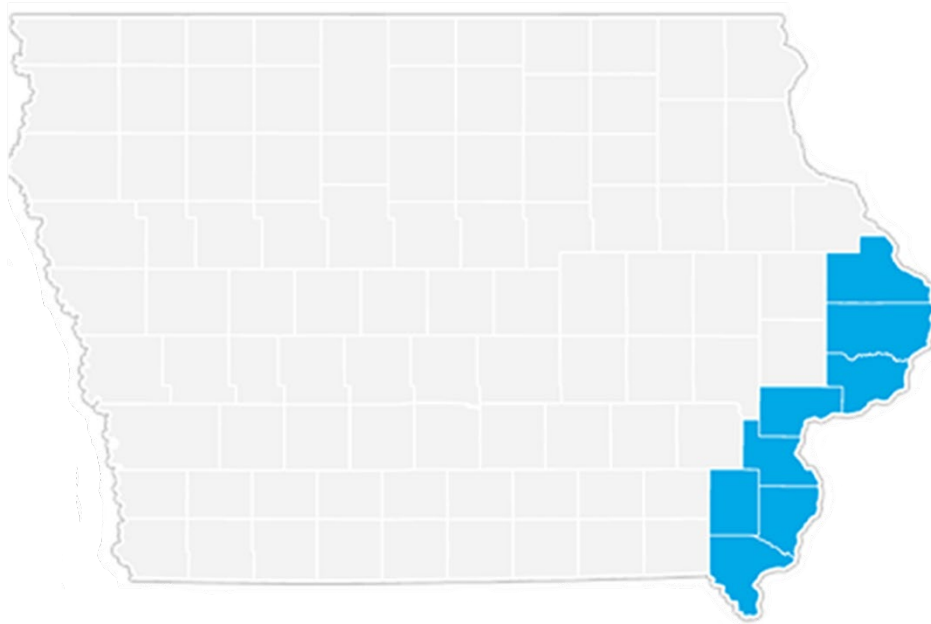




MISSISSIPPI VALLEY WORKFORCE AREA



LOCAL PLAN
JANUARY 1, 2022 – JULY 1, 2024

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SECTION 1 – INFRASTRUCTURE

LOCAL PLAN QUESTION:

A description of the local workforce development system in the local area.

1. Describe the local workforce delivery system in the local workforce development area (LWDA), including the following:
 - a. Name of the LWDA
 - b. Identification of the counties included in the LWDA
 - c. A roster of all LWDB members, including the organization representing and title/role and the city/county each is from, and identification of the LWDB Chairperson
 - d. Identification of Subcommittees of the LWDB and the chair of each
 - e. Identification of the Fiscal Agent (entity responsible for disbursement of Title I grant funds)
 - f. Identification of all LWDB Staff and brief description of their role(s)
 - g. Identification of the competitively selected Workforce Innovation and Opportunity Act (WIOA) Title I Adult, Dislocated Worker, and Youth service providers
 - h. Identification of the One-Stop Operator for the local area
 - i. Identification of the office locations in the local area, including:
 - i. Comprehensive One-Stop locations
 - ii. Affiliated sites
 - iii. Specialized Centers
 - j. A description of the process used to draft the local plan

LOCAL WORKFORCE DEVELOPMENT AREA

The Mississippi Valley Workforce Area (MVWA) oversees the workforce system in Jackson, Clinton, Scott, Muscatine, Louisa, Henry, Des Moines and Lee counties in Iowa. There are 19 Mississippi Valley Workforce Development Board (MVWDB) members, with Dennis Duke serving as the board chair. The board structure consists of an Executive, Finance, Operations, Youth and Disability Access Committees.

BOARD MEMBERS

First Name	Last Name	County	Affiliation	Organization	Title
Dennis	Duke	Des Moines	Business	Carl A Nelson & Company	Project Manager
Kirby	Phillips	Muscatine	Business	Muscatine Power and Water	Human Resources Supervisor
Carrie	Nudd	Des Moines	Business	Great River Health Systems	HCM Functional Analyst
Bob	Bartles	Des Moines	Business	Hope Haven Area Development Center	Executive Director
Joni	Dittmer	Scott	Business	Dittmer Consulting	Executive Vice President
Mathew	Nicol	Muscatine	Business	HNI Corporation	MCR Staffing Manager
Joyce	Stimpson	Des Moines	Business	CNH Industrial America LLC	Human Resource Manager
Lori	Bassow	Scott	Business	Sterilite	Human Resource Manager
Heather	Halbrook	Des Moines	Business	Doran and Ward Packaging	Human Resource Manager
Ron	Schaefer	Jackson	Business	Mazak Corporation	Account Manager
Ryan	Drew	Des Moines	Joint Labor/Mgt.	I.U.O.E. Local 150	Business Representative, Organize
Cory	Bergfeld	Scott	Labor	Local 145	Business Manager
Patrick	Stock	Clinton	Labor	United Steel Workers	President
Jacob	Nye	Henry	Apprenticeship	IBEW Local 13	Business Manager the International Brotherhood of Electrical Workers Local 13
Regina	Matheson	Scott	HigherEd	St. Ambrose University	Associate Vice President Academic Grants and Sponsored Programs
Nicolas	Hockenberry	Jackson	Econ. Development	Jackson County Economic Alliance	Director
Jeremy	Ritchie	Scott	Title III WP	IowaWORKS	Operations Manager
Martha	Bell	Des Moines	Title II	AEL	Director
Cynthia	Whalen	Des Moines	Title IV	IVRS	Supervisor

BOARD COMMITTEES

Committee	Chair
Executive	Dennis Duke
Finance	Lori Bassow
Operations	Matthew Nicol
Youth	Jacob Nye
Disability Access	Cynthia Whalen

FISCAL AGENT

Southeast Iowa Regional Planning Commission (SEIRPC)

Executive Director: Mike Norris

211 N Gear Avenue, Suite 100

West Burlington, Iowa 52655

Responsibilities:

- Receive and Expend Funds - SEIRPC is responsible for drawing down on all grant funds awarded to the MVWA and/or the LWDB in a timely manner in order to ensure smooth operations of the activities funded by such monies.
- Ensure Fiscal Integrity and Accountability - Review all monitoring reports (whether conducted by local, state or federal oversight personnel) and respond timely to any findings or recommendations therein. Hire an independent firm to conduct an annual financial audit in accordance with Generally Accepted Accounting Principles (GAAP) and in accordance with the provisions of 2 CFR 200, Subpart F. Develop and prepare monthly financial statements, month end information.
- Respond to Audit Findings - SEIRPC shall respond to and correct any financial audit findings in a timely manner and shall consider any recommendations of the auditors in consultation with the LWDB's Executive Director and County Lead Elected Official (CLEO).
- Maintain Accounting Records and Documentation - SEIRPC shall maintain all accounting records and documentation necessary to produce all financial documentation listed herein and necessary to support audit and monitoring functions.
- Prepare and Present Financial Reports - SEIRPC shall prepare accurate monthly financial statements in accordance with GAAP, which shall be provided to the County Elected Officials (CEO) and LWDB no less often than monthly.
- Provide Technical Assistance to Contractors - To the extent it has expertise in the area for which assistance is requested, SEIRPC will provide technical assistance on any financial questions or guidance requested by contractors of Workforce Innovation and Opportunity Act (WIOA) or other government funds.
- Conduct Financial Monitoring of Service Providers - SEIRPC shall conduct financial monitoring of the MVWDB service providers not less than annually including the monitoring of the board's Title I Adult, Dislocated Worker, Youth Program providers, and the One-Stop Operator.

MISSISSIPPI VALLEY WORKFORCE DEVELOPMENT BOARD STAFF

Executive Director – Miranda Swafford

Responsibilities:

- Serve as primary liaison to the MVWDB and the Executive Committee; work closely with MVWDB chair; interface between MVWDB and the community; participate in and/or staff other community, government, and board committees as necessary.
- Provides staff support to the Board, CEO, and its' committees.
- Ensure sufficient development of the system and proper allocation of resources.
- Responsible for Board member orientation and Board development.
- Seeks out additional grants and funding to support the work of the Board.
- Works collaboratively with the state and other local workforce boards across Iowa.
- Build partnerships with private sector leaders to gather information about current or projected hiring needs, collect employer feedback about existing workforce services, and broker the development of new initiatives to fill skill gaps, as needed.
- Develop criteria for evaluating systems and measurement of performance and effectiveness of existing and proposed WIOA activities.
- Directs the fiscal and reporting processes for federal, state, and private grants in accordance with applicable regulations and/or has the ability to appropriately delegate and oversee the successful completion of those duties.
- Conduct monitoring and oversight of board contracts and grants received by the MVWDB; recommend system changes that will improve service quality.
- Keep up-to-date and analyze existing and proposed legislation, regulations and directives for impact on program operations.
- Translate MVWDB and the Board of Chief Elected Officials policies and mandates into effective operational procedures to meet the needs of workforce development programs.
- Oversee all phases of the administration of the MVWDB including local and regional planning, budget oversight, proposal development, contract management, monitoring and evaluation of programs, and community relations.
- Oversee the development and implementation of an annual operational plan for the local AJC, including Title I program budgeting, cost-sharing negotiations and capacity-building activities.

Executive Assistant – Phyllis Wood

Responsibilities:

- Assist in all areas which require support. Consistently apply a high level of understanding and awareness of board goals, priorities, values, and other relevant information to effectively navigate inquiries and requests.
- Compile reports, agendas, issue meeting announcements, and record appropriate minutes of meetings.
- Format and edit executive correspondence, presentations, reports, policies, request for proposals, and contracts.
- Manage the board website including uploading documents and creating pages at the direction of the Board and Executive Director.
- Manage the executive director's calendar and meeting schedule, using initiative and judgement to prioritize.
- Establish and maintain all materials pertaining to Workforce Development in digital and hard copy system.

- Manage and coordinate communications between the Board and community partners and respond to letters and general correspondences and inquiries.
- Assist Executive Director in preparing for monitoring, audits, RFPs, procurements, and other workforce related activities.
- Utilize the Iowa *WORKS* case Management System to pull information and reports for the Board.
- Perform required monitoring of participant files for federal, state, and local compliance with direction and oversight from the Executive Director.
- Coordinate facility arrangements for various meetings including Directors, funders, and partner meetings.
- Coordinate and participate in committee or group planning for special and recurring events.

COMPETITIVELY SELECTED PROVIDERS

Title I Adult, Dislocated Worker, and Youth

Arbor E&T, LLC dba Equus Workforce Solutions
 Bright Spring Health Services
 805 N Whittington Parkway
 Louisville, KY 40222.
 Project Director: Kendra Schaapveld

One-Stop Operator

The MVWDB will select the One-Stop Operator, through a competitive process in accordance with the Uniform Guidance, WIOA and its implementing regulations, and local procurement standards, laws, and regulations. All documentation for the competitive One-Stop Operator procurement and selection process once completed may be viewed on the MVWDB website at www.mississippivalleyworkforce.org.

OFFICE LOCATIONS

Comprehensive Center Name	Burlington Iowa <i>WORKS</i>
Center Manager Name and Title	Carolyn Farley, Operations Manager
Mailing Address	550 S Gear Avenue, Ste 35, W. Burlington, IA
Operating Hours	8:30 a.m. – 4:30 p.m.
Phone	319-753-1671
Email	burlingtoniowaworks@iwd.iowa.gov
Website	https://www.iowaworks.gov/vosnet/Default.aspx
Comprehensive Center Name	Davenport Iowa <i>WORKS</i>
Center Manager Name and Title	Jeremy Ritchie, Operations Manager
Mailing Address	1801 E Kimberly Rd. Suite A, Davenport, IA 52807

Operating Hours	8:30 a.m. – 4:30 p.m.
Phone	563-445-3200
Email	davenportiowaworks@iwd.iowa.gov
Website	https://www.iowaworks.gov/vosnet/Default.aspx

PROCESS TO DRAFT THE LOCAL PLAN

At the direction of the MVWDB the executive director collaborated with all required workforce partners to provide input on their respective sections. Input was gathered through meetings and email communications. A local plan agenda item was included on all board and committee meetings throughout the process to provide updates and review input and suggestions. Each board committee provided input on questions related to their relevant activities and reviewed and approved final versions of the local plan. The local plan in its entirety was reviewed and approved by the MVWDB executive committee and CEOs at their regularly scheduled August 2021 meetings.

SECTION 2 – STRATEGIC PLANNING ELEMENTS

LOCAL PLAN QUESTION:

Questions in this section are designed to address the aspects of the local area’s labor force, such as its composition and the determination of skills gaps between the talent needed by employers in the local area and the knowledge and skills held by workers and job seekers. It is recommended that these plans include data samples and streamlined graphics and tables that support the narrative provided. The local board must cite the source(s) used to collect all or part of the local area labor market

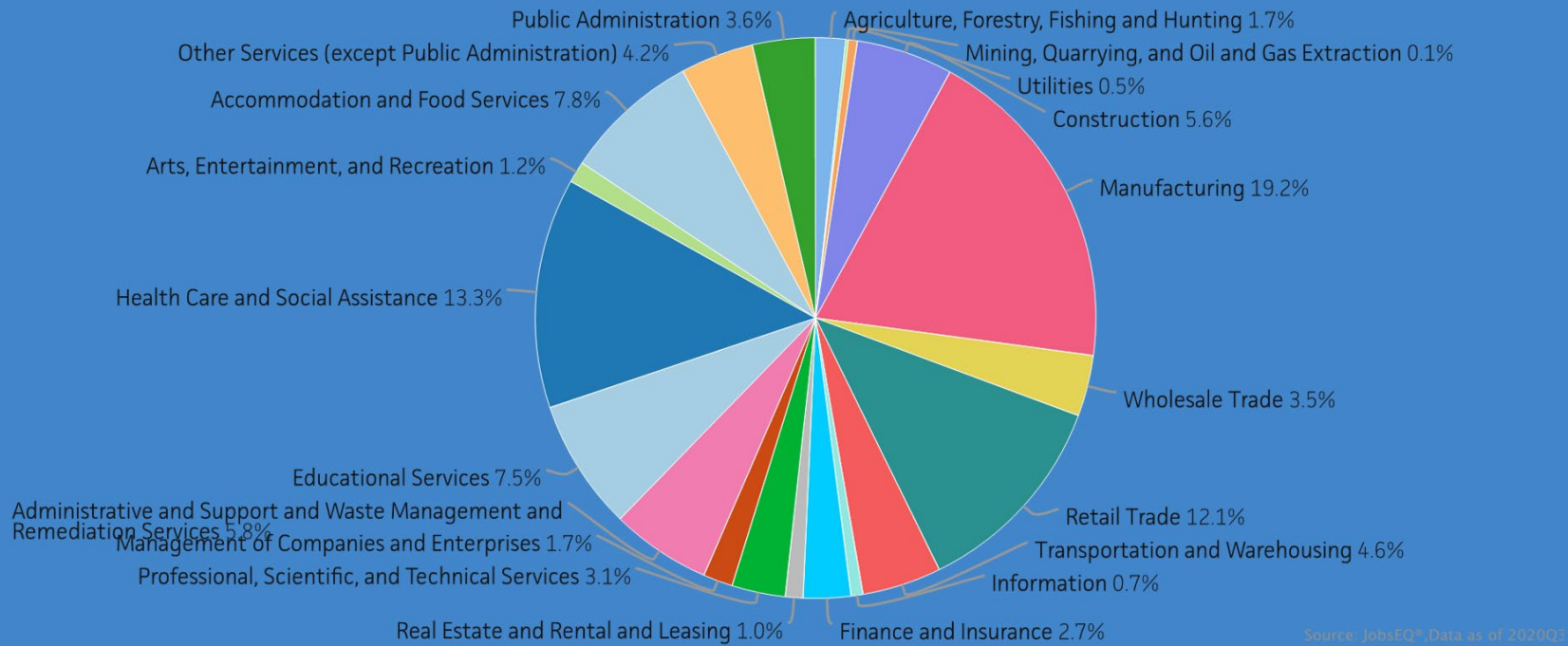
1. Economic Analysis: Include a local area analysis of the:
 - a. Economic conditions including existing and emerging in-demand industry sectors and occupations.
 - b. Employment needs of employers in existing and emerging in-demand industry sectors and occupations.

ECONOMIC ANALYSIS

INDUSTRY SNAPSHOT

The largest sector in the MVWA is Manufacturing, employing 37,200 workers. The next-largest sectors in the Local Area are Health Care and Social Assistance (25,763 workers) and Retail Trade (23,420). High location quotients (LQs) indicate sectors in which a Local Area has high concentrations of employment compared to the national average. The sectors with the largest LQs in the Local Area are Manufacturing (LQ = 2.33), Agriculture, Forestry, Fishing and Hunting (1.27), and Retail Trade (1.18).

TOTAL WORKERS FOR MVWA BY INDUSTRY



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

Over the next year, employment in the MVWA is projected to contract by 840 jobs. The fastest growing sector in the Local Area is expected to be Health Care and Social Assistance with a +0.6% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+157 jobs), Professional, Scientific, and Technical Services (+12), and Accommodation and Food Services (+10).

NAICS	Industry	CURRENT			5-YEAR HISTORY		1-YEAR FORECAST				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	37,200	\$61,980	2.33	-1,178	-0.6%	3,453	1,423	2,436	-406	-1.1%
62	Health Care and Social Assistance	25,763	\$46,051	0.90	-1,283	-1.0%	2,586	1,194	1,235	157	0.6%

Mississippi Valley Workforce Area Local Plan 2021-2024

NAICS	Industry	CURRENT			5-YEAR HISTORY		1-YEAR FORECAST				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
44	Retail Trade	23,420	\$29,166	1.18	-1,705	-1.4%	2,867	1,376	1,738	-247	-1.1%
72	Accommodation and Food Services	15,184	\$16,533	0.97	-1,326	-1.7%	2,463	1,085	1,367	10	0.1%
61	Educational Services	14,619	\$41,457	0.92	-1,013	-1.3%	1,269	649	700	-80	-0.5%
56	Administrative and Support and Waste Management and Remediation Services	11,175	\$33,170	0.92	-3,322	-5.1%	1,280	545	742	-7	-0.1%
23	Construction	10,783	\$55,987	0.95	-1,964	-3.3%	1,021	379	676	-34	-0.3%
48	Transportation and Warehousing	8,834	\$50,086	0.96	-186	-0.4%	904	399	540	-35	-0.4%
81	Other Services (except Public Administration)	8,190	\$27,630	0.97	-1,405	-3.1%	919	425	507	-13	-0.2%
92	Public Administration	7,017	\$50,730	0.74	-62	-0.2%	614	272	370	-28	-0.4%
42	Wholesale Trade	6,821	\$62,732	0.92	-406	-1.2%	650	269	445	-64	-0.9%
54	Professional, Scientific, and Technical Services	5,997	\$62,234	0.44	-24	-0.1%	525	191	322	12	0.2%
52	Finance and Insurance	5,296	\$68,975	0.66	-29	-0.1%	458	187	306	-34	-0.7%
11	Agriculture, Forestry, Fishing and Hunting	3,364	\$50,376	1.27	-183	-1.1%	310	154	208	-52	-1.5%
55	Management of Companies and Enterprises	3,292	\$90,512	1.10	115	0.7%	299	110	187	2	0.1%
71	Arts, Entertainment, and Recreation	2,365	\$20,454	0.71	-450	-3.4%	336	149	183	4	0.2%
53	Real Estate and Rental and Leasing	1,980	\$45,129	0.58	88	0.9%	185	91	109	-15	-0.8%
51	Information	1,353	\$45,559	0.35	-822	-9.1%	103	47	83	-26	-2.0%
22	Utilities	1,011	\$90,070	0.98	75	1.5%	71	33	58	-19	-1.9%
21	Mining, Quarrying, and Oil and Gas Extraction	285	\$47,832	0.37	76	6.4%	28	9	20	-1	-0.4%
	Total - All Industries	193,949	\$46,409	1.00	-15,003	-1.5%	20,244	9,015	12,069	-840	-0.4%

Source: JobsEQ®

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3. Forecast employment growth uses national projections adapted for regional

OCCUPATION SNAPSHOT

The largest major occupation group in the MVWA is Production Occupations, employing 23,212 workers. The next-largest occupation groups in the Local Area are Office and Administrative Support Occupations (21,152 workers) and Sales and Related Occupations (19,585).

Occupation groups in the MVWA with the highest average wages per worker are Management Occupations (\$95,000), Legal Occupations (\$90,400), and Architecture and Engineering Occupations (\$79,000). The unemployment rate in the Local Area varied among the major groups from 2.1% among Legal Occupations to 13.5% among Personal Care and Service Occupations.

Over the next year, the fastest growing occupation group in the MVWA is expected to be Healthcare Support Occupations with a +1.2% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+94 jobs) and Community and Social Service Occupations (+21). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Sales and Related Occupations (2,713 jobs) and Food Preparation and Serving Related Occupations (2,693).

MVWA 2020Q3¹

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
51-0000	Production	23,212	\$39,800	2.04	1,667	7.1%	493	-1,803	-1.5%	2,296	855	1,720	-280	-1.2%
43-0000	Office and Administrative Support	21,152	\$37,100	0.85	1,108	5.2%	743	-3,213	-2.8%	2,120	992	1,375	-247	-1.2%
41-0000	Sales and Related	19,585	\$37,100	1.05	1,427	7.2%	1,384	-2,000	-1.9%	2,515	1,087	1,626	-198	-1.0%
53-0000	Transportation and Material Moving	18,754	\$37,100	1.15	1,661	8.3%	1,617	-1,080	-1.1%	2,237	834	1,483	-80	-0.4%
35-0000	Food Preparation and Serving Related	15,672	\$23,200	1.04	2,297	13.4%	1,026	-1,593	-1.9%	2,708	1,084	1,609	16	0.1%
11-0000	Management	12,493	\$95,000	0.98	345	2.7%	514	-325	-0.5%	987	365	676	-53	-0.4%

Mississippi Valley Workforce Area Local Plan 2021-2024

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
25-0000	Educational Instruction and Library	10,740	\$47,700	0.98	654	5.8%	131	-624	-1.1%	899	436	510	-48	-0.4%
29-0000	Healthcare Practitioners and Technical	9,344	\$74,600	0.83	197	2.1%	1,013	-638	-1.3%	545	245	285	15	0.2%
49-0000	Installation, Maintenance, and Repair	9,081	\$48,600	1.22	435	4.8%	555	-369	-0.8%	834	281	585	-31	-0.3%
47-0000	Construction and Extraction	9,070	\$50,300	1.00	847	9.0%	196	-1,535	-3.1%	962	287	702	-27	-0.3%
31-0000	Healthcare Support	8,104	\$29,400	0.94	377	4.8%	322	14	0.0%	1,122	494	534	94	1.2%
13-0000	Business and Financial Operations	7,551	\$66,800	0.70	241	3.2%	360	143	0.4%	692	204	508	-20	-0.3%
37-0000	Building and Grounds Cleaning and Maintenance	6,672	\$29,000	1.04	488	7.2%	319	-742	-2.1%	860	378	490	-8	-0.1%
39-0000	Personal Care and Service	4,806	\$26,300	0.94	694	13.5%	171	-583	-2.3%	732	324	402	6	0.1%
15-0000	Computer and Mathematical	3,468	\$77,500	0.58	101	2.8%	213	-33	-0.2%	265	58	199	8	0.2%
17-0000	Architecture and Engineering	3,225	\$79,000	0.96	91	2.9%	202	-38	-0.2%	233	76	172	-15	-0.5%
21-0000	Community and Social Service	2,964	\$46,900	0.87	72	2.5%	220	-170	-1.1%	348	111	216	21	0.7%
33-0000	Protective Service	2,815	\$45,900	0.67	102	3.4%	155	-185	-1.3%	286	128	169	-11	-0.4%
27-0000	Arts, Design, Entertainment, Sports, and Media	2,438	\$42,900	0.71	220	8.7%	185	-284	-2.2%	254	98	170	-13	-0.6%
19-0000	Life, Physical, and Social Science	1,083	\$65,500	0.62	35	3.1%	60	-12	-0.2%	95	22	77	-3	-0.3%
45-0000	Farming, Fishing, and Forestry	925	\$34,600	0.72	81	8.5%	8	86	2.0%	136	35	109	-9	-0.9%
23-0000	Legal	792	\$90,400	0.48	17	2.1%	14	-20	-0.5%	53	20	33	0	-0.1%

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
	Total - All Occupations	193,949	\$46,000	1.00	13,156	6.6%	9,900	-15,003	-1.5%	21,212	8,412	13,651	-851	-0.4%

Source: JobsEQ®

Data as of 2020Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2019 and represent the average for all Covered Employment

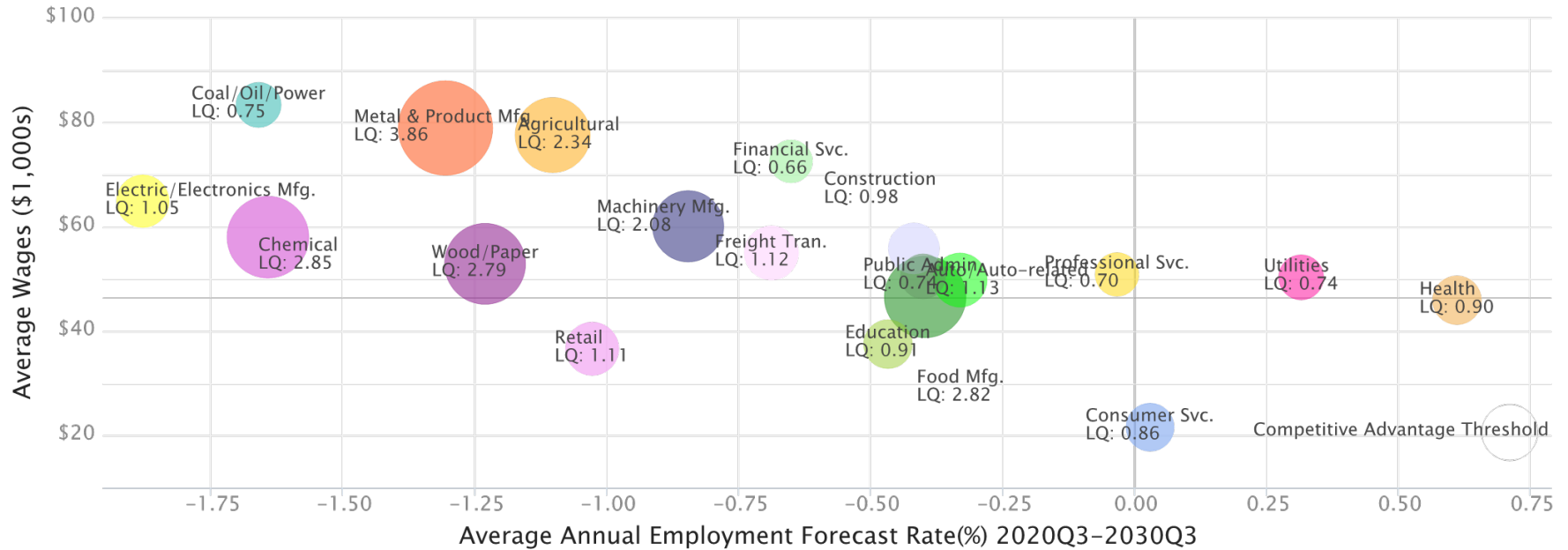
3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2020Q2, imputed where necessary with preliminary estimates updated to 2020Q3. Wages by occupation are as of 2019 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

INDUSTRY CLUSTERS

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the MVWA with the highest relative concentration is Metal & Product Mfg. with a location quotient of 3.86. This cluster employs 5,666 workers in the Local Area with an average wage of \$78,986. Employment in the Metal & Product Mfg. cluster is projected to contract in the Local Area about 1.3% per year over the next ten years.

Industry Clusters for Mississippi Valley - Region 9 and 16 as of 2020Q3



Source: JobsEQ®, Data as of 2020Q3

Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2020Q2 with preliminary estimates updated to 2020Q3. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

SHORT TERM INDUSTRY PROJECTIONS FOR THE MVWA

The below table retrieved from Iowa Workforce Development Labor Market Division shows the short-term industry forecast by NAICS code for 2022Q2, total growth and the percent change projected.

