:** Iowa's workforce delivery system will align all programs and services in an accessible, seamless, and integrated manner.

These goals will be accomplished by providing all customers in each region across the state access to a high-quality one-stop system with the full range of services available in their communities.

2. Purposes.

The purposes of this MOU are to:

- 2.1. Establish a cooperative working relationship among partners;
- 2.2. Define respective party roles and responsibilities;
- 2.3. Coordinate resources to prevent duplication;
- 2.4. Develop a one-stop system that creates a seamless customer experience;
- 2.5. Ensure the effective and efficient delivery of workforce services;
- 2.6. Establish joint processes and procedures that will enable partners to align and integrate programs and activities across the regional one-stop system;
- 2.7. Increase and maximize access to workforce services for individuals with barriers to employment; and
- 2.8. Coordinate to implement state workforce development initiatives.

3. Parties.

The following entities are parties to this MOU:

- 3.1. Region 3-4 Chief Elected Official Board (CEO Board).
- 3.2. Region 3-4 Workforce Development Board.
- 3.3. Region 3-4 One-Stop System Partners:

See 3-4 Regional One-Stop Contact List attached.

1. Title I Adult, Dislocated Worker and Youth
2. WIOA Title II Adult Education and Literacy
3. WIOA Title III Wagner-Peyser
4. WIOA Title IV Vocational Rehabilitation
5. WIOA Title IV Iowa Department for the Blind
6. Title V Older Americans Act
7. Carl Perkins Career Technical Education
8. Job Corps
9. Native American Programs
10. Proteus/ Migrant Seasonal Farmworkers
11. Veterans
12. YouthBuild
13. Trade Adjustment Act
14. Community Services Block Grant (Employment & Training)
15. Housing and Urban Development (Employment & Training)

16. Unemployment Compensation
17. Second Chance ReEntry Program
18. TANF/PROMISE JOBS
19. Goodwill Industries
20. Iowa Lakes Community College
21. Northwest Iowa Community College
22. Iowa Central Community College

4. Region 3-4 Vision and Goals.

IowaWORKS Northwest Iowa will deliver a demand driven system that focuses on building a workforce of high skilled, high wage jobs that will enable the employers of our region to Remain competitive in a global environment. The One Stop system within our region is a comprehensive, integrated service delivery system that is responsive to the employment and training needs of the customers we serve and incorporates the products and services of our partners in order to assure that customer needs are met without duplicating services.

The values governing Region 3-4 include the following:

- Effective partnerships are not only maintained but expanded and strengthened
- Ongoing commitment to braid funds through partnerships in service management
- Working in partnership to ensure workers possess a solid work ethic with appropriate skill sets

The longer term business objectives for Region 3-4 are summarized as:

- Region 3-4 IowaWORKS is committed to partnering with business and education to ensure we have workers who possess the needed skill sets within the region.
- Region 3-4 IowaWORKS is committed to expanding the Future Ready Iowa initiative.
- Region 3-4 IowaWORKS will create training opportunities for business through the Employers' Council of Iowa in Region 3-4.

5. Term.

This MOU commences on July 1, 2016, and concludes June 30, 2019. The Parties may agree to amend this MOU at any time before its designated conclusion date.

6. Development and Implementation.

This MOU will be developed and implemented in two phases:

- **Phase I:** Phase I of this MOU focuses on the operation of the one-stop system. This phase will foster alignment and integration of programs and services and specify the responsibilities of the Partners under WIOA.

- **Phase II:** Phase II will be an addendum to this MOU that will incorporate and include Phase I. Phase II will include the application of an agreed upon formula or plan developed by State Partners. Phase II will address costs of services, operational costs, and infrastructure costs in accordance with WIOA section 121(c)(2)(A)(ii). Phase II will take effect in accordance with the deadline set by the United States Department of Labor (USDOL) and United States Department of Education (USDOE).

By signing this MOU, the Partners agree to adhere to and execute Phase I and support and participate in good faith in the development of Phase II.

7. Legal Obligations.

The parties propose to coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, activities, and entities. Nothing in this MOU supersedes any provision of WIOA or any other state or federal statutes or regulations. The parties agree to amend this MOU in response to changes in applicable state and federal law in order to ensure compliance with applicable state and federal law.

8. One-Stop System Description.

A description of the local One-Stop System is provided below. In addition, more detail to this description is provided in the following attachments: Region 3-4 Customer Flow, Region 3-4 Career Services, Region 3-4 Partner Descriptions and Region 3-4 Partner Office Locations and Hours of Operation.

The Region 3-4 IowaWORKS One-Stop system is a fully integrated system which includes all career services outlined in the Workforce Innovation and Opportunity Act. The career services attachment gives further detail as to which career services are offered by the Region 3-4 partners to this MOU. The Region 3-4 partners commit to meaningful assistance defined as:

- Providing assistance on-site, by phone or via other technology using staff who are well trained in providing each career service.
- This assistance will be provided within a reasonable amount of time.
- Each One-Stop partner is responsible for the provision of services associated with their organization/entity.
- The shared service responsibilities, that all partners participate in, ensure that integration and non-duplication of services has been reviewed and addressed.

The provision of direct services to individuals and businesses is a key component in the Region 3-4 one-stop system. Each partner serves various segments of the population and provides services that benefit those individuals. Each partner is responsible for the funding of their direct program services. In addition, no partner is required to engage in an activity that is not allowed or covered by their legislation or regulations.

All partners will participate in a process of continuous improvement to offer the best possible services and seize opportunities for further integration. All partners will participate in the ongoing development and improvement of the Region 3-4 one-stop center procedures, policies and operational management. All partners will be part of a joint planning process that will continuously review the needs of the Region 3-4 workforce and business community and refine the services of the one-stop system based upon those needs.

In addition, the partners will encourage, accommodate staff, and/or provide training and cross training, as deemed appropriate, to ensure that all partner staff are familiar with all programs represented within the Region 3-4 One-Stop System in order to integrate services, reduce duplication, and improve overall service delivery.

9. Responsibilities of the Parties.

- 9.1. The parties agree to participate in joint planning and modification of activities to result in:
 - 9.1.1. Continuous partnership building;
 - 9.1.2. Continuous planning responsive to State and federal requirements;
 - 9.1.3. Timely response to specific local economic conditions including employer needs; and
 - 9.1.4. Adherence to common data collection and reporting needs.
- 9.2. Make available to customers through the one-stop delivery system the services that are applicable to the partner's programs;
- 9.3. Participate in the operation of the one-stop system consistent with the terms of this MOU and requirements of applicable law;
- 9.4. Participate in staff capacity-building and development, including but not limited to cross-training between partner staff;
- 9.5. Participate in one-stop assessments under applicable state policies and procedures, utilizing state standards created to develop a base-line for one-stop center and system certification and continuous improvement as required by WIOA section 121(g); and
- 9.6. Develop, offer and deliver quality business services that assist industry sectors in overcoming the challenges of recruiting, retaining and developing talent for the regional economy.

10. Methods of Customer Referral and Tracking.

The partners agree to develop a referral process to aid in the integration and alignment of services within the regional one-stop system. The referral process will assist to create a more

seamless customer experience by providing convenience of services to individuals and businesses. This process also provides for a continuum of services and follow-up to ensure customer needs have been met. All partners agree to follow the Region 3-4 one-stop center referral process outlined in Attachment A via the following documents: Customer Flow, Referral Form, and Verification Form. The Region 3-4 One Stop System will ensure the consistency of the referral process, maintenance of records and reporting to the Region 3-4 RWDB.

The partners agree to:

- Ensure that intake and referral processes are customer-centered and provided by staff trained in customer service
- Ensure that general information regarding one-stop center programs, services, activities and resources shall be made available to all customers as appropriate.
- Provide a direct link /access to one-stop partner program staff that can provide meaningful information or service through co-location, cross training or through real-time technology.

All IowaWORKS One-Stop system partners agree to utilize a common method to refer customers among the partners. The “common intake/service management” system may be used for referrals by those partners providing services under the Workforce Innovation and Opportunity Act. If the common intake/service management system cannot be used, referrals will be made between partners in a timely manner and a follow-up contact will be made with the customer to ensure service was provided. The WIOA Core Partners are responsible for conducting the overall service management to ensure that all customers referred for services are receiving needed services. The Region 3-4 Partners will utilize the attached referral form to make referrals across programs within the one-stop system until such time as an electronic service management system is available. Each partner agency has established an individual(s) as a point of contact for all referrals received by that agency. Upon receipt of a referral, the partner agency will make contact with the individual being referred. The attached Region 3-4 Verification form will be utilized to follow-up on referrals made to partner agencies/organizations. This verification form will indicate the result of the referral made.

All partners will participate in a process of continuous improvement to offer the best possible services and seize opportunities for further integration. All partners will participate in the ongoing development and improvement of the Region 3-4 one-stop center procedures, policies and operational management. All partners will be part of a joint planning process that will continuously review the needs of the Region 3-4 workforce and business community and refine the services of the one-stop system based upon those needs.

In addition, the partners will encourage, accommodate staff, and/or provide training and cross training, as deemed appropriate, to ensure that all partner staff are familiar with all programs represented within the Region 3-4 One-Stop System in order to integrate services, reduce duplication, and improve overall service delivery.

11. Increased and Maximized Access

The Partners agree that meeting WIOA's mandate for increased access to the Region's workforce services—particularly for individuals with barriers to employment—must be a priority as we work together to deliver workforce services. This necessarily includes outreach to individuals with barriers to employment, a group that includes members of the following populations:

Individuals with disabilities, including but not limited to individuals with vision loss,

- 11.1. Displaced homemakers
- 11.2. Low-income individuals
- 11.3. Native Americans, including Indians, Alaska Natives and Native Hawaiians as those terms are defined in WIOA section 3
- 11.4. Individuals age 55 and older
- 11.5. Returning citizens (ex-offenders)
- 11.6. Homeless individuals
- 11.7. Youth who are in or have aged out of the foster care system
- 11.8. English language learners, a group that is also often referred to as individuals with Limited English Proficiency (LEP)
- 11.9. Individuals who have low levels of literacy
- 11.10. Individuals facing substantial cultural barriers
- 11.11. Eligible migrant and seasonal farmworkers
- 11.12. Single parents, including single pregnant women
- 11.13. Long-term unemployed individuals
- 11.14. Individuals within two years of exhausting lifetime eligibility under part A of title IV of the Social Security Act

To achieve the priority of increased access for individuals with barriers to employment, the parties will:

- Leverage the expert knowledge of its membership and collaborate to maximize access to workforce services;
- Conduct outreach to stakeholders and other organizations within the Region; and
- Participate in state workforce development accessibility initiatives.

12. Common Performance Measures.

The Partners will collaborate to achieve common performance indicators outlined in the State of

Iowa Unified State Plan and any modifications made thereto. This collaboration includes strategizing on approaches to attain these measures and providing data in the method and of the substance requested by state-level partner agencies.

13. Service Design.

The Partners will work together to achieve an integrated partnership that seamlessly incorporates the services provided by Partner programs. The Partners will collaborate to develop and implement operational policies, procedures and proven and promising practices that reflect an integrated system of performance, communication and case management, and use technology to achieve integration and expanded service offerings.

13.1. Alignment of Services.

The Partners will collaborate to develop policies, procedures and proven and promising practices to facilitate the organization and integration of workforce services by function (rather than by program) when permitted by a program's authorizing statute and as appropriate. This will include coordinating staff communication, capacity building, and training efforts. Functional alignment includes having One-Stop Center staff who perform similar tasks serve on relevant functional teams (e.g. Skills Development Team, Business Services Team). Service integration will focus on serving all customers seamlessly (including individuals with barriers to employment) by providing a full range of services staffed by cross-functional teams, consistent with the purpose, scope and requirements of each Partner Program.

13.2. Career Services.

Career Services include a variety of self-help services and services requiring more staff involvement, generally provided to individuals deemed to be in need of more intensive/training services to obtain employment; or who are employed but deemed to be in need of more intensive or individualized services to obtain or retain employment that allows for self-sufficiency.

Each partner is responsible for the provision of services associated with the One-Stop system site. The levels of service begin with a set of basic career services available to the universal population. Further assessments may necessitate the need for more intensive or individualized services. These services, customized and based upon the Region 3-4 needs, are described in a detailed narrative and are outlined in the Attachment B documents.

Attachment B "Partner Services Responsibilities" identifies the services each required partner will provide and the methods of service delivery each partner will use to ensure that integration and non-duplication of services is addressed.

13.3. Employer Services.

WIOA requires that Local One-Stop Systems provide workforce services that meet the labor-market needs of employers. To meet this requirement, the Partners will collaborate to achieve an integrated approach to business services delivery. This will include the implementation of

business-focused outreach and initiatives:

13.3.1. Employer-Focused Outreach.

The Partners will create an Integrated Business Services Team that includes local staff from each core partner agency to:

- a. Facilitate engagement of employers in workforce services programs;
- b. Offer and deliver quality business services that assist specific businesses and industry sectors in overcoming the challenges of recruiting, training, retaining, and developing talent for the regional economy;
- c. Identify and develop a clear understanding of industry skill needs, strategies for assisting employers and coordinating business services activities across programs;
- d. Incorporate an integrated and aligned business services strategy among partner to present a unified voice for the One-Stop Center in its communications with employers; and
- e. Engage employers to develop sector partnerships that are responsive to labor-market trends.

13.3.2. Business-Focused Initiatives.

The partners will develop policies, procedures and promising practices regarding the development of programs and activities that may include but are not limited to implementation of initiatives such as:

- a. Incumbent worker training programs;
- b. On-the-job training;
- c. Customized training programs;
- d. Registered apprenticeships;
- e. Industry and sector partnerships;
- f. Career pathways; and
- g. Public-Private partnerships.

13.4. Equal Opportunity.

The parties agree to obey all applicable state and federal nondiscrimination laws. The parties shall not unlawfully discriminate against any customer, applicant for employment, or employee of a party to this MOU or other entity. The parties shall adhere to the policies, procedures, and guidance issued by the State of Iowa Workforce Development Board and state-level partner agencies regarding equal opportunity, nondiscrimination, and increased accessibility. Nothing in this Section shall be construed as limiting the parties' agreement to increase and maximize access for individuals with barriers to employment under Section 11 of this MOU.

13.5. Integrated Management System.

WIOA emphasizes technology as a critical tool in making possible all aspects of information exchange including client tracking, common case management, data collection, and reporting. Iowa Workforce Development, Iowa Vocational Rehabilitation Services, Iowa Department for the Blind, and Iowa Department of Education, Adult Education and Literacy, are working to develop technological enhancements that allow interfaces of common information needs for WIOA implementation. To support the use of these tools, the One-Stop Partner agrees to:

- 13.5.1.** The principles of common reporting and shared information through electronic mechanisms including shared technology;
- 13.5.2.** Commit to share information to the greatest extent allowable under their governing legislation and confidentiality requirements; and
- 13.5.3.** Develop a process for shared case management that coordinates services and leverage funding to meet the employment needs of an individual job seeker/customer.

13.6. Confidentiality.

The parties agree to comply with provisions of WIOA, the Wagner-Peyser Act, the Rehabilitation Act of 1973, and the Adult Education and Literacy Act, and any other applicable requirement of state or federal law to assure that customer information shall be shared solely for the purpose of enrollment, referral, or provision of services. When required under applicable state or federal law, a release of information will be obtained from the customer before sharing confidential protected information. In carrying out their respective responsibilities, each party shall respect and abide by the confidentiality policies, procedures, and guidance of the other parties.

14. Amendment.

This MOU may be amended at any time upon mutual agreement of the parties. Any amendment to this MOU must be consistent with federal, state or local laws, regulations, rules, plans, or policies. Any amendment of this MOU must involve the process outlined in this section.

A party may request to amend this MOU during its term. A party seeking an amendment must submit a written request to each party. The request must include:

- 14.1.** The requesting Partner's name;
- 14.2.** The reason(s) for the amendment request;
- 14.3.** Each section of this MOU that will require revision;
- 14.4.** The desired date for the amendment to take effect; and
- 14.5.** The signature of an authorized representative of the requesting Partner.

After receipt of an amendment request, the parties must attempt to reach consensus on amending

this MOU. If the parties reach unanimous agreement to amend this MOU, this MOU may be amended. Each party must execute the amended MOU via an authorized representative for the amended MOU to take effect. If a party objects to the requested amendment to this MOU and consensus on amending this MOU cannot be reached, the requesting party may utilize the Dispute Resolution process outlined in Section 15 to seek amendment of this MOU.

15. Dispute Resolution.

The parties agree to act in good faith to implement this MOU to help execute the local plan. However, should a dispute arise among the parties while attempting to implement the provisions contained in Phase I of this MOU that results in an impasse, the parties agree to utilize the following process:

- 15.1.** A written document detailing the dispute must be submitted to the State of Iowa Workforce Development Board, with a copy delivered by U.S. mail or email to each of the parties to this MOU.
- 15.2.** The State Workforce Development Board will appoint a standing committee to review and work with the parties to attempt to resolve the impasse. Impasses involving state level partners will have the participation of their respective executive director or administrator, or their designees, in all resolution activities.
- 15.3.** If the standing committee successfully brokers a resolution to the dispute, the parties must execute a written agreement containing the terms of the dispute resolution. The standing committee must then make a written report to the State Workforce Development Board at the first meeting to occur after the impasse is resolved and agreement between the parties is executed, detailing the dispute and the resolution. The State Workforce Development Board must publish the standing committee's report on its website.
- 15.4.** In the event the dispute cannot be resolved within thirty (30) days, the standing committee will make a recommendation to the State Workforce Development Board regarding a resolution to the impasse. At its next meeting, the State Workforce Development Board will vote on whether to adopt the standing committee's proposed resolution.
 - 15.4.1.** If the State Workforce Development Board votes to not adopt the standing committee's proposed resolution, the State Workforce Development Board may direct the standing committee to engage in further efforts to resolve the dispute or dissolve the standing committee and create another standing committee to take the initial standing committee's place.
 - 15.4.2.** If the State Workforce Development Board adopts the standing committee's proposed resolution, the standing committee must draft a report detailing the dispute, its efforts to resolve the dispute, and the resolution. The State Workforce Development Board must post the

standing committee's report on its website.

The policies and procedures outlined in this section will not apply to any dispute among the parties regarding cost or resource sharing. Any dispute among the parties regarding cost or resource sharing must be subject to a separate and distinct dispute resolution process that will be outlined in Phase II of this MOU and be compliant with WIOA.

16. Termination.

- 16.1. The parties understand that implementation of the one-stop system is dependent on everyone's good faith effort to work together to improve services to the community. The parties also agree that this is a project where different ways of working together and providing services are being tried.
- 16.2. In the event that it becomes necessary for one or more party to cease being a party to this MOU, said party shall notify the other parties and the State Workforce Development Board, in writing, ninety (90) days in advance of that intention.
- 16.3. A party's termination in whole or in part of its participation in this MOU will not affect its duties and obligations under any applicable federal or state law, including but not limited to WIOA.
- 16.4. A party's termination in whole or in part of its participation in this MOU will be effective only as to that entity.
- 16.5. If a party terminates in whole or in part its participation in this MOU, this MOU will remain in full force and effect as to all other parties.
- 16.6. A party's termination in whole or in part its participation in this MOU will trigger a review of the regional workforce development board's certification under WIOA section 107(c) and local workforce development area's designation under WIOA section 106(b) by the State Workforce Development Board which will result in recommendations to the Governor of the State of Iowa.

17. No Indemnification and Liability.

By executing this MOU each partner agrees to work together to deliver Region 3-4 one-stop services for employers, employees, and those seeking employment. However, the parties are not legally "partners" to the extent that term encompasses joint and several liabilities under Iowa law. Each partner under this MOU is responsible for its own employees, representatives, agents, and subcontractors.

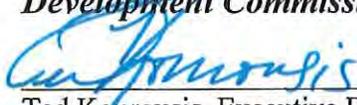
MEMORANDUM OF UNDERSTANDING
Signature Page

Region 3-4
Agreement 7/01/2016- 6/30/2019

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in the Region 3-4 One-Stop System.

Northwest Iowa Planning & Development Commission

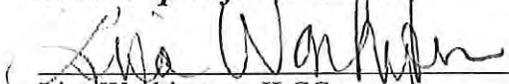
Title I Adult, Dislocated Worker and Youth


Ted Kourousis, Executive Director

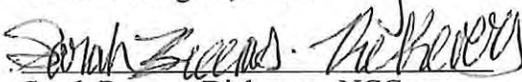
6/1/16
Date

Iowa Dept. of Education

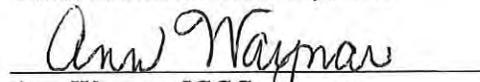
Title II Adult Education and Literacy


Lisa Washington, ILCC

6/1/16
Date


Sarah Breems-Diekevers, NCC

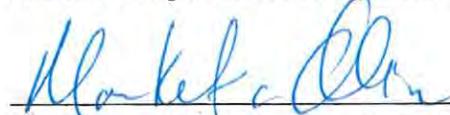
6-1-16
Date


Ann Waynar, ICC

6-2-16
Date

Iowa Workforce Development

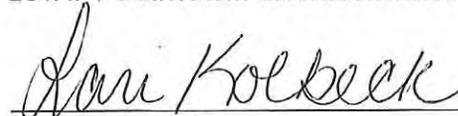
Title III Wagner-Peyser


Marketa Oliver, Division Admin.

06-22-16
Date

Iowa Vocational Rehabilitation

Title IV Vocational Rehabilitation


Lori Kolbeck, Supervisor

6-1-16
Date

MEMORANDUM OF UNDERSTANDING
Region 3-4 Signature Page, continued

Iowa Department for the Blind

Title IV Vocational Rehabilitation

Keri Osterhaus
Richard Sorey, Director
Keri Osterhaus, Program Administrator

6-21-2016
Date

Iowa Dept. of Education

Carl Perkins Career Technical Education

Kari Hampe
Kari Hampe, Director of High
School Partnerships

6-8-16
Date

Denison Job Corps

Job Corps

see separate page
Mark Douglas, Director
Jim Whitmire

Date

Ottumwa Job Corps

Job Corps

Jim SW
Jim Whitmire, Director
Mark Douglas

6/22/16
Date

Proteus

Migrant/Seasonal Farmworker

See Attached
Jesus Soto, Chief Executive
Officer

Date

MEMORANDUM OF UNDERSTANDING
Region 3-4 Signature Page, continued

Iowa Workforce Development

Veterans Services



Marketa Oliver, Division Admin.

06.22.16

Date

Iowa Workforce Development

Trade Adjustment Act



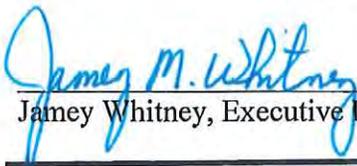
Marketa Oliver, Division Admin.

