

IOWA



WIA ANNUAL REPORT

PROGRAM YEAR 2005

The Iowa Workforce Development Board

October 1, 2006

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Iowa Workforce Development Board Member

EMPLOYER REPRESENTATIVES

Kenneth Anderson - Marshalltown

Norma Schmoker – Fort Dodge

Sally Falb – West Union

EMPLOYEE REPRESENTATIVES

Jerome Amos, Jr. - Waterloo

Vicki Duchene – Newton

David Owen – Des Moines

Ken Sagar – Des Moines

NON-PROFIT WORKFORCE DEVELOPMENT ORGANIZATION REPRESENTATIVE

Jean Logan – Sioux City

EX-OFFICIO NON-VOTING REPRESENTATIVES

Dr. Tahira K. Hira – Regents Institutions

Lisa Moody – AFSCME

Steve Ovel – Community Colleges

Nancy Williams – Private Colleges and Universities

Senator Bill Dotzler – State Legislature

Senator Petricia Ward – State Legislature

Representative Willard Jenkins – State Legislature

Representative Dave Jacoby – State Legislature



VISION:

A prosperous, healthy and productive Iowa

Our vision is of a prosperous, healthy and productive Iowa, well equipped to thrive in an increasingly competitive global economy. More than ever before, the primary prerequisite for prosperity is a well educated, skilled and productive workforce employed in safe and healthy high performance workplaces.

- State Workforce Development Board

I. The Economic Environment

The most noteworthy change in the Iowa economy in PY 2005 was the transition from a weak recovery to an expansion that had become robust and self-sustaining. Iowa's overall economic climate improved substantially during the year, standing in stark contrast to the conditions that prevailed during the 2001 to mid-2004 period. Payroll employment increased at a respectable clip, advancing by 23,600 jobs from 2004. Hiring activity was reflected in most major industry sectors despite the surging fuel prices that would normally dampen economic prosperity.

At the end of 2004, businesses had managed to restore profitability, which positioned them to sustain healthy spending rates into 2005. Manufacturing projects created the vast majority of total capital investment announced in 2005, and were the source of the greatest number of announced jobs according to the U.S. Investment Monitor (USIM).



In Iowa, this trend was substantiated by the large growth in manufacturing jobs last year (+6,300), which surpassed the growth in all other industry sectors. While the largest state economies generally attract the greatest amount of total capital investment, measuring capital investment relative to the stock of existing business facilities provides an alternate measure of relative economic development. The top five states by this measure in 2005 were Alabama, Mississippi, Rhode Island, Iowa and Arizona.

Three important economic indicators achieved record levels in 2005. The state's labor force averaged 1,659,800 last year as improved economic conditions encouraged more workers to participate in the labor force. Total employment, which is a component of the labor force, averaged 1,584,100 for 2005. This figure represents all working Iowans, and also includes those who are employed in neighboring states. The third indicator, payroll jobs, reached a record of 1,480,400. This was the largest number of non-farm jobs reported since 2000.

The resurgence in job growth from mid-2004 throughout 2005 did little to ease statewide unemployment conditions. After reaching a post-recession peak of 4.7 percent in 2004, Iowa's jobless rate dipped slightly to 4.6 percent in 2005; the number of unemployed persons dropped from 77,000 in 2004 to 75,700 in 2005.

A breakdown of non-farm employment by industry revealed that manufacturing added the largest number of jobs in 2005; however, construction and professional and business services reflected the fastest growth rate at 3.9 percent. The information sector continued to decline with the larger job losses contained in wired communications. This particular industry has lost jobs due to stiff competition and ongoing structural change.



Iowa's ethanol industry was one of the fastest-growing segments of manufacturing in 2005. By the end of the year, the state's ethanol plants represented about 29 percent of the nation's then-operating production capacity. The production of ethanol within the state is expected to have a substantial economic impact in terms of generating jobs in other industries and increasing corn prices for farmers. Typically, plants buy corn from fields within a 30-mile radius, driving up prices about a nickel a bushel.

The fact that unemployment remained relatively high in 2004 and 2005 kept wage increases in the low to moderate range. In 2005, Iowa's average weekly wage was reported at \$632.07, an increase of 3.1 percent from the previous year. Finance ranked as the state's highest-paying private industry with an average weekly wage of \$911.

II. Iowa Workforce Development Board Activities

The Iowa Workforce Development Board was involved in a number of activities during Program Year 2005 with a special emphasis on the role of workforce development and economic development. The Board believes strengthening the relationship between these two groups will help to build a strong workforce development system and a labor force that will drive ongoing economic growth in the state. Iowa's workforce and economic development efforts are coordinated to reinforce each other, and a review of the Board's activities in the last year reveals that coordination. The state's business and job seeker customers were the focus of these activities.

The Board expanded its knowledge and impact in a number of crucial business initiatives. Included in these presentations were:

- ✓ **Economic Development and Workforce Development** – The Iowa Workforce Development Board met with regional economic development staff during a meeting in Fort Dodge to learn more about the local perspective on workforce development and economic development working closer together. As a follow-up to the joint meeting of the Iowa Workforce Development Board and the Iowa Department of Economic Development Board in June 2005, a second meeting of the two boards will be held in August 2006 to discuss issues of mutual concern.
- ✓ **Targeted Industry Clusters** – The Board continues to support the work of identifying and supporting targeted industry clusters. Industry cluster analysis allows businesses, economic developers, researchers, and others to identify industries that are geographically concentrated, of a similar nature, and make use of related buyers, suppliers, infrastructure, and workforce. The focus is to connect targeted industry and industry clusters to occupations, skill-sets, and community college course work within geographic regions.



- ✓ **Economic Trends and Labor Market Information** – Current economic information is vital to the Board’s decision-making process. Regular updates occur so that the Board can make informed decisions about building a skilled labor force in Iowa. The Board has established a subcommittee to review the information provided by the Labor Market Division. The State Board also heard a presentation on Iowa’s Demographic Trends and Workforce Implications that will assist the Board in its work to strengthen services to employers and workers.
- ✓ **Statewide Employer Benefit Profile** – The Board co-sponsored a statewide Employer Benefit Profile survey in PY 2005 that was sent to more than 9,000 employers to gather information on the types of benefits that are currently being offered by Iowa employers. The 16-page survey garnered a 42% response rate and provided a wealth of benefit demographics. Because of the success of the first survey, a second Employers Benefit Profile survey, again co-sponsored by the State Workforce Board, will be conducted in Program Year 2006.
- ✓ **The Mature Workforce** – Iowa Department of Elder Affairs officials provided an in depth review of the mature worker in the Iowa workforce and how this demographic change will affect the current workforce and the workforce of the future. The Iowa Workforce Development Board members were invited to participate in a series of forums held on the mature worker in the fall of 2005,

which provided a platform from which to examine the mature worker issue and begin planning for the future..

- ✓ **Iowa Public Television and Emerging Jobs** – As a follow-up to a 2004 meeting at the Iowa Public Television (IPTV) studio, the State Board and IWD staff met with IPTV to continue the process of making IPTV programming available in IWD resource rooms and on the web. This information will discuss career opportunities and new and emerging jobs.

The Board also conducted a meeting at the American Institute of Business (AIB) where they were given a demonstration on Closed Captioning, an emerging occupation. AIB is one of the few schools in the United States offering training in this high-demand occupation.

- ✓ **Iowa's Jobs for Americas Graduates (I-JAG)** - The Board heard two presentations about Iowa's Jobs for America's Graduates Program which assists at-risk students stay and be successful in school. The Board also had an opportunity to meet with I-JAG students from two high schools during a visit to the Fort Dodge Workforce Center.

III. Supporting Economic Development

A. Employers Councils of Iowa

Employers' Councils of Iowa (ECIs) are located throughout the state and are composed of groups of employers who work in partnership with Iowa Workforce Development to meet the workforce needs of employers. ECIs have been active in Iowa since the early 1980's. ECIs provide an employer's perspective in advising IWD and other policy makers on the full range of workforce issues and topics of concern to employers.

Currently there are 19 local councils that support the mission of ECI by conducting regular meetings, lunch and learn events, seminars, conferences, job fairs, legislative sessions and other programs that assist employers. Some of the ECIs have broadened their mission to include scholarship awards, computer purchases, and other items needed by job seekers. Membership in ECI is free and open to all Iowa employers.

The special role of the State ECI is to help gather and disseminate information about the activities of the local councils. In Program Year 2004, the State ECI adopted a three-year strategy and work plan which outlines the principles of success for the organization and the core services for the local ECIs. In Program Year 2005 the State ECI co-sponsored the first comprehensive statewide employer benefit survey. Some of the recent topics that have been addressed by ECIs include:

- ✓ Employment Law
- ✓ Diversity in the Workplace
- ✓ Laborsheds and Employee Availability
- ✓ Health Savings Accounts
- ✓ Employee Wellness
- ✓ Services for Veterans
- ✓ Child Labor Laws
- ✓ Wage Garnishment
- ✓ Civility and Ethics in the Workplace
- ✓ Customer Service Seminar
- ✓ Civil Rights and Workplace Harassment



The State ECI and IWD co-sponsored a welcome reception at the Professional Developers of Iowa Spring Conference. At the conference information on ECI and the Employer Benefit Profile was shared with conferees.

B. Laborsheds

Iowa Workforce Development assists economic development efforts throughout the state by conducting "Laborshed Studies. A laborshed is defined as the area or region from which an employment center draws its commuting workers regardless of natural or political boundaries. These projects are conducted in partnership with local economic development groups, utilities, community colleges, and local officials.

A laborshed gives communities the ability to document and illustrate the characteristics of their labor force, which has proven to be a unique and effective tool for retaining and expanding their existing businesses while also attracting prospective new employers into the area.

A laborshed study addresses the following:

- ✓ Potential Labor force
- ✓ Availability & willingness to change/enter employment
- ✓ Occupations (previous/current)
- ✓ Wages (current/desired)
- ✓ Benefits (traditional/non-traditional)
- ✓ Commuting Distances
- ✓ Advertising sources for Employers
- ✓ Out commute / In commute
- ✓ Education / Training needs
- ✓ Underemployment

In the fiscal year 2005, the Strategic Workforce Initiatives Unit completed 51 individual laborshed studies and five regional analyses. Industry-specific labor availability data was requested for business expansion and prospect recruitment for 118 different projects throughout Iowa.

