



Annual Report

FISCAL YEAR 2013

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DEVELOPMENT

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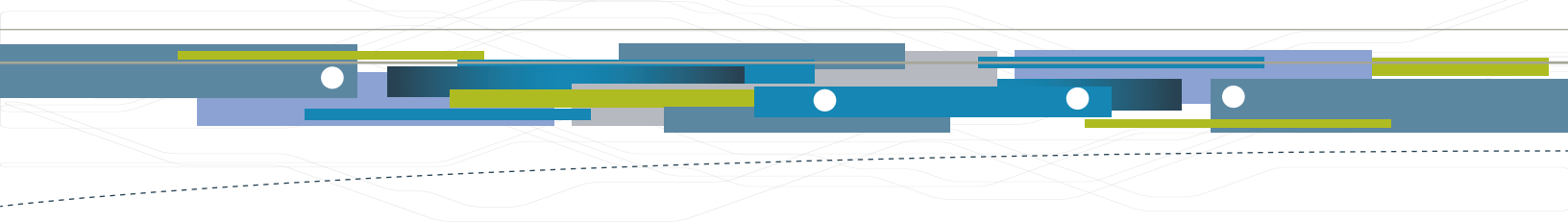




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Economic Environment

The past fiscal year brought some improvements in the Iowa economy that should position the state for stronger hiring in the year ahead. The housing market is on solid footing, and hiring is broader in scope, including a number of the service-providing industries that had been on hold for some time. State and local government fiscal conditions have also stabilized due to a rise in tax revenues. This means that government cutbacks will be less of a drag on overall job growth.

During FY 2013, Iowa's nonfarm jobs advanced by 19,200 (+1.3 percent) compared to 23,000 (+1.6 percent) for the prior fiscal year. Although manufacturing continued to post the largest over-the-year job gain at close to 5,600, job growth shifted away from manufacturing to the service-providing industries by mid-year. Annual job gains of 2,000 or more were reflected in professional and business services, education and health, leisure and hospitality, retail trade and financial activities. Statewide nonfarm employment averaged 1,517,700 in FY 2013, the highest level achieved since the record of 1,524,800 in FY 2008.

Unemployment continued its steady decline in FY 2013, falling to 5.0 percent from 5.5 percent in FY 2012. The decrease in the unemployment rate reduced Iowa's jobless count to 81,400 in FY 2013 from 91,500 in FY 2012. Long-term unemployment (27 weeks or longer) also eased during the year with the proportion dropping to 27 percent of total employed in calendar year 2012 from about 32 percent in 2011. On the other hand, the youth unemployment rate (16 to 19 years) remained historically high at 16.7 percent. The lingering effects of the recession are still making it difficult for Iowa's youth to gain a foothold in the labor market.

A much improved housing market had a positive effect on the Iowa economy in FY 2013. In 2012, new residential housing permits were up over 20 percent. In addition, the Iowa Association of Realtors reported that 2012 home sales were the highest since

2007, and that housing prices had increased by 5.6 percent during the year. Along with the turnaround in housing, Iowa's wages were also up in 2012. The state's average weekly wage increased to \$776 per week in 2012, an increase of 2.9 percent from the previous year. The utilities sector had the highest weekly wage in 2012 at \$1,492.

The state's continuing efforts to land more high-paying jobs reaped exceptional rewards last year. Announcements of projects exceeding \$1 billion began in November 2012 when CF Industries, a leading fertilizer producer, said that it will expand its Woodbury, Iowa facility with an investment of \$1.7 billion. The Port Neal project will add 100 new jobs with a starting wage of \$50,000 a year. In April, tech giant Facebook broke the news that it will build a \$1 billion data center in Altoona, Iowa, which will begin serving user traffic in 2014. This facility will be the third major Internet data center project in the state along with Google in Council Bluffs and Microsoft in West Des Moines. Finally, in May 2013, Des Moines-based MidAmerican Energy announced plans to spend \$1.9 billion to install hundreds of wind turbines in Iowa by the end of 2015. This was described as the largest economic development project in the state's history. As the fiscal year came to a close, construction had started on a billion dollar fertilizer plant in Lee County, Iowa. At the height of the construction on the plant, there are expected to be close to 2,500 construction workers who will help build one of the largest fertilizer plants in the U.S. The plant is expected to create 160 to 170 full-time jobs when it begins production in two years.



Iowa Workforce Development Overview

Iowa Workforce Development contributes to the economic security of Iowa's workers, businesses and communities through a comprehensive statewide system of employment services, education and regulation of health, safety and employment laws.

The agency continually strives to improve processes and align the organization in such a way to provide effective, demand driven products and services. Iowa Workforce Development's administrative, labor services, workers' compensation, labor market information, and the unemployment insurance service staff are located in Des Moines. Additionally, the agency maintains a statewide delivery system of 15 regional IowaWORKS Centers, four satellite IowaWORKS offices and nearly 1,000 Virtual Access Technology sites serving all 99 counties.

Through a comprehensive website, Iowa Workforce Development provides customers access to major services such as posting résumés; access to a statewide job bank; labor services information, unemployment claim information and filing options; and labor market information, 24 hours a day, seven days a week.

These services and more are found on the IWD websites:

- General information about the department can be found at www.iowaworkforce.org.
- The IowaJobs website at www.iowajobs.org lists more than 25,000 job openings daily.
- Workforce Trend Information is available at <http://iwin.iowaworkforce.org>.

The [Labor Services Division](#) is responsible for the administration of state and federal statutes related to public health, safety and workplace issues. Iowa's Occupational Safety and Health Act administration is located within the department. The Division's emphasis is on voluntary compliance through education and preventive services. The Division continues to implement the vision of creating a "culture of safety"

throughout Iowa's labor force.

The [Labor Market and Workforce Information Division](#) oversees the development of workforce and economic related information. A large portion of the 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 [Unemployment Insurance Division](#) provides services to both businesses and Iowans through the collection of UI tax payments, processing of benefit payments, quality control and fraud detection. The Unemployment Insurance Division is updating the tax collection system in order to create a streamlined, electronic system for the benefit of all users. The new system is nearly complete and will be available for employers to file their first quarter 2010 reports.

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. Iowa's Workers' Compensation Commissioner, oversees this division of Iowa Workforce Development. The Division is working on the development of a new system that will create a truly electronic and paperless system for Iowa.

The [Workforce Services Division](#) provides a wealth of information, services and resources to Iowans, businesses, and partners across the state. The Division administers the programs and services through physical offices and Virtual Technology sites across the state in sixteen different regions. The Division's primary functions include employment services, business services, training resources and targeted population activities.



Skilled Iowa Initiative

The Skilled Iowa Initiative had a successful year in 2013. The initiative was heavily focused on ensuring Iowa students have access to Skilled Iowa tools, kicking off the internship component of the program and targeted NCRC testing events across the state.

Skilled Iowa Member Businesses:

Iowa businesses have embraced the Skilled Iowa Initiative throughout 2013. Over 8,800 businesses have committed to the initiative.

Skilled Iowa Metrics:

In launching the Skilled Iowa Initiative, metrics were developed to demonstrate the success of the program. Two business and two labor force metrics exist to determine success of the program.

The initiative set a goal of achieving ten percent of the Iowa businesses would become Skilled Iowa members and those businesses would represent at least twenty percent of the state's employment. To date, the initiative has secured 9.11 percent of the businesses as members; however this already represents 30.69 percent of the state's employment.

The work force metrics focus on certifying 5 percent of the current labor force (those already employed) and certifying 20 percent of the transitioning workforce. When the initiative launched, less than half of Iowa's current workforce had achieved an NCRC certificate. The metrics currently stand at 1.18 percent for this group. Currently, 14.38 percent of the transitioning workforce has achieved the NCRC designation, well on the way to meeting the 20 percent mark.

Skilled Iowa Communities:

The Skilled Iowa Community concept was developed to allow self-defined geographic areas within the state to meet the metrics. By becoming a Skilled Iowa Community, an area can market a highly skilled

workforce backed up by meaningful data. Des Moines County was the first area within the state to achieve the Skilled Iowa Community designation. They were soon followed by Union County, Ringgold County, Adams County and Jones County. Several other areas have met three of the four metrics and will secure the Skilled Iowa Community designation shortly.

Member Business (Employment) Metric			
Statewide		80% of Goal	100% of Goal
%	30.69%	16.00%	20.00%
#	460,891		
Goal #*	300,363		
Start %	6.54%		
Change	+24.15%		

Skilled Iowa Internships:

Iowa Workforce Development worked closely with the US Department of Labor to ensure the internship program

would be in complete compliance with the federal Fair Labor Standards Act. The internship program is designed to

“ GKN in Armstrong expressed excitement over the internship program. They have hired their first intern into the Estherville plant. GKN will be starting additional internships after the first of the year. ”

provide Iowans with an opportunity for on-the-job type skill development while maintaining existing unemployment benefits. The individuals can participate for up to 8 weeks in the internship program which must consist of both hands on and classroom based training.

“ Courtney M. passed her C.N.A. certification at the end of October and received an immediate offer of full-time employment at Good Samaritan Society in Forest City where she did her internship. ”

The program has currently provided 139 interns with training opportunities at 129 different organizations. To date, over 55 percent of

the participants have been offered full-time employment opportunities.

High School NCRC Testing:

Throughout 2013, high schools across the state began to implement the National Career Readiness Certificate within existing curriculum. Over 80 high schools have held testing events that ranged from testing juniors that volunteered to all graduating seniors. The Waterloo Community School District recently committed to testing all 1,500 of their seniors in the 2013/2014 school year.

West Liberty High School held a testing event for juniors interested in pursuing the NCRC designation. 74 students took the assessment and 69 received a certification. The school administration chose to host an assembly to recognize the accomplishments of the junior class, including Grace Millage, who

scored platinum. Video of the presentation event is available at <http://www.skillediowa.org/node/8>.

NCRC Certificates:

34,662 Iowans currently hold National Career Readiness Certificates in Iowa. This demonstrates a

Certificate	Number
Platinum	211
Gold	8,603
Silver	19,471
Bronze	6,696

critical mass of the workforce with certified skill sets in Applied Mathematics, Reading for Information, and Locating Information.