06.22.16

Date

Upper Des Moines Opportunity

Community Services Block Grant



Jamey Whitney, Executive Director

6/1/2016

Date

Mid-Sioux Opportunity

Community Services Block Grant



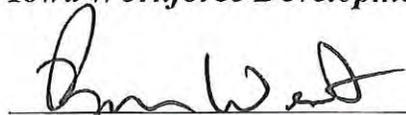
Dick Sievers, Executive Director

6/1/2016

Date

Iowa Workforce Development

Unemployment Compensation



Ryan West, Program Coordinator
Division Administrator

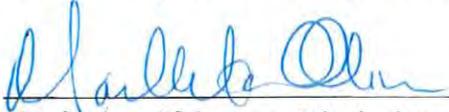
6/22/16

Date

MEMORANDUM OF UNDERSTANDING
Region 3-4 Signature Page, continued

Iowa Workforce Development

TANF/PROMISE JOBS



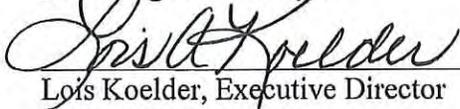
Marketa Oliver, Division Admin.

06.22.2016

Date

***Northwest Iowa Regional
Housing Authority***

Housing and Urban Development

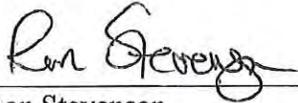


Lois Koelder, Executive Director

06/01/2016

Date

Goodwill Industries



Ron Stevenson

6-1-16

Date

Iowa Lakes Community College



Jolene Rogers

6-1-16

Date

Iowa Central Community College



Dan Anderson

6/1/16

Date

Northwest Iowa Community College



Frank DeMilia

5/31/16

Date

MEMORANDUM OF UNDERSTANDING
Region 3-4 Signature Page, continued

AARP

Title V Older American Act

Cynthia A Cannavo
Cynthia Cannavo, Director

6-20-16
Date

MEMORANDUM OF UNDERSTANDING
Region 3-4 Signature Page, continued

Community Action Agency of Siouxland

Title V Older American Act

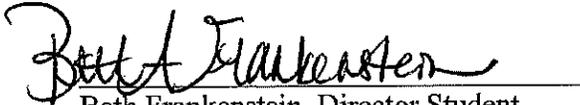

Jean Logan, Director

5-31-16
Date

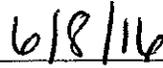
MEMORANDUM OF UNDERSTANDING
Region 3-4 Signature Page, continued

Iowa Dept. of Education

Carl Perkins Career Technical Education



Beth Frankenstein, Director Student
Development, Secondary Programs
And Transitions



Date

MEMORANDUM OF UNDERSTANDING

Signature Page

Region 3-4

Agreement 7/01/2016- 6/30/2019

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in the Region 3-4 One-Stop System.

Denison Job Corps

Job Corps



Jim Whitmire, Director



Date

MEMORANDUM OF UNDERSTANDING

Signature Page, continued
Agreement 7/01/2016- 6/30/2019

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in the Regions.

<p>Proteus</p>  <p>_____ Jesus Soto, Chief Executive Officer</p>	<p><i>Migrant/ Seasonal, Farmworker</i></p> <p>_____ 5/27/2016 Date</p>
--	---

Region 3-4 Memorandum of Understanding Attachments

3-4 Regional One-Stop System Partner Contact List

Attachment A:

Region 3-4 Customer Flow

Region 3-4 Career Services

Region 3-4 Referral Forms

Region 3-4 Verification Forms

Attachment B:

Region 3-4 Partner Descriptions

Region 3-4 Partner Office Locations and Hours of Operation

Regional One-Stop System Partner Contact Information

Mandatory Partners	Local Area?	Entity	Name	Telephone Number	Email Address
Career/ Technical Education	3-4	CD+Perkins Consortium	Val Bonney	712-262-7225 ext. 134	Val.bonney@iwd.iowa.gov
Career/ Technical Education	3-4	Iowa Lakes Community College	Kari Hampe	800-242-5108	khampe@iowalakes.edu
Career/Technical Education	3-4	Northwest Iowa Community College	Beth Frankenstein	800-352-4907	bfrankenstein@nwicc.edu
SCSEP (Older Worker)	3-4	AARP Foundation	Cynthia Cannavo Pam Thompson	515.287.1555 515-287-1555	ccannavo@aarp.org pethompson@aarp.org
		Experience Works	Tracey Dormady- Ketcham	515.243.2430	tracey_dormady-ketcham@experienceworks.org
		Community Action Agency of Siouxland	Antoinette Green Jean Logan	712-274-1610	agreen@caasiouxland.org ilogan@caasiouxland.org
Job Corps	3-4	Denison Job Corps	Jim Whitmire Jackie Stellish	712.265.2300 712.265.2300	Whitmire.jim@jobcorps.org Stellish.jackie@jobcorps.org
		Ottumwa Job Corps	Mark Douglas	641.682.2000	Douglas.mark@jobcorps.org
Native American	3-4	<i>N/A for Region</i>			
Migrant/Seasonal Farm Worker	3-4	Proteus	Matt Winkel Melissa Rude	(515) 573-8225 (515) 573-8225	Mattw.@proteusinc.net melissar@proteusinc.net
Veterans	3-4	Iowa Workforce Development	Linda Rouse Linda Gray	641.680.3591 712-262-1971	Linda.rouse@iwd.iowa.gov Linda.gray@iwd.iowa.gov
YouthBuild	3-4	<i>N/A for Region</i>			
Trade Act	3-4	Iowa Workforce Development NWIPDC	Nina Gotta Val Bonney	(515) 281-9007 712-262-7225 ext. 134	Antonina.Gotta@iwd.iowa.gov Val.bonney@iwd.iowa.gov
Community Action (E/T)	3-4	FaDSS/ Community Action Mid-Sioux Opportunity	Dick Sievers	(712) 786-2001	dsievers@midsioux.org

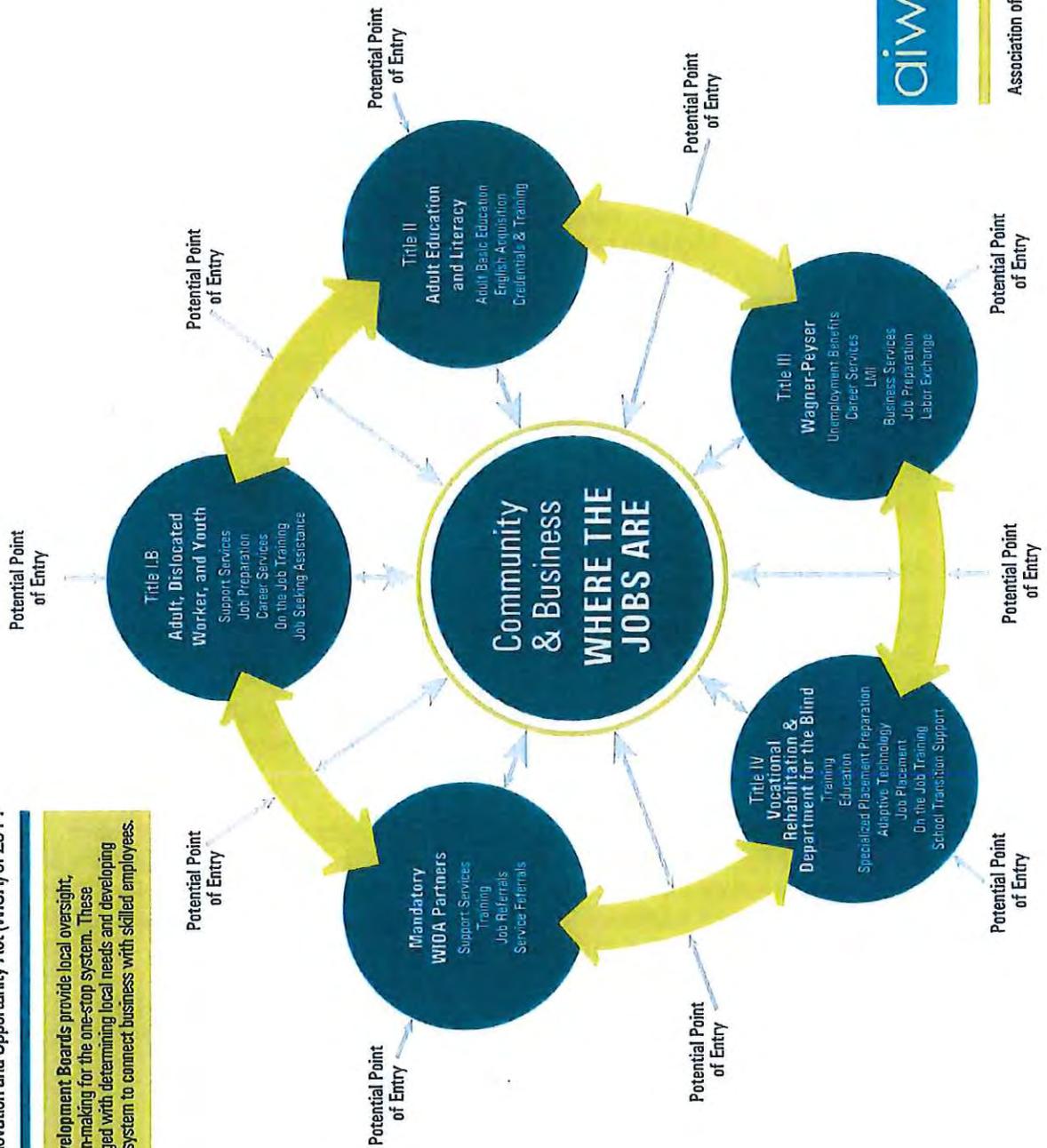
Regional One-Stop System Partner Contact Information

		Upper Des Moines Opportunity	Jamie Whitney	(712) 859-3885	iwhitnev@udmo.com
Housing Authority (E/T)	3-4	Northwest Iowa Regional Housing Authority	Lois Koelder	712-262-7460	lkoelder@nrcn.net
Unemployment	3-4	Iowa Workforce Development	Ryan West Linda Gray	515.725.1086 712-262-1971	Ryan.west@iwd.iowa.gov Linda.gray@iwd.iowa.gov
TANF(PROMISE JOBS)	3-4	Iowa Workforce Development Dept. of Human Services	Heidi Wicks Eileen Skogerboe Linda Gray	515.281.2810 712-262-3586 712-262-1971	Heidi.wicks@iwd.iowa.gov eskoger@dhs.state.ia.us linda.gray@iwd.iowa.gov
Vocational Rehabilitation	3-4	Iowa Dept. for the Blind	Jessica Badding	515-661-8528	Jessica.badding@blind.state.ia.us
Adult Education & Literacy	3-4	Northwest Iowa Community College	Sarah Breems-Diekevers	712-324-5066	Sbreems-diekevers@nwicc.edu
Adult Education & Literacy	3-4	Iowa Lakes Community College	Lisa Washington	712-852-5257	lWASHINGTON@iowalakes.edu
Adult Education & Literacy	3-4	Iowa Central Community College	Terrin Bern Ann Waynar	712-749-5178 515-574-1959	bern@iowacentral.edu Waynar@iowacentral.edu
Wagner-Peyser	3-4	Iowa Workforce Development	Linda Gray	712-262-1971	Linda.gray@iwd.iowa.gov
Vocational Rehabilitation	3-4	Iowa Vocational Rehabilitation	Lori Kolbeck Mary Ott	515-573-8175 712-255-8871	Lori.kolbeck@iowa.gov Mary.ott@iowa.gov
Adult/DW and Youth Title I	3-4	Northwest Iowa Planning & Development Commission	Val Bonney Ted Kourousis	712-262-7225 ext 134 712-262-7225 ext 142	Val.bonney@iwd.iowa.gov Ted.kourousis@nwipdc.org

THE ONE-STOP SYSTEM

Under the Workforce Innovation and Opportunity Act (WIOA) of 2014

Regional Workforce Development Boards provide local oversight, accountability, and decision-making for the one-stop system. These appointed boards are charged with determining local needs and developing pathways throughout the system to connect business with skilled employees.



Association of Iowa Workforce Partners
2016

IowaWORKS One-Stop Integrated Services

In the integrated center in Region 3-4 the customer flow will be as listed below:

Greet/Identify Purpose of Visit
Determine One-Stop Customer Status and/or
Conduct Service Triage
Recommend Services
Registration
Self-attestation
Co-enrollment evaluation
Introduce to Career Services and/or
Provide Appropriate Partner Referrals and/or
Determine WIOA eligibility for intensive/training services

Integrated Customer Flow – Based on an initial basic assessment, customers will progress through services in a unified, standard flow organized by “function” rather than “program.” Customers start with registration (stream-lined program enrollment and initial triage); advance to career services (to build occupational and job seeking skills), and then either referral to placement services (with connections to hiring employers) or referral to more individualized career service and, if warranted, training services.

All Integrated Center customers will move through a standardized process that co-enrolls them into multiple programs based on eligibility. This unified customer pool will be shared and served by multiple partners within the one-stop system. When eligibility permits, every member must be co-enrolled into all qualifying programs for individualized career services.

Within this flow, customers will be provided career services to gain necessary skills needed by employers within the region. Services will continue to be customized to meet individual customer needs.

Individualized Career process steps and procedures are designed to meet one of the core missions of the one-stop system: that all individuals have the opportunity to “know their skills, grow their skills and get the best job possible with their skills.” To that end, an assessment of skills is a universal service delivered to all customers. The outcome of career service delivery is a relevant pool of talent – with skills in demand and job-search know-how.

If additional services are identified as needed, the career services team will make the appropriate referrals to participate in WIOA funded individualized career services and/or training services.

Northwest Iowa Community College's High School Equivalency Diploma Program Overview

Getting Started...

Sign up for and attend an orientation session. During this session you will learn more about NCC's HSED program and take a reading and math placement test.

Class Time!

You could complete the classroom work in as little as 40 hours. After 40 hours of class time, you are required to retake your placement exam to show how much you have learned. Based on your improvement you will be enrolled in a new class or be able to schedule the practice test in a given subject.

What's Next?

You will need to pass the Official Practice Tests (OPT) in each subject area (Reading, Writing, Science, Social Studies, Math).

Test Time!

As you pass each practice test, you may schedule the final test for that subject area. When you schedule your first final subject test online with ETS, you will pay \$50 for the battery of 5 tests (good for one full year from the date of purchase). When you take your last final subject test, you will pay a \$10 diploma fee to NCC.

After you pass...

You will receive your Iowa State High School Equivalency Diploma within 6 – 8 weeks of passing all five subject tests of the HSET exam! There may also be other ways that our office can help you plan your future!



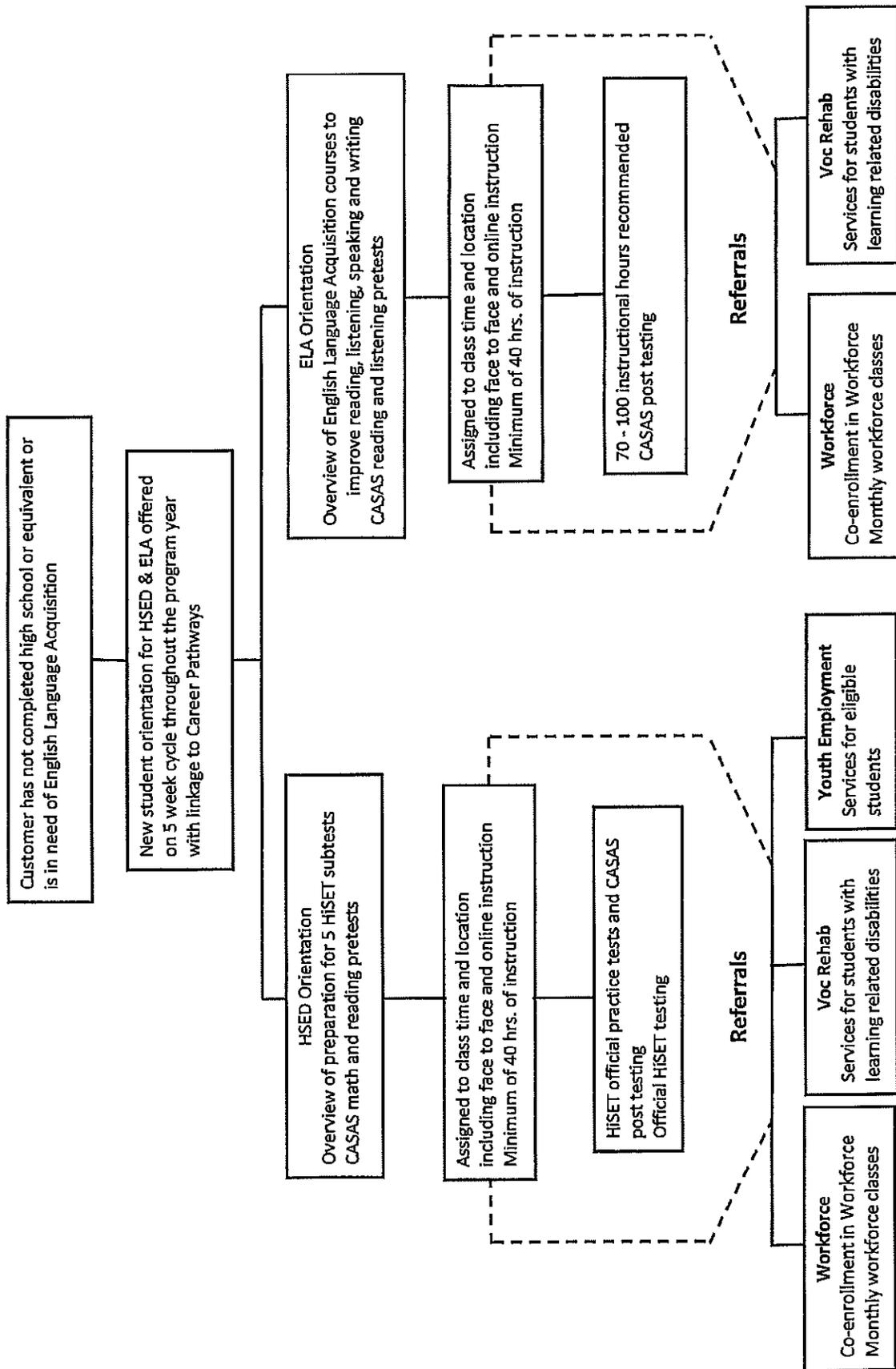
- Attend Student Orientation
- Complete Student Information Form
- Sign Services Contract & FERPA Consent Form
- CASAS Reading & Math Pre-Assessments
- Enroll in HSED Adult Education Class

- Attend HSED Fresh Start class receiving a minimum 154 hours of FREE instruction covering the five subject areas: Math, Reading, Social Studies, Science, & Writing.
- Attend HSED Boot Camp- six-day 44 hours session with instruction in Writing and Math
- Complete and pass CASAS Post-test Assessments meeting score requirements.
- Pass Official Practice Test in each subject with minimum required score for subject area.
- Complete NCRC & COMPASS or ASSET Tests
- Complete Testing Paperwork

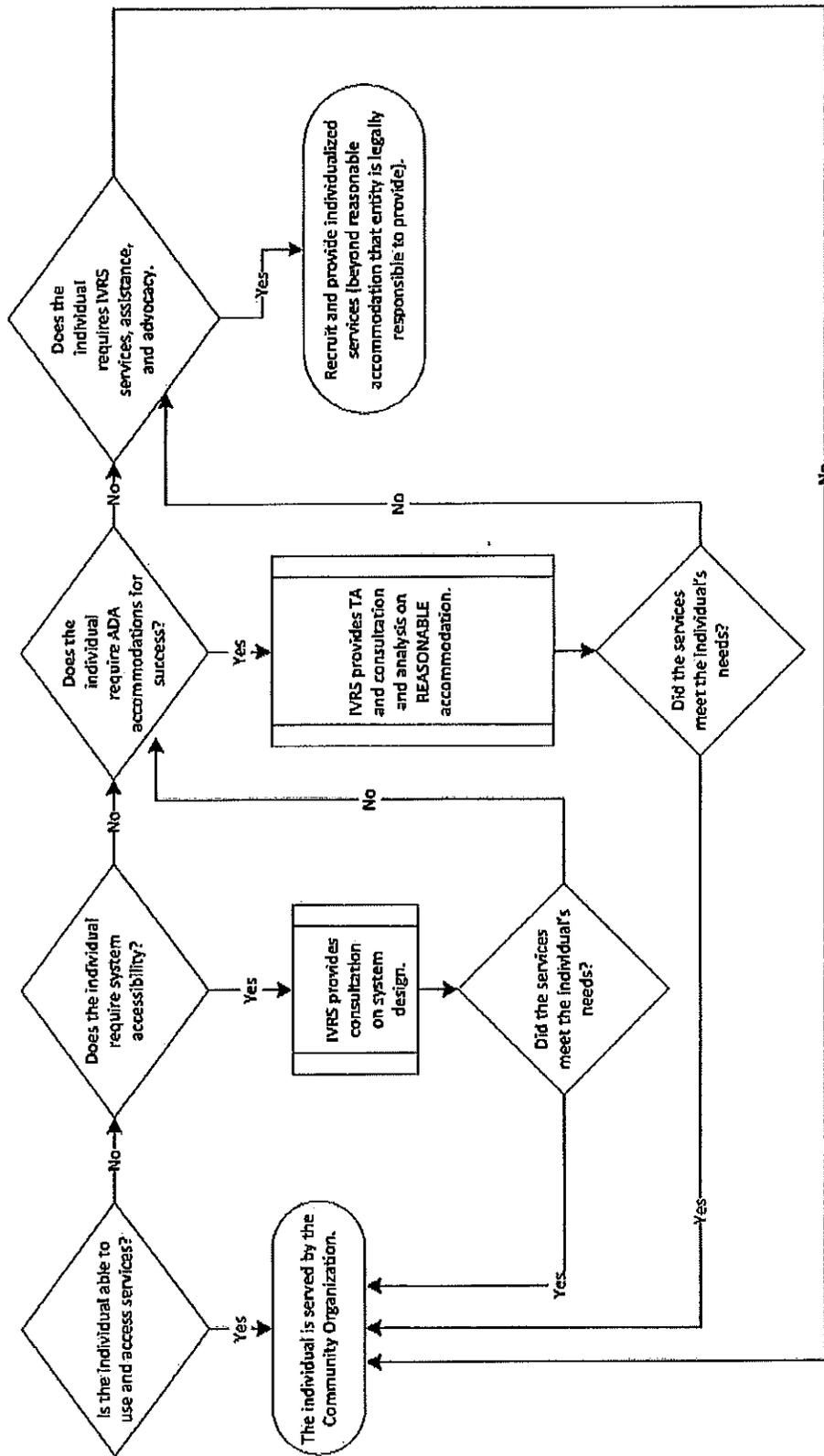
- Register for Official HiSET tests at www.HiSET.org by creating an account & paying test fees.
- Payment Options:
 - \$50 - covers Battery of 5 tests + 2 FREE retests per subject good for 12 months.
 - \$15 per test or retest
 - Iowa Lakes pays for testing with perfect attendance in Fresh Start or Boot Camp.
 - Minimum score to pass each test: 8
 - Minimum Composite Score for all 5 tests: 45
 - Minimum Score on Essay portion of Writing Test: 2
 - Failed tests may be retaken after three months after additional instruction. Two allowed per subject area.

