

**Region I Regional Workforce Investment Board
Chief Elected Officials Board
Minutes for November 10, 2014**

Workforce Investment Board Present: Les Askelson, Ron Koppes, Vicki Rowland
Present Via Conference Call: Rev Lonning, Ann Hart, Candace Drahn, Kathy Gunderson

Workforce Investment Board Absent: Jim Vermazen, Dan White, Jim Waller, Ric Jones, David Gaylor

Chief Elected Officials Board Present: Mark Kubik, Darrel Dolf, Gary Bowden,
Present Via Conference Call: Mark Kuhn, Wayne Demmer

Chief Elected Officials Board Absent: Jason Byrne, Sherry Strub, Roy Buol, Jeff Madlom.

Others Present: Fern Rissman, Ron Axtell, Marla Loecke, Penny Ingles
Present Via Conference Call: Wendy Mihm-Herold

CALL TO ORDER

RWIB Chair, Les Askelson, called the joint meeting of the RWIB/CEO Boards to order at 4:31 p.m. on November 10, 2014. A voice roll call was taken. It was noted that a quorum was present of both boards. Les welcomed all.

BOARD DISCUSSION/ACTION

Approval of Agenda: Wendy Mihm-Herold asked to be moved up to first under Board Reports, and Les amended the agenda under Legislative Update to take action on the WIOA. Motion by Koppes, seconded by Kubik, to approve the agenda as amended. Motion carried unanimously.

Approval of Minutes

RWIB/CEO Minutes of July 29, and August 26, 2014: Motion Koppes, seconded Bowden to approve minutes. Carried unanimous

Demmer, as Vice Chair, asked for Approval of CEO Minutes from October 28, 2014. It was noted that the spelling of Labor applicant/appointee's name was misspelled. Carolyn Steidel will be corrected to Scheidel. Motion Kuhn, seconded Bowden to approve minutes as corrected. Carried unanimous.

BOARD REPORTS

Youth Career Connect Grant: Wendy Mihm-Herold state that everything was going smoothly with the Youth CareerConnect Grant. This grant provides students with the education and training that combines academic and career-focused curriculum to increase students' employability skills. Employer partners will provide work-based learning, job shadowing, and mentoring opportunities to ensure students' learning is relevant. The estimated 177 students was not met, however 80 students did sign up this fall. These students will use the career pathway to enter high-demand industries such as information technology, health care, and other STEM-related and manufacturing fields. Students will be able to participate in education and training that leads to college credit or certificate towards employment. Ron and Fern have hired career coaches that will start in January.

RWIB Chair Update: Les did not have any updates. Fern shared a table that included the RWIB Members/CEOs names. There is representation by School District (Hart), Community College (Gunderson), County Elected (Rowland), City Elected (Jones), Business (Drahn, Askelson,

Vermazon, Gaylor and the newly appointed Donna Boss), Labor (Koppes, Lonning, Waller, White, and new member Carolyn Scheidel). The new members will be sworn-in in January.

Gender: When new members (recommended by the CEO board) are sworn in there will be an even number of Female/Male members. Political Affiliation: 7 Democrats, 5 Republicans. Although county representation is not demanded, we try to keep a balance. There is currently representation from Allamakee, Clayton, Delaware, Dubuque, Fayette, Howard and Winneshiek. Scheidel will represent Chickasaw, and Boss, Delaware.

CEO board elects the RWIB members and has the fiscal responsibility.

IowaWORKS Report: Ron referred members to the IowaWORKS Report – October 28, 2014. (see handout for more details) State Emergency Grant for Quad Graphics enrolled 36, which exceeded the enrollment goal of 30; with 17 exits (including some going to school) and 83% employment rate, The Soy Basics (State Emergency Grant) has an enrollment goal of 55 with 17 enrolled in intensive training.

Under Dislocated Worker, it was noted that IowaWorks attended TAA Worker Information Meeting for Integrity Solutions and Meetings held at Carlisle Publishing.