Industry Description	NAICS Code	Estimated Employment	Projected Employment	Total Growth	Percent Change
Total All Industries (Nonag)	000	191,880	210,440	18,560	9.67%
Self Employed and Unpaid Family Workers	671	18,645	18,845	200	1.1%
Forestry and Logging	113	5	5	0	0.0%
Fishing, Hunting and Trapping	114	10	15	5	50.0%
Support Activities for Agriculture	115	140	150	10	7.1%
Mining (except Oil and Gas)	212	230	230	0	0.0%
Support Activities for Mining	213	0	0	0	0.0%

Industry Description	NAICS Code	Estimated Employment	Projected Employment	Total Growth	Percent Change
Utilities	221	820	830	10	1.2%
Construction of Buildings	236	1,770	1,820	50	2.8%
Heavy and Civil Engineering Construction	237	990	995	5	0.5%
Specialty Trade Contractors	238	6,415	6,600	185	2.9%
Food Manufacturing	311	7,930	8,030	100	1.3%
Beverage and Tobacco Product	312	110	135	25	22.7%
Textile Mills	313	0	0	0	0.0%
Textile Product Mills	314	45	65	20	44.4%
Apparel Manufacturing	315	5	5	0	0.0%
Leather and Allied Product Manufacturing	316	0	0	0	0.0%
Wood Product Manufacturing	321	160	165	5	3.1%
Paper Manufacturing	322	685	650	-35	-5.1%
Printing and Related Support Activities	323	755	825	70	9.3%
Petroleum and Coal Products Manufacturing	324	0	0	0	0.0%
Chemical Manufacturing	325	2,190	2,245	55	2.5%
Plastics and Rubber Products	326	2,960	2,940	-20	-0.7%
Nonmetallic Mineral Product Manufacturing	327	1,335	1,365	30	2.2%
Primary Metal Manufacturing	331	4,550	4,550	0	0.0%
Fabricated Metal Manufacturing	332	3,365	3,395	30	0.9%
Machinery Manufacturing	333	5,115	5,160	45	0.9%
Computer and Electronic Product	334	710	710	0	0.0%
Electrical Equipment, Appliance and Component Manufac.	335	885	940	55	6.2%
Transportation Equipment Manufacturing	336	1,270	1,525	255	20.1%
Furniture and Related Product	337	2,870	3,325	455	15.9%
Miscellaneous Manufacturing	339	300	315	15	5.0%
Merchant Wholesalers, Durable Goods	423	4,120	4,360	240	5.8%
Merchant Wholesalers, Nondurable Goods	424	2,175	2,175	0	0.0%
Wholesale Electronic Markets and Agents	425	290	315	25	8.6%
Motor Vehicle and Parts Dealers	441	2,825	3,135	310	11.0%
Furniture and Home Furnishings Stores	442	475	630	155	32.6%
Electronics and Appliance Stores	443	995	1,005	10	1.0%
Building Material and Garden Equipment	444	2,295	2,335	40	1.7%
Food and Beverage Stores	445	4,360	4,460	100	2.3%

Industry Description	NAICS Code	Estimated Employment	Projected Employment	Total Growth	Percent Change
Health and Personal Care Stores	446	1,100	1,285	185	16.8%
Gasoline Stations	447	2,575	2,570	-5	-0.2%
Clothing and Clothing Accessories Stores	448	505	1,000	495	98.0%
Sporting Goods, Hobby, Book and Music Stores	451	505	695	190	37.6%
General Merchandise Stores	452	4,245	4,435	190	4.5%
Miscellaneous Store Retailers	453	720	930	210	29.2%
Non-store Retailers	454	340	345	5	1.5%
Air Transportation	481	0	0	0	0.0%
Rail Transportation	482	1,455	1,470	15	1.0%
Water Transportation	483	135	135	0	0.0%
Truck Transportation	484	3,160	3,255	95	3.0%
Transit and Ground Passenger Transport	485	290	460	170	58.6%
Pipeline Transportation	486	50	50	0	0.0%
Scenic and Sightseeing Transportation	487	5	5	0	0.0%
Support Activities for Transportation	488	630	660	30	4.8%
Postal Service	491	665	655	-10	-1.5%
Couriers and Messengers	492	715	765	50	7.0%
Warehousing and Storage	493	1,905	1,975	70	3.7%
Publishing Industries	511	345	370	25	7.2%
Motion Picture and Sound Recording	512	40	105	65	162.5%
Broadcasting (except Internet)	515	195	215	20	10.3%
Telecommunications	517	310	350	40	12.9%
Internet Service Providers, Web Search	518	165	175	10	6.1%
Other Information Services	519	15	15	0	0.0%
Monetary Authorities - Central Bank	521	0	0	0	0.0%
Credit Intermediation and Related Activities	522	2,805	2,820	15	0.5%
Securities, Commodity Contracts, and Other Investments	523	430	440	10	2.3%
Insurance Carriers and Related Activities	524	1,720	1,750	30	1.7%
Funds, Trusts, and Other Financial Vehicles	525	10	10	0	0.0%
Real Estate	531	1,040	1,060	20	1.9%
Rental and Leasing Services	532	415	500	85	20.5%
Lessors of Nonfinancial Intangible Assets	533	0	0	0	0.0%
Professional, Scientific, and Technical Services	541	4,955	5,105	150	3.0%

Industry Description	NAICS Code	Estimated Employment	Projected Employment	Total Growth	Percent Change
Management of Companies and Enterprises	551	3,190	3,395	205	6.4%
Administrative and Support Services	561	9,005	10,740	1,735	19.3%
Waste Management and Remediation	562	440	465	25	5.7%
Educational Services	611	14,600	15,755	1,155	7.9%
Ambulatory Health Care Services	621	7,730	8,780	1,050	13.6%
Hospitals	622	5,810	5,845	35	0.6%
Nursing and Residential Care Facilities	623	5,975	6,070	95	1.6%
Social Assistance	624	4,065	4,795	730	18.0%
Performing Arts, Spectator Sports, and Related Industries	711	255	685	430	168.6%
Museums, Historical Sites, and Similar Institutions	712	75	110	35	46.7%
Amusement, Gambling, and Recreation Industries	713	1,075	1,830	755	70.2%
Accommodation	721	1,640	3,045	1,405	85.7%
Food Services and Drinking Places	722	10,325	15,055	4,730	45.8%
Repair and Maintenance	811	1,925	1,965	40	2.1%
Personal and Laundry Services	812	1,130	1,510	380	33.6%
Religious, Grantmaking, Civic, Professional Organizations	813	2,905	3,210	305	10.5%
Private Households	814	125	460	335	268.0%
Federal Government	910	660	660	0	0.0%
State Government, Excluding Education and Hospitals	920	1,510	1,510	0	0.0%
Local Government, Excluding Education and Hospitals	930	6,195	6,700	505	8.2%

** Information on this NAIC suppressed*

Totals may not equal due to rounding

Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development

LONG TERM INDUSTRY PROJECTIONS

Long-term projections for the **SOUTHERN** portion of the MVWA representing Louisa, Henry, Des Moines, and Lee Counties are shown below. The below table shows the long-term industry projection by NAICS code for 2028, total growth and the percent change projected.

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Total All Industries (Nonag)	000	58,985	62,750	3,765	6.4%
Administrative and Support Services	561	1,845	2,285	440	23.8%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Ambulatory Health Care Services	621	1,820	2,255	435	23.9%
Self Employed and Unpaid Family Workers	671	5,430	5,760	330	6.1%
Food Manufacturing	311	3,720	3,955	235	6.3%
Social Assistance	624	1,185	1,420	235	19.8%
Educational Services	611	4,155	4,370	215	5.2%
Truck Transportation	484	1,200	1,400	200	16.7%
Warehousing and Storage	493	885	1,085	200	22.6%
Specialty Trade Contractors	238	2,110	2,285	175	8.3%
Hospitals	622	2,340	2,515	175	7.5%
Food Services and Drinking Places	722	3,145	3,320	175	5.6%
Nursing and Residential Care Facilities	623	1,825	1,990	165	9.0%
Construction of Buildings	236	890	1,050	160	18.0%
Credit Intermediation and Related Activities	522	775	890	115	14.8%
Motor Vehicle and Parts Dealers	441	825	920	95	11.5%
General Merchandise Stores	452	1,440	1,535	95	6.6%
Chemical Manufacturing	325	830	920	90	10.8%
Professional, Scientific, and Technical Services	541	980	1,070	90	9.2%
Repair and Maintenance	811	645	715	70	10.9%
Amusement, Gambling, and Recreation Industries	713	735	800	65	8.8%
Religious, Grantmaking, Civic, Professional Organizations	813	780	835	55	7.1%
Gasoline Stations	447	755	805	50	6.6%
Food and Beverage Stores	445	1,300	1,345	45	3.5%
Management of Companies and Enterprises	551	225	265	40	17.8%
Support Activities for Agriculture	115	90	125	35	38.9%
Accommodation	721	395	425	30	7.6%
Local Government, Excluding Education and Hospitals	930	1,775	1,805	30	1.7%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Heavy and Civil Engineering Construction	237	440	465	25	5.7%
Personal and Laundry Services	812	300	325	25	8.3%
Wood Product Manufacturing	321	110	130	20	18.2%
Wholesale Electronic Markets and Agents	425	150	170	20	13.3%
Health and Personal Care Stores	446	315	335	20	6.3%
Securities, Commodity Contracts, and Other Investments	523	75	95	20	26.7%
Insurance Carriers and Related Activities	524	295	315	20	6.8%
Building Material and Garden Equipment	444	725	740	15	2.1%
Support Activities for Transportation	488	145	160	15	10.3%
Real Estate	531	255	270	15	5.9%
Waste Management and Remediation	562	95	110	15	15.8%
Transit and Ground Passenger Transport	485	90	100	10	11.1%
Couriers and Messengers	492	130	140	10	7.7%
Rental and Leasing Services	532	105	115	10	9.5%
Mining (except Oil and Gas)	212	80	85	5	6.3%
Utilities	221	220	225	5	2.3%
Beverage and Tobacco Product	312	40	45	5	12.5%
Furniture and Related Product	337	165	170	5	3.0%
Merchant Wholesalers, Durable Goods	423	505	510	5	1.0%
Sporting Goods, Hobby, Book and Music Stores	451	145	150	5	3.4%
Water Transportation	483	15	20	5	33.3%
Private Households	814	215	220	5	2.3%
Forestry and Logging	113	0	0	0	0.0%
Fishing, Hunting and Trapping	114	5	5	0	0.0%
Support Activities for Mining	213	0	0	0	0.0%
Textile Mills	313	5	5	0	0.0%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Textile Product Mills	314	15	15	0	0.0%
Apparel Manufacturing	315	5	5	0	0.0%
Leather and Allied Product Manufacturing	316	0	0	0	0.0%
Petroleum and Coal Products Manufacturing	324	0	0	0	0.0%
Furniture and Home Furnishings Stores	442	100	100	0	0.0%
Electronics and Appliance Stores	443	70	70	0	0.0%
Nonstore Retailers	454	85	85	0	0.0%
Air Transportation	481	0	0	0	0.0%
Pipeline Transportation	486	25	25	0	0.0%
Scenic and Sightseeing Transportation	487	0	0	0	0.0%
Motion Picture and Sound Recording	512	40	40	0	0.0%
Internet Service Providers, Web Search	518	0	0	0	0.0%
Other Information Services	519	0	0	0	0.0%
Monetary Authorities - Central Bank	521	0	0	0	0.0%
Funds, Trusts, and Other Financial Vehicles	525	0	0	0	0.0%
Lessors of Nonfinancial Intangible Assets	533	0	0	0	0.0%
Performing Arts, Spectator Sports, and Related Industries	711	65	65	0	0.0%
Museums, Historical Sites, and Similar Institutions	712	10	10	0	0.0%
Nonmetallic Mineral Product Manufacturing	327	380	375	-5	-1.3%
Rail Transportation	482	990	985	-5	-0.5%
Federal Government	910	135	130	-5	-3.7%
Miscellaneous Store Retailers	453	225	215	-10	-4.4%
Publishing Industries	511	185	175	-10	-5.4%
Broadcasting (except Internet)	515	50	40	-10	-20.0%
Paper Manufacturing	322	405	390	-15	-3.7%
Primary Metal Manufacturing	331	220	205	-15	-6.8%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Transportation Equipment Manufacturing	336	820	805	-15	-1.8%
Clothing and Clothing Accessories Stores	448	225	210	-15	-6.7%
Telecommunications	517	135	120	-15	-11.1%
Computer and Electronic Product	334	400	380	-20	-5.0%
Miscellaneous Manufacturing	339	90	70	-20	-22.2%
Merchant Wholesalers, Nondurable Goods	424	845	825	-20	-2.4%
Postal Service	491	230	210	-20	-8.7%
State Government, Excluding Education and Hospitals	920	940	920	-20	-2.1%
Electrical Equipment, Appliance and Component Manufac.	335	365	335	-30	-8.2%
Fabricated Metal Manufacturing	332	1,535	1,490	-45	-2.9%
Printing and Related Support Activities	323	550	500	-50	-9.1%
Plastics and Rubber Products	326	1,040	960	-80	-7.7%
Machinery Manufacturing	333	2,080	1,945	-135	-6.5%

** Information on this NAIC suppressed*

Source: Labor Market and Economic Research Bureau, Iowa Workforce Development

Long-term industry projections for the **NORTHERN** portion of the MVWA representing Jackson, Clinton, Scott and Muscatine Counties are shown below. The below table shows the long-term industry projection by NAICS code for 2028, total growth and the percent change projected.

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Total All Industries (Nonag)	000	156405	168685	12,280	7.9%
Ambulatory Health Care Services	621	6,710	8,720	2,010	30.0%
Administrative and Support Services	561	9,265	11,005	1,740	18.8%
Food Services and Drinking Places	722	10,960	12,085	1,125	10.3%
Self Employed and Unpaid Family Workers	671	13,255	14,220	965	7.3%
Management of Companies and Enterprises	551	2,945	3,715	770	26.1%
Educational Services	611	12,010	12,720	710	5.9%
Specialty Trade Contractors	238	5,185	5,870	685	13.2%
Nursing and Residential Care Facilities	623	4,545	5,100	555	12.2%
Professional, Scientific, and Technical Services	541	4,640	5,175	535	11.5%
Warehousing and Storage	493	1,110	1,425	315	28.4%
Social Assistance	624	3,095	3,410	315	10.2%
Hospitals	622	4,290	4,570	280	6.5%
Construction of Buildings	236	1,430	1,705	275	19.2%
Motor Vehicle and Parts Dealers	441	2,385	2,630	245	10.3%
Accommodation	721	2,310	2,545	235	10.2%
Furniture and Related Product	337	3,670	3,855	185	5.0%
Food and Beverage Stores	445	3,270	3,445	175	5.4%
Gasoline Stations	447	1,915	2,080	165	8.6%
Insurance Carriers and Related Activities	524	1,430	1,590	160	11.2%
General Merchandise Stores	452	3,485	3,640	155	4.4%
Local Government, Excluding Education and Hospitals	930	4,815	4,960	145	3.0%
Merchant Wholesalers, Durable Goods	423	3,760	3,900	140	3.7%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Repair and Maintenance	811	1,515	1,650	135	8.9%
Religious, Grantmaking, Civic, Professional Organizations	813	2,785	2,915	130	4.7%
Food Manufacturing	311	4,435	4,555	120	2.7%
Truck Transportation	484	2,090	2,205	115	5.5%
Support Activities for Transportation	488	495	595	100	20.2%
Heavy and Civil Engineering Construction	237	630	710	80	12.7%
Health and Personal Care Stores	446	980	1,060	80	8.2%
Transportation Equipment Manufacturing	336	825	895	70	8.5%
Securities, Commodity Contracts, and Other Investments	523	340	405	65	19.1%
Chemical Manufacturing	325	1,295	1,355	60	4.6%
Waste Management and Remediation	562	370	425	55	14.9%
Amusement, Gambling, and Recreation Industries	713	1,065	1,120	55	5.2%
Real Estate	531	780	830	50	6.4%
Couriers and Messengers	492	610	655	45	7.4%
Personal and Laundry Services	812	1,235	1,275	40	3.2%
Building Material and Garden Equipment	444	1,625	1,660	35	2.2%
Support Activities for Agriculture	115	70	95	25	35.7%
Rental and Leasing Services	532	480	505	25	5.2%
Private Households	814	465	490	25	5.4%
Sporting Goods, Hobby, Book and Music Stores	451	585	605	20	3.4%
Performing Arts, Spectator Sports, and Related Industries	711	500	520	20	4.0%
Plastics and Rubber Products	326	1,985	2,000	15	0.8%
Nonmetallic Mineral Product Manufacturing	327	1,025	1,040	15	1.5%
Wholesale Electronic Markets and Agents	425	280	295	15	5.4%
Nonstore Retailers	454	295	310	15	5.1%
Transit and Ground Passenger Transport	485	385	400	15	3.9%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Beverage and Tobacco Product	312	130	140	10	7.7%
Wood Product Manufacturing	321	120	130	10	8.3%
Motion Picture and Sound Recording	512	190	200	10	5.3%
Credit Intermediation and Related Activities	522	2,210	2,220	10	0.5%
Museums, Historical Sites, and Similar Institutions	712	90	100	10	11.1%
Forestry and Logging	113	5	10	5	100.0%
Electronics and Appliance Stores	443	730	735	5	0.7%
Water Transportation	483	110	115	5	4.5%
Internet Service Providers, Web Search	518	295	300	5	1.7%
Other Information Services	519	20	25	5	25.0%
Fishing, Hunting and Trapping	114	5	5	0	0.0%
Support Activities for Mining	213	0	0	0	0.0%
Textile Mills	313	0	0	0	0.0%
Apparel Manufacturing	315	5	5	0	0.0%
Leather and Allied Product Manufacturing	316	0	0	0	0.0%
Petroleum and Coal Products Manufacturing	324	0	0	0	0.0%
Furniture and Home Furnishings Stores	442	535	535	0	0.0%
Air Transportation	481	0	0	0	0.0%
Pipeline Transportation	486	20	20	0	0.0%
Scenic and Sightseeing Transportation	487	0	0	0	0.0%
Monetary Authorities - Central Bank	521	0	0	0	0.0%
Funds, Trusts, and Other Financial Vehicles	525	0	0	0	0.0%
Lessors of Nonfinancial Intangible Assets	533	0	0	0	0.0%
Federal Government	910	405	400	-5	-1.2%
Printing and Related Support Activities	323	385	375	-10	-2.6%
Computer and Electronic Product	334	385	375	-10	-2.6%

Industry Description	NAICS Code	2018 Estimated Employment	2028 Projected Employment	Total Growth	Percent Change
Merchant Wholesalers, Nondurable Goods	424	1,310	1,300	-10	-0.8%
Broadcasting (except Internet)	515	185	175	-10	-5.4%
State Government, Excluding Education and Hospitals	920	590	580	-10	-1.7%
Utilities	221	510	495	-15	-2.9%
Rail Transportation	482	455	440	-15	-3.3%
Publishing Industries	511	290	275	-15	-5.2%
Telecommunications	517	250	235	-15	-6.0%
Mining (except Oil and Gas)	212	165	140	-25	-15.2%
Textile Product Mills	314	165	140	-25	-15.2%
Electrical Equipment, Appliance and Component Manufac.	335	535	495	-40	-7.5%
Postal Service	491	455	415	-40	-8.8%
Paper Manufacturing	322	435	385	-50	-11.5%
Clothing and Clothing Accessories Stores	448	955	890	-65	-6.8%
Machinery Manufacturing	333	3,620	3,545	-75	-2.1%
Miscellaneous Store Retailers	453	740	655	-85	-11.5%
Fabricated Metal Manufacturing	332	1,935	1,840	-95	-4.9%
Miscellaneous Manufacturing	339	215	90	-125	-58.1%
Primary Metal Manufacturing	331	4,330	3,965	-365	-8.4%

** Information on this NAIC suppressed*

Source: Labor Market and Economic Research Bureau, Iowa Workforce Development

OCCUPATION PROJECTIONS

Long-term hot jobs occupation projections for the **SOUTHERN** portion of the MVWA representing Henry, Lee, Louisa, and Des Moines counties are shown below. The below table shows the long-term occupation projection by occupation title for 2028, total growth and the percent change projected.

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
11-3031	Financial Mgrs	200	235	40	2.0	5	10	5	20
11-9111	Medical & Health Services Mgrs	165	190	25	1.5	5	10	5	15
11-9021	Construction Mgrs	135	150	15	1.1	5	5	*	10
17-2141	Mechanical Engineers	165	185	15	0.9	5	10	*	15
17-2112	Industrial Engineers	110	130	15	1.4	*	5	*	10
13-1111	Management Analysts	90	100	10	1.1	5	5	*	10
49-1011	First-Line Supvs of Mechanics, Installers, & Repairers	235	255	20	0.9	10	15	*	25
47-1011	First-Line Supvs of Construction Trades & Extraction Wkrs	215	235	20	0.9	5	15	*	25
11-9151	Social & Community Service Mgrs	90	100	10	1.1	5	5	*	10
47-2152	Plumbers, Pipefitters, & Steamfitters	220	250	25	1.1	5	20	5	30
29-1141	Registered Nurses	950	1,085	135	1.4	30	25	15	70
41-3021	Insurance Sales Agents	165	185	15	0.9	5	10	*	20
13-1161	Market Research Analysts & Marketing Specialists	75	85	15	2.0	*	5	*	10
47-2111	Electricians	300	330	30	1.0	10	25	5	40
43-5032	Dispatchers, Ex Police, Fire, & Ambulance	75	85	10	1.3	5	5	*	10
49-9041	Industrial Machinery Mechanics	470	510	40	0.9	15	30	5	50
37-1011	First-Line Supvs of Housekeeping & Janitorial Wkrs	75	85	10	1.3	5	5	*	10
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	235	275	40	1.7	5	15	5	25
13-1151	Training & Development Specialists	75	85	10	1.3	*	5	*	10

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,705	1,970	265	1.6	75	135	25	235
43-9041	Insurance Claims & Policy Processing Clerks	75	90	15	2.0	5	5	*	10
53-7051	Industrial Truck & Tractor Operators	570	635	60	1.1	20	50	5	75
29-2040	Emergency Medical Techs & Paramedics	110	120	10	0.9	*	5	*	10
21-1021	Child, Family, & School Social Wkrs	150	160	15	1.0	5	10	*	15
47-2031	Carpenters	375	430	50	1.3	15	30	5	45
29-2061	Licensed Practical & Licensed Vocational Nurses	305	335	35	1.1	10	15	5	30

Long-term STEM jobs occupation projections for the SOUTHERN portion of the MVWA representing Henry, Lee, Louisa, and Des Moines counties are shown below. The below table shows the long-term occupation projection by occupation title for 2028, total growth and the percent change projected.

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
11-3031	Financial Mgrs	200	235	40	2.0	5	10	5	20
11-3051	Industrial Production Mgrs	190	195	5	0.3	5	10	*	15
11-9013	Farmers, Ranchers, & Other Agricultural Mgrs	3,180	3,225	45	0.1	200	120	5	325
11-9021	Construction Mgrs	135	150	15	1.1	5	5	*	10
11-9111	Medical & Health Services Mgrs	165	190	25	1.5	5	10	5	15
13-2011	Accountants & Auditors	285	305	20	0.7	10	20	*	30
15-1199	Computer Occupations, All Other	95	110	15	1.6	*	5	*	10
15-1211	Computer Systems Analysts	115	130	15	1.3	*	5	*	10
17-2112	Industrial Engineers	110	130	15	1.4	*	5	*	10
17-2141	Mechanical Engineers	165	185	15	0.9	5	10	*	15
29-1141	Registered Nurses	950	1,085	135	1.4	30	25	15	70

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
29-2040	Emergency Medical Techs & Paramedics	110	120	10	0.9	*	5	*	10
29-2052	Pharmacy Technicians	100	110	10	1.0	5	5	*	10
29-2061	Licensed Practical & Licensed Vocational Nurses	305	335	35	1.1	10	15	5	30
31-9091	Dental Assistants	85	100	15	1.8	5	5	*	10
31-9092	Medical Assistants	195	250	55	2.8	10	15	5	30
35-1012	First-Line Supvs of Food Preparation & Serving Wkrs	280	295	15	0.5	10	30	*	45
35-2012	Cooks, Institution & Cafeteria	155	165	10	0.6	10	15	*	25
47-2111	Electricians	300	330	30	1.0	10	25	5	40
47-2152	Plumbers, Pipefitters, & Steamfitters	220	250	25	1.1	5	20	5	30
49-2011	Computer, Automated Teller, & Office Machine Repairers	65	75	5	0.8	*	5	*	10
49-3023	Automotive Service Technicians & Mechanics	310	340	25	0.8	10	25	5	35
49-9099	Installation, Maintenance, & Repair Wkrs, All Other	75	80	0	0.0	5	5	0	10
51-3092	Food Batchmakers	405	415	10	0.2	25	35	*	60
51-4121	Welders, Cutters, Solderers, & Brazers	355	370	15	0.4	10	30	*	40
51-4122	Weld/Solder/Braze Machine Setters, Operators, & Tenders	165	165	5	0.3	5	15	0	20
51-9011	Chemical Equipment Operators & Tenders	75	80	5	0.7	*	5	0	10

Long-term hot jobs occupation projections for the **NORTHERN** portion of the MVWA representing Jackson, Clinton, Scott, and Muscatine counties are shown below. The below table shows the long-term occupation projection by occupation title for 2028, total growth and the percent change projected.

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
11-2022	Sales Mgrs	325	360	35	1.1	5	25	5	35
11-9041	Architectural & Engineering Mgrs	155	170	15	1.0	5	10	*	15
11-3021	Computer & Information Systems Mgrs	290	345	55	1.9	5	20	5	30
29-1171	Nurse Practitioners	180	245	65	3.6	5	5	5	15
11-3031	Financial Mgrs	600	725	125	2.1	15	35	15	65
11-1021	General & Operations Mgrs	2,340	2,595	255	1.1	50	160	25	240
11-2021	Marketing Mgrs	220	245	30	1.4	5	15	5	25
25-1071	Health Specialties Teachers, Postsecondary	170	210	45	2.6	5	10	5	20
13-1051	Cost Estimators	230	260	30	1.3	5	20	5	25
11-9021	Construction Mgrs	315	365	50	1.6	5	15	5	30
11-3121	Human Resources Mgrs	125	145	20	1.6	5	10	*	15
11-3010	Administrative Services & Facilities Mgrs	135	155	20	1.5	5	10	*	15
17-2071	Electrical Engineers	155	175	20	1.3	5	10	*	15
11-3071	Transportation, Storage, & Distribution Mgrs	135	150	20	1.5	5	10	*	15
13-2052	Personal Financial Advisors	170	210	40	2.4	5	10	5	20
41-3031	Securities, Commodities, & Financial Services Sales Agents	245	270	25	1.0	5	20	5	30
25-1011	Business Teachers, Postsecondary	110	125	20	1.8	5	5	*	10
29-1122	Occupational Therapists	110	130	20	1.8	5	5	*	10
15-1211	Computer Systems Analysts	405	470	65	1.6	10	25	5	35
15-1241	Computer Network Architects	85	100	15	1.8	*	5	*	10
15-1132	Software Developers, Applications	400	525	125	3.1	5	25	10	45
15-1133	Software Developers, Systems Software	150	175	20	1.3	*	10	*	15

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
11-9111	Medical & Health Services Mgrs	605	745	145	2.4	15	35	15	70
29-1123	Physical Therapists	185	235	50	2.7	5	5	5	15
41-3021	Insurance Sales Agents	380	450	70	1.8	15	25	5	45
17-2141	Mechanical Engineers	230	260	30	1.3	5	10	5	20
13-1111	Management Analysts	255	285	30	1.2	10	15	5	30
29-1127	Speech-Language Pathologists	100	135	35	3.5	*	5	5	10
17-2112	Industrial Engineers	325	370	45	1.4	5	15	5	30
15-1212	Information Security Analysts	95	150	55	5.8	*	5	5	15
41-9022	Real Estate Sales Agents	135	150	15	1.1	5	5	*	15
29-2032	Diagnostic Medical Sonographers	105	135	30	2.9	5	5	5	10
29-1292	Dental Hygienists	285	330	45	1.6	15	10	5	25
13-2011	Accountants & Auditors	815	915	100	1.2	25	55	10	90
15-1244	Network & Computer Systems Administrators	390	445	55	1.4	5	20	5	35
53-7021	Crane & Tower Operators	100	110	10	1.0	5	10	*	15
13-2072	Loan Officers	245	270	25	1.0	5	15	*	25
49-9051	Electrical Power-Line Installers & Repairers	90	100	10	1.1	*	5	*	10
13-1081	Logisticians	95	105	10	1.1	*	5	*	10
15-1257	Web Developers & Digital Interface Designers	125	145	20	1.6	*	10	*	10
47-2132	Insulation Wkrs, Mechanical	70	75	10	1.4	*	5	*	10
41-3091	Sales Reps, Services, Ex Advertising/Insurance/Financial/Travel	600	715	115	1.9	20	65	10	95
19-1013	Soil & Plant Scientists	65	75	10	1.5	*	5	*	10
47-1011	First-Line Supvs of Construction Trades & Extraction Wkrs	785	900	115	1.5	25	60	10	100
13-1041	Compliance Officers	135	150	20	1.5	5	10	*	15
47-2152	Plumbers, Pipefitters, & Steamfitters	710	815	105	1.5	20	60	10	95

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
49-9044	Millwrights	175	200	25	1.4	5	10	*	20
29-1141	Registered Nurses	2,935	3,485	550	1.9	90	80	55	225
13-1161	Market Research Analysts & Marketing Specialists	295	360	65	2.2	10	25	5	40
13-2041	Credit Analysts	80	90	15	1.9	*	5	*	10

Long-term STEM jobs occupation projections for the NORTHERN portion of the MVWA representing Jackson, Clinton, Scott and Muscatine counties are shown below. The below table shows the long-term occupation projection by occupation title for 2028, total growth and the percent change projected.