- Congratulations!
- Graduation ceremony is held in May on Emmetsburg Campus.
- Family and friends are invited.
- HSED graduates receive a \$500 scholarship to Iowa Lakes Community College. (\$250 Fall Semester/\$250 Spring Semester)
- Students need to complete the online scholarship application prior to April 1 & October 1 deadlines to receive the HSED scholarship.

Iowa Central Community College Adult Education & Literacy Service Chart



IVRS Integration Plan



	WIOA Title I NWI/DC	ILCC Adult Education & Literacy	ILCC Adult Education & Literacy	ILCC Adult Education & Literacy	NCC Adult Education & Literacy	IWD Wagner- Peyster	Iowa Vocational Rehabilitation Services Sheldon	Iowa Vocational Rehabilitation Services Fort Dodge	ILCC Career & Technical Ed	NCC Career & Technical Ed.	CD+ Career & Technical Ed.	AARP (Title V Older Americans Act)
Eligibility for services	X	X	X	X	X	X	X	X	X	X	X	X
Outreach, intake, orientation	X	X	X	X	X	X	X	X	X	X	X	X
Initial assessment	X	X	X	X	X	X	X	X	X	X	X	X
Labor exchange services	X	X	X	X	X	X	X	X	X	X	X	X
Referrals to programs	X	X	X	X	X	X	X	X	X	X	X	X
Labor market information	X	X	X	X	X	X	X	X	X	X	X	X
Performance, cost information	X	X	X	X	X	X	X	X	X	X	X	X
Supportive services information	X	X	X	X	X	X	X	X	X	X	X	X
Information and assistance	X	X	X	X	X	X	X	X	X	X	X	X
Financial aid information	X	X	X	X	X	X	X	X	X	X	X	X
Follow-up services	X	X	X	X	X	X	X	X	X	X	X	X
Comprehensive assessment	X	X	X	X	X	X	X	X	X	X	X	X
Individual employment plan	X	X	X	X	X	X	X	X	X	X	X	X
Career planning, counseling	X	X	X	X	X	X	X	X	X	X	X	X
Short-term prevocational services	X	X	X	X	X	X	X	X	X	X	X	X
Internships, work experiences	X	X	X	X	X	X	X	X	X	X	X	X
Out-of-area job search	X	X	X	X	X	X	X	X	X	X	X	X
Foreign language acquisition	X	X	X	X	X	X	X	X	X	X	X	X
Workforce preparation	X	X	X	X	X	X	X	X	X	X	X	X

	Older Workers Community Action Agency of Siouxland	Job Corps (Iowa Centers in Denison & Ottumwa)	Proteus Migrant Seasonal Farmworkers	IWD Veterans Services	IWD Trade Act	IWD Unemployment Compensation	DHS/Promise Jobs	Iowa Department for the Blind	Goodwill Industries	Community Action Mid-Sioux	Community Action UDMO
Eligibility for services	X	X	X	X	X	X	X	X	X	X	X
Outreach, intake, orientation	X	X	X	X	X	X	X	X	X	X	X
Initial assessment	X	X	X	X	X	X	X	X	X	X	X
Labor exchange services				X	X	X					
Referrals to programs	X	X	X	X	X	X	X	X	X	X	X
Labor market information		X		X	X	X					
Performance, cost information		X	X	X	X	X				X	X
Supportive services information	X		X	X	X	X	X	X	X	X	X
On-the-job information and assistance				X	X	X					
Financial aid information		X		X	X	X	X	X	X	X	X
Follow-up services	X		X	X	X	X	X	X	X	X	X
Comprehensive assessment	X	X	X	X	X	X	X	X	X		
Individual employment plan	X		X	X	X	X	X	X	X		
Career planning, counseling	X	X	X	X	X	X	X	X	X		
Short-term prevocational services	X	X	X	X	X	X	X	X	X	X	X
Internships, work experiences	X	X	X	X	X	X	X	X	X		
Out-of-area job search		X		X	X	X					
Foreign language acquisition		X		X	X	X					
Workforce preparation	X	X	X	X	X	X	X	X		X	X

	Housing Authority HUD	ILCC Community College	ICCC Community College	NCC Community College
Eligibility for services	X	X	X	X
Outreach, intake, orientation	X	X	X	X
Initial assessment	X	X	X	X
Labor exchange services		X		X
Referrals to programs	X	X	X	X
Labor market information		X	X	X
Performance, cost information	X	X	X	X
Supportive services information	X	X	X	X
Financial aid information		X	X	X
Follow-up services	X	X	X	X
Comprehensive assessment		X	X	X
Individual employment plan		X	X	X
Career planning, counseling		X	X	X
Short-term prevocational services		X	X	X
Internships, work experiences		X	X	X
Out-of-area job search		X	X	X
Foreign language acquisition		X	X	X
Workforce preparation		X	X	X



**Iowa Lakes Community College Adult Education & Literacy (AEL) Program
IowaWORKS: Northwest Iowa
Enrollment Verification Form**

Part 1: The Client (Student) and IowaWORKS Staff are to complete this section before contacting Iowa Lakes.

Last Name: _____ First Name: _____

Phone Number: _____ Email Address: _____

IowaWORKS Staff Contact Information:

Last Name: _____ First Name: _____

Phone Number: _____ Email Address: _____

Address: _____ City, State, Zip Code: _____

Part 2: The Iowa Lakes' AEL Program has 16-week sessions (Fresh Start), 44-hour week-long sessions (Boot Camp), and online options available for instruction. All require an orientation prior to the start of each session.

Student Plans to Attend _____ (Session, Location, & Date)

I hereby authorize the Iowa Lakes Community College Adult Education & Literacy Program to release my High School Equivalency Diploma (HSED) records to IowaWORKS: Northwest Iowa.

Printed Name Signature Date

Part 3: When the student attends Orientation, they should give this form to the Iowa Lakes' AEL staff member they are working with to complete. AEL will return this form to the IowaWORKS contact listed above.

Student attended Orientation (Location & Date): _____

Student is enrolled in: _____ (Class Session, Location, & Date)

Iowa Lakes' AEL Staff Member

Name: _____ Email Address: _____

Position, Location, Phone #: _____

Signature Date

For AEL information, contact any Iowa Lakes Community College Campus location:

Algona	Emmetsburg	Estherville	Spencer	Spirit Lake
Lynn Jenson	Janeice Garrard	Heather Harmon	Katherine Pearce	Debbie Clark
515 295-8521	712 852-5262	712 362-7935	712 852-5359	712 336-6564



**Iowa Lakes Community College Adult Education & Literacy Program
IowaWORKS: Northwest Iowa
Referral Document**

Full Legal Name: _____

Last 4 Digits of Social Security Number: _____

Address: _____ City, State, Zip Code: _____

Phone Number: _____ Alternate Phone Number: _____

E-mail Address: _____

Availability (for phone calls): _____

Reason for Referral: _____

Are you a veteran? _____ Yes _____ No

I hereby authorize the above institution to release my contact information to the following institution or company:

Printed Name

Date

Signature

Date

Adult Literacy Services Needed:

- High School Equivalency Diploma (HSED) classes
- English Language Learner (ELL) classes

Iowa Works Services Needed:

- Instruction in how to get and keep a job
- Job Search Assistance
- Career Research, Assessment and Counseling
- Short Term Training to Upgrade Skills
- Work Experience/Internship
- Attending College or Training Program
- Support Services such as transportation, uniforms, licensing fees



**Northwest Iowa Community College's Adult Literacy Program
Iowa Works: Northwest Iowa
Enrollment Verification Form**

Part 1: Student should fill this section out with the help of a IowaWORKS employee before contacting NCC.

Last Name: _____ **First Name:** _____

Phone Number: _____ **E-Mail Address:** _____

IowaWORKS Contact (Full Name and Address for form to be returned to):

First Name: _____ **Last Name:** _____

Address: _____

City, State, Zipcode: _____

Part 2: NCC has 8-week class terms and offers a required orientation 1-3 weeks before the next term starts. Student should call (712) 324-5061 extension 137 and ask to sign up for the next scheduled orientation.

Scheduled Orientation Student will attend: _____

I hereby authorize the Northwest Iowa Community College: Adult Literacy Program to release my High School Equivalency Diploma (formerly GED) records to Iowa Works: Northwest Iowa.

Student Printed Name Date

Student Signature Date

Part 3: When the student attends the orientation, they should give this form to NCC staff to fill out. NCC will return this form to the above IowaWORKS contact

Student attended orientation on: _____

Term the student is enrolled in: _____

Classes and schedule the student is signed up for:

NCC Staff

First Name: _____ **Last Name:** _____

Position: _____

Signature: _____ **Date:** _____



**Northwest Iowa Community College's Adult Literacy Program
Iowa Works: Northwest Iowa
Referral Document**

Full Legal Name: _____

Last 4 Digits of Social Security Number: _____

Address: _____ City, State, Zip Code: _____

Phone Number: _____ Alternate Phone Number: _____

E-mail Address: _____

Availability (for phone calls): _____

Reason for Referral: _____

Are you a veteran? _____ Yes _____ No

I hereby authorize the above institution to release my contact information to the following institution or company:

Printed Name

Date

Signature

Date

Adult Literacy Services Needed:

- High School Equivalency Diploma (HSED) classes
- English Language Learner (ELL) classes

Iowa Works Services Needed:

- Instruction in how to get and keep a job
- Job Search Assistance
- Career Research, Assessment and Counseling
- Short Term Training to Upgrade Skills
- Work Experience/Internship
- Attending College or Training Program
- Support Services such as transportation, uniforms, licensing fees



Iowa Central Community College's Adult Literacy Program
 Iowa Works: Northwest Iowa
 Enrollment Verification Form

Part 1: Student should fill this section out with the help of an IowaWORKS employee before contacting ICCC

Last Name: _____ First Name: _____

Phone Number: _____ E-Mail Address: _____

IowaWORKS Contact (Full Name and Address for form to be returned to):

First Name: _____ Last Name: _____

Address: _____

City, State, Zipcode: _____

Part 2: ICCC has 5-week class terms and offers a required orientation 1 week before the next term starts.
 Student should call **(712) 749-5178** and ask to sign up for the next scheduled orientation.

Scheduled Orientation Student will attend: _____

I hereby authorize the Iowa Central Community College: Adult Literacy Program to release my High School Equivalency Diploma (formerly GED) records to Iowa Works: Northwest Iowa.

 Student Printed Name Date

 Student Signature Date

Part 3: When the student attends the orientation, they should give this form to ICCC staff to fill out. ICCC will return this form to the above IowaWORKS contact

Student attended orientation on: _____

Term the student is enrolled in: _____

Classes and schedule the student is signed up for:

ICCC Staff

First Name: _____ Last Name: _____

Position: _____

Signature: _____ Date: _____



**Iowa Central Community College Adult Education & Literacy Program
IowaWORKS: Northwest Iowa
Referral Document**

Full Legal Name: _____

Last 4 Digits of Social Security Number: _____

Address: _____ City, State, Zip Code: _____

Phone Number: _____ Alternate Phone Number: _____

E-mail Address: _____

Availability (for phone calls): _____

Reason for Referral: _____

Are you a veteran? _____ Yes _____ No

I hereby authorize the above institution to release my contact information to the following institution or company:

Printed Name

Date

Signature

Date

Adult Literacy Services Needed:

- High School Equivalency Diploma (HSED) classes
- English Language Learner (ELL) classes

Iowa Works Services Needed:

- Instruction in how to get and keep a job
- Job Search Assistance
- Career Research, Assessment and Counseling
- Short Term Training to Upgrade Skills
- Work Experience/Internship
- Attending College or Training Program
- Support Services such as transportation, uniforms, licensing fees



Iowa Vocational Rehabilitation Referral Document

Full Legal Name: _____

Last 4 digits of SSN: _____

Address: _____ City, State, Zip: _____

Phone: _____ Alternate Phone: _____

Email Address: _____

Availability for phone calls: _____

Reason for Referral: _____

Are you a veteran: _____ Yes _____ No

I hereby authorize the above institution to release my contact information to the following institution or company:

Printed Name

Date

Signature

Date

Adult Literacy Services Needed:

- High School Equivalency Diploma (HSED) classes
- English Language Learner (ELL) classes

Iowa Works Services Needed:

- Instruction in how to get and keep a job
- Job Search Assistance
- Career Research, Assessment and Counseling
- Short Term Training to Upgrade Skills
- Work Experience/Internship
- Attending College or Training Program
- Support Services such as transportation, uniforms, licensing fees

IVRS Services Needed:

- Career exploration counseling
- Training (short term or college)
- Disability management and/or counseling to understand how disability impacts work
- Instruction in how to get and keep a job
- Assistance with accommodations or assistive technology



Iowa Vocational Rehabilitation Verification Form

(Verification of Partner Referral to IVRS or IVRS Referral to Partner)

Date: _____

Full Legal Name: _____

Result of Referral: (Attended orientation/intake, application, eligibility, enrollment, etc.) _____

Potential Next Steps (If applicable): _____

Name of Staff who can be contacted for further information:

_____ Agency

_____ Address

_____ City, State, Zip

_____ Phone



**Iowa Department for the Blind
Verification Form**
(Verification of Partner Referral to IDB or IDB Referral to Partner)

Date: _____

Full Legal Name: _____

Result of Referral: (Attended orientation/intake, application, eligibility, enrollment, etc.) _____

Potential Next Steps (if applicable): _____

Name of Staff who can be contacted for further information:

_____ Agency

_____ Address

_____ City, State, Zip

_____ Phone



Iowa Department for the Blind
Referral Document
(Referrals to IDB and IDB Referral to Partners)

Date: _____

Full Legal Name: _____

Last 4 digits of SSN: _____

Address: _____ City, State, Zip: _____

Phone: _____ Alternate Phone: _____

Email Address: _____

Availability for phone calls: _____

Reason for Referral: _____

Are you a veteran: _____ Yes _____ No

I hereby authorize the above institution to release my contact information to the following institution or company:

Printed Name

Date

Signature

Date

Adult Literacy Services Needed:

- High School Equivalency Diploma (HSED) classes
English Language Learner (ELL) classes

Iowa Works Services Needed:

- Instruction in how to get and keep a job
Job Search Assistance
Career Research, Assessment and Counseling
Short Term Training to Upgrade Skills
Work Experience/Internship
Attending College or Training Program
Support Services such as transportation, uniforms, and licensing fees

IDB Services Needed:

- Career exploration counseling
Training (short term or college)
Disability management and/or counseling to understand how disability impacts work
Instruction in how to get and keep a job
Assistance with accommodations or assistive technology

Region 3-4 MOU Attachment
Partner Descriptions

Northwest Iowa Planning and Development Commission

NWIPDC Workforce and Training Department administers the Workforce Innovation and Opportunity Act Adult, Dislocated Worker and Youth Services; and Serves as the Fiscal Agent for the Region 3-4 WIOA funds.

Northwest Iowa Planning and Development Commission will provide the following:

1. Co-Administration of the Comprehensive One-Stop Center located in Spencer, Iowa.
2. Administration and provision of services for Workforce Innovation and Opportunity Act: Adult and Dislocated Worker services, and Youth services, as well as School to Work throughout Region.
3. Arrange for facilities for the WIOA Delivery System in the counties served on an itinerant basis.
4. Workforce Innovation and Opportunity Act Basic, Individual and Training Services, case management and follow-up.
5. Vocational counseling and information.
6. Coordinate with educational facilities for adult high school courses, HSED preparation, adult basic literacy services, and English as a Second Language.
7. Coordinate with other service providers and partners.
8. Serves as Fiscal Agent for WIOA funds.
9. Serves as a liaison between local governments and state departments and divisions.
10. Provides assistance to the Regional Workforce Development and Chief Elected Official Boards.
11. Performs other functions as determined by the WIOA regulations and the State of Iowa.
12. Provides reports to the Regional Workforce Development Board, as requested.

Iowa Workforce Development

Iowa Workforce Development links job placement and skill development into a system of lifelong learning and opportunity through resources and services created for employers, employees, and the unemployed. In Region 3-4, IWD is a state agency responsible for delivery of Wagner-Peyser programs, Veterans' employment Programs, Trade Adjustment Act & Trade Readjustment Act assistance, Unemployment Insurance programs, PROMISE JOBS, and delivery of Labor Market Information, job placement and job referral services.

Iowa Workforce Development will provide the following:

1. Co-Administration of the Comprehensive One-Stop Center located in Spencer, Iowa.
2. Day-to-day management of IWD facilities and staff in Spencer
3. Job referral and job placement services.
4. Temporary Job placement office each September at the Clay County Fair, Spencer.
5. Coordination of annual Job and Career Fairs at sites within Region 3-4.
6. Proficiency testing in OPAC, typing and 10-key.
7. Eligibility determination for Work Opportunity Tax Credits.
8. Gathering, providing and maintaining Labor Market Information.
9. Unemployment Insurance services.
10. Trade Adjustment Act/Trade Readjustment Act services.
11. Free space (as available) for employers for job interviews, and resource center space for employers to display and distribute job information.
12. Reemployment Services and profiling.

13. Veteran's services, including counseling and case management.
14. Specialized workshops for workforce preparation, including job seeking and job retention.
15. Staff to coordinate/facilitate meetings of the Local Employer's Councils of Iowa
16. PROMISE JOBS services- FIA development, assessment, and case management in Spencer.
17. Website including up-to-date information on local job opportunities, tips for job seekers and employers, local offices, programs and services.
18. Provide reports to the Region 3-4 Workforce Development Board, as required/requested.

Iowa Lakes Community College

Provides Adult Education & Literacy and Career & Technical Education (Carl Perkins)

The Adult Education & Literacy Program (AEL) strengthens our communities by providing educational services to adults who have not received a high school diploma from their local high school, need improvement in basic skills, or for whom English is not their first language. AEL has partnerships that link students with multiple services to enhance opportunities and increase success. Providing educational opportunities to adult learners positively impacts every facet of economic development, community, and family life. Eligible adult students must be at least 16 years of age and must not be affiliated with any high school.

Iowa Lakes Community College will provide the following via Adult Education & Literacy:

1. Orientation to determine eligibility, academic skill level, and provide program information.
2. Direct instruction educational classes for adults who need help with basic skills improvement, to meet high school equivalency diploma requirements, and to improve English reading, speaking, writing, and listening skills for non-English adults.
3. High School Equivalency Diploma (HSED) preparation, Adult Basic Education literacy services, and English as a Second Language (ESL) services.
4. Extended instruction for greater student success and improvement.
5. Opportunities to enhance communication, 21st Century skills, digital, financial, and critical thinking literacies.
6. Educational counseling and information including Career Pathway guidance and goal-setting.
7. Increased options for direct instruction; multiple levels, online, face-to-face, and Spanish.
8. Access to stackable credentialing; National Career Readiness Certification, Mandatory Reporting Certification, OSHA Certification, Career Pathway Programming.
9. Partnership services; IowaWORKS, TRIO, Voc Rehab, Human Services & Disabilities, etc.
10. The opportunity for students to voice their opinions via Student Surveys and Observations for input into the trajectory of the AEL Program.
11. Reports to the Regional Workforce Development Board, as requested.

Iowa Lakes Community College will provide the following via Career & Technical Education (Carl Perkins):

The purpose of this Act is to develop more fully the academic and career and technical skills of secondary education students and postsecondary education students who elect to enroll in Career & Technical Education Programs (CTE) by building on the efforts of States and localities to develop challenging academic and technical standards and to assist students in meeting such standards, including preparation for high skill, high wage, or high demand occupations in current or emerging professions. It also is to promote the development of services and activities that integrate rigorous and challenging academic and career and technical instruction to link secondary education and postsecondary education for participating CTE students.

1. Evaluate the performance of career and technical programs offered by the district(s)/college.
2. Continuously improve performance of the programs offered by the district(s)/college.
3. Promote preparation for non-traditional fields.
4. Career guidance and academic counseling will be provided to CTE students, including linkages to future education and training opportunities.
5. Improve the recruitment and retention of CTE teachers, faculty, and career guidance and academic counselors, including individuals in groups underrepresented in the teaching profession.
6. Improve the transition to teaching from business and industry.
7. Students in alternative education schools/programs are provided with CTE programs, guidance and counseling and support services.
8. Determine priorities of the consortium, the development of the application, and a way to communicate and review activities.
9. Link CTE at the secondary level and CTE at the postsecondary level.
10. Strengthen the academic and career and technical skills of students participating in CTE programs, by strengthening the academic and CTE components of such programs through the integration of academics with career and technical programs through a coherent sequence of courses, such as CTE Programs of Study.
11. Provide students with strong experience in and understanding of all aspects of an Industry which may include work-based learning experiences.
12. Develop and implement evaluations of the CTE programs carried out with funds under this title, including an assessment of how the needs of special populations are being met.
13. Initiate, improve, expand, and modernize quality career and technical education programs, including relevant technology.
14. Provide activities to prepare special populations of high school students, including single parents and displaced homemakers who are enrolled in CTE programs, for high-skill, high-wage, or high-demand occupations that will lead to self-sufficiency
15. Post-secondary CTE and training/Carl Perkins services
16. Report to the Regional Workforce Development Board, as requested.

Community & Business Relations: The College delivers short-term, skill-up training for un- and underemployed individuals. Other non-credit, value-added training seminars are offered throughout the College service area. Nationally certified career coaches provide resume, job search and interview skills classes free of charge to the public.

The Community & Business Relations department provides outreach and training services through the 260E and 260F programs as well. The 260E program provides training for new and expanding businesses and the 260F program provides training for incumbent workers.

The College is a robust education partner in working with all levels of individuals and size of businesses. Credit students seeking internships with area business and industry are seeking two-year degrees. An educated workforce is necessary to fill jobs and assist with maintaining the economic engine for our region.

Iowa Lakes provides certificate (Skills Upgrading) training in advanced manufacturing, agriculture, apprenticeship (electrical, HVAC and plumbing), energy, health, and welding careers and will partner with various grants to assist clients to become employed in high demand occupations through payments for WIOA services, sharing resources and providing input through our various business groups.

Northwest Iowa Community College

Northwest Iowa Community College provides Adult Education and Literacy and Career and Technical Education.

NCC will provide the following:

1. Educational counseling and information.
2. Course registration.
3. Adult high school courses, HS Equivalency preparation, adult basic literacy services and English as a Second Language (ESL).
4. Post-secondary vocational education and training.
5. Financial aid determination, including PELL, GAP Tuition Assistance, and PACE supportive services, and provide feedback to partners as needed.
6. Reports to the Regional Workforce Development Board, as requested, utilizing public information only.