2014 and Beyond:

As we move into 2014, it will be important to continue the momentum of the Skilled Iowa Initiative. 2014 includes plans for an additional targeted media/advertising campaign to bring in more supporting businesses, increase the number of Skilled Iowa Communities and continue to grow the skilled workforce within Iowa. In order to guarantee the success, your continued financial support is greatly appreciated. For your convenience, a contribution form for the Iowa Workforce Development Foundation is attached.

Sincerely,

Teresa Wahler
Teresa Wahler

Lt. Governor Kim Reynolds was on hand to present the student NCRC Certificates in Creston.



Workforce Services Division

The Division of Workforce Services provides primary customer contact for a variety of services, including job placement, unemployment insurance, job training, labor market information, re-employment and business services, and case management. These services are delivered by staff based in the Des Moines administrative offices, and through a network of offices in 15 Iowa regions, including 15 one-stop offices, four satellite locations, and an increasing number of Virtual Technology access points provided by partners, communities, schools, and subcontracted agencies. One-stop Service Centers are established in each region to provide the customer with a single source for employment and training services and information, with many basic services such as job search and unemployment claims also available through the agency's websites.

Integration Update

The close of fiscal year 2013 marked the fifth anniversary of Iowa's One-Stop integration project. Iowa's integration model is driven by the following objectives:

- Provide Iowa businesses with the skilled workers they need while workers gain and expand skills that are in demand.
- Improve efficiency and effectiveness of workforce services and processes.
- Make a relevant, valuable contribution to each region's economic vitality.
- "All Means All" - a service model philosophy we consider our 'next' step in the Integrated Service model. It simply means all center customers become members, allowing us to capture demographic data and include everyone served by center staff in performance metrics.

While the vision of system integration includes an effective inclusion of all workforce programs in a given region, the concentration currently in the integrated

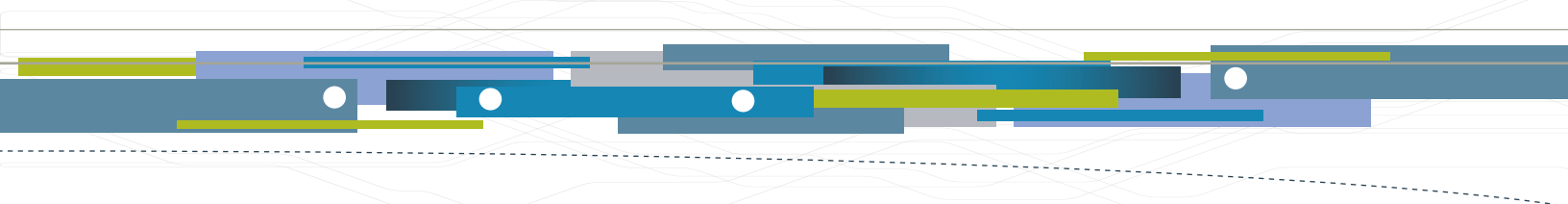
centers is on the following programs:

- Employment & Re-Employment Services (Wagner-Peyser)
- WIA Adult and Dislocated Worker Services
- Trade Adjustment Act Services
- Veteran Services
- Migrant Seasonal Farm Worker Services
- PROMISE JOBS (welfare reform)
- Food Assistance Employment & Training
- Unemployment Insurance Services

Employment Services

Employment services focus on providing a variety of employment related services including job search assistance, placement assistance, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Depending on the needs of the labor market, other services such as job seeker assessment of skill levels, abilities and aptitudes, career guidance when appropriate, job search workshops and referral to training may be available. The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements, assisting employers with special recruitment needs, arranging for Job Fairs, helping employers with hard-to-fill job orders and job restructuring, and dealing with layoffs.

For the last reporting period ending September 30, 2013, IWD field offices served 136,789 individuals, including 11,790 Veterans and 16,663 people over age 55. Of that total, 136,690 received staff-assisted services and 105,786 were referred to employment opportunities. The entered employment rate for that period was 66 percent and the retention rate at six months was 81 percent.



All 15 regional One-Stops are now operating on the integration model with the addition of Marshalltown and Davenport. The other One-Stops previously integrated include Dubuque, Mason City, Spencer, Fort Dodge, Waterloo, Carroll, Cedar Rapids, Des Moines, Sioux City, Council Bluffs, Creston, Ottumwa and Burlington.

Further demographics of this group include:

- 71,969 were male
- 64,541 were female
- 136,333 were adults over age 18
- 93,079 were aged 18 through 44
- 26,424 were aged 45 through 54
- 2,761 were Migrant Seasonal Farm workers
- 12,915 were in school
- 17,818 do not have high school or an equivalent
- 79,471 have high school or an equivalent
- 37,857 have a post-secondary degree or certificate

From July 1, 2012, through June 30, 2013, IWD's field offices received 242,216 job orders from employers. This does not represent the total number of openings since a job order can reflect an employer's need for multiple workers. One of IWD's functions is to match available workers with job opportunities listed by employers. From July 1, 2012, through June 30, 2013, IWD staff sent 1,067,648 email notices to Iowa workers letting them know about job opportunities and career events to help them with their work search. Email is seen as a more efficient and cost effective way for IWD to reach job seekers, and the agency has switched to only using email for job order notifications. IWD staff offer all customers the opportunity to sign up for free email through Google, Hotmail or Yahoo in our centers, and at our Virtual Technology locations. We also use social media, such as YouTube, Twitter, LinkedIn and Facebook, to distribute information to our customers.

IWD continues to look for ways to increase the number of available job opportunities posted on our main job bank, www.iowajobs.org. Through the use of "indexing," we are able to automatically add jobs posted on employer websites, and job opportunities

within a 50 mile commute with Iowa's borders with Missouri, Nebraska, Minnesota, South Dakota, Wisconsin and Illinois. We believe many Iowans would be interested in jobs within that commuting distance that could allow them to remain Iowans, stay in their homes, and keep their children in their school. IWD continues to be the nation's largest user of indexing, which has tripled the number of jobs posted on the agency's website and created the largest source of job opportunities in the state. Currently we are indexing jobs from almost 800 employers.

Each of IWD's 15 regions has its own job bank that is a subset of IowaJobs, allowing people interested in a specific part of the state to focus on jobs in that area only. In addition, we have created a number of job banks for local chambers of commerce and economic development groups focusing on job opportunities in multi-county areas.

Other identified advantages to posting jobs with IWD include staff assistance providing matches to both job seekers and employers, jobs are posted in "real time," and no fees are charged to either party.

Jobs posted with IWD automatically go to multiple websites:

- Iowa Jobs
- US.jobs
- VetCentral

Additionally, we have taken advantage of our partnership with the Direct Employers Association to launch 10 .jobs microsites, which offer us the opportunity to provide all of our job information on mobile and hand-held devices. These sites are also search-engine optimized, and were developed at no cost to the state. We currently have the following .jobs microsites:

- workiniowa.jobs—Mobile version of iowajobs.org. Based on jobs, not openings.
- workiniowa-vets.jobs—Contains a military crosswalk so the vet can enter their MOS or MOC and find jobs that match their experience. Additional outreach

- for federal contractors to show OFCCP Auditors
- [workiniowa-disability.jobs](#) — Helps employers reach the disability community – according to Google Adwords, 'disability' is a highly searched word by job seekers. Helps employers comply with Affirmative Action /EEOC efforts.
 - [workiniowa-stem.jobs](#)—Features job opportunities in science, technology, engineering and math. Site is co-branded with the Governor's STEM initiative.
 - [workiniowa-green.jobs](#) — Features “green” job opportunities
 - [workiniowa-manufacturing.jobs](#) — Developed to partner with statewide manufacturing grant project
 - [workiniowa-healthcare.jobs](#) — Developed in response to vacancy needs in Iowa
 - [workiniowa-construction.jobs](#) —Developed in response to request from local unions and state board members to promote vacancies in skilled trades
 - [workiniowa-youth.jobs](#)—Features opportunities in internships and summer jobs
 - [workiniowa-seasonal.jobs](#)—Features opportunities that are temporary and seasonal.

Iowa was also the first state to create a customized job bank specifically for apprenticeship opportunities certified by the US Department of Labor. This site, www.iowaworkforce.org/apprenticeship has since been replicated in other states and identified by DOL as a best practice.

PROMISE JOBS (PJ)

PROMISE JOBS, or “Promoting Independence and Self Sufficiency through Employment, Job Opportunities & Basic Skills,” is Iowa's welfare reform program. Designed to assist Family Investment Program (FIP) recipients to become self-sufficient, PROMISE JOBS is a participation and eligibility requirement for most FIP recipients. Participants develop an individualized Family Investment Agreement (FIA) that outlines the steps they will take to leave public assistance. Persons who fail to participate or comply with their FIA are

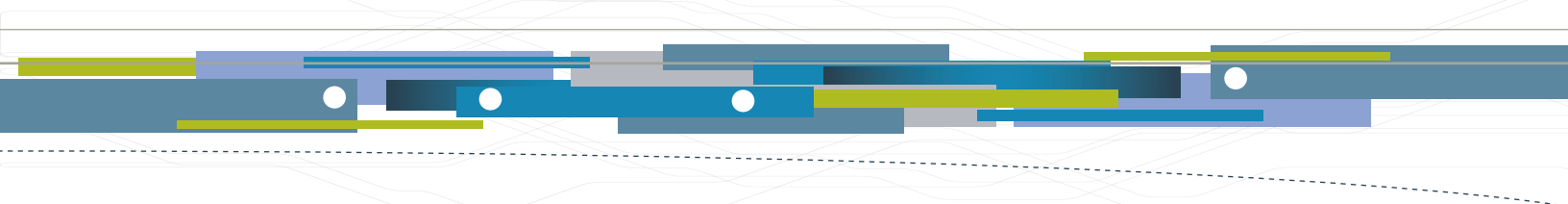
considered to have chosen a Limited Benefit Plan (LBP) and lose their FIP benefits. IWD has a contract with the Iowa Department of Human Services to administer the PROMISE JOBS program, and staff is located in each of our 15 service delivery areas. A person must be receiving FIP benefits in order to receive PROMISE JOBS assistance. A number of activities are available to PROMISE JOBS participants, including: soft skills training, job seeking skills training, work experience, on-the-job training, monitored employment, High School Equivalency/ ABE/ESL, post-secondary education, parenting skills and family development services. Financial assistance is available for child care, transportation, short-term training, and high school completion. All PROMISE JOBS participants are also encouraged to participate in Skilled Iowa activities as part of their plan for self-sufficiency, including the National Career Readiness Certificate. A number of participants have secured permanent unsubsidized employment through Skilled Iowa internships.

