

Northeast Iowa PY22 Annual Report

July 1, 2022- June 30, 2023



**Serving Allamakee, Black Hawk, Bremer, Buchanan, Butler,
Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque,
Fayette, Floyd, Franklin, Grundy, Hancock, Howard, Mitchell,
Winnebago, Winneshiek, and Worth Counties**

*Equal Opportunity Programs/Employer
Auxiliary aids and services are available upon request for individuals with disabilities*

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Executive Summary

As we reflect upon the past year's accomplishments and challenges, I am overwhelmed with gratitude that I share the impact of our collaborative efforts in advancing workforce development within our community. The PY22 Annual Report provides a comprehensive overview of our organization's activities, achievements, and outcomes in the realm of workforce development during the past year. This report highlights key initiatives, program outcomes, and our commitment to serving individuals and communities through workforce development activities over the past year. The dedication to economic growth and well-being of our community is shown throughout this report. PY22 was a year marked by great success and achievement but also, was faced with some challenges. Our resilience and strategic initiatives have enabled us to adapt and make substantial progress in fulfilling the goals of the Northeast Iowa local area.

Key Achievements:

1. Workforce Development Impact

Despite the ongoing challenges posed by the COVID-19 pandemic, the workforce programs in Northeast Iowa continued to serve as vital lifelines for workers and job seekers across the local area. Over 14,216 individuals accessed WIOA funded training, education, and employment services, contributing to the resilience of our workforce.

2. Program Expansion and Access:

In PY22, we expanded our reach to serve a broader demographic by increasing the accessibility of our programs to underserved populations, ensuring that individuals from diverse backgrounds have equal access to workforce development services.

3. Partnerships and Collaboration:

Collaborative efforts with local educational institutions, employers, and community organizations were a cornerstone of our success. These partnerships facilitated the development of targeted training programs and job placement opportunities for participants.

4. Training and Skill Development:

Our commitment to empowering individuals with relevant skills led to the successful completion of numerous training programs. Participants acquired industry-recognized certifications and credentials, enhancing their competitiveness in the job market.

5. Employment Outcomes:

PY22 marked significant achievements in job placement and retention rates, with 75% of participants securing employment. The report provides detailed statistics on the types of employment and wage levels achieved by program participants.

6. Customer Satisfaction:

We conducted regular participant surveys to gauge satisfaction and gather feedback for program improvement. High satisfaction ratings and valuable insights were received, reflecting our commitment to delivering quality services. In the context of our customer satisfaction assessment for PY22, we gathered input from a total of 106 surveys. These surveys had a 40% completion rate, showcasing

substantial engagement from our customers, and an impressive 80% expressed satisfaction with the services. Demographically, the survey respondents presented a diverse mix. 64% identified as male, and 36% identified as female, indicating a fairly even distribution. The ethnic and racial backgrounds of our respondents were quite varied, with 37% identifying as Hispanic or Latino, 29% as Black or African American, 17% as White or Caucasian, 10% as Asian or Asian American, 4% as Native Hawaiian or Indian, and 7% as Other. In terms of age, the majority of participants fell within the 25-34 age range, while the 65+ age group had the fewest respondents.

7. Innovative Initiatives:

PY22 saw the implementation of innovative initiatives, such as the development of Incumbent Worker Training, which helped us adapt to changing workforce dynamics and address emerging industry needs.

Challenges and Opportunities:

While we celebrate our successes in PY22, we also recognize ongoing challenges and opportunities for improvement:

- Re-developed our referral system to include program descriptions, eligibility requirements, and services offered.
- Increased our board staff and hired an Associate Director in February who also serves as our Equal Opportunity Officer. Started having conversations on developing a Compliance Specialist position.
- Developed a logo for Northeast Iowa and started conversations on developing a new website.
- Iowa **WORKS** office hours changed to accommodate customers. Offices open at 8:00 a.m. on Monday, Tuesday, Thursday, and Friday.
- Increased our Title I presence at some of our rural communities.
- Gained some new CEOs and LWDB members in PY22. In January we voted on a new CLEO to serve our local area.
- Increased the number of committee members.
- Developed an Incumbent Worker Training Policy and started the development of offering IWT in our local area.
- Increase in WARN notices.
- Loss of our One-Stop Operator, which forced board staff to take over that role.

Conclusion:

The PY22 Annual Report reflects our unwavering dedication to workforce development and the positive impact we have had on the lives of individuals and communities with the Northeast Iowa local area. We are committed to pursuing excellence in our programs, fostering partnerships, and adapting to the evolving needs of our participants to continue our success.

Looking ahead, PY23 presents new opportunities to build on these achievements and further empower individuals and communities through workforce development. The Northeast Iowa Local Workforce Development Board is committed to:

- Sustaining and building upon the achievements of PY22.
- Addressing identified challenges to ensure program effectiveness.
- Continuously adapting to the evolving workforce landscape and emerging trends.

- Expanding outreach efforts to engage a more diverse participant base.

Northeast Iowa Workforce Area

The Northeast Iowa Local Workforce Development Area consists of Allamakee, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Howard, Mitchell, Winnebago, Winneshiek, and Worth counties.

The Northeast Iowa Local Workforce Development Area is made up of three comprehensive centers and one affiliate center. The Iowa **WORKS** comprehensive centers are located in Mason City, Waterloo, and Dubuque. The affiliate center is in Decorah. Northeast Iowa also maintains a presence in Postville to provide Title I and III services every Wednesday from 9:00 a.m.-2:00 p.m. Our Postville location is located at the Postville Public Library. We also have a Title I presence at the following locations: Oelwein NICC Campus every Thursday from 9:00 a.m.-3:00 p.m., Guttenberg Resource Center every Thursday from 9:00 a.m.-1:00 p.m., and at the Elkader Alternative High School every Tuesday from 9:30 a.m. to 2:30 p.m. Title I, III and IV are co-located at the Mason City, Waterloo, and Dubuque locations. Title II is available in person in Mason City, Dubuque, and Decorah plus there is a direct linkage available on days they are not in person. Title II in Waterloo has a direct linkage available as well. Title I and III are in person in Decorah as well. Title I offers the following additional locations as well:

- West Union Public Library- Monday 10:00-3:00
- Clayton County Alternative School/Elkader Public Library- Tuesday 9:30-2:30
- Postville Public Library- Wednesday 9:00-3:30 (Title III is also available)
- Oelwein NICC Campus- Thursday 9:00-3:00
- Guttenberg Resource Center- Thursday 9:00-1:00
- Fayette Public Library- Friday 10:00-4:00

Northeast Iowa Strategic Objectives

NEIWDB Vision Statement:

The Local Workforce Development Board (LWDB) will serve as a strategic leader and convener of local workforce development system stakeholders. The LWDB will partner with employers and the local workforce development system to develop policies and investments that support public workforce system strategies that support:

- The local economy,
- The development of effective approaches including local and local area sector partnerships and career pathways; and
- High quality, customer centered service delivery and service delivery approaches

NEIWDB Goals Statement:

The LWDB will work to achieve the following goals:

- The Area's employers will have access to advanced, skilled, diverse, and Future Ready workers.
- All Iowans in the Area will be provided access to a continuum of high-quality education, training, and career opportunities.
- The Area's one-stop delivery system will align all programs and services in an accessible, seamless, and integrated manner.

