

Attachment D

Davenport

Federal Registration for Latino Business

In order for Latino owned business to be registered with government entities, NIC has prepared several workshops in our area to reach and guide Latino business to do just that. Many of these businesses are becoming also Money transfer organizations, which implies to be registered with the federal government. Not only application has given up to them, but also guidance to create a business that follows federal and state regulations and registration. NIC expect to have more of these workshops done in February and March.

Business from three states

NIC was invited to be the main speaker at the TRI STATE Human Resources seminar done in Dubuque. Employers and organizations from Wisconsin, Minnesota and Iowa came to analyze topics like Diversity at the work place, Diversity recruitment and immigration procedures to hire newcomers. NIC has been engaged in providing these presentations for employers/organization throughout eastern Iowa. More than 75 participants were present that day. Employers are concerned about these topics and they understand that this topics its important to analyze and discuss.

Monthly Outreach in Columbus Junction

It has been good for NIC to do these outreaches in this town – every month we are there, we have more people coming and also provide us with the opportunity to talk to organizations that are coming to ask for information or to plan future events where they want NIC to be part of. Community Bank has been very willing to provide us with an office space so we can talk to people. Next year – when the community center is finished, the Mayor told us that he has prepared a place where NIC will have access to any time we need it to keep coming to fill the gap in services provided by NIC. Four times a year, NIC will have a special event that will include employers and other county services providers.

Monthly Outreach in Iowa City

The same way we have success in Columbus Junction, also NIC has provided this month outreach services in this city – working with Neighborhood Centers of Johnson County as a location, NIC has provided hundreds of consultations on immigration issues, special presentations, and working with other organizations like the American Heart Association, we have extended other services to customers. So far, all of those clients have been Latino families (most of them live close by those centers) but from February on, NIC will start providing services to people from India, Bangladesh, Africa and Russia whom composed the rest of immigrant's families that this Center sees every week.

Unity Health care projects with NIC

A new partnership has been established between this health care organization and NIC to provide special presentations for newcomers regarding health care –personal care and prevention care. All of these workshops and presentations will be done in Spanish and other languages, available by doctors and nurses from Unity. NIC also has been providing Unity web site done in Spanish so Latino families can learn how to use it and to make appointments with their doctors. Schedules will start in February where we are doing education for women in Columbus Junction in combination with other activity that will be done at Round Elementary School for parents and children.

Money Smart and Citizenship preparation classes expansion

Many are the people whom are have been asking to have classes in their own cities – so far NIC has been providing these classes only in Muscatine, but because of distance and work schedules, people can't commute to Muscatine for classes. NIC provided Citizenship preparation classes last year in Columbus Junction using a volunteer who taught the classes for 17 people. This year we will incorporate some banks that are very willing to cover the costs of paying somebody in CJ and West Liberty to teach these two classes at those locations. From March 1st then, NIC will start providing classes in Columbus Junction and West Liberty – today there is no similar classes at those locations.

Money Smart classes

Regarding Money Smart classes we will utilize Roundy Elementary School's computers in order to teach the interactive curriculum. Principal Dan Vogeler, was very happy and willing to offer any help we could need to provide these classes. Roundy school is the primary elementary school where more than 80% of the student body is immigrant. In West Liberty we are dealing the middle school.

Area Spanish newspaper

NIC still the main player in this joint project with the Muscatine Journal. Scheduled by March 1st – this Spanish newspaper will educate and inform Latino families in their native language about news provided in the similar English version and will cover Louis and Muscatine counties. NIC will have an area assigned to provide news and updates on employments issues and immigration updates.

Financial publication

NIC was featured in this weekly magazine that bankers from 9 states receive. Because of our relationship with FDIC and the Iowa bank Association, NIC has been able to provide financial education through the Money Smart curriculum, for more than 2 years now, NIC has been teaching the curriculum that has provided access to financial education to more than 400 people. The article will open other doors to us in order to get or start new financial classes in other cities. Copy sent to TSB chief.

Special presentation

Many presentations has been provided this month to organizations and companies that are taking a closer look at diversity and minority recruitment.