For FY 2013, 137,279 individuals were active in PROMISE JOBS activities statewide with an average monthly caseload statewide of 15,950 families. Iowa's all-family rate for FY 2013 was 36.34 percent and Iowa's rate for two-family was 28.14 percent.

Disabled Veterans Outreach Program (DVOP)

Under Federal Priority of Service regulations, Veterans and Eligible Spouses are entitled to priority of service for qualified training programs funded by the US Department of Labor.

Specially trained Workforce Advisors, themselves all disabled Veterans, work with Veterans recently separated from military service or with barriers to employment. Barriers may include disabilities incurred while on active duty, substance abuse, convictions, work history and others that could hinder their ability to obtain suitable employment. Services include counseling, assessment testing, referrals to other supportive service agencies, and identifying training opportunities. Active outreach is conducted with employers, community and Veteran



service organizations, unions, and local counseling and social service agencies to ensure Veterans know about and receive services for which they are eligible.

For the last reporting period, IWD field offices served 11,790 Veterans, including the following:

- 4,133 campaign veterans
- 2,544 disabled veterans
- 1,688 recently separated veterans (who left military service within the last three years)
- 3,730 post 9/11 veterans

Success is measured by the fact that 67 percent of the veterans served found employment after receiving staff-assisted services, and 80 percent retained that employment six months later. One very successful tool in promoting the benefits available to Iowa veterans is the continued use of a publication originally developed in 2009. "Iowa Veterans Benefits & Services; A Guide to Federal, State and Local Veterans Programs" is provided to Veterans and their families by IWD, DOL VETS and Iowa county veteran's affairs officers. In addition to featuring pictures of Iowa Veterans and active service members, it includes information on training opportunities, health care and hospital benefits, dependent and survivor benefits, life insurance, home loans, employment and other veterans' service organizations.

IWD continues to be focused on providing access and services to Veterans across the state. Veterans Representatives are currently based in Dubuque, Mason City, Spencer, Fort Dodge, Marshalltown, Waterloo, Davenport, Cedar Rapids, Des Moines, Sioux City, Council Bluffs, Ottumwa and Burlington. Itinerant services are provided in Carroll and Creston. We also have a full-time Intensive Service Coordinator in Des Moines. This position works with VA Vocational Rehabilitation to assist disabled Veterans enrolled in training programs.

Food Assistance Employment and Training Program (FAET)

Food Assistance recipients in the Des Moines and

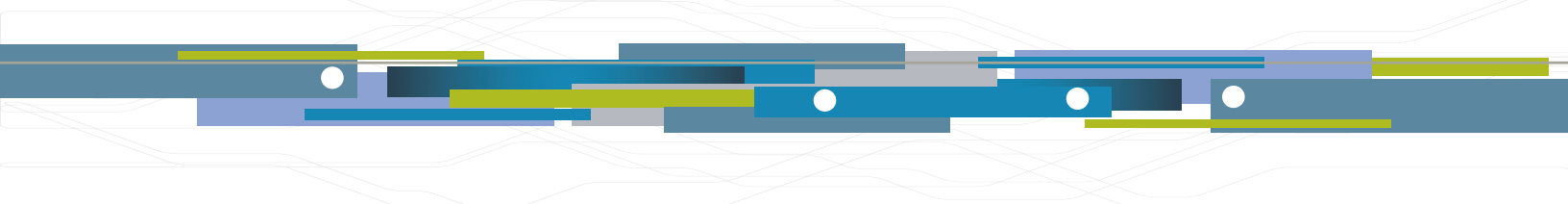
Cedar Rapids areas are eligible for employment and training services through a contract between the Iowa Department of Human Services and Iowa Workforce Development. Food Assistance recipients who are not receiving Family Investment Program (FIP) payments can participate in job seeking skills training, adult basic education, and expanded education or vocational training. Services related to job seeking and work readiness workshops, including the National Career Readiness Certification (NCRC) are offered at the two One-Stop Center locations. In addition, Food Assistance recipients seeking to enhance their skill set to be prepared for high-demand, high wage occupations can participate in expanded education certification through the community colleges in those areas.

National Career Readiness Certificate (NCRC)

Iowa Workforce Development continues to expand use of ACT's National Career Readiness Certificate, a WorkKeys program, throughout the state at one-stop centers, satellite offices, schools, and Virtual Technology locations. All Iowa residents are able to take the NCRC assessments at no cost through the "Skilled Iowa" initiative.

The NCRC program tests the comprehension level of an individual in "reading for information," "locating information," and "applied mathematics." Individuals receive a platinum, gold, silver or bronze certificate based on their level of understanding in a given area. KeyTrain is also available at no cost to persons needing remediation before testing or wishing to improve their score. A total of 36,581 tests were administered from September 2012 through June 2013, and 10,733 certificates were awarded.

The certificates can be presented to employers as another tool to demonstrate the skills a particular worker possesses. The certificate is also being used widely with IWD's ex-offender initiative at correctional facilities in Clarinda, Rockwell City, Newton and Mitchellville, as part of the new FSET component, in PROMISE JOBS, Veterans services, and other



employment and training activities.

Ex-Offender Initiative

The Ex-Offender Initiative operates in four Iowa correction facilities. Working in partnership with the Department of Corrections, four IWD workforce advisors work on site at the Clarinda, Mitchellville, Newton and Rockwell City prisons. This staff works with soon to be released ex-felons, with the goal of having them placed in a job before they leave prison.

Workforce Investment Act

The Workforce Investment Act (WIA) is a federally funded employment and training program designed to prepare adults, economically disadvantaged youth and dislocated workers for participation in the work force. The goal of WIA activities is to increase the employment, retention and earnings of participants, and increase occupational skill attainment by participants to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

The Adult training program is designed to prepare adults (19 and older) for participation in the labor force by increasing their occupational and educational skills, resulting in improved long term employability, increased employment and earnings, and reduced welfare dependency. 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. In the last reporting period, 63.8 percent of those served found employment, and 81.2 percent retained the employment.

The Dislocated Workers program provides retraining and re-employment services to individuals who have

been dislocated from their jobs, and to displaced homemakers. Employment services reach beyond basic job placement. Job seekers have access to computerized resource centers for career exploration, resume preparation, skills assessment and testing, job search, online work registration, and online unemployment insurance claims filing. Job seekers also have access to a variety of skill building workshops, job search assistance curriculum and individual case management. In the last reporting period, 84.3 percent have obtained employment, and 93.7 percent retained that employment.

The Youth training program is designed 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 the 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. 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. Data for that group shows 71.9 percent were engaged in educational activities, and 65.3 percent attained a degree or certificate.

Trade Adjustment Assistance (TAA)

The TAA program helps workers who have lost their jobs as a result of foreign trade. The TAA program offers a variety of benefits and services to eligible workers, including job training, income support, job search and relocation allowances, a tax credit to help pay the costs of health insurance, and a wage supplement to certain reemployed trade-affected workers 50 years of age and older.

As of December 1, 2013, Iowa has 29 active and



three pending Trade Act petitions, including:

- Electrolux Central Vacuums in Webster City and leased workers from Manpower
- Electrolux Major Appliances in Webster City, including leased workers from Per Mar Security, Cornerstone and Nussbaum Transportation
- Burlington Basket Company in West Burlington
- RR Donnelly in Eldridge
- Cummins Filtration in Lake Mills, including leased workers from Manpower and Whelan Security
- IBM Global Services
- S4 Carlisle Publishing Services in Dubuque
- UPS in Des Moines
- Rockwell Collins in Cedar Rapids
- Hostess Brands, statewide
- Rock Creek Athletics in Grinnell
- CDR Systems Incorporated in Estherville
- Iowa Health Des Moines in Des Moines
- Century Link in Des Moines and Waterloo
- Verizon Data Systems in Cedar Rapids
- CoreLogic Consumer Services in Des Moines
- Schneider Electric in Cedar Rapids
- MedQuist/M*Modal in Cedar Rapids, Creston, Davenport, Decorah and Sioux City
- Delta Airlines in Sioux City
- Alorica in Ames and Cedar Rapids
- Assurant Inc. Enterprise Business Service Center in West Des Moines
- Charles Inc. in Council Bluffs
- Integrity Solution Services in Decorah
- Gits Manufacturing in Creston
- Ver-Rest Manufacturing in West Branch
- Quad Graphics in Dubuque



Unemployment Insurance Services Division

In fiscal year 2013 the unemployment insurance division continued to create systems and process that are more efficient, secure, and customer friendly. With 85% of claims for benefits and 67% of employer quarterly reports submitted online the Division is showing marked improvements in performance and efficiency. For UI Benefits it was a time for assessment and planning while UI Tax was in the final stages of full implementation of MyIowaUI, the new web based unemployment insurance tax system.

MIUI is designed as a portal for businesses, accountants, and third party administrators (TPA) to manage their unemployment insurance account on-line. With work completed on all critical functions of MyIowaUI (MIUI) and two thirds of our businesses filing online, the Department moved to having all businesses file quarterly reports and new registrations online saving over \$500,000 per year in employer taxes. We would like to thank all of our businesses that have offered their ideas for enhancements as MyIowaUI will continue to be a work in progress as long as we continue to receive feedback.

The Unemployment Insurance Benefits Bureau has been highly strategic with system redesign. In FY 2013, the Bureau performed a business process analysis that led to the development of new processes for handling the initial claim for benefits, weekly reporting, and the management and collection of overpayments. In all cases, the processes will increase accountability with our claimants, increase identity verification, and reduce processing time for staff.

