



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

**IowaWORKS OFFICE, ROOMS 41A/43A  
4444 1<sup>ST</sup> 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

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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

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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

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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

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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

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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**

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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**

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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

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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.

## 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><b>1.2</b> 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><b>1.3</b> 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&amp;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><b>1.4</b> 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><b>1.5</b> 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><b>2.1</b> 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><b>2.2</b> 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.
<b>2.3</b> 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>
<b>2.4</b> 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</p> <p>May 2017-Class began in May with 9 students.</p> <p>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.</p> <p>Feb-Mar 2018-See note above. Nordstrom project progressing.</p> <p>May 2018-both classes started this month with 15 in the onsite employment ESL class, and 5 in the pre-employment class.</p> <p>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.</p> <p>September 2018-Implemented Navigating Your Journey.</p> <p>November-January 2019-Working on Core WIOA partner integration assessment to identify ways to remove barriers and better align services to serve individuals.</p> <p>Ongoing-Will be part of new Strategic Plan.</p>
<p><b>2.5</b> 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 2<sup>nd</sup> 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><b>2.6</b> 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><b>3.1</b> 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><b>3.2</b> 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><b>3.3</b> 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><b>3.4</b> 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	<b>TOTAL Budget</b>	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	<b>TOTAL Budget</b>	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 <sup>+</sup>	\$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
*Total available will increase as new funds are donated.					
*Total available will increase as new reimbursement funds are received.					

## 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 <sup>+1</sup>	74 of 103 = 71.84%

<sup>+1</sup>Many graduates completed training recently and are now pursuing employment.

<sup>1</sup> 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
<b>TOTALS</b>	149	129	125	234	138	1588

## Gap Reporting Form - General Information

Revised July 2017

<b>Institution</b>	Kirkwood Community College			
<b>Contact Person</b>	Bethany Parker	319-365-9474 x31155	<a href="mailto:bparker@kirkwood.edu">bparker@kirkwood.edu</a>	
<b>Quarterly Reporting Period</b>	FY19	May 2019		FY19 Available (FY18 CF+FY19) \$ 330,669.05

## Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
<b>Direct Costs:</b>					
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
<b>Other Costs:</b>					
Staff Support/Services	\$8,812.44	\$8,082.66	\$8,214.30	\$4,040.85	\$29,150.25
<b>Total:</b>	<b>\$162,036.22</b>	<b>\$80,252.92</b>	<b>\$37,089.76</b>	<b>\$34,689.32</b>	<b>\$314,068.22</b>

## Participant Summary

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

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

Printed: 6/19/2019

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%
<b>Total</b>		<b>5562</b>	<b>11506</b>	<b>48.3%</b>	<b>3008</b>	<b>54.1%</b>	<b>2544</b>	<b>45.7%</b>	<b>573</b>	<b>10.3%</b>	<b>590</b>	<b>10.6%</b>	<b>3783</b>	<b>68.0%</b>	<b>1189</b>	<b>21.4%</b>
		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
<b>Total</b>		<b>5562</b>

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
<b>733</b>	<b>13.2%</b>	<b>3132</b>	<b>56.3%</b>	<b>1184</b>	<b>387</b>	<b>126</b>

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%
<b>321</b>	<b>5.8%</b>	<b>66</b>	<b>1.2%</b>

321

66

<====Check

\* = 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%
<b>Total</b>		<b>5562</b>	<b>609</b>	<b>10.9%</b>	<b>154</b>	<b>2.8%</b>	<b>91</b>	<b>1.6%</b>	<b>1064</b>	<b>19.1%</b>	<b>26</b>	<b>0.5%</b>	<b>3582</b>	<b>64.4%</b>

\* = 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 Hmmkr	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
<b>Total</b>		<b>5562</b>	<b>2749</b>	<b>49.4%</b>	<b>872</b>	<b>15.7%</b>	<b>67</b>		<b>19</b>	<b>53</b>		<b>23804</b>

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