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
11-3031	Financial Mgrs	600	725	125	2.1	15	35	15	65
11-3051	Industrial Production Mgrs	525	545	25	0.5	10	30	*	40
11-9013	Farmers, Ranchers, & Other Agricultural Mgrs	6,800	6,820	20	0.0	425	255	*	680
11-9021	Construction Mgrs	315	365	50	1.6	5	15	5	30
11-9041	Architectural & Engineering Mgrs	155	170	15	1.0	5	10	*	15
11-9111	Medical & Health Services Mgrs	605	745	145	2.4	15	35	15	70
13-1041	Compliance Officers	135	150	20	1.5	5	10	*	15
13-1051	Cost Estimators	230	260	30	1.3	5	20	5	25
13-1081	Logisticians	95	105	10	1.1	*	5	*	10
13-2011	Accountants & Auditors	815	915	100	1.2	25	55	10	90
13-2041	Credit Analysts	80	90	15	1.9	*	5	*	10
13-2051	Financial Analysts	75	85	10	1.3	*	5	*	10
13-2052	Personal Financial Advisors	170	210	40	2.4	5	10	5	20
15-1132	Software Developers, Applications	400	525	125	3.1	5	25	10	45

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
15-1133	Software Developers, Systems Software	150	175	20	1.3	*	10	*	15
15-1199	Computer Occupations, All Other	255	305	50	2.0	5	15	5	25
15-1211	Computer Systems Analysts	405	470	65	1.6	10	25	5	35
15-1212	Information Security Analysts	95	150	55	5.8	*	5	5	15
15-1231	Computer Network Support Specialists	190	220	30	1.6	5	15	5	20
15-1232	Computer User Support Specialists	490	560	70	1.4	10	35	5	50
15-1241	Computer Network Architects	85	100	15	1.8	*	5	*	10
15-1244	Network & Computer Systems Administrators	390	445	55	1.4	5	20	5	35
15-1251	Computer Programmers	115	110	-5	-0.4	*	5	0	10
15-1257	Web Developers & Digital Interface Designers	125	145	20	1.6	*	10	*	10
17-2041	Chemical Engineers	105	120	15	1.4	*	5	*	10
17-2051	Civil Engineers	180	190	15	0.8	5	10	*	15
17-2071	Electrical Engineers	155	175	20	1.3	5	10	*	15
17-2112	Industrial Engineers	325	370	45	1.4	5	15	5	30
17-2141	Mechanical Engineers	230	260	30	1.3	5	10	5	20
17-2199	Engineers, All Other	360	380	20	0.6	10	20	*	30
17-3013	Mechanical Drafters	125	120	-5	-0.4	5	10	0	15
17-3019	Drafters, All Other	75	85	10	1.3	5	5	*	10
17-3022	Civil Engineering Technicians	90	95	5	0.6	5	5	*	10
17-3023	Electrical & Electronics Engineering Technicians	105	110	0	0.0	5	5	0	10
17-3098	Calibration & Engineering Techs, Ex Drafters, All Other	90	95	5	0.6	5	5	*	10
19-1013	Soil & Plant Scientists	65	75	10	1.5	*	5	*	10
19-4010	Agricultural & Food Science Techs	110	115	5	0.5	*	10	*	15
19-4021	Biological Technicians	65	75	10	1.5	*	5	*	10

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
19-4031	Chemical Technicians	80	85	5	0.6	*	5	*	10
19-4099	Life, Physical, & Social Science Technicians, All Other	55	60	5	0.9	*	5	*	10
25-1011	Business Teachers, Postsecondary	110	125	20	1.8	5	5	*	10
25-1071	Health Specialties Teachers, Postsecondary	170	210	45	2.6	5	10	5	20
27-1024	Graphic Designers	180	175	-5	-0.3	5	10	0	20
29-1051	Pharmacists	350	360	5	0.1	10	10	*	15
29-1122	Occupational Therapists	110	130	20	1.8	5	5	*	10
29-1123	Physical Therapists	185	235	50	2.7	5	5	5	15
29-1127	Speech-Language Pathologists	100	135	35	3.5	*	5	5	10
29-1141	Registered Nurses	2,935	3,485	550	1.9	90	80	55	225
29-1171	Nurse Practitioners	180	245	65	3.6	5	5	5	15
29-1215	Family Medicine Physicians	205	240	35	1.7	5	5	5	10
29-1292	Dental Hygienists	285	330	45	1.6	15	10	5	25
29-2010	Clinical Laboratory Technologists & Technicians	255	290	30	1.2	10	10	5	20
29-2032	Diagnostic Medical Sonographers	105	135	30	2.9	5	5	5	10
29-2034	Radiologic Technologists	185	210	25	1.4	5	5	*	15
29-2040	Emergency Medical Techs & Paramedics	250	275	25	1.0	5	15	*	20
29-2052	Pharmacy Technicians	355	415	60	1.7	10	20	5	35
29-2055	Surgical Technologists	90	105	10	1.1	5	5	*	10
29-2056	Veterinary Technologists & Technicians	80	100	15	1.9	5	5	*	10
29-2061	Licensed Practical & Licensed Vocational Nurses	465	530	65	1.4	15	20	5	45
29-2071	Medical Records & Health Information Technicians	140	155	15	1.1	5	5	*	10
29-2099	Health Technologists & Technicians, All Other	105	125	20	1.9	5	5	*	10

Mississippi Valley Workforce Area Local Plan 2021-2024

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
31-2021	Physical Therapist Assistants	70	95	25	3.6	5	5	*	15
31-9011	Massage Therapists	140	175	35	2.5	10	10	5	20
31-9091	Dental Assistants	275	325	45	1.6	15	20	5	40
31-9092	Medical Assistants	490	635	145	3.0	20	40	15	75
31-9094	Medical Transcriptionists	130	150	20	1.5	10	10	*	20
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	50	60	10	2.0	5	5	*	10
35-1012	First-Line Supvs of Food Preparation & Serving Wkrs	1,015	1,125	110	1.1	45	115	10	175
35-2012	Cooks, Institution & Cafeteria	460	490	30	0.7	25	40	5	70
41-4011	Sales Reps, Wholesale & Mfg, Tech & Scientific Products	205	205	0	0.0	5	15	0	20
45-1011	First-Line Supvs of Farming, Fishing, & Forestry Wkrs	60	60	-5	-0.8	*	5	0	10
47-2111	Electricians	900	1,010	115	1.3	30	80	10	120
47-2152	Plumbers, Pipefitters, & Steamfitters	710	815	105	1.5	20	60	10	95
49-2011	Computer, Automated Teller, & Office Machine Repairers	135	135	0	0.0	5	10	0	15
49-2022	Telecom Equipment Installers & Repairers, Ex Line Installers	120	130	5	0.4	5	10	*	15
49-3011	Automotive Body & Related Repairers	200	225	25	1.3	5	15	*	25
49-3023	Automotive Service Technicians & Mechanics	820	875	55	0.7	25	60	5	85
49-3041	Farm Equipment Mechanics & Service Technicians	195	200	5	0.3	5	15	0	20
49-9051	Electrical Power-Line Installers & Repairers	90	100	10	1.1	*	5	*	10
49-9099	Installation, Maintenance, & Repair Wkrs, All Other	90	90	0	0.0	5	5	0	10
51-3092	Food Batchmakers	220	230	5	0.2	15	20	*	35
51-4111	Tool & Die Makers	135	135	-5	-0.4	5	10	0	15
51-4121	Welders, Cutters, Solderers, & Brazers	660	685	25	0.4	15	55	*	75

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
51-8031	Water & Wastewater Treatment Plant & System Operators	115	110	-5	-0.4	5	5	0	10
51-8091	Chemical Plant & System Operators	310	300	-10	-0.3	5	25	*	30
51-8099	Plant & System Operators, All Other	75	80	0	0.0	*	5	0	10

EMPLOYER NEEDS

Across the Local Area, employers are continually seeking qualified talent for the existing jobs available but also to fortify plans for growth and expansion. Within the health care industry, for example, employers need applicants who have obtained the necessary skills and credentials to perform on the job such as a license provided by the State Board of Nursing. While every industry and in-demand or emerging occupation may not need formalized training or a lengthy training program for a credential in order to begin employment, resources are available to assist with needs like transitional jobs, work experience, short-term pre-vocational services and on-the-job training.

The content and skill requirements of jobs are constantly changing, requiring employers to establish avenues for employees to continually upgrade their education and skills. In order for businesses to remain competitive in a global economy, they must find ways to develop new, more productive, higher value-added systems of production that employ highly skilled workers.

The rapidly changing and more technologically advanced job skills require changes in the education and workforce training systems that are more flexible. This points to a growing demand for career pathways for ease of access into an industry and retraining of incumbent workers to address new processes. The MVWA will look into incorporating incumbent worker training into the MVWA over the next two years to help upskill existing employees and assist with Apprenticeship programs that allow participants to work while being trained for a career.

Along with specific credentials and training of the applicants/potential new hires, employers across all industries have continued to report the need of soft skills, support from the community with affordable housing and transportation, and reduction in turn-over. The MVWA supports an industry partnership structure that enables the workforce development system to be nimble and responsive to the ever-changing needs of the Local Area's businesses. Collectively, the business needs in our Local Area are as diverse as the geography. With the collaboration and leadership of the Area's ecosystem industries, the Local Area will be actively engaging partners with the secondary and post-secondary institutions to ensure that industry specific curriculum and skills are being developed (if a gap is identified) along the spectrum of needs from entry to senior level positions.

LOCAL PLAN QUESTION:

2. Workforce Analysis: Include a current analysis of:
 - a. The knowledge and skills needed to meet the employment needs of employers in the local area, including employment needs in in-demand industry sectors and occupations.
 - b. An analysis of the local workforce, including current labor force employment and unemployment data, information on labor market trends, and education and skill levels of the workforce, including individuals with barriers to employment.

WORKFORCE ANALYSIS

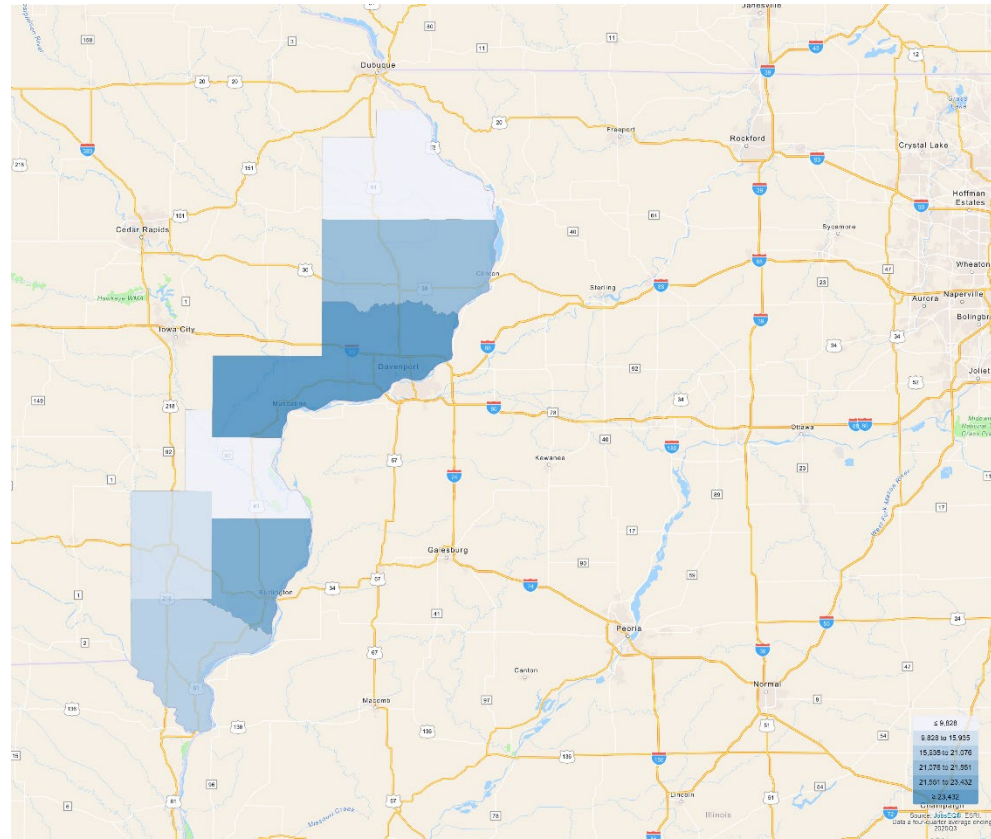
POPULATION

The population in the MVWA was 386,377 per American Community Survey data for 2015-2019. The Local Area has a civilian labor force of 195,797 with a participation rate of 63.9%.

GEOGRAPHIC DISTRIBUTION

Region	Employees
Scott County, Iowa	90,947
Muscatine County, Iowa	23,432
Des Moines County, Iowa	21,551
Clinton County, Iowa	21,077
Lee County, Iowa	15,936
Henry County, Iowa	9,828
Jackson County, Iowa	7,004
Louisa County, Iowa	4,174

Source: JobsEQ®



Of individuals 25 to 64 in the MVWA, 25.8% have a bachelor’s degree or higher which is lower than the 33.5% in the nation. The median household income in the MVWA is \$56,745 and the median house value is \$135,213.

The population under the age of 18 years is 23.3% which is align with the state and national percentages. However, this is a significant percentage of the Local Areas overall future labor force creating a great opportunity to educate the younger population to the current and emerging workforce needs. The percentages of disconnected youth is only slightly higher than the state level, but the number of children in single parent families is significantly higher at 35.4% compared to the state level at 29.7%.

MVWA’s educational attainment is close to the state level until you reach the bachelor level degree and the MVWA is currently at 17.2% where the state of Iowa is at 21.2% respectively. The poverty level in MVWA is slightly higher than the state level at 12.4% compared to 11.5%. Additionally, a higher percentage 11.7% of households in MVWA are receiving food stamps and Supplemental Nutrition Assistance Program (SNAP) benefits compared to the state level of 10.2%.

Additional information we can conclude from the below chart is that people with disabilities are significantly underemployed in MVWA compared to the state average

The Population is not expected to grow in the MVWA making it even more important to train and educate a future ready workforce from the current labor force to meet the needs of our businesses.

Summary¹

	MVWA	Percent Iowa	USA	MVWA	Value Iowa	USA
Demographics						
Population (ACS)	—	—	—	386,377	3,139,508	324,697,795
Male	49.4%	49.6%	49.2%	190,872	1,558,536	159,886,919
Female	50.6%	50.4%	50.8%	195,505	1,580,972	164,810,876
Median Age ²	—	—	—	40.1	38.2	38.1
Under 18 Years	23.3%	23.2%	22.6%	90,113	728,737	73,429,392
18 to 24 Years	8.2%	10.1%	9.4%	31,524	317,986	30,646,327
25 to 34 Years	12.2%	12.6%	13.9%	47,229	395,064	45,030,415
35 to 44 Years	12.1%	12.0%	12.6%	46,625	375,627	40,978,831
45 to 54 Years	12.8%	12.1%	13.0%	49,388	380,420	42,072,620
55 to 64 Years	13.9%	13.3%	12.9%	53,873	416,152	41,756,414
65 to 74 Years	10.0%	9.2%	9.1%	38,464	290,141	29,542,266
75 Years, and Over	7.5%	7.5%	6.5%	29,161	235,381	21,241,530
Race: White	89.3%	90.0%	72.5%	345,027	2,826,070	235,377,662
Race: Black or African American	5.0%	3.7%	12.7%	19,205	116,359	41,234,642
Race: American Indian and Alaska Native	0.3%	0.4%	0.8%	1,065	11,976	2,750,143
Race: Asian	1.8%	2.4%	5.5%	6,909	75,741	17,924,209
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.2%	246	3,729	599,868
Race: Some Other Race	0.9%	1.2%	4.9%	3,575	39,048	16,047,369
Race: Two or More Races	2.7%	2.1%	3.3%	10,350	66,585	10,763,902
Hispanic or Latino (of any race)	6.8%	6.0%	18.0%	26,265	188,311	58,479,370

	MVWA	Percent Iowa	USA	MVWA	Value Iowa	USA
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	385,088	3,155,070	328,239,523
Population Annual Average Growth ⁴	0.0%	0.4%	0.7%	188	12,220	2,146,799
People per Square Mile	—	—	—	96.4	56.5	92.9
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	63.9%	67.3%	63.2%	195,797	1,676,475	163,555,585
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	84.5%	87.1%	82.1%	120,881	1,001,484	104,634,905
Armed Forces Labor Force	0.1%	0.1%	0.4%	248	1,666	1,073,907
Veterans, Age 18-64	5.4%	4.4%	4.6%	12,278	83,401	9,143,042
Veterans Labor Force Participation Rate and Size, Age 18-64	77.6%	80.3%	76.6%	9,532	66,995	7,003,778
Median Household Income ²	—	—	—	\$56,745	\$60,523	\$62,843
Per Capita Income	—	—	—	\$30,859	\$32,176	\$34,103
Mean Commute Time (minutes)	—	—	—	18.8	19.3	26.9
Commute via Public Transportation	0.5%	1.1%	5.0%	995	17,109	7,641,160
Educational Attainment, Age 25-64						
No High School Diploma	7.0%	7.1%	10.9%	13,804	111,995	18,550,150
High School Graduate	31.9%	27.4%	25.7%	62,857	429,164	43,627,868
Some College, No Degree	22.1%	21.5%	20.7%	43,561	336,248	35,174,790
Associate Degree	13.2%	13.3%	9.1%	25,952	207,857	15,526,064
Bachelor's Degree	17.2%	21.2%	21.2%	33,886	333,023	35,997,848
Postgraduate Degree	8.7%	9.5%	12.3%	17,055	148,976	20,961,560
Housing						
Total Housing Units	—	—	—	172,219	1,397,087	137,428,986
Median House Value (of owner-occupied units) ²	—	—	—	\$135,213	\$147,800	\$217,500
Homeowner Vacancy	1.4%	1.4%	1.6%	1,574	13,130	1,257,737

	Percent			Value		
	MVWA	Iowa	USA	MVWA	Iowa	USA
Rental Vacancy	9.0%	6.5%	6.0%	4,409	26,015	2,793,023
Renter-Occupied Housing Units (% of Occupied Units)	28.5%	28.9%	36.0%	44,056	366,250	43,481,667
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	6.7%	5.8%	8.6%	10,343	73,874	10,395,713
Social						
Poverty Level (of all people)	12.4%	11.5%	13.4%	46,895	348,122	42,510,843
Households Receiving Food Stamps/SNAP	11.7%	10.2%	11.7%	18,165	129,135	14,171,567
Enrolled in Grade 12 (% of total population)	1.3%	1.2%	1.4%	4,942	37,835	4,422,344
Disconnected Youth ³	2.3%	2.0%	2.5%	445	3,453	423,273
Children in Single Parent Families (% of all children)	35.4%	29.7%	34.1%	30,294	207,101	23,790,005
Uninsured	4.3%	4.7%	8.8%	16,269	144,607	28,248,613
With a Disability, Age 18-64	9.9%	9.3%	10.3%	22,440	173,800	20,187,604
With a Disability, Age 18-64, Labor Force Participation Rate and Size	43.5%	50.7%	42.2%	9,769	88,088	8,509,463
Foreign Born	3.6%	5.3%	13.6%	13,745	166,439	44,011,870
Speak English Less Than Very Well (population 5 yrs and over)	2.2%	3.4%	8.4%	7,958	101,026	25,615,365

Source: JobsEQ®

1. American Community Survey 2015-2019, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

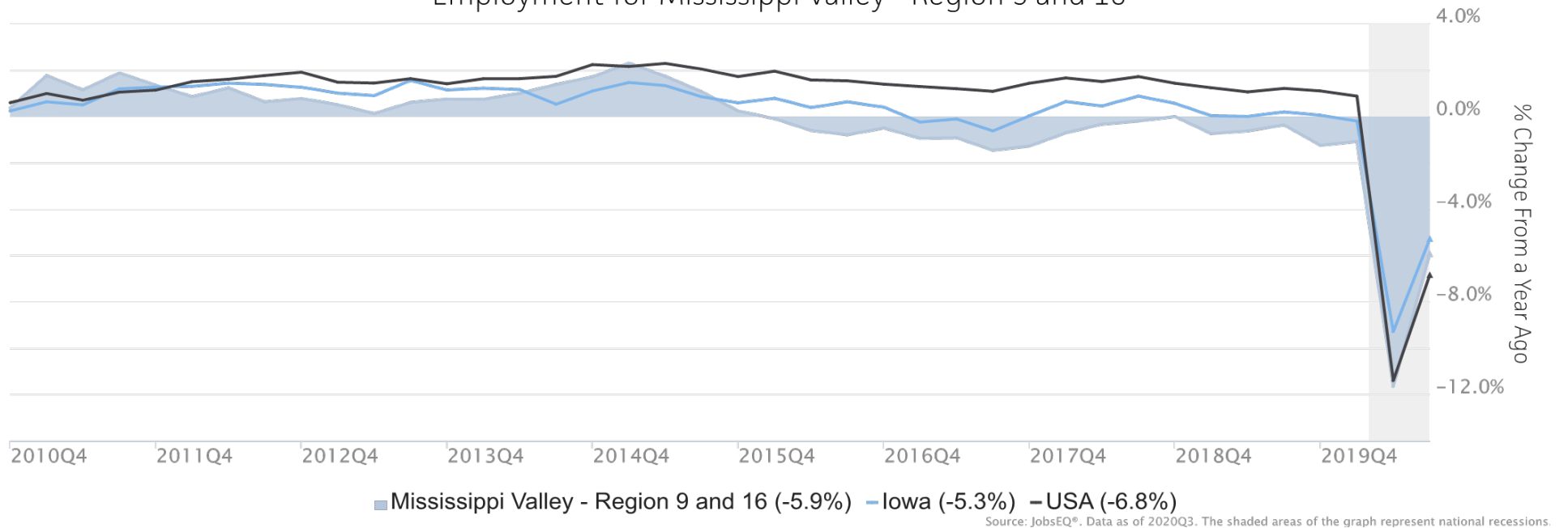
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census 2019, annual average growth rate since 2009

EMPLOYMENT TRENDS

As of 2020Q3, total employment for the MVWA was 193,949 (based on a four-quarter moving average). Over the year ending 2020Q3, employment declined 5.9% in the region.

Employment for Mississippi Valley - Region 9 and 16

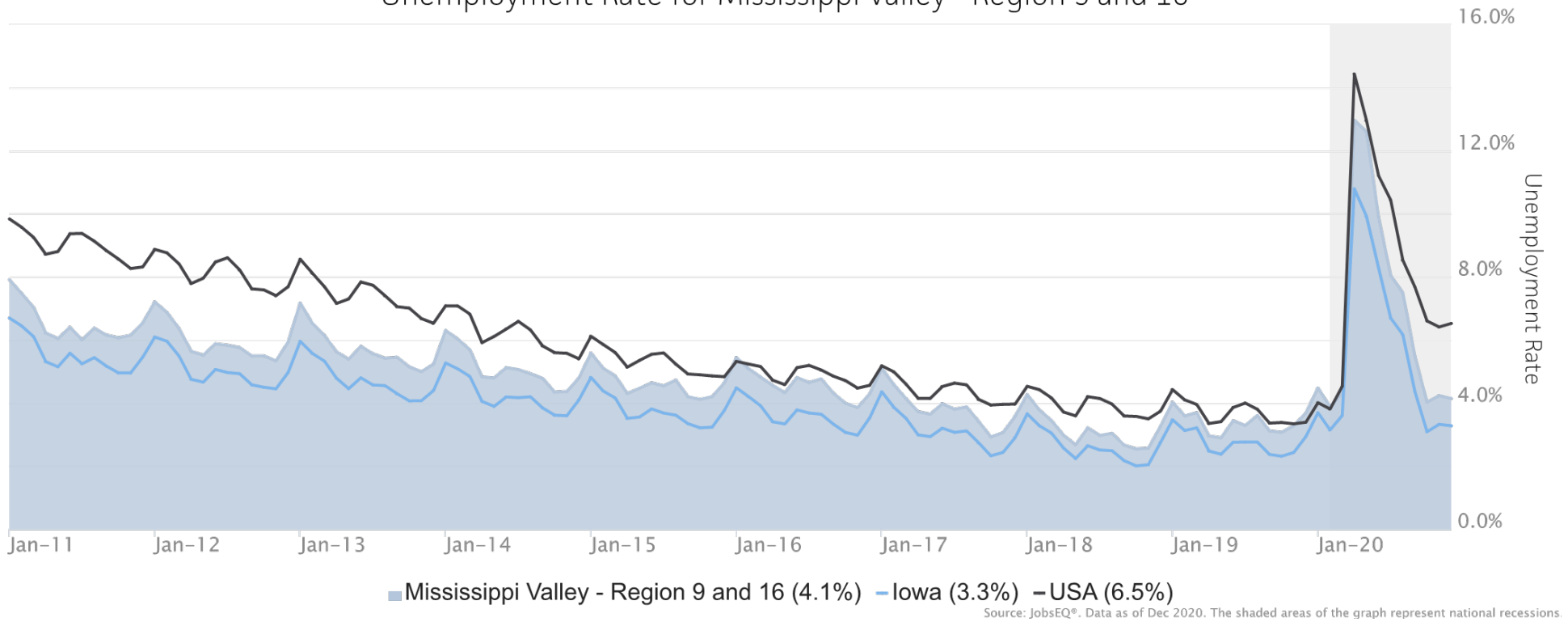


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

UNEMPLOYMENT RATE

The unemployment rate for the MVWA was 4.1% as of December 2020. The Local Area unemployment rate was lower than the national rate of 6.5%. One year earlier, in December 2019, the unemployment rate in the MVWA was 3.7%.

Unemployment Rate for Mississippi Valley - Region 9 and 16

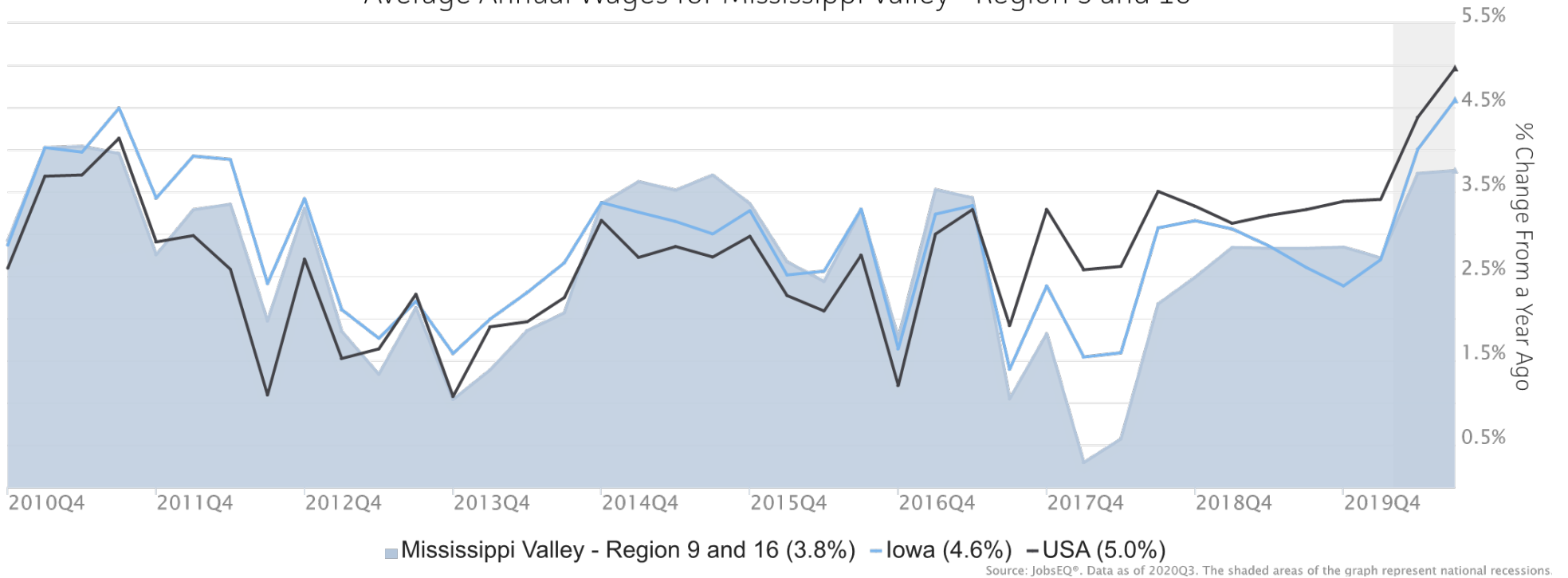


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through December 2020.

WAGE TRENDS

The average worker in the MVWA earned annual wages of \$46,409 as of 2020Q3. Average annual wages per worker increased 3.8% in the Local Area over the preceding four quarters. For comparison purposes, annual average wages were \$60,042 in the nation as of 2020Q3.

Average Annual Wages for Mississippi Valley - Region 9 and 16



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

AWARD GAPS

Based on the below excerpt from JobsEQ® we can see that the areas that have the largest award gap are General and Operations Managers, Elementary School Teachers, Education, Nursing Assistants Medical and Health Services Managers, and Career/and Technical Education. This report represents post-secondary education gaps for MVWA.

