2005

STATE OF IOWA

ANNUAL REPORT

VISION

Envisions a future where Iowa has safe workplaces, a productive and economically secure workforce, and where Iowans are prepared for an ever-changing future

MISSION

Contribute to Iowa's economic growth by providing quality, customer-driven services that support prosperity, productivity, health and safety for Iowans

SMART RESULTS
FISCAL YEAR 2005 ANNUAL REPORT

IOWA WORKFORCE DEVELOPMENT ®

WORKFORCE DEVELOPMENT

RICHARD RUNNING

DIRECTOR

FROM THE DIRECTOR

Governor Vilsack's visionary goals for transforming Iowa's economy are realized through the creation of new, higher paying jobs; an educated, highly skilled workforce; and working communities that support the health, safety and wellbeing of all Iowans.

Iowa Workforce Development and our service partners are proud to be an integral part of achieving these goals for the state. During fiscal year 2005 (July 1, 2004 to June 30, 2005) we have realized tremendous successes for the betterment of Iowa. From the creation of additional New Iowan Centers to the Helmets to Hardhats program; the development of an Employer Benefits Survey to a technology intensive redesign of the labor exchange system; a consistently stable UI tax rate to the initiation of Kaizen process improvement programs, Iowa's workforce system continually seeks to positively affect Iowa's economy.

I encourage you to review our accomplishments of the past fiscal year. We are proud of our successes and look forward to our new challenges. In the memorable words of Henry Ford, "coming together is a beginning; keeping together is progress; working together is success".

Richard V. Running

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"Guiding Principals"

- ***Integrity***
- ***Honor and respect for diversity***
- ***Results oriented***
- ***Collaboration and partnership***
- ***Data-driven decision making***
- ***Customer focus***
- ***Pro-active leadership in a changing economy***
- ***Model the characteristics of a high performance workplace. These characteristics include:***

  1. Investing in the knowledge and skills of the workers
  2. Striving to continually improve processes
  3. Building flexibility, responsiveness and innovation into the workplace
  4. Fostering teamwork
  5. Effectively deploying technology
  6. Tracking rapidly changing conditions, and
  7. Anticipating and responding quickly to changing customer needs and wants

IOWA'S LABOR FORCE

Iowa's economic climate changed for the better during the past fiscal year, as employers accelerated their hiring pace and growth throughout the state. The majority of the state's chief industry sectors witnessed an upswing in hiring, putting the state on track for a sustained period of growth. Good news since the statewide labor market had been in a "jobless recovery" since the 2001 recession ended.

Nonfarm employment increased for the first time since the recession, posting an average employment level of 1,463,000 for the year. A balanced mix of consumer spending, business investment, government spending and exports contributed toward these improved employment numbers.

Manufacturing accounted for over 4,000 of the 15,600 nonfarm jobs gained during fiscal year 2005. The resurgence in manufacturing played a pivotal role in taking the state's recovery to a higher level. Because of the industry's predominance in the state's nonfarm employment, it had a positive effect on hiring trends in other major industries. Manufacturing comprised 15.3 percent of the state's nonfarm employment during fiscal year 2005.

Business investment was a key factor behind the turnaround in the state economy. Encouraged by an improving economic outlook, companies once again began investing in order to position themselves for greater efficiency and greater productive capacity.

Iowa's labor force also grew in response to an improved job market. During the July 2004 through June 2005 period, the statewide labor force averaged 1,631,600 workers. This was a record level for the state, and nearly 12,000 higher than the previous year. The pickup in hiring also encouraged more Iowans to seek employment. As a result, the number of unemployed individuals topped out at 83,300 in March 2005. The statewide unemployment rate averaged 4.9 percent, which was up from the previous year's average of 4.6 percent.

IOWA WORKFORCE DEVELOPMENT OVERVIEW

Iowa Workforce Development envisions a future where Iowa has safe work places; a productive and economically secure workforce; and where Iowans are prepared for an ever changing future. In conjunction with state and local economic development efforts, IWD also assists businesses in fulfilling their continually adapting workforce needs. Iowa Workforce Development provides a significant number of services mandated by state and federal laws and regulations.

Major products and services of Iowa Workforce Development are:

- Workforce Center Services (Services to assist businesses to identify and hire productive employees, and workers to obtain jobs and achieve career growth.)

- Compliance Assistance and Enforcement (Various activities to enhance the economic security, safety and health of Iowans.)

- Unemployment Insurance (Benefits for persons who have lost their job through no fault of their own.)

- Workforce Information and Analysis (Data for business, schools, individuals, economic developers, and government to allow them to make informed choices about careers, expansions, wage levels, etc.)

Iowa Workforce Development strives to improve the income, productivity and safety of all Iowans

Major products and services of IWD include:

- ***Workforce center services***
- ***Compliance assistance and enforcement***
- ***Workforce information and analysis***
- ***Adjudication, compliance, and education***
- ***Resource management***

IOWA WORKFORCE DEVELOPMENT OVERVIEW

- Adjudication, Compliance, and Education (Adjudication of income support issues for workers who have been injured on the job and unemployment insurance appeals.)

- Resource Management (Internal services, such as human resources, financial and budget support, public relations, etc., that support the department as a whole.)

We provide services through a statewide delivery system developed in conjunction with our workforce development partners. Administrative staff is centralized in two offices in Des Moines located at 1000 East Grand Avenue and 150 Des Moines Street. In 1999, the Unemployment Insurance Service Center was established at 150 Des Moines Street. The Unemployment Insurance Service Center handles a substantial share of new and continued claims.

IWD maintains a network of local centers within 16 defined regions. Each region has a full--service workforce development center with a network of itinerant and satellite offices. Many centers are shared by multiple workforce partners, including non-profit organizations, the Department of Human Services, Vocational Rehabilitation, and community colleges.

During fiscal year 2005, IWD had 753 employees working in the Administrative office, UI Service Center and 71 points of service providing for all 99 counties.

Current authorized positions are classified as:

Service/Maintenance (<1%)
Office/Administrative (6%)
Technician (9%)
Paraprofessional (2%)
Administrative Support (12%)
Professional (70%)

IWD employees are represented by two unions; the American Federation of State, County and Municipal Employees and Iowa United Professionals.

IOWA WORKFORCE DEVELOPMENT OVERVIEW

Through a comprehensive Web site, Iowa Workforce Development also provides customer access to major services, such as posting résumés, basic service information, filing unemployment insurance claims, and labor market information, 24 hours a day, seven days a week.

These services are found on the family Web sites:

- General information about the department can be found at www.iowaworkforce.org
- The IowaJobs Web site at www.iowajobs.org lists more than 15,000 job openings daily
- The Iowa Works Web site at www.iowaworks.org is designed for Iowa employers

Iowa Workforce Development, established in 1996, is a department within the executive branch of state government. At the time, the Department of Employment Services and portions of the Departments of Economic Development and Human Rights were merged with the purpose of administering the laws of Iowa relating to unemployment insurance, job placement and training, employment safety, labor standards, workers' compensation and others.

The agency is a proactive, customer-driven organization committed to providing quality services to all Iowans. Under Director Richard Running, the department provides services through six divisions: Administrative Services, Labor Services, Policy and Information, Unemployment Insurance, Workers' Compensation, and Workforce Center Administration.

IOWA WORKFORCE DEVELOPMENT OVERVIEW

The Unemployment Insurance Division is updating the current tax system in to a technology intensive, Web based program

Iowa Workforce Development's emphasis is on voluntary compliance through education and preventative services

The Workers' Compensation Division performs three core functions: adjudicating disputed workers' compensation claims, enforcing compliance standards and educating Iowans about workers' compensation law and procedures. The Workers' Compensation Commissioner, oversees this division of Iowa Workforce Development. The staff consists of eleven deputy commissioners, four compliance administrators and seven clerical support persons. The division continued to reassess and revise its processes during FY05 in order to provide more prompt adjudication and more effective compliance enforcement. Reductions in the inventory of pending cases and adjudication delay were achieved for the third consecutive year. A first step of a multi-step plan to increase the focus on compliance enforcement was initiated by actively enforcing the requirement for filing first reports of injury. Division staff gave eighteen educational presentations on the topic of workers' compensation and the division website provided information to thousands of visitors.

The Unemployment Insurance Division continues the process of modernizing the current tax collection system into a paperless, electronic one. This is a technology intensive, three year initiative with an expected completion in late 2008.

IOWA WORKFORCE DEVELOPMENT OVERVIEW

The Workforce Center Administration Division is transitioning from two electronic labor exchange systems to one Internet-based, skills-based system with enhanced features for both job seekers and Iowa businesses.

Iowa Workforce Development, in conjunction with our partners, provides critical services through statewide, points of service to Iowa businesses and citizens

The Labor Services Division is responsible for the administration of state and federal statutes related to public health and safety and workforce and workplace issues. Iowa's Occupational Safety and Health Act administration is located within the department. Iowa Workforce Development's emphasis is on voluntary compliance through education and preventive services. In May, Dave Neil was appointed as the new Labor Commissioner by Governor Vilsack. Dave's vision is to create a "culture of safety" throughout Iowa's labor force.

The Labor Services Division ensures the safety of more than 1.1 million working Iowans every year

The PROMISE JOBS program average statewide case load was 17,000+ participants

The Workforce Investment Act Adult Program served 983 individuals who averaged a $2,225 wage increase per quarter post program participation

PRODUCT & SERVICE RESULTS

Iowa Workforce Development provides a wide range of critical products and services to Iowans each year.