During the 2013 Session, the Iowa Legislature

passed and Governor Branstad signed SF110 which implements the federal conformity requirements related to Unemployment Insurance. Effective July 1, 2013, employers who fail to participate in a fact-finding unemployment interview that results in an overpayment of claimant benefits will remain responsible for the benefit charges. In addition SF110 also introduces a penalty for claimants who fraudulently collected unemployment benefits. Individuals with fraudulent claims will not only be responsible for the overpayment of benefits, he/she will also incur a 15 percent penalty.

In 2014, the Unemployment Insurance division will be aggressively pursuing changes in our data management systems and all interfaces with our customer to reduce steps, make information more accessible in a secure environment, and continue to ensure the integrity of the unemployment insurance benefits system.

IowaWORKS Virtual Access Points are another tremendous resource for unemployment insurance recipients and employers. Online resources can be accessed at over 900 locations across Iowa. The unemployed can file a claim for benefits along with their weekly report at one of these locations, and conduct an on-line search for employment. Employers can file their quarterly tax report through My Iowa UI. In all cases a toll free number and instant messaging are available to address questions and concerns.

Unemployment Insurance System Performance

As evidenced below, UI Benefits has experienced some very dynamic fluctuations processing and paying out record numbers of unemployment

insurance claims. While payment of benefits remained high, the number of claims filed has dropped much closer to the pre-recessionary

levels. Below is a summary of the changes from year to year:

Total Unemployment Insurance Benefits Paid							
Program	Fiscal Year						
	2007	2008	2009	2010	2011	2012	2013
Regular Unemployment Insurance (Millions)	\$339	\$350	\$634	\$709	\$508	\$432	\$432
Number of Claims	193,210	213,144	385,790	336,036	226,647	193,893	188,905
							12/3/2013

Employers used several existing programs to help workers. Businesses continue to take advantage of two existing programs:

1. Work Share Program: This program provides an alternative to laying off employees. Employees get reduced hours and reduced pay plus a portion of regular unemployment insurance benefits. Most importantly, employees continue to work and continue to get employer-offered benefits while the economy recovers. Participation in this program has gone down in 2013, which is an indication of a recovering economy. During FY 2013:
 - ▶ 15 employers enrolled; down from 21 in 2012.
 - ▶ 880 employees participated; down from 1808 in 2012.
2. Employer Filed Claims: This program allows employers to file claims on behalf of their employees. Employers feel they are assisting their employees to ease the pain of a layoff. In 2013

we saw a slight decrease in participation and appreciate businesses willingness to assist their workers with this application.

- ▶ In 2013, 34 employers have used the program as compared to 39 in 2012
- ▶ Approximately 15,234 claims were filed as compared to 16,669 in 2012.

Emergency Unemployment Compensation (EUC)

The Emergency Unemployment Compensation (EUC) program continues benefits after all eligibility for regular Unemployment Insurance (UI) is exhausted. EUC payments began in July 2008. In 2013, the number of weeks of eligibility dropped from 20 additional weeks of unemployment insurance benefits to 14 weeks. The program is scheduled to end December 28, 2013. During FY 2013 total EUC benefits paid dropped by 58% over FY 2012 and regular benefits remained steady. This is clearly representative of the progress made towards Iowa economic recovery.

Iowa Total Unemployment Insurance Benefits Paid					
Program	Fiscal Year				
	2009	2010	2011	2012	2013
Regular Unemployment Insurance (Millions)	633,987,994	708,673,924	507,608,146	431,960,027	431,863,267
Voluntary Shared Work	4,198,022	8,997,971	2,383,965	1,004,515	708,333
Emergency Unemployment Compensation (EUC)	159,034,303	465,595,122	391,440,438	262,192,457	110,770,871
Economic Stimulus Payments (\$25 per week)	31,783,718	100,388,263	24,039,938	0	0
Total	829,004,037	1,283,655,280	925,472,487	695,156,999	543,342,471
12/3/2013					

Additional Federal Funding

In FY 2009 the federal government gave states the opportunity to receive additional federal funding to pay benefits if they expanded eligibility criteria. Iowa responded by enacting two enhancements: Training Extended Benefits and the Alternate Base Period.

- **Training Extension Benefits.** Participants in this program may receive up to an additional 26 weeks of benefits while enrolled in training for a high demand or technology occupation, only after all regular benefits and federal extensions are exhausted. They must be enrolled and making satisfactory progress in training to receive unemployment benefits. During FY 2013, 5,324 applications were received. Approximately 89% of those applications are approved.
- **Alternate Base Period:** This provision gives an alternate way to calculate the base period for unemployment benefits. This applies where the current method of calculation makes an individual ineligible for unemployment benefits. The law moves the base period closer, by one quarter, to the date someone files for unemployment benefits. During CY 2013, 2,788 claims have been filed with

an alternate base period and 2,116 of those claims paid benefits.

Unemployment Insurance (UI) Trust Fund

The UI program is funded through state and federal payroll taxes. These taxes are paid by employers based on a portion of workers' wages. Funds are placed in a special fund, called the UI Trust Fund. The Trust Fund can only be used to pay unemployment insurance benefits.

By the end of FY 2011, over 35 states depleted their Trust Funds and borrowed in excess of \$48 billion from the federal government. 15 of those states still have over \$19 billion of debt to be repaid to the federal government. Iowa is one of a hand full of states that remained solvent. 2012 and 2013 marked significant improvements in the rates for businesses by going to tables 4 and 5 respectively. This represents a savings of approximately \$93 million dollars to businesses in 2012 and nearly \$100 million in 2013. 2014 will continue that trend moving to tax table 6.

Tax Rate Comparison								
	2007	2008	2009	2010	2011	2012	2013	2014
Percent employers with UI tax rate of 0% (do not pay taxes)	45%	45%	46%	43%	43%	43%	43%	45%
Percent employers with tax rate of 1% or less	75%	75%	75%	53%	53%	54%	56%	75%
Percent employers with highest tax rate. (Max rate 8.0% for 2007-2009, Max rate 9.0% for 2010-2012. Max rate 8.5% for 2013)	9%	9%	9%	8%	8%	9%	11%	8%
Tax Rate for Average Employer	1.45%	1.47%	1.45%	1.94%	2.21%	1.98%	1.76%	1.41%

Comparison of Taxes Collected and Benefits paid

For the majority of Fiscal year 2013, we moved to tax table 5 resulting in a rate decrease which allowed

the trust fund to continue to grow and put the state in the position to move to table 6 in 2014.

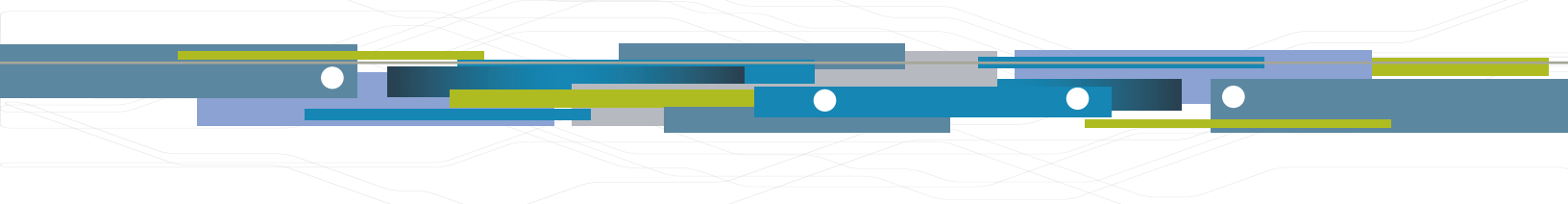
	Taxes Collected	Benefit Paid (State \$ Only)
Fiscal Year 2007	\$322 million	\$339 million
Fiscal Year 2008	\$360 million	\$350 million
Fiscal Year 2009	\$361 million	\$634 million
Fiscal Year 2010	\$413 million	\$708 million
Fiscal Year 2011	\$576 million	\$508 million
Fiscal Year 2012	\$653 million	\$432 million
Fiscal Year 2013	\$561 million	\$440 million

Other Accomplishments for Fiscal Year 2010

Employer Misclassification Unit: Misclassification of workers as “independent contractors” rather than “employees” is a growing problem in Iowa and is costing millions of dollars. The Iowa Legislature provided special funding for extra help to protect workers, businesses, and tax payers. The purpose of the effort to identify misclassification of workers is to educate employers and workers about employee misclassification, enforce Iowa's existing unemployment tax laws, and forward our

findings to other state and federal agencies for further investigation.

During 2013, the Bureau has received 131 employee misclassification tips, leads and referrals from workers, employers, government agencies and the public. The completed investigations found that 51 employers misclassified 884 workers. These employers failed to report \$9,863,274 in wages for unemployment tax purposes, which resulted in assessments of \$671,840 in unpaid employment taxes, penalties and interest.



Upon completion of an investigation of a bona fide case of employee misclassification, we refer cases to the Division of Labor's Contractor Registration program, the Iowa Workers' Compensation Division, and the state Department of Revenue to determine what obligations are owed under those laws and programs. Similarly, those entities share information with the Misclassification Unit. IWD also signed an agreement with the Internal Revenue Service that also allows for the transfer of information related to employee misclassification.

During Fiscal Year 2013, Iowa Workforce Development and the US Department of Labor Wage and Hour entered into a memorandum of understanding with the specific and mutual goals of providing clear, accurate and easy-to-access outreach to employers, employees, and other stakeholders, and enhancing enforcement by sharing information consistent with applicable law, the parties agree to enter into this partnership. The agencies are forming this partnership to more effectively and efficiently communicate and cooperate on areas of common interest, including sharing training materials, providing employers and employees with compliance

assistance information, conducting coordinated investigations, and sharing information as appropriate.

Special Budget Request: In September 2012, the UI Division was awarded \$3,076.967 to help support unemployment insurance integrity through prevention, detection, and recovery of payments; improve overall performance, and address out-dated IT systems. While some of the initiatives are planned to extend into 2014, following are some of the projects completed in 2013.

- Business process analysis of the benefit payment system
- Promotion of the electronic data exchange system for businesses
- Development of an improved interface of the initial UI claim and employment services
- Implementation of the Treasury Offset Program for the recovery of UI overpayments from federal tax returns
- Establishing an offsite disaster recovery facility with redundant storage and server infrastructure.