Community & Business Relations: The College delivers short-term, skill-up training for un- and underemployed individuals. Other non-credit, value-added training seminars are offered throughout the College service area. Nationally certified career coaches provide resume, job search and interview skills classes free of charge to the public.

The Community & Business Relations department provides outreach and training services through the 260E and 260F programs as well. The 260E program provides training for new and expanding businesses and the 260F program provides training for incumbent workers.

The College is a robust education partner in working with all levels of individuals and size of businesses. Credit students seeking internships with area business and industry are seeking two-year degrees. An educated workforce is necessary to fill jobs and assist with maintaining the economic engine for our region.

NCC provides certificate (Skills Upgrading) training in advanced manufacturing, apprenticeship (Manufacturing), energy, health, and welding careers and will partner with various grants to assist clients to become employed in high demand occupations through payments for WIOA services, sharing resources and providing input through our various business groups.

Iowa Lakes Community College will provide the following via Career & Technical Education (Carl Perkins):

Career and Technical: The purpose of this Act is to develop more fully the academic and career and technical skills of secondary education students and postsecondary education students who elect to enroll in Career & Technical Education Programs (CTE) by building on the efforts of States and localities to develop challenging academic and technical standards and to assist students in meeting such standards, including preparation for high skill, high wage, or high demand occupations in current or emerging professions. It also is to promote the development of services and activities that integrate rigorous and challenging academic and career and technical instruction to link secondary education and postsecondary education for participating CTE students.

1. Evaluate the performance of career and technical programs offered by the district(s)/college.
2. Continuously improve performance of the programs offered by the district(s)/college.
3. Promote preparation for non-traditional fields.
4. Career guidance and academic counseling will be provided to CTE students, including linkages to future education and training opportunities.

5. Improve the recruitment and retention of CTE teachers, faculty, and career guidance and academic counselors, including individuals in groups underrepresented in the teaching profession.
6. Improve the transition to teaching from business and industry.
7. Students in alternative education schools/programs are provided with CTE programs, guidance and counseling and support services.
8. Determine priorities of the consortium, the development of the application, and a way to communicate and review activities.
9. Link CTE at the secondary level and CTE at the postsecondary level.
10. Strengthen the academic and career and technical skills of students participating in CTE programs, by strengthening the academic and CTE components of such programs through the integration of academics with career and technical programs through a coherent sequence of courses, such as CTE Programs of Study.
11. Provide students with strong experience in and understanding of all aspects of an Industry which may include work-based learning experiences.
12. Develop and implement evaluations of the CTE programs carried out with funds under this title, including an assessment of how the needs of special populations are being met.
13. Initiate, improve, expand, and modernize quality career and technical education programs, including relevant technology.
14. Provide activities to prepare special populations of high school students, including single parents and displaced homemakers who are enrolled in CTE programs, for high-skill, high-wage, or high-demand occupations that will lead to self-sufficiency
15. Post-secondary CTE and training/Carl Perkins services
16. Report to the Regional Workforce Development Board, as requested.

Iowa Central Community College

Training & Economic Development: Iowa Central Community College is engaged in growing and promoting the standard of living and economic health of the region. Working with individuals, communities, existing and emerging businesses with the region, Iowa Central provides resources and programming that is essential to remain competitive and thrive. By partnering with companies to train incumbent workers as well as training students ensures a skilled workforce today and tomorrow.

The College is a strong player in working with established business partnerships in providing training. Iowa Central Community College has a strong tie with businesses and is focused on bringing workforce training to our region and strategizing over community workplace needs. The College and the Iowa Department of Economic Development are key contributors to serving businesses' training needs through 260E & 260F programs. (Funding opportunities for eligible new, expanding and existing businesses)

Customized technical training is provided in many skills areas and is developed around company's needs. Iowa Central Community College's Custom Technical Training can arrange to deliver training when and where it is needed. Iowa Central can provide this training on-site, at Iowa Central facilities, or at another suitable location. The training is taught by our training specialists or by experienced industry professionals.

Iowa Central provides Carl Perkins Career and Technical programming with our high schools throughout the district by assisting with Career Facilitation and Career Pathways, training of instructors, and consulting on high school curriculum and facilities/equipment needs for vocational tech programs.

GAP Tuition Assistance and PACE monies are used to support vocational training in the areas of Production Welding and Industrial Mechanics including funding tuition for students. This has been done in cooperation with the TAACCCT grant.

Credit classes are offered face to face and through our Triton Network (IP based TV system)

English Language Acquisition (ELA) class:

ELA is offered to adults 16 years or older through the three main Iowa Central campuses. Students enter class through a managed enrollment process to improve English skills in the areas of listening, speaking, writing, and reading. Online study is offered in addition to face-to-face classes. Citizenship classes are also available. ELA learners may take these classes to transition to High School Equivalency classes, career pathway training, employment, and college credit classes.

Adult Basic Education (ABE) class:

ABE study is offered to students adults 16 years or older who read below a ninth grade reading level as established through assessments given at new student orientation. Reading academy and online instruction is available to students. One-on-one tutoring is arranged as necessary. Students may take these classes to transition to High School Equivalency classes, career pathway training, employment, and college credit classes.

High School Equivalency Diploma (HSED) class:

Classes are available on Iowa Central campuses to adults 16 years and older to earn a High School Equivalency Diploma from the Iowa Department of Education. Students enter through a managed enrollment process and participate in direct face-to-face instruction as well as online study. Student complete preparation for the 5 subtests of the High School Equivalency Test (HiSET): Reading, Writing, Math, Science, and Social Studies. HSED students transition to employment, career pathway training, and/or college credit classes.

Iowa Vocational Rehabilitation

Iowa Vocational Rehabilitation Services (IVRS) is the provider of vocational rehabilitation services, including independent living services, to Iowans with disabilities who are eligible for services. Eligible individuals receive individualized, comprehensive and intensive services. Services may include career counseling and guidance, training, education, and support services to assist eligible individuals in obtaining and maintaining gainful, competitive, and integrated employment. Individuals who require more intensive services above and beyond what is offered through partner agency services are referred to IVRS. IVRS provides consultation and technical assistance to partner programs and the system to ensure that services are accessible to all participants with disabilities. IVRS staff work with businesses to provide consultation and assistance on disability related to recruiting, hiring, retaining, and understanding needs of job candidates and employees with disabilities.

IVRS will partner with WIOA core partners and other required regional partners to provide a seamless delivery of services to individuals.

IVRS works in collaboration with area schools to provide Pre-Employment Transition Services to all students with disabilities(including those eligible and those considered potentially eligible). These services are provided to students while in high school and include: Job Exploration, Work Based Learning, Counseling on Opportunities, Job Readiness, and Self Advocacy. Students who need more intensive services in order to achieve competitive employment are recruited to apply for and be determined eligible for services.

IVRS core services:

- Eligibility determination is completed by an IVRS counselor. To be eligible for IVRS services, and individual must have a qualifying disability that substantially limits the ability to work and must

need vocational Rehabilitation services to be able to prepare for, enter, retain, or advance in employment.

- Diagnostic, Evaluation and/or Assessment services
- Career Counseling and Guidance
- Rehabilitation and Assistive Technology
- Training Assistance
- Job Readiness Training
- Job Seeking Skills Training
- Employer Development
- On the Job Training
- Supported Employment and Customized Employment
- Job Placement and Retention services

An Individual Plan for Employment (IPE) is developed with each eligible individual. The IPE identifies an individual's career goal and services needed to reach that goal and is agreed upon by the individual and the counselor. IVRS staff assists with career exploration to explore interests and provide career counseling to assist individuals in exploring career pathways. Counseling is also provided to assist individuals in understanding their disability and how this impacts employment and to develop solutions to minimize barriers.

Upper Des Moines Opportunity

Upper Des Moines Opportunity, Inc. (UDMO) is one of 18 Community Action Agencies in the State of Iowa and has been serving our communities since 1965.

Community Action Agencies (CAA) are non-profit public and private organizations created to fight poverty at the local level. Today, community action agencies are quite often the primary source of support for more than 32.3 million people living in poverty in the United States. UDMO strives to deliver a wide range of high-quality services to individuals, families, and children. Many of these individuals and families are our "working poor", earning low wages or living without health insurance and other benefits.

UDMO provides a helping hand during times of crisis, aiding families as they get back on their feet. Compassionate staff members work diligently to provide continued support while encouraging families to achieve self-sufficiency

Mid-Sioux Opportunity, Inc.

Mid-Sioux Opportunity, Inc. is a private non-profit Community Action Agency serving Lyon, Sioux, Plymouth, Cherokee and Ida counties in Northwest Iowa. An additional 18 counties are served through the agency's Child Care Resource & Referral department. The agency serves communities through a variety of programs and services targeted toward the needs of lower income families. Services include: Head Start, Early Head Start, Shared Visions, State of Iowa Early Head Start, Child Care Resource & Referral, Child/Adult Care Food Program, W.I.C., Maternal/Child Health, I-Smile, Hawk-I Outreach, Family Development & Self-Sufficiency (FADSS), Outreach, LIHEAP, Weatherization and other services. The agency's mission is to assure that families have the support needed in order to achieve self-sufficiency.

Iowa Department for the Blind

Partner Agency:	Iowa Department for the Blind			
Program Name:	Vocational Rehabilitation Services			
Primary Office Location:	Des Moines	Phone:	515-661-8528	Fax: 515-281-1263
Location: Where services are provided in all Region 3-4 counties: Buena Vista, Clay, Dickinson, Emmet, Kossuth, Palo Alto, Lyon, O'Brien, Osceola and Sioux. Include locations, hours, staff, and how available (in person, by phone, by appointment, etc.)	<p>Location and Hours of Service: Main Office: 524 Fourth Street Des Moines, IA 50309-2364 Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays.</p> <p>Regional Services and Resources: IDB Services are provided by staff that travel throughout the region and provide services by appointment in various community locations. Staff travel and provide services in high schools within the region. Staff also work with businesses and employers in their territory. Information and appointments can be scheduled by calling the Northwest Vocational Rehabilitation Counselor at 515-661-8528. Staff can also meet by appointment in the Iowa Works building on Iowa Central Community College campus, Two Triton Circle, Fort Dodge, IA 50501. All services indicated below are offered.</p>			
Description of program in relation to the One Stop system:	<p>The Iowa Department for the Blind (IDB) is the state agency providing vocational rehabilitation and independent living services to Iowans who are blind or severely visually impaired. The Department also houses the Iowa Library for the Blind and Physically Handicapped which provides library services and materials in alternative media to Iowans who, because of physical limitations, cannot easily read standard print. Eligible individuals receive comprehensive and intensive services. Services may include career counseling and guidance, training, education, and support services to assist eligible individuals in obtaining and maintaining gainful, competitive, and integrated employment. Individuals who require more intensive services above and beyond what is offered through partner agency services are referred to IDB. IDB provides consultation and technical assistance to partner programs and the system to ensure that services are accessible to all participants with disabilities. IDB staff work with businesses to provide consultation and assistance on disability related to recruiting, hiring, retaining, and understanding needs of job candidates and employees who are blind or visually impaired. IDB will partner with WIOA core partners and other required regional partners to provide a seamless delivery of services to individuals.</p> <p>IDB works in collaboration with area schools to provide Pre-Employment Transition Services to all students with disabilities (including those eligible and those considered potentially eligible). These services are provided to students while in high school and include: Job Exploration, Work Based Learning, Counseling on Opportunities, Job Readiness, and Self Advocacy. Students who need more intensive services in order to achieve competitive employment are recruited to apply for and be determined eligible for services.</p> <p>IDB core services: To be eligible for services from IDB, an individual must have a qualifying visual impairment that substantially limits his/her ability to work and he/she must need vocational rehabilitation services to be able to prepare for, enter, or retain a job. IDB will deliver client services as described below:</p> <ul style="list-style-type: none"> • Eligibility determination • Diagnostic and/or evaluation services • Pre-vocational and vocational training • Training Assistance • Job Readiness Training • Job Seeking Skills training • Employer development • Rehabilitation Technology/Assistive Technology • On-the-job supports/OJT 			

- Customized Employment
- Guidance & counseling
- Career exploration, job placement & job retention counseling
- Skills training in alternative techniques of blindness
- Adaptive devices for training and employment
- Library and informational services
- Independent living services

An Individual Plan for Employment (IPE), which identifies an individual's career goal and all services necessary to overcome the barriers to that person getting and keeping a job, is developed and agreed upon by each individual and the counselor. Only IDB counselors can determine eligibility and agree to provide services.

Funding for services and equipment is provided on an individual basis to meet clients' needs as indicated by their Individualized Plans for Employment.

CAREER SERVICES	Yes	No	Brief Description (could include description of service, how offered, where offered, etc)
Eligibility of Services:	X		An individual is eligible if they have a documented visual impairment or blindness that through eligibility determination identifies barriers to employment and requires VR services. Services offered are provided to those determined eligible for IDB services. All services are generally provided on an individualized basis and provided when not available through partner services or when an individual needs assistance beyond what the partner is able to provide. Consultation on disability related needs to enhance access and accessibility for all job candidates with disabilities is provided to the system.
Outreach, Intake, Orientation and Referral:	X		Outreach- Vision Loss Resource Fairs, brochures. Referrals to IDB made by contacting the main office. Intake and orientation done on an individual basis.
Initial Assessment:		X	
Labor Exchange Services:	X		Job seeking and keeping skills, LMI, job search plans offered to eligible individuals. Services are individualized. IDB connects directly with employers for placement.
Employment Statistics-Labor Market Information:	X		IDB uses LMI to provide vocational counseling and informed choice.
Eligible Provider Performance and Program Cost Information:	X		
Local Performance Information:	X		All work is evaluated according to benchmarks in achieving employment.
Supportive Services Information:	X		Job coaching and follow up on the job with the business
Unemployment Compensation:		X	
Financial Aid Information:	X		IDB assists job candidates to identify how they can pay for a post-secondary education and what their cost will be (debt load) upon graduation and can assist with funding.
Follow-Up Services:	X		IDB follows up with a job candidate 90 days after employment. IDB follows up with businesses after placement and after we have made contacts.
Comprehensive and Specialized Assessments:	X		Diagnostic testing and referral if needed for eligibility determination or employment planning. Comprehensive assessment of an individual's disability, how this impacts employment, and identify goals to overcome barriers.
Individual Employment Plan Development:	X		Individual Employment Plan (IPE) developed
Career Planning, Counseling:	X		In depth career planning and counseling provided to eligible

		individuals to assist in identifying career goals, understanding disability, and career pathway planning
Workforce Preparation Activities:	X	Job readiness training
Short-term Prevocational Services:		IDB does not do pre-vocational training.
Internships and Work Experience:	X	
Financial Literacy:	X	As it pertains to college and employment and future disability needs
English Language Acquisition:		X
Out of Area Job Search:	X	IDB connects with other offices and the National Employment Team if a person moves to another state.

TRAINING SERVICES	Yes	No	Brief Description
Occupational Skills Training:	X		IDB does not directly provide, but does support
On-the-Job Training (OJT):	X		IDB directly provides
Workplace and Cooperative Education:		X	
Training Programs Operated by the Private Sector:	X		IDB does not directly provide, but does support
Skills Upgrading and Retraining:	X		IDB directly provides training through the Orientation Center (OC) for disability related skills training on non-visual techniques. IDB also directly supports outside of the OC through Rehabilitation Teachers who travel the region by appointment.
Entrepreneurial Training:	X		Iowa Self Employment program is a comprehensive program for eligible individuals who are seeking self-employment
Job-Readiness Training:	X		IDB directly provides
Adult Education and Literacy (AEL) Programs:	X		IDB does not provide, but does support
Customized Training:	X		IDB is able to work with an employer to identify potential training opportunities
Incumbent Worker Training:		X	
Transitional Jobs:	X		Only when it is part of an IEP and required for skill upgrading or development of a reference, etc.

EMPLOYER SERVICES	Yes	No	Brief Description
Employer Needs Assessment:	X		
Job Posting:	X		IDB participates in the EDRN that accepts and disseminates job openings to staff and shares listings with the NET. IDB also connects with business through that team to provide information and resources.
Applicant Pre-screening:	X		IDB reviews requirements and refers based on the individual meeting those requirements.
Recruitment Assistance:	X		IDB is able to assist in recruiting qualified job seekers with disabilities, assisting with career fairs.
Training Assistance:	X		
Labor Market Information:	X		
Employer Information and Referral:	X		Information on WOTC, ADA and reasonable accommodations, accessibility, ergonomics, disability awareness
Rapid Response and Layoff Aversion:	X		IDB works with eligible individuals in helping them to keep positions or find new ones through job development, training, other services and will participate in the state's rapid response team.

WHAT SUPPORTIVE SERVICES ARE AVAILABLE?

Available based on need, disability and services outlined in the Individual Employment Plan. This is provided on an individual basis.

Iowa Department of Human Services

Iowa Department of Human Services will provide the following:

1. Eligibility and benefit determination for TANF Funded programs including FIP and Promise Jobs assistance.
2. Make referrals to One Stop Partners for appropriate services and assistance.
3. Coordinate and receive referrals from other service providers and partners.
4. Provide representatives to present program overviews and outreach.
5. Reports to the Regional Workforce Investment Board, as requested

Northwest Iowa Regional Housing Authority

NWIRHA provides rental assistance to low income families. The goal of the Northwest Iowa Regional Housing Authority (NWIRHA) is to provide decent, safe and affordable housing for eligible households; to provide opportunities and promote self-sufficiency; create economic independence; and provide homeownership opportunities for program participants.

Proteus, Inc.

Proteus is a non-profit corporation that offers the National Farmworker Jobs Program (NFJP), a WIA, Title I, Section 167, Migrant and Seasonal Farm Worker Employment and Training Program. The NFJP assists eligible migrant and seasonal farmworkers, and/or their dependents, to acquire full-time, non-seasonal jobs (outside of agriculture, or up-grade within agriculture) that offer financial stability, benefits, and opportunities for growth. The program enhances their opportunities for employability through basic education, vocational training, and other program services. Proteus also helps to stabilize their seasonal agricultural employment (if they choose to stay in agriculture) through the delivery of supportive services.

Proteus will provide the following:

1. Determination of NFJP eligibility to farmworkers and/or their dependents who wish to receive assistance under Title 167.
2. Provide staff to meet at the One-Stop or close proximity to prospective participant/so
3. Provide staff for outreach and NFJP services' presentation to- One-Stop-- Centers/Partners.
4. Make referrals to One-Stop Partners after client information gathering.
5. Spanish interpretation by telephone for farmworkers wishing to inquire into the NFJP or other One-Stop Partners' programs.
6. Provide staff for objective skill level and aptitude assessment for qualifying NFJP participant.
7. Provide staff to attend and participate in WIOA Partners meetings.
8. Reports to the Regional Workforce Development Board, as requested.

CD+ Perkins Consortium

Career and Technical: The purpose of this Act is to develop more fully the academic and career and technical skills of secondary education students and postsecondary education students who elect to enroll

in Career & Technical Education Programs (CTE) by building on the efforts of States and localities to develop challenging academic and technical standards and to assist students in meeting such standards, including preparation for high skill, high wage, or high demand occupations in current or emerging professions. It also is to promote the development of services and activities that integrate rigorous and challenging academic and career and technical instruction to link secondary education and postsecondary education for participating CTE students.

Evaluate the performance of career and technical programs offered by the district(s)/college.

1. Continuously improve performance of the programs offered by the district(s)/college.
2. Promote preparation for non-traditional fields.
3. Career guidance and academic counseling will be provided to CTE students, including linkages to future education and training opportunities.
4. Improve the recruitment and retention of CTE teachers, faculty, and career guidance and academic counselors, including individuals in groups underrepresented in the teaching profession.
5. Improve the transition to teaching from business and industry.
6. Students in alternative education schools/programs are provided with CTE programs, guidance and counseling and support services.
7. Determine priorities of the consortium, the development of the application, and a way to communicate and review activities.
8. Link CTE at the secondary level and CTE at the postsecondary level.
9. Strengthen the academic and career and technical skills of students participating in CTE programs, by strengthening the academic and CTE components of such programs through the integration of academics with career and technical programs through a coherent sequence of courses, such as CTE Programs of Study.
10. Provide students with strong experience in and understanding of all aspects of an Industry which may include work-based learning experiences.
11. Develop and implement evaluations of the CTE programs carried out with funds under this title, including an assessment of how the needs of special populations are being met.
12. Initiate, improve, expand, and modernize quality career and technical education programs, including relevant technology.
13. Provide activities to prepare special populations of high school students, including single parents and displaced homemakers who are enrolled in CTE programs, for high-skill, high-wage, or high-demand occupations that will lead to self-sufficiency
14. Post-secondary CTE and training/Carl Perkins services
15. Report to the Regional Workforce Development Board, as requested.

AARP Foundation Senior Employment

AARP Foundation administers the Senior Community Service Employment Program (SCSEP). SCSEP assists low income job seekers, age 55+, to re-enter the workforce. Our services include part-time paid training assignments based on skills and career assessment, job search assistance, tuition for short term training, supportive services and on-the-job-training.

The primary location for job training is the Host Agency, a non-profit or public agency that serves as a work training site. Participants train 18 hours per week and earn minimum wage. AARP Foundation assists participants in transitioning into unsubsidized employment by offering trial employments as an incentive for local businesses to hire our mature workers. There is no fee for AARP Foundation services.

Community Action Agency of Siouxland (SCSEP)

CAA of Siouxland's SCSEP mission is to strengthen families, communities, and our nation by providing disadvantaged and older individuals with opportunities to learn, work and serve others. Primary funding comes from the State of Iowa as a result of a grant from the US Department of Labor Title V of the Older Americans Act. To be eligible for services, an individual must be 55 or older and be income eligible.

Services provided by CAA of Siouxland SCSEP include:

1. Eligibility determination for SCSEP services through outreach and intake.
2. Skills and interest assessment.
3. Career exploration assistance/counseling.
4. Job search assistance, including assistance with resume writing.
5. Training through work assignment at non-profit or government agency with SCSEP paying program participants minimum wage for an average of 20 hours a week.
6. On-the-Job training and employment in private sector with SCSEP reimbursing businesses for up to 50% of wages paid program participant during initial training.
7. Paid occupational skills/classroom training for eligible participants.
8. Assistance with obtaining full and part-time jobs
9. Follow-up for all the above services.

Goodwill Industries

Goodwill Industries Mission: Goodwill of the Great Plains serves as an advocate for economic. Goodwill creates a world of dignity and compassion by putting people to work. Goodwill invests in our community by: turning donated goods into work opportunities, forming and expanding job creation centers, through innovative programming and services, and development of leaders. Goodwill values Compassion, Achievement, Potential, Integrity and Dignity. Goodwill Strategic Focus is Financial Stewardship, Focused Mission, Leadership Development and Social Entrepreneurship.