Sector Strategies

Sector strategies play a crucial role in our workforce development efforts. These strategies are a cornerstone of our approach to addressing the workforce needs in our local area effectively.

Sector strategies are an integral component of our workforce development framework. They involve a targeted and industry-focused approach to aligning our workforce resources with the needs of key economic sectors within our community. Rather than taking a one-size-fits-all approach, we recognize that different industries have unique skill requirements, labor market dynamics, and growth potential. Sector strategies allow us to tailor our efforts to these specific sectors, ensuring that our workforce development initiatives are both efficient and effective.

During PY22, our core partner programs responded to the hiring needs of in-demand sectors, including healthcare and manufacturing. Training and education programs in these targeted demand sectors were funded with the aim of providing a skilled pool of work-ready candidates to employers in these sectors. Our Iowa**WORKS** locations in Northeast Iowa hosted times for employers to conduct on-site hiring events at each of the centers. These hiring events were promoted through social media, and core partner and community programs throughout the local area.

Business service initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, registered apprenticeships and other work-based learning opportunities have been utilized to target specific industry and sector strategies to best serve the businesses throughout the Northeast Iowa local area. Career pathway initiatives are being made to identify where to best place workers while utilizing effective business intermediaries to identify employers to host work-based learning sites. All business services and strategies in the local area will be designed to meet the needs of local employers in securing a high-quality workforce.

Sector partnerships were a highlight throughout the Northeast Iowa local area in PY22. Sector partnerships are developed to support business leaders from the same industry. These partnerships are developed to address items related to workforce needs within their industry. Some areas of focus include:

- Identify common issues, challenges, and opportunities.
- Address priority needs of the industry.
- Address current and emerging skills gaps.
- Better align programs, education/training and other resources serving employers and workers.
- Communicating industry priorities to partners.

In September 2022, administration of Iowa's Business Sector Partnerships moved from the Iowa Department of Education to Iowa Workforce Development as part of the state's overall efforts to better align similar workforce groups and their shared goals. Many of the broader goals, initiatives, and models connected to Sector Partnerships align with programs and goals within Iowa Workforce Development.

Iowa Workforce Development has worked with all Sector Partnerships within the state this past year as we navigate through this change. We are excited about this change and look forward to this new year offering a more strategic and collaborative approach to workforce development. We look forward to ensuring that training programs align with the needs of specific industries and contribute to the overall economic vitality of the Northeast Iowa local area.

Business Services & Employer Engagement

Business services within each of the Iowa **WORKS** Centers in Northeast Iowa are designed to meet the needs of employers within the community. The Northeast Iowa local area has Business Engagement Consultants located at each of our three Comprehensive Centers. Business Engagement Consultants work directly with our business customers to provide support.

A new Business Services Division was created within Iowa Workforce Development. Employer outreach is the top priority of the Business Engagement Consultants. This new division started off with a 100-day initiative to meet individually with employers across the state. In the Northeast Iowa local area, that consisted of 340 visits.

- 181 in-person visits and 159 virtual or phone meetings.
- The highest needs/challenges were locating potential workers and skilled workers.
- 214 of those employers stated that they used Iowa **WORKS** for hiring needs.
- These visits were conducted by Business Engagement Consultants, Operations Managers, and the Executive Leadership Team.
- Each area office has a local Business Services Meeting in collaboration with our WIOA Core Partners to develop strategies addressing local employer needs.

Mason City:

Sara Cook, Business Engagement Consultant began her role January 6, 2023. Her primary focus was having proactive meaningful employer visits, of which she did over 260 between January 1st and June 30th. She has also focused on enhancing our Tuesday hiring events held at the Mason City Iowa **WORKS** center and their reach on social media. We had 64 hiring events January 1st- June 30th. These have grown in popularity amongst employers and have drawn employers to contact IWD.

Sara created a Business Engagement Team comprised of Title I, Title II, Title III, & Title IV which meets monthly to collaborate. The team works well together and includes partners in events and meetings. The partnership with Iowa Vocational Rehabilitation has been a focus. Sara has brought IVRS to several employers and IVRS has included Sara in their fall planning meetings at all the area schools. This partnership is mutually beneficial and benefits our employers and strengthens our workforce. IVRS and IWD partnered on a job fair May 4th, which was a great success.

Sara has also made it a priority to attend the meetings of the North Central Iowa Alliance of area economic developers, Forest City Workforce, and the North Iowa Corridor. A workforce committee for Cerro Gordo County/Mason City has also been formed including members of the Mason City Chamber of Commerce, NIACC, North Iowa Corridor, and Iowa Workforce Development and meets regularly. These efforts have all strengthened the relationship Iowa Workforce Development has with these area partners. Sara helped to plan and participated in the Hancock County Career Fair and the Waldorf Career Fair.

Looking ahead, NIACC is planning an annual job fair for October 3, 2024, and has included Sara as part of the planning committee.

The Mason City Employers' Council of Iowa collaborated with state ECI and the Human Resource of North Iowa to offer 9 ECI events, with over 100 employers and community partners in attendance. Seminar topics included Unemployment Insurance Discussion, UI Appeals 101, Employer Recruitment Strategies, AJC Open House, NDEAM Reverse Job Fair, UI Panel Discussion, Workers Compensation, and Utilizing the National Labor Exchange.

From July 2, 2022- June 30, 2023, there were 4,572 services reported for 482 businesses in Iowa**WORKS** for Mason City.

There were 72 employer-hiring events that were hosted at Iowa**WORKS** in Mason City. Employers talked to our customers about their current job openings and performed on-the-spot interviews.

Waterloo:

Waterloo is continuing with Meet Your Future Mondays and has a steady stream of job seekers and employers. During this program year there have been 124 total employers participating in Meet Your Future Mondays. Waterloo also hosts employers on any additional day of the week if that works better for them. Recently AARP has started holding informational meetings every Thursday at the Waterloo Iowa**WORKS** Center to increase their local recruitment.

The center partnered with and referred job seekers to multiple reverse career fairs in partnership with two local providers, One City and Momentum. This has proven to be popular for both employers and job seekers.

In partnership with IVRS and Project Search, IWD participated in a job fair with 10 employers at the Allen College of Nursing. Project Search is a program through IVRS, which places students with disabilities who have completed their high school diploma at Unity Point – Allen Hospital. This particular career fair was for those students who completed the program to find further employment.

The Waterloo Iowa**WORKS** Center continues to post job openings in the local area through the local Facebook page. Flyers are posted on the job board at the Iowa**WORKS** office for job seekers to take and apply either in the center or on their own. This board is also a great reference for Career Planners to show and refer job seekers to be aware of openings around the Waterloo area.

The Waterloo ECI held multiple local events and participated in statewide events. Some of these included:

- An OSHA Certification Training that was held at the Waterloo Iowa**WORKS** Center with 16 participants.
- Tackling Childcare Barriers for Your Employees, presented by Sherri Penney with the Iowa Women’s Foundation with 19 participants.
- A virtual panel about Unemployment.
- A Psychological Safety session with Dr. Ashley Lang with 23 employers in attendance.
- In June, ECI in partnership with SHRM brought in Dr. Bill Withers to present “XYZ: Bridging Generations at Work!” For this event there were 22 employers that attended, with very positive responses to the subject matter and the presenter.
- Statewide meeting about the National Labor Exchange.

