



**RWDB MEETING
THURSDAY, SEPTEMBER 20, 2018
8:30 - 10 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)
 - RWDB – JUNE 28, 2018
 - CEO/RWDB EXECUTIVE COMMITTEE – AUGUST 29, 2018
5. CORRESPONDENCE
6. MEMBER ANNOUNCEMENTS
7. MOTION TO APPROVE MOVING LOCATION OF ITINERANT SERVICES ADVISOR – SCOTT MATHER (SEE ATTACHMENT B)
8. REALIGNMENT UPDATE – CARLA ANDORF
9. STRATEGIC PLAN & REGIONAL WORKFORCE GOALS PROGRESS UPDATE – CARLA ANDORF (SEE ATTACHMENT C)
10. GRANTS REPORT – KIM BECICKA (SEE ATTACHMENT D)
11. IowaWORKS FINANCIALS & ENROLLMENT GOALS – CARLA ANDORF (SEE ATTACHMENT E)
12. REGION 10 IowaWORKS REPORT – SCOTT MATHER (SEE ATTACHMENT F)
13. ADULT EDUCATION/LITERACY REPORT – CARLA ANDORF (SEE ATTACHMENT G)
14. VOCATIONAL-REHABILITATION REPORT – HOLLY MATEER (SEE ATTACHMENT H)
15. IOWA DEPARTMENT FOR THE BLIND REPORT – KOHELL WEBER-RICKLEFS
16. PRESENTATION
17. MOTION TO ADJOURN

NEXT MEETING DATE IS: CEO/RWDB, DECEMBER 6, IowaWORKS

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

REGIONAL WORKFORCE DEVELOPMENT BOARD
MEETING MINUTES

JUNE 28, 2018
IowaWORKS OFFICE
CEDAR RAPIDS, IOWA

RWDB Board Members Present: Kim Becicka, Wayne Frauenholtz, Joe Linn, Patrick Loeffler, Kristy Lyman (by teleconference), Patty Manuel, Holly Mateer, Scott Mather, Michelle Mexcur (by teleconference), Shelley Parbs, Julie Perez (by teleconference), Stefanie Rupert, Mark Schneider, Steve Shriver

RWDB Board Members Absent: Ashley Ferguson, Rhonda Griffin, Jerry Hobart, Chris Hummer, Steve Olson, Kory Schreiner, Susie Weinacht

RWDB Ex-Officio Members: Carmen Heck

STAFF: Carla Andorf

The meeting was called to order by Chair Patty Manuel at 10:03 am. The RWDB board met quorum.

Patty Manuel asked everyone present to introduce themselves.

Patty Manuel asked for a motion to approve the agenda with the addition of the Region 10 Disability Access Committee Accommodation Checklist. M/S/C, Shelley Parbs, Mark Schneider, agenda approved.

Patty Manuel asked for a motion to approve the consent agenda. M/S/C, Shelley Parbs, Stefanie Rupert, motion approved.

Patty Manuel asked if there was any correspondence to share. We received the Final Monitoring Report for Spring 2018.

Patty Manuel asked if there were any member announcements. Scott Mather has been meeting with Procter & Gamble leadership on developing a timeline for their layoff process and with GDT to develop workshops for their employees affected by their upcoming layoffs. Wayne Frauenholtz discussed the workforce shortage for warehouse positions in West Branch. Kristy Lyman's company took part in the Rollin' Rally and felt it was a successful event.

Carla Andorf reviewed the Conflict of Interest statement. It contains a lot of good examples of what conflict of interest is and can raise awareness for our board members. The Audit Committee can review the document and make a recommendation if we should include it in our bylaws. Patty Manuel asked for a motion to move this to the Audit Committee for their recommendation and then we can review this at our next meeting. M/S/C, Shelley Parbs, Steve Shriver, motion approved.

Carla Andorf discussed the September meeting date and if we should hold it on that date since she and others will have to miss the meeting and if yes, where should we go on our field trip. It was decided that we would move our September meeting date to September 20 from 8:30-10 am and that we would hold the meeting at EcoLips, 1199 44th St, Marion.

Carla Andorf gave an update on the Audit Committee whose members include Steve Olson, Patty Manuel and Travis Weipert. She will be scheduling a meeting soon and if anyone is interested in joining, please let her know.

Carla Andorf gave an update on the Strategic Plan and Regional Workforce Goals progress. She discussed the Navigating Your Journey training that will be implemented in the fall. Board members are interested in having this as a future presentation.

Carmen Heck gave an update on the realignment of regions. She is a member of the State Workforce board that met yesterday. The state's realignment subcommittee recommended a four region plan. Concerns were raised regarding that plan and the salary that would be required for each region's director. A motion to adopt a four region plan was postponed to review a 2-3-4 plan and to ask the subcommittee to do more research. The timeframe is that a vote will be taken at the next board meeting in three months.

Kim Becicka reviewed the Grants Report. The financials and enrollments were reviewed for the GAP and KPACE programs.

Carla Andorf reviewed the WIOA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals. Angela James has resigned her position as Operations Manager and the position is open on the Kirkwood hiring website.

Carla Andorf reviewed the Adult Education/Literacy report. Performance metrics for the program were shared. We exceeded our enrollment goal and met 8 out of 11 goals. Shawn Story will start as the ESL Program Supervisor next week.

Holly Mateer reviewed the Disability Access Committee accommodation checklist. This checklist shows what services we have available in our region and will be shared with the state. Patty Manuel asked for a motion to approve the Disability Access Committee Accommodation Checklist. M/S/C, Mark Schneider, Stefanie Rupert, motion approved.

Rama Muzo, Brandy Lindsay and Gloria Wenman gave a presentation on the Nordstrom: Learn & Earn project.