IV. Workforce Initiatives

The Workforce Development Board supports all job seekers in the state, but is particularly focused on special populations. Activities and initiatives in PY05 are especially notable for three of these populations: New Iowans, Youth, and Individuals with Disabilities.

A. New Iowan Centers

The focus of the New Iowan Centers is to help anyone new to Iowa, whether from another state or another nation, feel welcome. Unskilled, semi-skilled and skilled workers are employed in all sectors of a community and add to the community's assets. These jobs are essential to keeping the state's economy growing and communities strong. In addition, newcomers bring their education and experience to be utilized by our state. The focus of the New Iowan program has changed from giving services to newcomers to Iowa to a broader range of economic development and the incorporation of newcomers into their communities.

In July of 2005 the NIC program applied for and received a three-year DOL demonstration grant, which is being used to expand service delivery. In addition to the New Iowan Centers originally established in Muscatine, Sioux City, and Ottumwa, new full service New Iowan Center are also operating in Council Bluffs and Des Moines. Additional outreach locations are in Perry, Storm Lake, and Waterloo. New outreach locations in Marshalltown and Mount Pleasant are planned to open in fall of 2006.

VISTA positions were granted for the New Iowan Center program in PY 2005. These volunteer positions were assigned to develop infrastructure and service delivery coordination for people dislocated due to disaster, specifically Hurricanes Katrina and Rita. Volunteers are located in Cedar Rapids and Des Moines.



Activity in the Centers continues at a high rate. For example, in PY 2005, over 21,000 customers were served with 36,000 services delivered statewide. During the same period of time, over 3,000 employers received special trainings, diversity presentations, translations, interpretations, immigration updates and presentations, marketing and staffing assistance.

Services offered by the Centers include:

- ✓ Economic and community development strategy initiatives
- ✓ Workforce development programming
- ✓ Cultural and multicultural event planning
- ✓ Cross-cultural diversity training
- ✓ Networking to create and identify cross-cultural market opportunities
- ✓ Entrepreneurial, business development consultation
- ✓ Translation/interpretation referral
- ✓ ESL software and citizenship classes
- ✓ Immigration information and assistance
- ✓ Financial classes
- ✓ Housing Information and programming
- ✓ Migrant and Seasonal Farm worker outreach services

B. Individuals with Disabilities

Iowa's One-Stop Workforce Center System maintained efforts to fully include Iowans with disabilities in the workforce in PY05. Iowa Workforce Development continued joint efforts with Iowa Vocational Rehabilitation Services, Iowa Department for the Blind, Iowa Division of Persons with Disabilities, Iowa Governor's Developmental Disabilities Council, Iowa Department of Human Services and Iowa Department of Education to position employment services to be a stronger resource to our citizens with disabilities.

Iowa's Navigator program has been implemented in all 16 Iowa Workforce Development Regions. With a navigator assigned to each region, resources to address service accessibility, assistance with Social Security benefits planning services, staff training and support, and supports to businesses to successfully include Iowans with disabilities in their labor force have been enhanced. This network of professionals has been effectively integrated into the Iowa Workforce Center system.

Iowa disability and employment service agencies continue to utilize their collaborative relationships to identify and address service barriers for job seekers with disabilities. As we learn more as an agency with regard to including people with disabilities, we recognize additional areas of program access that require our attention.

The transition of youth with disabilities from schools to work and employment services has been a concern nationally. In Iowa, our state agency collaboration has received a grant from the Office of Disability Employment Policy to develop transition prototypes in three Iowa communities. These prototypes have been based on the development of community resource mapping strategies. Funding for this initiative will possibly end next year, but the lessons learned in this initiative are being disseminated.

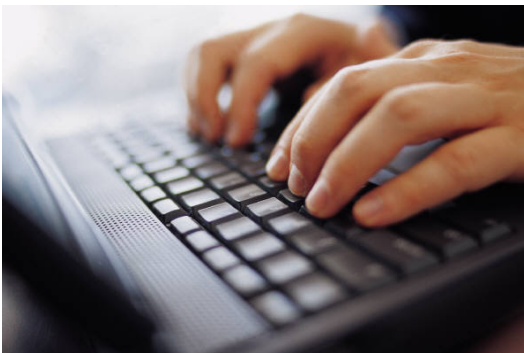
A state partnership team of representatives has reviewed feedback from local offices regarding local flexibility and how agencies can share customers, resources and information to improve customer service. The plan is for state representatives to visit two regions each year to generate additional comments and responses to aid us in strengthening our support to them in this area. The

second year of this effort has been completed, with the 4th regional visit scheduled in August of 2006.

As we have continued to look for means to replicate earlier grant efforts to recognize hidden disabilities among TANF recipients served in One-Stops, an opportunity has presented itself to create eight positions statewide during PY07 that will focus on this population. These positions will utilize the same networks developed and utilized by Iowa navigators and other partner agencies to achieve stronger employment outcomes for job seekers with disabilities. In addition, the state agency collaboration has applied for a grant with the Social Security Administration to provide assistance to SSA beneficiaries in using work incentives to achieve stronger employment outcomes. If awarded, this opportunity would create two more disability focused positions in workforce centers.

C. Unemployment Insurance Presence in the One-Stops

In December 2005, Iowa Workforce Development decided to enhance and promote the use of the Internet to file unemployment insurance (UI) claims. An Internet based application has been available to claimants for three years. Approximately 18-20% of all new claims were filed using that method.



By February 2006 enhancements to the Internet claim were ready to pilot. Simultaneously, field staff was doing more to encourage claimants to file their claims over the Internet in lieu of traveling to the local office or calling the Unemployment Insurance Service Center. As a result of this two-pronged approach, 37% of all initial claims were being filed over the internet. The popularity of the on-line unemployment insurance services rose to the point that 44% (see graph) of all new unemployment insurance claims in May were completed on-line, while only 10% were filed over the telephone.

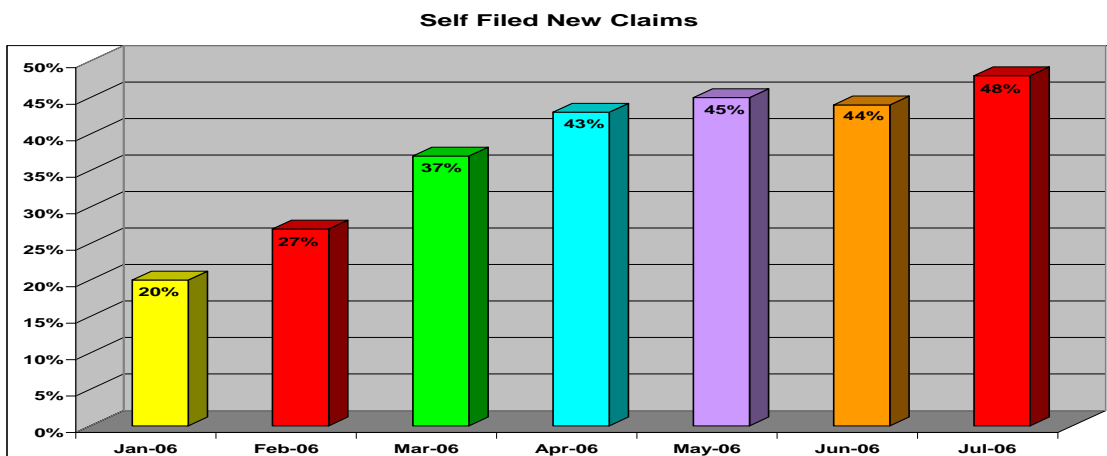
The success of the Internet filed claim came at the same time that Iowa Workforce Development was closing out the call center method for applying for

unemployment insurance benefits. This transition away from taking unemployment insurance claims over the telephone is projected to save \$100,000 per year of public funds. Effective June 19, 2006, new claims for unemployment insurance and questions about unemployment insurance were no longer taken over the telephone, but via the on-line web application or by visiting an Iowa Workforce Development Center.

The intended impact of this change was to refocus the unemployment claim process on the local centers. UI claims are considered to be a part of center's seamless service for workers, to include the newly dislocated individuals seeking financial support as well as re-employment.

This fundamental change in the way unemployment insurance claims are filed has provided Iowa Workforce Development with the opportunity to:

- Enhance staff skills at the local level improving access to needed UI information and services;
- Centralize the UI fact finding and adjudication process
- Reduce staff and communication charges
- Pursue development of additional on-line services, including:
 - On-line continued claim reporting
 - On-line claim status reports
 - On-line employer tax filing and registration.



V. Cost Effectiveness of the WIA Programs

The State of Iowa evaluates the cost effectiveness of its WIA programs by comparing the average cost of providing services (Average Cost per Participant) to the average increase in wages earned after WIA services were completed (Average 12 Month Earnings Change). This comparison is being made for each of the three funding streams of Adult, Youth, and Dislocated Worker.

The chart below provides information on total expenditures in each funding stream as well as the number of participants. From this information, an Average Cost per Participant is calculated. The Average Cost per Participant is then compared to the Average Earnings Change in 12 Months to calculate a cost effectiveness ratio. The Average Earnings Change in 12 Months is a calculation of the average increase in Unemployment Insurance (UI) reported wages for the 4th and 5th quarters after exit over those reported for the 2nd and 3rd quarters prior to registration. The wage record information represents all data that was available for participants who exited from the Adult, Dislocated Worker, and Youth programs.

Program	Expenditures	Number Participants Served	Avg. Cost/ Participant	Avg. 12 mos. Earnings Change	C-E Ratio
Adult	\$ 2,471,485	1,183	\$2,089	\$4,247	1:2.03
Youth	\$ 1,741,262	1,229	\$2,010	\$3,075	1:1.53
Dislocated Worker	\$ 2,754,161	1,711	\$1,610	\$5,378**	1:3.34

** Since the national goal for Wage Replacement for Dislocated Workers is 90%, the Earnings Change for Dislocated Workers was calculated based on 90% of pre-program earnings

For the adults exiting the program wage record data indicated that for each \$1.00 of WIA Adult resources spent there was an increase of \$2.03 in participant earnings 12 months after the completion of services. For Youth, wage record data indicate that for each \$1.00 of WIA Youth resources resulted in an increase of \$1.53 in participant earnings. For Dislocated Workers wage records indicated that for each \$1.00 of WIA Dislocated Worker resources spent resulted in an increase of \$3.45 in participant earnings 12 months after the completion of services. For the dislocated worker population, maintaining wage levels is an acceptable outcome since these participants

are working prior to enrollment and a primary program goal is re-employment at comparable wages.