- Iowa employers submitted 421,984 job listings.
- Iowans accessed services during 388,579 separate sessions.
- 113,151 Iowans filed new claims for unemployment insurance benefits when they lost their job through no fault of their own.
- The New Iowan Centers provided 2,476 families with 18,707 different services statewide.
- 20,368 persons were injured and received workers' compensation benefits during fiscal year 2005.
- 29,664 Iowans received answers to inquiries about workers' compensation laws.
- 993 employees received a decision in a contested workers' compensation claim and 4,641 received approval of a settlement of their claim.
- The IWD family of Web sites averaged over 7.2 million hits per month.
- More than 1.1 million Iowans are provided healthy, safe workplaces through the enforcement of Iowa's occupational health and safety laws.

PRODUCT & SERVICE RESULTS

JOB TRAINING

The Workforce Investment Act (WIA) provides eligible Iowans training services with the goal of obtaining full time employment. The percentage of adult, youth and dislocated workers who have received WIA training services and entered employment has steadily increased over time. Iowa continually meets or exceeds the performance measures set forth by the U.S. Department of Labor for WIA programs.

UNEMPLOYMENT INSURANCE

Efficient administration of the Unemployment Insurance (UI) system is critical in providing unemployed Iowans with temporary income support when they lose their job through no fault of their own. The Tax Performance System (TPS) and the Benefits Accuracy Measurement (BAM) determine the efficiency of the unemployment insurance system. The TPS examines small random samples of basic tax functions to evaluate the UI tax operation's work products. The BAM determines the accuracy of UI benefit payments by thorough reviews of random samples of payments. Data collected from both programs are used as a basis for program improvement. The goal is to maintain the BAM at 92 percent or better and the TPS at 94 percent or better.

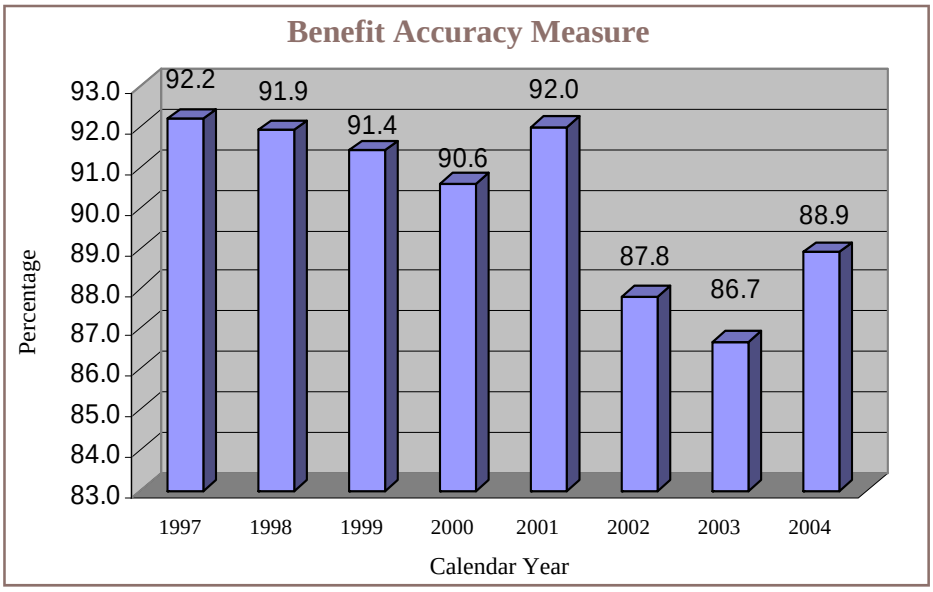
The quality of unemployment insurance appeals processed is measured by the percentage of appeals that meet the U.S. Department of Labor's quality standards. 95% of all cases must score 85% or better. IWD consistently meets quality standards in 95-98+% of UI cases.

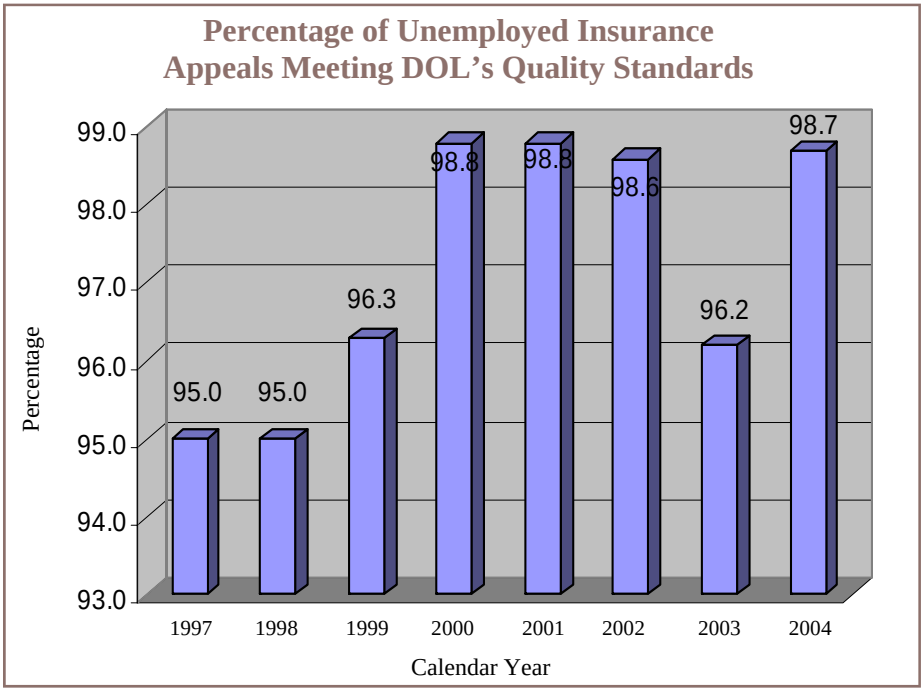
The Workforce Investment Act provides eligible Iowans training services with the goal of obtaining full-time employment

PRODUCT & SERVICE RESULTS

UNEMPLOYMENT INSURANCE

Data collected from the Benefit Accuracy Measure and Tax Performance System are used as a basis for program improvement





98.7 percent of unemployment insurance appeals meet the Department of Labor's quality standards

PRODUCT & SERVICE RESULTS

LABOR SERVICES

The Labor Services Division provides numerous services to the citizens and businesses of Iowa. A key measure of workforce health and safety is the occupational injury and illness incidence rate (the number of workplace injuries and illnesses per 100 employees). Due to increased compliance with health and safety regulations by Iowa businesses and better targeting of OSHA enforcement activities to high incidence rate industries, this rate has declined steadily each year since 1994. Iowa OSHA is redesigning procedures with the goal to lower the rate even further during the next few years.

The Labor Services Division also is responsible for ensuring the safety of Iowans through amusement ride permits and inspections and elevator and boiler permits and inspections. There were no serious injuries reported from fiscal year 1995 through fiscal year 2005 as a result of boiler or pressure vessel accidents.

The OSHA Consultation Bureau strives to constantly improve their response rate to businesses requesting consultation services. The goal is to respond to requests within 60 days. 405 consultations were conducted throughout FY 2005 in the private, public and educational sector. These consultations identified 1,592 serious hazards and 263 additional hazards.

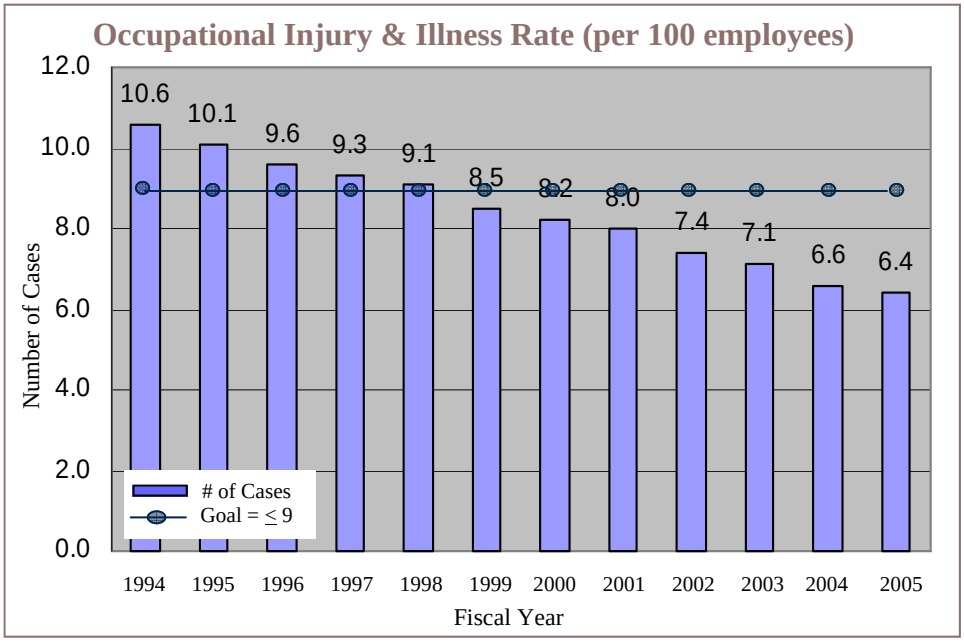
The Labor Services Division strives to promote a "culture of safety" for all Iowans and employers

