



# Western Iowa Workforce Development

## Annual Report – FY 2020

### Executive Summary:

The 2020 program year for the Western Iowa Workforce Development area was both challenging and rewarding. The COVID-19 pandemic led to many challenges trying to serve customers located in the One-Stops and throughout the local area. Staff members working on unemployment insurance benefits put in many more hours than normal, often six and seven days per week. Staff working to assist enrolled participants developed options to meet with them outside the walls of the One-Stop while ensuring everyone maintained safe distances and still received the services they needed. The whole of the One-Stop system in Western Iowa continued serving people who needed their assistance and compassion during some of the darkest days of the year and the pandemic.

Business and industry sought to overcome their own challenges to continue providing services and products that the local area, state, region, and country needed to survive and maintain daily life. As everything continues to evolve and return to “normal”, there is still a great need for skilled workers. The Western Iowa area continues to address the needs of both business and industry and the workers required to fill their open positions.

The success stories that emerged from the past year demonstrate the dedication of everyone involved in the workforce system. Everyone seeking to improve their situation, improve their skills, or advance their careers can receive the guidance and support they need through the WIOA partners.

### Local Workforce Development Area System:

#### Counties:

The Western Iowa Local Workforce Development Area (LWDA) serves Audubon, Carroll, Cass, Cherokee, Crawford, Fremont, Greene, Guthrie, Harrison, Ida, Mills, Monona, Page, Plymouth, Pottawattamie, Sac, Shelby and Woodbury Counties.

## **IowaWORKS Centers:**

The Western Iowa LWDA is served by three IowaWORKS One-Stop Centers located in Council Bluffs, Denison and Sioux City,

## **LWDA Strategic Objectives:**

The Western Iowa LWDA mission statement is as follows: Western Iowa Workforce Development is dedicated to maintaining a strong and sustainable workforce by providing consistent and comprehensive access to resources, training and services to support both employers and employees. Together, we will work in partnership to foster continued growth within the local workforce.

As part of that mission the LWDA seeks to grow local economies throughout Western Iowa by connecting employers and employees, ensuring workers have opportunities to enhance their education and skills.

The Western Iowa Workforce Development Area will deliver a demand driven system that focuses on building a workforce of high skilled, high wage jobs that will enable the business and industries of our area to remain competitive in a global environment. The One Stop System offices within our area are 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 vision of the Western Iowa LWDA is for all career-seekers to have a career path and that all businesses will have their positions filled with career-ready individuals.

The values governing the Western Iowa LWDA 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.

## **COVID-19 Pandemic Response:**

The IowaWORKS offices were closed to the public for the early months of the 2020 program year. To serve current and potential participants staff utilized outside meeting locations and areas. Title 1 staff took tables and chairs to the parking lot and met with individuals to see if they qualified for Title 1 services. On occasion, staff also worked in meeting rooms that had limited access to the One-Stop to complete applications, assessments, and enrollment paperwork. Staff from Title I continued working with anyone seeking services, especially dislocated workers. Due to limited outreach efforts,

options, and opportunities, staff made many phone calls and tried to set up virtual meetings whenever possible. The limited number of people seeking assistance or going through the One-Stop for assistance greatly limited services under the grant during this time frame.

## **Sector Strategies:**

The sector strategies for the Western Iowa LWDA include working on developing strategies for credentials in career pathways specifically utilizing the following: High School Equivalency Diploma (HSED), Certified Nursing Assistant (CNA), and Commercial Driver's License (CDL). In addition, stackable certificate and credential programs including welding, HVAC, and auto-tech use a blending of funds including GAP tuition assistance to support both the direct education costs as well as other expenses such as transportation and dependent care. Labor Market Information (LMI) is provided to HSED classes to help students better understand their options for career pathways. Registered Apprenticeship options are available for those participants who struggle with regular classroom attendance and learn in a "hands on" environment. This allows for individuals to also earn income to support themselves and their families while learning a high demand skill. One-to-one support for the most significantly disabled (MSD) participants is provided to make sure they are fully aware of their options and career expectations. Staff from all the core and partner programs continue working one on one with students who have barriers to employment including ELL, HSED, MSD, and ex-offenders/returning citizens.