This method provides a point-in-time comparison and does not involve cumulative increased earnings, potential reductions in public assistance payments and/or benefits, or increased federal and state tax revenues from personal income and sales tax. Therefore, the overall cost effectiveness of the programs can be assumed to be considerably higher than this point-in-time, conservative measurement.

VI. Program Results

A. Adult Program

The Adult program provides employment and training assistance to adults (age 18 and older) to increase their employment, earnings, occupational skill attainment, and job retention. Three levels of service are available to adults: core services, intensive services, and training services. Adults must first receive core services before they can move on to intensive services, and must receive intensive services before they can move on to training services. Because Adult program funds are limited, priority in the provision of intensive and training services must be given to adults who are low-income or welfare recipients.

A group of dislocated worker field staff met during program year 2005 to discuss Adult and Dislocated Worker program issues. This group meets twice annually and has representation from all 16 of Iowa's workforce regions. Their purpose is to identify ways to improve services in their respective regions. This is accomplished through discussions about performance changes, best practices, use and design of forms, and problem resolution.

During Program Year 2005, the WIA Adult program served 1,183 participants at a cost of \$2,471,485 or \$2,089 per participant. Adult participants achieving employment after program participation earned an average of \$4,247 more per quarter than they earned prior to participation. All four of the performance measures for the adult program were achieved at the Department of Labor required performance levels.

B. Youth Program

The Iowa WIA Youth Program continues to grow and develop into a comprehensive youth development program. Across the state, workforce development approaches are becoming more integrated with a youth development framework in the provision of comprehensive services to WIA eligible youth. Many regions throughout the state are striving to engage more out-of-school youth in providing support and services that will lead the youth to gainful employment. It is important that youth are employed in a field that not only interests them, but one in which they have the potential to obtain the skills and abilities to be successful. Local partnership development has



increased as resources become scarcer to provide services to youth with barriers to education and employment success.

During Program Year 2005, a total of 451 Older Youth (age 19 to 21) participated in the program. During Program Year 2005, a total of 778 Younger Youth (age 14 to 18) participated in the program. Total costs for the Youth program were \$1,741,262, or \$2,011 per participant. All Older Youth and Younger Youth performance standards were achieved at or above the level negotiated with DOL.

C. Dislocated Worker Program

1. Formula Dislocated Worker Funds

During Program Year 2005, the WIA Dislocated Worker Formula program served 1,711 participants at a cost of \$2,754,161, or a cost of \$1,610 per participant. After leaving the program, about 90% of participants became employed, and 93% retained their jobs for at least six months. The Dislocated Worker program achieved all four of the program performance measures at the Department of Labor required performance levels.

2. Rapid Response Program for Dislocated Workers

The Rapid Response program reacts as quickly as possible to announcements of mass layoffs or dislocations in Iowa. If a business that employs 100 or more individuals is closing or experiencing a permanent lay off of 50 or more individuals, the Worker Adjustment and Retraining Notification (WARN) Act is in effect. The State Dislocated Worker Unit receives the WARN notice, which often triggers a Rapid Response. The Rapid Response coordinator contacts local Iowa Workforce Development and Workforce Investment Act providers, the business, and the local service providers to arrange a Rapid Response meeting. Information will be shared at this meeting about all of the available programs and determine a schedule to disseminate this information to the workers. The Rapid Response Coordinator has the responsibility of arranging this meeting and also serving as the facilitator.

During Program Year 2005, thirty-seven WARN notices impacting more than 4,481 workers were received by the State Dislocated Worker Unit. From these notices, the State Dislocated Worker Unit identified those dislocations involving significant numbers of workers and conducted 12 Rapid Response meetings. Twenty-five of the WARN notices were amendments or additions to previously issued WARN notices and ten WARN events were addressed by the local regions with locally sponsored Rapid Response meetings. In addition to Rapid Response, Employee Information meetings were conducted for every WARN event.

3. Early Intervention Grants

Early Intervention Grants are funded through the Governor's 15% Rapid Response funds. The grants are awarded to regions that experience a business closure or permanent reduction within a business resulting in the displacement of 30 or more employees. The regions use these funds over a 120-day calendar period to provide services such as recruitment, initial assessment, core services, staff-assisted core services, intensive services, and training to help the displaced workers transition back to employment.

The Grants are presently awarded to the WIA Region Contract provider at the rate of \$100 per displaced individual and range from a minimum of \$3,000 (30 employees) to a \$30,000 maximum (300 or more employees).

During Program Year 2005, Early Intervention Grants supported eight programs that were transitioned in from the previous Program Year at a cost of \$54,600. These funds provided services to 546 participants. Eight additional Early Intervention Grants were awarded during Program Year 2005 totaling \$115,430 in regional funding and serving 1,301 participants.

4. Special Intervention Funds

In PY02 the Special Intervention Funds (SIF) program was created to assist regions with expenses associated with workers displaced because of foreign competition. It is similar in nature to Early Intervention Funds but provides a higher rate per individual (\$200 vs. \$100), lasts for six months (vs. 120 days), and is directed to specific target groups. The program continues to function and has proven to be very beneficial to both the participants and the contractor.

Special Intervention Funds (SIF) are used to assist those regions impacted by closings and permanent mass layoffs where a National Emergency



Grant (NEG) would, initially, not be appropriate due to pending certification of Trade Adjustment Assistance (TAA). If a region has expended or obligated its Dislocated Worker funds and a NEG, initially, would not be appropriate, SIF may be requested to provide immediate assistance to eligible workers to initiate case management, provide

assessment and career counseling, and develop an Individual Employment Plan (IEP). These funds are intended to fund staff, staff-related expenses, and assessment costs. The funds may also be used in conjunction with Early Intervention (E.I.) funds, which can be used to defray the costs of workshops. It should be noted that during Program

Year 2004 that the Department of Labor, Employment and Training Administration, started allowing Trade Dual Enrollment NEG's to be written to provide "wrap around services" to TAA-eligible participants. These "wrap around services" would include childcare, transportation allowances for non-TAA covered mileage, and other services not covered by TAA.

During Program Year 2005, the Special Intervention Funds program funded two Special Intervention Funds (SIF) grants that provided services to 225 participants at a cost of \$45,000.

5. National Emergency Grants

National Emergency Grants (NEG) are awarded by the Department of Labor to the State of Iowa based upon applications submitted on behalf of dislocated workers from businesses that experience a closure or permanent reduction in staff. In January 2004 the Training and Employment Guidance Letter (TEGL) number 16-03 was issued, which established new guidelines for eligibility of National Emergency Grants.

Highlights of the changes include: displacement of 50 or more employees requires a minimum enrollment of 50 participants into a NEG; with limited exceptions there will be no "bundling" of companies; dislocations that occur more than 4 months prior to an application for a NEG will be denied, with few exceptions; an expenditure rate of 70% or more of formula dollar funds for dislocated workers based upon the previous program year will have to be proven in the application - for regions as well as the state; if the dislocation raised the unemployment rate by 1% or more over the previous six months a provision for community impact can be used to determine eligibility; and industry-wide layoffs from companies in the same industry, as determined by the three-digit code level in the North American Industrial Classification System (NAIC), can be used to establish eligibility. In addition, the new regulations required that Early Intervention Funds be used to establish a basis for development of a National Emergency Grant request. Further, as previously mentioned under Special Intervention Funds (SIF) above, during Program Year 2004 the Department of Labor, Employment and Training Administration,

started allowing Trade Dual Enrollment NEG's to be written to provide "wrap around services" to TAA-eligible participants.

These new rules made it far more difficult for rural states like Iowa, which frequently have smaller employers closing or permanently laying off employees and who had previously "bundled" companies into a single NEG, to apply for and receive a National Emergency Grant.

Once a NEG application is approved, the state subcontracts the grant to the WIA regional service provider. The money from these grants is used in addition to Formula Dislocated Worker funds to provide recruitment, initial assessment, core services, staff-assisted services, intensive services, and training to assist the displaced workers in their return to the workforce. These funds have a "life span" maximum of three years.

Five National Emergency Grants were transitioned into the Program Year 2005. These grants provided \$2,581,353 to assist up to 531 participants. During the course of the year, three additional NEG's were awarded to provide services to 279 participants at a cost of \$701,938. Of these three there was one Trade Dual Enrollment NEG.

6. Special State Funded Projects

In Program Year 2005, two projects previously funded through the Governor's 15% Rapid Response were carried in from the previous Program Year as Special State Funded Projects. As reported last year, these two projects were either denied, or appeared they would be denied, for a National Emergency Grant (NEG) based on the rule changes previously noted above. These two grants provided \$96,053 to assist up to 95 participants. One grant expired on June 30, 2006 and one will expire on December 31, 2006.

Additionally, in PY05, there were three new projects funded through Rapid Response Funds for Special State Funded Projects that did not meet eligibility for a NEG under the new rule changes, or were denied by the Grant Officer as not being eligible for a NEG. These three grants provided \$273,712 to provide services to 127 participants during the 24-month time limit of the grants. Two of these grants will expire on June 30, 2007 and one will expire on October 31, 2007.

C. Wagner-Peyser

Iowa Workforce Development is responsible for the delivery of federally funded employment and labor exchange services offered using Wagner-Peyser funding. Services are delivered through 16 regional one-stop centers and 56 local offices. Progressive levels of reduced funding for workforce services forced Iowa Workforce Development to close 14 offices throughout the state during Program Year 2005.

The regional one-stop centers and offices provide a variety of services to meet the workforce and workplace needs of job seekers, dislocated workers, unemployed persons and Iowa businesses. They provide job counseling, job placement and assistance to special needs populations, as well a variety of employment related services to businesses.