Hawkeye Title II completed its second year of English Language Learning (ELL) classes on site at the Tyson Fresh Meats plant in Waterloo in partnership with the national Tyson Upward Academy. Hawkeye also ran multiple Integrated Education and Training (IET) programs for Adult Education and Literacy (AEL students). These include Commercial Driver’s License (CDL) IET, Basic Construction Skills/NCCER IELCE, Computer Numerical Control (CNC Machining) I-BEST, Certified Nursing Assistant (CNA) I-BEST, and

Hospitality Management I-BEST. IET courses align to specific career pathways and integrate and contextualize adult education activities, workforce preparation, and workforce training, and include credentials. In PY23, Title II staff developed a new Childcare Essentials IELCE to be piloted in PY24. These courses were developed based on labor market information and local student and partner demand. Title II partners with local businesses for clinicals, tours, hiring events, employer visitors/speakers, and job fairs.

Dubuque/Decorah:

In February 2022, Victor Ochoa took over the role of Business Engagement Consultant for the Dubuque and Decorah area. Prior to February, the role had been vacant for 5 months.

Dubuque provided 30 and Decorah provided 22 Walk-In Wednesday/Make Your Mark Career Fairs in the respective offices. Bringing employers and job seekers into the center. For Dubuque this incorporated 203 employer/job seeker participants and in Decorah 126 employer/job seekers. Business Services participated in 10 Career Fairs outside of the Iowa **WORKS** Centers across the 8-county area.

The Dubuque/Decorah Business Services Team, encompassing of all Core Partners, Title I, Title II, Title III, and Title IV are coordinated joint employer visits, career fairs in urban and rural areas, developed a strategic plan for 2023 and discuss continual ideas to partner. The Business Services Team meets bi – weekly.

The Business Services team provided 1,186 services from the Decorah office and 2,895 services from the Dubuque location.

An ECI training held was Employment Law. Additional training was scheduled but canceled due to low or no attendance.

EMPLOYER SERVICES:

Office	Total Employers	Total Services
Decorah	197	1,178
Dubuque	412	2,888
Mason City	482	4,572
Waterloo	464	4,102
TOTALS	1,555	12,740

Service	Total Employers	Total Services
Assisted Employer with Accessing Untapped Labor Pools	222	347
Automatic Service - Job Order Created	577	5,900
Continued Employer Engagement	144	231
Employers view internal resumes	204	3,423
New Employer Engagement	134	141
Notification to Employer of Potential Applicant	21	33
Notification to Employer of Resumes via Virtual Recruiter	1	12
Planned Layoff Response	6	8
Provided Candidate Pre-Screening	1	1
Provided Employer Information and Support Services	514	754
Provided Incumbent Worker Training Services	3	3
Provided Job Fair Services	210	274
Provided Job Order Follow-up/Assistance	156	189
Provided Rapid Response / Business Downsizing Assistance	15	26
Provided Strategic Planning / Economic Development Activities	92	133
Provided Training Services	65	72
Provided Workforce Recruitment Assistance	312	595
Referred Qualified Applicants	199	444
Registered Apprenticeship - Handoff to Office of Apprenticeship	8	12
Registered Apprenticeship - In-Depth Meeting	27	98
Registered Apprenticeship - Intro Meeting	33	35
Registered Apprenticeship - Program Registered	6	9
TOTALS	2,950	12,740

Program Highlights & Innovation

The Workforce Innovation and Opportunity Act (WIOA) is a federal statute in the United States overseeing initiatives and services related to workforce development. WIOA mandates cooperation among diverse stakeholders and the delivery of specified services aimed at facilitating individuals' access to employment, education, and training opportunities. Below we spotlight some essential aspects of our partnerships, enrollments, services, performance metrics, and partner success stories.

Referrals

Our One-Stop Operator is responsible for overseeing our referral process for the local area. When we lost our One-Stop Operator in January, the board staff assumed the role of overseeing the referral form. A Google Form referral system has been implemented across the local area since the PY21. All Core partner and Required partner staff have access to the form and use it to make cross-agency referrals. When a job seeker is referred to a program using the form, the program is immediately notified via an e-mail that includes a PDF of all customer details. This information is also included in a One-Drive spreadsheet, where staff and program directors are able to monitor all referrals made within the local area, track follow-up, and provide updates and outcomes for individual customers.

Since taking over that responsibility, Board Staff have re-developed our entire referral form. Program descriptions, eligibility requirements, and services that are offered by each program were added to the

form. This development helps to ensure that partners are referring to the correct program. Total referrals in PY22 in Northeast Iowa was 865.

Title I Adult, Dislocated Worker, & Youth

Title I services through Goodwill Industries of Northeast Iowa continued to expand and evolve with the needs of the participants that they serve. Title I served 314 Adult, Dislocated Worker, and Youth participants in PY22, and enrolled 188 new participants. Intentional focus and effort on building partnerships and linkage with partner programs and local organizations and businesses aided in an increase in referrals and creating more opportunities to co-enroll and ensure wrap around support.

In an effort to support in demand careers in Iowa, Title I partnered with local community colleges and assisted 29 participants with attending CDL training this year, as well as supporting participants with other in demand careers, such as nursing, trades, and technology.

Making services more accessible in the more rural areas of Northeast Iowa was also a focus in PY22. Satellite Title I office hours were launched in the following locations: West Union Community Library, Elkader Public Library, Guttenberg Resource Center, NICC Campus in Oelwein, and Fayette Community Library. Title I also continues to partner with Iowa Workforce Development at it's satellite location Wednesdays at the Postville Public Library.

WIOA Title I Youth program developed "Finding Your Future" Workshops, which were provided in various locations and are currently being offered in local High Schools. Workshop topics include Career and Interest Exploration, A Game (Attitude, Attendance, Appearance, Ambition, Acceptance, Appreciation, and Accountability), Resumes, Interview Skills, and Financial Literacy. Title I also assisted 36 youth with participating in Work Experience in PY22 in 24 different worksites. Goodwill Industries of Northeast Iowa continue to look for new and innovative ways to support youth and young adults in identifying a career pathway and eliminating barriers to success.

Intentional focus and effort on building partnerships and linkage with partner programs and local organizations and businesses aided in an increase in referrals and creating more opportunities to co-enroll and ensure wrap around support for Adult, Dislocated Worker, and Youth participants.

Title II Adult Education and Literacy

Northeast Iowa Community College:

The Adult Education and Literacy program went through a fair amount of rebuilding/retooling through PY22, a significant part of which has been transitioning between Program Directors as well as Instructors. Enrollment numbers during PY22 were a little lower than we would have liked, but we still had 65 students complete HiSET to earn their High School Equivalency Diploma, which is consistent with the graduation rate achieved over the two previous years.

Aside from staffing changes, there has been a major focus on delivering a consistent message to increase awareness and understanding of NICC's AEL program, both internally and externally. Much effort has been put toward making the program more accessible across the large part of the state NICC serves as well. One of the silver linings of the COVID-19 pandemic was that it forced so many to become more versatile in the way education is delivered. We continue to utilize many of the practices adapted during that time, but a face-to-face experience is just better for some students, so we have come a long way in expanding our services across the district in a controlled manner in order to maintain integrity.