Marla reviewed the Center Updates to the members. The following numbers are kept by the district manager: membership for Decorah: July - 122; August - 102; September - 103. Dubuque: July - 279; August - 234; September - 246. These numbers are unduplicated, that is only new people that come into the centers are counted. If they come in more than once in the quarter they are not counted again. Numbers also do not include online searches. Numbers will start to change now due to seasonal layoffs.

IowaWorks had their Quality Assurance Monitoring in September, with no findings, only observations and very complimentary on their staff trainings, and how the staff works as a team.

It was noted that Google Chrome Boxes have been installed in Dubuque and Decorah offices. This technology will allow for meetings/workshops across the state. We will plan on perhaps using Google Chrome for the January & June meetings.

IowaWorks was involved in several Job/Career Fairs in the region. Employers state that applicants need more soft skills. We partnered with Telegraph Herald to assist with reviewing of resumes, job applications and assist job seekers with tips of how to be successful at a career fair. We will be involved with Luther College Career Fair in November.

Statewide as of October 1, 2014, 51,568 National Career Readiness Certificates (NCRC) have been awarded, with 11,504 businesses are members of Skilled Iowa.

Ticket to Work: Region 1 was assigned 4 tickets this quarter; total assignments: Decorah @ 11/Dubuque @ 30. Region 1 earned \$15,613.65 for PY 14

Marla discussed the Skilled Iowa and Home Based Iowa Communities. Three of the five internships through the Opportunity Dubuque partnership were offered employment.

Working on additional internships at ProPulse (a Schieffer Company) and the City of Dubuque.

All 8 counties and all private/public colleges and universities have signed on as Skilled Iowa Communities. As of November 1, 2014, there are 700 member businesses in the Regional Metrics for Skilled Iowa Communities. 22 of 23 School Districts are Skilled Iowa members and 20 are administering the NCRC testing during the school year.

Dubuque Co. has requested to be a Home Based Iowa Community; Howard Co. already is. Communities/Counties put together their own packages to welcome veterans and become a Home Based Community. Kathy Anderson, Home Based Iowa Representative, will be in Decorah on November 14, at 1:00 p.m. to present information and do a Q&A.

See handout for list of business that signed Skilled Iowa NCRC LOC in July-August-September. Marla also noted the comments and success stories at the end of the report.

Les thanked IowaWorks for doing such an excellent job on reporting for the board.

Ron referred members to the PY2013 annual report. He detailed the Actual, Negotiated, Incentive, 90% of Neg (Incentive), and 80% of Neg under Entered Employment Rate, Employment Retention Rate and Average Earnings 6 Mos for the following programs: WIA Adult, and WIA Dislocated Worker. The Common Measures used in the report are rates negotiated by the Department of Labor through the State of Iowa and adopted by the Regions. Region 1 is performing above the 80% Negotiated Rate. It was mentioned that several years ago the State set the 90% Standards, with Regions receiving incentive dollars for use in reaching higher performance levels, but later the incentive dollars were reduced and then eliminated. 80% is the lowest minimum standard; below that percentage, sanctions and other measures are implemented. The Employment Retention Rate is based on the first quarter after the client leaves, with the Average Earnings 6 Mos being the second and third quarters, or six months, after the client leaves the program. The wage data is collected from the State of Iowa, and neighboring States using the WRIS program.

More discussion continued detailing the performance levels, noting that WIA Youth is based on Placement in Employment/Education Rate, Attainment of Degree or Certificate and Literacy/Numeracy. The Youth Attainment of Degree or Certificate is measured upon exit from the program. If youth are deficient (testing below 9th grade level) in basic reading or math skills, services can be offered including remediation, tutoring, and coursework, followed by retesting. It was noted that not all regions are meeting the 80%. Fern and Ron noted that with the transition to the WIOA (2016), not sure how the incentive plan will work with the serving in and out of school percentages changing.

Legislative Update: New legislation - July 2015.

