

System Transformation Update

As of 12/5/2019

- 11/8/2017
Iowa Workforce Development (IWD) received a monitoring report from United States Department of Labor, Employment & Training Administration (US DOL ETA) Region 5 regarding Iowa's Workforce Innovation and Opportunity Act (WIOA) implementation. The report outlined several individual issues that demonstrated that the workforce system in Iowa needs significant repair and change to become WIOA compliant. The required actions of the eleven findings cite IWD needs to provide the leadership, direction and guidance to all stakeholders to bring Iowa into compliance per WIOA. The main finding is regarding Iowa's current fifteen local areas. All other findings are dependent upon the local area finding to be corrected. All findings are related to policies and governance requirements according to WIOA. The findings are not related to the delivery of outstanding services to our citizens.
- 11/2017 – 2/2019
Over a two-year process, IWD began the process of leading the realignment of service areas from fifteen to something less than fifteen because the federal funding Iowa receives and the WIOA requirements cannot support fifteen local areas. Several different configurations were considered by a "Realignment Committee" appointed by the SWDB. On 2/18/2019, the SWDB voted to move from fifteen to six local areas.
- 3/21/2019
IWD sent a letter to all Local Chief Elected Official (CEO's) (*in Iowa these are County Board of Supervisors*) and the current Local Workforce Development Board (LWDB) members for the fifteen local areas, to inform them the SWDB voted to move from fifteen to six local areas. In addition, the stakeholders were given the opportunity to submit and present their appeal of the SWDB vote to the SWDB on 5/30/2019.
- 5/22/2019
IWD contracted Maher & Maher to provide consulting services to IWD, CEO's, LWDB's and SWDB in the System Transformation of Iowa workforce system and to become WIOA compliant.
- 6/3/2019
IWD and Maher & Maher created a detailed project plan on the various tasks, stakeholders and timeline to achieve WIOA compliance. The US DOL was provided this information and is very supportive of our efforts. If Iowa continues to move forward with System Transformation, the US DOL will continue to be understanding of Iowa not being complaint with WIOA regulations.
- 5/30/2019
The SWDB heard all CEO appeals and voted to keep the six local area configuration which the SWDB approved on 2/18/2019.

- 6/18/2019
Seven of the fifteen existing local areas submitted an appeal with the US DOL citing they were not adequately consulted in the creation of the six local area configuration approved by the SWDB in 2/18/2019.

- 7/12/2019
IWD provided a written response to the appeal to the US DOL documenting the process IWD took to determine the six local area configuration. The documentation outlined how IWD involved the CEO's and all key stakeholders. As of today, the US DOL has not made a ruling regarding the appeal. In addition, the US DOL do not have a requirement to respond within a specific time. It is important to note, the US DOL will only make a ruling on whether IWD adequately consulted the CEO's. They will not rule on if the six local areas are appropriate.

- 9/18/2019 – 10/3/2019
IWD and Maher & Maher traveled the state to hold in-person CEO Roles and Responsibilities trainings in six locations across the state:
 - 9/18/19 – new local area 6 (Osceola, IA)
 - 9/20/19 – new local area 3, (Des Moines IA)
 - 9/30/19 – new local area 5, (Muscatine, IA)
 - 10/1/19 – new local area 4, (Coralville, IA)
 - 10/2/10 – new local area 2, (Waterloo, IA)
 - 10/3/19 – new local area 1, (Storm Lake, IA)

- 10/3/2019
IWD and Maher & Maher held in-person SWDB Roles and Responsibilities training to SWDB members.

- 11/7/2019
IWD and Maher & Maher held a virtual follow up CEO Roles & Responsibilities training for CEO's.

- 11/8/2019
IWD and Maher & Maher held a virtual training to the Community College Presidents, Title I Directors (Service Providers) and all other interested stakeholder to update them on WIOA System Transformation project.

- 11/20/2019
IWD and Maher & Maher held a CEO Local Area Designation Consultation Session. The purpose was to provide the CEO's an opportunity to discuss and recommend a different local area configuration. They were not required to make any changes to the approved six local area configurations or to make any recommendation. The CEO's came up with an alternative six local area map, two four area local area maps and one three local area map.

- 11/21/2019
IWD and Maher & Maher held a makeup in person training with the SWDB members regarding their Roles & Responsibilities of a board meeting.

IWD and Maher & Maher facilitated an operational planning session with the SWDB members to organize the structure, focus and purpose of the board.

- 12/4/2019
IWD presented an update of System Transformation to the Community Colleges at the President's board meeting.
- 1/2020
Per the CEO's request and required by State policy, IWD and Maher & Maher will be holding virtual consultation sessions with the LWDB. The purpose is to receive their feedback on the current six local area configuration and other local area maps developed by the CEO's in the 11/20/2019 meeting.
- 1/2020
In addition, but not required, IWD and Maher & Maher will hold a virtual consultation session with all other interested and key stakeholders. The purpose is to receive their feedback on the other local area maps developed by the stakeholders.
- 1/30/2020
In addition, but not required, IWD and Maher & Maher will hold a virtual review session with the CEO's to provide them the feedback from the LWDB and key stakeholders. The CEO's can determine what maps, if any, they wish to have IWD take forth to the SWDB to determine whether to make a change to the current six local area map.
- 2/2020 – 12/2020
IWD and Maher & Maher will continue to execute on all the governance requirements of the CEO's and LWDB's to assist them in becoming WIOA compliant. Local area designation is only one of many governance requirements of WIOA compliance.