There is still a long way to go in order to remove as many barriers as possible for our students, it is so important for their future and ours.

Going forward, we are looking forward to filling out our AEL Instructional Staff. There is a glaring need for companies to increase workplace literacy for their ELL (English Language Learner) employees, so it is imperative that we bring on an instructor with the skillset to serve that need through the IELCE (Integrated English Literacy and Civics Education) program.

North Iowa Area Community College:

North Iowa Area Community College served a total of 289 Adult Education students in PY22. HSE/ABE enrollment was 216 and ESL enrollment was 73. There were 58 HSE graduates between July 2022 and June 2023.

Title II programming has experienced positive growth during PY22 at North Iowa Area Community College. The Director and Associate have been in place for more than one year. In addition, the Lead Instructors bring experience and knowledge to the team. The program has made changes to better serve students, such as administering CASAS assessments prior to orientation, moving orientation to the first night of class, and breaking the morning classes into Language Arts/Social Studies and Math/Science, which allows students to attend only the subjects they need once they complete that portion of the HiSET exam.

The program has also spent considerable time and effort improving the student experience, from initial contact to graduation. An online interest form has been created and all HSE students are referred to the College's EMPOWER Program, which is designed to help students overcome barriers and find success in their learning journey. The Associate and EMPOWER Coordinators work closely with students and HSE instructors to ensure attendance, follow-through, and provide non-academic support. Also, graduation ceremonies are offered twice a year, allowing students to attend closer to the time they complete the program.

Towards the end of the program year, the Adult Education program added a full-time Lead ESL Instructor position and hired an instructor with vast experience. This has proven to be a wonderful addition to the team and program. With this position, we have been able to provide greater support for part-time ESL instructors and increase programming, particularly with Worksite ESL classes. During PY22, the Adult Education program at NIACC has been working closely with three companies and will launch Worksite ESL classes in the beginning of PY23. Our goal is to serve employees and employers by increasing individual's English skills and helping to develop a trained workforce.

Hawkeye Community College:

Hawkeye served 1,122 individuals in Title II programming, which included 541 English Language Learners and 581 Adult Basic Education / High School Completion - HiSET students. Of these, 81 students enrolled in IET programming. Fifty-three students graduated with their High School Equivalency Diploma (HSED).

Hawkeye Community College has been well respected by the State Department of Education for its Integrated Education and Training (IET) programming. It was the first in the state to offer these programs that are now expected from all Title II providers. Hawkeye's Director of Adult Education and Literacy was selected to serve on a Statewide Integrated Education and Training (IET)/ Integrated English

Literacy and Civics Education (IELCE) Initiative and to present at a local and national conference on IET/IELCE alongside Kirkwood, Iowa Valley, and the Department of Education.

Hawkeye Title II partnered with Hawkeye's Pathways to Education and Employment for Reentry (PEER) program to offer High School Completion education in the men's residential facility in Waterloo.

Hawkeye piloted a free responsive evening on-site childcare for Title II students as childcare is the most common barrier to education and employment identified by students and staff. Fifteen families with 26 children were served. Title II continued to provide emergency funds for students related to transportation, rent, and other needs with Foundation funds.

Title III Wagner-Peyser

Mason City:

In October 2022, Iowa**WORKS** in Mason City in collaboration with core partners held the NDEAM Reverse Job Fair at North Iowa Area Community College in Mason City. We counseled 13 job seekers over a 2-month period. Job seekers attended workshops and bootcamps in preparation for the event. The day of the event we brought in 7 employers the job seekers specifically requested attend the event. Each job seeker prepared an interactive booth where employers would talk with them one-on-one. Each job seekers booth highlighted their individual strengths, education, and work experiences that qualified them for employment with the attending employers. 50% of the attendees received and accepted job offers through the event.

On October 19-20, 2022, IWD staff organized two hiring events for the employees impacted by the Larson Manufacturing closing. 50 local employers attended the hiring events and helped connect employees with local employment opportunities in similar career fields they previously held at Larson Manufacturing.

In February 2023 employees toured local employers to gain a better understanding of the work environment and career options available at each location. Employer tours were conducted at IMT, Smithfield, and Curries.

On March 15, 2023, IWD staff members helped organize, promote, and then attended the Career Fair held at Waldorf University in Forest City, IA. Employees talked with attending students about services they can utilize through Iowa**WORKS** to narrow down their career search with labor market information, create a resume, and prepare for upcoming interviews.

The Hancock County High School Career Fair was held on April 14, 2023. IWD staff members helped organize the event, promote the event to local employers, then Business Engagement Consultant Sara Cook assisted attending employers during the event. The career fair connected area employers with high school students from the surrounding communities. Opportunities for summer employment were highlighted by attending employers as well as long term career opportunities for graduating seniors in attendance.

On June 15, 2023, IWD staff attended the Student Transition Fair held at the John V. Hanson Career Center in Forest City, IA. Staff talked with attending students and their parents about the plethora of services available to them through Iowa**WORKS**.

Throughout the year staff members performed outreach at various partner organizations. Staff set up information booths and/or provided information to customers of North Iowa Community Action,

Hawkeye Harvest Food Bank, La Luz Centro Cultural, and the Iowa National Guard. Staff were able to bring services and information straight to the customers that could benefit from them the most.

Waterloo:

In October 2022, all Core partners participated in an NDEAM Manufacturing open Interview and Showcase. Partners worked with job seekers prior to the event to prepare them to meet with employers and be job ready. During the event the partners were able to connect job seekers to local employers; BCI Corrugated, TrinityRail, Geater Machine and Mfg., Tyson, and O'Neal Steel
In the Fall 2022, Waterloo staff conducted presentations regarding registered apprenticeships at the Juvenile Detention Center, the Waterloo Career Center, and the Cedar Falls Hawkeye Community College Center.

IWD staff along with representatives from Hawkeye Community College represented the Iowa**WORKS** center at the local Juneteenth Unity in the Community Event on June 17th. Those who attended were glad that they attended and were able to make many referrals to our core partner programs, particularly the youth program.

Iowa Workforce Development was a sponsor of the Marching Against the Darkness event. This event is for youth and provides workshops in arts and leadership along with a college and career fair. The event that takes place in the evening is a marching/drill team competition. This event brings in youth from across Iowa and nearby states.

Partners participated in a career fair at Heartland Acres with 12 employers in attendance. This event was in partnership with Grow Buchanan, Independence Chamber of Commerce, ISU Extension Sedona Staffing and Hawkeye Community College.

Center staff participated in a resource fair at the Waterloo National Guard Armory; Iowa**WORKS** was there to provide information about the services that are available at the One-Stop Center. Information included resources about all Core Partners programs and services.

In May, the center implemented a new service tracking form for use in the exploratory area and has noticed a significant increase in job seeker services compared with 2022 numbers. In June, reported services increased by 32.5% over the same period in 2022.

Dubuque/Decorah:

The Postville location continued to be open at the Postville Library every Wednesday. The location was very helpful during the time of two permanent layoffs locally and in the surrounding community. Overall, at least 42 people were served from the Postville location. The numbers vary each week, and we will continue to monitor the services in that location.

The Dubuque office partnered with Four Mounds to present information in a Workforce Readiness series to their training programs. Every Monday for approximately 3 months, a career planner went to Four Mounds and presented information and met individually with participants as needed. We will be looking to re-initiate this program or something like it again this upcoming year.