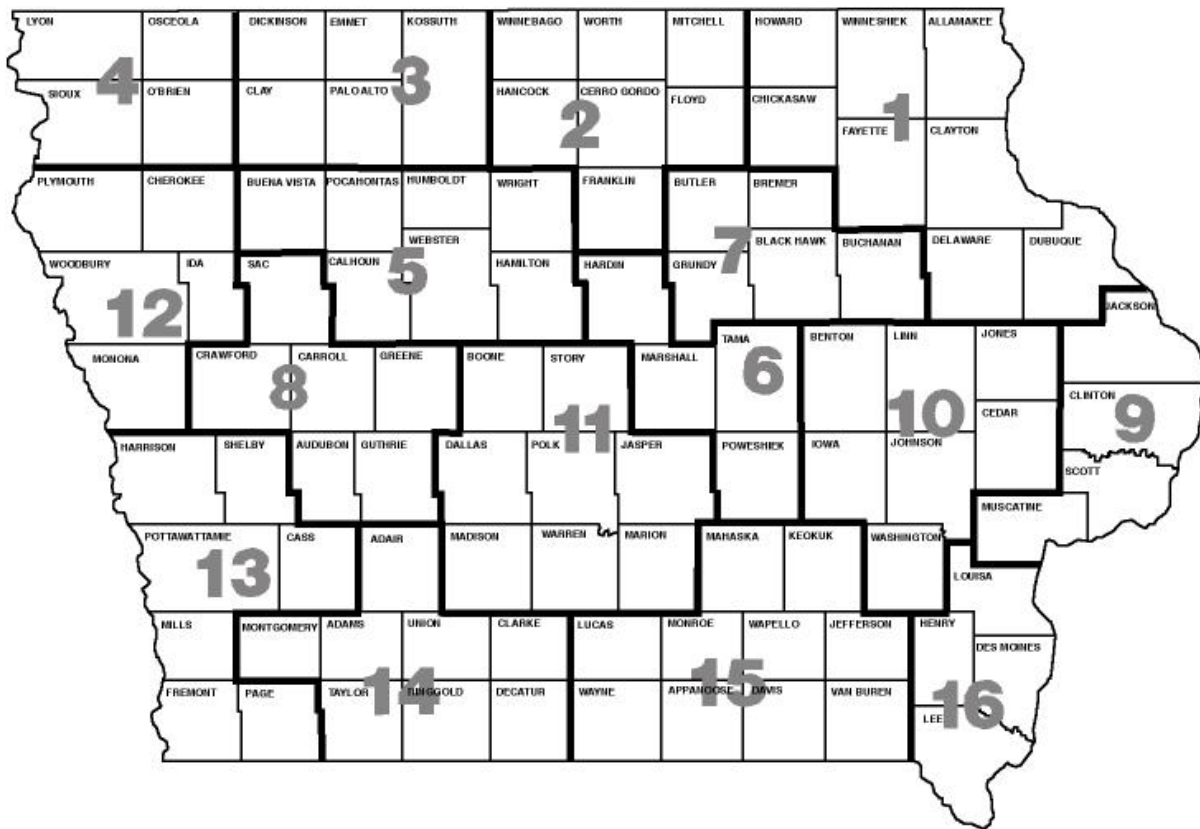
During Program Year 2005, 209,178 job seekers were registered and available for services. Of these 16,286 were military veterans or others eligible for veteran services. There were 177,260 job seekers referred to employment.

A total of 9,065 employers listed 80,423 job openings during the program. There were 102,847 job seekers provided services who found new or different employment during the period.



VII. Regional Reports

Each of the WIA service providers provided information specific for their regions regarding the activities conducted there during PY 2005. The map below indicates the grouping of Iowa's counties into the 16 Regions.



Iowa Workforce REGIONS

Region 1 – Dubuque/Postville

Region 1 continues to stress excellence in programming and effective partnerships as the cornerstone to its philosophy for preparing the local workforce to meet the needs of area businesses, now, and in the future.

The need for services to dislocated workers remained strong again this year and was a major focus of WIA resources. A National Emergency Grant (NEG) to provide services to workers idled by the closing of three Eagle grocery stores was completed last year. This project served 58 workers and achieved a re-employment rate of over 88%. A State Emergency Grant (SEG) to provide services to workers affected by a mass layoff at Georgia Pacific Corp. was also completed in PY05. This grant served 39 workers with a re-employment rate of over 96%. In addition, a second SEG was received to serve workers idled by the closing of two LandsEnd plants. This ongoing grant has served 32 individuals to date, with a placement rate of 100%.

WIA services to youth were also emphasized in Region 1. One particularly interesting feature of these services was the Summer Youth Program. This program, which served five youth, met six days during the month of June. Several of the training activities included topics designed to assisted participants in planning their future. Some areas discussed were goal setting, rights and responsibilities, finance management, community resources, self advocacy and self determination. The parents of these youth were invited to and attended these sessions, creating a more valuable experience for all involved.

One of the primary aspects of the WIA Adult Program was post secondary classroom training. Many low income adults received career training to prepare them for occupations in demand in Region 1. Nearly 90% of adults exiting the program last year were employed, and most significantly increased their earning as a result of this training.

As a result of our emphasis on program excellence and partnership, Region 1 received an incentive award of \$110,799 for meeting all federally mandated performance measures for the Workforce Investment Act programs. These measures require program operators to meet minimum standards in 17 areas including number of clients placed in jobs, wages of these jobs, and customer satisfaction.

Region 2 – Mason City

Regional economic development is the number one priority noted in the new Region 2 Customer Service Plan. Working with our partners, efforts are being targeted at new and expanding businesses that provide good wages and benefits, with Workforce Development Partnership services offered as part of the recruitment package. The Regional Accelerator Grant position funded through the Iowa Department of Economic Development is providing current businesses with the opportunity for assistance where maintaining existing jobs and possible expansion is a priority. A business incubator project for new and emerging entrepreneurs is also under construction on the North Iowa Area Community College (NIACC) campus. NIACC also was recently awarded a \$99,000 grant by the United States Department of Agriculture to establish a revolving loan fund to support the growth of small businesses in Region 2. The Workforce Development Partnership will continue to pursue ways to contribute to the regional economic development.

Few things are more important for the quality of life in North Iowa than progressive economic development. To improve our chances for attracting, keeping and growing businesses and industries in North Iowa, North Iowa Area Community College continues to form and build partnerships with local and regional economic groups and Iowa Workforce Development to conduct important regional initiatives and studies. The regional Laborshed and Cluster Analysis which were completed in 2005 are on the schedule to be updated in 2007. These studies help to identify the area's industry labor skills and employment numbers, which will allow businesses, economic developers, researchers and others to capitalize on development and recruitment efforts.

At the request of area manufacturers, NIACC is beginning the second year of offering a one-month evening training program designed to prepare workers for entry-level positions in manufacturing companies (originally developed by Eastern Iowa Community College). It is delivered four times per year, with the Workforce Center providing the on-site orientation and making referrals to the program.

Most recently, WIA staff has been involved with Rapid Response employee meetings with Minnesota Rubber, which will be laying-off most of their employees soon. Minnesota Rubber was approved for TAA benefits and WIA staff will be helping coordinate those services and will supplement with WIA assistance when necessary, especially for assessment for those considering retraining. WIA staff is still a part of the

NIACC adult services committee and assists with special adult services and recruitment efforts.

The Mason City One-Stop Workforce Center won the 2005 One-Stop of the Year award from the Iowa Chapter of International Association of Workforce Professionals (IAWP). The Mason City Center was selected for its outstanding performance in the areas of Universal Access, Customer Choice, and Service Integration.

Region 3 – Spencer

The Northwest Iowa Planning and Development Commission continues as the service provider for the Workforce Investment Act Adult, Dislocated Worker and Youth programs, and PROMISE JOBS training services in Region 3. In May 2005, the RWIB adopted a new two-year plan, which also designated the service provider. Although the plan did not make major changes in how the programs are operated, it did set new maximum client benefits and refined other provisions of the Region 3 services.

As a result of just a trickle of worker displacements during the previous year, the area saw a substantial increase in the Displaced Worker funding allocations. The business climate in Region 3 remained fairly stable and there were not a substantial number of workers displaced resulting in a surplus of allocated funds. However, this surplus will likely be in great demand in the next program year with the rumored relocation of portions of two major area employers.

The stability of the economy of the region can be viewed as a good sign, but it also can be seen as stagnating and resulting in a growth decline when compared to that which occurred during previous periods. The annual unemployment rate for the region as of June, 2006, was 4.1 percent which was close to the previous year's reported figure of 4.6 percent, but was below the national average of 4.9 percent, for the same period.

Local development project totals in PY 05 were down 2.6 percent from the previous program year to \$6,728,400. However, an increase in the use of Tax Increment Financing made \$2,667,400 available in local investments to offset the decrease of state/federal participation to \$836,500 and private investments of \$3,224,500. The bottom line is that although there were development projects accomplished, the overall economy stayed fairly static as did the area's unemployment rate.

The NWIPDC staff continued their efforts to provide WIA/PJ services, as well as making a continued effort to provide School-to-Work (StW) activities to participating school districts. This continuing coordination between WIA and StW makes Region 3 fairly unique in the state of Iowa, and perhaps the nation. The nine school districts contracted with NWIPDC and received Carl Perkins funding, which were utilized by the school districts to do vocational programming for grades 7-12. The NWIPDC coordination consisted of oversight for all vocational programs within the districts as well as fiscal oversight of the Carl Perkins funds. In addition, NWIPDC staff operated a summer work experience program called the Supervised Career Preparation Program. This program was available to all high school youth 16 years of age and older, and offered an opportunity to work in an area of career interest, making them eligible for high school and college credit after successfully completing the program.

Region 4 – Sheldon

The Northwest Iowa Planning and Development Commission continued as the service provider for the Workforce Investment Act Adult, Dislocated Worker and Youth programs, and PROMISE JOBS training services in Region 4 as well. Regions 3 and 4 are unique in the state since one service provider serves both regions, a practice that has continued from the time the two regions were one service delivery area. RWIB members from both Regions 3 and 4 often serve together on various councils and boards. Additionally, a state plan modification was submitted on behalf of Regions 3 and 4 in PY05 to merge the two into a single region since they share an abundance of resources. Region 4 also submitted a two-year plan in May 2005 which, like Region 3, did not make major changes in how the programs are operated, but did set new maximum client benefits and refined other provisions of the Region 4 services.