MVWA EDUCATION GAPS

SOC	Occupation	Award Gap	Awards	Target Range	Annual Demand	US Awards Benchmark
11-1021	General and Operations Managers	(144)	90	234 – 234	234	234
25-2021	Elementary School Teachers, Except Special Education	(96)	37	133 – 133	133	133
31-1131	Nursing Assistants	(75)	0	75 – 259	259	75
11-9111	Medical and Health Services Managers	(72)	0	72 – 79	72	79
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	(46)	39	85 – 218	85	218
25-2022	Middle School Teachers, Except Special and Career/Technical Education	(41)	16	57 – 57	57	57
13-1111	Management Analysts	(25)	25	50 – 62	50	62
27-2022	Coaches and Scouts	(25)	15	40 – 52	52	40
39-9011	Childcare Workers	(25)	20	45 – 187	187	45
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	(24)	24	49 – 112	49	112
43-3031	Bookkeeping, Accounting, and Auditing Clerks	(24)	0	24 – 213	213	24
15-1232	Computer User Support Specialists	(23)	0	23 – 41	41	23
29-1171	Nurse Practitioners	(22)	0	22 – 30	22	30
11-3031	Financial Managers	(21)	6	27 – 66	66	27
17-2141	Mechanical Engineers	(21)	12	32 – 49	32	49
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	(21)	11	32 – 52	52	32
11-9021	Construction Managers	(20)	13	32 – 38	38	32
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	(20)	20	40 – 49	40	49
25-2011	Preschool Teachers, Except Special Education	(20)	11	31 – 50	50	31
27-2042	Musicians and Singers	(20)	3	23 – 24	23	24

SOC	Occupation	Award Gap	Awards	Target Range	Annual Demand	US Awards Benchmark
33-9032	Security Guards	(20)	25	44 – 99	99	44
11-2022	Sales Managers	(19)	14	33 – 38	33	38
11-3051	Industrial Production Managers	(19)	12	31 – 32	32	31
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	(19)	34	53 – 80	80	53
23-1011	Lawyers	(19)	0	19 – 21	19	21
47-2111	Electricians	(19)	0	19 – 134	134	19
21-1021	Child, Family, and School Social Workers	(18)	17	35 – 40	35	40
17-2051	Civil Engineers	(17)	0	17 – 18	18	17
25-9031	Instructional Coordinators	(17)	1	18 – 19	18	19
33-3012	Correctional Officers and Jailers	(17)	0	17 – 32	32	17
43-6013	Medical Secretaries and Administrative Assistants	(17)	4	21 – 73	73	21
11-9013	Farmers, Ranchers, and Other Agricultural Managers	(16)	35	51 – 161	161	51
13-1051	Cost Estimators	(16)	9	25 – 28	25	28
21-2011	Clergy	(16)	2	18 – 35	35	18
25-3021	Self-Enrichment Teachers	(16)	2	18 – 35	35	18
11-9151	Social and Community Service Managers	(15)	13	27 – 31	27	31
11-3013	Facilities Managers	(14)	9	23 – 24	24	23
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	(14)	1	15 – 15	15	15
21-1012	Educational, Guidance, and Career Counselors and Advisors	(14)	13	27 – 35	27	35
51-4121	Welders, Cutters, Solderers, and Brazers	(14)	83	97 – 100	100	97
11-9032	Education Administrators, Kindergarten through Secondary	(13)	10	23 – 26	23	26
17-2071	Electrical Engineers	(13)	0	13 – 22	13	22
17-2199	Engineers, All Other	(13)	0	13 – 24	13	24
25-4022	Librarians and Media Collections Specialists	(13)	0	13 – 15	15	13
33-3051	Police and Sheriff's Patrol Officers	(13)	16	28 – 40	40	28
11-9051	Food Service Managers	(12)	2	13 – 34	34	13

SOC	Occupation	Award Gap	Awards	Target Range	Annual Demand	US Awards Benchmark
13-1071	Human Resources Specialists	(12)	0	12 – 68	68	12
51-1011	First-Line Supervisors of Production and Operating Workers	(12)	0	12 – 153	153	12
11-9041	Architectural and Engineering Managers	(11)	7	18 – 33	18	33
21-1015	Rehabilitation Counselors	(11)	10	21 – 25	21	25
21-1093	Social and Human Service Assistants	(11)	3	15 – 69	69	15
21-2021	Directors, Religious Activities and Education	(11)	0	11 – 26	26	11
25-2052	Special Education Teachers, Kindergarten and Elementary School	(11)	1	12 – 14	14	12
27-3031	Public Relations Specialists	(11)	10	21 – 31	21	31
29-1292	Dental Hygienists	(11)	0	11 – 19	19	11
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	(10)	3	13 – 30	30	13
29-1051	Pharmacists	(10)	0	10 – 15	10	15

Source: JobsEQ®

Data as of 2020Q3

Note: Figures may not sum due to rounding.

ONLINE JOB POSTINGS FOR 30 DAY TIME PERIOD

The below data reflects information pulled from online job postings for the 30-day period ending 3/21/2021. The top categories have been pulled for each of the below tables. The most requested certifications, hard skills and soft skills by employers in the last 30 days is represented below.

Certifications		Hard Skills		Soft Skills	
Certificate Name	Total Ads	Skill Name	Total Ads	Skill Name	Total Ads
Driver's License	403	Ability to Lift 41-50 lbs.	649	Communication (Verbal and written skills)	3,817
Basic Life Support (BLS)	217	Microsoft Office	621	Customer Service	2,165
Registered Nurse (RN)	204	Microsoft Excel	587	Cooperative/Team Player	1,849
Certification in Cardiopulmonary Resuscitation (CPR)	134	Ability to Lift 51-100 lbs.	480	Self-Motivated/Ability to Work Independently/Self Leadership	1,471
Class A Commercial Driver's License (CDL-A)	126	Manufacturing	347	Adaptability/Flexibility/Tolerance of Change and Uncertainty	1,456
Commercial Driver's License (CDL)	112	Cash Handling	340	Organization	1,138
Advanced Cardiac Life Support Certification (ACLS)	107	Sales	333	Detail Oriented/Meticulous	1,133
Certified Nursing Assistant (CNA)	66	Retail Sales	244	Accountable/Responsible/Reliable/Dependable/Trustworthy	1,011
First Aid Certification	61	Microsoft Outlook	243	Ability to Work in a Fast-Paced Environment	1,007
Licensed Practical Nurse (LPN)	61	Ability to Lift 21-30 lbs.	233	Problem Solving	964

Source JobsEQ®

SKILL GAPS

The below excerpt represents skill categories that have a gap of 25 or more based on data as of 2020Q3; openings and candidate sample compiled in January 2021.

Skill	Candidates #	Openings #	Gap #
Hospitality	136	262	-126
People Skills	212	318	-106
Merchandising	203	275	-72
Food Safety	34	105	-71
Medication Administration	68	137	-69
Teaching/Training, School	479	545	-66
Calculators	243	308	-65
Cash Registers	378	441	-63
Machine Learning	7	60	-53
Torque Wrenches	5	57	-52
Bilingual	104	152	-49
Teaching/Training, Job	275	323	-48
Inventory Control	98	145	-47
Spanish	182	226	-44
Inventory Management	88	131	-44
Change Management	49	92	-43
Air Compressors	47	84	-37
Retail Sales	486	523	-37
Personal Computers (PC)	279	314	-34
Google	39	72	-33

Source JobsEQ®

EDUCATION LEVELS

Minimum Education Level	Total Ads
High school diploma or equivalent	2,877
Bachelor's degree	926
Associate degree	346
Master's degree	106
Doctoral or professional degree	32
Unspecified/other	5,890

Source: JobsEQ®

Data reflect online job postings for the 30-day period ending 3/21/2021

Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution. Exported on Monday, March 22, 2021 10:00 AM

PROGRAMS

Program Name	Total Ads
Nursing	148
Business	147
Engineering	110
Accounting	109
Business Administration	66
Finance	63
Computer Science	62
Social Work	54
Marketing	49
Psychology	49
Human Services	43
Electrical Engineering	35
Business Management	32
Mechatronics Engineering	31
Biology	28
Mechanical Engineering	28
Pharmacy	28
Supply Chain	24
Counseling	23
Science	23
Human Resources	21
Technical	21
Health	20

Source: JobsEQ®

Data reflect online job postings for the 30-day period ending 3/21/2021

Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution. Exported on Monday, March 22, 2021 10:00 AM

JOB TITLES

Job Title	Total Ads
Medic	87
U.S. Army Public Affairs Specialist	86
Truck Driver CDL A	84
Crew Member	54

Job Title	Total Ads
CDL A Driver	51
CDL A Company Driver	50
CDL A Truck Driver	47
Student Truck Driver Needed	39
Restaurant Team Member	36
Sales Associate	36
Seeking Mechanics - Automotive Technicians - Full Training	35
Delivery Driver	33
Cashier	32
CDL-A Truck Driver - Excellent Benefits	31
Team Member	30
Cook	28
Customer Service Representative	28
Customer Service Cashier - Restaurant	27
Food Service Leader	27
Assistant Manager	25
Shift Manager	25

Source: JobsEQ®

Data reflect online job postings for the 30-day period ending 3/21/2021

Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution.

Note: Only up to the top 10,000 results are included in this export.

Exported on Monday, March 22, 2021 10:00 AM

LOCAL PLAN QUESTION:

3. Workforce Development, Education and Training Analysis: Include an analysis of:
 - a. The strengths and weaknesses of workforce development activities.
 - b. Capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment.
 - c. The employment needs of employers.

STRENGTHS AND WEAKNESSES

THE MVWA is a new local area that experiences strengths, weaknesses, and opportunities. As the MVWA is a new Local Area it allows the workforce partners to Bring further collaboration across a larger area to provide seamless services to job seekers and businesses.

STRENGTHS

- An engaged and participatory board and CEO.
- Partners have strong relationships with other service providers throughout the area including Chambers of Commerce and Economic Development organizations.
- The MVWA strengths center on a strong core partner team that are willing to collaborate to provide wrap around services to meet the needs of the system customers.
- Each core partner brings staff expertise, community connections, organizational tools, common customers and knowledge that is being shared across the system.
- The Title II Adult Education and Literacy (AEL) program brings many strengths including geographical coverage, accessibility, affordability, access to educational services, and a strong success rate among its students.
- Willingness of American Job Centers (AJC) Staff to travel to locations all over the Local Area to meet with individuals seeking services.

WEAKNESSES

MVWA has identified weaknesses below that present the new local area as areas of focus for growth and opportunities:

- Ineffective referral process.
- MVWA has diverse counties and a dispersed population that present barriers to the efficient delivery of services. Delivering services to these rural areas is a challenge.
- Gaps in coordination, communication and alignment within the workforce development system. Even though progress has been made, gaps continue in the areas of coordination, communication and alignment within the system. We are striving to become “One Workforce” and continue to make strides in seamless integration.
- Lack of public transportation remains one of the major weaknesses in the MVWA. A large portion of our population commute for employment and training. Many of our clients lack driver’s licenses and access to transportation. There are several bus systems that are great assets in our larger towns, but these do not provide daily routes in most of our area. The hours of operation are an issue for those that work evening and late-night shifts.
- Lack of adequate internet broadband capability. Many of the areas in the MVWA have poor quality and/or expensive internet service. In order to take advantage of online coursework and assessments, high-speed internet is needed for successful completion. There are more remote job openings now that would be advantageous to our rural jobseekers, but they are unable to apply for these positions due to the lack of broadband.
- Creating and sharing participant information across institutions to better measure outcomes. A common data sharing system of State Agencies to eliminate duplication of services is needed to make all agencies more effective and productive.
- Accessible and affordable daycare, along with the lack of 2nd shift, overnight, and weekend childcare options.

OPPORTUNITIES

- Focus on all 14 required youth elements.
- Develop more partnerships to provide youth services and events.
- Outreach in rural areas.
- Implementation of an effective referral process.
- Standardize SOPs and policies across centers for consistency.
- Increase social media presence.
- Increase outreach to businesses about services available.
- Increase the use of online platforms for virtual job seeker services and businesses.
- Expand work based learning opportunities.
- Streamline business services across the MVWA

CAPACITY

MVWDB serves as the convener to bring together partners who are dedicated to meet the demands of the workforce and the employers. Each partner offers unique strengths that will further enrich service delivery through collaboration. The partnerships engage the core agencies and programs, which are working to strengthen services, increase capacity, reduce duplication, and enhance educational integration.

MVWA will deliver a demand driven system that focuses on building a workforce of high skilled, high wage jobs that will enable the employers of the Area to remain competitive. The One-Stop System is a comprehensive, integrated service delivery system that is responsive to the employment and training needs of the customers, including those with barriers to employment that we serve and incorporates the products and services of our workforce system partners in order to assure that customers' needs are met without duplication of services and are delivered efficiently and effectively.

All workforce partner services can be accessed through the One-Stop Center. Services are either provided in-person on site, through a cross trained partner or a direct linkage through technology in a timely manner. Having the ability to connect job seekers to all workforce services through one center provides the most effective and efficient service delivery model and leads to greater outcomes for job seekers. Under WIOA, the One-Stop Center is the hub for referrals. One-Stop Center staff use a referral process and a follow-up process to ensure the participant receives the information and services required to be successful.

In the MVWA there are two comprehensive One-Stop centers that have partner staff physically present to provide services to businesses and job seekers. At the Burlington Iowa *WORKS* center the following partners have a physical presence in the centers: Title I Adult, Dislocated Worker and Youth programs, Title III Wagner Peyser, Title IV Vocational Rehabilitation, Trade Assistance, Temporary Assistance for Needy Families (TANF), Senior Community Services Employment Program, Unemployment Compensation, Jobs for Veterans State Grant (JVSG), Reentry Employment Opportunities (REO), Reemployment Services and Eligibility Assessment Grants (RESEA), and Ticket to Work. At the Davenport Center all of the above programs are present along with Job Corps, excluding Title IV Vocational Rehabilitation. Title IV in Davenport plans on locating to the Iowa *WORKS* center once their current lease expires.

Due to the lack of transportation, MVWA One-Stop staff go “where the people are”. We understand that not everyone is able to travel to an AJC, so staff set up appointments, as needed, as well as schedule regular outreach meetings on specific days and times to provide services to the outlying counties we serve.

- All customers are encouraged to register in Iowa*WORKS* to enable them to complete job search, resume preparation, and access other features that will assist them in their career path.
- Customers are provided an orientation and complete an intake and assessment. This process that encourages each participant to know their skills, explore career choices and determine if any skills training, education, or certification is needed to meet their goals.
- Customers are offered workshops in a range of subjects, i.e., resume preparation, job search, networking, interviewing and occupational exploration to assist them in a more effective job search and application procedure.
- For eligible individuals, work-based learning opportunities are available to address needs and are a good avenue to address soft skills needs.
- Job seekers are counseled on the availability of trainings such as Registered Apprenticeship, Pre-Apprenticeships, Internships, On-The-Job Training and Work Experience.
- Participants are also provided information on the eligible training provider list and educational opportunities available to them through the Career and Technical Education (CTE) program. Multiple education and training providers offer programs for customers at any level within the local area.
- Job seekers have the opportunity to obtain a National Career Readiness Certification (NCRC) using the ACT skills certification system.
- The One-Stop System partners, Business Services Team, and the MVWDB are all continually working to meet the employment needs of employers and enhance services to employers and job seekers.
- Local area staff meet with employers to market and expand Registered Apprenticeship, Pre-Apprenticeship, On-The-Job Training, Training, and Work Experience. All of these programs offer, “Earn while you Learn” training methods.

EMPLOYER NEEDS

Soft Skills: Work readiness skills continue to surface as a critical need as expressed by employers, schools, and other stakeholders who struggle to deal with those who do not practice positive work ethic. Iowa*WORKS* has long term experience in accessing and presenting work readiness curriculum which assists to address this issue. Workshops are offered each month to increase soft skills needed by employers. PROMISE JOBS and RESEA programs require workshop participation as part of their programs.

The skills new workers (youth) are lacking, including basic work ethics, interviewing skills, basic academic skills, responsibility, organizational skills, and self-esteem can be addressed in paid work experiences. Additional service providers, including area schools, expand the ability to provide needed training for youth through the referral process and providing Pre-employment Training (PET). Those referrals will be made on an individual basis, meeting the needs of each person.

Hard Skills: We offer Basic Computer Training to individuals lacking digital literacy skills. IVRS also provides Customer Service Certificate Training. Services available to address Hard Skills include Occupational Skills Training, Skills Upgrade, Internships, On-the-Job Training, Registered Apprenticeship, Quality Pre-Apprenticeship. A focus on Customized Training and Incumbent Worker Training will be a priority of MVWA in the next three years.

The National Career Readiness Certificate is a portable credential and a tool employers can utilize to assess the hard skills of individuals in Applied Math, Workplace Documents, and Graphic Literacy. This testing is also available in Spanish.

Employment Gaps: Displaced Homemakers, Long Term Unemployed, and Ex-Offenders. Objective Basic Assessments and Career Planning services help the individuals address this issue. Also, Transitional Jobs is a service we will provide to these populations for them to obtain work experience.

Not only does the MVWA have two comprehensive centers but also the AEL program has Adult Education centers located on campuses in West Burlington, and Keokuk through Southeastern Community College and Clinton, Scott, and Muscatine Community Colleges through Eastern Iowa Community Colleges. In addition, AEL services are offered at college satellite centers in Ft. Madison, Mt. Pleasant, Maquoketa, West Liberty, and Columbus Junction. The geographical coverage of the program ensures that citizens throughout the Local Area have direct and full access to services within a short travel distance from their home. In cooperation with the core partners, space can be made readily available at any of the above centers to accommodate representatives from IowaWORKS, Wagner Peyser, Vocational Rehabilitation and the Department of the Blind, as well as any of their subcontractors and community partners, to conduct face-to-face meetings with their respective clients. This expanded community presence allows all collaborating partners to maintain physical visibility throughout the service area and provide personal services to their clientele. Access to the AEL program and its services is open and affordable to all students.

Many opportunities for training and education assistance are available to customers in the MVWA. Through the local areas' strong partnerships, collaboration to leverage services, provision of wrap-around services (including supportive services), and enhanced support for the customer exists and increases the likelihood for customers to take advantage of opportunities and achieve success. By building a better skilled and knowledgeable workforce, we will be able to fulfill the employer's needs for a skilled and ready pipeline of talent.

Partners are able to maximize services and funding levels and the participants benefit by having a more complete, comprehensive service plan to reach self-sufficiency. Workforce delivery systems will collaborate to build a Future Ready Iowa pipeline of skilled workers who are prepared to meet the workforce needs of Iowa's current and emerging industries without duplication of services. Future Ready Iowa will help more Iowans attain the new minimum of high-quality education, training, and work readiness by bringing together education, workforce, and economic development resources and ensuring that all Iowans have access to an integrated and efficient workforce delivery system. Future Ready Iowans will be ready to meet the employment challenges of today and into the future.

EMPLOYMENT NEEDS OF EMPLOYERS

A concern of employers has been the recruitment of people to live in the area as well as the readiness of the available labor force to enter employment. Basic skills which include literacy, numeracy, basic computer skills and organization skills, in addition to many of the “soft skills” necessary to be successful, are described by employers as lacking. Included in these soft skills needs, employers identified social skills such as basic work ethic, dependability and retention as necessary skills.

The following notes and sources are applicable to both the following occupational projections tables:

Legend:

Occupations were selected based on their education level, annual growth rate, total annual openings, and wages (residual or undefined occupations were not included).

[1] SOC = Standard Occupational Classification code.

[2] Employment refers to workers that are full- or part-time, self-employed, unpaid family, or engaged in agricultural support activities. Estimated = Estimation of labor force by occupation (rounded); Projected = Projection of future labor force by occupation (rounded); Numeric (Employment) Change = Projected employment minus estimated employment (rounded); and Annual Growth Rate (%) = Annual employment growth rate.

*[3] Annual Job Separations/Openings include: Exits = Annual projection of workers leaving an occupation and exiting the labor force entirely. Transfers = Annual projection of workers leaving an occupation and transferring to a different occupation. New (Growth) = Annual projection of new (growth) nonseparation occupational openings. Total = {Exits [a] plus Transfers [b] plus New (Growth) [c]}; (or) Sum of annual openings including separations (exits and transfers) and new (growth). Separations (exits and transfers) are openings caused by workers leaving the labor market or changing occupations (an occupation not growing may still have openings due to separations). Annual Job Separations/Openings are rounded (occupational employment data may not add up or equal occupational group totals due to rounding and/or suppression of occupations with less than twenty rounded total annual openings; * = Employment data suppression).*

Visit www.bls.gov/emp/documentation/nem-definitions.htm and www.bls.gov/emp/documentation/separations-methods.htm for further explanation on occupational data definitions and separations methodology.

Sources:

Education/Work Experience/Job Training: Bureau of Labor Statistics, U.S. Department of Labor; Employment: 2018-2028 Occupational Projections estimates based on 2018 annual industry employment data and 2019 2nd quarter occupational staffing pattern data, Labor Market and Workforce Information Division, Iowa Workforce Development.

NORTHERN LOCAL AREA

2018-2028 MVWA NORTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]			Annual Job Separations/Opening ^[3]				
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
Some College									
15-1232	Computer User Support Specialists	490	560	70	1.4	10	35	5	50
43-4151	Order Clerks	140	150	10	0.7	5	10	*	20
25-9045	Teaching Assistants, Ex Postsecondary	1,655	1,750	95	0.6	90	90	10	190
49-2011	Computer, Automated Teller, & Office Machine Repairers	135	135	0	0.0	5	10	0	15
43-3031	Bookkeeping, Accounting, & Auditing Clerks	2,055	2,030	-30	-0.1	125	115	-5	235
Post-Secondary									
31-9092	Medical Assistants	490	635	145	3.0	20	40	15	75
31-9011	Massage Therapists	140	175	35	2.5	10	10	5	20
49-9021	Heating, AC, & Refrigeration Mechanics & Installers	435	515	80	1.8	15	35	10	55
31-9091	Dental Assistants	275	325	45	1.6	15	20	5	40
31-9094	Medical Transcriptionists	130	150	20	1.5	10	10	*	20
29-2061	Licensed Practical & Licensed Vocational Nurses	465	530	65	1.4	15	20	5	45
29-2055	Surgical Technologists	90	105	10	1.1	5	5	*	10
29-2071	Medical Records & Health Information Technicians	140	155	15	1.1	5	5	*	10
29-2040	Emergency Medical Techs & Paramedics	250	275	25	1.0	5	15	*	20
39-5012	Hairdressers, Hairstylists, & Cosmetologists	670	735	65	1.0	45	45	5	95
31-1131	Nursing Assistants	1,645	1,790	150	0.9	90	100	15	205
49-3023	Automotive Service Technicians & Mechanics	820	875	55	0.7	25	60	5	85
49-2097	Electronic Home Entertainment Equipment Installers & Repairers	80	85	5	0.6	*	5	0	10
39-5011	Barbers	80	85	5	0.6	5	5	*	10
33-2011	Firefighters	165	170	10	0.6	5	10	*	10

2018-2028 MVWA NORTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
53-3032	Heavy & Tractor-Trailer Truck Drivers	3,155	3,345	190	0.6	135	235	20	390
49-2022	Telecom Equipment Installers & Repairers, Ex Line Installers	120	130	5	0.4	5	10	*	15
51-4111	Tool & Die Makers	135	135	-5	-0.4	5	10	0	15
25-4031	Library Technicians	110	105	-5	-0.5	10	5	0	15
Associates									
31-2021	Physical Therapist Assistants	70	95	25	3.6	5	5	*	15
29-2032	Diagnostic Medical Sonographers	105	135	30	2.9	5	5	5	10
49-9062	Medical Equipment Repairers	55	70	15	2.7	5	5	*	10
29-2056	Veterinary Technologists & Technicians	80	100	15	1.9	5	5	*	10
15-1257	Web Developers & Digital Interface Designers	125	145	20	1.6	*	10	*	10
23-2011	Paralegals & Legal Assistants	220	255	35	1.6	10	15	5	30
15-1231	Computer Network Support Specialists	190	220	30	1.6	5	15	5	20
29-1292	Dental Hygienists	285	330	45	1.6	15	10	5	25
29-2034	Radiologic Technologists	185	210	25	1.4	5	5	*	15
19-4031	Chemical Technicians	80	85	5	0.6	*	5	*	10
25-2011	Preschool Teachers, Ex Special Educ	240	255	15	0.6	10	15	*	25
17-3022	Civil Engineering Technicians	90	95	5	0.6	5	5	*	10
19-4010	Agricultural & Food Science Techs	110	115	5	0.5	*	10	*	15
17-3023	Electrical & Electronics Engineering Technicians	105	110	0	0.0	5	5	0	10
17-3013	Mechanical Drafters	125	120	-5	-0.4	5	10	0	15
Bachelors									
15-1212	Information Security Analysts	95	150	55	5.8	*	5	5	15
15-1132	Software Developers, Applications	400	525	125	3.1	5	25	10	45

2018-2028 MVWA NORTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018	2028	Numeric Change	Annual Growth Rate (%)	Exits	Transfers	New	Total
		Estimated	Projected			[a]	[b]	(Growth) [c]	[a+b+c]
11-9111	Medical & Health Services Mgrs	605	745	145	2.4	15	35	15	70
13-2052	Personal Financial Advisors	170	210	40	2.4	5	10	5	20
13-1161	Market Research Analysts & Marketing Specialists	295	360	65	2.2	10	25	5	40
11-3031	Financial Mgrs	600	725	125	2.1	15	35	15	65
21-1018	Substance Abuse & Behavioral/Mental Health Counselors	230	275	45	2.0	10	20	5	30
11-3021	Computer & Information Systems Mgrs	290	345	55	1.9	5	20	5	30
13-2041	Credit Analysts	80	90	15	1.9	*	5	*	10
29-1141	Registered Nurses	2,935	3,485	550	1.9	90	80	55	225
15-1241	Computer Network Architects	85	100	15	1.8	*	5	*	10
15-1211	Computer Systems Analysts	405	470	65	1.6	10	25	5	35
11-3121	Human Resources Mgrs	125	145	20	1.6	5	10	*	15
11-9021	Construction Mgrs	315	365	50	1.6	5	15	5	30
19-1013	Soil & Plant Scientists	65	75	10	1.5	*	5	*	10
19-4021	Biological Technicians	65	75	10	1.5	*	5	*	10
11-3010	Administrative Services & Facilities Mgrs	135	155	20	1.5	5	10	*	15
13-1041	Compliance Officers	135	150	20	1.5	5	10	*	15
17-2041	Chemical Engineers	105	120	15	1.4	*	5	*	10
15-1244	Network & Computer Systems Administrators	390	445	55	1.4	5	20	5	35
27-2022	Coaches & Scouts	320	360	45	1.4	20	30	5	55
17-2112	Industrial Engineers	325	370	45	1.4	5	15	5	30
11-2021	Marketing Mgrs	220	245	30	1.4	5	15	5	25
13-2051	Financial Analysts	75	85	10	1.3	*	5	*	10
15-1133	Software Developers, Systems Software	150	175	20	1.3	*	10	*	15
13-1051	Cost Estimators	230	260	30	1.3	5	20	5	25

2018-2028 MVWA NORTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
17-2141	Mechanical Engineers	230	260	30	1.3	5	10	5	20
17-2071	Electrical Engineers	155	175	20	1.3	5	10	*	15
11-9151	Social & Community Service Mgrs	280	315	35	1.3	10	15	5	30
13-2011	Accountants & Auditors	815	915	100	1.2	25	55	10	90
13-1111	Management Analysts	255	285	30	1.2	10	15	5	30
29-2010	Clinical Laboratory Technologists & Technicians	255	290	30	1.2	10	10	5	20
13-1151	Training & Development Specialists	260	295	30	1.2	10	20	5	35
11-1021	General & Operations Mgrs	2,340	2,595	255	1.1	50	160	25	240
11-2022	Sales Mgrs	325	360	35	1.1	5	25	5	35
13-1081	Logisticians	95	105	10	1.1	*	5	*	10
13-1131	Fundraisers	95	105	10	1.1	5	5	*	10
13-2072	Loan Officers	245	270	25	1.0	5	15	*	25
41-3031	Securities, Commodities, & Financial Services Sales Agents	245	270	25	1.0	5	20	5	30
11-9041	Architectural & Engineering Mgrs	155	170	15	1.0	5	10	*	15
13-2020	Property Appraisers & Assessors	105	110	10	1.0	5	5	*	10
13-1121	Meeting, Convention, & Event Planners	55	60	5	0.9	*	5	*	10
27-3031	Public Relations Specialists	115	125	10	0.9	5	10	*	15
21-1091	Health Educators	60	65	5	0.8	*	5	*	10
17-2051	Civil Engineers	180	190	15	0.8	5	10	*	15
13-1071	Human Resources Specialists	445	480	35	0.8	10	35	5	50
25-3031	Substitute Teachers, Short-Term	745	795	50	0.7	45	45	5	90
25-2031	Secondary School Teachers, Ex Special & Career/Tech Educ	1,630	1,730	100	0.6	45	70	10	130
25-2022	Middle School Teachers, Ex Special & Career/Tech Educ	755	800	45	0.6	25	35	5	60