Patty Manuel asked for a motion to adjourn the meeting. M/S/C, Mark Schneider, Wayne Frauenholtz, motion approved.

The meeting adjourned at 11:45 am.

Upcoming Meeting: RWDB, September 20, 2018, EcoLips

CEO/RWDB EXECUTIVE COMMITTEE
MEETING MINUTES

AUGUST 29, 2018
KIRKWOOD CENTER FOR LIFELONG LEARNING & CONFERENCE CALL
CEDAR RAPIDS, IOWA

Board Members Present: Bob Yoder, Patty Manuel, Susie Weinacht (all by conference call)

Staff: Carla Andorf

The meeting was called to order by Chair Bob Yoder at 9:10 am. The board met quorum.

Bob Yoder asked for a motion to approve the agenda. M/S/C, Susie Weinacht, Patty Manuel, agenda approved.

Carla Andorf reviewed the nominations for board membership in the following categories:

- One-Stop System: Adult Education & Literacy – Cyd Hanson
- One-Stop System: Economic Development Entity – Jasmine Almoayyed

Bob Yoder asked for a motion to approve the nominations for board membership. M/S/C, Patty Manuel, Susie Weinacht, motion approved.

Carla Andorf gave an update on the nominations for the board members whose term expires in 2018:

- Patrick Loeffler
- Kristy Lyman
- Shelley Parbs
- Julie Perez
- Mark Schneider
- Susie Weinacht

Carla will make sure that they all meet the new guidelines. Bob Yoder asked for a motion to approve the nominations for board members whose term expires in 2018. M/S/C, Patty Manuel, Susie Weinacht, motion approved.

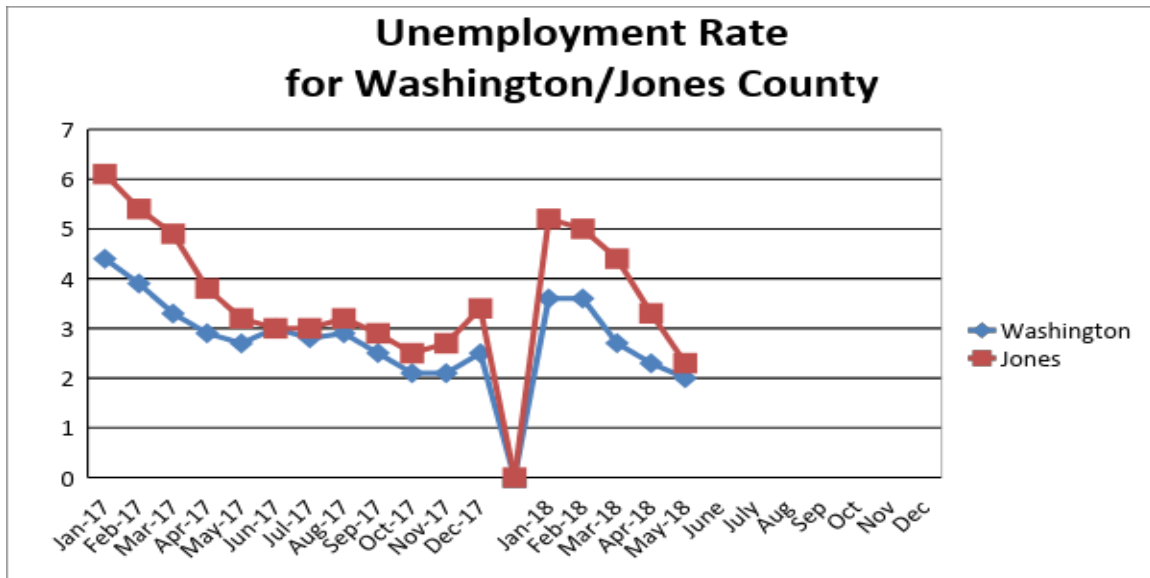
Carla Andorf reviewed the current performance measures. We are exceeding the measures in a lot of our categories. The Youth Credential Attainment measure is currently not being met but we think there was a data entry issue statewide and we will end up meeting this measure.

Carla Andorf reviewed the state's negotiated performance levels to determine if we are comfortable with those measures. Bob Yoder asked for a motion to accept the negotiated levels of performance for PY18 & PY19. M/S/C, Susie Weinacht, Patty Manuel, motion approved.

Bob Yoder asked for a motion to adjourn the meeting. M/S/C, Susie Weinacht, Patty Manuel, motion approved.

The meeting adjourned at 9:25 am.

Pam Bisbee Itinerant Services



Rationale for move to Jones County

- Over the past 12 months, Washington-lowest use among the 4 itinerant locations
 - **Washington- 133**
 - Muscatine- 246
 - Clinton- 308
 - Maquoketa- 152
- Significant reduction in customer usage In Washington since Modine workers have found employment
- Historically, Jones Co has had higher UI rates than Washington and in many cases the highest in region 10
- IWD had a satellite office in Monticello in the past, which is criteria for current itinerant services

Possible IowaWORKS Satellite Locations in Jones County: Each at no cost

- **Monticello Public Library-Preferred location due to similar proximity to Cedar Rapids and Dubuque one stop centers-about 35 miles to each**
- Anamosa Public Library
- Jones County Community Services

Possible Outreach in Jones County:

- Communities that could benefit are Anamosa, Monticello, Oxford Junction, Martelle, Olin, Onslow, Morley, Wyoming, Center Junction, and Stone City.
- Market employment services in local newspaper: 'The Monticello Express and Shoppers Guide' and 'The Anamosa Journal-Eureka and Town Crier', Monticello and Anamosa Library monthly newsletter, The Iowa State University Extension and Outreach, press releases, social media
- Jones County Economic Development -Local and Surrounding Businesses
- Community Service agencies; i.e. HACAP, United Way, Abby Center, DHS, Veteran Affairs
- Kirkwood Community College Regional Center
- Anamosa Prison