The annual unemployment rate in Region 4, as of June, 2006, was 3.3 percent which was close to the previous year's reported figure of 3.7 percent, and well below the national average of 4.9 percent for the same period. This percentage also approaches the figure of cutoff used by economic developers to describe total employment for a given area.

When compared with PY04 development projects, it would appear that the PY05 project total of \$16,528,455 experienced a 60% decrease in funding. In fact, the previous program year was an anomaly in that there were a highly unnatural number of projects underway. PY05 experienced a decrease in local assistance to \$6,062,905; an increase to \$3,408,000 of state/federal participation; with private investments declining to

\$7,057,550. The bottom line is that through the development projects accomplished, the overall economy stayed fairly static as did the area's unemployment rate.

One unique project during the period was the West Sioux Consortium for Improving Transition Outcomes (CITO). The goal was to assist students with disabilities, served in West Sioux High School's Resource Room, to make empowered and well-informed career choices to ultimately attain a successful occupation. The CITO partners combined efforts to develop the Careers and Self Exploration (CASE) transition service model. The CASE model allows the student to engage in and direct a career search making use of community resources to identify a well-informed, personally satisfying vocational career goal.

Region 5 – Fort Dodge

Much of the first quarter of PY05 was spent in preparation for and relocation of the Fort Dodge Workforce Development One-Stop to the campus of Iowa Central Community College (ICCC). September 1, 2005, marked the first day in the new office. Partner agencies sharing the new space include Iowa Workforce Development, Workforce Investment Act, Elderbridge and Iowa Vocational Rehabilitation Services (IVRS). The on-campus location provides greater one-stop accessibility for students and staff of ICCC, and the entire community. With the proximity to ICCC, Iowa Workforce Development will assist the college in coordinating job fairs, at which IWD/WIA staff provides resume critiquing services, and in developing student placements upon completion of their education. In this new location, IWD was able to host the IWD State Board meeting in the fall. The Disability Program Navigators also held a state meeting here in the fall.

Services are provided throughout the entire seven county Region 5 area. These counties include: Buena Vista, Pocahontas, Calhoun, Humboldt, Webster, Wright, and Hamilton. Until June 30, 2006, there were six offices within the region, at which time the Clarion office closed because of funding reductions.

WIA staff collaborated in writing a new Customer Service Plan, effective July 1, 2005. The Region 5 boards directed WIA staff to focus on Institutional Skills Training rather than a "work-first" strategy to address the needs of employers and job seekers. Further, the boards chose to scale back cost-per-client spending and those changes were reflected in revised spending caps.

WIA youth and adult programs expanded their partnership with PROMISE Jobs, allowing both programs to successfully target those clients most in need of assistance. Relationships include referrals, joint programming, assessment, and shared clients. The partnerships are an effective means of insuring non-duplication of services and the maximization of resources leading to increased enrollments. May 2005 graduation at Iowa Central Community College included many of those co-clients, with a number of honors graduates, reflecting the benefits of having mentors from both programs.

Region 5 has continued to experience a period of economic growth. No major layoffs



have occurred, other than seasonal or temporary, and there have been no major business closings. IWD has helped in the hiring process for many new manufacturing/alternative energy businesses, including ethanol plants, biodiesel, and wind farms. In addition, most of the current major manufacturing companies have remained steady or are expanding their business and number of employees. The transportation business continues to grow in Region 5, and WIA continues to assist program participants in the ICCC truck-driving course. Students completing this course usually have an excellent placement rate. With the exception of

Hamilton County where the rate remained steady, the counties in Region 5 have experienced a decline in unemployment rates from July 2005 to July 2006.

The region continues to assist those with employment barriers by referring them to partners and services that may be able to help. These partners include but are not limited to WIA, IVRS, Veterans Employment Services, Disability Navigator, and New Iowans Center. In addition, staff continues to be a part of the pre-release KEYS program at the Fort Dodge Correctional Facility by explaining programs and services of IWD, and offering them some job search assistance skills. Iowa Advantage Workshops are also being offered monthly to offer assistance with a wide variety of job search assistance topics.

Region 6 – Marshalltown

Program Year 05 proved to be slightly better for the region in terms of economic growth than the previous year. The region seems to be on the cutting edge of alternative fuel production and it is anticipated that this coming year will be even more prosperous than last. The closing of a meat packing plant hit hard in 2004, but the growth of alternative fuel plants in the region and increased productivity within the manufacturing industry allowed for a slight increase in the region's economic growth in PY05. Hardin County saw an increase in high wage jobs at the biodiesel plant and both ethanol plants located in their county. Additionally, an out-of-state company is in its final planning stages for an ethanol plant to be built in early 2007 in Tama County.

Unfortunately, the growth in alternative fuel wasn't enough to get the unemployment rate below the state's average of 3.8%. The year ended with a 4.3% unemployment rate. A big factor contributing to the unemployment rate is the gradual closing of a very large manufacturing company in an adjoining county. A significant number of workers living in this region have been laid off and, as the company moves to total closure, more workers will be affected.

The One Stop System in Region 6 continues to fine-tune its services to better serve the region. The partners within the system meet quarterly to share information about services and resources the respective agencies have available. It's the goal of the partner group to become as cohesive as possible in the delivery of services. This approach has eliminated duplication and increased direct service to our customers. A truly successful alliance in PY05 was with the Salvation Army in a program for youth offenders. The program, known as "Bridging the Gap," brought youth offenders to the One Stop where they were introduced to a multitude of employment and training tools and services. The one location system worked just as it was intended and the youth got what they needed from a single location. IJAG also uses the One Stop Center to serve youth, having developed a very strong collaborative relationship with the WIA counselors in the center. All of the WIA programs - adult, youth and dislocated worker - continue to perform at peak levels, and all who work in these programs feel it is the strong partnerships that make the difference in performance.

One step taken by Iowa Valley Community College to ensure the delivery of quality services by its One Stop staff was the requirement of professional certification. As of June 30, 2006 all WIA and PJ career counselors had completed the requirements of the

National Association of Workforce Developments Professionals and are now certified Workforce Development Professionals.

Although the partners work diligently to provide quality services, sometimes budget cuts will override the efforts put forth. Sadly, Iowa Workforce Development, a major partner within the One Stop System, was force to close a satellite office June 30th, affecting partners housed in that office. Fortunately, the WIA and Promise Jobs programs secured alternative office space and will continue to provide services within the affected county. And as a One-Stop System, we will all work together to ensure quality services will continue to flow into that county.

Region 7 – Waterloo

Statistical analysis reports that the Waterloo/Cedar Falls metropolitan statistical area's non-farm employment remained fairly steady with a decline of only 0.1% during PY 2005. Employment remains 2,300 above one year ago and unemployment in all of Region 7's five counties are down.

During PY05, two Rapid Response and Employee Informational meetings were conducted for area dislocated workers. The Tyson Deli plant in Independence closed in February and at the same time it also shut down operations in Oelwein. Regions 1 and 7 coordinated providing services to the affected employees and sponsored a job fair that resulted in 30 businesses, 5 schools and 125 participants attending. In March meetings were held for the 166 employees of APAC in Waterloo. Although the company anticipated a March end date, the workers were terminated at varying times and the company did not completely close until August 2006.

The 4th annual Discovered Resources Job Fair took place on October 18, 2005 at the Five Sullivan Brothers Convention Center in Waterloo. The WIA Partners are responsible for organizing and offering this successful event. This year there were 58 exhibitors from various industries and over 1,100 attendees.

The office had significant personnel changes that occurred at the beginning of the program year. A new supervisor and new youth worker began employment with the Workforce Investment Act (WIA) on July 1st. Both were Hawkeye Community College Iow@Work employees but they worked on the PROMISE JOBS side and were

unfamiliar with WIA. A second youth worker was also added by transferring a WIA staff person from the Adult and Dislocated Worker Program.

Performance was strong for Region 7 but there are still areas for improvement. Due to the thriving economy in the area, recruitment of dislocated workers is a challenge. The enrollment of youth was down at the beginning of PY05 but has since picked up and the Adult Program continues to thrive.

Region 8 – Carroll

The overall economic conditions for Region 8 have not changed significantly in the past several years. The six-county region remains driven by the agricultural and manufacturing sectors; wage levels are still below state and national averages; and the population continues to age, but has stabilized. Slight losses in population continue in most counties; Guthrie County has seen slight increases due mostly to its proximity to the Des Moines metropolitan area. Larger issues facing the region are the lack of an abundant, trained, workforce, access to capital, and making the area attractive to younger people and families.

The region suffered two major layoffs at the end of the year. Chicago Rivet in Jefferson and Precision Telemarketing in Coon Rapids both announced closings. While layoffs also occurred at Electrolux in Jefferson, most workers have been called back at this time. The region has seen a great deal of activity in renewable fuels, and now boasts two biodiesel facilities, two ethanol plants, and several wind farms. Three additional ethanol plants and more wind farms are planned. WIA staff (WIA Director) is intricately involved with the region's cooperative marketing initiative Western Iowa Advantage.

During PY 2005, the WIA program continued on foster active, productive partnerships, creating seamless referrals between partners' programs. The Partner's Group for Region 8 meets quarterly to share information on the workforce and programs. This group still enjoys strong attendance and interest from many workforce partners not in the one stop center. Trips to partner destinations continued, with major employer tours a new emphasis. Participating partners include: Iowa Workforce Development, Region XII Council of Governments, Iowa Vocational Rehabilitation Services, West Central Development Corporation, Department of Human Services, Iowa Department of the

Blind, Elderbridge Agency on Aging, and DMACC, ICCC, WITCC, Job Corps, Proteus, and Experience Works.

Region 9 – Davenport

Iow@Work is a division of Eastern Iowa Community College, which provides WIA, Promise Jobs, and other workforce services. Iow@Work Region 9 again exceeded all 17 WIA performance goals including placement, retention, and earnings gain. This brought more than \$110,000 additional funds that were utilized to train additional participants.