Tyson Fresh Food, Inc – Columbus Junction

Couple dozen people representing organizations, companies and government agencies attended this invitation from the Louisa Development Group and Tyson, among them New Iowan Center staff. Beside the tour, we had a meeting with all the management and production supervisors to discuss difficulties and challenges that we have heard from people we see at our offices. Tyson is becoming friendlier to their employees since Tyson took over IBP. Many changes have provided better job opportunities for immigrants whom are the majority. NIC was invited also to be present each month with an informational table where we can talk to employees at the cafeteria. Starting in March, NIC will be at Tyson.

Decorah Chamber of Commerce

NIC was invited to speak at this organization's monthly meeting. Decorah always has been very difficult to accept newcomers, especially immigrants, and even today immigrants feel bombarded with criticism and lack of opportunities. Presenting topics like Diversity, minority recruitment and sensitivity trainings, we hope to open a door to get to the heart of this community. This presentation has done just that bringing other opportunities to NIC to talk to employers and other community leaders.

Immigrant Concern Committee – Cedar Rapids

NIC has participated in this meeting again to listen this time to a member of the American Friend Committee who spoke about the history of that organization but lacked on providing immigration information for the committee.

NIC has been providing immigration updates for this groups that provide advocacy to immigrants in the Cedar Rapids area.

Wells Fargo bank – Cedar Rapids

A first contact was made to start providing Money Smart classes y very possibly ESL classes in Cedar Rapids with the support of this Bank – This month wee meet with Rick Weber – Vice President of Marketing who is very excited to provide the Bank's resources to initiate this process. Other meetings to finalize this endeavor will follow.

NIC/MSFW ALL NIC staff meeting – Des Moines

NIC Director, plus NIC staff from all over the state participated in this quarterly meeting leaded by Barbara Bobb. We received information (very good information) from USDA Department about buying homes in rural areas. Also we received instructions from Latino Affairs regarding a survey called "conoceme en Iowa".

Home Depot – Cedar Rapids

NIC regional manager participated in a meeting with the HR Manager from Home Depot – this store is looking for Latino employees to fill out positions not only in Cedar Rapids but also in Waterloo, Iowa and in Davenport. Although the process it's done on line – he mentioned that in each application would be sections where applicants have to share that send them to apply. In future months (summer) Home Depot will keep working with us in direct hiring in Davenport and Iowa City.

Social Security Administration – Cedar Rapids

In several occasions, NIC been presented with the difficult problem with people asking questions regarding social security issues that are hard to answer. We have helped many immigrants to get a SS# when they qualify, but issues have been beyond our knowledge and for this reason we have created a partnership with the SS office to provide education to newcomers and also instructions to employers dealing with these issues.

We as NIC, will receive also a training on these issues next regional meeting to get latest updates on SS# issues.

Domestic Violence Intervention project – Iowa City

We have team up with MSFW specialist from Cedar Rapids to work together in a creation of a new group that can provide support to women with domestic violence issues. So far in Iowa City there is only one organization providing help to these cases but with very limited language access (Spanish, Russian, etc) – NIC is the primary leader in this new group that will contain people from Police Departments, shelters, schools, social agencies. The main objective is to have a plan of action where somebody in going through this process can have immediate access to help. So far, is very hard to provide help to people because of language barriers.

Immigration outreach for Sudanese immigrants – Iowa City

In partnership with Neighborhood Centers of Johnson County, NIC provided immigration outreach to this section of the Iowa City population. Many pending cases were analyzed in this meeting where about 30 people presented their situations. We have personal interviews also to find out in more details about those particular situations.

Working with USCIS Des Moines (Director), NIC will be able to track down these cases that for years hasn't been updated by USCIS offices.

Family Dollar Distribution Center partnership – Muscatine

As agreed in prior meeting with management from this company, NIC provided a location for them to interview potential candidates in this area. The company is totally committed to expand employment opportunities to minorities and immigrants to work at the Distribution Center en Maquoketa. All of this started when NIC provide Diversity training to the company in Maquoketa, since then, we have worked together in several project all related to hire minorities.

Latino Task Force at Banks – Muscatine

NIC regional manager and Education coordinator attended this meeting organized by Central State Bank of Muscatine to explain our services and to help to create other avenues for this bank in dealing with Latino families.

Also NIC presented a proposal for a grant to expand our education services to Columbus Junction and West Liberty. These classes will be Money Smart financial classes and Citizenship preparation classes. The bank granted the grant to NIC to hire a part time teacher in each location. NIC is starting these classes as soon as we find the qualified people. Dateline will be April 1st.