2018-2028 MVWA NORTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
25-2021	Elementary School Teachers, Ex Special Educ	1,545	1,630	90	0.6	50	70	10	125
25-2051	Special Educ Teachers, Preschool	90	100	5	0.6	5	5	*	10
21-1021	Child, Family, & School Social Wkrs	280	300	15	0.5	10	20	*	30
25-2012	Kindergarten Teachers, Ex Special Educ	95	100	5	0.5	5	5	*	10
25-2058	Special Educ Teachers, Secondary School	100	105	5	0.5	5	5	*	10
11-3051	Industrial Production Mgrs	525	545	25	0.5	10	30	*	40
25-2057	Special Education Teachers, Middle School	115	120	5	0.4	5	5	*	10
25-2052	Special Educ Teachers, Kindergarten & Elementary School	130	135	5	0.4	5	5	*	10
25-1194	Vocational Educ Teachers, Postsecondary	105	105	0	0.0	5	5	0	10
27-3041	Editors	105	100	0	0.0	5	10	0	10
41-4011	Sales Reps, Wholesale & Mfg, Tech & Scientific Products	205	205	0	0.0	5	15	0	20
13-1020	Buyers & Purchasing Agents	370	360	-10	-0.3	10	25	*	35
27-1024	Graphic Designers	180	175	-5	-0.3	5	10	0	20
15-1251	Computer Programmers	115	110	-5	-0.4	*	5	0	10
11-1011	Chief Executives	230	225	-10	-0.4	5	10	*	15
13-1075	Labor Relations Specialists	305	290	-15	-0.5	10	20	*	30
27-3011	Radio & Television Announcers	100	95	-5	-0.5	5	5	*	10
27-3023	News Analysts, Reporters, & Journalists	90	75	-10	-1.1	5	5	*	10
Masters									
29-1171	Nurse Practitioners	180	245	65	3.6	5	5	5	15
29-1127	Speech-Language Pathologists	100	135	35	3.5	*	5	5	10
21-1023	Mental Health & Substance Abuse Social Wkrs	75	95	20	2.7	*	5	*	10
21-1022	Healthcare Social Wkrs	100	130	25	2.5	5	10	5	15
29-1122	Occupational Therapists	110	130	20	1.8	5	5	*	10

2018-2028 MVWA NORTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
21-1012	Educual, Guidance, School, & Vocational Counselors	235	260	25	1.1	10	15	*	25
11-9033	Educ Administrators, Postsecondary	190	205	15	0.8	5	10	*	15
25-9031	Instructional Coordinators	75	85	5	0.7	5	5	*	10
11-9032	Educ Administrators, Elementary & Secondary School	225	240	15	0.7	5	10	*	20
21-1015	Rehabilitation Counselors	165	175	10	0.6	5	10	*	20
25-4022	Librarians & Media Collections Specialists	115	120	5	0.4	5	5	*	10
Doctorate/Professional									
29-1123	Physical Therapists	185	235	50	2.7	5	5	5	15
25-1071	Health Specialties Teachers, Postsecondary	170	210	45	2.6	5	10	5	20
25-1011	Business Teachers, Postsecondary	110	125	20	1.8	5	5	*	10
29-1215	Family Medicine Physicians	205	240	35	1.7	5	5	5	10
23-1011	Lawyers	345	370	25	0.7	10	10	5	20
29-1051	Pharmacists	350	360	5	0.1	10	10	*	15

SOUTHERN LOCAL AREA

2018-2028 MVWA SOUTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
Some College									
49-2011	Computer, Automated Teller, & Office Machine Repairers	65	75	5	0.8	*	5	*	10
25-9045	Teaching Assistants, Ex Postsecondary	595	610	15	0.3	30	30	*	65
43-3031	Bookkeeping, Accounting, & Auditing Clerks	930	920	-10	-0.1	55	50	*	105

2018-2028 MVWA SOUTHERN AREA OCCUPATIONAL PROJECTIONS

SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
Post Secondary									
31-9092	Medical Assistants	195	250	55	2.8	10	15	5	30
31-9091	Dental Assistants	85	100	15	1.8	5	5	*	10
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,705	1,970	265	1.6	75	135	25	235
29-2061	Licensed Practical & Licensed Vocational Nurses	305	335	35	1.1	10	15	5	30
39-5012	Hairdressers, Hairstylists, & Cosmetologists	250	275	25	1.0	15	15	*	35
31-1131	Nursing Assistants	750	820	70	0.9	40	45	5	95
29-2040	Emergency Medical Techs & Paramedics	110	120	10	0.9	*	5	*	10
49-3023	Automotive Service Technicians & Mechanics	310	340	25	0.8	10	25	5	35
Associates									
25-2011	Preschool Teachers, Ex Special Educ	140	150	10	0.7	5	10	*	15
Bachelors									
11-3031	Financial Mgrs	200	235	40	2.0	5	10	5	20
13-1161	Market Research Analysts & Marketing Specialists	75	85	15	2.0	*	5	*	10
11-9111	Medical & Health Services Mgrs	165	190	25	1.5	5	10	5	15
29-1141	Registered Nurses	950	1,085	135	1.4	30	25	15	70
17-2112	Industrial Engineers	110	130	15	1.4	*	5	*	10
13-1151	Training & Development Specialists	75	85	10	1.3	*	5	*	10
15-1211	Computer Systems Analysts	115	130	15	1.3	*	5	*	10
13-2072	Loan Officers	85	90	10	1.2	*	5	*	10
11-9021	Construction Mgrs	135	150	15	1.1	5	5	*	10
11-9151	Social & Community Service Mgrs	90	100	10	1.1	5	5	*	10
13-1111	Management Analysts	90	100	10	1.1	5	5	*	10
27-2022	Coaches & Scouts	225	250	25	1.1	15	20	*	35
21-1021	Child, Family, & School Social Wkrs	150	160	15	1.0	5	10	*	15
17-2141	Mechanical Engineers	165	185	15	0.9	5	10	*	15
11-1021	General & Operations Mgrs	480	515	35	0.7	10	35	5	45
11-2022	Sales Mgrs	70	75	5	0.7	*	5	*	10
13-2011	Accountants & Auditors	285	305	20	0.7	10	20	*	30
13-1071	Human Resources Specialists	145	155	10	0.7	5	10	*	15
11-1031	Legislators	95	100	5	0.5	*	5	*	10
11-3051	Industrial Production Mgrs	190	195	5	0.3	5	10	*	15

2018-2028 MVWA SOUTHERN AREA OCCUPATIONAL PROJECTIONS									
SOC ^[1]	Occupational Title	Employment ^[2]				Annual Job Separations/Opening ^[3]			
		2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]
25-2031	Secondary School Teachers, Ex Special & Career/Tech Educ	590	605	15	0.3	15	25	*	45
25-3031	Substitute Teachers, Short-Term	445	455	10	0.2	25	25	*	50
25-2021	Elementary School Teachers, Ex Special Educ	540	555	10	0.2	15	25	*	40
11-1011	Chief Executives	105	105	-5	-0.5	5	5	0	10
13-1020	Buyers & Purchasing Agents	135	130	-10	-0.7	5	10	*	15
Masters									
21-1012	Educational, Guidance, School, & Vocational Counselors	80	85	5	0.6	5	5	*	10

EXISTING TRAINING PROGRAMS - POSTSECONDARY PROGRAMS LINKED TO TOTAL - ALL INDUSTRIES

Program	Awards
Eastern Iowa Community College District	
Health Information/Medical Records Technology/Technician	51
Registered Nursing/Registered Nurse	78
Welding Technology/Welder	69
Hamilton Technical College	
Medical/Clinical Assistant	28
Palmer College of Chiropractic	
Biological and Physical Sciences	55
Chiropractic	678
Saint Ambrose University	
Physical Therapy/Therapist	40
Registered Nursing/Registered Nurse	73
Southeastern Community College	
Licensed Practical/Vocational Nurse Training	66
Registered Nursing/Registered Nurse	65

Source: JobsEQ®

- The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.
- Among postsecondary programs at schools located in the MVWA the sampling above identifies those most linked to occupations relevant to Total - All Industries. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>
- The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.
- Among postsecondary programs at schools located in the MVWA, the sampling above identifies those most linked to occupations relevant to Total - All Industries. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

LOCAL PLAN QUESTION:

4. Vision - Include a description of:
 - a. The LWDB's strategic vision to support the economic growth and economic self-sufficiency of the local area, including:

- i. Goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment.
- ii. Goals relating to performance accountability measures based on the performance indicators.
- b. The LWDB's strategic vision to align local resources, required partners, and entities that carry out core programs to achieve the strategic vision and goals.

STRATEGIC VISION, MISSION AND GOALS

VISION

Create strong local economies by developing a future ready workforce of skilled workers prepared to meet the needs of current and emerging industries.

MISSION

The MVWDB will achieve our vision through strengthening collaboration with local businesses and jobseekers. We will improve access to our dedicated workforce partners through a fully integrated One-Stop delivery system. Decisions will be data driven to enhance our local economies and quality of life for our communities.

The MVWDB fulfills four primary roles including a manager, convener, strategist, and an optimizer.

GOALS

Manager Role Goals

- Develop effective board practices that oversee the operational efficiency and performance of the AJC.
- Engage board members to strengthen management practices and controls to fulfill the objectives and responsibilities of being effective stewards of public funds

Convener Role Goals

- Expand workforce services for individuals at all levels of skill and experience.
- Enhance and nurture strong partners to build a skilled and ready workforce through innovation and alignment across programs to provide a comprehensive set of solutions for businesses and job seekers.
- Implement strategies to ensure that the local workforce system meets the needs of businesses in the local area and that business has the opportunity to engage with the system in meaningful ways.

Strategist Role Goals

- Expand workforce services for individuals and businesses through a fully integrated One-Stop delivery system that provides a seamless customer experience.
- Expand outreach and services to all rural areas in the MVWA.
- Conduct research to understand the needs of business and industry in the local area and use data to drive strategic decision making.
- Develop a nimble and responsive talent delivery system that meets current employers' needs and anticipates future challenges.

Optimizer Role Goals

- Continuously monitor performance and make policy or service adjustments to foster continuous improvement.
- Supplement public investment with commitments from industry, labor, public, and community partners to implement new ideas and strategies.

LOCAL PLAN QUESTION:

5. Strategies – Taking into account the analyses described in sections 1-3 above:
 - a. Describe the strategy to work with the entities that carryout the core programs and required partners to align resources available in the local area to achieve the strategic vision and goals described in section 4 above.

STRATEGIES

While each of the One-Stop partners administer separately funded programs, they must deliver them as a set of aligned streamlined services to customers. All programs serve a relatively common customer base, many of whom are low income or face barriers to employment. One-Stop Centers and partners provide job seekers, including individuals with barriers to employment with skills and credentials necessary to secure and advance in employment with family-sustaining wages.

Though the workforce system has made improvements since the passage of WIOA there is a recognized need to increase capacity. The goal over the next three years is to establish access to all workforce system services regardless of where the individual client or employer is located. To reach this goal, the following strategies will be implemented.

- All individuals will have direct access to the necessary services regardless of where they enter the system, whether it be through the AJC or connection with a partner program or agency. This approach supports an integrated workforce system, so that any customer who walks into any AJC can be served seamlessly by any staff member.
- Expand ability of all partners in the network to inform clients of workforce system services. This will be the result of extensive cross-training.

- Co-enrollment is another important strategy to provide services to a customer that a specific program might not be able to fund themselves. This is where the crosswalk of services available will be needed to address customer needs. Co-enrollment provides the ability to use multiple funding sources and share accountability for an individual.
- All system partners who encounter clients that are lacking secondary school credentials or are in need of basic skill remediation/ESL are referred to Title II partners.
- Identify and expand means to share information about training opportunities to entry level workers - especially in tune with the preparation for under-utilized populations such as veterans, ex-offenders, people with disabilities, adults with limited English proficiency, older workers, youth, and families on TANF in the Local Area.
- Expand the use of technology. Given Iowa's diverse local needs, it cannot be assumed that all who need to travel to the current comprehensive sites will be able to do so. To address the barriers of distance, childcare, transportation, and schedules that many people face, services will be available digitally. These services will include up-to-date and comprehensive employment and training websites with links to partner websites. In addition, resources will be accessible through the use of videoconferencing and live chat.
- Identify duplication of services and gaps within the current workforce delivery system and draft policies and collaborative agreements to maximize resources that foster a more unified and consistent approach to the provision of workforce delivery services
- Create a system of common forms, referrals and data entry to streamline services and reduce duplication of efforts
- Expand work-based learning opportunities, resources, accommodations and supports needed to secure and maintain self-sustaining employment so that all workers can realize their full potential
- Promote the use of the National Career Readiness Certificate (NCRC) as an assessment to better define job employment skill levels to the employer.
- Provide affordable options to obtain education, training, and skills, including personal and soft skills, necessary to secure and maintain self-sustaining employment
- Collaborate with Career and Technical Education (CTE) programs to Increase availability and accessibility of high-quality programs to all youth, including disconnected youth
- The MVWDB will focus on continuous improvement. Continuous evaluations support continuous improvement of the AJC by identifying which strategies work better for different populations.
- Bring a diversity of stakeholders together to review and create effective policies, programs, and opportunities for our current and future workforce.
- MVWDB will receive reports quarterly from the core partners that provides integrated data to inform the MVWDB for policy decision making. This information also drives how the workforce system needs to change, innovate, or align services to meet the needs of job seekers and business customers.

- The MVWDB, as a strategic leader will facilitate public-private partnerships, support sector strategies and career pathways that advance opportunities for all workers and job seeker
- The MVWDB will work to ensure that workforce and economic development goals are aligned.

ONE-STOP OPERATOR STRATEGIES

The One-Stop Operator as a WIOA required partner will play a major role in the strategies to assist partners in aligning resources across the system. The One-Stop Operator will oversee at the direction of the MVWDB the following strategies:

- The One-Stop Operator will convene the leadership of the four Core Partners on a monthly basis to discuss strategies and coordinate operations to ensure a seamless customer experience, and services are designed to meet the needs of all customers, including those people with disabilities.
- The One-Stop Operator will convene all required partners on a quarterly basis to collaborate on data sharing, referrals, accessibility and an overall outreach strategy for the MVWA workforce system as identified in the local MOU.
 - Accessibility – Partners will develop a checklist to evaluate programs accessibility, participate in trainings on how to use provided assistive technology and trainings on increasing access for people with disabilities, and participate on the DAC.
 - Outreach - Partners recognize the value in joint outreach of the Iowa *WORKS* system and will collaboratively conduct outreach activities to customers, employers and job seekers of the system.
 - Data Sharing – Partner staff in the MVWA will be trained in the protection, use, and disclosure requirements governing PII and any other confidential data for all applicable programs, including FERPA- protected education records, confidential information in Unemployment Insurance (UI) records, and personal information in VR records.
 - Referrals – Each partner will familiarize themselves with the basic requirements for each program and actively participate in the MVWA referral process
- The MVWA will convene a unified business services team that will consist of one representative from all required partners that provide business services in the Local Area.

SECTION 3 – IOWAWORKS SYSTEM COORDINATION

LOCAL PLAN QUESTION:

Questions in this section are designed to address collaboration and coordination across workforce system partners to ensure the LWDB is administering an effective and efficient local workforce system.

1. The workforce development system in the local area, including the identification of:
 - a. The programs that are included in the system
 - b. Describe the steps the LWDB will take to locally implement and support the state strategies identified in the State Plan and work with the entities carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006, to support service alignment.

MVWA SYSTEM

MVWA WORKFORCE PARTNERS

Program	Partner	Center Locations
Title I Adult	Core Partner	Davenport and Burlington
Title I DW	Core Partner	Davenport and Burlington
Title I Youth	Core Partner	Davenport and Burlington
Title II AEL	Core Partner	Davenport and Burlington
Title III Wagner-Peyser	Core Partner	Davenport and Burlington
Title IV Vocational Rehabilitation	Core Partner	Davenport and Burlington
Iowa Department for the Blind	Core Partner	Davenport and Burlington
Career and Technical Education - EICC	Required Partner	Davenport and Burlington
Trade	Required Partner	Davenport and Burlington
SCSEP	Required Partner	Davenport and Burlington
Job Corp	Additional Partner	Davenport and Burlington
Native American Programs	Required Partner	Davenport
National Farmworker Jobs Program (NFJG)	Required Partner	Davenport and Burlington
TANF	Required Partner	Davenport and Burlington
Unemployment Compensation	Required Partner	Davenport and Burlington

Jobs for Veterans State Grant (JVSG)	Required Partner	Davenport and Burlington
Reentry Employment Opportunities (REO)	Required Partner	Davenport and Burlington
RESEA	Required Partner	Davenport and Burlington
Ticket to Work	Additional Partner	Davenport and Burlington

LOCAL ALIGNMENT WITH STATE STRATEGIES

State Strategy 1.1: Expand and support the framework of sector partnerships that are championed by business and industry to drive career pathways.

Local Strategies:

- Provide training specific to the development of sector partnerships to the MVWDB and other required partners.
- Board members and board staff will become involved in existing sector partnerships and assist in the implementation of new sector initiatives.
- Development of at least one new sector partnership in the MVWA.
- Expand Adult Education and Literacy initiatives to support regional employer needs aligned with sector partnerships by providing access to workplace relevant, contextual training for potential and incumbent workers.

State Strategy 1.2: Grow the skilled labor force by advancing the Future Ready Iowa initiatives, resources and programming to all Iowans.

Local Strategy

- Further develop collaboration between all partners for an effective referral and co-enrollment process.
- Strengthen relationships with the CTE program, colleges and universities to enhance enrollments and completion of credentialed participants based on in-demand occupations and participation of programs on the ETPL.
- Develop partnerships with businesses and partners to increase innovative ideas in utilization of the Employer Innovation Fund

State Strategy 1.3: Collaborate with sector partnerships and Iowa employers to enhance work-based learning opportunities for all Iowans.

Local Strategy

- Obtain 501(c)(3) status to secure outside funding to support sector-based initiatives.

- Implement an Integrated Business Services Team in the MVWA consisting of a representative from each partner that provides business services including the CTE program.
- Streamline business services across all partners to reduce duplication of services and enhance relationships with businesses.
- Develop a database of work-based learning opportunities in the MVWA.
- Promote the benefits of work-based learning opportunities to businesses through local Chambers of Commerce, Economic Development organizations and other community partners.
- Broaden access to on-site incumbent worker skill development and training through soft and technical skill development.

State Strategy 2.1: Further develop and promote accessible career pathways to all Iowans.

Local Strategy

- Promote the use of career pathways.
- Utilize the Youth Committee to develop processes for core partner involvement in career pathways for all of the Community School Districts and Title II secondary education in the Local Area.
- Consult with businesses on potential career pathways and forge relationships between business and credentialing organizations.
- Identify and market multi-level on-ramps to provide individuals with defined pathways to postsecondary credentials.

State Strategy 2.2: Educate the system, partners and communities about the programs, initiatives, resources, and opportunities available to up-skill the workforce.

Local Strategy

- Market services and success stories, to highlight our services and resources through the outreach plan identified in the MVWA MOU. The outreach plan includes targeted outreach, development of a message and specialized outreach materials.
- Develop a Career Pathway Guide based on Local Employers and local area specific Labor Market Information.
- Partners will develop a cross-training plan to include all core and required partners for engaging in ongoing, regular inter-partner training to ensure that all staff are capable of communicating available services and referring clients to appropriate resources

State Strategy 2.3: Connect all Iowans with long-term career opportunities from high-growth, in-demand sectors.

Local Strategy

- Improve degree and credential completion and target resources to support attainment of high demand credentials, degrees, and certifications valued by employers, including for those individuals with barriers to employment.
- Increase the availability of short term stackable and portable credentials needed by local employers on the Eligible Training Provider List.
- Collaborate to focus on micro credentials.

State Strategy 3.1: Align workforce programs and initiatives to improve service delivery and outcomes for all Iowans.

Local Strategy

- Develop a service/resource crosswalk to identify duplication of resources and gaps in services.
- Develop a two-part promotional video and guides of the MVWA Iowa*WORKS*, for employer's and one for job seekers.
- Increase co-enrollments and implement an effective referral process.
- Provide support services and increase the braiding of funding to maximize the potential for Iowans to achieve their career goals.

State Strategy 3.2: Ensure seamless access to programs and services of the workforce delivery system to all Iowans.

Local Strategy

- Develop a service/resource crosswalk to identify duplication of resources and gaps in services.
- Partners will develop a cross-training plan to include all core and required partners.
- Development of an effective referral and follow-up system among all partners.
- Increase the co-located services through the Iowa*WORKS* Centers and those that are co-located electronically and/or shared space that is used on a scheduled basis

State Strategy 3.3: Continuous improvement of the system to ensure no programmatic or physical barriers exist to accessing programs and services by all Iowans.

Local Strategy

- Annually monitor the Disability Access Committees' physical and programmatic accessibility report findings and address deficiencies to ensure full accessibility for all Iowans.
- Improve physical and programmatic accessibility by implementing minimum requirements and standards for Iowa*WORKS* centers.
- Ensure all center staff are aware of and trained on the use of all assistive technology available.

LOCAL PLAN QUESTION:

2. Describe how the LWDB will work with the entities carrying out the core programs to:
 - a. Expand access to employment, training, education, and supportive services for eligible individuals, particularly individuals with barriers to employment.
 - b. Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs.
 - c. Improve access to activities leading to a recognized postsecondary credential, including a credential that is an industry-recognized certificate or certification, portable, and stackable.

CORE PROGRAMS

The staff of all Core Partners are working together to create a business model focused on the seamless delivery of services to customers, rather than individual programs and job titles. The new referral process that consists of an introduction and direct linkage will create expanded and improved access to the system and its services. On-going cross training ensures that staff of all Core Partners are equipped to respond to a wide variety of customer needs, and customers are provided with an array of easily accessible portals into the system.

The Workforce Development system can be accessed through any core partner program within the Area. Multiple points of access have been established and will be expanded throughout the Area, both physical locations and through electronic mediums. An area developed referral process and procedure will assist to document access to services. Orientation sessions that describe the workforce development system will be established and available at any partner location within the Area. All core partners are focused on ensuring services are delivered and available to all eligible individuals, including eligible individuals with barriers to employment.

Dependent on the needs of the customer, between the Core Partners and Required partners, the system has the ability to address all needs of the customer to become employable. Our integrated service delivery system provides our customers assistance with employment applications, resume assistance, assessments, skills development, and employment services programs. Career Navigators provide information to participants on community resources, Labor Market Information, High School Equivalency (HiSET), occupational training, work-based learning opportunities and support services. Additionally, Career Navigators share the ETPL with participants so they may make an informed decision on training providers. They also provide information on GAP/PACE, Title I programs, Future Ready Iowa Last-Dollar Scholarship, and other grants and scholarships that they may be eligible for. When Career Navigators identify that a customer may benefit from a referral, they facilitate the referral process and follow-up.

EMPLOYMENT SERVICES:

With the development of an Integrated Employer Outreach toolkit coupled with communication from the Integrated Business Services Teams, we can increase access to employer services.

Increased access to employer services will in turn increase access to employment services such as job development, recruitment, and placement. We will work to improve opportunities for individuals with a disability to obtain Competitive Integrated Employment.

TRAINING SERVICES:

MVWA will develop outreach materials and policies to increase awareness of and the use of work-based learning opportunities, Incumbent Worker Training and Customized Training.

EDUCATION SERVICES:

The MVWDB will work with Eligible Training Providers to increase the availability and access to training and education programs that align with our in-demand occupations. We will also work to increase the availability of stackable and portable credentials throughout the eight-county area. Through partnerships between the core and required partners, MVWA Iowa's career pathways support local programs that empower students and participants of all ages to explore their academic and career interests. Leveraging the work of statewide, local, and public-private partnerships will allow the system to better coordinate investments, resources and planning for those career pathways to expand access.

SUPPORTIVE SERVICES:

Supportive services are available to all eligible individuals to assist them in removing barriers and help them participate in Career and Training Services. Access will expand by working with the Core and Required partners to facilitate the expansion of access and funding of Support Services, while avoiding duplication.

CAREER PATHWAYS

The MVWDB will assist in the creation of Sector Partnership initiatives. These initiatives will inform the development of career pathways based on industry needs. The participation of the Core Partners in this effort fosters a shared understanding of employer needs as they relate to the design of career pathways and the certification and the credentials that mark advancement along these pathways. The co-enrollment of job seekers into appropriate programs serve to multiple the number of entry points into a particular Career Pathway increasing the likelihood of successful advancement and/or completion.

Core and required partners will be engaged in the career pathway development process by utilizing innovative approaches in the delivery of career services and offering a variety of career pathway navigation supports to enhance transition into the workforce.

Workforce delivery systems will work in concert to provide workers with the skills, work-based learning opportunities, resources, accommodations and supports needed through the systematic

development of career pathways for in-demand industries. Iowans will have access to the occupational and training resources and skills needed to work to their fullest potential and to secure and maintain economic self-sufficiency.

Over the next three years, we will encourage sector partnerships to focus on their role in informing career pathway development for youth, adults, and individuals facing barriers to education and employment by promoting a recently developed framework and offering tools, resources, and technical assistance.

Staff will ensure meaningful referrals are made to partners with a follow through process. This verifies that participants' needs are being met and reduces the duplication of services. Collaboration of services will occur when co-enrollment is appropriate. The use of Integrated Resource Teams is encouraged to maximize the benefits of co-enrollment without burdening the customer and to ensure all programs have met their individual program policy requirements.

CREDENTIALS

MVWA will work closely with Eligible Training Providers to ensure that individuals are receiving quality training. The MVWDB will review Eligible Training providers within the Area to ensure providers of high demand careers participate in the Eligible Training Provider list and make recommendations to the state for improvements.

An Industry-Recognized Credential is defined as “a documented award by a responsible and authorized body that attests that an individual has achieved specific learning outcomes or attained a defined level of knowledge or skill relative to a given standard needed for an occupation. Credential, in this context, is an umbrella term that includes degrees, diplomas, licenses, certificates, badges, and professional/industry certifications.” Sector strategies will also assist education providers and the workforce system in providing quality training services to participants. Labor Market Information will be reviewed annually by the core partners to determine industry clusters in high demand.

The MVWDB will promote the Future Ready Iowa Initiative which aims at getting 70% of Iowans with a recognized credential by 2025. An inventory list will be created of stackable and portable credentials needed by businesses in our area and the board will work to relevant programs added to the ETPL. The board will also work to expand Registered Apprenticeship programs throughout the eight-county area.

The above strategies will ensure that training programs meet the needs of employers and job seekers and that the system is providing quality assistance to ensure creation of Future Ready Iowans. By collaborating with all of our partner agencies the Local Area can better streamline the process for the client and be more effective and efficient with the resources available.

Sector strategies will enable the Area to receive feedback from employers on their needs and with cross communication between partners, they will be able to develop their programs to meet those needs effectively and efficiently.

One-Stop System Integrated Business Services Teams will be involved in groups with all core and required partners to enhance service delivery and avoid duplication. One-Stop business services will participate in Career Fairs at postsecondary educational institutions throughout the Area to create an awareness of services provided by the WIOA System. They will be involved in serving all public and private schools in the Area to inform them about career pathways and training opportunities available. Each One-Stop Center has also partnered with schools to allow them to be a National Career Readiness Certificate proctor and have the service available at each school location. These partners, along with staff from Iowa *WORKS*, proctor the National Career Readiness Certificate testing in the high schools.

A partnership with the GAP/PACE programs has played a key role in enrolling more individuals into training services. These programs provide financial assistance for short-term training and career pathways.

LOCAL PLAN QUESTION:

3. Describe the strategies and services that will be used in the local area to:
 - a. Facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations.
 - b. Support a local workforce system that meets the needs of employers in the area.
 - c. Better coordinate workforce development programs and economic development.
 - d. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.
 - e. Implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, other work-based learning opportunities, registered apprenticeships, industry and sector strategies, career pathway initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of local employers. These initiatives must support the strategies described in a.-c. above.

MVWA STRATEGIES AND SERVICES

EMPLOYER ENGAGEMENT

Through our Davenport and Burlington One-Stop Centers, One-Stop partners currently offer and will further develop and deliver quality business services that assist businesses and industry sectors in overcoming the challenges of recruiting, retaining, and developing talent for the local area economy. We will achieve this by utilizing the following strategies:

- Ensure all staff have a clear understanding of industry skill needs.
- Collaboration, coordination and communication of Business contacts and services provided/offered through the MVWA Integrated Business Services Team.

- Establishment and development of relationships with business networks both large and small.
- Development, convening, and implementation of Industry and Sector Partnerships.
- Development of a list of customized business services available beyond the required career services available to employers and developed into outreach material.
- Development of an annual event for Small Business Week, which is the first full week in May.
- Partner with Chambers of Commerce, Economic Development organizations, and other partners to provide Lunch and Learn and other types of outreach and educational opportunities.
- Participate in Chamber events to promote Iowa*WORKS* services through targeted outreach events.

The Iowa*WORKS* centers in Davenport and Burlington will continue the development of business services to meet the needs of the employers and provide exceptional customer service to business and industry. The MVWA will work hard to understand employer needs throughout the eight -county area and will provide employers with qualified job applicants and workshops and professional development that help improve incumbent worker skill sets. The AJCs will also help employers market job vacancies far and wide and will provide hands-on technical assistance with setting up Registered Apprenticeship programs. Other services offered to employers will include work based learning opportunities, organizing job fairs, reverse job fairs, virtual job fairs and hiring sessions that allow employers to meet candidates for job openings.