Due to COVID19, all businesses regardless of sector have all experienced labor shortages. Advanced Manufacturing in the area seems to be more negatively affected and many of their positions require more skilled labor. Future Ready Iowa still addresses many of the issues that employers face. The Western Iowa LWDA is still working to focus on assisting businesses with Registered Apprenticeship programs, assisting our community schools to partner with local businesses to provide the training our youth need for the workforce of the future, and ensure that Iowans have access to the training and education they need to fill these jobs.

## **Business Services & Employer Engagement**

Throughout most of the fiscal year the Title III staff were primarily focused on unemployment as a response to COVID19. Staff were rapidly trained in unemployment programs such as Pandemic Unemployment Assistance and Federal Pandemic Unemployment Compensation that were authorized under the CARES Act and continued in the laws that followed throughout the year.

The Business Marketing Specialists were able to assist businesses in finalizing Registered Apprenticeship programs throughout this time, but other services and travel was very limited. We were not able to provide typical job fairs and other in office hiring

events that were successful in the past and we had to innovate. In October 2020 IWD entered a trial with Brazen. Brazen is an online virtual job fair website that allows business representatives to attend or host job fairs without having to leave their offices, pack up a bunch of brochures and giveaways to attract job seekers to their booths, and it allows them to gather resumes and contact information from job seekers. They can also host chat sessions with job seekers. Job seekers can register on Brazen's site and upload their resume which can then be used for future events. They can enter chat sessions with employers to tell recruiters about their experience and why they would be a good fit. The first event was held that month. It was small but successful as three business representatives attended and interacted with 13 job seekers. The next hosted event was a Veteran Career Fair just after Veterans Day which attracted 45 representatives and 63 Veterans looking for work. Other virtual career fairs throughout the pandemic were not as successful but efforts are still underway to work on marketing strategies to help get the most out of this tool.

Drive through job fairs were another way staff helped connect businesses and job seekers. The Council Bluffs office held an event in the spring. Over 200 businesses provided flyers for folders that our staff put together for job seekers. Over 80 job seekers in the area came through to pick up information from hiring businesses. The Sioux City office also held a drive through job fair in the summer with a different twist. Instead of flyers, the businesses came for what was like a tailgate style job fair in the One-Stop Center's parking lot.

Once the offices were able to open back up in June, staff were again able to host businesses to come into our centers and setup a recruitment table. Each of the One-Stop Centers have typically two businesses coming in each week to meet with job seekers.

## **Program Highlights & Innovation**

### **Title I Adult, Dislocated Worker & Youth**

The 2020 Program Year created significant challenges and barriers to serving individuals interested in any of the Title I programs. It also presented staff an opportunity to seek out new opportunities and options to interact with businesses and industries in new and innovative ways. Until the offices were opened staff often had to meet with current and prospective individuals in parking lots, parks, and other open-air locations that provided open-air options to minimize the possible spread of the COVID-19 pandemic.

There were also significant reductions in individuals seeking services through any of the WIOA core programs which greatly reduced referrals and thus decreased enrollments. Those interested in up-skilling though education needed to be more computer literate than in the past due to many training providers offering classes though online platforms.

This help improve the overall computer literacy for some while scaring away others from seeking training options.

Individuals who were motivated to gain employment through Work Experience (WEP) or On-the-Job (OJT) training pathways were often very quickly able to find employment and upskilling options due to the high demand for employees to fill the open positions at nearly all businesses and industries in throughout the Western Iowa LWDA.

With the decrease in the pandemic and the end of extended Unemployment Insurance (UI) benefits, there has been an uptick in individuals seeking assistance with writing resumes, interviewing skills, and training options. The next year should see more active training and employment seekers which will make filling open positions with businesses in the area even a little bit easier.

### **Rapid Response**

In February 2021 Christopher Banks which was in Sioux City announced they were closing with the loss of five positions.