Both Dubuque and Decorah locations, partnered with NICC to provide a Workforce Readiness program to students in their career pathway programs as part of the pathway curriculum. This partnership occurred once in Calmar and on two different occasions in the Peosta/Dubuque NICC locations.

Dubuque and Decorah partnered with local K-12 community school districts for 21 different events ranging from mock interviews, workforce readiness presentations, LMI presentation to career fairs.

STEM Festivals continued with the Manchester location being held on 10/27/22 and in the Dubuque location on 4/7/23.

Overall – Dubuque and Decorah participated in over 56 events out in the local communities.

A new initiative was launched with local libraries receiving monthly emails, individual visits and community programming was developed. Across the area, 8 libraries have had individual visits. The Lansing library held a career fair in partnership with IVRS and at the Dubuque Carnegie Stout Library, we had a career planner at the location 1x/a week. This has been a great initiative and team members at the libraries have been thankful for the information and extra support for the services they provide. We will continue these efforts.

Rapid Response

The Worker Adjustment and Retraining Notification (WARN) Act requires employers with 100 or more employees to give a 60-day calendar written notice when there is a plant closing or mass layoff. The notice provides employees time to prepare for the potential loss of their job, find new employment, and, if necessary, enroll in training. Our partners provide a number of services for dislocated workers through rapid response events. Rapid Response is used to quickly coordinate services for companies and the affected workers. Rapid Response Events were held to address the immediate needs of workers and employers facing sudden economic changes, such as layoffs, business closures, or other unforeseen circumstances. These events are crucial in providing timely support, information, and resources to those affected.

In PY22, nine employers were served by Rapid Response services. In-person Worker Information Meetings (WIMs) were conducted for 8 employers in collaboration with the businesses along with mailing or emailing necessary paperwork. The meetings were held at various times to accommodate the schedules of the affected employees. Many community partners assisted with rapid response events as well. Each local team has a lead, representation from each of the core partners, and Business Engagement Consultants. Our rapid response teams work together on providing Worker Information Meetings, job fairs and other events because of each rapid response. Northeast Iowa received the following WARN notices in PY22:

Company	Location	Number of Employees	Industry
Georgia-Pacific Corrugated LLC	Dubuque	85	Manufacturing
Larson Manufacturing	Lake Mills	197	Manufacturing
Evangelical Lutheran Good Samaritan Society	Postville	45	Health Care and Social Assistance

Masterbrand Cabinets LLC	Waterloo	61	Manufacturing
Richelieu Foods, Inc.	Grundy Center	81	Manufacturing
Commercial Vehicle Group	Monona	45	Manufacturing
Country Winds Manor	Cresco	48	Health Care and Social Assistance
Upper Iowa University	Fayette	35	Educational Services
Lutheran Service in Iowa	Waverly and Dubuque	13	Health Care and Social Assistance

Worker Information Meetings were held where each of our core partners are represented. Additionally, job fairs were arranged for the dislocated workers from Omega/Masterbrand, Core Plastech, and Richelieu Foods. Employers who participated in the events were pleased with the results and were able to hire many of the workers they spoke with. The six employers at the Core Plastech job fair were able to employ all but two of the displaced workers. This job fair was a joint effort between the Waterloo and Mason City offices.

Two career fairs were organized in response to the Larson Manufacturing closing in Lake Mills. On October 19th and 20th over 50 employers participated in the on-site hiring events and met with over 120 impacted employees.

Rapid response events are time-sensitive and require a high level of coordination among partners, employers, and community organizations. By addressing the immediate needs of both workers and employers, these events play a crucial role in minimizing the impact of sudden economic disruptions on the local workforce. Our partners continue to react quickly to these events and collaborate with each other to provide resources and services to those affected.

Registered Apprenticeship, OJT, OST, WEPs

Title I assisted 36 participants with participating in Work Experience in PY22 in 24 different worksites throughout Northeast Iowa. Work Experience opportunities were expanded to meet the individual needs of youth participants throughout the local area. Several individuals participated and successfully completed WEPs in various settings, such as restaurants, car repair shops, and a day care. Title I partnered with Convivium Urban Farmstead for the second year to provide summer work experience to three local youth.

Title I in partnership with Dubuque Schools continued its six-week summer work experience program at the Swiss Valley Nature Preserve in Dubuque County. Each year eight students from the local special education programs in Dubuque are invited to apply for the opportunity to participate in the program. Students worked to trim trees, clean up trails, paint, and spread wood chips. This program continues to be a positive program for Swiss Valley and the students that are enrolled. Students enrolled in the program learn basic work skills that will help them maintain employment in the future. WIOA funds were utilized to provide students with work boots, shirts and hats needed for their outdoor work duties and paid their wages for the six weeks they were participating in the work experience.

Title I continued its partnership with an Electrical Apprenticeship program in the Mason City and Waterloo area and Title I assisted six participants, who are currently completing their apprenticeships with the JATC. Supportive services will be provided throughout this program as well.

Offender Re-Entry

Dubuque/Decorah:

Dubuque has continued with a quarterly Re-Entry Meeting including all Core Partners and community agencies along with Department of Corrections. These meetings have discussed concerns and issues for Dubuque but also the development of programming for the area.

Title III Career Planners were involved with the Workforce Acceleration Program at Dubuque County Jail. This program was initially an 8-week program and then condensed to 4 weeks. Fountain of Youth is leading this program in partnership with Title III Iowa**WORKS** and Northeast Iowa Community college. EMERGE is now also incorporated into the last two weeks of this program.

Dubuque and Decorah had 2 Career Planners complete the OWDS certification process. The overall goal of OWDS is to educate career development specialists and reentry service providers on best practices in Reentry and to help them better understand the layers of barriers that justice-involved citizens have when preparing to return to the workforce.

The EMERGE workshop was held on two occasions at the Iowa**WORKS** Dubuque location.

Weekly visits were initiated with West Union Correctional Facility to meet with returning citizens at the facility.

Waterloo:

The Waterloo office in coordination with Title I partners help career fairs at both Department of Corrections' residential facilities (male/female).

A Career Planner holds regular hours at the Waterloo Women's Center for Change (WWCC), a residential facility. Every Friday morning the Career planner is available to assist with resumes, job search, interviewing skills, and discuss career possibilities. This has been a great resource for the residents and staff. The current staff member who is providing assistance is on an alternate work schedule, so he starts his day there at 7:00am which allows him to see more people who are coming or going from work and appointments.

Title I continues to meet with the committee that was developed to providing supportive services to individuals coming out of jail and prison with a focus on connecting individuals to training, increasing employability, and connecting them with the resources needed to obtain and maintain permanent employment. Title I and partner programs, Title III and Vocational Rehabilitation are involved in planning efforts as active members of this committee as well as various community organizations.

The Pathways to Education and Employment and Reentry (PEER) program at Hawkeye Community College applied for a U.S. Department of Justice (US DOJ) grant during the summer of 2023. The Pathways to Education and Employment for Reentry (PEER) program at Hawkeye Community College has been developed to provide education and career services to individuals with a criminal record involved with the 1st Judicial District. Ninety-five percent of individuals with a criminal background

return to the community after completing the required steps set forth by the district. Many of these individuals are not aware of the education and employment resources that are accessible to them in the community. The Pathways to Education and Employment for Reentry program will integrate these services into the Black Hawk County Jail, Women's Center for Change and Waterloo Residential Facility. The goal is to provide services to 120 individuals in the first year that the program is implemented.