ECONOMIC DEVELOPMENT

MVWA will frequently partner with Regional Economic Development representatives in the delivery of job fairs and the promotion of employment and training-based initiatives like Home Base Iowa. The core partners are also involved in several regional economic development projects such as Grow Lee, a series of workforce initiatives, and are preparing to participate in an education center in Lee County.

Economic Development and Workforce Development programs have supported and complemented each other for years in the State of Iowa. MVWDB/CEO boards recognize the importance of this linkage and will begin inviting economic development organizations to their meetings.

Additionally, MVWA will support and promote the creation of a sector partnership. The partnership, with the assistance of Regional Economic Development directors, creates a vehicle for businesses to communicate their needs and challenges to a wide range of local agencies that can design services and solutions based on those conversations. These initiatives will involve regular meetings among Regional Economic Development representatives and leadership of the four WIOA Title programs.

The Integrated Business Services Teams will help promote Economic Development programs to current Businesses and new start-up businesses. The teams will receive cross training on Economic Development programs. The following programs will be promoted:

- **High Quality Jobs:** The High-Quality Jobs (HQJ) program provides qualifying businesses assistance to offset some of the costs incurred to locate, expand or modernize an Iowa facility. This flexible program includes loans, forgivable loans, tax credits, exemptions and/or refunds. The Iowa Economic Development Authority (IEDA) offers this program to promote growth in businesses, which employ Iowans in jobs defined as high-quality by state statute.
- **Economic Development Set Aside (EDSA):** The Economic Development Set Aside (EDSA) program provides financial assistance to businesses and industries requiring assistance to create or retain job opportunities in Iowa. EDSA develops viable communities that provide economic opportunities for people, especially those with low- and moderate incomes.
 - Priority is given to projects that create manufacturing jobs, add value to Iowa resources and/or increase exports. Preference is given to businesses that create or retain the greatest number of jobs with the least amount of program dollars. Projects must demonstrate a need for assistance. The only three valid criteria to determine need are: a financing gap, insufficient return on investment or location disadvantage.
- **Workforce Training.**
 - Industrial New Jobs Training Program - 260E - Creating new jobs with employee training.
 - Iowa Jobs Training Program - 260F - Providing job training to current employees.
 - Community College Consortium - 260F - Funding assistance for training projects in which two or more businesses participate.
 - Accelerated Career Education Program - 260G - Partnering with community colleges to train workforce.
 - Career Link - Funding for workforce training for low-income individuals.
- **Apprenticeships & Internships.**
 - Registered Apprenticeship Program - There are more than 1,000 occupations eligible for apprenticeship training grants.
 - Student Internship Program - Grants to small and medium-sized companies in targeted industries to support internship programs.
 - STEM Internship Program - Grants to Iowa companies for internship programs in STEM fields.
- **Targeted Small Business Program** - Program is designed to help small businesses owned by women, individuals with minority status, service-connected disabled veterans and/or individuals with disabilities.

ONE-STOP LINKAGES WITH UNEMPLOYMENT INSURANCE

UI services are incorporated in the Davenport and Burlington One-Stop Centers. Iowa's Unemployment Insurance Division regularly provides UI training at basic and advanced levels. The training is conducted in person with occasional virtual sessions. Team members from the Davenport and Burlington AJC attend these classes as determined necessary and in-service training is provided to IowaWORKS Center staff when needed. Additionally, online policy and procedure documents are available for any team member or partner staff to access if needed. The library of documents is in a keyword searchable format. This process has been very beneficial to ensure the most recent version of a procedure is available when handling UI issues. Each of the IowaWORKS Centers have staff trained in recognizing and referring UI eligibility issues for adjudication. Local staff are encouraged to proactively identify and provide assistance to identified individuals on a case-by-case basis. If a local office team member has a question about a claimant's situation, IWD has a direct messaging system the team member can contact a UI expert in the main IWD office in Des Moines for assistance. In addition, Iowa participates in the RESEA program which provides additional opportunities for addressing UI.

INTEGRATED SERVICE DELIVERY

MVWA will provide reemployment services to UI claimants and other unemployed individuals using an integrated service delivery.

INTEGRATED DATA SYSTEMS

RESEA, Rapid Response, TAA and WIOA Title I Dislocated Workers program use a common data system. This data system displays services, case notes, workshop attendance and the overall progression of the UI claimant/unemployed individual.

STREAMLINING CASE MANAGEMENT AND ASSESSMENTS

Each program is able to see case notes and services provided to the UI claimant/unemployed individual. eliminates duplication of services and assessments.

JOB SEARCH AND TRAINING SERVICES

The One-Stop provides a variety of job search activities including but not limited to job search workshops (resume building, interviewing, career planning, mock interviews, application assistance and a variety of other workshops), hosting job fairs, employer meet and greets and assistance in filling out online/paper employment applications. The One-Stop has a direct referral process to training programs to provide short term training for high demand occupations through a variety of partner programs including but not limited to Adult Basic Education, Vocational Rehabilitation and WIOA Title I. These services are available to all UI claimants/unemployed individuals.

Helping UI claimants access the full range of on-line and in person services delivered through the AJC - All UI claimants that come in person to the AJC are provided information on the range of services offered by the One-Stop.

ENSURING CLAIMANTS MEET ELIGIBILITY REQUIREMENTS

All customers that are selected to participate in an initial or sub RESEA program will complete a UI Eligibility Review to ensure the claimant is conducting appropriate work search contacts and is registered for work in the database system. The RESEA program staff have been fully trained in UI and are able to issue immediate decisions if an eligibility issue arises. There is an immediate feedback loop between UI program staff and the AJC for potential eligibility issues. The issue is reported via technology and then the UI program can establish a fact finding if necessary.

Ensuring all Claimants are notified of all deadlines and eligibility requirements associated with the TAA program/seamless communication with case managers

The RESEA program is a program to assist individuals receiving UI benefits. The program connects participants with in-person assessments and reemployment services through local AJC. Activities include, but are not limited to, developing an individual re-employment plan, providing labor market information, identifying job skills and prospects, and reviewing claimant's continued UI benefit eligibility.

INITIATIVES

Transitional Jobs - Some individuals with multiple barriers to employment may need to begin with a less intensive activity such as transitional jobs, where they learn or become accustomed to the basic expectations of a workplace. Transitional jobs are a time-limited work experience that is combined with comprehensive employment and supportive services. This work-based learning activity is for individuals with barriers to employment, are chronically unemployed, or have an inconsistent work history. The purpose is to support individuals to establish a work history, demonstrate success in a work environment and develop skills to obtain and retain unsubsidized employment.**On-the-Job Training** - Other individuals may present as job ready and can be placed in OJT arrangement. OJT is beneficial to participants who are prepared to enter the workforce long-term. OJTs are used to teach a participant specialized skills and competencies needed to perform a specific job at a worksite where there may be a chance for advancement. The participating business has a major investment in the OJT process as they assist to complete a training plan and are the employer of record.

STRATEGIES TO BE IMPLEMENTED IN THE NEXT THREE YEARS

Sector Initiatives - MVWA will work with partners to support the development of industry based, employer-driven sector initiatives. Sector partnerships are industries with shared needs, as

well as various education, workforce, economic, and community organizations in supportive roles. These partnerships develop and continuously evaluate goals, policies, and service-delivery strategies to meet the needs of employers in a given sector. In doing so, they operate within labor market regions and are not confined to municipal, county, educational, or state boundaries. Effective sector partnerships are industry-driven, meaning industries identify needs and assume the lead role in developing strategies which address their identified needs.

Career Pathways - Career pathways are one strategy utilized by sector partnerships to address industry-identified labor market needs. Career pathways organize education and training into a coherent, stackable sequence aligned within specific occupations within a given industry. In that way, career pathways support an individual in developing the personal, technical, and employability skills required for advancement within an industry and transitioning from training and education into the workforce. Colleges, primary and secondary schools, economic development agencies, workforce service providers, employers, labor groups, and social service providers all play a vital role in the successful development of career pathways.

Incumbent Worker Training - In the next year the MVWDB will develop policies and procedures around implementing Incumbent Worker Training in the MVWA. This program will be initiated by employers applying to receive funding for this program. Incumbent worker training is designed to assist employers in upgrading the skills of their current workforce. These efforts have shown to increase the competitiveness of employers in their designated markets while creating an internal workforce whose skills are assisting the employer to remain competitive with a skilled workforce and increased worker tenure. Employees benefit by receiving training to upgrade their skills, wages, and increased experiences within an organization.

Customized Training -The MVWDB will develop policies and procedures for Customized training in the next year. Customized Training provides training that is specific to an employer (or group of employers) specific requirements so that individuals will be hired by the employer after successful completion of the training. Customized training is designed to provide local areas with flexibility to ensure that training meets the unique needs of the job seekers and employers or groups of employers. These types of activities are very effective training models for both youth and adult populations. Gaining hands-on training in a work environment allows individuals to gain not only the transferable skills needed in employment, but the soft skills employers require.

Registered Apprenticeship - The MVWDB will strive to facilitate the implementation of apprenticeship programs in the MVWA. RAs provides an earn and learn opportunity for both job seekers and employers. It brings together On-the-job training with Related Training Instruction to receive a Nationally recognized credential. Iowa*WORKS* works with employers to become registered sponsors with the Department of Labor Office of Apprenticeship. They also work with job seekers to match them to Registered Apprenticeship opportunities.

Conversely, it is important to place individuals with the right fit and ensure business partners are aware of their obligations as well. Business service teams are integral in engaging participating businesses and ensuring they are educated about the benefits and responsibilities of a business partner. Like job seekers, businesses must be screened to identify what type of placement they are equipped to manage, and the business service teams serve an important role in ensuring a suitable placement exists for both customers.

LOCAL PLAN QUESTION:

4. Describe how the LWDB will coordinate local workforce investment activities with economic development activities that are carried out in the local area and how the LWDB will promote entrepreneurial skills training and microenterprise services.

ENTREPRENEURIAL TRAINING

Annual entrepreneurial sessions involve high school juniors and seniors from local schools. Each year students have taken part in entrepreneurial training sessions, and also constructed mock companies. Title II assists clients in entrepreneurial activities through contextualized learning, financial and digital literacy, English literacy, workplace numeracy skills, soft skills and other aptitudes needed in an entrepreneurial enterprise.

Iowa Self-Employment (ISE) is a program designed for clients of Iowa Vocational Rehabilitation Services (IVRS) or Iowa Department for the Blind (IDB) whose vocational goal is self-employment. They provide individualized Self-Employment services to Iowans with disabilities who are interested in starting, expanding or acquiring a business. Referrals to the ISE program are made by IVRS/IDB counselors.

Adults and Dislocated Workers seeking information and/or services relating to entrepreneurial activities are frequently referred to the Small Business Development Center.

LOCAL PLAN QUESTION:

5. Describe the one-stop delivery system in the local area, including:
 - a. How the LWDB will ensure the continuous improvement of eligible providers through the system and that such providers will meet the employment needs of local employers, workers, and job seekers.
 - b. How the LWDB will facilitate access to the services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means
 - c. How entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, including providing staff training and support for addressing the needs of individuals with disabilities.

- i. Include how the LWDB will utilize Disability Access Committees (DACs) as a strategy
 - ii. Describe the process that an individual would use to request an accommodation as well as how an individual will know what accommodations/assistive technology equipment are available
 - iii. Describe how partners/operator will ensure individuals with disabilities can participate in workshops and services offered throughout the center.
- d. The roles and resource contributions of the one-stop partners.

ONE-STOP DELIVERY SYSTEM

The MVWA will conduct ongoing analysis of the Area's economy and workforce needs to ensure continuous improvement of eligible providers of services and to ensure that such providers meet the employment needs of local employers, the current workforce, and job seekers.

This analysis will be completed as part of the MVWDB's regularly scheduled meetings with needs assessments being completed as necessary. Local labor market information will be utilized with this review.

Elements potentially included in the analysis:

- A review of the local area data gathered from customers of the One-Stop.
- An assessment of the current economic situation and projected trends of the local area economy, industries, and occupations, including major economic Areas and industrial and occupational sectors as determined through LMI data.
- An assessment of the required workforce skills and knowledge individuals need in order to find employment.
- An analysis of the skill and education gaps for individuals within the local area.

All partners will participate in a process of continuous improvement to offer the best possible services and seize opportunities for further integration. To assure that services are responsive to the needs of the community, partners will survey customers to obtain feedback on customer satisfaction. All partners will participate in the ongoing development and improvement of the MVWA one--stop center procedures, policies and operational management. All partners will be part of a joint planning process that will continuously review the needs of the MVWA and business community and refine the services of the one--stop system based upon those needs.

In addition, the partners will encourage, accommodate staff, and/or provide training and cross training, as deemed appropriate, to ensure that all partner staff are familiar with all programs represented within the MVWA One--Stop System in order to integrate services, reduce duplication, and improve overall service delivery.

FACILITATE ACCESS

- The Disability Access Committees will help to ensure each One-Stop Center has physical and programmatic accessibility.
- Multiple points of access are available through partner sites within the Local Area.
- IowaWORKS staff provides outreach and enrollment in all outlying counties within the area on an itinerant basis
- Partners provide services through the One-Stop physical center on an as needed basis.
- Partners participate in ongoing referral, co-enrollment, and performance management.
- Utilizing Zoom, Teams, Facetime electronic video conferencing for appointments, orientations, and workshops.
- Basic Career Services can be accessed online utilizing the iowaworks.gov website or mobile app.
- English Language Learners (ELL) and HSED Instruction is provided remotely and at multiple access locations throughout the MVWA.
- Social Media - IowaWORKS One-Stop Centers will utilize social media to engage with job seekers in the local area in accordance with State Communications policy to highlight services that are being provided by the IowaWORKS One-Stop Centers, including but not limited to workshops, hiring events, career fairs, job postings, and programs available. Teams will also share relevant posts from media sources or community partners when it is informative to job seekers of the local area.

ACCESSIBILITY

The MVWDB has a disability access committee (DAC) with a chair and co-chair from IVRS/IDB. The DACs are composed of various core partner and outside partner members who work together under the direction of the MVWDB. In the past the DAC has conducted disability focus groups to gather information about the various needs of customers with disabilities in accessing Center programs. In addition to this, the groups will complete local assessments of the assistive technology options that would be available to the community, the level of comfort of Center staff in offering those accommodations, and as well, the appropriate process for working with requests for accommodations from customers.

An essential element of the workforce development system is its accessibility to everyone, also known as “Universal Access”. The U.S. Department of Labor’s Civil Rights Center is tasked with ensuring all people can access the programs, services, and benefits that the system provides, equally and free from unlawful discrimination.

WIOA Section 188 ensures equal opportunity for individuals with disabilities. Specifically, Section 188 prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title I-financially assisted program or activity.

WIOA AJC are also subject to the requirements of: (1) Section 504 of the Rehabilitation Act prohibiting discrimination against individuals with disabilities by recipients of Federal financial assistance,⁶ (2) Title I of the Americans with Disabilities Act (ADA), as amended, prohibiting discrimination in employment based on disability, and (3) Title II of the ADA prohibiting public entities, including State and local governments and their departments, agencies, and instrumentalities, from discriminating on the basis of disability.

All Partners will ensure that all WIOA Title I programs and activities are programmatically accessible, which includes:

- Providing reasonable accommodations for individuals with disabilities.
- Making reasonable modifications to policies, practices, and procedures.
- Administering programs in the most integrated setting appropriate.
- Communicating with persons with disabilities as effectively as with others.
- Providing appropriate auxiliary aids or services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of the program or activity.

Accessibility to the services provided by the Iowa *WORKS* Centers and all Partner agencies in the MVWA will be achieved through the following plan. Job seekers and businesses will be able to access all information relevant to them via visits to physical locations as well as in virtual spaces. The accessibility plan will be overseen and carried out by the MVWDB. The local Disability Access committee (DAC) will be in charge of development of trainings, evaluating Iowa *WORKS* Center and Partner programs, and assisting all Partners with accessibility issues and concerns.

- The first step in our accessibility plan is to develop a checklist that will include required accommodations for programmatic, physical, communication and virtual accessibility. In consultation with the LWDB, CEO, the state Disability Access Committee, and DOL guidance this checklist will be developed. Once developed this checklist will be used to evaluate the Iowa *WORKS* Center and Partner programs on an annual basis. If deficiencies are found a plan will be put in place to correct any issues. The plan will detail issues found, corrective action plans, and timeline for implementation.
- The One-Stop Operator will hold quarterly meetings for all required Partners and will offer accessibility trainings through these meetings once developed by the DAC. Content will cover required accommodations, ways to improve accessibility, and how to best serve customers with disabilities. Training will be continuous and offered on an annual basis.
- Staff at the centers will also participate in training on how to use assistive technology twice annually during their in-service days. Equal access is ensuring that staff are trained on how to assist individuals with disabilities and on how to use the necessary accommodations.

- A resource guide will be created with a list of assistive technology available and brief instructions on how to use each item will be provided at each center. This resource guide will be updated annually.
- All Partners will be invited to and encouraged to participate in regular DAC meetings.
- If a Partner program runs into an accessibility challenge, they will contact the DAC for assistance.

Individuals with disabilities constitute a population that has traditionally been underserved or unserved by the workforce development system. This is why the MVWDB has identified people with disabilities as the Local Area's 4th priority of service category.

UPON ENTERING THE ONE-STOP

- Accommodations notices will be posted on conspicuous places, such as waiting or reception areas.
- The Accommodation Request Card is available at the front desk counter; the individual may select the type of accommodation needed.
- The card will be returned to any available staff and the accommodation will be set up immediately or in a reasonable time frame to ensure the participant has equal access to programs and services.

DURING ORIENTATION

- Staff providing orientations will inform the attendees that if they need a reasonable accommodation, they may request it, and will receive the accommodation in a timely manner.
- The staff will make clear that the disclosure of a disability is voluntary, and that information will be kept confidential and maintained in a separate file.
- The availability of accommodations, as well as examples of accommodations used in the past will be explained at the time of orientation.
- A list of the immediately available auxiliary aids and services for communication, assistive technology devices, and materials available in accessible formats will be provided in writing and reviewed verbally during orientation.
- Accommodations Request Cards will be available during orientation.

DURING ELIGIBILITY

- The Accommodations Request Card will be available at the desk where the individual is completing the eligibility interview.
- Staff determining eligibility will inform the attendees that if they need a reasonable accommodation, they may request it, and will receive the accommodation in a timely manner to ensure equal access to programs and services.

- The staff will make clear that the disclosure of a disability is voluntary, and that information will be kept confidential and maintained in a separate file.
- Staff will inform individuals that if they need accommodations, they may need to disclose the accommodation to the potential training entity.
- Staff will inform that any other information regarding the disability will only be disclosed, if necessary, to others with permission from the individual.

All staff shall receive training on WIOA Section 188 Nondiscrimination and Equal Opportunity training upon hire, and annually thereafter.

Any individual is free to request an accommodation of auxiliary aids and services, and the obligation to provide such is triggered upon such a request. Each AJC will maintain a binder at the front desk that includes the guidelines and information on all assistive devices available in the AJC as well as all assistive devices available upon request. Local One-Stop Operator will conduct an annual training of all staff on the policy and the use of the assistive devices. All AJC will have signs posted to alert customers accommodations are available upon request. It is the intent of the MVWDB that all staff are fully trained on the availability and uses of Assistive Technology.

When reasonable accommodations or modifications are necessary Job Centers will ensure they will provide them in a timely manner by contacting a local agency that provides assistive devices or contacting the Local Equal Opportunity Officer.

The MVWDB will provide a wide range of accommodations in-house including having all workshop materials in large print, braille, and audio.

RESOURCE CONTRIBUTIONS

The management of the One-Stop System is the shared responsibility of the MVWDB, CLEO, WIOA core program Partners, required One-Stop Partners, One-Stop operators, service providers, and any non-mandatory Partners added to the local system by the MVWDB and CLEO. In other words, the system is a total collaborative for the planning, operations, and management of local workforce services.

All Partners should be aware of their responsibility under the law. All Partners must:

- Provide access to their programs through the Iowa *WORKS* system.
- Use their program's funds to:
 - Provide career services.
 - Maintain the One-Stop System and jointly fund it.
- Sign the Memorandum of Understanding (MOU) with the LWDB.
- Participate in the operation of the system.

- Provide representation on the LWDB, as required, and participate on committees of the LWDB, as needed.

REQUIRED PARTNER SERVICES

The Parties to the Memorandum of Understanding will collaborate to ensure all required and needed services are available to Iowans and Iowa businesses and will work to ensure each Iowa*WORKS* location offers integrated services and have staff who work to ensure quality service delivery.

Acceptable methods and options for providing access to each of the required services:

- Having a program staff member physically present at the AJC.
- Having a staff member from a different partner program physically present at the AJC and appropriately trained to provide information to customers about the programs, services, and activities available through all partner programs.
- Making available a direct linkage through technology to a program staff member who can provide meaningful information or services.

Local Areas have not yet received infrastructure funding agreement (IFA) guidance from Iowa Workforce Development. Once received the IFA will be completed in accordance with WIOA and other regulatory requirements.

LOCAL PLAN QUESTION:

6. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING

Services are offered in the eight counties (Jackson, Scott, Clinton, Muscatine, Louisa, Lee, Henry and Des Moines) and are listed below. Services are provided through two comprehensive Iowa*WORKS* centers, partner sites, and weekly office hours in each outlying county.

BASIC CAREER SERVICES

- Determinations of whether the individual is eligible to receive assistance from the adult, dislocated worker, or youth programs.
- Outreach, intake (including identification through the state's Worker Profiling and Reemployment Services system of UI claimants likely to exhaust benefits), and orientation to information and other services available through the One-Stop delivery system.

- Initial assessment of skill levels including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive service needs.
- Labor exchange services, including— Job search and placement assistance, and, when needed by an individual, career counseling, including:
 - Provision of information on in-demand industry sectors and occupations (as defined in sec. 3(23) of WIOA).
 - Provision of information on nontraditional employment (as defined in sec. 3(37) of WIOA).
- Provision of referrals to and coordination of activities with other programs and services, including those within the One-Stop delivery system and, when appropriate, other workforce development programs.
- Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, local area, and national labor market areas, including— Job vacancy listings in labor market areas; Information on job skills necessary to obtain the vacant jobs listed; and Information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for those jobs.
- Provision of performance information and program cost information on eligible providers of training services by program and type of providers.
- Provision of information about how the local area is performing on local performance accountability measures, as well as any additional performance information relating to the area’s One-Stop delivery system.
- Provision of information relating to the availability of supportive services or assistance, and appropriate referrals to those services and assistance, including: child care; child support; medical or child health assistance available through the State’s Medicaid program and Children’s Health Insurance Program; benefits under the SNAP; assistance through the earned income tax credit; housing counseling and assistance services sponsored through the U.S. Department of Housing and Urban Development; and assistance under a State program for TANF, and other supportive services and transportation provided through that program.
- Assistance in establishing eligibility for programs of financial aid assistance for training and education programs not provided under WIOA.
- Provision of information and assistance regarding filing claims under UI programs, including meaningful assistance to individuals seeking assistance in filing a claim
 - Meaningful assistance is defines as providing assistance:
 - On-site using staff who are properly trained in UI claims, filing, and/or the acceptance of information necessary to file a claim.
 - By phone or via other technology, as long as the assistance is provided by trained and available staff and within a reasonable time.

- Provide these services also on the Exploratory Floor.

INDIVIDUALIZED CAREER SERVICES

- Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include:
 - a. Diagnostic testing and use of other assessment tools; and
 - b. In-depth interviewing and evaluation to identify employment barriers and appropriate employment goals.
- Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including the list of, and information about, eligible training providers.
- Group and/or individual counseling and mentoring.
- Short-term pre-vocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct to prepare individuals for unsubsidized employment or training, in some instances pre-apprenticeship programs may be considered as short-term prevocational services.
- Internships and work experiences that are linked to careers.
- Workforce preparation activities that help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education, or training, or employment.
- Financial literacy services.
- Out-of-area job search assistance and relocation assistance.
- English language acquisition and integrated education and training programs.
- Provide opportunities for Work-Based Learning that leads to careers.
- Provide the fourteen required Youth Services.
- Conduct Integrated Resource Team meetings with participants and partners when meeting with dual-enrolled clients to coordinate services.

PROVIDE THE FOLLOWING TRAINING SERVICES:

- Occupational skills training, including training for nontraditional employment.
- On-the-job training (OJT).
- Incumbent worker training.
- Programs that combine workplace training with related instruction, which may include cooperative education programs.
- Training programs operated by the private sector.

- Skills upgrading and retraining.
- Entrepreneurial training.
- Transitional jobs.
- Job readiness training provided in combination with services listed in numbers (1) through (8) of this section.
- Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with training services listed in numbers (1) through (7) of this section.
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

PROVIDE FOLLOW-UP SERVICES

Follow-up services must be provided as appropriate for participants who are placed in unsubsidized employment, for up to 12 months after the first day of employment. Counseling about the workplace is an appropriate type of follow-up service.

LOCAL PLAN QUESTION:

7. How the LWDB will coordinate workforce investment activities in the local area with statewide rapid response activities.

RAPID RESPONSE

Rapid Response (RR) efforts in Iowa continued to play an important part in business engagement. As Worker Adjustment and Retraining Notifications (WARN) are received, RR staff immediately begin working with company officials and local area leadership to organize and deploy RR activities. The Rapid Response program is a pro-active, business-focused, and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers.

When WARN notices are received, each employer is contacted by State RR staff. Subsequently, most receive local-level delivery of RR services. In PY20 the MVWA had a dedicated Rapid Response Coordinator to oversee RR activities in the eight-county local area. The Rapid Response Coordinator works closely with the company to determine the best way to serve the individuals being displaced and the company. This coordinator is cross trained and provides information about all AJC programs, services and resources available to Dislocated Workers Following the Rapid Response employee meetings. If additional funds are needed to provide more intensive services, the MVWDB will submit an application for state or federal emergency funds.

When funding is not available or economic conditions do not warrant a full-time Rapid Response Coordinator, Rapid Response teams are utilized. These teams consisting of AJC staff work with employers and any employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss. Rapid Response provides customized services on-site at an affected company, accommodate any work schedules, and assist companies and workers through the painful transitions associated with job loss.

When used the dedicated Rapid Response Coordinator is responsible for facilitating job fairs, hosting WIMs, offering workshops, and connecting participants to additional resources.

RAPID RESPONSE COORDINATOR RESPONSIBILITIES

- Conducts initial contact with the company involved in layoffs to explain services.
- Arranges WIMs for affected employees and presents all available literature and information about partner services available.
- Utilizes Chromebooks to provide on-site assistance at employers for affected workers to engage with services and register in Iowa*WORKS*.
- Conducts Awareness Campaign with outreach and coordination with community agencies and other social services organizations and provides information and assistance to these organizations so they may also provide assistance for the affected workers and the community.
- Facilitates customer access to Title I and other partner programs through referrals for intensive services, training, education, barrier-removal services, and to employment services, as well as job-specific information.
- Provides follow-up to laid-off workers following WIMs.

LOCAL PLAN QUESTION:

8. The type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which must include an identification of successful models of such activities.
 - a. Include how the LWDB will utilize the Youth Standing Committee as a strategy.

FOURTEEN REQUIRED ELEMENTS PROVIDED IN THE MVWA

All fourteen required WIOA youth elements are made available to youth throughout the MVWA:

1. Tutoring, study skills training, dropout prevention strategies.
2. Alternative secondary school services or dropout recovery services.
3. Experiential Learning – Paid and unpaid work experiences that have as a component, academic and occupational education, which may include:
 - a. Summer employment opportunities and other employment opportunities available throughout school year (WEP).

- b. Pre- apprenticeship programs (PRE).
 - c. Internships and job shadowing (INT), (SHW).
 - d. On-the-job training (OJT).
4. Institutional/Occupational skill training shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in demand industry sectors or occupations.
 5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
 6. Leadership development opportunities.
 7. Supportive services.
 8. Adult mentoring for a duration of at least 12 months.
 9. Follow – Up Services.
 10. Comprehensive guidance and counseling.
 11. Financial Literacy education.
 12. Entrepreneurial skills training.
 13. Services that provide labor market and employment information about in- demand industry sectors or occupations available within the local area.
 14. Activities that help youth prepare for and transition to postsecondary education and training.

The above referenced programs are available through multiple partners within the Local Area and include but not limited to WIOA, Iowa Vocational Rehabilitation, Adult Education and Literacy, Southeastern Community College, and Eastern Iowa Community Colleges.

Adult mentoring is provided by reaching out to appropriate organizations with potential mentors (i.e., Kiwanis, Rotary Club, LWDB, alumni associations at training providers) to partner a mentor with a specific youth. In many cases, particularly in rural areas, the Career Navigator serves in a mentoring role. Career mentoring can also take place at work-based learning sites.

Career Navigators make a referral for comprehensive guidance and counseling to community partners such as counseling agencies, substance abuse treatment providers, and crisis intervention organizations, etc.