In March of 2020, Diamond Communications in Council Bluffs closed their doors which affected approximately 53 workers, most of whom spoke Karen, one of the languages commonly spoken in Burma. In March 2021 Eaton Corp. in Shenandoah announced that it would lay off 34 positions including many skilled production staff. The layoffs took effect beginning in April and were completed in phases until July. Notice was also received from Sequel Youth and Family Services that the Clarinda Academy would be closing. This resulted in the layoff of 92 employees over a 90-day period.

Value Foods also located in Council Bluffs announced they were closing their doors. This affected approximately 10 employees who were finished immediately. They served as a place for schools to utilize for fundraising. Kids could sell pizzas as a fundraiser. Once the order came in then Value Food would assemble the uncooked pizza for the kids to deliver to those who ordered.

Due to the risks posed at the time from COVID19, staff had to provide rapid response services virtually for the first time ever. Staff put together informative folders detailing all the services we offer and how to file for unemployment benefits. These folders were then delivered to the affected businesses for all affected workers. Staff also worked with businesses to setup video conference meetings with all their workers so that staff could go through all the information from the folders, talk about services we provide, and answer any questions they may have. For the information meeting with Diamond Communications, staff worked with Karen Society of Nebraska to find an interpreter who spoke Karen. They helped find a qualified interpreter who helped all the affected workers understand their options and how to proceed.

There was also an informational video that was posted to YouTube so that staff could get the information out to as many affected workers as possible during the pandemic. Here is a link to the video: [Resources After a Layoff](#)

## **Registered Apprenticeship**

As previously mentioned, throughout most of the fiscal year our staff were primarily focused on unemployment as a response to COVID19. The Business Marketing Specialists were able to assist businesses in finalizing Registered Apprenticeship programs throughout this time, but other services and travel was very limited.

## **Offender Re-Entry**

COVID19 affected the ability of the residents in local Residential Correctional Facilities to come to the One-Stop Centers for employment services. During this time, staff provided any business flyers to the staff at these facilities to pass on to any residents. Once the One-Stop Centers opened all offices again for services, staff immediately were able to get these job seekers back into our facilities and started planning workshops at the juvenile detention center in Council Bluffs and teaching Step on Up, a job readiness workshop, in the Woodbury County Jail. In the Sioux City area, staff were also again able to participate in the bi-weekly Veteran Court to connect with Veterans who have barriers to employment and steer them away from going down the wrong path.

## **Serving job seekers with disabilities**

Staff trained in Ticket to Work (TTW) were able to assist clients virtually throughout the pandemic. Through phone calls and video conferences, Ticket to Work staff continued to assist with job search and coaching.

Iowa Vocational Rehabilitation Services (IVRS) provides expert, individualized services to Iowans with disabilities to achieve their independence through successful employment and economic support. We have been active participants in developing strategies to positively impact employment outcomes for individuals with disabilities specifically related to STEM, Future Ready Iowa, Veterans with disabilities, and our business partners.

A focus this past year has been to work towards having a completely physically and programmatic accessible facility. In addition, customers accessing Title I, II, & III that attest to having a disability or barrier to employment will be referred to IVRS if appropriate. The Disability Access Committee is an advisory group of partners, stakeholders, and business representatives who meet to assess and discuss best practices in serving customers with disabilities. This is something that will continue to grow over the next PY.

Hy-Vee 126

Goodwill Industries 21

UnityPoint Health 16

Walmart 50

Casey's General Store 20

Mercy One Health Care  
Company 15

Self Employed 49

Fareway 18

University of Iowa 14

McDonald's 25

Pizza Ranch 17

Dollar General 11	Sodexo 8	Wells Fargo 6
Dollar Tree 9	Burger King 7	Bomgaars 5
Kwik Star 9	YMCA 7	Fed Ex Ground 5
Sam's Club 9	Culver's 6	First Resources Corp 5
Menards Home Improvement Company 8	Lowe's Home Improvement 6	Fleet Wholesale Supply Co - Fleet Farms 5
Pizza Hut 8	Target Corporation 6	Midwest Janitorial Services, Inc 5

A collaborative event led by IVRS and IowaWORKS was a large career fair for high school students. This year the event was held at Woodbury Central Community Schools, where 220 students with disabilities attended the career fair. They were able to explore various careers, along with participating in hands on activities that employers prepared. Over 30 employers in the Western Region attended this event.