Regional NIC staff Meeting – Muscatine

Held in Muscatine this time, regional manager covered issues regarding record keeping, public service announcements, local updates, immigration updates, goals for 2005, time at the NIC/MSFW offices.

This regional meeting allows our NIC/MSFW staff to get training in issues that can expand/or benefit NIC goals in our region. Everybody but Waterloo attended and provided very good insides on their local work.

Next one is scheduled to be in Cedar Rapids on May.

Regional Managers coordination meeting – Des Moines

Called by Targeted service Bureau, we discuss topics about our regions and some goals to make the NIC program better in each locations. Being the first meeting as regional supervisors, we only pointed issues that needed immediate solutions. A mutual agreement was established to work closely as regional supervisors to create similar patterns and goals for the two regions.

USCIS Director Alfonso Aguilar meeting with NIC – Des Moines

Targeted Service Bureau Chief, Regional Supervisor from Western side and I attended a meeting with Alfonso Aguilar Director of the USCIS in Washington, DC. This meeting was held at IWD Des Moines and Latino Affairs coordinator, USCIS Sub office director and UNI person also attended. The meeting provided NIC with a perfect opportunity to show results NIC has done during its existence and also to provide crucial information to USCIS Director on goals and plans to expand education programs to immigrants, which was very well received by him. In the near future, USCIS will coordinate with states and two state organizations in each state will have access to work with USCIS in specific plans to expand immigration education to newcomers and communities. Thanks to this meeting, NIC has got direct access to USCIS sub office information not provided to the public.

Monthly outreach in Columbus Junction and Iowa City

Already scheduled, this month regional manager has provided outreach to Columbus Junction and Iowa City. In still, we can see the need to go to these places to provide assistance in several areas (immigration, employment, legal matters, relocation, discrimination, etc). Working with Community Bank in CJ and Neighborhood Centers of Johnson County, NIC has been able to reach out to many other people in need of our services.

Monthly Legal outreach in Muscatine

Once again this month we had the visit of University of Iowa – Law school attorneys and students that provides legal consultation access. This month we had 12 cases, many of them of immigrants needing the consulting.

NIC and Temporary Employment Agencies

NIC has engaged in another partnership with Team Staffing Solutions to provide potential candidate for their employment opportunities. Team Staffing will provide NIC with job opportunities and NIC will refer candidates to them after candidates fill out application at NIC (to be filtered).

Many temporary. Agencies and companies are doing the same

Regional manager notes:

As we see each month it seems imperative that NIC in Muscatine can add a new position to its staff. Employment matters dominates many of the hours we spend at the office and beyond Helen's, Teresa's and my abilities, we still get short in time to adequate service people for employment needs. Now that companies and temporary employment agencies are suing more and more our services, it seems logic to have an extra person just to take care of that area.

2005 Leadership class presentation – Muscatine

NIC was the main presenter at this 2005 Leadership Muscatine class – more than 42 people attended this year final class that covered “Discovering Diversity in our community” – the 4 hours long participation included other local speakers touching basic concepts about art, literacy, media and music. NIC director was one of the students 2 years ago creating this new topic adding it to the curriculum.

Mercy Occupational Health system – Muscatine

NIC participated in this informational lunch/meeting to gain knowledge about occupational health care services. Many of our clients come to our office with problems that occurred at their work places and they don't know how to go by. The information obtained at this meeting was used to prepare a presentation that it will be given during summer months to local, area employees in Spanish in cooperation with the Muscatine Employers council.

Advisory Committee meeting – Muscatine

The first one of this kind this year, this meeting presented the opportunity to NIC to show its activities during the 2004 fiscal year. With narrative reports, services provided, narrative reports from MSFW Outreach Specialist, budget and other informational material, each NIC Advisory Committee member received a folder containing these items. The meeting also served as a conduit to ask for suggestion for new members to be replaced for term expiring and other for leaving the area. Names suggested were Cris Kass (Muscatine County Supervisor), Elsa de la Paz (immigrant business owner) and Melissa Kirk (replacing the representative from 1st National bank of Muscatine). NIC director will interview with these people and will have an orientation meeting to ask them for their participation in our committee.