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

			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.
1.2 Increase visibility through joint outreach, marketing and awareness campaigns, especially seeking local media outlets.	Core Partners	December 31, 2017	<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 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</p>

			smaller lunch and learn sessions for March in rural counties (Washington, Iowa, Cedar, Benton and Jones).
1.3 Provide ongoing staff training, continuously integrate services and evaluate regularly.	All Workforce Partners	Ongoing	<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> <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>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.</p>

			<p>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>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 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</p>

			<p>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>
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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</p>

		<p>implementing by offering their time/tours/locations for portions of the workshops. Sector board 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 Nordstom 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>
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			<p>April 2018-recruitment event hosted. Nordstrom hired approximately 40 new workers. 15 were identified as needing on site ESL which began May 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>
2.2 Provide training information on STEM and high-demand occupations in the Creative Corridor.	Core Partners	Ongoing June 30, 2017 (aligned with goal 2.1)	<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>
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>2.4 Align partner services to training pathways to reduce barriers and ensure customers receive needed support.</p>	<p>Core Partners</p>	<p>December 31, 2017</p>	<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 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>2.5 Expand access to training and education opportunities through the use of distance learning tools, videoconferencing, and other technology.</p>	Core Partners	June 30, 2017	<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>2.6 Co-enroll participants in core partner programs as appropriate to provide participants with access to</p>	Core Partners	Ongoing	<p>December 2017-Implementation workgroup is finalizing a flip charge to help WIOA staff, workforce partners, and customers have a clear visual</p>

<p>needed and available services.</p>			<p>on what services are available, who might be eligible and how to connect. March 2017-Flip chart “referral tool” almost ready for print. 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. 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 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. 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>
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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 regional workforce needs/demands.</p>	<p>Core Partners 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. Ongoing-Working with leadership of FS/Ins/CS Sector Board to present to WIOA staff on industry and workforce needs. 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.</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. 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</p>

			<p>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>3.3 Integrate current apprenticeship career opportunities into career and training pathways and expand apprenticeship opportunities with regional employers.</p>	<p>Core Partners</p> <p>Apprenticeship Employers</p>	<p>June 30, 2018</p> <p>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</p>

			<p>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>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>	Core Partners	Ongoing	<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.</p> <p>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>

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	\$69,082.11	\$261,586.94
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	\$33,511.10	\$722,889.32
GIVF Reimbursement Funds	\$1,862.95	\$0	\$1,862.95	\$1,325.00	\$537.95
Kirkwood Community College Foundation ⁺	\$1,450.00	\$0	\$1,450.00	\$0	\$1,450.00
FAE&T Reimbursement Funds*	\$68,592.86	\$0	\$68,592.86	\$10,919.50	\$57,673.36
*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	17
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E&T FFY18 (7/1/18 – 9/30/18)	0
E&T FFY19 (10/1/18 – 6/30/19)	n/a

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

KPACE	0
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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	29
Historical Program Total	8279

Interviews

Interviews Scheduled FY19	15
Historical Program Total	2018

Approved Participants

Approved Participants FY19	17
Historical Program Total	1467

Participant Completions

Historical Program Total	1003 of 1292 = 77.63%
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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*	27	13	5	13 of 18 = 72.22%

*Includes carryover training participants from FY18.

Participant Employment

New Employment FY19	8 of 43	18.60%
Overall Employment FY19	8 of 43	18.60%
Historical Overall Employment	799 of 850	94.00%

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	8	0	0	2	0	35 ⁺ *1	8 of 43 = 18.60%

*Many graduates completed training recently and are now pursuing employment.

*Those graduates still looking for work on 7/1/18 and still engaged in services were moved into the FY18 pool for 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	9	486
Accelerated Welding Certificate	15	5	2	5	0	32
Administrative Professional Certificate	9	2	8	9	2	30
Business Application Specialist Certificate	1	5				6
Business Bookkeeping Computer Certificate	1	1	4	2	0	8
Call Center Customer Service Certificate	3	1	8	0	0	36
Central Sterilization Certificate				1	0	1
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	0	14
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	1	14
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	0	14
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	0	2

Measurement, Materials, Safety Certificate	0	0				0
Medical Office Professional			4	1	0	5
Modern Manufacturing Series Certificate	0	0				4
Personal Support Professional		1	0	0	0	1
Phlebotomy	14	7	3	8	0	76
Production MIG Certificate	10	0				20
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	5	319
Web Designer Certificate	3	2	2	3	0	10
Other certificates no longer offered/available						148
TOTALS	149	129	125	234	17	1467

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	July 2018	

Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
Direct Costs:					
Tuition & Books	\$64,378.21				\$64,378.21
Equipment	\$1,465.00				\$1,465.00
Fees/Assessment/Testing	\$841.46				\$841.46
<i>Subtotal</i>					\$66,684.67
Other Costs:					
Staff Support/Services	\$2,397.44				\$2,397.44
Total:	\$69,082.11	\$0.00	\$0.00	\$0.00	\$69,082.11

Participant Summary

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

	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications:	24				24
Number of Approved Participants:	17				17
Status of Approved Participants:					
Participating or Waiting to Participate:	81				41
Number of <u>Third</u> Party Credentials Received:	16				16

WIOA Title 1 Adult, Dislocated Worker and Youth Program Updates

Adult Program

This program is currently on a wait list. We will have additional funding open up October 1 and can move people off the wait list. We only had 1 person listed last time I checked. We are serving as many as possible through the GAP tuition assistance program.

Youth Construction Program

We re researching options for running a small youth construction employment and training program, which would prepare our team to apply for a large Youth Build grant through Department of Labor in fall 2019. There is a requirement for a match from within the community which we are working on developing partnerships to meet.