An innovative strategy that IVRS has implemented includes our business specialist being embedded directly into a business, which allows us to learn how the business works at a high level and from there, we can accommodate the needs of the job candidates and employers more thoroughly. This leads to successful employment outcomes and higher retention. Staff have just recently started this in the Sioux City Area and are looking to expand this opportunity to other employers if they show interest.

### **Veteran Services**

Our Disabled Veteran Outreach Specialists (DVOP's) did assist with unemployment duties throughout the pandemic but not full time. The other half of their time was still dedicated to providing employment services to Veteran job seekers and assisting them in eliminating barriers to employment. An innovative way that the DVOP's conducted outreach was to utilize Home Base Iowa and IowaWORKS to find Veterans who have engaged with these websites. These staff were able to run reports from IowaWORKS to identify Veterans in our system who identified a significant barrier to employment (SBE). These reports often resulted in over 70 Veterans or more who were within the service area of their respected offices. They would then call each Veteran on the list to offer services virtually.

Two virtual job fairs were conducted on the Brazen platform and of all the job fairs conducted during the pandemic, the Veteran events were the most attended. These events had the most engagement and chats with employers as well. Partnering with Home Base Iowa for each event and each DVOP inviting Veterans directly from their caseloads resulted in 125 Veterans meeting with 82 employers.

Veteran Incentive Awards are awarded to offices who demonstrate and provide outstanding service for the Veterans in the areas we serve. The Sioux City and Council Bluffs offices won Veteran Incentive Awards this year. The year prior, all 3 offices in our area were able to split proceeds from these awards. The award funds have been used to purchase items such as what you see below to further assist Veterans:

- 30 buckets containing cleaning supplies for veterans – donated to Westcare-FAVA of Siouxland
- 60 bath towels and 30 washcloths - donated to Westcare-FAVA of Siouxland
- 30 sets of Queen sized sheet sets – donated to HUD/VASH
- 60 pillows – donated to HUD/VASH
- 60 bath towels and 30 wash cloths – donated to HUD/VASH
- 100 insulated grocery bags with IowaWorks/HBI logo – donated to Support Siouxland Soldiers
- 40 bus passes
- 25 \$20 gas cards
- Visa gift cards for Veterans with an immediate need for employment (needed tools, clothes, boots, etc.)
- Meals from Hy-Vee

### **Implementation of priority of service (Titles I & III)**

When clients register for services, within the local office or online, they self-disclose their Veteran status. When at the local office, center staff ask if they or a spouse ever served in the military to help us establish Veteran status. If yes, they are thanked for their service and/or support and are given a packet of information including both center and Veterans services. 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**

“David” came to the Title I office after losing his employment at a fast-food restaurant because of COVID-19. He knew he didn’t want to return to that line of work since it has little future, and he also suffers from a compromised immune system. After a series of assessments, testing, and labor market information study, David decided that truck driving would offer a good solution to many of his needs. It provides greater income in his employment situation, and is better for his compromised immune system, since he wouldn’t be in direct contact with people for hours each day. David is also a young man



with small children and needed something to provide well for his young family. Living 30+ miles from the training institution also provided an obstacle for him, but he received transportation assistance through his Title I Dislocated Worker enrollment to attend training, which made his attendance possible. David finished training early, due to his wife's serious illness, and eventually secured employment with an employer who is very flexible with him to be away if he needs to attend to his wife. He has more than doubled his previous earnings and has a career with a future and is doing well in providing for his family. He travels the Midwest for a national trucking company, serving a particular client. He loves his work and plans to stay there for a long time.

"Sara" was an excellent candidate who approached Western Iowa Tech Community College with many challenges. Her primary barrier was in her difficulty with the mastery of the English Language. She worked while attending school and still managed to raise her children at home. She had great attendance and worked diligently towards her goal. Because she showed an interest and aptitude in nursing, staff were able to enroll her in the Certified Nurse's Aide (CNA/Integrated English Literacy and Civics Education (IELCE) Program. She then went on to complete her training and be certified. Today she is successfully employed in a local nursing home. Furthermore, she is considering continuing her education towards the completion of a nursing degree.