405 OSHA consultations provided for enhanced safety measures for 74,179 Iowa employees.

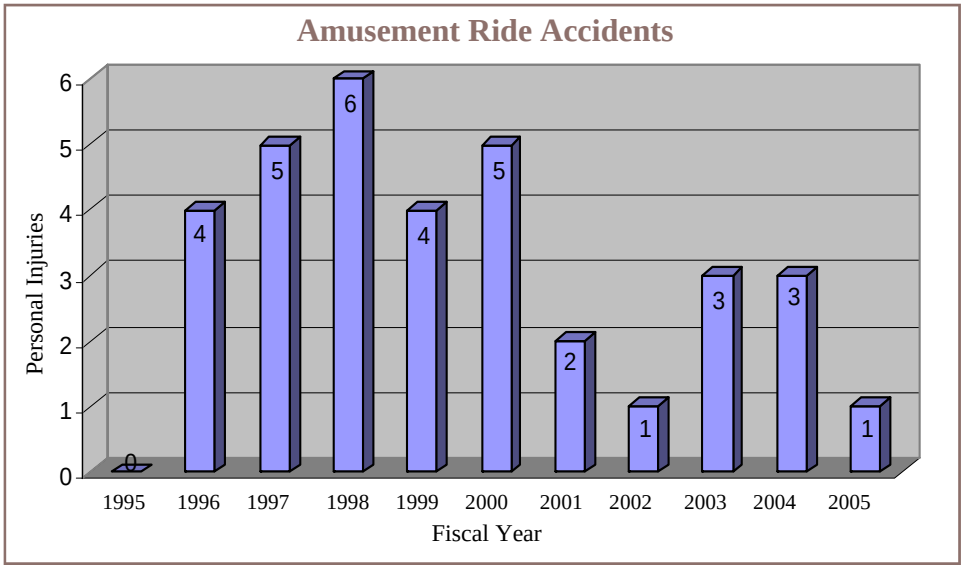
PRODUCT & SERVICE RESULTS

LABOR SERVICES

Number of occupational injury and illness cases continued to decline each year



In Fiscal Year 2005, one amusement ride personal injury case was reported



PRODUCT & SERVICE RESULTS

LABOR SERVICES ACCOMPLISHMENTS

Amusement Ride Safety Program
Permits Issued 127
Fees Generated $95,105
Personal Injury Reports 1

Electrical Inspections 542
Mechanical and Electrical Inspections 699
Inflatables Inspections 311
TOTAL INSPECTIONS 1,552

Asbestos Program
Individual Licenses Issued……....1,170
Company Permits……..……75
Fees Collected……..…..$76,820

Boiler Safety Program Inspection Type	Number	Fees Invoiced
State	2,686	$108,424
Private	17,094	$252,395
TOTAL	19,780	$359,819

Special Inspector Commissions
Granted……....145 Fees Generated……..…$4,350

Elevator Safety Program
Operating Permits Issued 3,392
Inspections Conducted 2,357
Fees Generated $209,755

Construction Contractor Registration
Registrations Issued 7,979
Registration Fees Collected $195,100
Citations Issued 166
Penalties Collected $11,700

Wage Collection Cased
Claims Opened……...880 Claims Closed……...886
Amount Collected……..…$127,667

Professional Athletics Program
Revenues Collected…….……$32,212
Licenses Issued: Wrestling…..13 Boxing…..17

IOSH Consultation Activities
Education and Public Sector
Educational Seminars……...63 Attendance 4,593
Ten-Hour Classes Conducted...46 Attendance 923
Consultations Conducted 35
Serious Hazards Identified 93
Other-Than-Serious Hazards Identified 11
Employees Covered 2,869

Private Sector
Consultations Conducted 370
Serious Hazards Identified 1,499
Other-Than-Serious Hazards Identified 252
Employees Covered 71,310

Voluntary Protection Program (VPP)
Active Facilities…….28 Inactive Facilities……..4
Facilities Recertified…1 New Facilities……...6

IOSH Monitoring & Enforcement Activities
Discrimination Cases
Opened……..…25 Dismissed…..……...20
Settled……3 Referred to Federal Office...1
Appealed.....(denied) 3
TOTAL……..52

Limited to discrimination allegations by an employee against an employer for exercising his/her right under the Iowa Occupational Safety and Health Act.

Safety & Health Violations	Number	Percent
Serious Violations	581	54.8
Willfull Violations	0	0.0
Repeat Violations	24	2.3
Other Violations	453	42.7
Failure to Abate Violations	2	0.2
TOTAL	1,060	100.0

Average of 0.6 violations per 100 employees covered.

Work Related Fatalities CY 2004	Number	Percent
Subject to IOSH/OSHA Regulations	26	31.7
Not Subject to IOSH/OSHA Regulations	56	58.3
TOTAL	82	100.0

PRODUCT & SERVICE RESULTS

LABOR SERVICES ACCOMPLISHMENTS

Work Related Fatalities By Cause of Death CY 2004
Subject to IOSH/OSHA Inspections & Standards

Cause of Death	Number	Percent
Falls	10	12.2
Chushing Injuries	3	3.7
Struck By or Against An Object	4	4.9
Exposure to Harmful Substances	1	1.2
Suffocation	3	3.7
Tractor Rollover	1	1.2
Caught in Equipment	1	1.2
Heart Attack	2	2.4
Drowning	1	1.2
TOTAL	26	31.7

Work Related Fatalities By Cause of Death CY 2004
Not Subject to IOSH/OSHA Inspections & Standards

Cause of Death	Number	Percent
Assaults & Violent Acts	5	6.1
Falls	4	4.9
Struck By or Against An Object	12	14.6
Caught in Equipment	5	6.2
Highway Transportation	13	15.9
Struck By A Vehicle	4	4.9
Non-Highway	13	15.9
TOTAL	56	68.3

Work Related Fatalities By Cause of Death CY 2004	Number	Percent
Subject to IOSH/OSHA	26	31.7
Not Subject to IOSH/OSHA	56	68.3
TOTAL	82	100.0

Safety & Health Inspections	Number	Percent
Private Sector Inspections	519	97.2
Public Sector Inspections	15	2.8
TOTAL	534	100.0
Safety Inspections	348	65.2
Health Inspections	186	34.8
TOTAL	534	100.0
Accident Inspections	23	4.3
Complaint Inspections	152	28.5
General Schedule Inspections	157	29.4
Referral Inspections	103	19.3
Follow-Up Inspections	4	0.7
Other Related Inspections	95	17.8
TOTAL	534	100.0

Penalty Types	Amount
Serious Penalties Proposed	$579,213
Average Penalty Per Violation	*$997*
Willful Penalties Proposed	$0
Repeat Penalties Proposed	$41,910
Average Penalty Per Violation	*$1,746*
Other Penalties Proposed	$54,267
Average Penalty Per Violation	*$120*
Failure to Abate Penalties Proposed	$75,000
Average Penalty Per Violation	$37,500
TOTAL PENALTIES PROPOSED	$750,390

Employment By Industry VS. Work Related Deaths By Industry Calendar Year 2004

Industry Sector	Total Employment	Percent	Work Related Deaths	Percent
TOTAL Private Sector	**1,195,138**	**84.0**	**73**	**89.0**
Ag., Natural Resources & Mining	14,845	1.1	28	34.2
Construction	68,575	4.8	14	17.1
Manufacturing	223,130	15.7	11	13.4
Transportation & Public Utilities	55,834	3.9	7	8.5
Information	33,608	2.4	0	0.0
Wholesale Trade	66,035	4.6	3	3.7
Retail Trade	180,874	12.7	0	0.0
Finance, Insurance & Real Estate	96,777	6.8	0	0.0
Services	455,461	32.0	10	12.1
TOTAL Public Sector	**227,185**	**16.0**	**9**	**11.0**
GRAND TOTAL	**1,422,323**		**82**	

PRODUCT & SERVICE RESULTS

WORKERS' COMPENSATION

The Workers' Compensation Division recorded a third consecutive year of progress in FY05 following the record and near-record performance recorded in FY04 and FY03. The division continued to reevaluate and revise procedures. Resources were focused on the objectives of reducing adjudication delay and improving compliance enforcement. Progress was achieved despite the division operating with a level of resources that is approximately two-thirds of its long-term norm and one of the lowest per-capita levels of resources in the nation for state workers' compensation agencies. The Division of Workers' Compensation gives Iowans a great deal of value for their tax dollars.

Eleven deputy commissioners conducted 779 contested case hearings and issued 746 decisions. The average time for a case to remain pending from the date of the initiating petition until issuance of the decision was reduced 607 days. The average time from hearing to decision was reduced to 50 days. The inventory of cases pending at the hearing level was reduced to 4902.

Annual reports showing claim adjusting actions were required to be filed using Electronic Data Interchange (EDI) protocols. The division initiated active enforcement of the statutory requirement for First Reports of Injury (FROI) to be filed promptly after an injury is reported.

There were 20,368 first reports of injury filed with the division, a decrease of 1,499 from fiscal year 2004.