Iow@Work is recognized as providing workforce leadership in each of our four counties, including participation in Chambers/Economic Development, Education, Youth Services, Plant Closing Assistance and organized events for public awareness of workforce issues. Together with other workforce partners, we provide invaluable workforce services to the region.

WIA provides a comprehensive career assessment, individual employment plan development, customized job development (including internships), financial assistance for training, support services like child care and transportation, as well as 12-month follow up services to ensure success on the job. WIA organizes rapid response teams for closings and dislocations, as well as serving half the PROMISE Jobs (Welfare) recipients in the area, with IWD serving the other half. In addition, WIA is heavily involved in community workforce issues. Promise Jobs assists welfare recipients in developing and implementing self sufficiency plans. Over 3,000 participants were assisted this year.

Iow@Work, together with the Illinois region, has undertaken initiatives that include assisting Rock Island Arsenal BRAC affected workers, applying for WIRED funds, and pulling resources to bring new short term training to the region.

Together with the Youth Council, each of the four counties customized a youth outreach campaign that included motivational speakers from MTV, an apprenticeship fair, and career days/fairs. Over 800 youth attended. All of these events included labor market and career information to make sure youth in the region consider their future with good planning.

To cap it all off, the workforce partners in Region 9 sponsored an Alumni celebration event. Ten workforce graduates were honored by the Regional Workforce Board, Elected Officials, and the press.

Region 10 – Cedar Rapids

Region 10 Workforce Investment Act programs assist to prepare the local workforce to meet the needs of area businesses. The workforce partnerships in the region focus on streamlined services, customer choices, universal access, increased accountability, active regional boards, and service provision. Comprehensive services provided include access to employment, training and education, employer assistance and guidance. The Workforce Development System of Region 10 provides services to Linn, Johnson, Cedar, Iowa, Washington, Benton and Jones Counties.

During PY2005, Region 10's unemployment rate was 4.2 percent down slightly from 4.4 percent in PY2004, indicating a fairly strong economy where job seekers can find employment fairly quickly. Region 10 was impacted through mass layoffs and three closures resulting in a loss of over 500 jobs in the region.

The Regional Workforce Investment Board (RWIB) and the Chief Elected Officials (CEO) Board of Region 10 work in partnership with the One-Stop system partners, business and industry, economic development organizations and education to provide direction and support to the workforce strategies for the region. These Boards concentrated on the following projects:

- The RWIB toured RuffaloCody and Genencor International to learn about essential skills and work ready skills necessary to be competitive in today's environment.
- The New Iowan Center in Region 10 gave a presentation to help the RWIB understand the role this center plays in assisting unskilled, semi-skilled and skilled workers to integrate into their communities.
- The RWIB and CEO Board endorsed the region's Skills Advantage Initiative. This initiative is an employer led Technology Corridor strategy designed to develop and communicate the employability skills needed for employment in the region and resident within the Technology Corridor workforce. This initiative supports the Work Ready Certificate, an employability skill credential that provides employers and those preparing individuals for the workplace with an easily understood, conveniently attained, and universally valued credential.

- Economic developers from within the region were invited to meet with the RWIB to present information about their strategies and open up a discussion with the board on how the RWIB can partner and support these locally-driven workforce strategies.

Workforce Investment Act Program performance for the region was strong, serving 436 participants. Earnings change in both the adult and youth program continue to be a challenge. The region responded very proactively and worked throughout the year with a nationally-recognized consultant to improve performance outcomes and provide training for staff in enrollment and case management. Strategies were developed to enhance services/work processes in relationship management, initial assessment and enrollment, job search services, training services, and follow along services. The Youth program maintained its focus on out-of-school youth and had excellent results from marketing and recruitment efforts, enrolling over 70 participants during PY05. Work plans for all Workforce Investment Act programs have been developed that focus on recruitment, service development and engagement strategies.

Region 11 – Des Moines

Collaboration efforts in Region 11 continue with the Iowa Workforce Development, Des Moines Area Community College (DMACC), Job Corps, Des Moines Public Schools, Experience Works, Creative Visions, and other agencies. This has led to co-enrollments in regular programs and collaborations on grants

Enrollments in the Adult Program continue to increase and should improve further with recent changes to the Customer Service Plan and internal policies regarding enrollment. Commercial drivers' training continues to be an excellent area of training in this region. All WIA Adult performance outcomes were met for PY 2005.

This last year, ICHS has spent a considerable amount of time on strategic planning in order to prepare to meet the new common measures, while continuing to work under the old performance outcomes. With the projected population to be served changing from in-school youth to out-of-school youth, recruitment strategies were slightly changed. Within a short amount of time, out-of-school youth started streaming through the doors. ICHS continues to work with the various community partners to provide a seamless delivery of services. ICHS participated in planning and implementing the first Youth Job Fair for Region 11, which was very well received. The Youth Program was

successful in exceeding its goal of serving 135 youth last year, and met 6 of the 7 performance outcomes.

The Dislocated Worker program had a busy year in PY05. Several closings were announced in the region, including Maytag in Newton, Iowa. This will be one of the largest closings in the Region, causing approximately 1800 workers to lose their jobs by October, 2007. Meetings continue regarding location, staffing, and assistance to ensure that workers have every opportunity to receive the services most needed. Those already affected by the closing are being provided services out of formula funds. Other closings included Iowa Paint and Norwood Promotional Products in Des Moines, which affected almost 200 workers. State Emergency grants continued for people who lost their jobs from Citigroup and Maytag in 2005. Program Staff worked closely with IWD to make sure that clients filing for unemployment are given information on the Dislocated Worker Program and have provided many referrals over the last year.

PROJECT EMPLOYMENT is a USDOL demonstration project which brings greater



focus to serving people with disabilities or with less than a high school education through the Workforce Development One-Stop System. The project targets individuals 18 and over who want to be employed, are working part-time but want to move towards full-time employment, or are underemployed but desire job advancement. While employment strategies are customized for the participant, a soft skills and GED curriculum is offered by the project's instructor as well as

basic skills and computer instruction in the Senator Tom Harkin Learning Center. The Center accommodates up to 12 students with appropriate assistive technologies including software and products.

In summary, PROJECT EMPLOYMENT services include: assessment of skills, strengths and interests, self-directed or supported job search, assistance with job placement, referral to a certified benefits planner, interviewing skills, basic computer skills and/or short term training, soft skills training, development of an employment plan with participant goals, referrals to other agencies/services, customized employment to meet the needs of the job seeker and employer, work experience, on-the-job training, basic education and GED attainment

Region 12 – Sioux City

Region 12 is comprised of Cherokee, Ida, Monona, Plymouth, and Woodbury Counties. The total available labor force in this Region is 87,130 individuals, an increase of 1.3 % from a year ago. Region 12 total employment rose by 1.8% or 1,470 jobs in the past year, resulting in total employment of 83,800 workers in July, 2006. This caused the unemployment rate to drop to 3.8 % compared to last year's rate of 4.5 %. Although the past year has seen needed progress and growth, the region's total employment is still 1.1% less than what it was in 2000.

Unfortunately, layoffs in Northwestern Iowa have continued with 736 employee layoffs in 7 plants/locations. Job Training Partners worked together with our many workforce partners for a rapid response, seeking funds and the necessary resources to provide workforce services. WIA and IWD staff worked closely to ease the stress of transition for employees, many of whom were long-term and needed assistance with new career preparation. The largest layoff (569 workers) in the region occurred when Verizon closed its Sergeant Bluff Call Center at the end of Program Year 2005 on June 30, 2006. With the cooperation of local Verizon management, data was gathered from nearly 500 worker surveys, aiding Job Training Partners to obtain a National Emergency Grant (NEG) in the amount of \$768,000 approved to start August 1, 2006 to provide the services necessary to readily return workers seeking employment to the workforce and to train other workers desiring a change in employment for other jobs.

The Youth program continued to address the challenge to recruit out-of-school youth for program participation. New enrollments were lower than projected, serving 40 youth in PY05.



The partnership with the parole and probation officers in the region has not been as productive as anticipated. This may be because the region's unemployment rates are fairly low when compared to previous years; also fulltime employment, as opposed to education, appears to be a higher priority for the youthful offenders. The partnership, however, is a valuable asset in providing meaningful services to those youth who have chosen to participate. The Youth program staff continues to build on existing partnerships and develop new ones. Meetings were held with local school administrators to

identify and re-engage recent dropouts and efforts continue to forge this mutually beneficial endeavor.

WIA continues its efforts to create a seamless delivery of services between partner agencies. The workforce system benefits from community college involvement and resources such as economic development connections, use of facilities, grant development, business and industry connections, focus group experts, program advisory groups of regional employers, financial aid, tutoring and developmental need experts, staff development and more. The Regional Workforce Investment Board and Chief Elected Officials provide leadership through the development of the local Customer Service Plan and selection of the Coordinating Service Providers (CSP). The CSP in Region 12 is made up of the Iowa Workforce Development Center, Proteus, Community Action Agency of Siouxland, Experience Works, Goodwill Industries, Western Iowa Tech Community College and Job Training Partners. This group works to coordinate the delivery of workforce development services and implement an integrated delivery system.

Region 13 – Council Bluffs

During PY05, Iowa Western Workforce Development (IWWD) was involved with Iowa Western Community College (IWCC), the Area Education Agency, and local school districts in the research and evaluation phase of a \$10 million grant request, which would provide funding for a seven-year approach to developing Career Academies in Region 13. The first year implementation phase of the grant was funded at \$1.52 million, which provided for the hiring of a full-time director and the establishment of two Career Academies (Medical Health Science and Information Technology) in 13 school districts. The ultimate goal of the project is to establish five to six academies that will prepare students for future job opportunities within the region. IWWD also assisted the college in authoring a DOL Community-based Job Training Grant application. This grant would enable the college to update and expand its Life Science programs and better prepare students for college level work through the enhancement of Developmental and ESL course work. The eventual outcome of the grant activities would be to build the capacity of the college to meet the identified needs of potential workers in order to fill the anticipated job openings in the emerging agriculture, energy, and medical biotechnology fields. In addition to the grant application, IWWD is also involved with the college in hosting focus groups to discuss the current and future bioscience/biotechnology workforce and educational needs of the region.