Financial Literacy can be provided through the Title I Youth provider courses available through The Academy. The Title I Youth provider also teaches basic financial literacy in the ILegacy trainings. They also partner with Iowa State Extension and Consumer Credit of the Quad Cities to provide more extensive financial literacy training.

Entrepreneurial skills training can be provided through courses available through The Academy. We also partner with Southeastern Community College and Greater Burlington Partnership to refer clients to the Small Business classes that are offered to the community, paid for by Greater Burlington partnership.

The Title I Youth provider has a proprietary online suite of skills development and career exploration courses through the Academy. The Academy offers a library of more than 8,400 courses and credential-qualifying training in more than 100 industries, which helps to facilitate independent and guided investigation.

The Title I Youth provider also offers ILegacy which is our four-hour job readiness curriculum that all new youth complete, as well as two hours of Linked in Learning courses of their choosing. ILegacy covers a myriad of topics related to success in the workplace, including applications, resumes, negotiation, job seeking, appropriate workplace behavior, self-improvement, teamwork, and handling criticism

WORKFORCE PARTNERSHIPS

Below is a list of current partnerships in the MVWA:

- Work with Young House's IMPACT program, which is a program through Young House that combines Bridges Out of Poverty with other community resources.
- Partner with juvenile and adult probation officers in all counties.
- Work with the 12+ program in Lee County to provide job readiness classes to high school students.
- Offer job readiness classes at Wisdom Quest (the alternative high school) in Mt. Pleasant.
- Partner with training providers and programs like GAP, PACE, and TRIO to help students.
- Work with the foster care transition program to help youth leaving foster care in the entire local area.

ADDITIONAL PROGRAMS AND SERVICES AVAILABLE IN THE MVWA

A variety of youth workforce activities are available in the MVWA. Activities vary greatly across the Local Area. The following outlines several programs/activities that are available to youth in MVWA:

- ***IJAG*** - The ultimate objective of an iJAG program is to provide participants with classroom and work-based learning experiences that result in a quality job, leading to a career after graduation or completion of the HiSET high school equivalency program.
- ***Junior Achievement*** - Junior Achievement fosters the future success and economic health of young people and the communities in which they live by providing hands-on elementary and secondary programs focused on work readiness, financial literacy and entrepreneurship.
- ***Lead the Way (Davenport Schools, North Scott, Muscatine, Clinton, Maquoketa, and Pleasant Valley)*** - Project Lead the Way is the nation's leading provider of science, technology, engineering, and math (STEM) programs. Through world-class K-12

curriculum, high-quality teacher professional development, and outstanding partnerships, PLTW is helping students develop the skills needed to succeed in the global economy.

- ***Iowa State Extension*** - Youth workforce activities include IT Tech Team, 4H Leadership, 4H STEM, and Service-Learning programming.
- ***Bi-State Transition Conference*** - This annual event targets youth with disabilities. It alternates focus every other year between transition to training/college after high school and careers.
- ***Davenport Teen Job Fair (Marketed to Scott County area)*** - The Davenport Teen Job Fair offers teens an opportunity to meet area employers, apply for positions, and learn job search skills.
- ***Eastern Iowa Community College Career Days*** - Events are offered at all EICC campuses to introduce teens to career options and training programs.
- ***Southeastern Community College*** - Each year SCC holds several career fairs, STEM fests for youth, and events to talk to middle/high school students about career pathways.
- ***Aligned Impact Muscatine.***

INCREASED ACCESS TO SERVICES IN RURAL AREAS

The MVWA has adopted the following strategies to increase access to rural areas:

- Developed connections with family support home visiting programs.
- Has connections with Nest Programs for new parents.
- Attends HiSED programs in rural areas (Keokuk, Fort Madison, Mount Pleasant, Clinton, Maquoketa).
- Holds weekly office hours in the outer counties of Henry, Clinton, Jackson, Muscatine, Louisa, and North and South Lee.
- Other agency connections in the rural counties are: Head Start in Maquoketa, Fellowship Cup in Mt. Pleasant, food pantries in Lee, Henry, Louisa counties, Muscatine Center for Social Action, Salvation Army in Lee and Muscatine counties, Community Action in all the counties, Goodwill in Jackson and Lee counties, and the Transition Alliance Board in Clinton county.

ACTIVITIES FOR YOUTH WHO ARE INDIVIDUALS WITH DISABILITIES

Iowa Vocational Rehabilitation Services

Iowa Vocational Rehabilitation Services (IVRS) provide services to youth with disabilities.

Services available to assist students include:

- Career Exploration Assessments.
- Counseling and Guidance Services.
- Pre-Employment Transition Services (Pre-ETS)

- Job Exploration Counseling provides students with opportunities to learn about various career options and work skills necessary to be successful.
- Work-Based Learning Experiences provides students with opportunities in the community to assist them with connecting school experiences to real-life work activities and future career options.
- Counseling on Opportunities provides students with information and guidance on a variety of postsecondary education and training opportunities.
- Workplace Readiness Training is training to develop employability skills, social skills, and independent living skills.
- Instruction in Self-Advocacy is activities to develop self-advocacy skills needed in education, workplace, and community settings.
- Assistance with Post-Secondary Training.
- Job Seeking Skills Training.
- Job Placement.
- Assistive Technology.

IVRS has programs set up with partners to focus on services to Iowa high school students with disabilities. We currently have a Transition Alliance Program (TAP), The Transition Alliance Program (TAP) is a partnership between Community School Districts and IVRS. Participants of TAP receive assistance in the areas of vocational training, independent living, and post-secondary education. The goal is for young adults to develop positive work skills in order to obtain and maintain competitive integrated employment. TAP participants receive follow-up services to assure long-term job success!

IVRS also has Project Search programs which are a transition-to-Work Program for a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations.

The IVRS Intermediary Network (IN) contract involves select high schools within 14 of Iowa's 15 Community Colleges. The purpose of the IVRS IN program is to help meet the vision of a future-ready Iowa that prepares individuals for dynamic careers and lifelong learning, meets employer needs, grows family incomes, and strengthens communities. The IVRS IN program provides for an IN to expand vocational rehabilitation capacity providing pre-employment transition services to high school students with disabilities in designated districts, which will help prepare the students to enter employment or additional post-secondary training following secondary school graduation. Students can learn about work readiness skills, career pathway opportunities and expand work-based learning providing increased opportunities for employment in a chosen career field. IN's work collaboratively with IVRS counselors and other partners to provide the career readiness and career exploration services to districts where gaps are identified. Services may include career exploration, job shadows, plant tours, career day experiences, job seeking skills training, and understanding local labor market information and training opportunities that will lead to placement in those careers.

IVRS is also using *zSpace* at the schools to assist students with virtual and 3D learning, to increase knowledge of STEM careers and hands on learning.

IVRS also provides a resource fair - from high school to beyond: training, supports, and service providers to increase personal independence. The purpose of this fair is to gather information about life beyond high school. Students, parents, teachers, and advocates have the opportunity to visit informational sessions of their choice to gather information for transition planning.

In 2021 twenty-one community programs provided information. The fair has been provided in both in-person and virtual formats.

The IVRS Burlington Summer Career Boot Camp Program was created and launched in partnership with local school districts in four counties (Des Moines, Lee, Henry, and Louisa), Burlington High School Transition Alliance Program, Southeastern Community College Intermediary Network, area businesses, and WIOA partner agencies. Students participate in career-based activities and explore occupations in all six of the Iowa Core career pathways. This program allows students to engage in presentations, tours, participate in hands on volunteerism, and interactive activities to learn essential work related soft and hard skills as well as expectations of employees, job seeking skills, and job retention skills.

The 2021 program will be the 3rd year the team formed a partnership with Tobin and Mollie Krell from Homestead 1839. At the farm, student volunteers learn the value of hard work, expectations of employers (initiative, taking instruction, and follow through), how to work as a team, and have opportunities for leadership. Through the seven weeks of the program, they can see the products of their labor. Students also assist with volunteerism at local food banks, Salvation Army thrift store, community gardens, parks and recreation, and for RAGBRAI.

75% OUT OF SCHOOL YOUTH REQUIREMENT

MVWA works extensively with its core partners, Adult Basic Education and Vocational Rehabilitation, to meet the 75% out of school youth expenditure requirement. Iowa *WORKS* Career Navigators work with students in AEL programs to help address any barriers, and support students to the completion of their high school equivalency. The Career Navigators work closely with front line AEL staff to identify students who have a need for support services while pursuing their high school equivalency.

In order to meet the 75% minimum youth expenditure requirement under WIOA, MVWA will utilize the following strategies to increase out of school youth enrollments:

- The MVWDB will be hiring a youth outreach specialist to assist with meeting the 75% requirement.
- Continue commitment to offer services to in school youth while expanding out of school youth services.

- Continue conversations and communication with area school districts about the WIOA out of school requirement.
- Each youth referral will be reviewed individually. If a youth seems to have the necessary supports in place while they are in high school, but could benefit more from post high school services, enrollment will be delayed until after graduation. If a youth is struggling and could benefit from WIOA services while in high school, the enrollment will be done as an in-school youth.
- Partner with the PROMISE JOBS program to serve youth and emphasize youth between the ages of 16 and 24 who have not yet built their plan for the future.
- Partner with the Juvenile Justice System to serve more youth who have dropped from the education system prior to completion.
- Outreach efforts are focused in HISED classes, on job seeking individuals, and pregnant/parenting youth organizations.
- Informing students with disabilities and their parents/guardians of resources available.

Each program year the service provider submits a budget that is broken down between in-school and out-of-school youth expenditures. The service provider and fiscal agent both provide monthly reports to the Finance Committee for review that show current and cumulative expenditures for all youth programs. The percentages of all programs are reviewed monthly at each Finance Committee meeting to ensure funding is being spent accordingly.

20% WORK EXPERIENCE REQUIREMENT

The MVWA offers work-based learning opportunities throughout the year through both the WIOA youth program and various partner programs. Iowa Vocational Rehabilitation will partner with Iowa *WORKS* to deliver work experience opportunities for youth with disabilities. MVWA will ensure that at least 20% of the WIOA youth funds are expended on work experience. Work experience expenses are broken down on an individual invoice to show staff time, wages paid, payroll taxes and incentive payments. The service provider and fiscal agent both provide monthly reports to the Finance Committee for review that show current and cumulative expenditures for all youth programs. The percentages of all programs are reviewed monthly at each Finance Committee meeting.

MVWA maintains a running list of businesses interested in providing work experience activities for Youth. Some of the current employers that the MVWA is working with include, Bitner YMCA, Salvation Army, Learning Tree Daycare, Handicapped Development Center, and Hope Haven. The business Services Consultant (BSC) is continually developing relationships with businesses to provide work-based learning opportunities.

NEEDED SERVICES IN MVWA

Despite a wide range of workforce activities in the Local Area, there is still a need for more extensive information for all students with regard to career decision making. IowaWORKS programs will address these needs through high school workshops and individual support for eligible youth.

Like much of the country, MVWA still faces the challenge of developing a skilled workforce to meet local economic needs. There is a need for information dissemination among counselors and teachers to help reinforce the workforce needs among alternate career paths and prevent the automatic channeling of students into four-year college programs if that is not the correct path.

Although the main focus of the youth program is out of school youth, it is important for teachers, counselors, and administrators in area schools to be aware of the benefits of the program, so they are able to refer students upon graduation. Youth staff works to build relationships with school staff and students, so they are able to determine when assistance is needed.

YOUTH STANDING COMMITTEE

The Youth standing committee is chaired by a member of the MVWDB, includes other members of the MVWDB, and includes other individuals appointed by the MVWDB board chair who are not members of the MVWDB. The Youth Committee meets on a monthly basis and reviews monthly reports from the Title I Youth service provider. The Title I Youth service provider reports include enrollments, number of work experiences, occupational skills training, caseloads, outreach activities, referrals, outcomes, customer satisfaction levels, and success stories. The Youth Committee then provides a report to the executive committee and full MVWDB. Reports include discussion of actions and decisions, recommendations for board action, and assessment of progress toward accomplishing committee or team goals and outcomes. The Youth committee activities and oversight responsibilities include the following:

- Help to identify gaps in services and develop a strategy to use competitive selections or community partnerships to address the unmet needs of youth.
- Ensure compliance with WIOA requirements to including 75% of resources allocated to out-of-school youth and a minimum of 20% of resources allocated to work experience.
- Oversees eligible youth providers, as well as other youth program oversight responsibilities.
- Serves as the RFP committee for the Youth program and oversees the procurement process.
- Develops the portion of the local and regional plan, and the Board strategic plan pertaining to youth.
- Recommends policy direction to the MVWDB for the design, development, and implementation of programs that benefit all youth.
- Assist with planning, operational, and other issues relating to the provision of services to youth.

- Proposes the design of a comprehensive community workforce development system to ensure a full range of services and opportunities for all youth, including disconnected youth.
- Suggests ways to leverage resources and coordinate services among schools, public programs, and community-based organizations (CBOs) serving youth.
- Provides ongoing leadership and support for continuous quality improvement for local youth programs.
- Additional assignments as determined by the MVWDB Chair.

LOCAL PLAN QUESTION:

9. How the LWDB will coordinate relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.
 - a. Include the name of the Title II adult education provider grantee(s) in the local area that were included in this coordination.

SECONDARY AND POSTSECONDARY EDUCATION COORDINATION

The MVWDB Title I service provider will be hiring a youth outreach specialist to oversee the coordination of services with secondary schools. This individual will assist in coordination of all partners and reduce duplication of services. This individual will work closely with VR, CTE, and other programs in the MVWA that provide youth services.

Secondary and post-secondary educational strategies are coordinated with workforce services in MVWA through a variety of alignments. The AEL program has a direct linkage allowing for partners to share referrals and avoid duplication of assessments and other services. The board structure includes Adult Education representatives as voting members and they also serve on the board committees. The Sector Partnership initiatives will be designed to provide education providers at all levels with input from businesses that will facilitate the creation of career pathways that encompass secondary education through adult learners.

Staff are provided cross-training on Title II program services, eligibility, and requirements. When it is discovered that a participant is in need of Title II services, a referral is made to the AEL staff, who work with the participant to identify their specific needs.

In addition, the Title II program serves as the provider of Comprehensive Adult Student Assessment System (CASAS) intake assessments for Title I participants. If an individual completing the assessment lacks a high school credential or demonstrates a gap in basic skills, they are advised about the options available through the AEL program. If the participant elects to co-enroll in Title II services, they are converted to active participant status in the Title II program.

Participants are determined eligible for Title II services in accordance with guidelines set by the state department of education. An eligible participant must be a minimum age of 16 years + 9 months. Participants under 18 years must provide permission to attend documentation from a legal parent or guardian. Participants under 19 years must provide proof of non-enrollment in a community school district. Eligible participants are adult basic education students who either do not possess a high school credential or who demonstrate skill gaps in reading and/or math on the intake assessments. English language learners are eligible if they demonstrate skill gaps in reading and/or listening English language on the intake assessments.

The Title II programs utilize CASAS for all intake and post-assessments. Upon completion of the assessments (reading and math for Adult Basic Education (ABE) and HSE participants; reading and listening for ELL), the intake scores are assessed to determine academic skill levels. These levels inform the program in the placement of the student in appropriately leveled curriculum. Eastern Iowa Community Colleges have an MOU that allows for Title I participants to utilize the CASAS assessment for entry into their program. Title I participants who demonstrate need are counseled regarding co-enrollment in the adult education and literacy program.

Title II utilizes career navigators to assist students in career exploration, job search, and application processes. In cooperation with the college placement office, students are provided with information relative to job openings in the area. The programs also cooperate with local Workforce Development partners to identify opportunities that match participant needs. Assistance with the identification of sector opportunities and required education are key to this process.

Work based learning is made available for AEL participants through Integrated Education and Training programming, which blends basic skill development with workplace skills training in a concurrent training model. In addition, opportunities are available for employers to engage cohorts of incumbent workers in customized, on-site training that provides curricular support for a blend of skill building and workplace-related content.

Participants have a variety of options to access training services through the regional Title II AEL provider. They may choose to attend training at one of the college's campuses or satellite centers, attend via live online videoconferencing, and/or attend in an asynchronous online delivery mode. These options provide the necessary technology linkages to ensure open and convenient access for all WIOA participants.

Adult education and literacy programs work collaboratively with continuing education partners to maintain a presence in employer relations. This process provides information about available services to businesses seeking to serve the needs of their current or potential colleagues.

AEL programs maintain job opportunity board for students in order to provide up-to-date information regarding postings in the Local Area. Additionally, the programs collaborate with Workforce Development partner to provide access to regional and statewide opportunities.

AEL programs participate in rapid response activities when it is determined that the employer has individuals in need of AEL services.

The Gap Tuition Assistance and Pathways for Academic Career and Employment (PACE) programs partner with WIOA Title I in order to provide the full range of services to post-secondary students facing barriers to education and/or employment.

MVWA has worked closely for several years with secondary schools in offering the National Career Readiness Certification (NCRC) assessment.

REGIONAL PARTNERSHIP PLANNING 9 IOWA CLNA

Based on the Comprehensive Local Needs Assessment completed by Region 9 Regional Planning Partnership and Region 16 Regional Planning Partnership in 2021, the following needs were identified. The MVWDB will collaborate with the CTE program on these initiatives.

Strategies that were identified by the RPP 9 Needs Assessment that will be needed to address priority areas:

- Leverage employer partnerships that have been willing to provide apprenticeships to share info across the region.
- Utilize employer voice in sharing best practices with other employers on the development of WBL programs.
- Develop materials to assist with recruiting businesses to participate that address their perceived challenges (like liability).
- Share and collaborate on WBL programs as a region.
- Strengthen partnerships with special education and vocational rehab programs to ensure students with disabilities can access opportunities.
- Provide opportunities for leaders from different sectors voc. rehab, WBL intermediaries, work-experience, etc. to collaborate.
- Streamline employer asks across the region.
- Combine and share resources on opportunities like job-shadowing, tours, etc., particularly virtual opportunities.
- Develop marketing and communication efforts targeted at families and students to encourage participation.
- Explore efforts to gain support from counseling departments, including providing professional development to school counselors.
- Promote new ways to interact with students throughout the WBL continuum from elementary to high school.

- Share best practices on transportation.
- Develop “heat maps” across the region to identify potential partnerships or gaps in opportunities.
- Promote new ways to interact with students throughout the WBL continuum from elementary to high school.

REGIONAL PARTNERSHIP PLANNING 16 IOWA CLNA

Strategies that were identified by the RPP 16 Needs Assessment that will be needed to address priority areas:

- Create asset map all available resources in region connected to providing high-quality work-based experiences.
- Utilize a local “hub” or listing of work-based experiences to reduce burden on instructor of finding experience for students.
- Employ staff member to support regional approach to MOC work and coordination of work-based learning experiences.
- Improve communication with supporters of work-based learning that could act as liaison between education and industry partners.
- Market the benefits of work-based learning more clearly to industry partners and students alike.
- Publish career information so learners and their families can make informed decisions about available opportunities.
- Increase career exploration opportunities like field trips in the middle grades.
- Expand conversations with industry and workforce about alternative paths to credentialing.
- Include safety training in curriculum since it is high priority, and all employers and work-based learning providers will need to do training if not included.
- Survey workforce partners to identify which skills are key for entry level employees to ensure curricular alignment.
- Develop efficient way for regional industry partners to proactively communicate their needs.
- Integrate “soft skills” training into curriculum.

The MVWDB will encourage, promote, and increase the use of work-based learning opportunities provided by WIOA throughout the MVWA. Members of the MVWDB and Core Partners will volunteer to participate in the Regional Planning Partnerships representing the following areas: Regional Economic and Workforce Development, Business and Industry, or Representatives of Special Populations. The next assessment will occur in 2023.

TITLE II PROVIDER GRANTEE

Eastern Iowa Community College, Dean of Adult Education and Literacy, Scott Schneider
Southeastern Community College, Director of Adult Education and Literacy, Martha Bell

LOCAL PLAN QUESTION:

10. How the LWDB will coordinate WIOA Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area.

SUPPORT SERVICES COORDINATION

Support services are available to WIOA Adult, Dislocated Workers, and Youth who meet WIOA eligibility requirements as described below. As WIOA programs are not an entitlement, supportive service payments are made on a case -by-case basis only when determined necessary and allowable. Due to funding limitations, WIOA supportive services are always the last resort. All other sources of funding must be sought first and documented to avoid duplication of services. All attempts to find other supportive service funding and the reasons for needing WIOA funding must be documented in the state case management system.

Supportive services, including needs-related payments, may only be provided to participants who:

- Are participating in Career services or Training services approved by WIOA Title I.
- Are unable to obtain supportive services via their support network or through other programs including community agencies that provide these services.
- Require those services to enable him/her to participate in WIOA Title I activities.

The supportive service(s) must be necessary for the customer to achieve the goals outlined in their Employment Plan (EP). Providing information about the availability of, and referrals to, alternate supportive services sources is required by 20 CRF 678.430 (a) (9).

The MVWA has a support cap maximum of \$6,000.00 per participant. The board has a 60-day limit for supportive services after a customer completes training or is no longer participating in an approved WIOA activity, excluding Youth participants. Youth participants are provided support services through follow-up. Following are the allowable types of Support Service Payments. Payments may be made directly to vendors on behalf of a participant or as a reimbursement to the individual.

- Clothing (CHG).
- Dependent Care (DPC).
- Educational Assistance (EST).
- Educational Testing (EDT).
- Health Care (HLC).

- Services for Individuals with Disabilities (SID).
- Transportation (TRN).
- Housing/Rent.
- Car Repairs/Insurance.
- Tools or Equipment.
- Needs Related Payments.

The maximum for a Need Related Payment is \$500 per participant. Needs-related supportive services must be approved by the WIOA Project Director and paid directly to the participant.

Needs Related Payments (NRP) are cash payments to WIOA participants for general living expenses to enable them to continue and succeed in the WIOA Program. NPR's are one of the supportive services authorized by WIOA. Unlike other supportive services, in order to qualify for NPR's participants must be enrolled in training. NRPs are available for the following fund sources: Adult, Dislocated Worker, Out-of-School Youth, and In-School Youth.

ADULT ELIGIBILITY

Participants enrolled in the Adult program must meet the following criteria to receive needs-related payments:

- Be unemployed.
- Not qualify for, or have ceased qualifying for, unemployment compensation.
- Be enrolled (applied and accepted) in training services under WIOA Title I that has already begun or will begin within 30 calendar days.

DISLOCATED WORKER ELIGIBILITY

Participants enrolled in the Dislocated Worker program must meet the following criteria to receive needs-related payments:

- Be unemployed.
- Have ceased to qualify for unemployment compensation or Trade Readjustment Allowance.
- Be enrolled in a program of training services under WIOA Title I by the end of the 13th week after the most recent layoff that resulted in a determination of the worker's eligibility as a dislocated worker, or, if later, by the end of the 8th week after the worker is informed that a short-term layoff will exceed 6 months, or be unemployed and not qualify for unemployment compensation or Trade Readjustment Allowance (TRA) under TAA and be enrolled (applied and accepted) in training services under WIOA Title I that has already begun or will begin within 30 calendar days.

For dislocated workers, payments must not exceed the greater of either of the following levels:

- The applicable weekly level of the unemployment compensation benefit, for participants who were eligible for unemployment compensation as a result of the qualifying dislocation.
- The poverty level for an equivalent period, for participants who did not qualify for unemployment compensation as a result of the qualifying layoff. The weekly payment level must be adjusted to reflect changes in total family income, as determined by Local WDB policies. At least quarterly, the amount of family income must be reviewed to determine if adjustments must be made in the amount of NRP payments.

YOUTH ELIGIBILITY

Participants enrolled in the Youth program must meet the following criteria to receive needs-related payments:

- Be unemployed.
- Not qualify for or have ceased qualifying for unemployment compensation.

APPROVAL OF SUPPORT PAYMENTS

A WIOA Project Director and/or Operations Supervisor in each center will be responsible for reviewing and approving support payment request for WIOA Adults, Dislocated Workers, and Youth to ensure all WIOA requirements have been met, and the request is appropriate and to ensure sufficient funds are available.

<https://www.mississippivalleyworkforce.org/policies-procedures>

LOCAL PLAN QUESTION:

11. Plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the one-stop delivery system.

COORDINATION WITH WAGNER-PEYSER ACT SERVICES

The One-Stop focuses on providing a variety of employment related labor exchange services including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to UI claimants, job seeker assessment of skill levels, abilities and aptitudes, career guidance when appropriate, job search workshops, referrals to training and recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services and staff assisted service delivery approaches.

Training will be provided to AJC staff on a continuous basis to improve the skills and knowledge of the team to provide superior customer service. This will include cross-training between programs to increase the staff's understanding of their roles and the role of the other core partners to increase the effectiveness of referrals and minimize duplication between programs.

The One-Stop will offer co-location of partner programs when possible so that there are program staff members physically present in the AJC. When not possible will have appropriately trained team members from different partner programs that can provide information about services available and how to access those services or the ability to link the customer through technology to that partner.

When beneficial, Wagner-Peyser Career Planners will promote Integrated Resource Teams to work with participants that utilize services from multiple partner programs. These team meetings will identify the needs of the customer and develop a plan for which program can best help the participant with the necessary steps of that plan.

LOCAL PLAN QUESTION:

12. How the LWDB will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including how the LWDB will carry out the review of local applications submitted under Title II.

MVWA ADULT EDUCATION AND LITERACY

The Adult Education and Family Literacy Act (AEFLA) programs in the MVWA are based through Eastern Iowa Community College and Southeastern Community Colleges. Services delivered by the AEFLA providers include Adult Basic Education classes, High School Equivalency Diploma instruction, English Language Learning (ELL) Centers for non-native English speakers and computer workshops. Title I participants are referred to AEFLA when they need to increase their basic reading, math or computer skills, attain a high school equivalency diploma or improve proficiency of the English language.

COORDINATION OF TITLE I ACTIVITIES WITH TITLE II ACTIVITIES

- AEFLA staff attend monthly core partner meetings to discuss service coordination.
- Title I staff present at AEFLA student orientations and education sessions.
- Staff contact information from Title I and AEFLA is shared amongst partners and clients.
- A joint in-service training for the core partners, including AEFLA staff. The training will focus on staff cross training, the referral process and developing a system that promotes collaboration and ongoing communication.
- AEFLA staff attend ongoing WIOA training opportunities at the state and regional level.

- AEFLA staff take part in WIOA Integration and Alignment and Career Pathway trainings.
- AEFLA staff are represented on the WIOA Compliant Workforce Board.
- AEFLA staff participate in reporting state-developed common performance measures.
- AEFLA provides student progress reports and completion information to Title I.
- AEFLA and Title I partner to provide CASAS testing.

AEFLA Application Review Process

The MVWDB will select a review committee to score applications based on the scoring criteria provided. The review committee will consist of individuals with understanding of the AEFLA service and programs, along with the needs of the MVWA. All committee members are required to sign a conflict-of-interest form and disclose any potential conflicts of interest prior to participating in the review process.

LOCAL PLAN QUESTION:

13. Provide copies of executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop delivery system. This includes cooperative agreements (as defined in WIOA Sec. 107(d)(11)) between the Local WDB or other local entities described in WIOA Sec. 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 721(a)(11)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under title I of the Rehabilitation Act (29 U.S.C. 720 et seq.) (other than Sec. 112 or part C of that title (29 U.S.C. 732, 741) and subject to Sec. 121(f)) in accordance with Sec. 101(a)(11) of the Rehabilitation Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts of cooperation, collaboration, and coordination.

MVWA COOPERATIVE AGREEMENTS

The Title I service provider has the following MOUs in place:

- Eastern Iowa Community College for CASAS Testing.
- Clinton Resource Center for space sharing.

These agreements can be found at www.mississippivalleyworkforce.org

LOCAL PLAN QUESTION:

14. The competitive process that will be used to award sub-grants and contracts for WIOA Title I activities.

COMPETITIVE PROCUREMENT PROCESS

The MVWDB will adhere to the principles outlined in 29 CFR Part 97 and the procurement procedures required by the State of Iowa. All steps of the procurement process will be documented in accordance with 29 CFR Part 97, including solicitations, selection process, contract negotiations, and award. In addition, all documents developed during the procurement process will be maintained as required by Iowa Workforce Development.

GENERAL PROVISIONS

- All potential bidders, who have expressed interest in being considered for awards, will be sent Requests for Proposals for the areas of service for which they wish to be considered when such awards are due to be made.
- Awards will be made only to organizations that demonstrate the ability to meet objectives of the proposed procurement. Examples of how the ability to meet the procurement objectives can be demonstrated include, but are not limited to:
 - financial resources, technical qualifications, experience, organization and facilities adequate to carry out the project.
 - resources to meet the completion schedule contained in the contract.
 - a satisfactory performance record for completion of contracts.
 - cost analysis of proposed budget -accounting and auditing procedures adequate to control property, funds and assets.
- The LWDB will also ensure that any entity is not debarred, suspended, or otherwise excluded from or ineligible to participate in Federal assistance programs or activities.
- Information about the award of contracts will be made available to the public on a regular basis through electronic means and open meetings, in accordance with the Sunshine Provision.