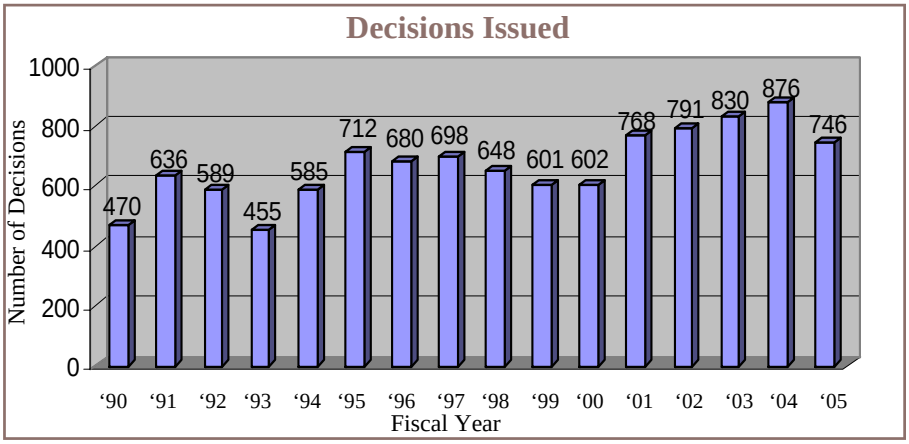
The eleven deputy commissioners conducted a record 779 contested case hearings and issued 746 decisions.

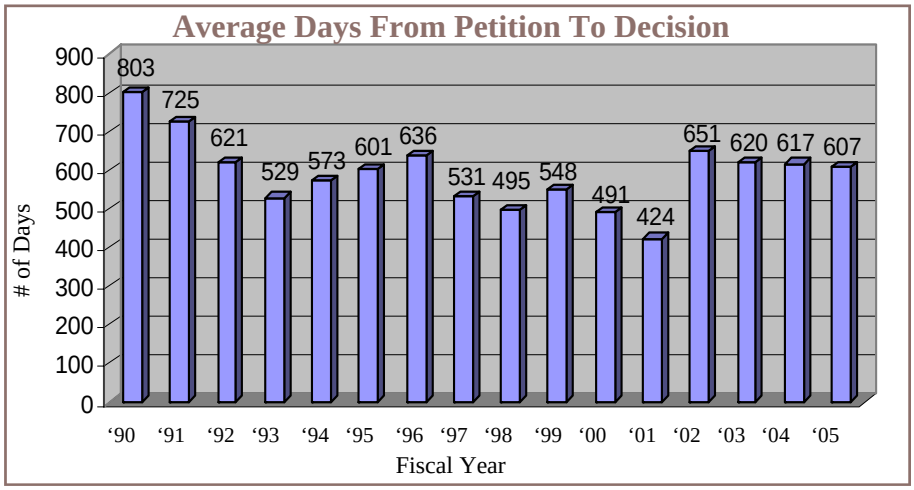
PRODUCT & SERVICE RESULTS

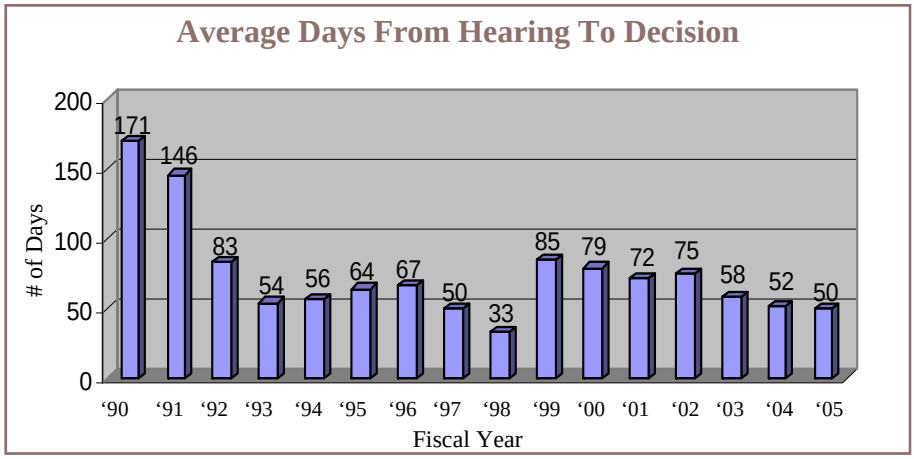
WORKERS' COMPENSATION

In the last 3 years, the average number of days for a Workers' Compensation case to reach a decision after a petition has been filed has decreased by 45 days

In the last 3 years, the average number of days for a Workers's Compensation case to reach a decision following the hearing has decreased by 23 days







POLICY & INFORMATION DIVISION

The Policy and Information Division coordinates the strategic planning initiatives of Iowa Workforce Development and oversees the development of labor market information. A large portion of the labor market information is produced in cooperation with the Bureau of Labor Statistics and the Employment and Training Administration of the U.S. Department of Labor. Workforce Trends describe areas of information in terms of their economic conditions, industries, labor supply, occupations, and wages. The information is specifically designed to assist customers with their business and career-related decisions.

Iowa recently received two awards for achievements in labor market information. The 2005 Labor Market Information Communications/Publications Awards were presented at the Annual LMI Directors' Conference in Kansas City. The award categories this year mirrored the Employment and Training Administration's (ETA) labor market and workforce information Core Product and Services grant deliverables. The ***Iowa Workforce Development Regional Profiles*** won first place in the Product or Service to Meet the Needs of State and Local Workforce Investment Board Customers category. Honorable mention was received for ***Regional Industry Cluster Report 2005 Northwest Iowa Developers*** in the Innovative Labor Market Information Research category.

In April 2005, the Division's new and improved Iowa Workforce Information Network (IWIN) was put into production. IWIN is available 24/7, free of charge, at: **iwin.iowaworkforce.org** The system offers quick and easy access to thousands of workforce statistics, timely articles, research publications and links to useful economic and job-related websites. A wide range of demographic

The ACES team assisted Louisiana and Mississippi with the task of estimating nonfarm employment in the aftermath of Hurricane Katrina

The Community Workforce Research and Development unit conducted 45 Laborshed studies across the state resulting in over 135 specific reports by community, regional group or industry.

POLICY & INFORMATION DIVISION

and economic statistics can be accessed by Iowa Workforce Development Regions or for any county within a specific region. Visitors to the system also have the option of downloading specific data for customized reports, tables, and graphs.

In early 2005, Project SEMI (Science Education Mobile Instruction) was rolled out as a biotechnology and life sciences lab on wheels. Iowa Workforce Development was one of several partners from both the private and public sectors that worked with the Heartland Area Education Agency to make this project possible. The Division's occupational staff assisted the partners in writing the grant and providing information on life sciences for students as well as a manual for educators. The mobile science lab will travel to central Iowa schools where students will experience real-world life sciences concepts. Science teachers will also use the lab for professional development.

The Automated Current Employment Statistics (ACES) team stepped up to the unusual challenge of assisting with the task of estimating nonfarm employment for Louisiana and Mississippi in the aftermath of Hurricane Katrina. Despite the problem of missing survey data, various parties came up with a method to generate nonfarm employment estimates for the areas devastated by the hurricane. These efforts were commended by Phil Rhones, Deputy Commissioner of the Bureau of Labor Statistics, when he testified before the Joint Economic Committee of Congress.

The Division continued its outreach to customers to facilitate the understanding of labor market information. Training was provided to IWD staff and partners, economic development groups, job seekers, students and Teachers.

Labor market information from Iowa Workforce Development is an important supplement to the census data that my customers and I use everyday. IWD employees have a strong commitment to outreach. They were enthusiastic presenters at the State Data Showcase, a program hosted by the State Data Center to introduce state employees to data from other state agencies, and it has been my pleasure to collaborate with IWD staff on joint demographic/workforce trend presentations at conferences and meetings.

Beth Henning, Coordinator
State Data Center
State Library of Iowa

POLICY & INFORMATION DIVISION

Participation on the Governor's Council of Economic Advisors continued for the second year, and staff also made presentations to the Regional Workforce Investment Boards (RWIBs) on workforce trends and products. Labor market information was provided to the local boards as assistance in preparing their two-year Workforce Investment Act (WIA) plans. The Division also evaluates the ability of the Unemployment Insurance (UI) Trust Fund to pay future UI benefits. Various economic assumptions are used to determine if the fund balance is sufficient to pay benefits through an extended economic downturn. Related duties include studying the financial impact of proposed changes in Iowa's unemployment compensation system, preparing federally required unemployment insurance reports, and determining triggers for extended benefits programs.

The Community Workforce Research and Development unit conducted 45 Laborshed Workforce studies resulting in 135 customized reports for the identified region and by industry.

The unit also initiated the process of collecting data on benefits offered by employers across the state. The data will be collected, processed and analyzed into a report available in early 2006 as an overview of the state, by industrial classification, and by employment ranges.

Once the statewide collection process is complete, the unit will then begin analyzing the data by self-identified regions within the state. Regional analysis will be completed on a first-come-first serve basis. Information will be reported as an overview of the region, by industrial classification, and by employment ranges depending upon the response rate of the region.

The Industrial Cluster Analysis study of the NW Iowa region provides the critical information needed to direct the marketing program that's now under construction for our six-county area. We see several benefits by collaborating with CEO's and Plant Managers by establishing cluster networking groups to identify buyer/ suppliers opportunities, closer ties with our educational institutions, and the recruitment of new companies or joint venture projects that will enhance the synergy within the cluster itself. We appreciate IWD's efforts in providing us another development tool.

Gary Blythe
Assistant City Administrator
Orange City, Iowa

WORKERS' COMPENSATION DIVISION

20,368 injuries were reported in FY05 with 3,553 petitions for benefits filed.