Navigating your Journey

This is a new training program the Skills to Employment team is implementing to better meet the needs of businesses, AND to assist students with making the appropriate training program decision. This training program is 17 hours, and is completed over the course of 5 days. It is required for all students wishing to access training funds. Navigating your Journey course objectives include:

- Create relationships with Kirkwood and IowaWORKS personnel and other adult learners.
- Build self-confidence by succeeding in an educational environment.
- Understand how individual choices drive life consequences.
- Learn new tools to assist with thinking, considering and problem solving.
- Identify personal and professional behaviors that lead to and maintain success.
- Dream about what personal success could be.
- Identify an action plan to achieve the dream.
- Identify the training program or career that best fits the individual learner to obtain the life desired.

In order for students to succeed they must successfully pass the program by scoring at least an 80% on the grading rubric. If a student missed 1 day, they must start the class over. If a student is tardy by more than 5 minutes (either at the start of class or after a break) they must start the class over. Students are also graded on how well they participate, attitude in class, and whether they complete the assigned homework each day.

New Operations Manager

I am pleased to welcome Rachel Daily as our new Operations Manager within Skills to Employment. Rachel is no stranger to most with StE! She has worked for the department in the past as a PROMISE JOBS case manager. After KCC no longer provided PROMISE JOBS services Rachel stayed with the program and moved into a team lead position for the past 4 years. She has been the functional supervisor for the PJ team within CR and recently also covering in other offices. She brings a strong awareness of the population we serve, the services and staffing at IowaWORKS, and has significant experience in program monitoring and compliance. She will be a great addition to the team!

Financial Reporting
 as of September 10th, 2018
 19% 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	94,641	94,641	8,244	0	35,485	0	50,912	46.20%	53.80%
WIOA Adult	18,612	172,571	191,183	10,914	702	49,611	29,338	100,617	41.70%	58.30%
WIOA Dislocated Worker	0	259,792	259,792	31,994	0	137,713	33,115	56,970	78.07%	21.93%
WIOA RR Dislocated Worker	0	127,284	127,284	1,205	3,190	5,185	16,367	101,338	20.38%	79.62%
WIOA Youth In School	5,372	88,078	93,450	8,637	3,419	37,178	12,257	31,960	63.71%	36.29%
WIOA Youth Out of School	20,211	331,340	351,551	34,160	21,199	147,037	37,989	111,165	66.45%	33.55%
KPACE	6,359	750,041	756,400	62,995	10,985	271,154	88,323	322,942	56.94%	43.06%
SNAP ADMIN	0	176,389	176,389	150,089	0	27,686	0	(1,386)	100.79%	-0.79%
GAP	17,958	312,711	330,669	4,758	104,448	20,480	111,499	89,483	71.38%	28.62%

Experiential Learning
 Actuals Current %
 12,400.16 18.39%

8/15/2018

WIOA Wagner-Peyser Performance levels -- PY2017

4th Qtr

Region	RWIB	Employment 2nd Qtr (Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 6 Mos.			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	78.1%	65%	58.5%	72.9%	64%	57.6%	\$6,512	\$4,100	\$3,690	1
2	19095	75.9%	65%	58.5%	68.4%	64%	57.6%	\$6,088	\$4,100	\$3,690	2
3 & 4	19160	76.8%	65%	58.5%	46.0%	64%	57.6%	\$7,521	\$4,100	\$3,690	3
5	19115	72.5%	65%	58.5%	65.6%	64%	57.6%	\$5,726	\$4,100	\$3,690	5
6	19030	75.4%	65%	58.5%	74.6%	64%	57.6%	\$7,032	\$4,100	\$3,690	6
7	19120	75.2%	65%	58.5%	71.8%	64%	57.6%	\$6,533	\$4,100	\$3,690	7
8	19155	75.0%	65%	58.5%	32.9%	64%	57.6%	\$6,837	\$4,100	\$3,690	8
9	19125	74.4%	65%	58.5%	71.3%	64%	57.6%	\$5,824	\$4,100	\$3,690	9
10	19130	74.3%	65%	58.5%	52.5%	64%	57.6%	\$5,836	\$4,100	\$3,690	10
11	19135	67.5%	65%	58.5%	62.3%	64%	57.6%	\$5,702	\$4,100	\$3,690	11
12	19140	78.0%	65%	58.5%	77.6%	64%	57.6%	\$7,122	\$4,100	\$3,690	12
13	19145	71.7%	65%	58.5%	69.4%	64%	57.6%	\$6,391	\$4,100	\$3,690	13
14	19150	65.2%	65%	58.5%	50.2%	64%	57.6%	\$5,982	\$4,100	\$3,690	14
15	19075	73.2%	65%	58.5%	70.6%	64%	57.6%	\$6,289	\$4,100	\$3,690	15
16	19080	77.5%	65%	58.5%	58.9%	64%	57.6%	\$6,355	\$4,100	\$3,690	16
State		74.0%	65%	58.5%	60.8%	64%	57.6%	\$6,306	\$4,100	\$3,690	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.