"Juanita" had quit her Arizona high school in 10th grade after the birth of her beautiful daughter. She went to work for a few years, got married, had a son, then was pleasantly surprised a few years down the road with twin boys. She had mentioned that life was good for a while, but her relationship with her husband had sadly turned abusive. To protect herself and her children, she moved to the Council Bluffs area where she had some family members that could provide a small support system.

Her journey with the Iowa Western Community College Adult Education Center and its partner agency through Iowa Workforce Development, Promise Jobs, began on April 26th, 2019. At orientation, she performed at a 10th grade reading level and a 6th grade math level. Promise Jobs provided the financial support for childcare so that this student could attend our morning classes. She attended regularly and was a model student. She was enthusiastic, got along well with the other students, took effective notes, and did every homework assignment assigned to her. She was able to do this all while impressively juggling a divorce, twin babies, and two older children that had been uprooted and started a new school system.

Seven and a half months later, she finished her battery of five final exams to earn her high school diploma. She then utilized the Education to Employment program (GAP Tuition Assistance) to fund her training for Certified Nursing Assistant. After she completed this training, she was hired at Midlands Living Center, providing specialized short and long-term care, rehabilitation, and hospice to patients in need of specialized nursing.

“Wayne” came into the AJC in May 2021 to seek assistance of the Disabled Veterans’ Outreach Program (DVOP) specialist in obtaining employment. He is a Vietnam Era veteran and felt that his age was holding him back. He had been unemployed for approximately a year and needed to find employment. He had valuable logistics experience but was not receiving any calls on his applications. The DVOP worked with Wayne to improve his resume and helped him job search. He eventually gained part time employment with transportation company. Within a month, he was promoted to Branch Manager over Sioux City, Sioux Falls, and Mitchell, SD. He is also seeking to work with IowaWORKS in the future to fill several job openings that his company has and has requested to be included in all future job fairs.

“Quentin” sought out help from the DVOP in December 2020. He had moved to Sioux City from North Dakota right before COVID-19 started to be near his son. Unfortunately, COVID-19 started, and he was unable to find employment. He was homeless at the time, spending his last funds to stay at a local hotel. He was getting very stressed about what he was going to do. The DVOP connected him with local agencies who worked with him to find suitable housing. The DVOP assisted him in updating his resume and Business Services Team helped him improve his interview skills by doing a mock interview with him. After job searching, Quentin was offered employment with a local company in January 2021. He called and thanked the DVOP and Business Services Team and stated that he knows it was all of our help with his resume and mock interview that helped him get the position.

“Josh” started working with the DVOP in June 2020. Josh had quit his previous job due to safety hazards and non-compliance with OSHA standards and guidelines. He had a criminal record and was having a hard time overcoming this barrier during his job searching. After several months, the DVOP, AJC staff, and Title 1 collaborated to determine how to best assist Josh to improve his employability as well as determining veteran friendly employers who do not require a background check. Josh was advised to create a Letter of Disclosure and advised on how to address his barrier. He was referred for computer classes and took MS Office training to improve his software skills. Business Services Team did a mock interview with him which he stated was a great learning tool and identified specific weaknesses he needed to work on. He diligently job searched and in March 2021, he was offered work with a local transportation company in which he was very happy with.

“Molly” came into the IowaWORKS office in the Fall of 2018, having lost her job at a veterinarian’s office, working as a receptionist. She was a single mom with a son, and suddenly without a job, only having some unemployment insurance and child support. She had no training and few prospects. Molly attended a RESEA appointment and was referred to Title I when she indicated she wanted something more for her life and for her son. She completed some assessments, informational interviews, and counseling with a Title I career specialist, and decided on a career in the accounting field. She was guided in the process and applied at Western Iowa Tech and entered the Accounting Specialist

AAS program in January 2019. She completed the application process, the FAFSA, and the Title I enrollment process, where she was guided through the process and successfully started her program. She hit many bumps along the way and was assisted with a food bank referral and financial assistance with her rent and power bill at one point so she could stay in school. Molly graduated with honors with her AAS degree as an Accounting Specialist and began a part-time job as an accountant with a local firm. She continued at Morningside College in the fall for her bachelor's degree in accounting.