The Workers' Compensation Division has three core functions: adjudication of disputed workers' compensation claims, enforcement of compliance standards, and education of Iowans about workers' compensation law and procedures.

The Workers' Compensation Commissioner deployed staff and streamlined procedures to focus on core functions, improve productivity, and maintain essential services. Despite having the lowest level of staffing in over two decades, the division's performance improved in most functional areas with record levels being achieved in several areas each of the past two years.

Hearing-Level Adjudication

Adjudication occurs when a dispute arises over an employee's entitlement to benefits. Most injury claims are resolved without adjudication. During FY05 20,368 injuries were reported but only 3,553 petitions for benefits were filed. The number of new petitions fell for the third consecutive year due to fewer injuries occurring and a change in agency rules that eliminated a requirement for duplicate reports of the same injury.

The Compliance Task Force, adopted a plan for making long-term improvements in compliance monitoring and enforcement.

Workers' Compensation adjudication procedures resemble those used in the district court for non-jury cases. An injured worker files a petition seeking benefits. A period for preparing the case for hearing through motions, discovery and investigation follows. The eleven deputy commissioners conducted 779 hearings to decide claims in Des Moines or one of eleven other cities around the state and issued decisions on 746 claims. The inventory of pending cases fell to 4,902 from 5,593 at the end of

WORKERS' COMPENSATION DIVISION

FY04. The average time a case was pending while awaiting resolution by a hearing and decision fell by an additional 10 days over FY 2004. The average time from the date of hearing to the date the decision was issued fell to 50 days. Case inventories and waiting time had been increasing regularly prior to FY03. At the end of FY02 the inventory was 6,579 cases, the time for resolution averaged 651 days and the time from hearing to decision averaged 75 days. Rules that govern preparing cases for hearing and scheduling hearings were amended. The time consumed to resolve cases is directly related to the size of the inventory and number of staff. Further improvement is expected as the staff continues to reduce the existing inventory.

Appeal-Level Adjudication

Any party dissatisfied with a deputy commissioner's decision can appeal to the commissioner for a de novo review of the case. The large number of decisions at the hearing level produced a large number of appeals. Staff that formerly assisted the commissioner with appeals was shifted in 2003 to hearing-level adjudication so fewer people would be impacted by delay. The number of appeal decisions issued in FY05 was comparable to prior years but the large number of new appeals caused the inventory of pending appeal cases to grow and the average age of fully submitted pending appeal cases to increase. Effort must be made to decide whether appeal-level adjudication adds sufficient quality to the adjudication product to warrant increasing its resources.

420 cases were appealed to the Workers' Compensation Commissioner in FY2005

The average time from the date of hearing to the date the decision was issued fell to 50 days

WORKERS' COMPENSATION DIVISION

Compliance administrators responded to 29,664 requests for information about workers' compensation law

4,641 settlement cases were reviewed for approval

Compliance

Compliance administrators monitor injury and claim payment reporting, acting as ombudsmen. They responded to 29,664 requests for information about workers' compensation law and reviewed 4,641 settlements for approval. The statute that governs settlements was amended to give the parties greater control over the terms of their settlements. Injury and claim payment data is reported to the agency using the Electronic Data Interchange (EDI). Director Running assembled a Compliance Task Force and the plan it adopted was enacted into law during FY05. The division initiated the first of several steps by actively enforcing the statutory requirement for filing a First Report of Injury promptly after the employer learns of the claimed injury. The division is preparing to move to the next step, actively enforceing the requirement for Annual Reports to keep the database of open claims current. In future years the EDI database will be used to monitor claim payment practices as part of the compliance plan.

Education

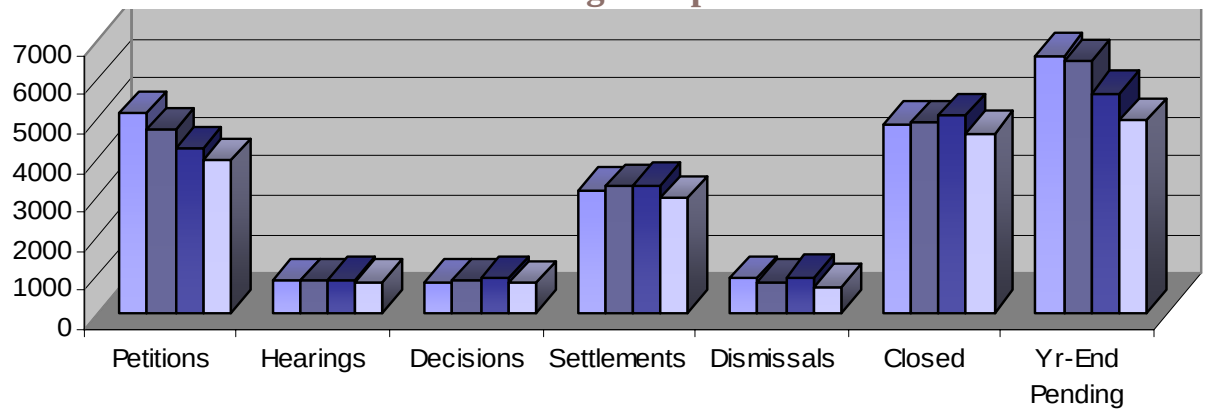
The division provides information about workers' compensation law and procedures to the public on the Web, including news and updates, EDI materials, weekly benefit schedules, summaries of recent appeal decisions and access to the hearing schedule. The division issues publications that disseminate information about workers' compensation law, including a brochure that is mailed to every person with a reported injury. The commissioner and other staff gave eighteen presentations on workers' compensation law and procedures at meetings, conferences or seminars for attorneys, insurance personnel, employee groups and employer groups.

WORKERS' COMPENSATION DIVISION

Appeal Activity

WORKERS' COMPENSATION CASES OPENED				WORKERS' COMPENSATION CASES CLOSED						
Fiscal Year	Appeals	Remands	Opened	Fiscal Year	Decisions	Dismissals	Settled	Misc	Closed	Inventory
1996	301	11	312	1996	161	13	51	28	253	226
1997	325	14	339	1997	202	22	50	26	300	265
1998	336	8	344	1998	231	18	42	22	313	296
1999	326	48	374	1999	235	20	45	30	330	340
2000	358	11	367	2000	404	40	50	3	497	210
2001	413	12	425	2001	318	13	35	44	410	225
2002	361	3	364	2002	276	19	49	43	387	202
2003	414	53	467	2003	274	20	55	55	404	265
2004	452	17	469	2004	336	31	82	47	496	238
2005	394	26	420	2005	247	36	53	0	336	321

Annual Hearing Comparison



Fiscal Year	Petitions	Hearings	Decisions	Settlements	Dismissals	Closed	Yr-End Pending
2002	5107	822	791	3151	869	4811	6573
2003	4685	814	830	3220	803	4851	6414
2004	4186	840	875	3253	901	5030	5593
2005	3891	779	746	2928	685	4573	4902

WORKFORCE CENTER ADMINISTRATION

The Workforce Investment Act program is delivered thorough service providers located in Iowa's sixteen regions, and is directed locally by Regional Workforce Investment Boards

The Division of Workforce Center Administration provides a variety of information, training, and employment-related services to businesses, job seekers, and the general public. The Division administers and facilitates these services through a network of offices and contracted service providers.

Primary customer contact occurs in Workforce Development Centers located in each of Iowa's sixteen regions. Following federal Workforce Investment Act guidelines, these offices operate as "One-Stop Service Centers" in which services, programs, and employment-related activities are delivered by a partnership of state and local agencies.

The Division's primary functions are services for employment (labor-exchange), training services, business services, and targeted population activities.

Employment Services

In IWD offices, the basic "labor exchange" operation occurs as businesses list their job openings and are matched with job seekers. Recognizing the value of this service is directly impacted by customer proximity, IWD offers seventy points of service access through a network of full-time, part-time, and satellite offices, along with extensive web-based services.

Active job seekers averaged over 166,600 each quarter during FY05

The service locations offer more than basic job placement. Job seekers enjoy access to computerized resource centers for career exploration, resume preparation, skills assessment and testing, job search, on-line work registration, and on-line unemployment

WORKFORCE CENTER ADMINISTRATION

insurance claims filing. During this year, 70,185 individuals accessed services during 388,579 separate sessions. Workforce Centers also offer job seekers access to a variety of skill building workshops, job search assistance curriculum and individual case management. Enhanced services are provided to jobseekers who are Veterans. Additional federal funding is provided for this purpose.

The demand for employment services and the success of the workforce centers is evidenced below:

For the 4 Quarters Ending 6-30-05	9/30/04	12/31/04	3/31/05	6/30/05
Total Active Job Seekers	170,379	157,695	170,073	168,480
Entered Employment Rate	66%	72%	73%	73%
Total Active Vet Job Seekers	13,824	11,749	13,535	13,072
Vet Entered Employment Rate	55%	64%	68%	69%
Job Openings Received	103,639	103,806	107,884	106,655

Training Services

The Division administers and oversees a number of federally funded training programs directed at specific populations. These include services for youth and dislocated workers, individuals on welfare, and those who have barriers to becoming successfully employed.

Trade Adjustment Act: This program provides employment and training benefits to individuals displaced from their jobs because of foreign competition and jobs are lost because the work activity was either moved out of the U.S. or as a direct result of foreign imports. As in previous years, FY05 saw a continued need for the TAA program, as 9 petitions were approved for services, impacting 1,212 workers.