Job Corp

Job Corps is a no-cost education and career technical training program administered by the U.S. Department of Labor that helps young people ages 16 through 24 improve the quality of their lives through career technical and academic training. The Job Corps program is authorized by Title I-C of the Workforce Innovation and Opportunity Act of 2014.

At the Job Corps Center, we support the Job Corps program's mission of teaching eligible young people the skills they need to become employable and independent and placing them in meaningful jobs or further education.

Region 3-4 One-Stop Center

- IowaWORKS of Northwest Iowa, 217 West 5th Street, Spencer, Iowa 51301
phone (712) 262-7225 Ext. 134; or (712) 262-1971 Ext. 135
fax (712) 262-7665 or 712-262-1963
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.

Buena Vista County

- Adult, Dislocated Worker, and Youth (itinerant):
Goodwill Connections Center, 229 W. Milwaukee Ave. Storm Lake, IA (by appointment only);
(712) 749-5146
Storm Lake Public Library-609 Cayuga St, Storm Lake (by appointment only)
- Adult Education & Literacy, Carl Perkins, Community College:
Iowa Central Community College, 824 Flindt Dr., Storm Lake, IA 50588 (712)749-5178
M-F 8-5:00
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
325 W. Milwaukee Ave. Suite 2, Storm Lake, IA 50588 712-732-7238
M - Th 7 to 5:30
- Goodwill of the Great Plains Connections Center
229 W. Milwaukee Ave. Storm Lake, IA 50588
9:00 am-5:00pm Monday-Friday (712) 732-0912
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Buena Vista County DHS:
311 E 5th St, Storm Lake, IA 50588 (712)749-5636;
M-F 8-12 & 1-4:30
- Community Action Agency of Siouxland (SCSEP)
2700 Leach Avenue, Sioux City, IA 51106 (712)274-1610
M- F by appointment

- Upper Des Moines Opportunity
620 Michigan Street, Storm Lake, IA 50588 712-732-1757
M-F 8:00 to 4:00
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Clay County

- Adult, Dislocated Worker, and Youth:
217 West 5th Street, Spencer, Iowa 51301 (712)262-7225 Ext. 134 (hours above)
- Adult Education & Literacy, Carl Perkins, Community College:
Iowa Lakes Community College, 1900 Grand Avenue, Spencer, Iowa 712-262-7141
Fall: M-TH 8-4:30 F 7:30-4:00 Summer: M-Th 7:30-5 F 7:30-Noon
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa 51301 (712)262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
217 West 5th Street, Spencer, IA 51301 712-262-9585
M-F 8-4:30
- AARP Foundation:
By appointment only M-T 9 am – 3 pm. Location to be determined. 515-287-1555
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Clay County DHS:
1900 N Grand Ave, Ste E-8, Spencer IA 51301 (712)262-3586
M- F 8-12 & 1-4:30
- Upper Des Moines Opportunity
407 E 3rd Street, Spencer, IA 51301 712-262-7409
M-F 8:00 to 4:00

- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Dickinson County

- Adult, Dislocated Worker, and Youth:
Iowa Lakes Community College, 800 21st Street, Spirit Lake, IA (by appointment only);
(855-262-7225 Ext. 134)
Fall: M-TH 8-4:30 F 7:30-4:00 Summer: M-Th 7:30-5 F 7:30-Noon
- Adult Education & Literacy, Carl Perkins, Community College:
Iowa Lakes Community College, 800 21st Street, Spirit Lake, Iowa 51360 712-336-6564
Fall: M-TH 8-4:30 F 7:30-4:00 Summer: M-Th 7:30-5 F 7:30-Noon
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
217 West 5th Street, Spencer, Iowa 51301 712-262-9585 (by appointment in Dickinson County)
- AARP Foundation:
By appointment only M-T 9 am – 3 pm. Location to be determined. 515-287-1555
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Dickinson County DHS;
1802 Hill Ave, Ste 2401, Spirit Lake IA 51360 (712)336-2555
M – F 8-12 & 1-4:30
- Upper Des Moines Opportunity
1575 18th Street, Spirit Lake, IA 50536 712-336-1112
M-F 8:00 to 4:00
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Emmet County

- Adult, Dislocated Worker, and Youth:
Iowa Lakes Community College, 300 South 18th, Estherville, IA (by appointment only)
(855-262-7225 Ext. 134)
- Adult Education & Literacy, Carl Perkins, Community College:
Iowa Lakes Community College – 300 South 18th, Estherville, IA 51334 712-362-8362
Fall: M-TH 8-4:30 F 7:30-4:00 Summer: M-Th 7:30-5 F 7:30-Noon
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
300 South 18th Street, Estherville, IA 51334 712-362-7921
M-F 8-4:30
- AARP Foundation:
By appointment only M-T 9 am – 3 pm. Location to be determined. 515-287-1555
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Emmet County DHS Office;
220 S 1st St, Estherville IA 51334 (712)362-7237
M–F 8-12 & 1-4:30
- Upper Des Moines Opportunity
508 S 1st Street, Estherville, IA 51334 712-362-2391
M-F 8:00 to 4:00
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Kossuth County Offices

- Adult, Dislocated Worker, and Youth:
Iowa Lakes Community College, 2111 Highway 169 N, Algona, IA (by appointment only)
(855-262-7225 Ext. 134)
- Adult Education & Literacy, Carl Perkins, Community College:
Iowa Lakes Community College, 2111 Highway 169 North, Algona, IA 50511, 515-295-8521
Fall: M-TH 8-4:30 F 7:30-4:00 Summer: M-Th 7:30-5 F 7:30-Noon
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
117 East Call Street #6, Algona, Iowa 50511 515-295-7613
M-F 8-4:30
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Kossuth County DHS;
109 W State St, Algona IA 50511 (712)362-7237
M-F by appointment only
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Lyon County

- Adult, Dislocated Worker, and Youth:
Rock Valley Public Library-1531 Main St, Rock Valley (by appointment only) 855-262-7225
Ext. 134
Hull Public Library-1408 Main St, Hull (by appointment only)
- Adult Education & Literacy, Carl Perkins, Community College:
Northwest Iowa Community College, 603 W. Park St., Sheldon, IA (712) 324- 5061 ext. 137
M-T-Th-F 8 -4:30 W - 8 -8 Summer: Closed Fridays

- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
1022 3rd Avenue, Suite 2, Sheldon, Iowa 51201 712-324-4864 (by appointment in Lyon County)
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services; Lyon County DHS:
315 First St., Ste. 210, Rock Rapids IA 51246 (712)737-2943
M – F by appointment only
- Community Action Agency of Siouxland (SCSEP)
2700 Leach Avenue, Sioux City, IA 51106 (712)274-1610
M- F by appointment
- Mid-Sioux Opportunity Inc., Outreach Office: Intake site for program applications
302 S. Lincoln St., Rock Rapids, IA 712-472-3746
Wednesdays 9-4
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

O'Brien County Offices

- Adult, Dislocated Worker, and Youth:
Northwest Iowa Community College – 603 West Park Street, Sheldon, IA (by appointment only),
(712) 262-7225 Ext. 134
Sheldon Public Library-925 4th Ave (by appointment only)
Sheldon High School-1700 E 4th St. (by appointment only)
- Adult Education & Literacy, Carl Perkins, Community College:
Northwest Iowa Community College, 603 W. Park St., Sheldon, IA (712) 324- 5061 ext. 137
M-T-Th-F 8 -4:30 W - 8 -8 Summer: Closed Fridays

- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
1022 3rd Avenue, Suite 2, Sheldon, Iowa 51201 712-324-4864
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, O'Brien County Office:
160 Second St SE, Primghar IA 51245 (712)957-5135
M-F 8-12 & 1-4:30 (Social Worker staff only based in this office)
- Upper Des Moines Opportunity
140 2nd Street SE, Primghar, IA 51245 712-957-1023
M-F 8:00 to 4:00
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Osceola County

- Adult, Dislocated Worker, and Youth:
Sibley Public Library-406 9th St, Sibley (by appointment only) 855-262-7225 Ext. 134
- Adult Education & Literacy, Carl Perkins, Community College:
Northwest Iowa Community College, Park St., Sheldon, IA (712) 324- 5061 ext. 137
M-T-Th-F 8 -4:30 W - 8 -8 Summer: Closed Fridays
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
1022 3rd Avenue, Suite 2, Sheldon, Iowa 51201 712-324-4864 (by appointment in Osceola County)
- AARP Foundation:
By appointment only M-T 9 am – 3 pm. Location to be determined. 515-287-1555

- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment
- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Osceola County Office;
300 7th St., Sibley IA 51249 (712)957-5135
M - F by appointment only
- Upper Des Moines Opportunity
1672 Northwest Blvd., Sibley, IA 51249 712-754-2573
M-F 8:00 to 4:00
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Palo Alto County

- Adult, Dislocated Worker, and Youth:
Iowa Lakes Community College, 3200 College Drive (by appointment only) 855-262-7225 Ext. 134
- Adult Education & Literacy, Carl Perkins, Community College:
Iowa Lakes Community College, 3200 College Drive, Emmetsburg, IA 800-242-5262
Fall: M-TH 8-4:30 F 7:30-4:00 Summer: M-Th 7:30-5 F 7:30-Noon
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
3200 College Drive, Emmetsburg, Iowa 50536 712-852-5351
M-F 8-4:30
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment

- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Palo Alto County Office;
2105 Main St, Emmetsburg IA 50536 (712)262-3586
M – F by appointment only
- Community Action Agency of Siouxland (SCSEP)
2700 Leach Avenue, Sioux City, IA 51106 (712)274-1610
Hours of Operation 8 to 4:30 (by appointment)
- Upper Des Moines Opportunity
2905 25th Street, Emmetsburg, IA 50536 712-852-3482
M-F 8:00 to 4:00
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

Sioux County

- Adult, Dislocated Worker, and Youth:
Orange City Public Library-112 Albany Ave SE, Orange City (by appointment only) 855-262-7225 Ext. 134
MOC High School-615 8th St SE, Orange City (by appointment only)

Alton Public Library-605 10th St, Alton (by appointment only)
Sioux Center Public Library-102 S Main Ave, Sioux Center (by appointment only)
- Adult Education & Literacy, Carl Perkins, Community College:
Northwest Iowa Community College, 603 W. Park St., Sheldon, IA (712) 324- 5061 ext. 137
M-T-Th-F 8 -4:30 W - 8 -8 Summer: Closed Fridays
- Wagner-Peyser:
217 West 5th Street, Spencer, Iowa (712) 262-1971 Ext. 135 (hours above)
- Vocational Rehabilitation:
1022 3rd Avenue, Suite 2, Sheldon, Iowa 51201 712-324-4864 (By appointment in Sioux County)
- Iowa Department for the Blind
Main Office: 524 Fourth Street Des Moines, IA 50309-2364 515-661-8528
Hours of Operation: 8 am to 4:30 pm - Monday through Friday, excluding established holidays
(by appointment)
- Proteus Inc.
107 North 7th St, Fort Dodge, IA 50501 Main office number 515-573-8225 or 800-798-8225
Office hours are 8-4:30, but meet clients locally by appointment

- Job Corps, 2508 4th St. Sioux City, IA 51101
phone (712) 233-9030 Ext. 46023; or (712) 233-9034
Monday/Tuesday/Thursday/Friday 8:30 a.m. to 4:30 p.m. and Wednesday 9:00 a.m. to 4:30 p.m.
- Iowa Department of Human Services, Sioux County Office;
215 Central Ave SE, Orange City, IA 50141 (712)737-2943
M – F 8-12 & 1 -4:30
- Community Action Agency of Siouxland (SCSEP)
2700 Leach Avenue, Sioux City, IA 51106 (712)274-1610
M- F by appointment
- Mid-Sioux Opportunity, Inc. – Outreach Office – Intake Site for Program Applications
618 14th St. NE, Sioux Center, Iowa 712-732-3611
Monday, Tuesday, Thursday and Friday 8 to 4:30
- Northwest Iowa Regional Housing Authority
2016 Highway Boulevard, Ste. N, Spencer, IA 51301 712-262-7460
M-F 8:00 to 4:30

March 8, 2019

The Honorable Kim Reynolds
Office of the Governor of Iowa
1007 East Grand Ave.
Des Moines, Iowa 50319

The Honorable Beth Townsend
Iowa Workforce Development
1000 E. Grand Avenue
Des Moines, IA 50319

John Krogman, Chair
Iowa State Workforce Board
1000 E. Grand Avenue
Des Moines, IA 50319

Dear Governor Reynolds, Director Townsend, and Mr. Krogman,

Section #1

The Region 8 CEO's and Region 8 Workforce Development Board are writing to you today to express our deeply held concerns and disappointment with recent actions of the State Board. In particular, we learned that a recommendation has been made to reduce the number of local workforce areas for Iowa. As local elected officials, we believe that we have not only a statutory right, but the responsibility to our communities to have a significant consultative role in the local designation discussions. We have been provided no such consideration in this matter.

Our board holds the belief that it would be in the best interest of our citizens, our local businesses, and the Great State of Iowa; to leave the current 16 Workforce Development Regions in tact. Governor Reynolds issued Executive Order # 3 (included), which identified the need to have a greater presence in rural Iowa. The Governor stated that we must work together to develop and provide LOCAL leadership to create strategic planning to keep our youth and retrain current workforce to meet the dynamics of the business world. This recommended realignment appears to do just the opposite.

We would plead with the Governor and IWD to be mindful of the individuals that are in need of many of our services. Many of these individuals are unemployed or underemployed and do not have the resources or maybe the additional time for additional travel. This realignment will in the long-run do this. The writing is on the wall.

We have looked at what the State did with Mental Health Regions. Why have we not been allowed the same opportunity to build our own regions if a realignment is required?

3-12-19
RECEIVED
IWD LEGAL DEPT.

Section #2

Eric Skoog, CEO Chairman
1202 Broadway
Denison, Iowa 51442
(712) 263-~~3340~~ 5319
eskoog@crawfordcounty.org

Section #3

The Workforce Innovation and Opportunity Act (WIOA; P.L. 113-128) at Sec. 106 and the Notice of Proposed Rulemaking (NPRM) at 20 CFR 679.130, provides for consultation with local elected officials with respect to the development of regional planning areas. Yet we have not received any communication asking for us to weigh in on this matter. Consultation with no notice of the proposed actions or after a decision has been made would not be very meaningful.

"Consultation" is a defined term under federal regulations and means "the process by which State and/or local stakeholders convene to discuss changes to the public workforce system and constitutes a robust conversation in which all parties are given an opportunity to share their thoughts and opinions." 20 CFR § 675.300 (emphasis added).

We will concede that Iowa Workforce Development sent out staff to our region on several occasions, but they never consulted us. Staff communicated that the State of Iowa will be downsizing the number of regions due to WIOA legislation and that we would have to adjust. We tried to ask questions repeatedly and most times never received answers to those questions or received the response that they did not know what the State Board was going to do.

The current realignment that has been recommended, creates inequities in several parts of the State of Iowa. In the new plan: Region 1- 24 Counties, Region 2- 20 Counties, Region 3- 11 Counties, Region 4-11 Counties, and Region 5- 8 Counties. Again, rural areas will be at a disadvantage and not afforded equal access for LWDB meeting or services. Why not have the same numbers of counties in each region?

Section 4 & 5

WIOA at Sec. 106(a)(2)(A) allows for regions to be either a single (1) workforce area or two (2) or more contiguous areas based upon a criteria listed in the NPRM at 20 CFR 679.210(b)(2). The criteria includes but is not limited to workforce areas sharing a single labor market area, sharing common economic development, possessing the resources to fully implement WIOA, and having education and training institutions which administer Adult Literacy programs. We fail to see these criteria in the recommendation for proposed regions. In addition, the latest performance reports for Iowa shows all entered employment negotiated measures of performance have been met, and all but older youth on median wage, a factor that is not completely within our control. We are meeting program performance expectations.

Placing the entire cost of this under Admin is not accurate. Most of the new requirements can be covered by Program costs, not Admin.

The role of a Program Director (or Coordinator) should be covered by Program cost since there is no fiscal or purchasing requirement.

The Board support Position Cost, can be easily shared among multiple regions due to the job duties of their position.

The CEO's would do a RFP for the Fiscal Agent. We know of entities that would be interested in providing these services locally or on a statewide basis. We may even be able to partner with a local county in the Region 8 area through a 28E agreement.

DOL has never stated that these cost associated with the Board support or Program Director all come out of Admin. Program cost can be also used.

We already have an MOU on file with the State of Iowa for Region 8. We could include in the document, but we always keep in mind that we are spending our taxpayers' dollars and felt it was in their best interest not to copy 70 pages that the State of Iowa already has in their possession.

We have include program budgets.

Across the US, local governments have responsibility for nearly half of all road mileage and we also budget over \$25 billion per year for economic development efforts. We ran for office because we care about the economic vitality of our communities, and we took an oath to serve the people in those communities to the best of our ability. We can appreciate that fewer organizations to coordinate with and to provide support to is an easier task for the state, but we fail to see where your plans address our specific communities in an adequate way. Our performance in fiscal and programmatic measures should be of paramount concern, not our individual size.

We support regional initiatives, coordination and embrace the charge of WIOA to focus on efficiencies, effectiveness, access, and equity in our workforce development systems. We understand and want to participate in regional partnerships that serve our dual customers as appropriate, and in many cases, we have done this without any formal designation or direction. No board exists in a vacuum and over the years we have worked out many relationships with local industry leaders, economic development, education- both public and private-, community-based organizations serving people with barriers, and others who provide local support systems so important for the current and future success of our businesses and citizens.

In closing, as you deliberate, we respectfully request that you honor the WIOA statute and its directives concerning collaboration with local elected officials and businesses by re-convening with an open mind discussions with local workforce boards and local elected officials we believe were expected in making decisions on any proposed changes to local area designations. Also, please review the inequities that the recommended plan creates. Failing to do so provides us few options to resolution except the more formal legal appeal rights we have under WIOA. The needs of Iowa businesses and job seekers should not be put on hold for actions that could be undertaken in a collaborative spirit on their behalf. Thank you for your consideration.

Respectfully submitted,



Eric Skoog, CEO Chairman

1202 Broadway

Denison, Iowa 51442

(712) 263-~~3340~~

5319



Jackson County Board of Supervisors

Larry McDevitt
201 West Platt St.
Office: (563) 652-3181

John J. Willey

Mike Steines
Maquoketa, IA 52060-2243
E-mail: jcbos@co.jackson.ia.us

April 10, 2019

Re: Opposing the Proposed Title I Regional Realignment to fewer regions

To: The Honorable Kim Reynolds, Governor of Iowa; Beth Townsend, IWD Director; John Krogman, Chair, State Workforce Development Board; Michelle McNertney, Title I Bureau Chief; David J. Steen, IWD Attorney and the Iowa Workforce Development Realignment Committee

Dear Governor Reynolds, Ladies and Gentlemen,

The main purpose of the Regional CEO's is to provide top-notch services to the people in the Region 9 area. We already do that. There is no need to fix something that is Not Broken.

The stated purpose of the regional system was to allow the clients greater opportunity to access the system. But, by further reducing the number of regions and centralizing the locations where decisions are made, we will lose our ability to serve the people who need our services the most. It is clear that the proposed reduction of Title I regions will be a major obstacle to the people we serve.

The Regional CEO's are fiscally responsible for the funds allocated to each region. In spite of that, they have not been included, or even consulted, in the realignment process. And there are tremendous differences across the state, not only in workforce needs, but also population centers.

We have had great success working as a regional team: building good relationships with service providers, providing much-needed education and hosting workforce fairs to match workers with employers.

We have done all this despite dealing with immense challenges: no clear direction from Iowa Workforce Development (IWD), constant changes to our board policies and procedures, i.e. board staffing, the appointment of board members, etc. – all without any input from the CEO's. For the last couple of years, given all the unknowns with the Board, it has been nearly impossible to carry out our assigned tasks.

We know the value of sitting across the table from fellow board members to work through challenges. Larger regions, which will necessitate meeting through phone or computer access, will greatly impact our ability to make decision that benefit our local communities. Above all, how is this realignment really going to improve workforce services to the people of Region 9? Even the Final Fiscal Monitoring report came back with no findings. What we do know is that it's not always important to change programs when they are already working well. And bigger isn't always better.

Thank you for all you do and for your consideration of our comments and concerns.

Sincerely,

A handwritten signature in cursive script that reads "John J. Willey".

John J. Willey, Region 9 CEO Chair

Jim Irwin, Jr., Region 9 CEO

Frank Klipsch, Region 9 CEO

Brinson Kinzer, Region 9 CEO

Jeff Sorenson, Region 9 CEO

JJW:llg



CHAMBER OF COMMERCE

149 W Broadway (800) 228-6878
PO Box 1565 (712) 325-1000
Council Bluffs, IA 51502 Fax: (712) 322-5698

Thursday, May 23, 2019 ✓

To: Beth Townsend
Director, Iowa Workforce Development

From: Dan Koenig, President and CEO - Council Bluffs Area Chamber of Commerce *DK*
Liaison and Contractor for Region 13 Workforce Development Board

On behalf of the Region 13 Workforce Development Board, I am writing to formally APPEAL the pending Regional Realignment option defining six (6) new workforce development regions.

In our RWDB meeting held yesterday, Wednesday, May 22, the Board voted unanimously against this new regional 6 configuration. The Board's main points of concern about the proposed regions include:

- Having only 14-days' notice to gather as a board to discuss the "possible and unknown" effects the realignment may bring, and to file a formal written appeal
- The size (vastness) of the east-to-west region 6 geographical area and the travel and commuting difficulties this will present
- The proposed new region presents unknown budget and program delivery issues that may impact and reduce end-user value and services
- The proposed new region 6 divides several neighboring counties that currently share similar workforce demographics and lumps together many counties with no workforce similarities
- A concern that the new region 6 will negatively impact communications and require an increased investment in online and web-based tools to span this large geographic area

The Region 13 Workforce Development Board strongly believes grouping counties and regions based on shared workforce issues and patterns would be much better than the proposed region six that runs almost entirely east-to-west across the State. For example, Missouri River counties bordering Nebraska and urban areas have more in common than counties located on opposite ends of the State.

Our Board is also very concerned with the many "unknowns" with this new region, and as a result, we are having a difficult time seeing the benefits of the proposed realignment. Therefore, it is with a firm and unanimous voice that the undersigned members of the Region 13 Workforce Development Board encourage you to go back to the drawing board and reconfigure the proposed new regions in a way that will lessen the negative impacts outlined above.