“David” came to the Title I office after losing his employment at a fast-food restaurant as a result of COVID-19. He knew he didn’t want to return to that line of work since it has little future and he also suffers from a compromised immune system. After a series of assessments, testing, and labor market information study, David decided that truck driving would offer a good solution to many of his particular needs. It provided greater income in his employment situation, and is better for his compromised immune system, since he wouldn’t be in direct contact with people for hours each day. David is also a young man with small children and needed something to provide well for his young family. Living 30+ miles from the training institution also provided an obstacle for him, but he received transportation assistance through his Title I Dislocated Worker enrollment to attend training, which made his attendance possible. David finished training early, due to his wife’s serious illness, and eventually secured employment with an employer who is very flexible with him to be away if he needs to attend to his wife. He has more than doubled his previous earnings and has a career with a future and is doing well in providing for his family. He travels the Midwest for a national trucking company, serving a particular client. He loves his work and plans to stay there for a long time.

“Kenneth”. is an Army Veteran with a service-connected disability. He was unsure of his career path and received labor market information (LMI) assistance to help guide him on shortage occupations. He also received interview skills and resume assistance. Kenneth returned to work as a CDL driver.

“Martha”, an Army Veteran is working full time, received assistance for career planning and resume revision. She is an x-ray tech and is undecided about returning to Chapter 31 if she can be accepted back into the program. She plans to stay working full time until she makes that decision.

“Allen” is an Army Veteran with a service-connected disability who has returned to work after receiving assistance with resume writing and revision as well as interview skills. He applied for a position that he was referred to and was offered the position after his first interview. Allen is an Environmental Safety Officer.

“Brandon” is an Army Veteran with a service-connected disability, he received assistance with career counseling and resume revision. He was hired at an Ethanol plant in production.

Rick referred Veterans this past year to our Title I partner who was providing services through a grant to hire construction laborers to clean up the areas in Southwest Iowa affected by floods in recent years. The town of Pacific Junction was devastated. Two Veterans in particular were praised for their work and they worked until the grant was no longer operational. Veteran “Greg” was offered full time employment with the City of Pacific Junction and “Andy” obtained full time employment with Lieke Construction.

“Jill” started working with Iowa Vocational Rehabilitation Services (IVRS) in 2015. She was attending high school at the time had diagnoses of Anxiety and Autism. She had great difficulty interacting with others and often withdraws.

Jill began to work at Goodwill, while still in high school, learning workplace behaviors and tasks. Jill was able to learn appropriate interactions with peers and her supervisor. As Jill improved with these interactions, it was found she would be a good candidate for a year 13 program to continue to explore different careers and learn additional employable practices.

Jill was able to enroll with the UI Reach program. She participated in several internships that featured bakery settings. She was able to complete a variety of tasks at one of her internships, more than any other UI Reach student. Jill learned how to decorate cookies, cakes, and brownies and she created a portfolio to showcase her work.

After Jill returned back home from completing this UI Reach two-year certification, IVRS began to help Jill search for employment showcasing the skills she gained. Jill was hired on at HyVee as a Bakery Assistant. Jill needed assistance with this transition to employment and was provided job coaching services to help with tasks and work etiquette.

Jill was very successful and enjoyed the job. However, she began to have some struggles as job duties began to change. Jill received assistance from IVRS and her supervisor to help her become more comfortable speaking with customers and showcasing samples. Since then, Jill has begun taking orders and been more interactive with customers.

With the supports put in place with the assistance of IVRS and skills gained during her post-secondary training, Jill has since been successfully employed at HyVee.