WORKFORCE CENTER ADMINISTRATION

Adult participants achieving employment after program participation earned an average of $2,225 more per quarter than they earned prior to participation

Workforce Investment Act: The Workforce Investment Act program is delivered thorough service providers located in Iowa's sixteen regions, and is directed locally by Regional Workforce Investment Boards. The Division provides state-level administration and oversight of these activities. Services are provided to Adults, Youth, and Dislocated Workers.

Adults: 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. Adult program funds are limited; therefore priority for provision of intensive and training services is given to adults who are low-income or welfare recipients. During FY05, the WIA Adult program served 983 participants at a cost of $2,212,021. Adult participants achieving employment after program participation earned an average of $2,225 more per quarter than they earned prior to participation. All four adult program performance measures were achieved at the Department of Labor (DOL) required performance levels.

Local partnership development has increased as fewer resources are available to provide services to youth with barriers to education and employment success.

Youth: The WIA Youth Program works to improve the long-term employability of youth (14 through 21), enhance the educational, occupational and citizenship skills of youth, encourage school completion or enrollment in alternative school programs, increase employment and earnings, reduce welfare dependency, and assist youth to make a successful transition from school to work, apprenticeship, the military, or post-secondary education and training. During FY04, a total of 375 Older Youth (age 19 to 21) participated in the program; as well as 693 Younger Youth (age 14 to 18). Total costs for the Youth program were $2,901,968. All

WORKFORCE CENTER ADMINISTRATION

Youth performance standards were achieved at or above the DOL-negotiated level.

Dislocated Workers: The WIA Dislocated Worker programs provide retraining and re-employment services to individuals dislocated from their jobs because of layoff or plant closing. During FY05 a total of 1,780 individuals participated in the program at a cost of $3,083,639. The Dislocated Worker program also achieved all four of the program performance measures at the DOL required performance levels.

During FY05, a number of grants to serve dislocated workers from specific plants or businesses were also provided by IWD or received from the Department of Labor. Nineteen Early Intervention grants, totaling $123,520, were provided by IWD to provide basic re-employment services to quickly re-engage workers in employment. Two grants for Special Intervention Funds, totaling $40,000, were made available to provide case management, assessment, career counseling, and help to develop an Individual Employment Plans. The Department of Labor awarded 10 National Emergency Grants (NEGs), totaling $5,296,774, to serve workers from larger dislocations of at least 50 workers. And finally, IWD funded two additional grants, totaling $128,185, for smaller dislocations that were not eligible for an NEG.

WIA Incentive Award: In FY04, IWD received an incentive award in the amount of $750,000 for WIA program success in meeting performance standards, in conjunction with similar success by the Department of Education in Adult Education and Perkins Act programs.

There are multiple Dislocated Worker programs that provide retraining and re-employment services to individuals dislocated from their jobs because of layoff or plant closing.

Enhanced services are provided to job seekers who are Veterans

WORKFORCE CENTER ADMINISTRATION

The statewide average caseload for the PROMISE JOBS program in FY05 was over 17,000 participants.

The Division administers and oversees a number of federally funded training programs directed at specific populations.

An additional incentive award in the amount of $803,173 was received in FY05. These funds will be used to implement new literacy projects in Area Education Agencies and Workforce Development Centers.

PROMISE JOBS: This is a federal and state funded employment and training program that is mandatory for most Family Investment Program (welfare) recipients. The employment and training services enable participants to successfully obtain employment and leave the welfare roles. IWD and WIA service providers deliver the services under this program. The statewide average caseload for the PROMISE JOBS program in FY05 was over 17,000 participants.

Success in the PROMISE JOBS program is evaluated by the level of participation in the program and placement of participants in jobs. It requires extensive coordination between PROMISE JOB, Income Maintenance, and Family Development workers. In FY 05, a Bonus Award in the amount of $2,652,000 was received by Iowa for meeting federal performance standards.

Targeted Populations

The Division operates several programs that provide specialized employment and training services to targeted populations.

New Iowan Centers/Migrant and Seasonal Farm Workers: New Iowan Centers serve anyone new to Iowa, whether from another state or another nation, and help them feel welcome. The program is designed to support workers, businesses, and communities with information, referrals, job placement assistance,

WORKFORCE CENTER ADMINISTRATION

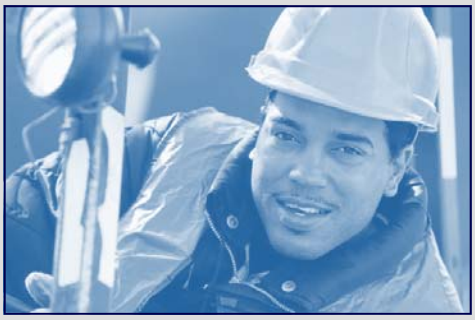
translation, language training, resettlement, as well as technical training and legal assistance related to employment. New Iowan Centers provide a broad range of economic development with an emphasis on the incorporation of newcomers into their communities.

New Iowan Centers are established in Muscatine, Sioux City, and Ottumwa, and Migrant and Seasonal Farm Worker Outreach staff persons are located in Storm Lake, Perry, Waterloo, Cedar Rapids and Ottumwa. Activity in the Centers continues at a high rate. At the end of FY05, the New Iowan program applied for and received a DOL demonstration grant, which will be used to expand service delivery over the next three years. Additional staff will be placed in Ottumwa, and full New Iowan Center services will be available in Council Bluffs, Cedar Rapids, Waterloo and Des Moines.

In FY05, 2,746 families were served with 18,707 services delivered statewide. During the same period, 3,340 employers received New Iowan trainings, diversity presentations, translations, interpretations, immigration updates, and staffing assistance.

Disabilities/Navigators: Iowa has a number of state and local initiatives underway to support the successful engagement of individuals with disabilities in the employment and training system and more fully include them in Iowa's economy. In all of these projects, state agencies work in partnership with Regional Workforce Investment Boards and local agencies to learn together how people with disabilities in their communities can be best supported in meeting their career objectives. In FY04, a pilot Disability Program Navigator initiative started in six of the 16 Workforce Regions. In FY05 the

The New Iowan Centers delivered 18,707 services statewide



Iowa received a WIA performance bonus award in the amount of $803,173 in FY05

WORKFORCE CENTER ADMINISTRATION

DOL and Social Security Administration expanded the program to include all 16 Iowa regions, including one navigator whose focus is specifically on the inclusion of deaf people in the work force. Navigators serve as resources to effectively include individuals with disabilities in the economy of their communities.

The Alien Labor Certification process applies to temporary/ non-immigrant workers as well as permanent workers.

Work Opportunity Tax Credits: This federally funded certification process entitles an employer to a federal tax credit when an individual who is a member of a qualified group is hired. Target populations for this program are: veterans; ex-felons; recipients of social security, food stamps or welfare; residents of high-risk empowerment zones, and vocational rehabilitation participants. The credit is based upon wages paid during the first 12-months of employment, with a maximum of $2,400.

Alien Labor Certification: This certification process allows certain aliens to obtain work authorization for entrance into the United States in order to engage in employment if there are not sufficient U.S. Workers who are willing, qualified, and available for the employment, and if the employment of the alien will not adversely affect the wages and working conditions of U.S. workers similarly employed. The Alien Labor Certification process applies to temporary/non-immigrant workers as well as permanent workers. For the non-immigrant categories (H2A/H2B) in FY05, Iowa Workforce Development processed 44 H2A applications providing 939 agricultural workers and 22 H2B applications for 323 workers in construction, turf farms, landscaping, amateur hockey players, and greenhouse workers. In the permanent Labor Certification process, over 332 applications were processed with engineering, college professors, medical professions, and IT representing the majority of occupations certified.

Employers who hire an individual from a qualified group are eligible to receive a tax credit up to $2,400

WORKFORCE CENTER ADMINISTRATION

Significant changes implemented by the US Department of Labor will require Iowa Workforce Development to modify both the non-immigrant and immigrant Alien Labor Certification process during the upcoming fiscal year. Highlighting the change will be more collaboration between both federal and state agencies.

Business Services

Workforce Centers across Iowa provide a wide range of services to businesses. Employers access IWD's recruitment, screening, and referral services in their search for qualified employees. On average, there were over 105,000 job openings per quarter placed by employers. In addition to IWD's job matching system, business assistance includes job analysis, skills testing, and business regulatory information.

Dedicated regional staff work one-on-one with employers to help solve unique recruitment and staffing issues; identify employer issues in the workplace; arrange seminars and workshops; and provide current information on workforce trends.

This year, staff worked with local management to develop and promote the on-line job order and direct links to businesses web sites via IWD's web site. Both of these new services have proven valuable. On average, 469 job orders are placed electronically each month, and there are currently 1,989 business web site links.

Employers Councils of Iowa (ECIs): ECIs are employer groups working in partnership with Iowa Workforce Development (IWD) to meet the workforce needs of Iowa businesses. They provide an employer perspective in advising IWD and other policy makers on the full range of workforce issues and topics concerning Iowa employers. The state level ECI gathers and disseminates information about local council activities and represents the local councils at the state and federal levels. Membership in ECI is open to all Iowa employers.

Local ECIs support their mission through lunch and learn sessions, seminars, conferences, job fairs, legislative open houses and other employer driven programs. Some FY05 topics include: unemployment, workers' compensation, the new overtime law, personnel development, employee handbooks, job descriptions, customer service, workplace romance and many other topics. Some ECIs have broadened their mission to include awarding scholarships and purchasing computers dedicated to helping job seekers.