Labor Services Division

The Iowa Division of Labor Services provides a broad range of services to constituents and businesses of Iowa.

The Division is responsible for the enforcement of programs designed to protect the safety, health and economic security of all Iowans. Our programs protect a person who rides on elevators, escalators and amusement rides and enters a building with an asbestos abatement project or a public building with a boiler. We protect employees from dangers in the workplace, the right to be paid wages and Iowa's children from dangers in workplaces and enhance their educational experiences.

Businesses and government working together can build a culture of safety, which provides an economic benefit to employers and employees throughout Iowa. Businesses and employers that support workplace safety and health initiatives develop healthier, more productive employees.

The Division strives to develop outreach programs and activities to educate employers and employees on all facets of the Division of Labor.

AMUSEMENT RIDE INSPECTIONS

Inspectors inspect amusement rides and concessions at least once annually to assure compliance with state rules. An operator must obtain a permit from the Labor Commissioner before operating any amusement device or ride.

ATHLETIC COMMISSION (BOXING, MIXED MARTIAL ARTS & WRESTLING)

The Athletic Commissioner and staff regulate amateur and professional mixed martial arts, boxing and wrestling events. They also issue Boxer's Federal Identification Cards for professional boxers as part of the Association of Boxing Commissioners.

ASBESTOS PERMIT & LICENSING

The division administers and processes Iowa's asbestos

licensing and permitting program.

Iowa OSHA enforces regulations designed to protect workers from asbestos and non-compliant contractors.

BOILER INSPECTION

The Commissioner and staff work with the Boiler Board on a variety of topics annually. They are also called upon to review code and rules for appropriate action and/or adoption or modification. They also address other responsibilities including adopting administrative rules.

The staff enforces safety codes for boilers and unfired steam pressure vessels.

BUREAU OF LABOR STATISTICS

The Division collects the data for OSHA and the Bureau of Labor Statistics surveys. They also manage calls for the OSHA Hotline for fatalities statewide.

CHILD LABOR AND WAGE/CHILD LABOR ENFORCEMENT

Child Labor and Wage/Child Labor processes claims relating to unpaid wages, vacation pay, unpaid expenses, unauthorized deductions, minimum wage, etc. They investigate all child labor complaints and injuries. Also, they have outreach training for employer education on wage and child labor. A wage investigator was added from money appropriated by the Iowa Legislature.

CONTRACTOR REGISTRATION

The Division of Labor and the Labor Commissioner have focused our primary concerns to public service, outreach and education to our customers. Staff attends outreach activities at construction expositions and trade shows. Contractor Registration has focused on timely processing all requests for permits. Our field investigators are traveling state wide and provide twenty day notices to all contractors needing permits to register for permits with no civil consequence within that time frame.

We are also coordinating referrals to UI Tax, Misclassification Unit and Iowa OSHA as necessary.

ELEVATOR INSPECTION

The Labor Commissioner and the Elevator Safety Board meet monthly to serve the public on waiver, variance requests and any other topic requiring action. They work to adopt administrative rules and keep the Legislative informed on necessary code changes.

The inspector's inspect and enforce safety codes for elevators, escalators, construction personnel hoists, wind tower elevators and related equipment.

OSHA CONSULTATION

The division ensures there are extensive outreach to small employers (especially those with classifications under all Local Emphasis Programs (LEP's) and National Emphasis Programs (NEP's).

Consultation and Education also administers Iowa OSHA's Voluntary Protection Program which promotes effective worksite based safety and health programs through partnerships with management, labor and OSHA. Businesses and Employers receiving VPP status are recognized for their outstanding commitment to workplace safety and health.

OSHA ENFORCEMENT

Emphasis programs allow enforcement to better utilize staff-time and resources toward industries with higher incidence rates and more safety and health concerns. This allows Iowa OSHA to strive towards reducing the number of accidents and illnesses throughout the state. Iowa OSHA's continues to refine education, outreach and selection methods for enforcement. We look forward to substantially decreasing the number of accidents and deaths in the future.

Iowa OSHA is committed to working with our Federal partners to ensure we are meeting our annual and five year strategic performance goals. We are committed to timely turn around on all OSHA inspection activities.

Amusement Ride Safety Program	
Inspections	1,737
Boiler Safety Program	
State Inspections	4,642
Private Inspections	22,792
Total Inspections	27,434

Elevator Safety Program	
Annual Inspections	6,788
Other Inspections	550
3 rd Party Inspections	1,704
3 rd Party Other Inspections	0
Chapter 89A Remedial	0
Total Inspections	9,402

Construction Contractor Registration	
Registrations Issued	13,425
Citations Issued	314

Child Labor Program	
Claims Closed	103
Work Permits Issued	4,619

Professional Athletic Licenses	
Boxing, MMA & Wrestling Events	143
Wage Payment Program	
Wage Claims Received	619
Wage Claim Settled	674
Amount Collected	\$165,051.91

Second Injury Fund	
Amount Collected	\$673,933.39
IOSH Consultation Activities	
Education Seminars	71
Ten-Hour Classes	18
Attendance	466
Consultations Conducted	377
Employees Covered	15,181
Serious Hazards Identified	2,215

Vountary Protection Program (VPP)	
Active Facilities	45
Inactive Facilities	0
New Facilities	0

OSHA Enforcement Inspections	
Accident Inspections	19
Complaint Inspections	135
General Inspections	541
Referral Inspection	110
Follow-Up Inspections	8
Other Related Inspections	52
TOTAL INSPECTIONS	908

OSHA Violations Issued	
Serious Violations	1,207
Willful Violations	0
Repeat Violations	49
Other Violations	575
Failure to Abate Violations	11
Total Violations	1,842

OSHA Penalties Proposed	
Serious Penalties	\$1,072,488
Willful Penalties	\$0
Repeat Penalties	\$75,740
Other Penalties	\$255,725
Failure to Abate Penalties	\$36,725
Total Penalties	\$1,439,970

Workers' Compensation Division

The Workers' Compensation Division has three core functions: adjudication of disputed workers' compensation claims, enforcement of compliance standards, and education of lowans about workers' compensation law and procedures. The Commissioner oversees this division of Iowa Workforce Development. The division continued to reassess and revise its processes during FY13 in order to provide more prompt adjudication and effective compliance enforcement. The division has also invested significant time to map our processes to prepare for much needed technological advances. The Workers' Compensation Division staff continued an emphasis on providing statewide educational presentations to assist businesses and workers understand our state's workers' compensation laws. In addition, the division continually strives to update the website which provides information to thousands of visitors.

The deputy commissioners conducted 583 contested case hearings and issued 503 decisions. The average time for a case to remain pending from the date of the initiating petition until issuance of the decision was increased from 453 to 558 days. It must be noted that for a significant portion of the fiscal year the deputy commissioner staff was reduced from 12 to 11 due to hiring delays. The average time from hearing to decision was increased from 77 to 114 days, mainly due to the fact that for much of the year the division was short one transcriptionist.

Annual reports showing claim adjusting actions were required to be filed via Electronic Data Interchange (EDI) protocols. The division once again continued to focus increased compliance enforcement by actively enforcing the requirements for filing first reports of injury. The division will transition from Release 2 to the more updated and common Release 3 of EDI in the upcoming year, pending IT completion of technology infrastructure.

HEARING-LEVEL ADJUDICATION

Adjudication occurs when a dispute arises over an employee's entitlement to benefits. Most injury claims are resolved without adjudication. Annually, over 20,000 injuries are reported, however, in FY13 only 4,434 petitions for benefits were filed.

Workers' Compensation adjudication procedures resemble those used in the district court for non-injury cases. An injured worker files a petition seeking benefits. A period for preparing the case for hearing through motions, discovery and investigation follows. The deputy commissioners conduct hearings to decide claims in Des Moines or one of seven other cities around the state. The average time from the date of hearing to the date the decision was issued is 114 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 in FY05. 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, if budgetary cuts are not continued.

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 average monthly inventory of pending

appeal cases decreased in FY13 from 282 to 141. The Commissioner is nearing his goal of resolving appeal cases in the month of submission for consideration.

COMPLIANCE

Compliance administrators monitor injury and claim payment reporting, acting as ombudsmen. The requests for information about workers' compensation law increased slightly from 12,767 in FY12 to 12,297 in FY13. They reviewed 4,483 settlements for approval. As time allows, the division of workers' compensation coordinates with the Division of Labor to enforce proof of coverage compliance. Injury and claim payment data is reported to the agency using the Electronic Data Interchange (EDI) protocol. In the future, the EDI database will be used to monitor claim payment practices as part of the compliance plan. The compliance staff has been reduced from 6 to 3 full-time employees in recent years due to budget cuts.

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 and procedures at meetings, conferences or seminars for attorneys, insurance personnel, employee groups and employer groups.

ONLINE FILING AND DOCKET SYSTEM

The Division of Workers' Compensation had received limited funding for the implementation of an electronic compliance and litigation system. The system has been designed and the code has been written by our vendor. The remaining work is to migrate existing data from our Mainframe into the new application and then perform several rounds of user acceptance testing of the application. The new system is designed to save internal and external costs, expand the time the Division is "open for business," and streamline the process in contested cases. The new system's

Average Days from Petition to Decision

FY 2004	617
FY 2005	607
FY 2006	569
FY 2007	502
FY 2008	473
FY 2009	437
FY 2010	477
FY 2011	513
FY 2012	453
FY 2013	553

Average Days from Hearing to Decision

FY 2004	52
FY 2005	50
FY 2006	73
FY 2007	75
FY 2008	53
FY 2009	56
FY 2010	84
FY 2011	79
FY 2012	77
FY 2013	114

implementation is an opportunity to amend the outside practices before the Division to increase efficiencies. Significant cost savings were realized by modifying an existing system from the state of Georgia. Implementation continues with IWD IT and is dependent upon their staffing on the project.

ENFORCEMENT

The Division of Workers' Compensation has increased its focus on requirements to file First Reports of Injury and assessing \$1,000.00 fines for failure to do so. The Division hopes to enforce 86.13A assessments for late commencement of benefits through the compliance division once the new computer system is successfully launched.