EQUITABLE PROCEDURES

Procurement procedures will not restrict or eliminate competition. Activities that may be considered to be restrictive of competition include, but are not limited to:

- Placing unreasonable requirements on firms in order for them to qualify to do business.
- Requiring unnecessary experience and excessive bonding.
- Non-competitive pricing practices between firms or between affiliated companies.
- Non-competitive contracts to consultants that are on retainer contracts.
- Organizational conflicts of interest.
- Specifying only a “brand name” product instead of allowing “an equal” product to be offered and describing the performance or other relevant requirements of the procurement.
- Any arbitrary action in the procurement process.

REQUIRED CONTENT FOR RFP

Solicitations for goods and services (requests for proposals or RFPs) should provide for all of the following:

- Requirements which the bidder/offer must fulfill and all other factors to be used in evaluating bids or proposals.
- Funding level range or an up to amount must be provided in the RFP that ensures the responsibilities in the Statement of Work can be performed.
- Technical requirements in terms of functions to be performed or performance required, including the range of acceptable characteristics or minimum acceptable standards (45 CFR Part 75.328(c)(1)).
- The specific features of "brand name or equal" descriptions that bidders are required to meet when appropriate (45 CFR Part 75.328(c)(1)).
- A description of the format, if any, in which proposals must be submitted, including the name of the person to whom proposals should be sent.
- The date by which proposals are due.
- Required delivery or performance dates/schedules.
- The release of an RFP for services does not obligate the LWDB to accept any or all proposals. The LWDB shall be held harmless of any action resulting from any decision not to accept any or all proposals.

PROPOSAL PROCESS AND EVALUATION REVIEW

- The LWDB will meet and select a small committee of at least three Board members to oversee the RFP process.
- RFP will be open for a minimum of 20 business days and posted on the board website, other outlets, and distributed to bidder's list when applicable.
- A pre-set time period will be available for written questions, and answers will be posted to the board website.
- LWDB staff will perform a technical review of each proposal prior to them being distributed to the review team.
- The technical review will determine if the proposal is complete and meets all the submission guidelines stated in the RFP.
- Proposals that are incomplete or fail to meet all submission guidelines stated in the RFP will be rejected.
- Bidders will be notified regarding the status of their proposal after the technical review.
- Proposals will be evaluated by the RFP committee and a recommendation will be made to the LWDB for selection.
- The LWDB will vote on the RFP committee recommendation at a regularly scheduled board meeting, and reserves the right to either accept, reject or make changes to the committee's recommendation.

- Bidders may request, in writing, feedback on the proposal submitted after the funding awards are determined.

SOLE SOURCE

Sole source must only be pursued after a minimum of two attempts to competitively procure, including one attempt that combines the procurement of the Adult and Dislocated Worker service provider with the selection of the One-Stop operator.

Sole source selection of a service provider can only be completed under the criteria outlined in the Workforce Investment and Opportunity Act (WIOA). When the sole source selection process is used the board must prepare and maintain written documentation describing the entire process of making such a selection.

Sole source procurement can only be utilized when:

- The item or service is available only from a single source.
- The public exigency or emergency for the item or service will not permit a delay resulting from competitive solicitation.
- The Federal awarding agency or pass-through entity expressly authorizes noncompetitive proposals in response to a written request from the non-Federal entity.
- After solicitation of a number of sources, competition is determined to be inadequate, whether for reasons of number or quality of proposals/bids.

Should the LWDBs request to use sole source procurement for service providers it will submit a formal request to Iowa Workforce Development electronically. The request will include justification that all other options were exhausted and identify the reason for sole source. Also, identify the timeline and the activities performed prior to the sole source request, and certify that all appropriate measures consistent with the WIOA and this policy have been taken.

The following documentation should also be included with the request for sole source:

- Copy of the RFP or IFB.
- Proof of the announcement medium used (newspaper, social media).
- Documentation showing how long the announcement was posted.
- The name of the entity to which the sole source is to be awarded.
- Documentation showing that the entity has the capacity and ability to perform the functions required to provide career services and/or youth workforce investment activities.

RIGHT TO FILE A GRIEVANCE

Any organization making application under this RFP has the right to file a grievance related to the RFP process within five (5) working days of the award announcement. All grievances must

be made in writing and must fully identify any contested issues and/or policy or procedural violations. Subjective interpretations by evaluators are not subject to protest or grievance. A bidder may file a grievance in writing, with the LWDB Executive Director, who will then have ten (10) days in which to reach an informal written resolution of the grievance.

Should the grievance not be resolved within ten (10) days, the bidder may submit in writing a protest to the LWDB Executive Committee. The Executive Committee will then have twenty (20) days to reach a formal written decision. A hearing is not a right under this LWDB grievance policy. No further appeals will be allowed. This does not prohibit the bidder from seeking other resolutions in addition to those allowed by the MVWA. Any further resolutions taken by the bidder outside of this policy will be handled by the CEO of the MVWA.

STANDARDS OF CONDUCT

Any officer, employee or agent of the LWDB who is either:

- Engaged in negotiations with a potential contractor.
- Has arrangements concerning prospective employment with a potential contractor.
- Has a financial interest in a potential contractor may not participate in the review, award of administration of a contract for a potential contractor. Such relationships constitute a Conflict of Interest. This prohibition also extends to:
 - An immediate family member of any officer, employer or agent of the grantee/sub grantee.
 - A partner or organization who employs any officer, employee or agent of the grantee/sub grantee.

Additionally:

- No LWDB member shall participate in the selection or in the awarding of a contract if a conflict of interest is involved. This provision does not prohibit a community-based organization, educational agency, employer, or other service provider represented by a LWDB member from receiving a contract for the provision of training and/or services to participants. However, when such a conflict of interest arises, LWDB members must abstain from voting on the award and disclose all financial/non-financial information of the contractor.
- No employee, officer or agent of the LWDB shall participate in the selection, in the awarding, or administration of a contract if a conflict of interest exists.
- No contract will be awarded to any LWDB member or entity with which he/she is affiliated which results in direct personal gain to that LWDB member.
- LWDB officers, employees or agents shall neither solicit nor accept gratuities, favors, or anything of monetary value from service providers, potential service providers (i.e., persons who perform services of type contracted for), or parties to grants.

CONFIDENTIALITY AND NON-DISCLOSURE

Information will not be disclosed to anyone who is not directly involved in the procurement process relating to the intent to implement a procurement, the amount of funds available, or any related data, until that information is made known to all bidders through a notification of the intent to solicit or dissemination of a Request for Proposal (RFP) or Request for Quote (RFQ). Technical and cost/price information from any proposal must not be disclosed to anyone not officially involved in the procurement process while the procurement is still in progress. Certain technical or proposal information that a bidder has designated as proprietary or trade secret, and with which LWDB concurs, must not be disclosed to other bidders, even after the award is made and publicized. The number or names of bidders will not be disclosed to anyone not officially involved in the procurement process until the contract is awarded and the decision is made public.

LOCAL PLAN QUESTION:

15. Provide information on the local levels of performance negotiated with the Governor and CLEO and LWDB, to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I subtitle B, and the one-stop delivery system in the local area.
16. The actions the LWDB will take toward becoming or remaining a high-performing WDB, consistent with the factors developed by the State WDB.
17. How training services will be provided through the use of individual training accounts (ITAs), including:
 - a. If contracts for training services will be used.
 - b. How the use of contracts will be coordinated with the use of ITAs.
 - c. How the Local WDB will ensure informed consumer choice in the selection of training programs regardless of how the training services are to be provided.

NEGOTIATED LOCAL PERFORMANCE LEVELS

Adult	PY22	PY23
Employment Rate 2nd Quarter after Exit	72.5%	73%
Employment Rate 4th Quarter after Exit	66%	67%
Median Earnings 2nd Quarter after Exit	\$6,100	\$6,100
Credential Attainment within 4 Quarters after Exit	65%	66%
Measurable Skill Gains	44%	44%
Dislocated Worker	PY22	PY23
Employment Rate 2nd Quarter after Exit	85%	85%

Employment Rate 4th Quarter after Exit	85%	85%
Median Earnings 2nd Quarter after Exit	\$8,900	\$9,000
Credential Attainment within 4 Quarters after Exit	69%	69.5%
Measurable Skill Gains	44%	44%
Youth	PY22	PY23
Employment Rate 2nd Quarter after Exit	73%	74%
Employment Rate 4th Quarter after Exit	73%	74%
Median Earnings 2nd Quarter after Exit	\$3,700	\$3,800
Credential Attainment within 4 Quarters after Exit	52%	57%
Measurable Skill Gains	35%	36%
Wagner Peyser <i>Not negotiated with LWDBs</i>	PY22	PY23
Employment Rate 2nd Quarter after Exit	60%	60%
Employment Rate 4th Quarter after Exit	67%	67%
Median Earnings 2nd Quarter after Exit	\$6,600	\$6,700

INDIVIDUAL TRAINING ACCOUNTS

WIOA Title I-B training services for WIOA eligible Adults, Dislocated Workers and Youth are provided through Individual Training Accounts (ITA). Using ITA funds, WIOA eligible Adults, Dislocated Workers and Youth purchase training services from eligible training providers they select in consultation with a Career Navigator. Participants are expected to utilize information such as skills assessments, labor market conditions/trends, and training providers' performance, and to take an active role in managing their employment future through the use of ITA.

ITA are one training option available to eligible and appropriate participants when it is determined by a Career Navigator that they will be unlikely or unable to obtain or retain employment that leads to self-sufficiency or higher wages from previous employment through career services alone. An ITA is limited in cost and duration and must result in employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment.

ITA are not entitlements and shall be provided to eligible participants on the basis of an individualized assessment of the person's job readiness, employment and training needs, financial, social and supportive needs, labor market demand and potential for successful

completion, as documented on the participant's Individual Employment Plan (IEP). Participants choose career training with Eligible Training Providers in consultation with Career Navigators.

In order to enhance consumer choice in education and training plans, as well as to provide flexibility to service providers, youth program-funded ITAs may be used for out-of-school youth (OSY) ages 16-24 years, when appropriate. In-school youth (ISY) cannot use youth program-funded ITAs. However, ISY between the ages of 18-years and 21-years may co-enroll in the adult program and receive training services through an adult program funded ITA.

ITA Funding for Training is Limited to Participants Who:

- Complete an assessment and an IEP that identifies the selected training course.
- Are unable to obtain grant assistance from other sources to pay the costs of training or require assistance beyond available grant resources from other sources, such as Pell Grants in order to complete their training goals.
- Select training programs that are directly linked to an in-demand industry sector or occupation or sectors that have a high potential of sustained demand or growth in the local area or in another area in which the participant is willing to travel or relocate [WIOA Section 134(c)(3)(G)(iii)].
- Maintain satisfactory progress/grades throughout the training program.

COORDINATION OF WIOA TRAINING FUNDS

WIOA funds are intended to provide training services in instances when there is no grant assistance, or insufficient assistance from other sources such as, but not limited to: TANF; Federal Pell Grants, Academic Competitiveness Grants, National SMART Grants, Federal Supplemental Educational Opportunity Grants, or Federal Work-Study; GI Bill or other Federal financial aid available to military veterans; and state-funded grants.

A WIOA Title I participant may enroll in WIOA Title I-funded training while his/her application for a Pell Grant is pending as long as the service provider has made arrangements with the training provider and the WIOA Title I participant regarding allocation of the Pell Grant, if it is subsequently awarded. In that case, the training provider must reimburse the service provider the WIOA Title I funds used to underwrite the training for the amount the Pell Grant covers, including any education fees the training provider charges to attend training. Reimbursement is not required from the portion of Pell Grant assistance disbursed to the WIOA Title I participant for education-related expenses.

An individual may select training that costs more than the (\$\$\$) WIOA maximum amount when other sources of funds are available to supplement the ITA.

Career Navigators must consider and document in the participant file the availability of other sources of grants, excluding loans, to pay for training costs so that WIOA funds are used to

supplement but not supplant other sources. The use of WIOA funds to make payments towards a personal loan of an otherwise eligible participant is prohibited. However, the mere existence of a federal loan, regardless of the status, must not impact ITA eligibility determinations.

ITA AUTHORIZATION

ITA must be approved by a WIOA Program Manager prior to issuance. ITA are authorized only for training programs listed on the Eligible Training Provider List (ETPL), as required in WIOA Section 134(c)(F)(iii). ITA funds are paid directly to the training provider. ITA may be used for pre-apprenticeship programs however, only pre-apprenticeship programs listed on the ETPL may be approved 20 CFR 680.330(a).

ITA may be authorized for training programs in other states or online training if the training program is listed on the ETPL list or there exists reciprocity agreements with other states.

ITA are not authorized for individualized career services such as short-term prevocational training. Short-term prevocational services may include the development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, professional conduct, or other non-occupation-specific topics that are intended to prepare individuals for unsubsidized employment or training and should not exceed 40 hours of instruction except in documented special circumstances.

ITA FUNDING LIMIT

The limit for ITA contracts is \$5500 per program year. A waiver can be submitted to the MVWDB executive director to exceed this limit by \$1,000. Documentation of the MVWDB executive director approval authorizing the ITA increase must be included in case notes located in the Iowa*WORKS* case management system. A waiver with supporting documentation can also be submitted to the MVWDB executive director for a class to be retaken and will be considered on a case-by-case basis. Refresher courses are not considered retake classes and are eligible to be paid for out of Title I funds.

The maximum ITA limit is not an entitlement. The amount and duration of each participant's ITA award is determined on an individual basis. Funding amounts will take into account the total costs of the selected training program, any other financial assistance available to the participant, and the WIOA funding available to the Adult, Dislocated Worker or Youth Programs.

ITA CONTINUAL FUNDING

Continued funding of an ITA is contingent on availability of WIOA funds and on the participant's satisfactory progress in school. Career Navigators will review the participant's training progress and expenses quarterly or more frequently depending on the training institution's schedule. An individual's progress will be considered satisfactory upon earning:

- A grade point average that does not fall below 2.0 for two consecutive terms.
- A grade point average sufficient to graduate from, or receive certification in, the individual's approved area of study.
- Sufficient credit hours to finish the approved course of study within the timeframe established under the approved training plan.
- In the case of self-paced or ungraded learning programs, satisfactory progress means participating in classes and passing certification examinations within the timeframe established under the approved training plan.
- Career Navigators must arrange to receive training progress reports (i.e., transcripts) from participants in adequate time to process the subsequent tuition payment.

Career Navigators must develop with participants who are not earning satisfactory progress in their coursework, a service strategy to overcome the barriers impacting progress. WIOA ITA funding may be terminated if participants do not earn satisfactory progress for two (2) or more consecutive school terms (i.e., quarters, semesters, etc.).

ITA MODIFICATIONS

An ITA may be modified to ensure the individual attains their educational goals and subsequent employment. In some circumstances, such as when a program of training is removed from the ETPL, or when extraordinary program expenses develop, the participant and career planner must agree on whether to complete the plan of training with the existing provider, seek a similar program, or discontinue training. When a program of training is removed from the state ETPL, WIOA participants in that program can complete their training but WIOA funds cannot be used. However, an ITA should not be modified or extended for a participant beyond the original plan approval as it relates to a program of training that is no longer on the ETPL. Any modifications to the ITA should be documented in case notes located in the Iowa*WORKS* case management system.

TRAINING CONTRACT EXCEPTION

ITA are the primary method to be used for procuring training services under WIOA. However, in certain circumstances, a training contract may be used to provide training services, instead of an ITA.

Exceptions

Per Board policy, contracts for services may be used in place of ITA when one or more of the following exceptions apply and consumer choice requirements have been fulfilled:

- On-the-job training, which may include paying for the on-the-job training portion of a Registered Apprenticeship program, customized training, incumbent worker training, or transitional jobs.

- If the MVWDB determines that there are an insufficient number of Eligible Training Providers in the local area to accomplish the purpose of a system of ITA. This determination process must include a public comment period of at least 30 days for interested providers and must be described in the local plan.
- To use a training services program of demonstrated effectiveness offered in a local area by a community-based organization or other private organization to serve individuals with barriers to employment the MVWDB will look at the following criteria:
 - Financial stability of the organization.
 - Demonstrated performance in the delivery of services to individuals with barriers to employment through such means as program completion rate; attainment of the skills, certificates, or degrees the program is designed to provide; placement after training in unsubsidized employment, and retention in employment.
 - How the specific program relates to the workforce investment needs identified in the local plan.
- If the MVWDB determines that the most appropriate training could be provided by an institution of higher education or other provider of training services in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations. This is true provided that the contract does not limit consumer choice.
- If the MVWDB determines a pay-for-performance contract is suitable. No more than 10 percent of the local funds may be spent on pay-for performance contract strategies.

The MVWDB may determine that providing training through a combination of ITA and contracts is the most effective approach. This approach could be used to support placing participants in programs such as Registered Apprenticeships and other similar types of training.

LOCAL PLAN QUESTION:

18. The process used by the LWDB to provide a 20 business days' public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly representatives of businesses, education, and labor organizations.

PUBLIC COMMENT PERIOD

There will be a minimum of 20 business day period for public comments to the local plan prior to submission to IWD. This will provide an opportunity for businesses, education, labor organizations, partners, and other interested organizations in the MVWA to have input into the development of the local plan.

The MVWDB will ensure availability to review the plan by the many local stakeholders. This will include posting the plan on the MVWDB website at <https://www.mississippivalleyworkforce.org/> and then communicating where the plan can be located. This communication will occur through all Chambers of Commerce throughout the

MVWA, to all the required partners, and other interested parties. Additionally, the MVWDB reserves the option to also host public meetings to review the local plan draft and accept feedback from the public.

LOCAL PLAN QUESTION:

19. How one-stop centers are implementing and transitioning into an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners.

INTEGRATED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM

The Iowa *WORKS* data management system encompasses case management, data collection, reporting, labor exchange, LMI, etc. and is used in all of the AJCs among several partners to track customers and activities in one common database. Iowa *WORKS* is an intuitive, customer centered, WIOA compliant system which allows customers, both jobseekers and employers, as well as AJC staff enhanced access to workforce services and delivery. The system provides a coordinated method to manage multiple programs, while streamlining services to customers. The communication center allows AJC staff to communicate with jobseekers and employers. Appointments and notifications can be easily shared within the system ensuring continuous accessibility for individuals when accessing programs and services.

Title I, Title III, PROMISE JOBS, DVOP/JVSG, RESEA, REO, Trade, and Ticket to Work are currently utilizing the Iowa *WORKS* Case Management System.

Additionally, all core programs are currently working on using Iowa *WORKS* as a single reporting system for the Employer Services tracking functionality. This allows all partners to report all Effectiveness in Serving Employer measures jointly. As Iowa continues to develop and refine our data management systems, the exchange of information and common data elements will improve and continue to expand.

While a common intake through a single data management system isn't being utilized across the core partners, all Titles are collecting and reporting based on the WIOA required PIRL data elements through their respective system. This process lends itself toward co-enrollment and referrals to core partner programs and/or outside community agencies. Increased collaboration among core partners within local areas with cross training has shown an increase in co-enrolled participants who could benefit from the services provided by core partner programs and community agencies. The improvements to the process allow for direct connection by and between key agency staff, holds agencies accountable for assisting workers in achieving success, and makes it easier for jobseekers to navigate the system.

While current field practices have included secure tracking sheets and frequent core partner meetings to track service delivery among shared co-enrolled participants, best practices are still being reviewed. MVWA will continue to pursue the development of a technological solution to integrate data when applicable. This technology could allow core programs to share common data elements at intake and “sit-on-top” of existing technology to maximize the efficient exchange of common data elements and improve service delivery tracking across core programs. Iowa will continue to work to streamline intake across all core programs.

LOCAL PLAN QUESTION:

20. A description of how the LWDB will ensure priority of service for the WIOA Title I-B Adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient (20 CFR 680.600).

PRIORITY OF SERVICE

WIOA establishes a priority requirement for the use of funds allocated to a local area for certain adult employment and training activities. Under WIOA sec.134(c)(3)(E), AJC staff, when using WIOA Adult program funds to provide individualized career services and training services, must give priority of service to recipients of public assistance, low-income individuals, and individuals who are basic skills deficient (including English language learners). AJC staff must always prioritize services to these populations, regardless of the amount of funds available to provide services in the local area. These priorities are in addition to the requirements in the WIOA regulations at 20 CFR 680.650 that veterans and their eligible spouses receive priority of service for all Department of Labor (DOL)-funded job training programs, including the WIOA Adult program. A veteran must meet each program’s eligibility criteria to receive services under the respective employment and training program.

PRIORITY OF SERVICE

Priority of Service is defined as the right of eligible covered persons to take precedence over eligible non-covered persons in obtaining DOL-funded services. It is important to understand that Priority of Service does not change the intended function of a program or service. Covered persons must meet all statutory eligibility and program requirements for participation in order to receive priority for a program or service.

RECIPIENTS OF PUBLIC ASSISTANCE

For the purposes of WIOA, a public assistance recipient includes an individual (or an individual who is part of a family) currently receiving, or who in the past 6 months has received assistance through (any of the following programs):

- SNAP.
- TANF.
- Supplemental Security Income (SSI).
- Refugee Cash Assistance (RCA).
- Any other State or local income-based public assistance.

LOW-INCOME INDIVIDUALS

WIOA sec. 3(36) defines a low-income individual as someone who receives public assistance as described above or:

- Receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et seq.), the program of block grants to States for temporary assistance for needy families program under part A of Title IV of the Social Security Act (42 U.S.C. 601 et seq.), or the supplemental security income program established under Title XVI of the Social Security Act (42 U.S.C. 1381 et seq.), or State or local income-based public assistance.
- Is in a family with total family income that does not exceed the higher of (I) the poverty line; or (II) 70 percent of the lower living standard income level.
- Is a homeless individual (as defined in Section 41403(6) of the Violence Against Women Act of 1994 (42.S.C. 14043e–2(6)), or a homeless child or youth (as defined under Section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2))).
- Receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.).
- Is a foster child on behalf of whom State or local government payments are made; or
- Is an individual with a disability whose own income meets the income requirement of es clause (II), but who is a member of a family whose income does not.

Note- A participant imprisoned or detained under an Act of Congress or State law does not meet the definition of homelessness. Additionally, a participant who may be sleeping in a temporary accommodation while away from home should not, as a result of that alone, be recorded as homeless.

INDIVIDUALS WHO ARE BASIC-SKILLS DEFICIENT

An individual is considered basic skills deficient when they meet one of the following:

- Lack a high school diploma or equivalency and is not enrolled in secondary education.
- Is enrolled in Title II adult education (including enrolled for English Language Acquisition).

- Has poor English-language skills and would be appropriate for ESL, even if the individual isn't enrolled at the time of WIOA participation.
- The career planner makes observations of deficient functioning, and, as justification, records those observations in the data management system.
- Scores below 9.0 grade level (8.9 or below) on the Test of Adult Basic Education (TABE); Comprehensive Adult Student Assessment Systems (CASAS) or other allowable assessments as per National Reporting System (NRS) developed by the U.S. Department of Education's Division of Adult Education and Literacy.
- Individual does not earn the National Career Readiness Certificate (NCRC) (e.g., one or more of the scores are below a Level 3 on the Workplace Documents, Applied Math, or Graphic Literacy assessments).

APPLICATION OF PRIORITY

According to Department of Labor (DOL) veterans and eligible spouses receive priority of service for all DOL-funded job-training programs, which include WIOA programs. In the WIOA Adult and Dislocated Worker Programs, the current law requires that priority for individualized career and training services be given as shown below when adult funds allocated to a local area are limited:

- To veterans and eligible spouses who are included in the groups given statutory priority for WIOA Adult formula funding. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient receive first priority for services with WIOA Adult formula funds for individualized career services and training services.
- To non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
- To veterans and eligible spouses who are not included in WIOA's priority groups.
- The MVWDB has defined the fourth priority to cover people with disabilities.
- Last, to non-covered persons outside the groups given priority under WIOA.

One-Stop staff members and core partners collaborate to ensure the needs of TANF participants receive the support needed to help them achieve self-sufficiency. PROMISE JOBS is an integral part of the One-Stop, providing many of the workshops that Promise Jobs customers and other One-Stop customers benefit from. PROMISE JOBS customers are often co-enrolled in Title I services. Many are also Vocational Rehabilitation customers, and a large number are active in high school equivalency classes.

When funding is limited and there are multiple applications, a waiting list will be established based on priority categories listed above and based on the date their application was received.

LOCAL PLAN QUESTION:

21. A description of how the LWDB will provide Veterans priority of service.

VETERAN PRIORITY OF SERVICE

State policies across Department of Labor funded programs contain requirements for Veterans Priority of Service, which ensures veterans, and their eligible spouses receive access to services before or instead of a non-covered person. The Iowa *WORKS* SOP is designed to identify veterans and eligible spouses at their first point of contact. As part of Iowa's Standard Operating Procedures, each new customer who visits an AJC is asked by non-JVSG (Jobs for Veterans State Grant) Career Planners, "Have you, or your spouse, ever served in the U.S. Military?" If the customer states that they are a veteran, they are thanked for their service. If the customer is a spouse, the customer is thanked for their support. During an initial "triage" conversation to determine the reason for their visit, the veteran is provided a folder with veteran-related resource information, including information regarding Priority of Service. If it is determined that the veteran or eligible spouse needs assistance beyond self-service, priority of service is applied to ensure the veteran or eligible spouse is given precedence in services compared to other job seekers.

All AJCs have Priority of Service posters in several locations throughout the center. Iowa has a 24-hour hold on all job orders so that veterans receive priority over non-veterans. Additionally, when AJCs hosts large job fairs, veterans, service members, and spouses are invited to attend earlier than the general public.

To monitor and ensure Veterans are aware of all services, the One-Stop Operator will run a weekly report that displays all registered individuals which allows them to identify Veterans that may have registered outside of the center. Non-JVSG Career Planners then will contact those veterans, share information regarding programs and services, and invite them into the Center.

VETERANS QUALIFICATION

A veteran is a person who served at least one day in the active military, naval, or air service, and who was discharged or released for conditions other than dishonorable. Active service includes full-time Federal service in the National Guard or a Reserve component. This definition of "active service" does not include full-time duty performed strictly for training purposes (i.e., that which often is referred to as "weekend" or "annual" training), nor does it include full-time active duty performed by National Guard personnel who are mobilized by state rather than Federal authorities, such as mobilization in response to events such as natural disasters).

ELIGIBLE SPOUSE QUALIFICATION

Must meet one of the qualifications below:

- A spouse of any veteran who died or has a service-connected disability.

- A spouse of any member of the Armed Forces serving on active duty who, at the time of application for priority, is listed in one or more of the following categories and has been so listed for a total of more than 90 days.
 - Missing in action.
 - Captured in the line of duty by a hostile force.
 - Forcibly detained or interned in the line of duty by a foreign government or power.
 - A spouse of a veteran who has a total disability resulting from service- connected disability, as evaluated by the Department of Veteran Affairs.
 - A spouse of any veteran who died while a disability was in existence.

The processes for identifying covered persons will not require verification of the status of an individual as a covered person at the point of entry unless they immediately undergo eligibility determination and enrollment in a program. A covered person may be enrolled and given immediate priority and then be permitted to follow-up subsequently with any required verification of his/her status as a covered person.

Priority of Service will be ensured by:

- Identifying veterans and other covered persons using the acceptable documentation.
- Coordinating service delivery, outreach, employer and all other related activities with Local Veterans Employment Representative (LVER) and Disabled Veterans' Outreach Program (DVOP) staff.
- Identifying employers who are interested in hiring veterans.
- Promoting job fairs for veterans and eligible spouses.
- Assisting veterans and eligible spouses before other customers.
- Iowa*WORKS* allows registered Veterans to view job postings 24 hours before the public.

Depending on the type of service or resource being provided, taking precedence may mean: the covered person receives access to the service or resource earlier in time than the noncovered person; or if the service or resource is limited, the covered person receives access to the service or resource instead of or before the non-covered person. All Department of Labor programs provide Priority of Service for veterans.

The MVWA Davenport Iowa*WORKS* office has a dedicated DVOP representative to assist veterans with significant barriers to employment to access needed services and connections. The DVOP provides assistance in making connections to employers, resumes preparation, and interview practice and support. Veterans have full access to partner resources through the One-Stop System as additional assistance is recognized as being vital to their success.

Vocational Rehabilitation works with the local veteran's representatives for outreach and training opportunities that are available for veterans. They also have a non-competitive hire program for veterans with service-related disabilities to assist with on-the-job training and employment.

Veteran Representatives, who are all honorably discharged service members, coordinate all services provided to eligible veterans within the Iowa *WORKS* system. They work with eligible veterans and clients of Veterans Administration Vocational Rehabilitation to:

- Conduct productive job searches.
- Access job listings.
- Develop job interviewing and resume writing.
- Skills development.
- Help place eligible veterans in federally funded employment and training programs.
- Monitor job listings from federal agencies and federal contractors to ensure veterans get priority service in referral to these jobs.
- Provide intensive services to meet the employment needs of eligible veterans.

PUBLIC COMMENT PERIOD FEEDBACK

Public Comment Period: August 24, 2021 – September 22, 2021

Comments submitted during the public comment period will be submitted with the plan, along with any actions taken to resolve or respond to the comments.