Mason City:

The Mason City office continued to work with Beje Clark Residential Center to help recently returning ex-offenders find employment. All new residents are required to meet with a Career Planner at Iowa**WORKS** within their first few days at the center.

Serving Job Seekers with Disabilities

Iowa Vocational Rehabilitation Services (IVRS) staff is co-located or has a presence in each of the Iowa**WORKS** Centers in the Local Area (Dubuque, Decorah, Mason City, Waterloo). IVRS provides expert assistance in the area of vocational services for those with disabilities, with highly trained Master's level counselors serving each individual. Those with visual impairments are served in the same manner through IVRS sister agency, the Iowa Department for the Blind (IDB). Customers accessing Wagner-Peyser or Title I services that attest to having a disability or barrier to employment are referred to IVRS or IDB as appropriate. IVRS and IDB meets with all WIOA partners monthly to ensure a seamless customer experience for customers working with multiple partners.

IVRS and IDB are a vital part of the workforce system. Staff members participate in Business Service team meetings, Core Partner leadership team meetings, center management team meetings, and DAC meetings. Northeast Iowa has defined individuals with disabilities as an additional adult priority of service group. Our local area continues to show our dedication to this group.

IDB collaborated with Iowa Education Services Blind Visually Impaired (IESBVI) to provide pre-ets services. IDB often collaborates with IVRS to secure work experience opportunities for students. The collaboration with core partners continues to happen on a regular basis for IDB staff members through job training, open house events, informational meetings, and staff training opportunities.

In Mason City, a transition fair was held in Forrest City for students/parents in Winnebago and Hancock County. In addition to our WIOA partners, county case management, community rehabilitation partners, and benefits planners were there so parents and students could understand what resources were available to them as they transition out of high school. In addition, a reverse job fair and a job fair were held to give individuals with disabilities more opportunities to interact with potential employers.

Dubuque continues to partner with NICC on developing programs specifically for individuals with developmental disorders. The Flourish CNA Program will resume in January or February of 2024. Starting in January 2023, we began discussions with the National Mississippi River Museum and Aquarium to assist them in making their facility more disability friendly. We then partnered with Great Plains ADA for a physical accessibility evaluation that included previous job candidates from IVRS who evaluated based on their observations related to their barriers. Since that time we are providing ongoing disability awareness and sensitivity training. This has also led to a great partnership that has allowed for more placements of our job candidates at the museum. We are currently partnering with

IWD in Waterloo to provide some additional business services for VR in our area (thanks Niki Litzel). In addition, for NDEAM we are having an Employment Resource Fair on October 12.

Dubuque hosted an IVRS client for their On-the-Job Training. This individual assisted with answering phones, putting together folders for the center, making copies and was a welcome member to our team. This individual ended up finding employment and was very happy to be able to be a part of our team at the center.

In partnership with IVRS and Project Search, IWD participated in a job fair with 10 employers at Allen College of Nursing. Project Search is a program through IVRS, which places students with disabilities who have completed high school at Unity Point – Allen Hospital. This career fair was for those students who completed the program to find further employment.

Transitional Alliance Program (TAP) is a joint program between IVRS and Waterloo Community Schools. The participants of this program toured the Waterloo office and received information about Iowa**WORKS** resources, programs, and services available to them.

Veteran Services

Veteran's utilizing Iowa**WORKS** services receive priority regarding service access, intensive Case Management and have a dedicated employment specialist to facilitate connections and placement with employers who are veteran focused. In addition, these activities are supported through ongoing training to Iowa**WORKS** staff and partners on the importance and the legislation related to Priority of Service.

Home Base Iowa Champion/Career Planners have been designated to work with veterans who do not meet JVSG eligibility and are still looking for additional 1 on 1 assistance with their job search process. The Home Base Iowa Website is still available for information for veterans and employers across the state. The uploading of resumes is no longer available. The HBI Career Planners are working with the veterans to review resumes and 1 on 1 assistance.

Home Base Iowa made progress in reaching the goal of all 99 counties as HBI Community designation. The counties in our area that have not reached HBI designation is Chickasaw, Delaware and Bremer counties.

Dubuque hosted a veteran and AARP (SCSEP) participant as a Work Experience Placement Program. This individual worked with our Career Planners, Veteran Representative, attended trainings, answered phones, put together folders for the center and made copies and packets of information as requested. This veteran found employment and was glad they were able to be a part of our team.

On September 24, 2022, Mason City held its first Veteran Stand Down. The event was planned and executed by community leaders including the IWD Veteran Career Planner Josh Davison. The event brought together community partners, business, and organizations to assist veterans with barriers address multiple issues at one time and place. The event brought in a total of 178 Veterans with 25 needing intensive services available through Iowa**WORKS**.

On June 10, 2023, IWD staff held a booth at the Yellow Ribbon Reintegration event held at the Mason City Armory. Home Base Iowa Champion Rita Miller talked to attending military and spouses about priority of service and programs available through their local Iowa**WORKS**.

During PY22, Worth, Winnebago, and Cerro Gordo counties became Home Base Iowa communities. Valuable groundwork was also completed for Mitchell County becoming a Home Base Iowa Community in PY22. Meetings took place between Iowa**WORKS** staff, the HBI Program Manager, and Mitchell County leadership. Due to those meetings, Mitchell County had their HBI Ribbon Cutting Ceremony scheduled for September 28, 2023.

In November 2022, Waterloo welcomed Bret Ford to serve as the Veteran's Career Planner. He has reported many success stories of veterans that he has assisted to become job ready and employed. He has developed relationships with Veterans Administration offices.

The Waterloo Iowa**WORKS** center planned and hosted a Veterans Resource Fair at the Grout Museum in partnership with JVSG Career Planner, Upper Iowa University, and the Grout Museum District. There were 14 employers and agencies that attended the event.

Americans for Independent Living is a non-profit in Waterloo which provides transitional housing for homeless veterans, home modifications, and furniture for veterans in the Cedar Valley area, presented to the Waterloo partners and staff. They have participated in the veteran's resource fair and have begun working with the Operations Manager in Waterloo to plan a supply drive during October and November 2023 for supplies needed for the veterans they are serving.

Work continues towards Bremer County becoming designated as an HBI county. Presentations were made to the Board of Supervisors about the program and what is required. Work has been done with local Economic Development offices to discuss partnerships. The JVSG Career Planner and Operations Manager attended a board meeting to talk about the project.

Migrant and Seasonal Farmworker Outreach

Veronica Guerrero was brought on as Northeast Iowa's Migrant Seasonal Farm Worker Outreach Specialist. Veronica is responsible for performing onboarding meetings with new Migrant Seasonal Farmworkers when they arrive on the worksite. She also performs field checks, provides technical assistance to employers, and provides technical assistance to migrant seasonal farm workers. Since January 2023 Veronica has contacted 1,503 Migrant Seasonal Farm Workers and visited 485 Agricultural Employers throughout the local area.