Catherine McAuley Center – Cedar Rapids

NIC was invited to be the main speakers at this meeting, which attracted many other area agencies in Cedar Rapids. Education Coordinator Bolton, Outreach specialist Rosales and Director Adasme presented different services that we covered. Many of the participants didn't have knowledge about NIC and we commit each other for future joint events/activities in that area.

Brown Bag meeting – Muscatine

Also this month NIC participated in this meeting where we provided updated information about our program to several area agencies. We used a large time of the meeting to explain about our education programs which it was very well received. New contacts were made at this meeting.

Council of Social Agencies - Clinton

Another scheduled participation of the NIC was during this month with about 23 other agencies from the Clinton and Davenport areas. Although we were not the main speakers, we are always well received there. Afterwards, we always have many representatives from these agencies asking questions and making sure to program joint activities or events in the future. Clinton has become an open community for immigrants after a series of media publications and community meetings in part organized by NIC. Even there are some talks to have a similar service like NIC or to make a deal with IWD to open a new NIC up there. (all of these people were referred to Targeted Services Bureau Chief in Des Moines)

Special training for Allison Carolan – Muscatine

NIC director decided to provide special training to Alli to update her on our record keeping procedures. Alli has missed several contacts and services provided by NIC in Waterloo that never got counted as such. Also Alli received training on media coverage and public services announcements. Alli now has specific goals for the rest of this year specially when the agricultural season comes. It seems that she is not utilizing all the time to provide services as it should be done making NIC as her secondary priority. This situation will be analyzed at our next regional Supervisor meeting with Barb.

Iowa City State bank and Trust – Iowa City/West Liberty

NIC has been working with this institution to provide education to Latino families about buying a home. Although so far it has been only planning meeting – the real event will happen next month (April). This financial institution has many options to offer the immigrant population and they are eager to work with NIC in all that.

Immigration Outreach – Iowa City

This month NIC went to Iowa City again to provide immigration services to families without access to these services. Although there are some immigration attorneys in the area, many families do not have the money (which a lot of time is asked at front) to deal with them. Most of these cases are just orientation on how to start some process or to provide USCIS forms and explain how to fill them out, in occasions, NIC has also fill out some of these forms to people lacking education. These monthly outreach are in cooperation with the Neighborhood Centers of Johnson County (where most of these immigrants families receive other services).

Keokuk Employers council – Keokuk

NIC was invited to talk about our programs and answer other immigration questions at this month employers council, the meeting was a success but we were invited again for next meeting (in early May) because many of the employers that couldn't attend asked to have this topic again next meeting.

Girls Scouts Association (Leadership) – Coralville

NIC also was invited to be the main speaker to this years annual Girls Scouts leadership training that covered Diversity issues in our communities/organization. NIC has participated in several other Girls Scouts training in eastern Iowa and this one was the last area group to have this presentation. The Association will ask the general council now in Des Moines to have access to these presentations done by NIC at the western side of the state.

Special presentations preparation – Muscatine

NIC director has been very busy preparing several presentations for next month. Among them to the Heartland Professional Symposium, IAWP, Clinton Diversity Conference, Indian Hills Community College in Ottumwa, Muscatine employers council, Cedar Rapids Many faces, one voice employers seminar, and Davenport One (Chamber of Commerce from Davenport, Bettendorf, Rock Island, Moline and Silvis. All these presentations includes topics such as Diversity, Minority Recruitment, I-9 procedures, Immigration updates and How to develop a Diversity Action Team at the work place. Other activities were NIC director has participated in many other meeting and events that has been reported by MSFW outreach specialist in Cedar Rapids and also Helen Bolton Education coordinator in Muscatine.

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Identity Theft and I-9 procedures Presentation – Waterloo

Second time NIC has been asked to do a presentation for the Cedar valley Employer Council of Iowa (ECI). Last NIC participation was last summer covering “Hiring minority groups”. This time NIC covered “Is this ID real? – Getting answers to your I-9”. More than 70 employers attended this presentation that was done in combination with the State’s Attorney General.

Many employers are implementing practices not cover under the law and many on this presentation were asking questions about following right procedures to hire minorities. Because it is so unregulated, employers have assumed many things that are not proper under the law. This kind of presentations done by NIC is providing not only an updated version of the law, but also opening avenues for newcomers to be hired in places that was impossible for them before.