8/15/2018

DRAFT

WIOA Adult Performance levels -- PY2017
4th Qtr

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 6 Mos.			Credential Attainment			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	78.3%	65%	58.5%	78.7%	64%	57.6%	\$6,237	\$4,100	\$3,690	80.0%	65%	58.5%	42.3%	Baseline		1
2	19095	75.9%	65%	58.5%	77.2%	64%	57.6%	\$6,087	\$4,100	\$3,690	50.0%	65%	58.5%	n/a	Baseline		2
3 & 4	19160	78.6%	65%	58.5%	80.8%	64%	57.6%	\$7,515	\$4,100	\$3,690	75.0%	65%	58.5%	11.1%	Baseline		3
5	19115	72.3%	65%	58.5%	72.6%	64%	57.6%	\$5,597	\$4,100	\$3,690	44.4%	65%	58.5%	66.7%	Baseline		5
6	19030	75.8%	65%	58.5%	77.1%	64%	57.6%	\$7,054	\$4,100	\$3,690	0.0%	65%	58.5%	16.7%	Baseline		6
7	19120	76.0%	65%	58.5%	78.9%	64%	57.6%	\$6,628	\$4,100	\$3,690	62.5%	65%	58.5%	30.4%	Baseline		7
8	19155	75.5%	65%	58.5%	74.2%	64%	57.6%	\$6,372	\$4,100	\$3,690	100.0%	65%	58.5%	0.0%	Baseline		8
9	19125	75.0%	65%	58.5%	75.7%	64%	57.6%	\$5,730	\$4,100	\$3,690	86.4%	65%	58.5%	76.9%	Baseline		9
10	19130	74.9%	65%	58.5%	74.2%	64%	57.6%	\$5,671	\$4,100	\$3,690	83.3%	65%	58.5%	52.4%	Baseline		10
11	19135	67.4%	65%	58.5%	68.1%	64%	57.6%	\$5,568	\$4,100	\$3,690	68.8%	65%	58.5%	55.6%	Baseline		11
12	19140	78.4%	65%	58.5%	79.8%	64%	57.6%	\$7,138	\$4,100	\$3,690	100.0%	65%	58.5%	44.4%	Baseline		12
13	19145	72.9%	65%	58.5%	72.9%	64%	57.6%	\$6,410	\$4,100	\$3,690	75.0%	65%	58.5%	30.8%	Baseline		13
14	19150	71.2%	65%	58.5%	69.5%	64%	57.6%	\$5,706	\$4,100	\$3,690	100.0%	65%	58.5%	4.2%	Baseline		14
15	19075	74.4%	65%	58.5%	75.2%	64%	57.6%	\$6,355	\$4,100	\$3,690	55.6%	65%	58.5%	68.2%	Baseline		15
16	19080	78.9%	65%	58.5%	79.3%	64%	57.6%	\$6,393	\$4,100	\$3,690	44.4%	65%	58.5%	37.5%	Baseline		16
State		74.0%	65%	58.5%	74.8%	64%	57.6%	\$6,190	\$4,100	\$3,690	70.5%	65%	58.5%	39.5%	Baseline		State

8/15/2018

DRAFT

WIOA Dislocated Worker Performance Levels -- PY2017

4th Qtr

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment Retention Rate			Median Earnings 6 Mos.			Credential Attainment Rate			Measurable Skill 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	79.0%	66.0%	59.4%	77.4%	66.0%	59.4%	\$6,586	\$ 5,600	\$5,040	80.0%	63.0%	56.7%	27.3%	Baseline		1
2	19095	77.9%	66.0%	59.4%	77.6%	66.0%	59.4%	\$6,212	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	n/a	Baseline		2
3 & 4	19160	81.8%	66.0%	59.4%	81.0%	66.0%	59.4%	\$7,372	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	11.8%	Baseline		3
5	19115	75.0%	66.0%	59.4%	73.1%	66.0%	59.4%	\$5,091	\$ 5,600	\$5,040	44.4%	63.0%	56.7%	0.0%	Baseline		5
6	19030	73.8%	66.0%	59.4%	77.6%	66.0%	59.4%	\$6,924	\$ 5,600	\$5,040	0.0%	63.0%	56.7%	16.7%	Baseline		6
7	19120	80.1%	66.0%	59.4%	81.7%	66.0%	59.4%	\$7,547	\$ 5,600	\$5,040	57.1%	63.0%	56.7%	23.3%	Baseline		7
8	19155	76.1%	66.0%	59.4%	75.0%	66.0%	59.4%	\$6,963	\$ 5,600	\$5,040	n/a	63.0%	56.7%	0.0%	Baseline		8
9	19125	78.8%	66.0%	59.4%	78.6%	66.0%	59.4%	\$5,698	\$ 5,600	\$5,040	86.7%	63.0%	56.7%	71.4%	Baseline		9
10	19130	76.6%	66.0%	59.4%	76.9%	66.0%	59.4%	\$5,886	\$ 5,600	\$5,040	71.4%	63.0%	56.7%	25.6%	Baseline		10
11	19135	69.8%	66.0%	59.4%	71.2%	66.0%	59.4%	\$5,692	\$ 5,600	\$5,040	63.6%	63.0%	56.7%	53.3%	Baseline		11
12	19140	80.3%	66.0%	59.4%	82.7%	66.0%	59.4%	\$7,455	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	28.6%	Baseline		12
13	19145	76.4%	66.0%	59.4%	69.3%	66.0%	59.4%	\$7,067	\$ 5,600	\$5,040	85.7%	63.0%	56.7%	21.7%	Baseline		13
14	19150	68.6%	66.0%	59.4%	62.2%	66.0%	59.4%	\$5,867	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	7.4%	Baseline		14
15	19075	78.1%	66.0%	59.4%	74.2%	66.0%	59.4%	\$7,131	\$ 5,600	\$5,040	33.3%	63.0%	56.7%	33.3%	Baseline		15
16	19080	81.5%	66.0%	59.4%	80.7%	66.0%	59.4%	\$7,196	\$ 5,600	\$5,040	57.1%	63.0%	56.7%	0.0%	Baseline		16
State		76.5%	66.0%	59.4%	76.7%	66.0%	59.4%	\$6,501	\$ 5,600	\$5,040	69.8%	63.0%	56.7%	23.5%	Baseline		State

8/15/2018	WIOA Youth Performance Levels -- PY2017	DRAFT
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4th Qtr