Labor Market & Workforce Information Division

The Labor Market and Workforce Information Division gather, analyzes, and publishes information on the economy, workforce, and occupations. The information is used by: businesses, economic developers, educators, job seekers, government planners and policy makers, grant writers, legislators, and students who use the data to make informed decisions. The Iowa Workforce Information Network (IWIN) is our website that contains most of the data.

In addition to regularly produced publications, staff provides customized analyses of the information that is collected, and develops products that meet specific customer needs. Below is a description of the products and programs that were embarked on during the past fiscal year.

Federal/State Cooperative Programs

The division works in cooperation with the Federal Bureau of Labor Statistics (BLS) on five programs to collect and disseminate information on the labor force and the economy. On July 1, 2013 the number of joint programs was changed from five to four as a result of the reduced federal budget.

The division is also partners with the U.S. Census Bureau on an additional program and is an affiliate of the State Data Center. These programs are cooperative in nature and involve federal-state input. The programs include: The Current Employment Statistics (CES), The Quarterly Census of Employment and Wages (QCEW), the Local Employment Dynamics (LED), the Occupational Employment Statistics (OES), the Mass Layoff Statistics (MLS), and the Local Area Unemployment Statistics (LAUS).

Current Employment Statistics (CES)

The program computes current employment and

wage data that is used as a leading economic indicator. The system provides analysts with a comprehensive visual graphing capability, and facilitates the flow of data between the state, regional and national levels. The CES staff also had several tools to assist them in reviewing their monthly estimates throughout the preliminary, final and benchmark calculation processes. However, the National Office took over the role of data collection, analysis and publication from the states early in 2011. Currently, states are responsible for dissemination, partial data collection, entry of economic events, non-covered employment estimation and benchmarking.

The Automated Current Employment Statistics (ACES) team continues to support the BLS national office staff and state users of the current system. ACESweb 3.17 was deployed in May 2013 to accommodate new enhancements and ease of reporting for the CES programs at the state and national level.

Quarterly Census of Employment and Wages (QCEW)

The Quarterly Census of Employment and Wages (QCEW) program is in the midst of a national redesign. The new system will allow for more data analysis and reporting. New enhancements will provide users with more detailed workforce statistics. The new system developed by the BLS is scheduled for release in 2017.

Also, the move away from mainframe systems to a server-based system provides for cost efficiency, more portability and flexibility for better analysis and reporting accuracy. The QCEW team in Iowa has already begun testing of our new in-house SQL query system and is scheduled to be completely free from Iowa Workforce Development's mainframe system by the end of 2014.

Local Employment Dynamics (LED) and 'On the Map'

This program, a cooperative effort between Iowa Workforce Development and the U.S. Census Bureau, has been redesigned to provide better graphics and more data analysis. Currently, Quarterly Workforce Indicator (QWI) data is available from 2000-2012 (4th quarter). 'On the Map' data currently provides demographic worker/resident data for the periods of 2002 through 2011, which has the ability to display employment trends in standard and self-described geographical areas. Version 3.0 of the On the Map for Emergency Management was deployed in 2012 to add expanded report content and provide real time data on areas of hurricanes, floods, wildfires and the FEMA Disaster Declaration Areas. Also, the National Weather Service Snowfall Probability Forecasts are now available.

Occupational Employment Statistics Wage Survey (OES)

The program collects detailed occupational wage and employment data on a sample of nearly 7,000 Iowa establishments. The surveys are conducted twice a year and require a response rate of 75 percent for each sampled area which includes four balance of state areas and the nine metropolitan statistical areas of: Ames, Cedar Rapids, Davenport-Moline-Rock Island, Des Moines-West Des Moines, Dubuque, Iowa City, Omaha-Council Bluffs, Sioux City and Waterloo.

The Bureau of Labor Statistics revised one of the most widely used collection forms, the unstructured form, to make it a portrait form instead of a landscape. The changed was spurred by OES staff in various locations and users who wanted the form to be more user-friendly.

BLS also created an OES Mapping Tool designed to display various OES measures such as employment, location quotient, and annual mean wage by state and Metropolitan Statistical Areas.

Mass Layoff Statistics (MLS)

This program collects quarterly information on initial

claims filed for unemployment insurance when a mass layoff action occurs that results in workers being separated from their jobs. An Iowa mass layoff event takes place when an establishment has at least 20 workers involuntarily separated from their job for at least 31 days and they file initial unemployment insurance claims.

BLS eliminated the MLS program on June 30, 2013 in an effort to cut its current budget by more than \$30 million. The final release of MLS data occurred on June 21, 2013 with the publication of May 2013 data. Weekly files continue to be processed in the event that BLS reinstates MLS, which has occurred on several occasions.

Local Area Unemployment Statistics (LAUS)

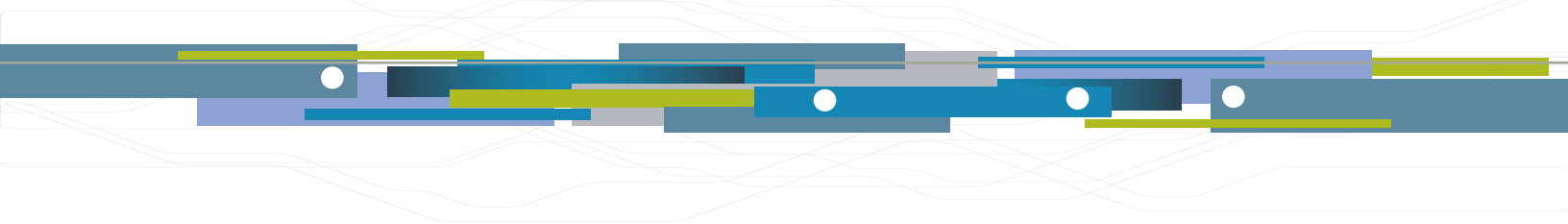
The LAUS program provides monthly and annual estimates for the civilian labor force, employment, unemployment, and the unemployment rate by place of residence. Data is produced for the state, metropolitan statistical areas, micropolitan areas, combined statistical areas, counties, and cities with a population of 25,000 or more residents.

Preparations are underway for the LAUS redesign in 2015. The substate methodology changes were reviewed which involved updating Dynamic Residency Ratios, ratios will be based on information from the American Community Survey instead of the Census, and handbook redesign research. The Office of Management and Budget has announced that there will be changes to area definitions in 2015. Parallel testing of 4th generation models is planned for early 2014 for all states.

Other major LMI programs and activities that enhance the workforce evaluation and needs include:

Laborshed Studies

Laborshed Studies have assisted economic development efforts throughout the state for the past twelve years and continue to be a unique tool utilized for retention and recruitment of business. The studies



are conducted by Iowa Workforce Development (IWD) in partnership with the Iowa Economic Development Authority (IEDA), local development groups, utilities, community colleges, and local officials. 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 studies give communities the ability to document and illustrate the characteristics of their labor force, which is an effective tool for retaining and expanding existing businesses while also attracting prospective new employers into the area. The studies include potential labor force, availability and willingness to change/enter employment, occupations, wages, benefits, commuting distances, education, advertising sources for employers, out commute/in commute, and underemployment.

In fiscal year 2013, 42 individual Laborshed studies and four regional analyses were completed. Industry-specific labor availability data was requested for business expansion and prospective recruitment for 213 different projects throughout Iowa.

Educational Outcomes Measures

IWD uses wage records from the state's unemployment insurance (UI) database to answer questions regarding the state's employment rate, earning levels, types of industry by gender and race, academic degrees, and types of programs. All of the wage data, as well as student records, are used for research purposes only, and are published as aggregated data to protect individuals' identities. This project was developed in cooperation with the Iowa Department of Education (DE) and Iowa community colleges. Through this partnership, an annual report was produced and published.

In addition, IWD provided analysis by request for 18 different educational institutions across the state and the following departmental programs:

- Iowa Workforce Development, PROMISE JOBS
- Iowa Workforce Development, Dislocated Workers

- Iowa Vocational Rehabilitation
- Iowa Department of Education, Perkins Reporting
- Iowa Department for the Blind
- Iowa Department of Corrections

Data sharing agreements have been established with the Department of Education, Department of Corrections, Vocational Rehabilitation Services, Department for the Blind, Criminal and Juvenile Justice Planning in the Department of Human Rights, U.S. Department of Labor's Office of Apprenticeships, all 15 community college districts in Iowa, select private and regent colleges and the States of Illinois, Nebraska, South Dakota.

Skillshed Studies

The original report, developed over the past few years, was based on proprietary data, the Laborshed & Workforce Needs Survey. This project was developed and regional analysis was conducted in nine regions within Iowa. The analysis compared the data from the Laborshed & Workforce Needs Survey to show supply and demand for skills and labor. The analysis also showed the gaps between those skills possessed by the workforce and those skills needed by employers. The education and training needed to fill these gaps between supply and demand was then determined.

The concept was then used in an interstate consortium brought together by a DOL grant through the State of Minnesota and The Institute for Work & the Economy out of Chicago. With Iowa leading this initiative, the states of Indiana, Nebraska, Missouri, and the Workforce Region in Peoria, Illinois collaborated to design a Skillshed that could be used by all states and locales given available information.

The Skillshed was expanded to include an Excel Macro that automatically formulates much of the data and tasks which was also developed by IWD. Widely available information is entered into a formatted spreadsheet. The macro then sorts and ranks the jobs within the region by growth and



wage criteria and creates job profiles for the top and bottom 50 occupations.

Given the influx of requests for skills data, this has been valuable information and continues to be expanded to meet the needs of the growing list of consumers. There have been five requests for SkillsShed analyses the past year covering the majority of the state.

Employer Database

Iowa Workforce Development, the U.S. Department of Labor's Employment and Training Administration, and the Analyst Resource Center (ARC) signed a contract with infoGroup for production of the ARC Employer Database on May 5, 2009. The contract between Iowa Workforce Development and infoGroup is for five years and expires on May 4, 2014. The October 2013 release of the Employer Database completed the fifth and final year of the contract.

The Employer Database is a privately collected, acquired database containing employer information such as name, address, telephone number, contact person, and industry designation for over 14 million businesses throughout the country.