NIC introduction to Unity healthcare management

In several opportunities, NIC has introduced its services and programs to different department at this healthcare facility. This month, we did a presentation just for management personnel. From the CEO, department heads, administration and other office employees were invited to listen to our presentation.

NIC has been working directly with Unity Healthcare for more than a year now and for more than 2 years on a referral basis. Today we are part of Unity Board of trustees, members of the Diversity Group (created by NIC), interpretations (by phone) and many times we receive referrals from social workers that are dealing with identification issues and other related matters. We are getting to get a Unity member to be part of our Advisory Committee.

Chamber recognition night

Great opportunity to network was presented to us at this year’s Chamber recognition night. About 350 people representing many organizations, companies and retail stores attended the event, which gave NIC good connections untouched before.

Chamber CEO also mentioned (after presenting awards for membership), that the Chamber is proud to be part of an excited movement in the county that are making people aware about the rich international background present here, by partnering with the New Iowan Center to expand that education process.

Afterwards, many people we didn’t know, asked us to know more about NIC.

Goodwill tour

More people has benefited from the voucher program NIC and Goodwill has establish to help newcomers or any member of the community. NIC was invited for a private tour to the new Goodwill facilities in Muscatine. Also NIC director is Goodwill's newest Board member. This agricultural season, Goodwill will donate clothe to migrant families in Williamsburg and Conesville that because of timing last year we couldn't do.

Citizenship interviews

NIC has been doing mock interviews to help in the citizenship preparation classes in Cedar Rapids with the Catherine McAuley Center. Because of extra commitments, I have asked Oscar to replace me when I can't.

NIC has provided many times advisory to this Center in order for them to start these classes and we'll keep working with them to eliminate that lack of education between newcomers.

New NIC advisory committee members

Three new local leaders have accepted the invitation to become part of NIC Advisory Committee. These new members have a strong participation in the county that makes them very valuable to us. All of them also believe in providing services to newcomers and new before about our services.

These people are:

- Christine Kass - Muscatine County Supervisor
- Elsa de la Paz – Business owner and Director of “All color count”
- Melissa Kirk – 1st National bank of Muscatine (replacing Vivian Jardim)

Johnson County Newcomers Resource Network

“What a success” can only be applied to this group. NIC has been promoting this kind of meetings through out eastern Iowa. Johnson County has a tremendous amount of newcomers and the city still growing fast each day. Many of the services providers in the county didn't know how to approach the overwhelming traffic of newcomers in their offices and after calling NIC; we started doing what we have done in many other locations. We selected a local agency to coordinate a meeting, at that meeting attended about 70 people representing most of the county organizations. We presented Building Community Collaboration that explains how organizations can work together in dealing with newcomers.

Everybody got excited to do his or her part on this project. This month, we coordinated a second meeting where 40 organizations participated at and we organized (officially) the Johnson County Newcomers Resource Network.

We divided the group in several groups (by challenges that newcomers face) and we put them to work in preparing solutions to those problems. Among them:

Interpreting/translation, education, employment, community services (which includes police, extra activities etc), We also organize the network leadership by nominating

(among them) a Director, Assistance Director and a Secretary. NIC will function as advisors to the network.

As we have done in the past, NIC will keep working with them for at least three months after which NIC will leave them alone to take care of their own local business.

Our partnership with the network will continue in order for NIC to keep providing services in Iowa City.

Heartland Symposium

NIC Director attended the 6th Annual Heartland Professional Symposium in St. Louis, MO. At it, Director and Targeted Services Bureau Chief presented the topic: "Understanding the many faces of Diversity to successfully hire newcomers and minority groups". Presentation was well received based on reviews.

Diversity Workshop at Indian Hills

NIC director was invited as presenter to this First Annual Community Diversity Conference sponsored by Indian Hills Community College in Ottumwa.

Because the success of this seminar, it will be done next year again. Many people attended including several Mayors, companies and organizations. Good opportunity for NIC to be present beside the fact that the local NIC was involved totally in the steering committee.

Clinton Outreach w/ MSFW

To take advantage of the time, Director and MSFW outreach specialist had some contacts in this area with ISU extension offices to get more information about migrant workers in that area. Also to test the field so in future visits NIC can do more presentations or meeting in that area.