Respectfully submitted on behalf of Region 13 CEO's

Randy Hickey, Fremont County Supervisor
Lonnie Mayberry, Mills County Supervisor
Walter Utman, Harrison County Supervisor
Darin Haake, Shelby County Supervisor

Matt Walsh, Mayor – City of Council Bluffs
Scott Belt, Pottawattamie County Supervisor
Frank Waters, Cass County Supervisor
Alan Armstrong, Page County Supervisor



March 5, 2019

The Honorable Kim Reynolds
Office of the Governor of Iowa
1007 East Grand Ave.
Des Moines, IA 50319

The Honorable Beth Townsend
Iowa Workforce Development
1000 E. Grand Avenue
Des Moines, IA 50319

John Krogman, Chair
Iowa State Workforce Board
1000 E. Grand Avenue
Des Moines, IA 50319

Dear Governor Reynolds, Director Townsend, and Mr. Krogman,

Section 1

Region 14 is writing to you today to express our deeply held concerns and disappointment with recent actions of the State Board. In particular, we learned that a recommendation has been made to reduce the number of local workforce areas for Iowa. As local elected officials, we believe that we have not only a statutory right, but the responsibility to our communities to have a significant consultative role in the local designation discussions. We have been provided no such consideration in this matter.

Section 2

Charles Ambrose, *CEO Chairman*
510 Main Street, PO Box 114
Gravity, IA 50848
(712) 542-8766

Section 3

The Workforce Innovation and Opportunity Act (WIOA; P.L. 113-128) at Sec. 106 and the Notice of Proposed Rulemaking (NPRM) at 20 CFR 679.130, provides for consultation with local elected officials with respect to the development of regional planning area. Yet we have not received any communication asking for us to weigh in on this matter. Consultation with no notice of the proposed actions or after a decision has been made would not be very meaningful.

Section 4 & 5

WIOA at Sec. 106(a)(2)(A) allows for regions to be either a single (1) workforce area or two (2) or more contiguous areas based upon criteria listed in the NPRM at 20 CFR 679.210(b)(2). The criteria includes but is not limited to workforce areas sharing a single labor market area, sharing common economic development, possessing the resources to fully implement WIOA, and having education and training institutions which administer Adult Literacy programs. We fail to see these criteria in the recommendation for proposed regions. In addition, the latest performance reports for Iowa shows all entered employment negotiated measures of performance have been met, but older youth on median wage, a factor that is completely within our control. We are meeting program performance expectations.

Placing the entire cost of this under Admin is not accurate. Most of the new requirements can be covered by Program costs, not Admin.

The role of a Program Director (or Coordinator) should be covered by Program cost since there is no fiscal or purchasing requirement.

The Board support Position Cost, can be easily shared among multiple regions a due to the job duties of their position.

The Fiscal Agent would be served by a local county office.

DOL has never stated that these cost associated with the Board support or Program Director all come out of Admin. Program cost can be also used.

Across the U.S., local governments have responsibility for nearly half of all road mileage and we also budget over \$25 billion per year for economic development efforts. We ran for office because we care about the economic vitality of our communities, and we took an oath to serve the people in those communities to the best of our ability. We can appreciate that fewer organizations to coordinate with and to provide support is an easier task for the state, but we fail to see where your plans address our specific communities in an adequate way. Our performance in fiscal and programmatic measures should be of paramount concern, not our individual size.

We support regional initiatives, coordination and embrace the charge of WIOA to focus on efficiencies, effectiveness, access, and equity in our workforce development systems. We understand and want to participate in regional partnerships that serve our dual customers as appropriate, and in many cases, we have done this without any formal designation or direction. No board exists in a vacuum and over the years we have worked out many relationships with local industry leaders economic development, education - both public and private -, community-based organizations serving people with barriers, and others who provide local support systems so important for the current and future success of our businesses and citizens (the budget cost for Region 14 is attached).

In closing, as you deliberate, we respectfully request that you honor the WIOA statute and its directives concerning collaboration with local elected officials and businesses by re-convening with an open mind discussions with local workforce boards and local elected officials we believe were expected in making decisions on any proposed changes to local area designations. During this appeal process we request that Region 14 be allowed to operate as it currently has been. Failing to do so provides us few options to resolution except the more formal legal appeal rights we have under WIOA. The needs of Iowa businesses and job seekers should not be put on hold for actions that could be undertaken in a collaborative spirit on their behalf. Thank you for your consideration.

We do not feel that a MOU is necessary based upon our request to maintain the existing 15 regions.

Sincerely,



Charles Ambrose, *CEO Chairman*
510 Main Street, PO Box 114
Gravity, IA 50848
(712) 542-8766



Mr. David Steen
Iowa Workforce Development
1000 East Grand Avenue
Des Moines, IA 50319

April 16, 2019

Dear Mr. Steen,

This letter is written to register our appeal of the State Workforce Development Board decision of Six Region map Option B. Our objections from the perspective of Region 15 are as follows:

1. The number of counties and distance from east to west are too great to be workable in one region. Our experience and performance in region 15 would not be able to be replicated by creating a region of 25 counties.
2. Funding is inadequate for a region of this size. Region 6 in the Option B map has the largest amount of geographical area to cover (25 of 99 counties is roughly 25% of the state) yet has the least amount of funding with 12.67% of the state budget.
3. Given the geographic area of planned Region 6, the 12.67% share of administrative funding is inadequate. We anticipate significant travel and administrative challenges. Per DOL: "Thank you for your inquiry regarding the Workforce Innovation and Opportunity (WIOA). The Department of Labor Employment and Training Administration (ETA) cannot provide guidance on programs including the treatment of administrative funds awarded by the Department of Education under Titles II and IV. Title I and Title III funds can be used to cover the cost of procurement of a one-stop operator in accordance with the Cost Principles found in the Uniform Guidance at 2 CFR 200. The operating budget of a local one-stop center *may* include the cost of procuring a local one-stop operator. If these costs are included in the other shared or additional costs budget that is agreed upon by all benefiting one-stop partner programs, each partner would have to contribute funds to cover their share of expenses. If such partners benefit from the services and functions of a one-stop operator, then administrative funds that are contributed towards the additional costs budget of the local one-stop center may be used. However, as indicated earlier, please consult with the Department of Education at AskAEFLA@ed.gov regarding the use of Title II and IV funds." Why are Title III funds not being utilized?
4. The challenges we would experience in the western side of the state in Council Bluffs are likely to differ from those we find in the southwest and southeast parts of the state. We feel that most of our commuting patterns are aligned with current Region 16.

5. In the WIOA big picture, Option B map does not align well with our required partners. We also feel that it does not take into account the required data that was outlined in the DOL findings. "As a result, the current local service areas in Iowa do not align with the characteristics around which the WIOA intends a LWDA to be aligned, such as local labor market areas and/or economic development areas. Furthermore, the division of limited WIOA funds among 15 service areas, particularly in a State that has large rural areas, is stretching the available dollars so thin that the local areas are unable to fund core WIOA functions, such as staff support for the required Local Workforce Development Boards (WDBs) and/or the One-Stop Operators (OSOs). And finally, this structure does not facilitate the development of WIOA-compliant planning regions which, by law and regulation, are aligned with labor markets, commuting patterns, economic development areas, etc."

For the reasons cited above, we register our appeal of the Option B proposal.

We believe our concerns would be better addressed if the map of Option A were to be implemented. We therefore wish to register our support for Option A.

Sincerely,



Matt Greiner, Chairman
Area 15 Chief Elected Officials Board



David Krutzfeldt, Chairman
Area 15 Regional Workforce Dev. Bd.

February 26, 2019

Governor Kim Reynolds
Office of the Governor
1007 East Grand Ave.
Des Moines, Iowa 50319

Dear Governor Reynolds,

We are writing to you today to express our deeply held concerns and disappointment with recent actions of the State Board. In particular, we learned that the State Board approved to reduce the number of local workforce areas for Iowa to six, and that two different options were available. . As local elected officials, we believe that we have not only a statutory right, but the responsibility to our communities to have a significant consultative role in the local designation discussions. We have been provided no such consideration in this matter.

The Workforce Innovation and Opportunity Act (WIOA; P.L. 113-128) at Sec. 106 and the Notice of Proposed Rulemaking (NPRM) at 20 CFR 679.130, provides for consultation with local elected officials with respect to the development of regional planning areas. Yet we have not received any communication asking for us to weigh in on this matter. Consultation with no notice of the proposed actions or after a decision has been made would not be very meaningful.

WIOA at Sec. 106(a)(2)(A) allows for regions to be either a single (1) workforce area or two (2) or more contiguous areas based upon e criteria listed in the NPRM at 20 CFR 679.210(b)(2). The criteria includes but is not limited to workforce areas sharing a single labor market area, sharing common economic development, possessing the resources to fully implement WIOA, and having education and training institutions which administer Adult Literacy programs. We fail to see these criteria in the recommendation for proposed regions. In addition, the latest performance reports for Iowa shows all entered employment negotiated measures of performance have been met, and all but older youth on median wage, a factor that is not completely within our control. We are meeting program performance expectations.

Across the US, local governments have responsibility for nearly half of all road mileage and we also budget over \$25 billion per year for economic development efforts. We ran for office because we care about the economic vitality of our communities, and we took an oath to serve the people in those communities to the best of our ability. We can appreciate that fewer organizations to coordinate with and to provide support to is an easier task for the state, but we fail to see where your plans address our specific communities in an adequate way. Our performance in fiscal and programmatic measures should be of paramount concern, not our individual size.

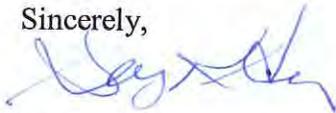
As CEOs of Region 16 we are highly concerned with the effects of the Option B realignment on our Region citizens and wish to appeal this decision by the state workforce board. We feel that

Option A would be a better choice for the citizens in our area and propose that consideration be given to this realignment configuration. Our rural area, demographics, economic conditions, and transportation issues align more closely with the counties proposed on the Option A map. The counties of Scott, Muscatine, Clinton, and Jackson are all more urban areas that do not reflect our current area's needs. Additionally, as the counties of Louisa, Lee, Henry, and Des Moines are among the poorest counties in the state we feel that if Option B is implemented that our citizens will be underserved and our economic conditions will deteriorate.

We support regional initiatives, coordination and embrace the charge of WIOA to focus on efficiencies, effectiveness, access, and equity in our workforce development systems. We understand and want to participate in regional partnerships that serve our dual customers as appropriate, and in many cases, we have done this without any formal designation or direction. No board exists in a vacuum and over the years we have worked out many relationships with local industry leaders, economic development, education- both public and private-, community-based organizations serving people with barriers, and others who provide local support systems so important for the current and future success of our businesses and citizens.

In closing, as you deliberate, we respectfully request that you honor the WIOA statute and its directives concerning collaboration with local elected officials and businesses by re-convening with an open mind discussion with local workforce boards and local elected officials we believe were expected in making decisions on any proposed changes to local area designations. Failing to do so provides us few options to resolution except the more formal legal appeal rights we have under WIOA. The needs of Iowa businesses and job seekers should not be put on hold for actions that could be undertaken in a collaborative spirit on their behalf. Thank you for your consideration.

Sincerely,



Gary See,
CEO Chair
Region 16

February 26, 2019

Governor Kim Reynolds
Office of the Governor
1007 East Grand Ave.
Des Moines, Iowa 50319

Dear Governor Reynolds, .

We are writing to you today to express our deeply held concerns and disappointment with recent actions of the State Board. In particular, we learned that the State Board approved to reduce the number of local workforce areas for Iowa to six, and that two different options were available. . As the voluntary Region 16 WDB, we believe that we have not only a statutory right, but the responsibility to our communities to have a significant consultative role in the local designation discussions. We have been provided no such consideration in this matter.

Additionally, WIOA at Sec. 106(a)(2)(A) allows for regions to be either a single (1) workforce area or two (2) or more contiguous areas based upon e criteria listed in the NPRM at 20 CFR 679.210(b)(2). The criteria includes but is not limited to workforce areas sharing a single labor market area, sharing common economic development, possessing the resources to fully implement WIOA, and having education and training institutions which administer Adult Literacy programs. We fail to see these criteria in the recommendation for proposed regions. In addition, the latest performance reports for Iowa shows all entered employment negotiated measures of performance have been met, and all but older youth on median wage, a factor that is not completely within our control. We are meeting program performance expectations.

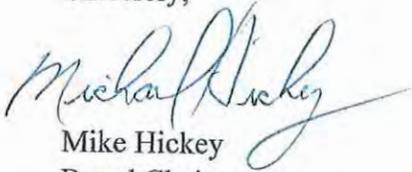
We serve on the RWDB because we care about the economic vitality of our communities, and strive to serve the people in those communities to the best of our ability. We can appreciate that fewer organizations to coordinate with and to provide support to is an easier task for the state, but we fail to see where your plans address our specific communities in an adequate way. Our performance in fiscal and programmatic measures should be of paramount concern, not our individual size.

As the voluntary Region 16 WDB we are highly concerned with the effects of the Option B realignment on our Region citizens. We feel that Option A would be a better choice for the citizens in our area and propose that consideration be given to this realignment configuration. Our rural area, demographics, economic conditions, and transportation issues align more closely with the counties proposed on the Option A map. The counties of Scott, Muscatine, Clinton, and Jackson are all more urban areas that do not reflect our current area's needs. Additionally, as the counties of Louisa, Lee, Henry, and Des Moines are among the poorest counties in the state we feel that if Option B is implemented that our citizens will be underserved and our economic conditions will deteriorate.

We support regional initiatives, coordination and embrace the charge of WIOA to focus on efficiencies, effectiveness, access, and equity in our workforce development systems. We understand and want to participate in regional partnerships that serve our dual customers as appropriate, and in many cases, we have done this without any formal designation or direction. No board exists in a vacuum and over the years we have worked out many relationships with local industry leaders, economic development, education- both public and private-, community-based organizations serving people with barriers, and others who provide local support systems so important for the current and future success of our businesses and citizens.

In closing, as you deliberate, we respectfully request that you honor the WIOA statute and its directives concerning collaboration by re-convening with an open-minded discussion with local workforce boards and local elected officials. The needs of Iowa businesses and job seekers should not be put on hold for actions that could be undertaken in a collaborative spirit on their behalf. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Mike Hickey". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Mike Hickey
Board Chair

Iowa Region 16 Workforce Development Board

Region 10 Vision, Mission, Strategic Priorities and Goals

July 1, 2016-June 30, 2019

Vision: Providing a seamless and integrated workforce delivery system for businesses and individuals by:

1. Ensuring accessibility for all individuals, including those with barriers to employment.
2. Sustaining and strengthen regional economic growth through innovative sector partnerships
3. Creating pathways that connect a pipeline of educated and skilled workers to current and emerging industries leading to self-sufficient careers.

Mission: Effectively contributing to Iowa's Creative Corridor's quality of life by connecting businesses and individuals to workforce solutions.

Strategic Priorities and Goals:

Priority #1. Community Awareness of Integrated Workforce System: Design an integrated workforce system that focuses on increased awareness of the workforce system with external customers (businesses) and internal customers (four core partner programs).

Goal	Responsible Party	Estimated Date	Progress Report
1.1 Develop a Workforce System Orientation for use with Businesses and Customers.	Core Partners	June 30, 2017	July-September 2016: Joint workgroup (4 core partners) working on integrating business service activities. October 2016: Report out to full staff with an action plan ready to implement. December 2016-Implementation Workgroup Meeting. Starting to work on implementation of business services joint outreach and orientation. March 2017-Workgroup team met with KCC Marketing. Will be developing an outline and

			<p>gathering video for a short 3 minute video to be used with new enrollments, on facebook and with partners to share what workforce system means. June 2017-Video finalized, shared with board, and beginning to be used in orientations, workshops, marketing.</p> <p>Dec-Jan 2019-Leadership team met to assess current level of business service integration between core WIOA partners and developed a plan to increase business service activities among programs.</p> <p>May 2019-IowaWORKS Title 1 and Title 3 training on new customer and business flow through WIOA/GeoSolutions model. Working on developing local SOPs.</p>
<p>1.2 Increase visibility through joint outreach, marketing and awareness campaigns, especially seeking local media outlets.</p>	<p>Core Partners</p>	<p>December 31, 2017</p>	<p>July-September 2016: Joint workgroup (4 core partners) working on integrating outreach activities and education the public on the full workforce ‘system’ of services.</p> <p>October 2016: Report out to full staff with an action plan ready to implement.</p> <p>December 2016-Implementation Workgroup Meeting. Starting to work on implementation of activities, including a tool for staff and partners to know and understand all WIOA services, activities and referral process.</p> <p>Jan-March 2017-Teams have developed a referral tool for staff and partners. Almost ready for print. Developing “display boards” outlining all workforce services to be displayed with all partners and used at job fairs, etc.</p> <p>November 2017-January 2018-Food Assistance Outreach. Received list of all food assistance participants in 7 county region. Will conduct a</p>

			<p>mailing to invite them into a “lunch and learn” or “supper and learn” to hear about services available at IowaWORKS, and how to access training and other workforce program services. Sessions will be held in January 2018. Planning happening now. Should reach around 17,000 household.</p> <p>February 2018-Hosting Lunch and Learn events in Iowa City and Cedar Rapids (two in CR). Planning smaller lunch and learn sessions for March in rural counties (Washington, Iowa, Cedar, Benton and Jones).</p> <p>November 2018-Apprenticeship awareness event at Goodwill in collaboration with IowaWORKS.</p> <p>April 2019-Registered Apprenticeship grant monitoring. Identified better system to refer customers between Title 3 to Title 1 for co-enrollment.</p> <p>June 2019-Participating in and supporting the Transportation Sector Boards Rollin’ Rally to help job seekers visit the event to learn about careers.</p>
<p>1.3 Provide ongoing staff training, continuously integrate services and evaluate regularly.</p>	<p>All Workforce Partners</p>	<p>Ongoing</p>	<p>June 2016-Team members attended WIOA conference.</p> <p>September 2016-Team members attended training on enter business services</p> <p>October 2016-Workforce Partner In-Service. Teams will present on work group efforts, field questions.</p> <p>December 2016-Implementation Workgroup Meeting. Starting to work on implementation of activities, including a tool for staff and partners to know and understand all WIOA services, activities and referral process. Developing electronic referral tool.</p>

			<p>February 2017-All 4 core partners completed a day long training together. Worked on teamwork and partnership with an outside speaker. Collected next steps from team members, and surveyed team members on what we should do to keep momentum going. Developing ongoing trainings, and silo-breaking activities.</p> <p>June 2017-Completed COLORS training with all staff.</p> <p>May-June 2017-Planning fall team building activities at Camp Wapsi.</p> <p>August 2017-Finalized planning for Camp Wapsie team building in October.</p> <p>October 2017-Hosted team building at Camp Wapsie. 93 team members in attendance from IowaWORKS, KCC Adult Basic Ed, IVRS and IDB.</p> <p>November-December 2017-Reevaluating expectations for customer service. Developing as a team, and identifying training needs. Will be adding expectations into IowaWORKS team member evaluations moving forward.</p> <p>Jan-Feb 2018-Planning and hosting Disability Services and Experience event for staff during President's Day all staff inservice. Will bring together all core partners in Region 10 plus Title 1 and 3 from Davenport and Burlington. Will share results of training and some activities with RWDB in March 2018.</p> <p>March 2018-Sharing results of training with RWDB, and providing a portion of training.</p>
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			<p>May to June 2018-Developed and presented first round of board training. Training has been shared on board website. Round 2 delivered June 2018.</p> <p>July-Sept 2018-WIOA Leadership team is developing staff inservice training for October focused on serving individuals who may be deaf or hard of hearing.</p> <p>October 2018-Hosted In-Service event for staff to learn about best practices serving individuals who are deaf or hard of hearing.</p> <p>Dec-Jan 2019-Leadership met to complete WINTAC assessment and develop strategic plan around increased integration of services.</p> <p>February 2019-Title 1 and 3 staff trained on the GeoSolutions system which will be launched in June 2019. This system may be used by the FAE&T and Title 2 programs. Other workforce programs may have access to it for referral purposes.</p> <p>May 2019-Staff training on customer flow in office and order of services, when to enroll. Will develop local SOPs to ensure compliance. Plan to implement new strategic plan focused on new training areas as well.</p> <p>June 2019-Ongoing NEW IowaWORKS system training via morning training sessions. Title 1 team reviewing new manual and coordinating working sessions to address questions in July.</p>
<p>1.4 Develop a referral process between the four core programs which includes a hand off and follow up process.</p>	<p>Core Partners</p>	<p>December 31, 2017</p>	<p>July-September 2016: Joint workgroup (4 core partners) working on developing a more efficient referral tool and method.</p> <p>October 2016: Report out to full staff with an action plan ready to implement.</p>

			<p>Jan-March 2017-Team is researching options for making electronic referrals. SmartSheet is being researched as a quick tool.</p> <p>May 2017-Also looking at a google doc that can be shared among partners. GeoSolutions software system train-the-trainer training begins in May. Will be sending several staff to start transition process. New system has built in referral tool.</p> <p>July-September 2017-Finalized referral guide. Created online referral tool, and gathered feedback from partners.</p> <p>March 2018-Finalized online referral tool, trained staff, set up system to monitor and track referrals.</p> <p>May 2018-Shared referral guide with board members.</p> <p>November-January 2019-Core WIOA partners are tasked with identifying level of integration in 6 key areas. Then prioritizing which are most critical along with steps to take to move toward integration.</p> <p>February 2019-Title 1 and 3 completing new IWORKS (GeoSolutions database) training which will create an easier system for referrals and track referral metrics.</p>
<p>1.5 Inform customers of career pathways and occupations that lead to self-sufficiency.</p>	<p>Core Partners with Sector Boards</p>	<p>June 30, 2018</p>	<p>June 2016-RWDB met with Advance Mfg Sector Board to learn about pathways and workforce needs</p> <p>September 2016-RWBD met with Customer Service/Insurance/Banking Sector Board to learn about pathways and workforce needs.</p> <p>November 2016-Hosted apprenticeship awareness event with 23 businesses and 11 job seekers.</p> <p>May 2017-Promoting and recruiting non-native English speakers to a free Transportation Communication class that educates them on the</p>

			<p>various career pathways in transportation and logistics and prepares them to enter into those training programs.</p> <p>June-July 2017-Preparing to host Industry Sector Board facilitators for a lunch and learn with workforce partners.</p> <p>September 2017-hosted sector board facilitators, with goal of re-convening to focus on “opportunity” clients served through IowaWORKS. Meeting may be with Jennifer Daly and board chairs.</p> <p>October-November 2017-Representative attended training and planning sessions with the 6 Sector Board leadership committees. Being available for questions/input as they work on developing coordinated strategies between the boards.</p> <p>February 2018-Hosted lunch and learn sessions targeting food assistance recipients. Shared training opportunities and pathway training programs.</p> <p>April 2018-Participated in union trades event and referred customers. Working on a women in non-traditional careers event to take place October 2018.</p> <p>May-August 2018-Developing career exploration and “gallery career walk” to be implemented into Navigating your Journey workshop.</p> <p>August-September 2018-Finalizing NYJ workshop. Schedule created for rest of 2018. Officially “launched” September 1 with all students enrolled starting this date will be required to take the workshop.</p> <p>October, 2018-Hosted a Women in Non-Traditional Careers event. 20 women attended to hear from other women in careers within Transportation, Construction and Manufacturing.</p>
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			<p>Dec-Jan 2019-Leadership met to evaluate our current integration on development of and usage of career pathways throughout the workforce system. This is an action item for our WINTAC strategic plan.</p> <p>March 2019-May 2019-Finalized Wintac Strategic Plan and presented to the RWDB/CEO for review, edits and final approval/addition to CSP.</p> <p>Ongoing-internship/job shadow work with IowaWORKS and sector boards.</p> <p>June 2019-Marion Independent SD, through work with KCC HS certificate programming, looking at branching out to include more internships and job shadow opportunities.</p>
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Priority #2. Preparation of the Workforce: Design, develop and offer training for individuals, including those with barriers to employment--to prepare for current and emerging industry workforce skill requirements. Support the region’s workforce through pathways that provide advanced, skilled and future ready workers.