Region	RWIB	Placement in Empl., Educ., or Training Rate 2nd			Placement in Empl., Educ., or Training Rate 4th			Median Earnings 6 Mos.			Credential Attainment			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	100.0%	70.0%	63.0%	n/a	67.0%	60.3%	\$3,874	N/A	N/A	100.0%	58.0%	52.2%	57.1%	Baseline	
2	19095	83.3%	70.0%	63.0%	100.0%	67.0%	60.3%	\$3,353	N/A	N/A	0.0%	58.0%	52.2%	n/a	Baseline	
3&4	19160	81.8%	70.0%	63.0%	75.0%	67.0%	60.3%	\$3,284	N/A	N/A	75.0%	58.0%	52.2%	50.0%	Baseline	
5	19115	70.0%	70.0%	63.0%	100.0%	67.0%	60.3%	\$3,781	N/A	N/A	66.7%	58.0%	52.2%	11.1%	Baseline	
6	19030	60.0%	70.0%	63.0%	40.0%	67.0%	60.3%	\$2,336	N/A	N/A	n/a	58.0%	52.2%	0.0%	Baseline	
7	19120	64.0%	70.0%	63.0%	66.7%	67.0%	60.3%	\$2,100	N/A	N/A	66.7%	58.0%	52.2%	85.7%	Baseline	
8	19155	75.0%	70.0%	63.0%	100.0%	67.0%	60.3%	\$5,239	N/A	N/A	0.0%	58.0%	52.2%	n/a	Baseline	
9	19125	75.6%	70.0%	63.0%	90.9%	67.0%	60.3%	\$2,883	N/A	N/A	72.7%	58.0%	52.2%	71.4%	Baseline	
10	19130	85.3%	70.0%	63.0%	76.5%	67.0%	60.3%	\$3,503	N/A	N/A	35.3%	58.0%	52.2%	71.4%	Baseline	
11	19135	66.7%	70.0%	63.0%	83.3%	67.0%	60.3%	\$4,301	N/A	N/A	75.0%	58.0%	52.2%	0.0%	Baseline	
12	19140	80.0%	70.0%	63.0%	n/a	67.0%	60.3%	\$4,750	N/A	N/A	n/a	58.0%	52.2%	n/a	Baseline	
13	19145	100.0%	70.0%	63.0%	0.0%	67.0%	60.3%	\$5,570	N/A	N/A	n/a	58.0%	52.2%	100.0%	Baseline	
14	19150	84.6%	70.0%	63.0%	40.0%	67.0%	60.3%	\$4,494	N/A	N/A	80.0%	58.0%	52.2%	n/a	Baseline	
15	19075	63.0%	70.0%	63.0%	83.3%	67.0%	60.3%	\$2,988	N/A	N/A	66.7%	58.0%	52.2%	57.1%	Baseline	
16	19080	69.8%	70.0%	63.0%	93.8%	67.0%	60.3%	\$3,274	N/A	N/A	37.5%	58.0%	52.2%	100.0%	Baseline	
State		70.5%	70.0%	63.0%	78.6%	67.0%	60.3%	\$3,265	N/A	N/A	51.5%	58.0%	52.2%	53.2%	Baseline	



This report Reflects July/August 2018

Current Job Openings (Includes indexed jobs)

	Statewide	Regional
July	37, 183	4318
August	40, 475	4618

<i>Unemployment Rates- County rates are not seasonally adjusted</i>			
	July 2018	June 2018	July 2017
United States (seasonally Adjusted)	3.9%	4.0%	4.3%
State of Iowa (seasonally adjusted)	2.6%	2.7%	3.1%
Benton	2.4%	2.4%	3.1%
Cedar	2.2%	2.2%	2.7%
Iowa	1.7%	1.9%	2.6%
Johnson	2.1%	2.2%	2.7%
Jones	2.4%	2.4%	3.0%
Linn	2.7%	2.8%	3.3%
Washington	2.0%	2.2%	2.8%

Cedar Rapids Recruiting Events:

July/August 2018

- RGIS 5
- Kelly Services 6
- Aerotek
- Marsden Cleaning
- People Ready
- Remedy 2
- Milestone Freight Brokers 2
- Iowa Premium
- Worksource Staffing
- PMX

Kim Reynolds, Governor
Adam Gregg, Lt. Governor
Beth Townsend, Director



Thomas L Cardella
Wal-Mart
QPS
Pic Group

Iowa City Recruiting Events:

July/August 2018

First Class Staffing 4
Remedy 2
Marsden Cleaning
Affordable Cleaning 2
Aerotek
People Ready
Gerdau
Whirlpool
HyVee

Business Services activities in July/August 2018

July 2018:

- The business team continued to fine tune the work ready referral process which involves IowaWORKS team members and partners referring work ready job seekers to the business team. The business team works with them to get connected to hiring employers in the region. The team started a new workshop called "Sharpening of Skills (SOS) for the referred candidates, which includes mock interviewing. As a result, there were 8 hires associated with this process in July.
- 7/9/18: Mace attended a Veterans Care Fair and Jobs Expo in Cedar Rapids. Networking with area resources and speaking to Veterans about HBI.
- 7/17/18: Jenny presented to approximately 40 youth at the IVRS Summer Camp about Registered apprenticeships.
- 7/27-7/28/18: International Paper performed testing for applicants on-site at the Cedar Rapids office with the business team providing support both days.
- 7/31/18: Mace held the Iowa City Vets Job Fair at Eastdale Plaza. 12 employers were present and participated, along with 27 job seekers. Several of the employers expressed that the event provided them with several potential candidates.

4444 First Ave NE, Ste 436 * Cedar Rapids, Iowa 52402

Phone: (319) 365-9474 Fax: (319) 365-9270

Web Address: <http://www.iowaworkforce.org/region10/cedarrapids.htm>

Auxiliary aids and services upon request to individuals with disabilities.