Iowa Workforce Development is responsible for the procurement and dissemination of the database to all 50 states, the District of Columbia, Puerto Rico and the Virgin Islands for use in workforce and economic development activities. ETA and the Analyst Resource Center have contracted with the state of Connecticut to assume the role of Project Manager for the next RFP and contract which is currently in progress.

Other Workforce Surveys:

Workforce Needs Assessment Survey

The Workforce Needs Assessment Survey was conducted August 2012 through December 2012 by Iowa Workforce Development. Employers were asked to provide information regarding their benefits packages, current level of employment, current and expected job vacancies by industry or employment

size of business. The goal of the survey was to collect and analyze data regarding the demand for workers and the skills required of workers in the area.

This information can be used by economic developers, government agencies, employers, and the Department of Education (DE) to guide their decision making on issues related to workforce development, vocational training, and employee recruitment. Responses to the survey were detailed in a statewide report, and 18 individual regional marketing area reports were also produced.

Deleted Fringe Benefit Profile Section

Dislocated Worker Analysis

When an organization has a mass layoff event, Iowa Workforce Development holds a rapid response information session, usually at the location of the business. During this session, IWD staff asks participants to complete a dislocated worker survey. The information from these surveys are aggregated and analyzed and distributed in the form of the Dislocated Worker Fact Sheets.

In fiscal year 2013, the Regional Research and Analysis Bureau completed 38 dislocated worker fact sheets. These fact sheets provide workforce office staff, employers and prospective businesses with information about affected workforce in the area. There is demographic information, along with median salaries, education level, work experience, and advertising utilization. For workforce professionals the fact sheet also compiles information about the interest workers have in training programs designed to improve their knowledge and find new employment.

Iowa has also been leading a 10-state initiative designed to create and utilize a common dislocated worker survey. The group, with the support of DOL/ETA, has been successful in the creation and utilization of this common worker survey in all ten states to date. Future projects for this initiative include a regional database of workers and a pre-event employer survey.



Grants:

State Energy Sector Partnership

The Labor Market and Workforce Information Division has managed the BLS \$6 million grant since January 2010. The project serves businesses, dislocated, underemployed and incumbent workers in Iowa with training funds for occupations as specified in the Green Jobs Act of 2007. The funds will also train workers for emerging occupations in Iowa's clean energy economy. The project has already met its' goal for training by over 1,000 participants. A six month no-cost extension was received to allow the division to focus on finding unemployed workers jobs in Iowa. The grant will expire on June 30, 2013.

State Data Quality Initiative Grant (SDQI)

In October 2010, the division received a \$1 million grant from Employment and Training Administration (ETA) to undertake and enhance workforce data quality. IWD is in the process of designing a database warehouse that will build the capability to link data sets for evaluation of the effectiveness of our various training programs and initiatives with the Department of Education and Iowa College Student Aid Commission. The three agencies together have developed a plan to match student unit records and unique individual ID's with institutional and workforce record systems, as well as planning for common database system architecture and inter-operability.

Iowa Workforce Development Monthly Expenditure Report by Division and Program

June 30, 2013 (26 out of 26 pay periods) FINAL

DIRECTOR'S OFFICE

			2013 Budget	2013 Expenses	% EXP
Indirect Cost, Customer Services	CS	AT	\$290,610	\$291,366	100.26%
Indirect Cost, Communications	PP	AT	\$591,416	\$551,147	93.19%
Indirect Cost, Director's	DR	AT	\$489,943	\$520,587	106.25%
Marketing, Penalty and Interest	PP	CM	\$25,000	\$17,157	68.63%
Director's Office, Penalty and Interest	DR	CM	\$25,000	\$0	0.00%
TOTAL			\$1,421,969	\$1,380,257	97.07%

ADMINISTRATIVE SERVICES DIVISION

			2013 Budget	2013 Expenses	% EXP
Indirect Cost, Admin	AS	AT	\$885,400	\$691,829	78.14%
Indirect Cost, Accounting	FM	AT	\$605,214	\$624,821	103.24%
Indirect Cost, Budgeting and Reporting	BR	AT	\$423,724	\$415,181	97.98%
Indirect Costs, Purchasing	PC	AT	\$173,869	\$174,431	100.32%
Indirect Costs, Personnel	PS	AT	\$249,377	\$287,257	115.19%
Indirect Costs, Premises	PM	AT	\$580,496	\$579,445	99.82%
Indirect Costs, Overhead	VH	AT	\$1,298,592	\$1,382,868	106.49%
Indirect Cost, Printing	PT	AT	\$200,944	\$39,721	19.77%
Indirect Cost, Supply Room	SR	AT	\$126,317	\$170,269	134.79%
Indirect Costs, Previous Year's Surplus	AS	AS	\$118,490	\$0	0.00%
Penalty and Interest, Overhead	VH	CM	\$50,000	\$34,641	69.28%
Penalty and Interest, Infrastructure	BR	CM	\$250,000	\$123,465	49.39%
Penalty and Interest, General Operations		0601	\$750,000	\$0	0.00%
Penalty and Interest, Temporary Loans		0601	\$100,000	\$0	0.00%
Penalty and Interest, Permanent Loans		0601	\$1,050,000	\$0	0.00%
Supply Room	VH	SR	\$0	\$0	0.00%
TOTAL DIVISION			\$6,862,423	\$4,523,928	65.92%

INFORMATION TECHNOLOGY DIVISION

			2013 Budget	2013 Expenses	% EXP
IT Services Bureau	ALL	DC	\$6,963,825	\$7,079,813	101.67%
IT, Penalty and Interest (Restricted)	DA	CM	\$650,000	\$0	0.00%
IT, REA Program	PR	ES	\$37,101	\$2,990	8.06%
IT, REA/RES, EUC	PR	EU	\$75,000	\$39,504	52.67%
IT, Emergency Unemployment, Sequestration	PR	UE	\$40,000	\$40,000	100.00%
IT, UI Modernization	PR	MN	\$1,352,801	\$433,581	32.05%
IT, WIA Service Provider, Estimated Payments			\$200,850	\$0	0.00%
Unemployment, ICON	DA	CN	\$136,708	\$139,820	102.28%
TOTAL DIVISION			\$9,456,285	\$7,748,771	81.94%

LABOR SERVICES DIVISION

			2013 Budget	2013 Expenses	% EXP
Athletic Commission, Actual Receipts	LA	AC	\$134,078	\$85,899	64.07%
BLS, COF 50-50, Federal Share	RP	CF	\$15,296	\$15,274	99.86%
BLS, COF 50-50, State Share	RP	CF	\$15,296	\$15,279	99.89%
BLS, ROSH, 50-50, Federal Share	RP	RH	\$87,709	\$80,020	91.23%
BLS, ROSH, 50-50, State Share	RP	RH	\$87,709	\$80,026	91.24%
Boiler Inspection, Actual Receipts	LR	BL	\$1,403,629	\$1,018,503	72.56%
Elevator Inspection, Actual Receipts	LR	EL	\$1,696,421	\$1,597,968	94.20%
Contractor Registration, Actual Receipts	LR	CO	\$1,689,311	\$823,858	48.77%
Misc Receipts, Actual Receipts		LS	\$7,046	\$0	0.00%
Labor, 100% State (AB, LA, LH, MW)		LS	\$723,234	\$727,604	100.60%
OSHA, Data Initiative, 100% Federal	RP	DI	\$52,024	\$51,608	99.20%
OSHA, 100% Federal	CT	LC	\$9,482	\$8,661	91.34%
OSHA, 90-10, Federal Share	CT	CT	\$787,363	\$899,073	114.19%
OSHA, 90-10, State Share	CT	CT	\$64,078	\$76,970	120.12%
OSHA, 50-50, Federal Share (AB, CT, HE, LA, SF)		SH	\$1,928,247	\$2,086,296	108.20%
OSHA, 50-50, State Share (AB, CT, HE, LA, SF)		SH	\$1,928,247	\$2,086,097	124.89%
State Appropriations, Estimated Unob.			\$1,148,434	\$0	0.00%
TOTAL DIVISION			\$11,777,604	\$9,975,136	84.70%

WORKERS' COMPENSATION DIVISION

			2013 Budget	2013 Expenses	% EXP
Automation, Penalty and Interest Carryover	WM	CM	\$138,986	\$98	0.07%
Misc. Receipts, Revenue, SFY 13		WM	\$420,945	\$259,892	61.74%
Carryover, Misc. Receipts, SFY 12		Q14A	\$117,162	\$117,162	100.00%
State Appropriation, Work Comp (WC, WJ, WT)		WM	\$3,109,044	\$3,109,044	100.00%
TOTAL DIVISION			\$3,786,137	\$3,486,196	92.08%

UNEMPLOYMENT INSURANCE SERVICES DIVISION

			2013 Budget	2013 Expenses	% EXP
DUA, Disaster Funding	UA	DU	\$2,296	\$0	0.00%
Reed Act Program	UA/CA	RD	\$2,024,330	\$1,973,655	97.50%
UI Appeals	AP	UC/UM	\$3,282,112	\$3,115,572	94.92%
UI, Administration	UA	UM/UC	\$955,499	\$824,533	86.29%
UI, Overhead	VH	UC	\$50,000	\$43,050	86.10%
UI, Tax	TB	UC/UM	\$5,601,572	\$5,250,859	93.74%
UI, Quality Control	QC	QC/UM	\$952,403	\$871,691	91.53%
UI, Inspections	EB	UC	\$1,030,861	\$1,137,618	110.36%
UI, Call Center	CA	UC/UM	\$7,158,558	\$6,536,000	91.30%
UI, Recovery Unit	IR	UC	\$986,890	\$899,275	91.12%
State Appropriations, Misclassification		MU	\$451,458	\$451,458	100.00%
UI, Modernization, ARRA, Misclassification	TB/ Field	MM/MU	\$500,000	\$291,128	58.23%
UI, Modernization, ARRA, Collections, Backlogs	TB	MN	\$298,740	\$84,147	28.17%
UI, Modernization, ARRA, Call Ctr/Field (CA/Field)	CA/ Field	MN	\$1,217,770	\$822,300	67.53%
UI, Modernization, ARRA, Recovery	IR	MN	\$62,000	\$3,108	5.01%
Unemployment, Automation, SBR's	SP	UG	\$3,913,424	\$2,136,873	54.60%
Unemployment, Automation, Integrity	UA	UG	\$333,766	\$302,299	90.57%
Unemployment, Automation, (IT Chargeback)	CA/ WA	UG	\$4,237,586	\$2,760,760	65.15%
Unemployment, IT Chargeback	WA	UC	\$65,009	\$7,556	11.62%
REA SBR	SP	ES	\$1,370,386	\$584,703	42.67%
UI Integrity, Reserve for SFY 2014, 25%		UG	\$0	\$0	0.00%
UI, Baseline, Reserve for SFY 2014		UC	\$6,995,110	\$0	0.00%
UI, Reserve for Federal/State Shortfall		CM	\$2,408,828	\$0	0.00%
UI, Call Center, Penalty and Interest	CA	CM	\$100,000	\$98,228	98.23%
Tax Specific, Penalty and Interest	TB	CM	\$53,000	\$36,668	69.18%
TOTAL DIVISION			\$44,051,598	\$28,231,427	64.09%

