

Region 15 Vision and Goals:

IowaWORKS- Southern Iowa will deliver a demand driven system that focuses on building a workforce of skilled individuals that will enable the employers of our region to remain competitive in a global environment. The One Stop system within our Region is a comprehensive, integrated service delivery system that is responsive to the employment and training needs of the customers we serve and incorporates the products and services of our partners in order to assure that customer needs are met without duplicating services and are delivered efficiently and cost effectively.

The values governing Region 15 include the following:

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

The longer term goals for Region 15 are summarized as:

- * Region 15 is committed to partnering with business and education to ensure we have workers who possess the needed skill sets within the region.
- * Region 15 is committed to expanding the Future Ready Iowa initiative.
- * Region 15 will create training opportunities for businesses through the Employers Council of Iowa in Region 15.
- * Develop Sector Boards for Manufacturing and Healthcare industries.
- * Develop credentialing opportunities for high demand occupations.
- * Develop innovative opportunities for job seekers to locate employment opportunities.
- * Increase accessibility options for individuals with disabilities.
- * Increase accessibility to soft skill workshops to individuals with transportation barriers.
- * Identify and meet employer needs by focusing on sector strategies, career pathways and better aligning state and federal programs and initiatives, including public-private partnerships, to support high-skill, high-demand jobs.
- * Communicate high-demand career pathways to students, parents, teachers, counselors, workers and community leaders through career planning, including an interactive portal of career opportunities and required credentials and experience.
- * Improve college and career readiness, increase interest and achievement in science, technology, engineering and math (STEM) study and careers.

* Through input received through Sector Boards we will develop a high demand topic list for employer training for ECI events.

* Update our technology and assistive devices to ensure we can meet the needs of individuals with disabilities.

* Provide soft skills workshops via ICN to the local ICN sites to provide training opportunities for those who cannot travel to the one-stop center.

* Grow ESL program and integrate with the Public School system and GAP/PACE.

Strategies

1. Identify and quantify employers' education, training, and employment needs and capture those needs in a talent supply and demand interactive portal to be driven by a public-private collaborative, leveraging and institutionalizing the sector strategies and career pathway methodologies.
2. Improve degree and credential completion and target resources to support attainment of high-demand credentials, degrees, and certifications valued by employers, including for those individuals with barriers to employment.
3. Cultivate, develop and align work-based learning opportunities including, but not limited to STEM school-business partnerships, student internships, teacher externships and apprenticeships for individuals through public-private partnerships.
4. Create a system of coordinated resources to engage, assist, and reinforce Future Ready career guidance for parents, students, educators and adults.
5. Ensure secondary students have access to high quality career and technical educational programs aligned with labor market needs.
6. Ensure all Iowa students meet high state academic standards, including being literate by the end of the third grade and achieving STEM disciplines.
7. Increase rigorous concurrent post-secondary enrollment opportunities in high demand career pathways, including STEM disciplines.
8. Institutionalize the college-going process within secondary schools statewide.
9. Elevate and operationalize promising financial literacy models that impact student borrowing.
10. Nurture entrepreneurial connectivity and skills development.

Work readiness skills continue to surface as a critical need as expressed by employers, schools, and other stakeholders who struggle to deal with those who do not practice positive work ethic. IowaWORKS has long-term experience in accessing and presenting work readiness curriculum which assists to address this issue.

The skills new workers (youth) are lacking, including basic work ethics, interviewing skills, basic academic skills, responsibility, organizational skills, and self-esteem can be addressed in paid or unpaid work experiences. Additional service providers, including area schools, expand the ability to provide needed training for youth through the referral process and providing Pre-employment Training (PET). Those

referrals will be made on an individual basis, meeting the needs of each person. Youth needing English as a second language will be referred to programs such as that offered by AEL.

The workforce development board will review WIOA performance ongoing in order to support regional economic development growth. The RWDB will review performance and fiscal data on a quarterly basis and as requested. The boards will use that information and public comment to evaluate performance and to determine the need for continuous improvement activities.

Region 15 has a long history of working collaboratively with various partners within the region. Ongoing partner meetings have been held with multiple providers to determine what services are currently being offered through various programs and identify gaps within the current service structure. In this way, partners are able to maximize services and funding levels and the participants benefit by having a more complete, comprehensive service plan to reach self-sufficiency. In turn, the region is more likely to meet performance goals.