Fern reported on the town hall meeting she attended on Workforce Innovation and Opportunity Act, passed into law July 22, 2014. The main difference between WIA (Workforce Investment Act) and WIOA is WIA was job driven, and WIOA is more career driven. The six broad goals work toward making the workforce development system comprehensive and transparent.

Implementation dates: The Act takes effect July 1, 2015. (Title IV, amendments to the Rehabilitation Act takes effect immediately; State Unified Plans and Common Performance Accountability provisions take effect July 1, 2016)

Notices of Proposed Rulemaking must be published by January 18, 2015 (no more than 180 days after enactment). Final Rules must be published by January 22, 2016 (no more than 18 months after enactment).

Youth Services in the WIOA receive big changes. Local area: must increase the percentage of youth formula funds used to serve **out-of-school youth to 75%** from 30%; must spend at least 20% of youth formula funds on work experience activities, such as summer jobs, pre-apprenticeship, on-the-job training, and internships, so that youth are prepared for employment; Youth Council requirement is eliminated – allows for standing local board committee to focus on strategic planning, oversight and service delivery for youth programs.

Eligibility criteria are changed for the youth formula program: in-school youth aged 14-21, and out-of-school youth aged 16-24; *low income* includes those eligible for free or reduced lunches, and out-of-school youth living in high poverty areas are automatically eligible.

5 New Program Elements to the youth formula program:

- Financial literacy education
- Entrepreneurial skills training
- Provision of LMI on in-demand industries, including career awareness and counseling
- Education offered concurrently with workforce preparation for a specific occupation
- Activities to prepare for transition to post-secondary education and training

The Department of Labor and Education, with input from stakeholders, will establish common performance accountability systems for core programs, including common reporting templates.

- WIOA creates a core partner structure with all partners helping pay for infrastructure.
- Expansion of One-Stop required partner membership
 - Wagner Peysner/Employment Service co-location
 - Temporary Assistance for Needy Families (TANF)
 - Re-integration of Ex-Offenders (RExO) – Adult program
- Strengthens employer/industry partnerships
 - Industry/sector strategies
 - Work-based strategies (incumbent worker training, registered apprenticeship, transitional jobs, OJT, customized training)

WIOA ensures that employment and training services provided by the core programs are coordinated and complementary.

- **Single Unified Strategic Plan** – Every state will develop and submit a four-year strategy for core programs:
 - DOL: Adult, Dislocated Worker, Youth
 - DOL: Wagner-Peyser
 - ED: Adult Education and literacy
 - ED: Vocational Rehabilitation
- Plans will discuss the State’s strategy to prepare an educated and skilled workforce and meet the workforce needs of employers
- **Combined State Plan** – States can include other key partners, such as:
 - Jobs for Veterans State Grant Program
 - Unemployment Insurance
 - Trade Adjustment Assistance
 - Temporary Assistance for Needy Families
 - Perkins career and technical education programs
- **Integration of intake, case management, and reporting systems.**

Discussion followed regarding Initial Designation. There may be some downsizing of regions. We should take this opportunity to request to stay in this region and not get combined with a larger region. Motion Koppes, seconded Bowden to send a letter requesting to stay with our region. Carried unanimously. Les will compose and send letter.

Fern noted that she had included in the packet a Side-by-Side Comparison of WIA and WIOA, as well as a Partial Listing of Commonly Used Acronyms and Definitions.

FLOOR ITEMS/CLOSURE

Motion Koppes/Seconded Dolf to approve the date for next meeting of January 27, 2014 (video conferencing—perhaps with Google Chrome Boxes).

With no further business actions to come before this board, there was a motion by Koppes, second Kubik to adjourn the meeting. Motion carried unanimously. Meeting adjourned at 5:15 p.m.

For more information regarding this meeting, please contact Penny Ingles at Keystone Area Education Agency at 563.245.1480 or pingles@aea1.k12.ia.us. The above constitutes my interpretation of the matters discussed and the decisions reached. Please contact the undersigned for any corrections or omissions.

Penny Ingles
Keystone AEA