IWWD continues to operate a successful Improving Transition Outcomes grant funded by Iowa Vocational Rehabilitation Services. This grant is used to assist youth with disabilities to transition from high school into adult life. Activities under the grant such as work experience and job shadowing were expanded, and the program was more closely coordinated with WIA services. Six students were co-enrolled in the WIA Summer Youth component in order to enrich their academic and occupational learning. The students worked on their math and reading skills at the IWCC Learning Center. They also participated in a field trip to the IMAX Theatre where they watched Sharks 3-D, toured the Union Pacific Railroad Museum, and participated in a self-defense course. A major component of the program is e-mentoring. Sixty students were involved in grant funded activities and were paired with mentors from ten local businesses. In addition, thirty students were provided with job shadowing experiences.

The Region 13 economy remained fairly stable during PY05; however, various events did have an impact. The region sustained several small business closings and layoffs including Mastercraft Furniture (34 workers), Farnam Companies (25 workers), Katelman Foundry (45 workers), Dan Nelson Automotive Group (31 workers) and K-Mart (40 workers). Although not in this region, the proximity of the ROMECH plant (600 workers) in Red Oak affected a substantial number of Region 13 residents. On the positive side, a new Bass Pro Shop located in the region, and business expansions at Hy-Vee, Horseshoe Casino, Wal-Mart, and NSK Corporation added over 900 new jobs to the region's economy. The year also brought the announcement of a Mastercraft Door manufacturing facility to be built in Shelby County and two new Ethanol Plants to be constructed in Shenandoah and Council Bluffs, which will add an additional 200-400 new jobs in the region during PY06.

Region 14 – Creston

Region 14 has completed a busy program year serving area individuals in the Dislocated Worker, Adult and Youth programs.

Dislocated Workers: PY 2005 presented us with three plant closings.

- February: Romech in Red Oak announced that they would be closing, affecting 500-600 workers.
- April: Winnebago Industries in Lorimor announced that they would close on June 16, affecting 46 workers.

- April: Gear for Sports in Bedford announced their facility closing, affecting 55 workers.

The Region 14 team, including our partners in IWD, Southwest Community College (SWCC), and TAA (where appropriate) as well as agencies such as Social Security, Department of Human Services and Department of Vocational Rehabilitation Services provided Rapid Response to the workers at all three facilities. Employment Specialists began providing core services to the workers even before they were laid off, presenting them with information and options about their futures. An Early Intervention Grant for \$15,330 was awarded to Region 14 to assist with some core services with the Romech affected workers. These monies allowed the purchase of Career Interest Inventory Assessments from SWCC who administered the assessments and provided comprehensive career possibilities that the workers could evaluate as they began making new career decisions. Romech and Gear workers were approved for TAA assistance, and the WIA Employment Specialists assisted the workers by developing worksheets and process sheets that the workers could use in researching and justifying their training plans. 88 Dislocated Workers were helped with WIA services during PY05 while many others obtained only core services on their way to pursuing TAA benefits.

Adults: A total of 40 people were assisted in PY05. The eight rural county Neighborhood Centers actively assist us by providing referrals to our program. Southwestern Community College is also actively involved in sending us referrals and is a valued partner in providing training to upgrade workers skills which boosts their ability to find reemployment at wages of self-sufficiency. SWCC hosts an annual career fair as well as many exploration days for our participants. At these exploration day events, our participants often get their first view of college and are able to find out information about financial aid, how to apply for college and financial aid, hear from the department heads or representatives from the various programs, hear about trends of the labor market in our area, and get a campus tour. Area employers have hosted tours of their facilities again this year so that our unemployed participants may receive inside information about potential employers and hear about wages and benefits as well as obtain a view of the type of work that is done inside their facilities.

Youth: A total of 40 Youth were served in Region 14 in PY05. Schools and Tap Coordinators throughout the region, IJAG, Promise Jobs and the Department of Vocational Rehabilitation Services created a very active stream of referrals this year. Several of these youths are being assisted with college training under the WIA program.

Region 15 – Ottumwa

A major priority of Indian Hills Workforce Development is to work closely with all businesses, big and small, to provide personnel to meet their needs, now and into the future. Region 15 WIA services are designed to assist individuals to reach the goal of self-sufficiency, and places an emphasis on Institutional Skills Training and basic skills upgrading so that individuals can achieve that goal. WIA also works closely with employers to learn the needs of the employer and how they may be assisted to fulfill their needs.

The June 2006 unemployment rate of 3.9% increased from the previous month, and may be attributed to students entering the summer workforce. The region's labor force numbered 73,570, which is 800 higher than one year ago.

Indian Hills Community College (IHCC) had eleven companies access IHCC's "260E" and "260F" training funds. 206E funds are available to business/industry for training new employees while 260F funds are available for existing employee retraining. The impacts of these training programs were:

Training	# Companies	# Employees	Funds Expended
260E New Employees	6	319	\$2,480,000
260F Employee Retraining	5	278	\$81,749

Additionally, Indian Hills Community College (IHCC) has started construction of a Rural Health Education Partnership Center on the IHCC-Ottumwa Campus. This approximate \$4.4 million education center is projected to create 600 new jobs; the center will also provide for the retraining of 4,377 health care professionals.

Program Year 2005 has been a successful year for economic growth in Region 15. Following are examples of economic development activities that have occurred in Region 15:

- Planned construction of Honey Creek Resort State Park at Lake Rathbun in Appanoose County. The 850-acre "resort" will include a 108-room lodge, cabins, 18-hole golf course, multi-purpose trails, and camping areas.
- NewGen Technologies, Inc. will build a new biodiesel plant in Fairfield, IA. The facility will be state-of-the-art with an annual output of 60 million gallons.

- Ajinomoto Food Ingredients, Eddyville, Iowa plans a \$20 million expansion to double production of monosodium glutamate (MSG), creating six (6) additional jobs at an average wage of \$12.58 per hour.
- Co-Line Welding in northern Mahaska County is completing a 90,000 sq. ft. building expansion to accommodate new manufacturing markets, and adding 26 new positions for a total of 110. Ten additional employees are anticipated before the end of the calendar year 2006.
- Al-Jon Manufacturing, LLC, a manufacturer of metal recycling equipment, announced a \$2.5 million, 35,000 sq. ft. expansion to enable growth into European markets. Thirty-one new jobs are anticipated.
- The Parks Companies started construction on a 38,000-foot livestock marketing/truck wash facility. Total investment is \$1.5 million and will employ 26.

Region 16 - Burlington

Southeast Iowa looks to a brighter future as economic developers, businesses and workforce professionals meet with consultants to review where the region stands and potential new directions for a positive future. Even though the region continues to experience the highest unemployment rates in Iowa, averaging 3,390 people unemployed every month, the region sees some bright prospects for the future. The unemployment rate for the region was six percent for the year, down half a percent from the previous year.

Region 16 WIA staff served over 700 Youth, Adults and Dislocated Workers during the program year.

Region 16 WIA staff made presentations reviewing our practices in youth services and the dual enrollment of TAA and WIA participants at venues including: the Heartland Conference; a DOL regional meeting in Nebraska; the Illinois state WIA conference; the Youth Conference in Chicago; and the Association of Iowa Workforce Partners.

WIA, working with partners, uses an array of resources to meet the challenges presented by plant closures and business staff reductions. Among the programs and services used to assist people seeking employment are the following:

- Provided over 500 workshops throughout the year. Key topics include resume writing, interview skills, job search success, and financial budgeting.

- Led efforts for the region's sixth annual regional job fair, with over 40 businesses participating. The location moved to Keokuk offered new opportunities for businesses and attendees.
- Dual enrollment of individuals entitled to Trade Adjustment Act benefits in the WIA program to provide local case management and to expand services available to individuals, enhancing chances for success. Over 200 people were able to utilize this dual enrollment during the year.
- Region 16, in collaboration with the Southeastern Community College (SCC) Center for Business and Industry Services (CBIS), initiated a construction training program designed to train workers for a career path from entry through management positions. This partnership resulted in the graduation of the first class, all of whom earned a National Center for Construction Education and Research (NCCER) certification and a job!
 - ◆ WIA recruited participants, purchased small tools for Burlington, identified and purchased the NCCER curriculum, and paid instructors.
 - ◆ CBIS provided training for the instructors, sent two instructors for training to become master trainers, and purchased small tools for the Keokuk start up.
 - ◆ Contractors provided paid and work experience worksites, and recruited trainers.
 - ◆ SCC provided classroom space.
 - ◆ The electrical union reviewed the program as a potential stepping stone to electrical training.
- WIA programs for youthful offenders reduced the recidivism rate among participants, showing a cost savings of over \$180,000 based on normal rates of recidivism and the costs of incarceration.