Implementation of Priority of Service

Veterans and their spouses are given priority to all services offered in the Iowa**WORKS** One-Stop Centers. When individuals enter the Iowa**WORKS** offices they are asked if they have served in the military or if they are the spouse of a service member. If yes, they are thanked for their service and/or support and are given special packets of information containing center and Veterans services. Staff are honored to always express gratitude to military members and their families for their service. All services offered are given priority to veterans/covered persons, which means they are served first before other individuals who are seeking services at that time. Veterans receiving public assistance are the highest priority.

Participant Success Stories

Success Story #1:

A few months ago, an individual came to enroll for the NICC HSED Program. He had been incarcerated for about 10 years and was staying in the Dubuque Elm Street Facility halfway house. After enrolling in HSED, studying, and coming to class, he passed all his HiSET tests and graduated. He accomplished this academic achievement while also working a part-time job and remaining in good standing with the Elm Street Facility. He then applied to the credit side of the College and was accepted into the Computer Numerical Control Program. Additionally, the NICC Adult Education Program helped him apply for, and secure, funding from Promising Future Funds for a deposit and first month's rent for an apartment, which will also serve as a place for him to furlough from the Elm Street Facility as he continues to level up and make progress towards completing and exiting.

Success Story #2:

Recent TAA graduate from NIACC secured a job! He was laid off from the Eaton plant making \$21.12/hour. He completed NIACC's Business Administration AAS program through the TAA benefit he was eligible for, graduating December 2022. He was hired by Smithfield, working as a manager for 2nd shift, making more per hour than what he made at Eaton in his desired occupation. This was a joint effort provided between Trade Advisor and Title III Career Planner.

Success Story #3:

Home Base Iowa Champion Marcia Mork successfully case managed a veteran and helped him obtain gainful employment. Marcia signed-up the veteran to attend work readiness workshops, helped him update his resume, set up virtual recruiter on his IowaWORKS.gov account, and referred employment opportunities to him. The veteran reported he obtained gainful employment at Sukup's Clear Lake location. He mentioned the job fits well due to the family values of the company and was thankful for Marcia's assistance.

Success Story #4:

The Teach Iowa transition to IowaWORKS.gov was an assignment that came with little time to make big impact. Our Business Engagement team came together under Kathy Anderson's leadership and worked with our amazing job center partners to quickly make lemonade from what easily could've been some very sour lemons. The timing of this wasn't ideal and the school districts were stressed to say the least. The great news is the feedback we received was overwhelmingly positive. We heard repeatedly that our quick response and communication was greatly appreciated. The new partnerships formed with our school districts are very beneficial for all involved. Here in Mason City our Operations Manager, Todd Oesterle, was quick to step up to the plate and began mass imports of school districts job openings and many of our Career Planners stepped up to help with the project too. Kris Dunn, Mila Baier, Heather DeGroot and Rita Miller all helped. This was extremely helpful in that it allowed me time to continue to go to the school districts and meet with the superintendents and principals and train them on IowaWORKS, ensuring that it was a positive experience and that they were comfortable with the transition.

Success Story #5:

A customer was looking for clerical positions, she stated that for the last 6 years she has been working at fast food as a Cashier and prior to that she worked for a manufacturer for 19 years as a Production Worker. She stated that she was ready for a change, she said that she wanted to try something new

instead of factory and/or fast-food restaurants. She stated that she was very frustrated and depressed because many of the interviews she has done with local employers had not been successful. For a couple of months she received assistance with interview tips, one-on-one mock interview, and guidance in completing employment applications. On July 27 customer came into the office to let us know that she was scheduled for 2 interviews later in the afternoon: one with Bank as a Teller and the other with the hospital as a Clerk. She asked if we could help review some of the interview questions with her, she stated that the mock interview she had in a while back was very good and learned a lot from it, but still she didn't feel comfortable and wanted to make sure the answers were fresh in her mind. Career Planner reviewed some of the questions and provided guidance and Title I helped with clothing for the interview. She stopped in the office to let us know that she accepted the Bank Teller position.

Success Story #6:

A customer was eligible for TAA, and wanted to use services to gain her RN license. TAA funded her education, required, books, and fees, along with some transportation reimbursement. Title I reimbursed for childcare and other transportation expenses. Customer received Registered Nurse license. Customer was originally laid off from a company making \$21.12/hour. She is thankful for assistance from both TAA and Title I to accomplish her goals and provide for her family. The customer is now employed by a healthcare provider earning \$27/hr.

Success Story #7:

Job Candidate who came to VR with undiagnosed Autism, dyslexia, anxiety, amongst many other things would barely speak a word and has now interned with Autism Speaks and is working at River Museum and getting raving reviews. He is living on his own and is double majoring at Emmaus Bible College. He usually needs extended time on everything and has a very hard time expressing his own thoughts in writing. He just finished up a Theology paper, on his own, and on time! He celebrated with Mom and the first thing he said is "I'm proud of myself - I did it!!" That's a huge milestone to even make that statement out loud - he is usually horrified any time he is praised or complimented by others. It also turns out that River Museum has been telling Mom how happy they are with their partnership with VocRehab and are very proud of the changes they have made to their website and environment based on VR recommendations.

Success Story #8:

Ei Meh was born in Thailand after her family fled from their home country of Burma (Myanmar) because their village had become dangerous. Living in Thailand was difficult, and there were not a lot of opportunities or options for Ei Meh. In 2011, she and her husband moved their family to the United States for more opportunities. It was not easy for her and her family to start a new life in the United States. Ei Meh said, "If you don't understand English, you can't get better jobs."

Hawkeye Community College Title II and Goodwill Title I have provided the opportunities Ei Meh was looking for, and she has seized everyone. Since joining ELL classes at Hawkeye in 2015, she has progressed from high beginning to advanced level English class and has participated in Citizenship, Family Literacy, and IET classes, such as Hospitality Management, Basic Construction, and currently, Child Health, Safety, and Nutrition. Title 1 supported her through career counseling, and they continue to support her with transportation reimbursement and other supportive services like daycare costs, books, and testing fees.

Following her Basic Construction IELCE, Ei Meh participated in another Hawkeye program, WE Build, to further her construction skills. Ei Meh received financial assistance and transportation reimbursement through Title I during her WE Build program to help relieve the financial stress of going to classes full

time with little income coming in to help pay for gas to attend classes. Ei Meh has challenged the traditional gender roles in the construction world and has done extremely well learning new skills. She has transferred these skills to her own home projects as well as her current employment with Peters Construction.

Ei Meh wants a better life for her children, and she wants them to understand where they came from and what she and her husband as parents have been through and have learned. Ei has shared the importance of being educated, knowledgeable, and a pillar in her community as a resource for others to excel. We are extremely proud of the support systems she has utilized to achieve her goals. Once she completes the ELL program, she wants to transition getting her High School Equivalency Diploma. SheMeh is not yet sure where she will eventually end up, but she does know that she wants to take advantage of every opportunity she is given.

Success Story #9:

“Dar” was enrolled in ESL at NIACC class last year. She came every day for three months and drove 40 minutes to get to class. Dar was from an island that mainly spoke Spanish and was more comfortable only speaking Spanish at first. She gradually started speaking English and practiced the online materials at home and kept improving. Dar was very determined and not afraid of studying or working hard. When she was done with the class, she tested higher than necessary for her job, and she is now a supervisor at the factory where she works. She and her husband are both hard workers and enjoy living in this area.