Kim Reynolds, Governor

Adam Gregg, Lt. Governor

Beth Townsend, Director



- Kate worked with Cedar Rapids School District and NewBoCo on their quality pre-apprenticeships. The school is partnering with the Millwrights to create a training program. NewBoCo is partnering with DeltaV coding school. Both of these entities were awarded \$10,000 each from the recent IWD RFP for Quality Pre-Apprenticeships.
- Kate assisted Marshalltown staff with creation of 2 RA programs with Growmark and Key Co-op. (Key Co-Op program was formally submitted in August)
- Kate met with Kirkwood and The ACE Sector Board to continue building Registered Apprenticeship program for Construction Technologist. That program will be partnered with the Home Builders Association and the National Frame Builders Association.
- Mace held key meetings in both Iowa and Jones Co to assist those communities in achieving Home Base Iowa community designation.

August 2018:

- Through the work ready process, there were 18 hires associated with referrals made by team members to the business team.
- 8/11/18: Jenny hosted a recruiting event for Whirlpool.
- 8/14/18: Business team toured Monsanto, including MSFW facilities.
- 8/15/18: Frank led the GDIT job fair with 15 employers and 50 job seekers present.
- 8/24/18: Mace presented to the Iowa County Board of Supervisors on Home Base Iowa, gathering positive support to move forward with developing the incentive package.
- 8/24/18: Jenny organized a job fair for the employees impacted by the closing of Younkers in Cedar Rapids. We had 16 employers attend and 30 job seekers. IowaWORKS customers were offered the opportunity to visit with the employers after the Younkers employees.
- 8/27/18: Jenny hosted a booth at the Kennedy High School Open House with information about IowaWORKS services and registered apprenticeships.
- 8/29/18: The business team partnered with ECI to hold a seminar "Recruiting, Retention and Revenue" held at Big Grove Brewery. Panel conversation about best practices to engage employees and the impact on the bottom line. Moderated by Dr. Kate O'Neill, 35 employers attended the event.
- Kate presented to the full Benton County Economic Development Board on services offered. Will be scheduling joint visits with the director to each of the city clerks/chamber contacts.

Future Ready Iowa Summit: Scheduled for 11/13/18 at the Kirkwood Regional Center in Hiawatha from 9:00 AM-3:00 PM. Summit is focusing on the untapped populations in the region.

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Center activities in July/August 2018

In addition to the regularly scheduled Maximize Your Potential (formerly 6 steps) workshops, the following opportunities were provided to members at no cost:

- Computer classes
- OSHA 10
- CPR
- Forklift
- True Colors
- Journeys-Soft Skills
- NCRC
- Registered Apprenticeship
- Center Orientation
- Bring Your A Game

Rapid Response Activities:

Cedar Rapids:

- Younkers in Lindale Mall closed on 8/31/18, with worker informational meetings held a couple weeks prior. IowaWORKS provided a job fair for the impacted workers on 8/24/18 with around 16 employers present and 30 job seekers.

Iowa City:

- Younkers-Coralville-around 85 impacted with layoffs. Meetings held for workers at the end of August.
- GDIT-layoffs Impacting 114 between July-September. Had three workshops on-site for workers, followed by job fair. Very positive feedback from employers and job seekers with many offered employment.
- ACT-Laid off 23 effective 8/31/18. Worker informational meetings were held in advance on-site.
- P&G-Held large group overviews of IowaWORKS services in August; October informational meetings scheduled. Layoff to begin in summer 2019-2020.

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Secondary Education Program Updates

Summer Staff Training

Many on the High School completion (HSED) and English Language Learner (ELL) teams attending the state sponsored educational conference in Ankeny in July 2018. A memorable key note speaker shared about unconscious bias and how to identify your own biases and ensure you are not letting them impact the important decision in your work such as placing a student in a class, working with a student on enrollment, or hiring a new team member.

Annual Kick Off

The team participated in a day long school year kick off event on August 15. The morning started with remarks from KCC's new president and many members of the KCC cabinet. Team members from HSED/ELL teams participated in team building activities with the goal of reminding our team of the impact they have daily on our students and how the smallest kindnesses matter. The afternoon was composed of mini-breakout sessions where instructors had 15 minutes to present on one small thing they do in the classroom that makes a difference or sharing about a new activity they have incorporated with good results. It was focused on small, easy things staff could take back with them and implement quickly.

Prison Updates

The Anamosa State Penitentiary went through accreditation June 2018. We have not received the official report back but we were informed that there would likely be no findings and we would be re-accredited.

Quarterly classroom teacher observations were completed in September.

There is a full time teacher opening at Anamosa. Please refer any potential candidates to the KCC website to apply.

The prisons received additional Perkins funding this year which is to be used for technology needs. We will be working on bringing more tech into the classroom for the students and teachers to create a more modern learning environment.

WIOA Title 2 Leadership Team

This is a new team within the Secondary Education team as of July. The purpose of this team is to:

*Develop collaborative pathways for student success and proactively problem solve as a team.

This team is composed of Cyd Hanson and Shawn Story (both Program Supervisor II positions with HSED and ELL), Brenda Ireland, Director of Operations, Brenda Hampton and Nicole Chambers (instructor coordinators at IMCC and ASP) and Carla Andorf, Interim Director of Secondary Education.