Here is a link to a success story at Tech Zone in Jefferson, IA. IVRS and other partners assisted this job seeker in customizing a position that matched his interests and abilities along with matching the needs of the employer. <https://youtu.be/qKUVr4t5Z8Y>

## **Annual Performance Analysis, including number of participants served by program**

### **WIOA Title I (Adult, Dislocated Worker, and Youth Programs)**

The WIOA Title I programs served individuals in the following programs:

On-the-job training (OJT):	1
Occupational Skills Training (OST):	
Adult Programs:	11
Dislocated Workers:	14
Youth:	6
Work-Experience (WEP):	6
Veteran services:	65

The performance measures include:

Adult Programs:

Employment 2 <sup>nd</sup> Quarter after Exit:	60%
Employment 4 <sup>th</sup> Quarter after Exit:	n/a*
Median Earnings 2 <sup>nd</sup> Quarter after Exit:	\$8,086
Credential Attainment Rate:	n/a*
Measurable Skills Gain:	58.6%

Dislocated Worker Programs:

Employment 2 <sup>nd</sup> Quarter after Exit:	100%
Employment 4 <sup>th</sup> Quarter after Exit:	n/a*
Median Earnings 2 <sup>nd</sup> Quarter after Exit:	\$4,975
Credential Attainment Rate:	n/a*
Measurable Skills Gain:	47.5%

Youth Programs (In-school and Out-of-school)

Placement in Employment, Education, Or Training 2 <sup>nd</sup> Quarter after Exit:	50%
Placement in Employment, Education Of Training 4 <sup>th</sup> Quarter after Exit:	33%
Median Earnings 2 <sup>nd</sup> Quarter after Exit:	\$4,068
Credential Attainment Rate:	n/a*
Measurable Skills Gain:	50%

\* New Local areas may have limited historical performance outcome data through PY21

**Title II**

Western Iowa Tech Community College (WITCC):

- 990 students combined in the Adult Education and Literacy Program Year 21.
- Graduated 46 students in the HSED (High School Equivalency Program) in Program Year 21.
- Met 5 of the Measurable Skill Gains approved by Iowa Dept. of Education in Program Year 21.
- Met and exceeded the Iowa Dept. of Education 65% post-tested rate with 67.6% rate in PY 21.

Iowa Western Community College (IWCC):

- Served 590 students last program year.
- Graduated 77 students last program year.
- Met 7 of the 11 Measurable Skill Gains approved Iowa Individual Targets for last program year.

Iowa Central Community College (ICCC): (Jefferson County)

- Five students
- No completers for the program year.
- None of the five students were given a post-test as none of the students had enough hours to post test. The highest number of HiSET hours by a student was 14.

Des Moines Area Community College (DMACC):

- 1,461 students combined in the Adult Education and Literacy Program Year 21.
- Graduated 230 students in the HSED (High School Equivalency Program) in Program Year 21.
- Met 5 of the Measurable Skill Gains approved by Iowa Dept. of Education in Program Year 21.
- Did not meet the Iowa Dept. of Education 65% post-test rate with in PY 21 (entire year services/classes were held remotely and they were negatively impacted by cyberattack in June 2021).

**Title III-Wagner-Payser (Iowa Workforce Development (IWD))**

- Throughout the past fiscal year, 4,199 people registered our centers in the Western Iowa LWDA. 60% of those job seekers were between the ages of 22-44. 90 job seekers identified a Veteran Status with 23 of those identifying a service-connected disability.
- 10 of the 4,199 job seekers stated they did not complete high school.
- 85% of registrants this year stated they were not employed which is most likely the reason for registration.
- 45% male and 55% female.
- Residents from Pottawattamie and Woodbury Counties made up over 50% of these registrants.

- 186 registrants attested to having a disability
- 554 attested to a criminal history.

#### **Title IV-Iowa Vocational Rehabilitation Services (IVRS)**

- Served 1,931 job candidates in the Western Region.
- 12% of these job candidates were co-enrolled in other WIOA programs.
- IVRS had 241 successful employment outcomes.
- Of the 1,932 co-enrollments willing to disclose
  - 87 were co-enrolled with WIOA Title I-Adult
  - 16 were co-enrolled with WIOA Title I-Dislocated Worker
  - 112 were co-enrolled with WIOA Title I-Youth Programs
  - 207 were co-enrolled with WIOA Title II-Adult Education
  - 44 were co-enrolled with WIOA Title III-Wagner-Payser (IWD)
- Of the 241 successful closures for the program year
  - The average number of hours worked per week: 28
  - Average salary per hour: \$12.82