VIII. Performance Reports

The following reports provide Performance Measure results for Program Year 2005. Reports are available as follows:

- A. Customer Satisfaction
- B. Adult
- C. Dislocated Worker
- D. Older Youth
- E. Younger Youth

7/10/2006

WIA Customer Satisfaction Performance Levels - PY2005

Region	Employer Satisfaction			Participant Satisfaction		
	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg
1	79%	76%	61%	81%	76%	61%
2	73%	76%	61%	90%	76%	61%
3	76%	76%	61%	68%	76%	61%
4	72%	76%	61%	88%	76%	61%
5	78%	76%	61%	74%	76%	61%
6	76%	76%	61%	89%	76%	61%
7	76%	76%	61%	76%	76%	61%
8	73%	76%	61%	93%	76%	61%
9	71%	76%	61%	80%	76%	61%
10	68%	76%	61%	74%	76%	61%
11	76%	76%	61%	68%	76%	61%
12	72%	76%	61%	73%	76%	61%
13	74%	76%	61%	87%	76%	61%
14	79%	76%	61%	83%	76%	61%
15	78%	76%	61%	71%	76%	61%
16	78%	76%	61%	85%	76%	61%
State	75%	76%	61%	79%	76%	61%

WIA Adult Performance -- PY2005 Annual Report

Region	Entered Employment Rate			Employment Retention Rate			Earnings Change 6 Mos.			Employment & Credential Rate		
	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg
1	89.7%	83%	66.4%	93.8%	85%	68.0%	\$8,421	\$3,400	\$2,720	69.4%	61%	48.8%
2	69.2%	83%	66.4%	94.7%	85%	68.0%	\$5,863	\$3,400	\$2,720	53.8%	61%	48.8%
3	100.0%	83%	66.4%	100.0%	85%	68.0%	\$14,837	\$3,400	\$2,720	100.0%	61%	48.8%
4	66.7%	83%	66.4%	100.0%	85%	68.0%	\$6,489	\$3,400	\$2,720	66.7%	61%	48.8%
5	81.3%	83%	66.4%	80.0%	85%	68.0%	\$3,506	\$3,400	\$2,720	68.8%	61%	48.8%
6	86.7%	83%	66.4%	86.7%	85%	68.0%	\$4,047	\$3,400	\$2,720	73.7%	61%	48.8%
7	82.8%	83%	66.4%	92.3%	85%	68.0%	\$5,757	\$3,400	\$2,720	53.6%	61%	48.8%
8	75.0%	83%	66.4%	100.0%	85%	68.0%	\$9,156	\$3,400	\$2,720	66.7%	61%	48.8%
9	91.3%	85%	68.0%	78.8%	85%	68.0%	\$1,554	\$3,900	\$3,120	57.4%	61%	48.8%
10	78.8%	83%	66.4%	75.6%	85%	68.0%	\$2,089	\$3,400	\$2,720	53.7%	61%	48.8%
11	82.6%	84%	67.2%	84.2%	85%	68.0%	\$6,638	\$3,800	\$3,040	62.5%	61%	48.8%
12	95.7%	83%	66.4%	92.9%	85%	68.0%	\$5,618	\$3,400	\$2,720	65.4%	62%	49.6%
13	81.8%	83%	66.4%	88.0%	85%	68.0%	\$4,545	\$3,400	\$2,720	75.0%	61%	48.8%
14	96.0%	83%	66.4%	96.6%	85%	68.0%	-\$2,144	\$3,400	\$2,720	90.0%	61%	48.8%
15	86.4%	83%	66.4%	68.8%	85%	68.0%	\$3,675	\$3,400	\$2,720	66.7%	61%	48.8%
16	87.0%	84%	67.2%	97.1%	82%	65.6%	\$4,464	\$4,000	\$3,200	54.5%	57%	45.6%
State	85.5%	83%	66.4%	87.1%	85%	68.0%	\$4,189	\$3,400	\$2,720	64.4%	61%	48.8%

5/16/2006

WIA Dislocated Worker Performance -- PY2005-3

Region	Entered Employment Rate			Employment Retention Rate			Earnings Replacement 6 Mos.			Employment & Credential Rate		
	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg
1	85.5%	87%	69.6%	94.4%	90%	72.0%	-\$127	\$ (1,700)	\$ (2,040)	80.2%	67%	53.6%
2	91.3%	87%	69.6%	91.7%	90%	72.0%	\$751	\$ (1,700)	\$ (2,040)	88.9%	67%	53.6%
3	100.0%	87%	69.6%	100.0%	90%	72.0%	\$786	\$ (1,700)	\$ (2,040)	66.7%	67%	53.6%
4	100.0%	87%	69.6%	100.0%	90%	72.0%	-\$700	\$ (1,700)	\$ (2,040)	83.3%	67%	53.6%
5	100.0%	87%	69.6%	100.0%	90%	72.0%	\$1,859	\$ (1,700)	\$ (2,040)	85.7%	67%	53.6%
6	89.3%	87%	69.6%	97.0%	90%	72.0%	-\$565	\$ (1,700)	\$ (2,040)	71.4%	67%	53.6%
7	96.2%	87%	69.6%	92.3%	90%	72.0%	\$2	\$ (1,700)	\$ (2,040)	78.3%	67%	53.6%
8	100.0%	87%	69.6%	100.0%	90%	72.0%	-\$686	\$ (1,700)	\$ (2,040)	80.0%	67%	53.6%
9	93.7%	90%	72.0%	90.8%	90%	72.0%	-\$1,623	\$ (1,500)	\$ (1,800)	57.4%	64%	51.2%
10	89.3%	87%	69.6%	88.1%	90%	72.0%	-\$1,754	\$ (1,700)	\$ (2,040)	63.8%	67%	53.6%
11	86.8%	89%	71.2%	90.9%	91%	72.8%	\$1,211	\$ (1,800)	\$ (2,160)	55.6%	65%	52.0%
12	92.5%	87%	69.6%	98.0%	90%	72.0%	-\$898	\$ (1,700)	\$ (2,040)	83.3%	67%	53.6%
13	91.2%	87%	69.6%	86.7%	90%	72.0%	\$1,088	\$ (1,700)	\$ (2,040)	83.9%	67%	53.6%
14	93.8%	87%	69.6%	93.2%	90%	72.0%	-\$4,907	\$ (1,700)	\$ (2,040)	95.0%	67%	53.6%
15	83.3%	87%	69.6%	89.4%	90%	72.0%	\$2,510	\$ (1,700)	\$ (2,040)	70.8%	67%	53.6%
16	90.7%	88%	70.4%	95.8%	89%	71.2%	-\$219	\$ (1,700)	\$ (2,040)	73.9%	68%	54.4%
State	89.7%	87%	69.6%	92.8%	90%	72.0%	-\$619	\$ (1,700)	\$ (2,040)	73.7%	67%	53.6%

WIA Older Youth Performance -- PY2005-3

Region	Entered Employment Rate			Employment Retention Rate			Earnings Change 6 Mos.			Employment & Credential Rate		
	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg
1	85.5%	81%	64.8%	88.9%	84%	67.2%	\$6,240	\$3,700	\$2,960	62.5%	58%	46.4%
2	100.0%	81%	64.8%	60.0%	84%	67.2%	\$897	\$3,700	\$2,960	71.4%	58%	46.4%
3	100.0%	81%	64.8%	100.0%	84%	67.2%	\$8,814	\$3,700	\$2,960	62.5%	58%	46.4%
4	100.0%	81%	64.8%	100.0%	84%	67.2%	\$7,582	\$3,700	\$2,960	33.3%	58%	46.4%
5	66.7%	81%	64.8%	100.0%	84%	67.2%	\$5,389	\$3,700	\$2,960	75.0%	58%	46.4%
6	100.0%	81%	64.8%	100.0%	84%	67.2%	\$1,328	\$3,700	\$2,960	50.0%	58%	46.4%
7	100.0%	81%	64.8%	75.0%	84%	67.2%	\$3,006	\$3,700	\$2,960	61.1%	58%	46.4%
8	100.0%	81%	64.8%	66.7%	84%	67.2%	\$5,841	\$3,700	\$2,960	100.0%	58%	46.4%
9	86.4%	79%	63.2%	95.5%	86%	68.8%	\$3,518	\$3,600	\$2,880	44.0%	55%	44.0%
10	87.5%	81%	64.8%	100.0%	84%	67.2%	\$2,138	\$3,700	\$2,960	60.9%	58%	46.4%
11	75.0%	81%	64.8%	100.0%	80%	64.0%	\$6,601	\$4,200	\$3,360	60.0%	60%	48.0%
12	80.0%	81%	64.8%	94.1%	84%	67.2%	\$1,146	\$3,700	\$2,960	42.9%	58%	46.4%
13	100.0%	81%	64.8%	90.0%	84%	67.2%	\$2,711	\$3,700	\$2,960	75.0%	58%	46.4%
14	100.0%	81%	64.8%	100.0%	84%	67.2%	\$14,871	\$3,700	\$2,960	100.0%	58%	46.4%
15	100.0%	81%	64.8%	50.0%	84%	67.2%	\$3,491	\$3,700	\$2,960	33.3%	58%	46.4%
16	88.9%	85%	68.0%	80.0%	80%	64.0%	\$2,021	\$3,200	\$2,560	57.9%	64%	51.2%
State	89.7%	81%	64.8%	89.9%	84%	67.2%	\$3,548	\$3,700	\$2,960	58.9%	58%	46.4%

N/A indicates that there were no participants exited who qualified in that category.

5/16/2006

WIA Young Youth Performance - PY2005-3

Region	Skill Attainment Rate			HS Diploma/GED Attainment Rate			Retention Rate		
	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg	Actual	Negotiated	80% of Neg
1	85.3%	74%	59.2%	81.3%	75.0%	60.0%	85.7%	75.0%	58.0%
2	0.0%	74%	59.2%	0.0%	75.0%	60.0%	50.0%	75.0%	60.0%
3	95.0%	74%	59.2%	80.0%	75.0%	60.0%	100.0%	75.0%	60.0%
4	81.8%	74%	59.2%	100.0%	75.0%	60.0%	50.0%	75.0%	60.0%
5	81.3%	74%	59.2%	85.7%	75.0%	60.0%	83.3%	75.0%	60.0%
6	100.0%	74%	59.2%	100.0%	75.0%	60.0%	100.0%	75.0%	60.0%
7	65.4%	74%	59.2%	94.1%	75.0%	60.0%	68.8%	75.0%	60.0%
8	100.0%	74%	59.2%	N/A	75.0%	60.0%	N/A	75.0%	60.0%
9	66.3%	72%	57.6%	70.8%	70.0%	56.0%	89.2%	73.0%	58.4%
10	81.1%	74%	59.2%	60.0%	75.0%	60.0%	85.0%	75.0%	60.0%
11	77.4%	74%	59.2%	71.4%	76.0%	60.8%	72.7%	78.0%	62.4%
12	37.5%	74%	59.2%	25.0%	75.0%	60.0%	100.0%	75.0%	60.0%
13	71.4%	74%	59.2%	66.7%	75.0%	60.0%	63.6%	75.0%	60.0%
14	72.7%	74%	59.2%	100.0%	75.0%	60.0%	75.0%	75.0%	60.0%
15	42.3%	74%	59.2%	60.0%	75.0%	60.0%	50.0%	75.0%	60.0%
16	57.4%	74%	59.2%	53.8%	75.0%	60.0%	85.7%	76.0%	60.8%
State	72.8%	74%	59.2%	68.0%	75.0%	60.0%	77.0%	75.0%	60.0%