UNEMPLOYMENT INSURANCE DIVISION

Iowa Workforce Development offers unemployed individuals several methods of filing a claim for unemployment insurance benefits.

The new tax system will be implemented in phases with an anticipated completion by the end of 2008

Unemployment Insurance Tax Modernization

In July of 2002, using the Iowa Legislature's allocation of $20 million from the special 2002 Reed Act distribution, Iowa began a Tax Redesign Project. This is a multi-year project with the goal of modernizing IWD's current system which is over 30 years old. The redesign takes advantage of technology aids and custom software to automate many functions, and provide staff with tools to better manage information and job related tasks.

The tax redesign team has continued to analyze existing forms to determine which are obsolete and/or require modification to fit into the new system. They identified and defined data elements in the existing system for purpose and quality in preparation for migration to the new design. They then prepared a Request for Proposal for development of the new tax system. Until the new vendor begins, the tax redesign team continues to streamline current processes and familiarize themselves with use cases to effectively lead the vendors.

The new tax system will be implemented in phases with completion anticipated by the end of 2008. In addition to the designated tax redesign team members, many other IWD staff members are devoting their time to this project which when completed, will greatly enhance Iowa's service to both internal and external customers.

Unemployment Insurance Claims System

IWD offers unemployed individuals several methods of filing a claim for unemployment insurance benefits. They may file at their local Workforce Development Center either with assistance or by Intranet using one of the center's personal computers or by Internet from any personal computer. Some claims may also be filed through the Interactive Voice Response system. IWD encourages

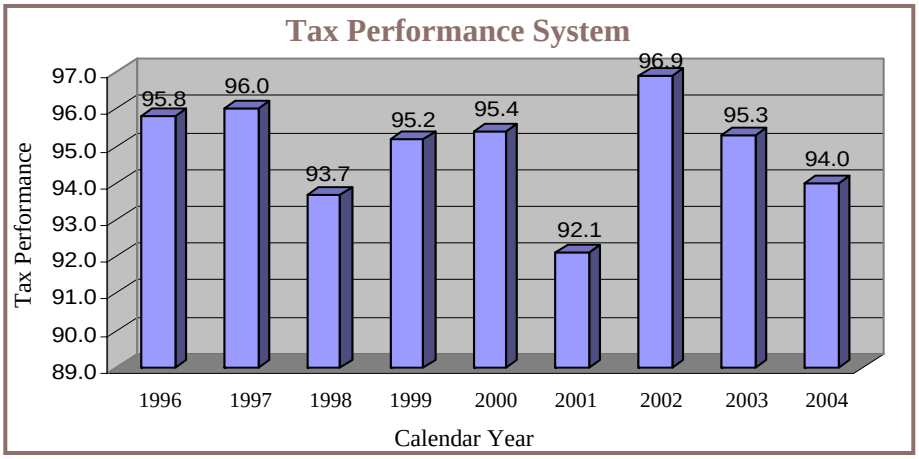
UNEMPLOYMENT INSURANCE DIVISION

the use of self-filing methods, which has leveled out in the 25 percent range.

IWD also makes available and markets to those employers expecting layoffs, an electronic mass filing method which allows the employer to file claims for all their affected employees.

The combined efforts of local workforce center staff and UISC staff have been of much value in the Division's continued efforts to improve our services to customers.

Fiscal Year	New Employer Determination Made Within 90 Days of the End of the Liable Quarter	UI Claims Determination that Meet Quality Standards	First Payments Made Within 21 Days
2003	68.40%	79.40%	90.20%
2004	69.40%	71.70%	86.60%
1st Qtr 2005	70.70%	75.90%	89.80%
2nd Qtr 2005	71.80%	73.60%	90.70%
3rd Qtr 2005	71.40%	76.60%	89.90%
Total 2005	71.92%	78.02%	89.80%
Target	60.00%	75.00%	90.00%



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The combined efforts of local workforce center staff and UISC staff have been of much value in the Division's continued efforts to improve our services to customers.

FINANCIAL REPORTS

	FY 2005	FY 2004
BEGINNING CASH BALANCE		
Penalty and Interest Funds	$1,299,420.62	$1,098,503.68
Trade Expansion Act Benefit Funds	$39,827.36	$273.00
WDC Major Program Funds	-$130,350.79	$7,535.01
WDC Other Funds	-$72,625.12	$817,939.33
Iowa Corp Earned Tuition	$191,436.93	$191,436.93
Admin. Contribution Surcharge Funds	$2,779,126.88	$1,355,238.76
Amateur Boxing Funds	$16,334.47	$17,196.34
Food Stamp Allowance Funds	$1,500.00	$4,575.00
Disaster Unemployment Benefit Funds	$253.00	$1,316.00
Wage Payment Collection Funds	$1,141.80	$0.00
	$4,126,065.15	**$3,494,014.05**
PLUS REVENUES		
General Fund Appropriations	$11,414,124.00	$4,899,845.00
General Fund Appropriations Carried Forward	$236,283.59	$206,202.01
Surtax Carryforward	$16,728.68	$0.00
Federal Support	$67,387,327.27	$72,079,941.35
Intra State Transfers	$14,366,899.42	$13,874,127.45
Taxes Collected	$3,269,962.74	$7,557,927.19
Refunds and Reimbursements	$802,485.04	$385,860.84
Local Governments	$93,657.00	$162,280.81
Interest	$34,818.67	$81,811.03
Indirect Cost Over-Recoveries	$5,783.29	$0.00
Fees, Licenses and Permits	$251,864.00	$83,464.91
Salary Adjustments	$0.00	$0.00
DAS Supplemental Funds	$262,795.00	$0.00
Other	$2,892.01	$24,920.60
	$98,145,620.71	**$99,356,381.19**

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FINANCIAL REPORTS

MINUS EXPENDITURES	FY 2005	FY 2004
Personal Services	$48,991,515.66	$48,422,234.23
Travel and Subsistence	$778,353.06	$812,151.56
Supplies and Materials	$781,773.68	$840,771.58
Contractual Services	$32,729,315.55	$32,452,477.09
Equipment and Repairs	$3,767,061.58	$3,290,020.49
Claims and Miscellaneous	$9,318,623.09	$9,134,242.74
Licenses, Permits and Refunds	$0.00	$56,014.57
State Aids and Credits	$3,307,020.52	$3,436,384.24
Plant Improvement and Additions	$0.00	$43,750.00
	$99,673,663.14	**$98,488,046.50**
MINUS REVERSIONS		
General Fund Reversions	$0.00	$236,283.59
Other Reversions	$0.00	$0.00
	$0.00	**$236,283.59**
EQUALS ENDING CASH BALANCE	**$2,598,022.72**	**$4,126,065.15**

ENDING CASH BALANCES BY FUND	FY 2005	FY 2004
Penalty and Interest Funds	$1,738,497.45	$1,299,420.62
Trade Expansion Act Benefit Funds	$246.15	$39,827.36
WDC Major Program Funds	$74,330.21	-$130,350.79
WDC Other Funds	$777,462.08	-$72,625.12
Iowa Corp Earned Tuition	$0.00	$191,436.93
Admin. Contribution Surcharge Funds	$0.00	$2,779,126.88
Amateur Boxing Funds	$7,885.53	$16,334.47
Food Stamp Allowance Funds	-$398.70	$1,500.00
Disaster Unemployment Benefit Funds	$0.00	$253.00
Wage Payment Collection Funds	$0.00	$1,141.80
Total	**$2,598,022.72**	**$4,126,065.15**

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FINANCIAL REPORTS

PROGRAM	EXPENDITURES	
Unemployment Insurance	$22,994,596.50	$25,799,770.61
Workforce Investment Act (WIA)	$15,242,948.51	$19,312,922.87
Temporary Assistance for Needy Families	$13,604,531.00	$13,604,414.38
Employment Services	$7,388,577.15	$7,581,434.06
Trade Adjustment Assistance - TAA, NAFTA, ATAA	$5,980,327.71	$6,339,945.04
Admin. Contribution Surcharge	$127,504.99	$5,859,333.07
Field Office Employment/Unemployment, Interest	$34,818.67	$0.00
Field Office Employment/Unemployment, General Fund	$6,525,000.00	$0.00
Employer Refunds from Surcharge	$4,691,026.27	$0.00
Labor Survey Expenses	$150,486.16	$0.00
Occupational Health and Safety Act (OSHA)	$3,742,509.98	$3,646,002.83
Reed Act	$5,735,799.32	$3,372,687.74
Workers' Compensation, Appropriations & P & I	$2,496,305.63	$2,768,688.04
BLS Labor Force Statistics	$2,636,880.46	$2,470,378.11
Division of Labor Services	$1,276,212.21	$1,176,232.82
Disabled Veterans' Outreach Program (DVOP)	$1,481,588.08	$1,102,728.35
Local Veterans' Employment Program (LVER)	$332,396.48	$1,035,629.08
Welfare to Work - Federal	$0.00	$863,135.22
Temporary Extended Unemployment Claims	$719,023.84	$837,457.51
Reemployment Services	$411,542.08	$438,533.66
North Carolina ALMIS	$869,165.05	$424,638.77
Disability Program - Navigator	$972,227.85	$353,146.43
WOTC	$296,117.38	$249,555.94
One Stop Career Center Initiative	$0.00	$189,368.14
Food Stamps	$171,441.11	$163,267.26
Immigration Services Center, P & I Approp. and Unapprop.	$210,494.80	$154,683.71
Child Support Enforcement	$482,289.38	$125,246.78
Juvenile Justice	$29,728.96	$89,136.41
Labor Certification for Alien Workers	$88,582.18	$77,197.22
Other Penalty and Interest (P & I) Funds	$417,739.96	$66,988.60
BLS Compensation and Working Conditions	$171,920.85	$65,887.36
Admin. Indirect Cost Pool	$5,783.29	$61,688.68
Social Security Administration COOP	$0.00	$54,844.78
Work Keys	$72,881.75	$53,067.01