Success Story #10:

From a student: Hello, it's First Name (Last Name). I recently finished the HSE program at NIACC and wanted to extend my gratitude to NIACC for this wonderful change in my life. I'm sorry it took so long to write this, but that's a direct result of graduating! Just before I started HSE, I had left a "going-nowhere" job that I despised, and after finishing, I quickly got a better job for more pay, full time hours, health care and less stress. You all made, through this program, an immediate positive impact on my life, and at the graduation ceremony I even found out my scores offered me a scholarship. Thank you very much for the work you all do. I hope you all have a happy '23!

Success Story 11:

NIACC's EMPOWER program worked with a young man who was on probation for some significant crimes. He was afraid he would never be able to pursue a career because of his past. His Probation Officer referred him to EMPOWER, inquiring about the Production Welding IET. He attended all his classes and appointments with his EMPOWER Coordinator and followed through on everything. His attitude really changed as he was so appreciative of the opportunity. He feels like he now has a chance at a career he really wants and is pursuing a degree in welding.

Annual Performance Analysis

WIOA Performance Levels		
LWDA: Northeast Iowa	Program Year: 2022	Performance Assessment

Adult						
	Local Negotiated Rate (Goals)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual
Employment 2nd Qtr	72.5%	75.8%	75.8%	72.3%	66.2%	73.0%
Employment 4th Qtr	66.0%	80.7%	81.5%	80.0%	64.1%	81.3%
Median Earnings 2nd Qtr	\$6,100	\$7,109	\$7,865	\$7,186	\$5,210	\$5,762
Credential Attainment	65.0%	45.7%	54.3%	51.2%	56.8%	67.6%
Measurable Skills Gain	44.0%	31.0%	43.1%	50.6%	65.6%	70.5%

Dislocated Worker						
	Local Negotiated Rate (Goals)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual
Employment 2nd Qtr	81.0%	86.7%	84.5%	82.3%	75.4%	78.9%
Employment 4th Qtr	81.5%	84.8%	85.1%	83.6%	69.5%	79.6%
Median Earnings 2nd Qtr	\$8,900	\$10,802	\$11,349	\$12,484	\$13,338	\$12,985
Credential Attainment	69.0%	55.0%	63.9%	75.7%	76.7%	80.0%
Measurable Skills Gain	44.0%	60.0%	74.6%	49.2%	78.0%	75.0%

Youth						
	Local Negotiated Rate (Goals)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual
Employment 2nd Qtr	73.0%	69.0%	78.1%	67.9%	58.3%	62.5%
Employment 4th Qtr	73.0%	85.7%	82.2%	73.2%	72.4%	72.4%
Median Earnings 2nd Qtr	\$3,700	\$2,168	\$2,168	\$3,900	\$3,911	\$3,922
Credential Attainment	56.0%	50.0%	54.8%	37.0%	40.0%	52.6%
Measurable Skills Gain	41.0%	12.1%	11.4%	15.0%	26.1%	29.4%

Wagner-Peyser						
	Local Negotiated Rate (Goals)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual
Employment 2nd Qtr	60.0%	67.4%	69.8%	75.4%	77.6%	77.7%
Employment 4th Qtr	67.0%	69.3%	70.0%	70.2%	71.1%	71.4%
Median Earnings 2nd Qtr	\$6,600	\$7,443	\$7,731	\$8,480	\$8,664	\$8,663

Title I:

Title I reported there were 335 total participants served in PY22. Below is a breakdown of location and program.

Program Participants	Decorah	Dubuque	Mason City	Waterloo	Total
Adult	26	25	43	70	164
Dislocated Worker	2	12	34	22	70

Youth	5	42	35	19	101
TOTALS	33	79	112	111	335

ADULT – Characteristics:

Office	Enrolls	Male	Female	Eligible Veteran	Disability	Unemployed	Low Income	Older Individual	Ex-Offender	Single Parent
Decorah	26	5	21	1	6	12	17	1	1	10
Dubuque	25	7	18	0	9	20	16	4	4	7
Mason City	43	22	21	2	5	35	27	5	4	4
Waterloo	70	38	31	1	10	36	46	5	15	16
TOTALS	164	72	91	4	30	103	106	15	24	37

DISLOCATED WORKER – Characteristics:

Office	Enrolls	Male	Female	Eligible Veteran	Disability	Unemployed	Low Income	Older Individual	Ex-Offender	Single Parent
Decorah	2	1	1	0	1	1	1	0	0	1
Dubuque	12	6	6	0	2	12	4	3	0	1
Mason City	34	16	18	0	2	24	8	5	2	4
Waterloo	22	10	12	3	1	21	5	3	0	1
TOTALS	70	33	37	3	6	58	18	11	2	7

YOUTH – Characteristics:

Office	Enrolls	Male	Female	Disability	Out-of-School	In-School	Ex-Offender	Homeless/Runaway	Foster Care	Single Parent
Decorah	5	2	3	2	3	2	0	0	0	1
Dubuque	42	25	15	39	19	23	2	3	2	1
Mason City	35	22	12	24	17	18	5	0	2	2
Waterloo	19	12	7	11	17	2	0	0	1	0
TOTALS	101	61	37	76	56	45	7	3	5	4

Title II:

Hawkeye Community College in PY22 served 1,127 students. They had 655 "participants," defined by the DOE as having at least 12 hours of instruction.

North Iowa Area Community College served a total of 289 Adult Education students in PY22. HSE/ABE enrollment was 216 and ESL enrollment was 73. There were 58 HSE graduates between July 2022 and June 2023.

Northeast Iowa Community College in PY22 served a total of 454 students. 340 of those students were ABE/IET/HSE students. There were 114 ELL students and 83 HSED completion students.

Title III:

In PY22, Wagner-Peyser staff served the following in Mason City, Dubuque, Decorah, and Waterloo:

25,140	Signed into VOS Greeter
6,280	Registered in Iowa WORKS
6,957	Individuals Logged into Iowa WORKS
10,770	Distinct Individuals Received Services
122,695	Services Provided to Individuals
9,318	Resumes were Added

12,830	Services Provided to Employers
9,324	Wagner-Peyser Applications were Completed

Title IV:

IVRS reported that there were 2,241 customers that were served in PY21, along with an additional 1,085 students. Total participants served in PY21 with students was 3,326. There were 518 individuals that have been closed and considered stable in employment. For the entire program year, IVRS served 2,974 JCs. We had 490 successful closures this PY. In addition, IVRS are serving 1,207 students as "potentially eligible."

IDB in Northeast Iowa reported that there were 57 clients that were served in PY22. There were 26 pre-employment transition clients that were served, and a total number of 26 closures were 9.

Future of Workforce in Northeast Iowa

As we move to a new year, our work never ends and there is much more to be done. The challenges and opportunities ahead demand our continued dedication to excellence and a commitment to adapt to the evolving landscape of workforce development.

Our commitment is to proactively address the evolving nature of work and equip our community with the skills and support needed to thrive in the future. We believe that staying ahead of workforce and economic trends, we can play a pivotal role in shaping a resilient and adaptable workforce.

We are excited about the journey ahead and we remain dedicated to serving our communities and accomplishing our workforce development goals and strategies of the Northeast Iowa local area. We thank you for your continued support and partnership as we navigate the exciting challenges and opportunities that the future workforce presents.