LABOR MARKET & WORKFORCE INFORMATION DIVISION

			2013 Budget	2013 Expenses	% EXP
Actuarial, Unemployment Information and Policy	AR	UM	\$230,000	\$209,035	90.88%
Actuarial, Penalty and Interest	AR	CM	\$168,000	\$150,068	89.33%
Labor Benefit Surveys	LT	PS	\$242,202	\$255,986	105.69%
Labor Benefit Surveys, Misc. Receipts	LT	SV	\$440,129	\$35,212	8.00%
Laborshed, Gov 10%	LT	GC	\$703,287	\$687,647	97.78%
Laborshed, Wagner Peyser	LM/LW	WP	\$143,666	\$126,987	88.39%
Educational Outcomes	LT	EO/OU	\$233,724	\$142,735	61.07%
Miscellaneous Revenue	SA	PX	\$15,393	\$75	.49%
LMI, Trade Act	LT	TT	\$80,000	\$61,077	76.35%
ACES	SA/IA	AE	\$906,387	\$784,442	86.55%
CES	SA	CE	\$104,849	\$66,682	63.60%
ES-202	SA	ET	\$486,356	\$486,784	100.09%
LAUS	LM	US	\$234,536	\$230,511	98.28%
MLS	SA	ML	\$58,851	\$61,441	104.40%
AAMC, Quaterly Census	SA	EA	\$11,250	\$6,570	58.40%
North Carolina ALMIS	LM	NC	\$588,266	\$502,431	85.41%
Data Quality Initiative	SA	DQ	\$830,817	\$379,274	45.65%
OES/BLS	LM	EB	\$429,348	\$410,233	95.55%
One Stop LMI	LM	LN	\$606,904	\$446,012	73.49%
TOTAL DIVISION			\$6,669,797	\$5,147,510	77.18%

WORKFORCE SERVICES DIVISION

			2013 Budget	2013 Expenses	% EXP
Foreign Labor Certification, est.	FN	AN	\$129,514	\$100,143	77.32%
Foreign Labor Certification, Reserve for SFY 2014			\$21,327	\$0	0.00%
ATAA Training	WA	LT	\$1,193,291	\$899,445	75.38%
Disability Grant	FR/PF	DE	\$1,300,165	\$209,106	16.08%
Disability Grant, Reserved for SFY 2014/15			\$499,030	\$0	0.00%
Food Stamps, Field Operations (including WA/WX)		FS/FB	\$414,270	\$387,571	93.56%
Food Stamps, Reserve for SFY 2014			\$98,794	\$0	0.00%
Governor's 10%, NCRC Program	RC	GC	\$333,000	\$269,339	80.88%
Governor's 10%, Printing	WA	GC	\$100,000	\$73,572	73.57%
Mercy Healthcare Training, ARRA (FR/FM/PF)		HC	\$1,792,255	\$813,286	45.38%
Penalty and Interest, Workforce Admin	WA/WY	CM	\$300,000	\$263,586	87.86%
Penalty and Interest, Integration and Staffing	AS	CM	\$321,000	\$78,631	24.50%
PROMISE JOBS			\$13,904,419	\$12,151,578	87.39%

WORKFORCE SERVICES DIVISION (CONTINUED)

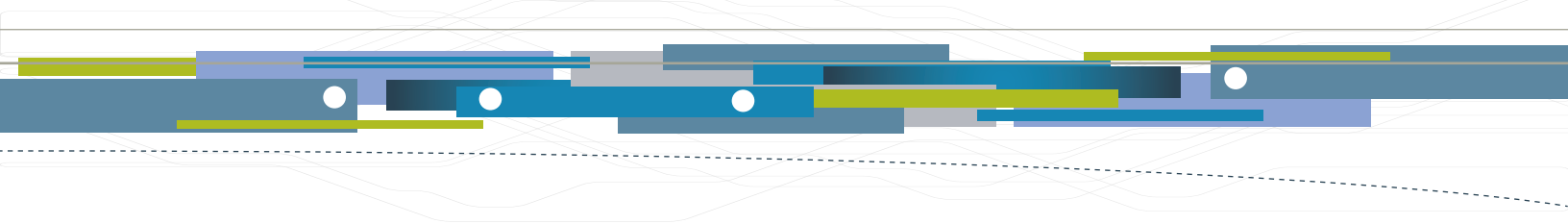
PROMISE JOBS, Quality Assurance		PG	\$475,000	\$464,509	97.79%
PROMISE JOBS, FSSG		PW	\$80,000	\$61,815	77.27%
State Approps, Field Operations, UI Reserve Fund		GF	\$633,000	\$633,000	100.00%
State Approps, Field Operations, P and I Funds		CM	\$1,627,084	\$282,991	17.39%
State Approps, Field, Integration and State Board		GF/BR	\$9,742,830	\$9,742,830	100.00%
SS, WIPA Grant & DHS, Voc Rehab (FP, PF, DH)		WY/WH/ VP	\$77,716	\$57,716	74.27%
State Appropriations, Offender, Field (incl. WA)		FY	\$345,536	\$307,484	88.99%
State Energy Sector Partnership, ARRA (SA/FM/PF)		EG	\$2,053,599	\$1,925,124	93.74%
TAA Administration, Field Operations (incl. WA/FR)		TT	\$1,224,057	\$1,056,240	86.29%
TAA Training	FR	TB	\$10,513,104	\$5,706,480	54.29%
TAA Case Management, 430 East Grand	FR	TC	\$0	\$0	0.00%
TAA Admin Reserve for SFY 2014		TT	\$105,281	\$0	0.00%
TAA Case Management Reserve for SFY 2014		TC	\$52,641	\$0	0.00%
TAA Training Reserve for SFY 2014		TB	\$894,888	\$0	0.00%
Ticket to Work	FN/PF	TW	\$119,920	\$33,327	27.79%
Unemployment, Basic Funds, Fields Operations (includes WX)		UC	\$4,380,849	\$4,351,229	99.32%
Unemployment, REA Grand, Field Operations (incl. FN)		ES	\$846,390	\$791,068	93.46%
Unemployment, REA/RES, EUC Grant		EU	\$960,621	\$975,532	101.55%
Veteran's DVOP, Field Operations (incl. WA)		DV	\$1,308,929	\$1,314,515	100.43%
Veterans DVOP, Reserve for SFY 2014		DV	\$341,250	\$0	0.00%
Veterans LVER, Field Operations	WA	LV	\$159,411	\$145,165	91.06%
Veterans LVER, Reserve for SFY 2014		LV	\$32,500	\$0	0.00%
Wagner Peyser, Field Operations (incl. WA/WX)		WP	\$7,093,283	\$5,997,966	84.56%
WIA, Adult Program		YS	\$4,696,577	\$3,890,933	82.85%
WIA, Youth Program		YA	\$6,321,429	\$5,273,237	83.42%
WIA, Dislocated Worker Program		DA	\$7,656,522	\$5,289,399	69.08%
WIA, National Emergency Grants		F/P	\$641,568	\$518,115	80.76%
Penalty and Interest, Administrative Staff	WX	CM	\$127,000	\$134,100	105.59%
Work Keys, Testing Fees	WA	WK	\$32,573	\$32,573	100.00%
WOTC	WX	WT	\$215,954	\$180,120	83.41%
WOTC, Reserve for SFY 2014		WT	\$63,167	\$0	0.00%
TOTAL DIVISION			\$83,229,744	\$64,411,725	77.39%

UNOBLIGATED FUNDS

			2013 Budget	2013 Expenses	% EXP
Foreign Labor Certification, Unobligated			\$0	\$0	0.00%
Disability Grant, Unobligated			\$194,749	\$0	0.00%
Food Stamps, Unobligated			\$16,251	\$0	0.00%
Penalty and Interest, Unobligated			\$8,753	\$0	0.00%
Reed Act, Benefit Redesign			\$3,863,538	\$0	0.00%
State Appropriation (Offender), Unobligated			\$0	\$0	0.00%
State Appropriations, Field Operations			\$0	\$0	0.00%
Ticket to Work, Unobligated			\$119,953	\$0	0.00%
Tade Act, Admin, Unobligated			\$2,562,869	\$0	0.00%
Trade Act, Case Management, Unobligated			\$758,543	\$0	0.00%
UI Baseline, Unobligated			\$3,486,099	\$0	0.00%
UI, REA Program, Unobligated			\$374,932	\$0	0.00%
UI, Modernization, Unobligated			\$1,626,860	\$0	0.00%
Veterans Programs, Unobligated			\$0	\$0	0.00%
Work Opportunity Tax Credit, Unobligated			\$0	\$0	0.00%
Wagner Peyser, Unobligated, includes AFSME Reimb.			\$407,459	\$0	0.00%
Wagner Peyser, Gov. 10%, Unobligated			\$373,196	\$0	0.00%
TOTAL DIVISION			\$13,793,202	\$0	0.00%

GRAND TOTALS

			\$181,048,759	\$124,904,950	68.99%
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IOWA
WORKFORCE
DEVELOPMENT

Equal Opportunity Employer/Program

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