Goal	Responsible Party	Estimated Date	Progress Report
<p>2.1 Design and develop career exploration and training pathways (including basic, soft and hard skills), especially focused on Advanced Manufacturing and Financial Services/Insurance/Customer Service sector board pathways.</p>	<p>Core Partners</p> <p>Advanced Manufacturing Sector Board</p> <p>Financial Services/Insurance and Customer Service Board</p>	<p>June 30, 2017</p>	<p>November 2016-Meeting with Financial Services/Insurance/Customer service board to review next steps to increasing partnerships between IowaWORKS and this board.</p> <p>November 2016-January 2017-Met with leadership of Financial Services/Customer Services/Insurance sector board. They identified an outline for basic customer service and industry training/awareness that could be completed through IowaWORKS workshops. They will be working with the full board to outline what this might look like and help with implementing by offering their time/tours/locations for portions of the workshops. Sector board</p>

			<p>leadership would like to present to WIOA partners to educate on their industry and workforce needs.</p> <p>May – June 2017-Transportation Communication and pathway class held and participants reviewed and selected next step in pathway. Assisted with additional support and referrals to continue on pathway.</p> <p>October 2017-Attended Apprenticeship training through Harper College, with goal of learning how to develop an appropriate pre-apprenticeship program that could be offered at IowaWORKS.</p> <p>Ongoing-Attending SB facilitator meetings, Sector training in Coralville, and SB meetings.</p> <p>February 2018-Exploring opportunities to develop pre-apprenticeship training for established union apprenticeship programs utilizing GAP/PACE/Title 1 funding.</p> <p>February-March 2018-Partnership with Title 1, Title 2, and Nordstrom developing a pipeline development and training program targeting African immigrant populations to increase English skills along with basic warehouse knowledge, safety awareness and cultural training. Two pathways, one for those with very basic English skills who will train onsite during paid work hours. The second for those with more limited English skills who will participate in a pre-employment training program. Also partnering with African Immigrant leaders to provide training to current Nordstrom managers to better understand this population.</p> <p>April 2018-recruitment event hosted. Nordstrom hired approximately 40 new workers. 15 were identified as needing on site ESL which began May</p>
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			<p>7, 2018. Several were identified as needing the more intensive pre-employment class. Unfortunately only 5 signed up for that class which began May 14, 2018.</p> <p>May-August 2018-Navigating your Journey workshop development and implementation. Includes significant career exploration opportunities.</p> <p>September 2018-Implemented Navigating your Journey which assists individuals with decision making process on training and careers.</p> <p>September 2018-Title 1 and 2 partnering with Nordstrom to implement another Earn and Learn program starting October 1. Collaborating with Goodwill to offer ELL class with their Manufacturing certificate. This can then pathway into a full time job at Nordstrom.</p> <p>February 2019-Sector boards and IowaWORKS staff met to talk about potential pathway programs including experiential learning for adults. Continuing to flush out this opportunity.</p> <p>May 2019-Working on liability insurance for job shadows for adults from WIOA Core Partners. Developing relationships with businesses/sector boards.</p>
<p>2.2 Provide training information on STEM and high-demand occupations in the Creative Corridor.</p>	<p>Core Partners</p>	<p>Ongoing June 30, 2017 (aligned with goal 2.1)</p>	<p>To be completed-FS/I/CS sector board leadership would like to present to WIOA partners to educate on their industry and workforce needs.</p> <p>August-September 2017-Ongoing work with refugee groups. Beginning work with Nordstrom to develop training program incorporating English language training, occupational skills training in warehouse/shipping/receiving and soft skills/employability skills for refugee groups.</p>

			Ongoing-Job shadows for IowaWORKS customers at Sector Board partners.
2.3 Provide tools, resources, and services to reduce barriers to work and education/training.	Core Partners	Ongoing	<p>Ongoing-Support services proved to customers in training.</p> <p>February 2018-All core partners learned about the many free resources available to individuals with disabilities, especially blindness.</p> <p>January 2018-Current-Members of Title 1, 2 and 3 have sent staff members to Navigating your Journey facilitator training. The team is adjustment curriculum, and establishing systems to make this a required component for anyone seeking Title 1 training funds, as well as GAP and PACE funds. PROMISE JOBS has already been implementing it. Looking to expand to other community partners in the future.</p> <p>August-September 2018-Partnering with KCC Corporate Training to conduct a Women in Non-Traditional Careers event. All are welcome to participate to hear from women working in non-traditional careers.</p> <p>November 2018-Apprenticeship awareness program at Goodwill.</p>
2.4 Align partner services to training pathways to reduce barriers and ensure customers receive needed support.	Core Partners	December 31, 2017	<p>Fall 2016-Developed a referral tool. Workgroup of local core partners is turning tool into a more user-friendly online/fillable form. Goal is to complete by January 2017 and present to all workforce partners.</p> <p>December 2016-Implementation workgroup met to begin turning tool into electronic format. Plan to present to full workforce partner system team at January partner meeting.</p> <p>February-March 2017-Development of a basic skills in transportation certificate targeting ESL</p>

			<p>participants to help them pathway into Class A, B and Transportation Specialist training May 2017-Class began in May with 9 students. Aug-Sept 2017-Combining Adult Basic Ed, Title 1 training services and IowaWORKS job readiness services together to present to Nordstrom a plan to train refugees to pipeline into the warehousing/shipping/packaging industry. Feb-Mar 2018-See note above. Nordstrom project progressing. May 2018-both classes started this month with 15 in the onsite employment ESL class, and 5 in the pre-employment class. April-May 2018-Team has been brainstorming and planning out processes to implement Navigating Your Journey for all training customers. The program will help individuals build up the soft skills, self confidence and relationships with staff to identify barriers, seek resources and make the appropriate career and training choice. September 2018-Implemented Navigating Your Journey. November-January 2019-Working on Core WIOA partner integration assessment to identify ways to remove barriers and better align services to serve individuals. Ongoing-Will be part of new Strategic Plan.</p>
<p>2.5 Expand access to training and education opportunities through the use of distance learning tools, videoconferencing, and other technology.</p>	<p>Core Partners</p>	<p>June 30, 2017</p>	<p>Ongoing-FS/Ins/Banking creating IowaWORKS workshops around sector needs. Discussed using online modules created by businesses, or linking into businesses directly to facilitate portions of training.</p>

			<p>July 2017-Will begin implementation talks with Industry Sector Board facilitators in July 2017 at lunch and learn meetings.</p> <p>February-March 2018-Update RWDB member training, and implement through face to face and online training formats for new and current board members.</p> <p>May 2018-Hosting first RWDB/CEO training using Zoom.</p> <p>June 2018-Using Zoom to host 2nd round of Board training and board meeting dial in.</p> <p>September 2018-Ongoing-Using Zoom for Board meetings and training.</p> <p>June 2019-WIOA core team in process of establishing a Zoom room for meetings at Opportunity Center and IowaWORKS. Can be used for layoff meetings, outreach to rural areas and for Board meetings.</p>
<p>2.6 Co-enroll participants in core partner programs as appropriate to provide participants with access to needed and available services.</p>	<p>Core Partners</p>	<p>Ongoing</p>	<p>December 2017-Implementation workgroup is finalizing a flip charge to help WIOA staff, workforce partners, and customers have a clear visual on what services are available, who might be eligible and how to connect.</p> <p>March 2017-Flip chart “referral tool” almost ready for print.</p> <p>June 2017-Final referral tool edits submitted. Final product being updated and prepared for printing. Strong request for this tool among not just staff, but other partners. Video received final edits and is being prepared for final version.</p> <p>October-November 2017 (Ongoing)-Developing partnerships with Four Oaks Total Child 2.0 project to link youth ages 16-26, who are getting close to age</p>

			<p>18 or are already 18+ and have aged out of the original Total Child project. Will be working to connect these youth with Creating Futures consultants to assist them with using full menu of services to reach a wage of \$17 per hour by age 26. Developing linkages, program maps, and information sheets to outline possible pathways depending upon student’s age and situation. Update: Focusing on methods to set up job shadows and internships for these students to help with career exploration and confirmation.</p> <p>September-October 2018-Title 2 and Goodwill are partnering on a light manufacturing class with English built into the program for non-native English speakers.</p> <p>April 2019-Through Registered Apprenticeship grant we will be developing stronger referral system to and awareness of Title 1 services for R.A. grant participants.</p>
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Priority #3. Effective Business Engagement: Engage more effectively and widely, and collaborate more extensively with employers in workforce planning. Provide access to individuals with workforce resources aligned to business needs and the region’s current and emerging sectors to bolster regional workforce competitiveness.

Goal	Responsible Party	Estimated Date	Progress Report
<p>3.1 Support all regional sector board work focusing on Advanced Manufacturing, Financial Services/Insurance/Customer Service, and STEM by ensuring alignment to</p>	<p>Core Partners</p> <p>RWDB</p>	<p>Ongoing</p>	<p>November 2017-Meeting with FS/Ins/CS board to review meeting with RWDB in September and identify areas for increased partnership.</p> <p>Ongoing-Working with leadership of FS/Ins/CS Sector Board to present to WIOA staff on industry and workforce needs.</p>

<p>regional workforce needs/demands.</p>			<p>May 2017-Transportation Communication class and pathway options for non-native English speakers. March 2018-Request for additional ESL+Transportation class. Title 1, Title 2 and KCC Transportation department meeting to schedule second class. Update: Working on hiring transportation instructor. June 2018-Many team members promoting and volunteering at Rollin’ Rally event coordinated by Transportation Sector Board as part of Freedom Fest. August-September 2018-Working with Sector Board through Corporate training to develop Women in Non-Traditional Careers event. July-September 2018-Developing English classes for Goodwill and Nordstrom on site job training programs. January 2019-Working with Whirlpool and Unity Point to develop Earn and Learn style programs to help them build workforce. February 2019-Added CRCSD to this list for careers as a bus monitor. Also working with the Transportation sector board to develop a transportation communication course to support ESL students t move into transportation careers. June 2019-Supporting Transportation Sector Board with Rollin’ Rally.</p>
<p>3.2 Create workforce system programming aligned to local business demands/needs.</p>	<p>Core Partners RWDB Sector Boards</p>	<p>Ongoing</p>	<p>Ongoing-Developing in house workshops around FS/I/B sector needs. Discussed using online modules created by businesses, or linking into businesses directly to facilitate portions of training.</p>

		<p>January-February 2017-Developing in partnership with ABE/ESL a pre-training/pre-employment pathway for IAC impacted workers including additional courses for these workers within computer literacy, ESL classes, linkage with ongoing job readiness and job search classes, that pathway into employment or additional training.</p> <p>August/September 2017-Working collaboratively with Nordstrom to develop a program targeting refugee population wishing to enter into a warehousing pathway</p> <p>Feb-Mar 2018-Nordstrom Class is in development, dates and timelines being finalized, and MOUs among partners being developed.</p> <p>May 2018-Onsite ESL class running with 15 participants and pre-employment running with 5 participants for Nordstrom.</p> <p>June 2018-Nordstrom Presentation to RWBD.</p> <p>January 2019-Whirlpool and Unity Point researching Earn and Learn type programming.</p> <p>Feb 2019-Adding CRCSD to Earn and Learn model. Also, looking at developing an experiential learning pathway for IowaWORKS customers to move into in demand, sector board driven career pathways.</p> <p>Mar-May 2019-Continuing development of onsite ESL/Occupational skills training through CCB Packaging, CRCSD, Atlantic Bottling, Centro, Unity Point and others. Hosted, in conjunction with Nordstrom, an information session at Nordstrom to showcase their program.</p> <p>May-June 2019-Ongoing ESL/Occupational Skills Training-Meeting with CRCSD, Unity Point and Atlantic Coca Cola Bottlers.</p>
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<p>3.3 Integrate current apprenticeship career opportunities into career and training pathways and expand apprenticeship opportunities with regional employers.</p>	<p>Core Partners Apprenticeship Employers</p>	<p>June 30, 2018 Ongoing</p>	<p>November 2017-Hosted an apprenticeship awareness event with 23 businesses and 11 job seekers. Have developed 2 new leads for businesses interested in apprenticeships and are helping 5 job seekers enter into more intensive services.</p> <p>December – January 2017-Several apprentices impacted by recent layoffs at several companies. Enrolling and serving these apprentices by continuing their classroom training and helping them connect with similar apprenticeship opportunities in the region.</p> <p>June 2017-Wrapping up SP-NEG and JD-NEG grant activities with participants. Continuing to develop pipelines of workers for current and new apprenticeship opportunities. Continuing services as allowed through formula DW funds for enrolled participants.</p> <p>October 2017-Researching pre-apprenticeship programs which could be offered free as a workshop to IowaWORKS participants. Developing linkages with Lake College.</p> <p>February 2018-Meeting with apprenticeship programs to identify core pre-apprenticeship skills needed and how IowaWORKS, GAP/PACE, and Title 1 funds could be used to support customers obtaining these skills.</p> <p>Ongoing-Apprenticeship information sessions at IowaWORKS to raise awareness and connect individuals.</p>
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<p>3.4 Develop systems to better prepare and help individuals with barriers to employment to enter into training career opportunities and long-term employment.</p>	<p>Core Partners</p>	<p>Ongoing</p>	<p>January-February 2017-IowaWORKS is developing in partnership with ABE/ESL a pre-training/pre-employment pathway for IAC impacted workers including additional courses for these workers within computer literacy, ESL classes, linkage with ongoing job readiness and job search classes, that pathway into employment or additional training. Ongoing-improving process to refer job ready candidates to business services team. Making adjustments to staffing to create a stronger link and job placement process for candidates.</p>
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Grants Report

Budget Overview

Special Programs Total Participant Budget					
	Additional FY18 Funds Carryover	Anticipated New FY19 Funds	TOTAL Budget	Expenditures	Funds Remaining
Gap Tuition Assistance IAGAP	\$17,958.05	\$312,711.00	\$330,669.05	\$314,068.22	\$16,600.83
Additional IAGAP Funds FY19		\$0	\$0	\$0	\$0

Other Funds					
	FY18 Carryover	Anticipated New FY19 Funds	TOTAL Budget	Expenditures	Funds Remaining
IA PACE—KPACE program	\$6,359.42	\$750,041.00	\$756,400.42	\$705,416.97	\$50,983.45
GIVF Reimbursement Funds	\$1,862.95	\$0	\$1,862.95	\$1,862.95	\$0
Kirkwood Community College Foundation ⁺	\$1,450.00	\$280.00	\$1,730.00	\$0	\$1,730.00
FAE&T Reimbursement Funds*	\$68,592.86	\$74,015.62	\$142,608.48	\$72,725.47	\$69,883.01
<p>*Total available will increase as new funds are donated. *Total available will increase as new reimbursement funds are received.</p>					

Special Programs Enrollments FY19

(7/1/18 – 6/30/19)

Gap Tuition Assistance	138
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E&T FFY18 (7/1/18 – 9/30/18)	19
E&T FFY19 (10/1/18 – 6/30/19)	39

E&T runs on the federal fiscal year. Data above was pulled for the timeframe to match the state fiscal year.

KPACE	108
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Fall cohorts began in August 2018. Spring cohorts began in January and March 2019.

Credit enrollments typically happen at the beginning of the credit term.

Gap Tuition Assistance Program

Referrals

Referrals FY19	208
Historical Program Total	8458

Interviews

Interviews Scheduled FY19	139
Historical Program Total	2142

Approved Participants

Approved Participants FY19	138
Historical Program Total	1588

Participant Completions

Historical Program Total	1127 of 1450 = 77.72%
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Fiscal Year	In Training	Completed Training	Did Not Complete	Completion Rate
2015	0	150	32	150 of 182 = 82.42%
2016	0	88	19	88 of 107 = 82.24%
2017	0	101	29	101 of 130 = 77.69%
2018	0	136	53	136 of 189 = 71.96%
2019*	21	137	39	137 of 176 = 77.84%

*Includes carryover training participants from FY18.

Participant Employment

New Employment FY19	72 of 103	69.90%
Overall Employment FY19	74 of 103	71.84%
Historical Overall Employment	865 of 910	95.05%

New employment: Completer has obtained different employment since enrolling in the program.

Overall employment includes all completers who are working, including those who have new employment and those who have increased responsibility with the same employer.

Fiscal Year	New Employment	Same Employer (increased duties)	Deceased	Other FT Activities	Unable to Contact	Looking for work or need employer information	Overall Employment Rate
2015	101	15	0	8	6	4	116 of 120 = 96.67%
2016	59	3	0	1	2	0	62 of 62 = 100%
2017	59	4	0	10	7	0	63 of 63 = 100%
2018	96	2	0	22	1	4	98 of 102 = 96.08%
2019	72	2	0	24	10	29 ⁺¹	74 of 103 = 71.84%

⁺¹Many graduates completed training recently and are now pursuing employment.

¹ Those new graduates who are still looking for work on 6/30/18 and still engaged in services will be moved into the FY19 pool for employment.

Project status:

Program Information (to date)	FY15	FY16	FY17	FY18	FY19	Total
91 Hour Nurse Aide	49	42	42	99	59	536
Accelerated Welding Certificate	15	5	2	5	0	32
Administrative Professional Certificate	9	2	8	9	8	36
Business Application Specialist Certificate	1	5				6
Business Bookkeeping Computer Certificate	1	1	4	2	4	12
Call Center Customer Service Certificate	3	1	8	0	0	36
Central Sterilization Certificate				1	3	4
Certificate in Office Professionals	0	0				36
Certificate in Website Development	0	0	0	0	0	11
Certified Business Computing Professionals	1					42
Class B CDL	0	1	1	4	3	17
CNC Machinist Certificate	1	3	7	15	0	45
CNC Milling Operator Certificate	0	0				0
CNC Turning Operator Certificate	0	0				0
Combination Welder Certificate	1					45
Combination Welder SERIES	0					1
Community Living Professional		0	0	0	0	0
Core Construction Certificate		1	1	0	0	2
EKG Technician	0	1	2	13	0	16
Electrical Specialist	2	0	0	4	4	17
Electro Mechanical Certificate	0	0	0			0
Gas Metal Arc Welding Sense I		10	2	2	0	14
Graphic Designer Certificate	2	4	1	7	3	17
Health Support Professional		0	0	4	0	4
Industrial Maintenance Certificate	0	0	0	0	0	1
Job Planning, Benchwork, Layout Certificate	0	0				0
Kirkwood Culinary KickStart Certificate	2	0	0	1	0	5
Logistics/Supply Chain Certificate	0	0				1
Manufacturing Basics & CNC Machinist Certificate	0	0				4

Manufacturing Welding Certificate				2	2	4
Measurement, Materials, Safety Certificate	0	0				0
Medical Office Professional			4	1	0	5
Modern Manufacturing Series Certificate	0	0				4
Operator Certificate					7	7
Ophthalmic Assistant Certificate					0	0
Personal Support Professional		1	0	0	0	1
Phlebotomy	14	7	3	8	6	82
Production MIG Certificate	10	0				20
Production Operator Certificate					2	2
Sales Professional Certificate	0	0	0	0	0	0
Supervising in Healthcare Facilities		0	0	0	0	0
Transportation Service Class B Training Certificate	3	0	0	0	0	4
Transportation Specialist		0	0	0	0	0
Transportation Technician		0	0	0	0	0
Truck Driver Class A CDL	32	43	38	54	37	351
Unity Game Design Certificate					0	0
Web Designer Certificate	3	2	2	3	0	10
Other certificates no longer offered/available						148
TOTALS	149	129	125	234	138	1588

Gap Reporting Form - General Information

Revised July 2017

Institution	Kirkwood Community College			
Contact Person	Bethany Parker	319-365-9474 x31155	bparker@kirkwood.edu	
Quarterly Reporting Period	FY19	May 2019		FY19 Available (FY18 CF+FY19) \$ 330,669.05

Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
Direct Costs:					
Tuition & Books	\$145,330.36	\$67,402.50	\$23,532.53	\$28,635.30	\$264,900.69
Equipment	\$2,148.42	\$1,427.76	\$1,262.93	\$349.17	\$5,188.28
Fees/Assessment/Testing	\$5,745.00	\$3,340.00	\$4,080.00	\$1,664.00	\$14,829.00
<i>Subtotal</i>					\$284,917.97
Other Costs:					
Staff Support/Services	\$8,812.44	\$8,082.66	\$8,214.30	\$4,040.85	\$29,150.25
Total:	\$162,036.22	\$80,252.92	\$37,089.76	\$34,689.32	\$314,068.22

Participant Summary

Instructions: This subsection must be completed **quarterly**. Quarterly numbers must be **unduplicated**.

	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications:	63	42	25	32	162
Number of Approved Participants:	49	36	23	30	138
Status of Approved Participants:					
Participating or Waiting to Participate:	112	36	23	30	201
Number of <u>Third</u> Party Credentials Received:	63	26	21	4	114

3/20/2019

WIOA Wagner-Peyser Performance levels -- PY2018

Quarter 2

Region	RWIB	Employment 2nd Qtr (Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 2nd Qtr after Exit			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	76.7%	70%	63.0%	65.5%	65%	58.5%	\$6,508	\$5,500	\$4,950	1
2	19095	73.9%	70%	63.0%	61.9%	65%	58.5%	\$5,848	\$5,500	\$4,950	2
3 & 4	19160	77.7%	70%	63.0%	44.3%	65%	58.5%	\$7,088	\$5,500	\$4,950	3
5	19115	71.2%	70%	63.0%	57.3%	65%	58.5%	\$5,967	\$5,500	\$4,950	5
6	19030	75.2%	70%	63.0%	68.2%	65%	58.5%	\$7,100	\$5,500	\$4,950	6
7	19120	74.0%	70%	63.0%	64.5%	65%	58.5%	\$6,306	\$5,500	\$4,950	7
8	19155	70.5%	70%	63.0%	27.8%	65%	58.5%	\$6,778	\$5,500	\$4,950	8
9	19125	71.6%	70%	63.0%	62.5%	65%	58.5%	\$5,817	\$5,500	\$4,950	9
10	19130	72.6%	70%	63.0%	47.6%	65%	58.5%	\$5,935	\$5,500	\$4,950	10
11	19135	67.5%	70%	63.0%	59.5%	65%	58.5%	\$5,902	\$5,500	\$4,950	11
12	19140	75.6%	70%	63.0%	67.0%	65%	58.5%	\$7,111	\$5,500	\$4,950	12
13	19145	65.9%	70%	63.0%	61.6%	65%	58.5%	\$6,025	\$5,500	\$4,950	13
14	19150	66.5%	70%	63.0%	47.1%	65%	58.5%	\$6,132	\$5,500	\$4,950	14
15	19075	71.9%	70%	63.0%	65.5%	65%	58.5%	\$6,536	\$5,500	\$4,950	15
16	19080	75.8%	70%	63.0%	55.9%	65%	58.5%	\$6,387	\$5,500	\$4,950	16
State		72.5%	70%	63.0%	55.2%	65%	58.5%	\$6,320	\$5,500	\$4,950	State

*Discrepancy between regional outcomes and state final outcome is a result of reporting regional W-P outcomes not affiliated with a particular region. This will be further refined in upcoming quarters and with the final transition to a new data management and reporting system.