	FY19 YTD	FY18 YTD	Change	FY19 Goal	% Goal Met
ABE/ESL/HSED					
Reportable Individuals	464	580	-116		#DIV/0!
Participants	223	160	63	1175	18.98%
Federal POP	223	160	63		
Persistence Rate	48.06%	27.59%	20.47%		
Students with Pre/Post Pair	72	2	70		
Post-Test Rate	32.29%	1.25%	31.04%	65%	49.67%
POPs with skill gain	18	2	16		
Post-Test Gain	25.00%	100.00%	-75.00%		
Completion Rate	8.07%	1.25%	-6.82%		

EFL Levels	FY 19 POP	FY18 POP	FY19 YTD %	FY18 YTD %	Change	FY18 Goal	FY19 Goal	% Goal Met
ABE Level 1	3	4	66.67%	0.00%	0.67	41.00%	37.00%	163%
ABE Level 2	15	11	13.33%	0.00%	0.13	43.00%	45.00%	31.00%
ABE Level 3	24	18	33.33%	5.56%	0.28	44.00%	42.00%	75.76%
ABE Level 4	57	41	8.77%	0.00%	0.09	41.00%	42.00%	21.39%
ABE Level 5	14	7	7.14%	0.00%	0.07	51.00%	59.00%	14.01%
ABE Level 6	1	1	0.00%	0.00%	0.00	N/A	1.00%	N/A
ESL Level 1	7	5	0.00%	0.00%	0.00	48.00%	44.00%	0.00%
ESL Level 2	12	11	0.00%	9.09%	-0.09	49.00%	50.00%	0.00%
ESL Level 3	27	25	0.00%	0.00%	0.00	49.00%	50.00%	0.00%
ESL Level 4	35	19	0.00%	0.00%	0.00	43.00%	45.00%	0.00%
ESL Level 5	21	13	0.00%	0.00%	0.00	46.00%	45.00%	0.00%
ESL Level 6	7	5	0.00%	0.00%	0.00	26.00%	28.00%	0.00%
Total EFL's Met YTD								2

Color Key

- Red=below prior year
- Green=above prior year
- Blue=Met Goal
- Orange=Met EFL Last Year

% Students from FY18 Transition to Credit 14%

	FY19 YTD	FY18 YTD	Change
ABE/ESL/HSED/Corrections			
Reportable Individuals	498	673	-175
Participants	226	219	7
Federal POP	226	219	7
Persistence Rate	45.38%	32.54%	12.84%
Students with Pre/Post Pair	73	2	71
Post-Test Rate	32.30%	0.91%	31.39%
POP's with skill gain	18	2	16
Post-Test Gain	24.66%	100.00%	-75.34%
Completion Rate	7.96%	0.91%	7.05%

EFL Levels W/Corrections	FY19 POP	FY18 POP	FY19 YTD	FY18 YTD	Change
ABE Level 1	3	8	46.15%	0.00%	46.15%
ABE Level 2	16	32	37.25%	0.00%	37.25%
ABE Level 3	24	35	38.46%	2.86%	35.60%
ABE Level 4	59	52	28.53%	0.00%	28.53%
ABE Level 5	14	10	53.74%	0.00%	53.74%
ABE Level 6	1	4	41.38%	0.00%	41.38%
ESL Level 1	7	5	29.79%	0.00%	29.79%
ESL Level 2	12	11	43.82%	9.09%	34.73%
ESL Level 3	27	25	41.11%	0.00%	41.11%
ESL Level 4	35	19	38.07%	0.00%	38.07%
ESL Level 5	21	13	42.11%	0.00%	42.11%
ESL Level 6	7	5	21.92%	0.00%	21.92%

Color Key

Red=below prior year

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Blue=Met Goal

Orange=Met EFL Last Year

Iowa Vocational Rehabilitation Services

Region 10 Report

September 20, 2018

SUCCESSFUL CLOSURES (TO DATE IN FY 2018)

Cedar Rapids	88
Iowa City	135
TOTAL	223

AREA OFFICE CASE LOADS

Cedar Rapids	1155
Iowa City	1088

HIGH SCHOOL TRANSITION SERVICES

	Cedar Rapids	Iowa City	Total
Potentially Eligible Students Served	621	240	861
Students in Active IVRS Services	135	72	207

Region 10 Businesses with Multiple Successful IVRS Placements

CDR & IAC Area Offices

EmployerName	Total
HyVee	12
Walmart	9
Goodwill of the Heartland	6
Casey's	5
PetSmart	5
Midwest Janitorial Services Corporation	4
Bruegger's Bagels	3
McGrath Auto	3
Sam's Club	3
St. Luke's Hospital	3
Target Corp	3
Walgreens	3
Ace Hardware	2
Big Grove Brewery and Taproom	2
Cedar Rapids Community School District	2
Chrome Horse	2
Fareway	2
Kirkwood Community College	2
Kum & Go	2
New Pioneer Co-Op	2
NIS	2

Nordstrom Direct	2
Pizza Ranch	2
Texas Roadhouse	2
Unity Point	2
University of Iowa	2
Whirlpool Corporation	2
Williamsburg Foods	2
Woofables	2

Opportunities in Motion

- **Partnership with Cedar Rapids Community School District to implement new Transition Alliance Program Fall 2018. Will be largest program in the state. Four new positions created to support delivery of Career Services within the district. Will benefit both IVRS and IDB candidates**
- **Expansion of our Transition Contract programs of Making the Grade to Linn Mar School District and IVRS Intermediary Network project 7 new rural Jones & Linn County school districts.**
- **Expanding business services and outreach through expanded roles of Brett Koenig for Cedar Rapids VR Team and continued efforts with Business Services Representative Melissa Copeland Silver.**

Upcoming events:

- **October 8th WIOA Partner In-service that will cover Assistive Technology and Disability Awareness training for WIOA staff on Deaf & Hard of Hearing Culture as well as specific assistive technology and resources.**
- **October Disability Awareness Month Events**

Iowa City – Open house For IVRS & IowaWorks on October 31st from 8-10 AM

Cedar Rapids – To be announced