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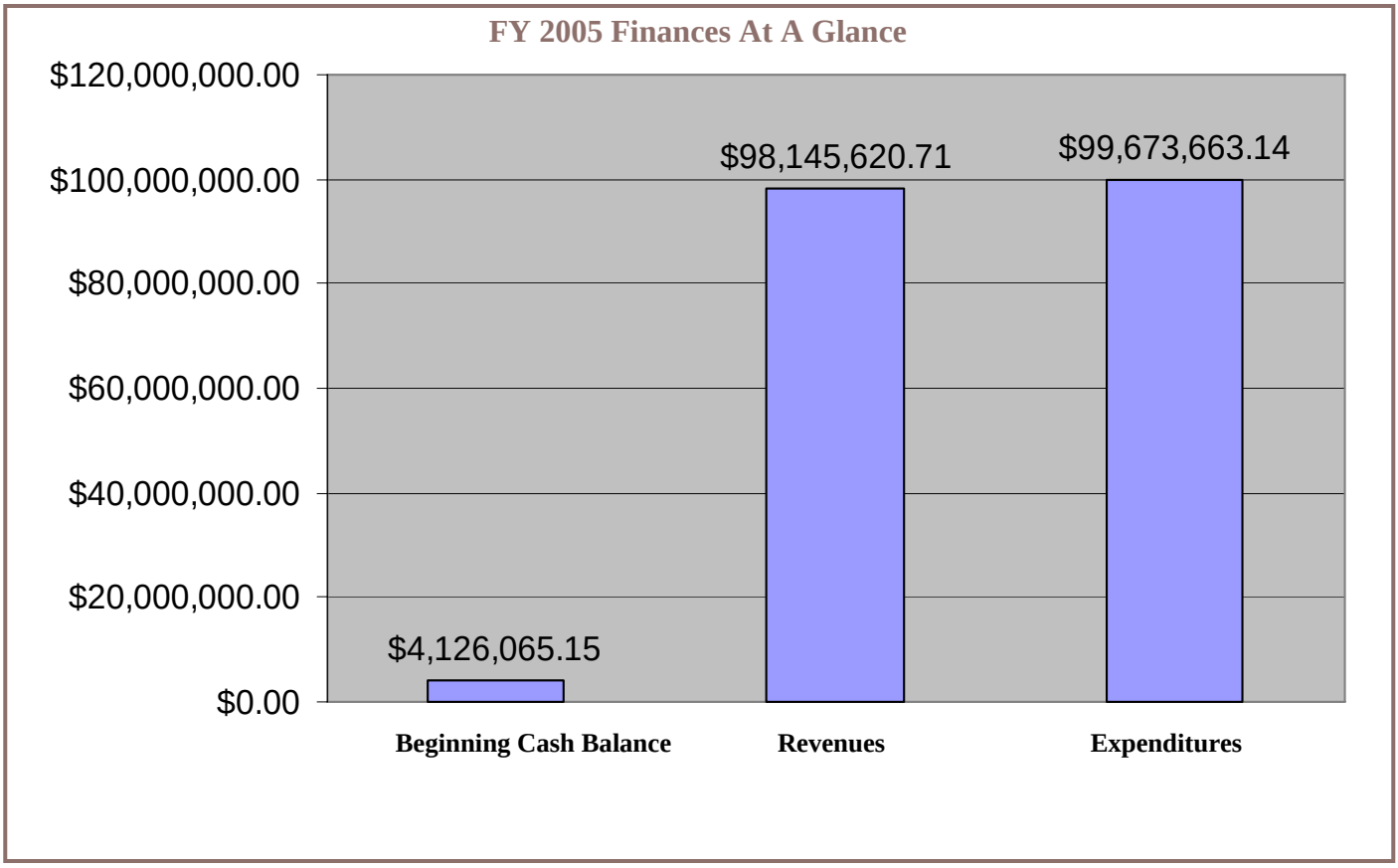
EXPENDITURES	FY 2005	FY 2004
Workforce Board General Fund Appropriations	$24,600.80	$43,675.79
Athletic Commission Clearing	$0.00	$42,336.38
Athletic Commission	$19,058.14	$25,162.19
Welfare to Work - State	$0.00	$13,201.29
Disaster Unemployment Assistance (DUA)	$155,392.48	$9,408.36
Clive/Mason City, Client Reimbursements	$12,746.61	$11,635.88
Other Misc Programs	$146,417.27	$3,348.03
Reoccurring Maintenance	$19,952.16	$1,268.10
DAS Supplemental Funding, Labor/Comp Share	-$91,378.00	$0.00
Voc Rehab, Transition Planning	$27,832.35	$0.00
Accounts Receivable	-$1,406.27	$0.00
Total Expenditures	**$99,673,663.14**	**$98,488,046.50**



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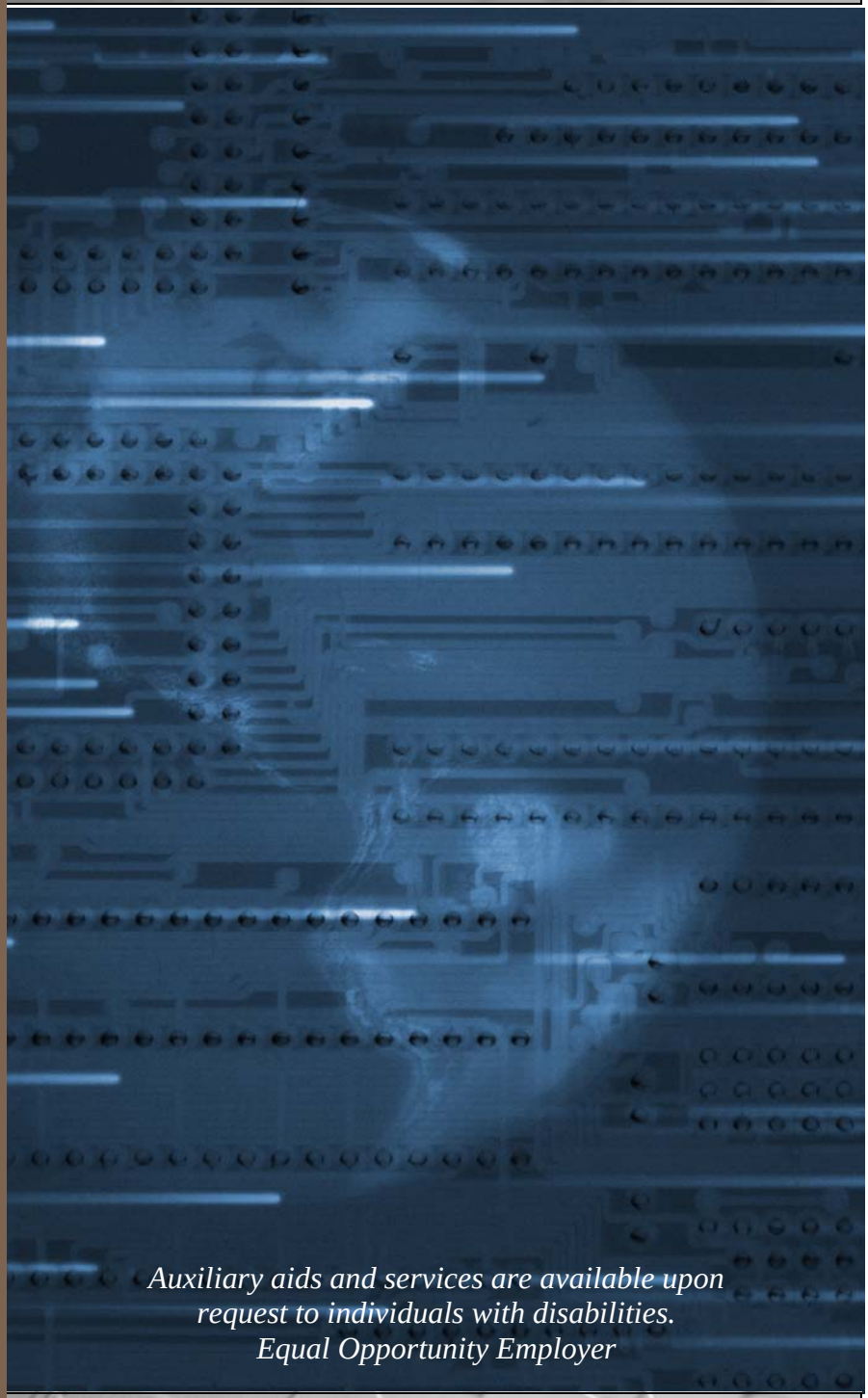

Auxiliary aids and services are available upon request to individuals with disabilities.
Equal Opportunity Employer

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