3/20/2019

WIOA Adult Performance levels -- PY2018
Quarter 2

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 2nd Qtr after Exit			Credential Attainment Rate			Measurable Skills Gain			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	75.7%	72%	64.8%	70.2%	70%	63.0%	\$5,241	\$4,900	\$4,410	50.0%	66%	59.4%	0.0%	Baseline		1
2	19095	71.5%	72%	64.8%	67.1%	70%	63.0%	\$5,054	\$4,900	\$4,410	50.0%	66%	59.4%	n/a	Baseline		2
3 & 4	19160	76.0%	72%	64.8%	68.5%	70%	63.0%	\$6,051	\$4,900	\$4,410	33.3%	66%	59.4%	33.3%	Baseline		3
5	19115	72.3%	72%	64.8%	63.8%	70%	63.0%	\$4,540	\$4,900	\$4,410	50.0%	66%	59.4%	0.0%	Baseline		5
6	19030	71.8%	72%	64.8%	67.3%	70%	63.0%	\$5,654	\$4,900	\$4,410	20.0%	66%	59.4%	n/a	Baseline		6
7	19120	70.6%	72%	64.8%	67.7%	70%	63.0%	\$5,109	\$4,900	\$4,410	50.0%	66%	59.4%	0.0%	Baseline		7
8	19155	68.2%	72%	64.8%	39.6%	70%	63.0%	\$5,580	\$4,900	\$4,410	n/a	66%	59.4%	n/a	Baseline		8
9	19125	68.7%	72%	64.8%	65.8%	70%	63.0%	\$4,468	\$4,900	\$4,410	75.0%	66%	59.4%	0.0%	Baseline		9
10	19130	69.7%	72%	64.8%	66.3%	70%	63.0%	\$4,587	\$4,900	\$4,410	71.4%	66%	59.4%	0.0%	Baseline		10
11	19135	66.0%	72%	64.8%	61.9%	70%	63.0%	\$4,878	\$4,900	\$4,410	33.3%	66%	59.4%	100.0%	Baseline		11
12	19140	74.0%	72%	64.8%	69.4%	70%	63.0%	\$5,828	\$4,900	\$4,410	66.7%	66%	59.4%	50.0%	Baseline		12
13	19145	65.4%	72%	64.8%	63.5%	70%	63.0%	\$4,980	\$4,900	\$4,410	25.0%	66%	59.4%	100.0%	Baseline		13
14	19150	69.0%	72%	64.8%	63.3%	70%	63.0%	\$5,060	\$4,900	\$4,410	100.0%	66%	59.4%	0.0%	Baseline		14
15	19075	70.6%	72%	64.8%	67.6%	70%	63.0%	\$5,142	\$4,900	\$4,410	100.0%	66%	59.4%	0.0%	Baseline		15
16	19080	76.2%	72%	64.8%	68.2%	70%	63.0%	\$5,588	\$4,900	\$4,410	33.3%	66%	59.4%	n/a	Baseline		16
State		70.1%	72%	64.8%	65.4%	70%	63.0%	\$5,020	\$4,900	\$4,410	56.7%	66%	59.4%	17.2%	Baseline		State

3/20/2019

WIOA Dislocated Worker Performance Levels -- PY2018

Quarter 2

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 2nd Qtr after Exit			Credential Attainment Rate			Measurable Skills Gain			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	80.1%	73.0%	65.7%	76.7%	71.0%	63.9%	\$6,840	\$ 6,100	\$5,490	46.2%	66.0%	59.4%	0.0%	Baseline		1
2	19095	76.3%	73.0%	65.7%	74.8%	71.0%	63.9%	\$5,798	\$ 6,100	\$5,490	50.0%	66.0%	59.4%	n/a	Baseline		2
3 & 4	19160	80.4%	73.0%	65.7%	76.7%	71.0%	63.9%	\$7,263	\$ 6,100	\$5,490	40.0%	66.0%	59.4%	33.3%	Baseline		3
5	19115	75.9%	73.0%	65.7%	70.2%	71.0%	63.9%	\$5,425	\$ 6,100	\$5,490	45.5%	66.0%	59.4%	0.0%	Baseline		5
6	19030	74.8%	73.0%	65.7%	73.1%	71.0%	63.9%	\$6,806	\$ 6,100	\$5,490	25.0%	66.0%	59.4%	0.0%	Baseline		6
7	19120	79.8%	73.0%	65.7%	78.6%	71.0%	63.9%	\$7,282	\$ 6,100	\$5,490	58.3%	66.0%	59.4%	31.6%	Baseline		7
8	19155	72.6%	73.0%	65.7%	71.0%	71.0%	63.9%	\$7,025	\$ 6,100	\$5,490	n/a	66.0%	59.4%	100.0%	Baseline		8
9	19125	75.5%	73.0%	65.7%	75.2%	71.0%	63.9%	\$5,440	\$ 6,100	\$5,490	76.5%	66.0%	59.4%	100.0%	Baseline		9
10	19130	73.4%	73.0%	65.7%	75.2%	71.0%	63.9%	\$6,046	\$ 6,100	\$5,490	75.0%	66.0%	59.4%	13.3%	Baseline		10
11	19135	71.9%	73.0%	65.7%	69.9%	71.0%	63.9%	\$5,933	\$ 6,100	\$5,490	46.7%	66.0%	59.4%	100.0%	Baseline		11
12	19140	79.8%	73.0%	65.7%	78.5%	71.0%	63.9%	\$7,370	\$ 6,100	\$5,490	100.0%	66.0%	59.4%	0.0%	Baseline		12
13	19145	70.8%	73.0%	65.7%	70.5%	71.0%	63.9%	\$6,785	\$ 6,100	\$5,490	60.0%	66.0%	59.4%	100.0%	Baseline		13
14	19150	73.5%	73.0%	65.7%	65.9%	71.0%	63.9%	\$6,205	\$ 6,100	\$5,490	100.0%	66.0%	59.4%	0.0%	Baseline		14
15	19075	79.5%	73.0%	65.7%	76.7%	71.0%	63.9%	\$7,990	\$ 6,100	\$5,490	80.0%	66.0%	59.4%	0.0%	Baseline		15
16	19080	81.8%	73.0%	65.7%	76.3%	71.0%	63.9%	\$7,625	\$ 6,100	\$5,490	50.0%	66.0%	59.4%	0.0%	Baseline		16
State		76.2%	73.0%	65.7%	74.4%	71.0%	63.9%	\$6,511	\$ 6,100	\$5,490	59.9%	66.0%	59.4%	32.4%	Baseline		State

3/20/2019

WIOA Youth Performance Levels -- PY2018

Quarter 2

Region	RWIB	Placement in Empl., Educ., or Training Rate 2nd			Placement in Empl., Educ., or Training Rate 4th			Median Earnings 2nd Qtr after Exit			Credential Attainment Rate			Measurable Skills Gain		
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg
1	19090	80.0%	71.0%	63.9%	46.2%	71.0%	63.9%	\$3,763	N/A	N/A	100.0%	58.5%	52.7%	n/a	Baseline	
2	19095	76.5%	71.0%	63.9%	100.0%	71.0%	63.9%	\$3,909	N/A	N/A	50.0%	58.5%	52.7%	n/a	Baseline	
3&4	19160	92.9%	71.0%	63.9%	50.0%	71.0%	63.9%	\$4,020	N/A	N/A	100.0%	58.5%	52.7%	0.0%	Baseline	
5	19115	65.0%	71.0%	63.9%	54.5%	71.0%	63.9%	\$2,937	N/A	N/A	57.1%	58.5%	52.7%	0.0%	Baseline	
6	19030	56.3%	71.0%	63.9%	18.8%	71.0%	63.9%	\$5,818	N/A	N/A	28.6%	58.5%	52.7%	n/a	Baseline	
7	19120	66.7%	71.0%	63.9%	72.7%	71.0%	63.9%	\$5,693	N/A	N/A	57.1%	58.5%	52.7%	0.0%	Baseline	
8	19155	100.0%	71.0%	63.9%	50.0%	71.0%	63.9%	\$186	N/A	N/A	n/a	58.5%	52.7%	n/a	Baseline	
9	19125	63.8%	71.0%	63.9%	71.0%	71.0%	63.9%	\$2,378	N/A	N/A	52.9%	58.5%	52.7%	60.0%	Baseline	
10	19130	76.5%	71.0%	63.9%	70.0%	71.0%	63.9%	\$4,413	N/A	N/A	85.7%	58.5%	52.7%	33.3%	Baseline	
11	19135	64.3%	71.0%	63.9%	42.9%	71.0%	63.9%	\$2,508	N/A	N/A	75.0%	58.5%	52.7%	0.0%	Baseline	
12	19140	50.0%	71.0%	63.9%	75.0%	71.0%	63.9%	\$5,080	N/A	N/A	0.0%	58.5%	52.7%	n/a	Baseline	
13	19145	75.0%	71.0%	63.9%	n/a	71.0%	63.9%	\$4,383	N/A	N/A	n/a	58.5%	52.7%	n/a	Baseline	
14	19150	88.9%	71.0%	63.9%	58.3%	71.0%	63.9%	\$4,853	N/A	N/A	100.0%	58.5%	52.7%	n/a	Baseline	
15	19075	75.9%	71.0%	63.9%	72.0%	71.0%	63.9%	\$2,824	N/A	N/A	70.6%	58.5%	52.7%	25.0%	Baseline	
16	19080	58.3%	71.0%	63.9%	43.5%	71.0%	63.9%	\$2,720	N/A	N/A	71.4%	58.5%	52.7%	40.0%	Baseline	
State		68.3%	71.0%	63.9%	59.2%	71.0%	63.9%	\$3,315	N/A	N/A	65.7%	58.5%	52.7%	19.5%	Baseline	



New Members/One-Stop Customers INTEGRATION STATISTICS AT A GLANCE

Month of: May 2019

Attachment F, Page 5

Total Membership

Location	Reg #	Total New Members	Regional Unemp Claims	Ratio of New Members to Unemp Claims	Gender				Disability		Age					
					# Male of New Members	Male Gender Ratio to Tot Members	# Female of New Members	Female Gender Ratio to Tot Members	# Disabled of New Members	Overall Disabled Served	Age 18-23	% of Young Adults Age 18-23 of New Members	Age 24-54	% Adults Age 24-54 of New Members	Age 55 and Above	% 55 and Above of New Members
Dubuque	1	238	622	38.3%	130	54.6%	108	45.4%	24	10.1%	16	6.7%	166	69.7%	56	23.5%
Decorah	1	66	221	29.9%	31	47.0%	35	53.0%	3	4.5%	4	6.1%	35	53.0%	27	40.9%
Mason City	2	242	564	42.9%	133	55.0%	108	44.6%	30	12.4%	18	7.4%	147	60.7%	77	31.8%
Spencer	3 & 4	107	263	40.7%	48	44.9%	59	55.1%	20	18.7%	4	3.7%	69	64.5%	34	31.8%
Fort Dodge	5	235	269	87.4%	122	51.9%	112	47.7%	32	13.6%	29	12.3%	143	60.9%	63	26.8%
Webster City*	5	0	42	0.0%												
Marshalltown	6	299	270	110.7%	168	56.2%	130	43.5%	20	6.7%	46	15.4%	206	68.9%	47	15.7%
Waterloo	7	461	902	51.1%	222	48.2%	237	51.4%	48	10.4%	39	8.5%	327	70.9%	95	20.6%
Waterloo*																
Carroll	8	127	214	59.3%	77	60.6%	50	39.4%	12	9.4%	19	15.0%	88	69.3%	20	15.7%
Denison*																
Davenport	9	646	1245	51.9%	370	57.3%	275	42.6%	75	11.6%	64	9.9%	450	69.7%	132	20.4%
Cedar Rapids	10	584	1589	36.8%	317	54.3%	266	45.5%	72	12.3%	78	13.4%	389	66.6%	117	20.0%
Ames	11	40	282	14.2%	28	70.0%	12	30.0%	4	10.0%	7	17.5%	24	60.0%	9	22.5%
Des Moines	11	1054	2539	41.5%	577	54.7%	475	45.1%	100	9.5%	92	8.7%	770	73.1%	192	18.2%
Sioux City	12	435	612	71.1%	227	52.2%	207	47.6%	42	9.7%	40	9.2%	305	70.1%	90	20.7%
Council Bluffs	13	264	377	70.0%	138	52.3%	126	47.7%	31	11.7%	36	13.6%	176	66.7%	52	19.7%
Creston	14	99	211	46.9%	53	53.5%	46	46.5%	15	15.2%	6	6.1%	64	64.6%	29	29.3%
Ottumwa	15	308	441	69.8%	181	58.8%	127	41.2%	20	6.5%	54	17.5%	199	64.6%	55	17.9%
Burlington	16	357	843	42.3%	186	52.1%	171	47.9%	25	7.0%	38	10.6%	225	63.0%	94	26.3%
Total		5562	11506	48.3%	3008	54.1%	2544	45.7%	573	10.3%	590	10.6%	3783	68.0%	1189	21.4%
		5562	11506	<====Check	3008		2544		573		590		3783		1189	<====Check

* = Opened as NEG/NDWG Nat'l Emerg Grant transition center only.

(x) = closed office

Location	Reg #	Total New Members
Dubuque	1	238
Decorah	1	66
Mason City	2	242
Spencer	3 & 4	107

Fort Dodge	5	235
Webster City*	5	0
Marshalltown	6	299
Waterloo	7	461
Waterloo*		
Carroll	8	127
Denison*		

Davenport	9	646
Cedar Rapids	10	584
Ames	11	40
Des Moines	11	1054
Sioux City	12	435

Council Bluffs	13	264
Creston	14	99
Ottumwa	15	308
Burlington	16	357
Total		5562

5562

Education						
Need GED	% of New Memb Need High Sch Equiv.	High Sch Dipl	% of New Memb Attain High School Dipl or Equiv.	Some College Ed	College Degree	Educ. Beyond College "17 & Abv"
19	8.0%	131	55.0%	60	20	8
6	9.1%	32	48.5%	22	6	0
25	10.3%	135	55.8%	66	14	2
11	10.3%	45	42.1%	32	17	2

22	9.4%	140	59.6%	61	9	3
72	24.1%	171	57.2%	43	9	4
59	12.8%	267	57.9%	99	30	6
23	18.1%	72	56.7%	25	5	2

72	11.1%	391	60.5%	135	35	13
62	10.6%	328	56.2%	125	49	20
0	0.0%	24	60.0%	8	3	5
138	13.1%	551	52.3%	216	112	37
64	14.7%	255	58.6%	88	21	7

56	21.2%	135	51.1%	56	16	1
13	13.1%	63	63.6%	17	3	3
56	18.2%	163	52.9%	60	23	6
35	9.8%	229	64.1%	71	15	7
733	13.2%	3132	56.3%	1184	387	126

733

3132

1184

387

126

Veteran			
Veteran	% Ratio	Veteran Rpt'd D'abled	% Ratio Veteran Rpt'd D'abled
12	5.0%	3	1.3%
3	4.5%	0	0.0%
19	7.9%	7	2.9%
5	4.7%	0	0.0%

17	7.2%	1	0.4%
7	2.3%	1	0.3%
23	5.0%	6	1.3%
7	5.5%	0	0.0%

47	7.3%	10	1.5%
41	7.0%	6	1.0%
4	10.0%	0	0.0%
63	6.0%	12	1.1%
14	3.2%	2	0.5%

15	5.7%	6	2.3%
7	7.1%	2	2.0%
14	4.5%	2	0.6%
23	6.4%	8	8.0%
321	5.8%	66	1.2%

321

66

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* = Opened as NEG/NDWG Nat'l Emerg Grant

(x) = closed office

Ethnicity/Race														
Location	Reg #	Total New Members	Hispanic	% Ratio	Race-AIAN*	% Ratio	Race-Asian	% Ratio	Race-Black/African Amer	% Ratio	Race-HNPI**	% Ratio	Race-White	
Dubuque	1	238	7	2.9%	1	0.4%	3	1.3%	44	18.5%	1	0.4%	175	73.5%
Decorah	1	66	3	4.5%	1	1.5%	0	0.0%	2	3.0%	0	0.0%	61	92.4%
Mason City	2	242	26	10.7%	6	2.5%	4	1.7%	25	10.3%	3	1.2%	169	69.8%
Spencer	3 & 4	107	14	13.1%	5	4.7%	1	0.9%	5	4.7%	1	0.9%	90	84.1%
Fort Dodge	5	235	14	6.0%	10	4.3%	3	1.3%	15	6.4%	1	0.4%	184	78.3%
Webster City*	5	0												
Marshalltown	6	299	114	38.1%	11	3.7%	7	2.3%	29	9.7%	0	0.0%	166	55.5%
Waterloo	7	461	16	3.5%	9	2.0%	4	0.9%	172	37.3%	8	1.7%	243	52.7%
Waterloo*														
Carroll	8	127	21	16.5%	5	3.9%	0	0.0%	22	17.3%	0	0.0%	80	63.0%
Denison*														
Davenport	9	646	66	10.2%	14	2.2%	4	0.6%	153	23.7%	0	0.0%	410	63.5%
Cedar Rapids	10	584	23	3.9%	10	1.7%	8	1.4%	161	27.6%	1	0.2%	371	63.5%
Ames	11	40	3	7.5%	0	0.0%	1	2.5%	2	5.0%	0	0.0%	31	77.5%
Des Moines	11	1054	91	8.6%	26	2.5%	25	2.4%	280	26.6%	2	0.2%	618	58.6%
Sioux City	12	435	111	25.5%	36	8.3%	8	1.8%	58	13.3%	1	0.2%	243	55.9%
Council Bluffs	13	264	37	14.0%	6	2.3%	3	1.1%	16	6.1%	0	0.0%	197	74.6%
Creston	14	99	6	6.1%	3	3.0%	0	0.0%	1	1.0%	0	0.0%	80	80.8%
Ottumwa	15	308	38	12.3%	10	3.2%	2	0.6%	33	10.7%	7	2.3%	218	70.8%
Burlington	16	357	19	5.3%	1	0.3%	18	5.0%	46	0.0%	1	0.3%	246	68.9%
Total		5562	609	10.9%	154	2.8%	91	1.6%	1064	19.1%	26	0.5%	3582	64.4%

* = Opened as NEG/NDWG Nat'l Emerg Grant

*American Indian/Alaska Native=AIAN

**Hawaiian Native/Pacific Islander

(x) = closed office

Location	Reg #	Total New Members	Referrals to/CoEnrollments					PJ MSFW Seasonal			Initial ServPlan	ACTIVE
			WIA Adult Intsive	% Ratio Referrals to WIA Adult Intensive to Total New Members	WIA DW Intsive	% Ratio Referrals to WIA DW Intensive to Total New Members	WIA Displac'd Hmkr	PJ	MSFW Migrant Worker	MSFW Seasonal Farm Worker		
Dubuque	1	238	115	48.3%	41	17.2%	3		0	2		994
Decorah	1	66	46	69.7%	24	36.4%	0		0	0		279
Mason City	2	242	135	55.8%	55	22.7%	2		1	3		1207
Spencer	3 & 4	107	64	59.8%	27	25.2%	1		0	0		492
Fort Dodge	5	235	130	55.3%	36	15.3%	6		0	3		863
Webster City*	5	0										4
Marshalltown	6	299	121	40.5%	18	6.0%	2		3	16		1270
Waterloo	7	461	262	56.8%	71	15.4%	5		2	1		2296
Waterloo*												
Carroll	8	127	35	27.6%	9	7.1%	0		2	1		724
Denison*												1
Davenport	9	646	320	49.5%	81	12.5%	13		0	2		2653
Cedar Rapids	10	584	294	50.3%	102	17.5%	7		1	5		2380
Ames	11	40	11	27.5%	4	10.0%	1		0	0		128
Des Moines	11	1054	538	51.0%	149	14.1%	15		7	7		4635
Sioux City	12	435	221	50.8%	83	19.1%	5		2	3		1792
Council Bluffs	13	264	108	40.9%	23	8.7%	3		0	2		1178
Creston	14	99	41	41.4%	15	15.2%	1		0	1		457
Ottumwa	15	308	118	38.3%	30	9.7%	2		0	3		1250
Burlington	16	357	190	53.2%	104	29.1%	1		1	4		1201
Total		5562	2749	49.4%	872	15.7%	67		19	53		23804
		5562	2749		872	====Check	67		19	53		23804

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(x) = closed office

Financial Reporting
as of June 18, 2019
96% of the Year Completed*

Grant Name	Carryover	Total Grant	Total Budget	Staff & Overhead Expenditures	Participant Expenditures	Staff & Overhead Obligations	Participant Obligations	Unobligated Balance	% of FY18 Grant Spent/Obligated	% of Unobligated Funds
WIOA Admin	0	94,691	94,691	80,295	0	5,270	0	9,126	90.36%	9.64%
WIOA Adult	18,612	172,752	191,364	114,855	17,854	11,776	12,476	34,403	80.09%	19.91%
WIOA Dislocated Worker	0	260,049	260,049	205,374	0	11,462	14,210	29,003	88.85%	11.15%
WIOA RR Dislocated Worker	0	127,284	127,284	56,675	51,031	15,702	3,876	0	100.00%	0.00%
WIOA Youth In School	5,372	83,078	88,450	56,597	11,194	4,909	878	14,872	82.10%	17.90%
WIOA Youth Out of School	20,211	336,340	356,551	198,952	98,786	17,088	37,067	4,658	98.62%	1.38%
KPACE	6,359	750,041	756,400	462,584	244,684	48,602	530	0	100.00%	0.00%
SNAP ADMIN	0	170,647	170,647	109,939	0	53,930	0	6,778	96.03%	3.97%
GAP	17,958	312,711	330,669	29,150	286,309	1,740	6,298	7,172	97.71%	2.29%

Experiential Learning

Actuals	Current %
78,778.00	21.55%