Family Dollar plan of action

NIC and IWD still working together to help this company to attract more employees to their facility located in Maquoketa. The city itself no not wants newcomers and has made it clear to the company about it. NIC and IWD working together with the local Chamber of Commerce and other institutions will prepare a community discussion regarding this issue in order to get the people Family Dollar needs.

This informal steering committee would also invite the Governor to participate in a discussion so the community can see the benefits of bring newcomers to help the local economy.

After planning, Family Dollar will call the meeting that is going to be hold sometime in May. It has been hard even for NIC to start a dialog with community about newcomers but involving other community shakers, NIC hopes to start a bridge to eliminate this local's philosophy.

NIC open house Cedar Rapids

NIC Muscatine office staff supported NIC Cedar Rapids in its open house by providing literature, power point presentation and other details.

People from several local organizations and business came obtaining a better understanding of the program in that area. Also several new contacts were made.

CJ monthly Outreach

We are getting to the point where we are making appointments for people to come to see us at Columbus Junction. At the beginning was simple to see anybody who came, but now the Bank provides me with 10 to 14 appointments each time we do this monthly outreach. Not only people needing our services but also organizations and companies that wants to talk to us. Because we don't have access to the our data base, we only take appointments related to immigration, questions, relocation, education, housing, discrimination. With a new laptop capable to connect to IWD/NIC data base, we can extend our services there.

After the new civic center is built, the local Mayor asked us to please to come more often there and he promised that one of the office in it will for the New Iowan Center to do its business there.

Community Club – Columbus Junction

Also in Columbus Junction, was invited to attend this community club meeting where local organizations and business promote community participation. NIC was invited before but for time and other commitments we couldn't participate. This time we introduced our program establishing a better understanding on how NIC would like to work with the community. Because this meeting is at Noon, we still have time to keep attending the scheduled people at the Community Bank (where we do our monthly outreach every month). This meeting it's done the same day NIC is in Columbus Junction for outreach.

Pheasant Ridge immigration outreach

NIC director with the help from MSFW outreach specialist provided another immigration outreach in Iowa City at the Neighborhood centers of Johnson County. This time we had pending cases from last month meeting and several new ones. All of them from refugees cases from Sudan and related countries. NIC is working with USCIS Sub office Director Conrad Zaragoza to obtain updated information about these cases.

As we attend people each month, we have more people the next time go there, people are in deed need of immigration help in that area of iowa City.

Co-location meeting

NIC Director participated in this co-location meeting in Davenport to analyze space needed by NIC. After much debating and negativism from some participants, we finally made our position clear. A new meeting with Kris Macy will be done next month.

Quad Cities Family Focus and KWQC TV – Quad City

A new resource is available for Latino families in this region. The QC Family Focus magazine is good resource for families where they can find information that are hot topics today. This magazine is a product of KWQC TV Channel 6 (CBS) from the Quad Cities. NIC had an interview with its editor and producer Mike Mickels, whom also is one of the anchors for the TV.

Beside the magazine, the channel also has a local TV program in the afternoons that focus on family needs and NIC was invited to be at one of the near future shows. NIC sees this opportunity as a great deal in order to get to the whole Quad City community for future contacts and services possible available to newcomers there. There are more than 18,000 Latino alone in the area not counting many, many other people from other countries.

Diversity workshop for AIWA

NIC Director and Targeted Services Bureau Chief were presenters at this year Association of Iowa Workforce Partners in Des Moines.

Bureau Chief's presentation fitted very well with Director's one and we were able to present not only NIC program but also to educate participants on issues related to immigrants, diversity and other related issues.

IWD Bureau Chiefs and NIC staff meeting – Des Moines

NIC director together with Targeted Services Bureau chief and Venus Vendures participated in a meeting with the IWD Other bureaus. Topics ranged from working together as one organization to some specific problems happening in couple locations. This meeting also was a good opportunity to coordinate efforts and to establish avenues for NIC to work with IWD staff across the state.

Violence in the work place seminar

NIC director also participated in this seminar provided by a local agency to obtain information that could be used in future presentations for immigrant employees. The seminar was OK but lacked of people's interest being only 7 people in attendance.

VR problems

As Education coordinator stated in her narrative report and in many of other location (NICS), we still have problems with this program. The fact of the voice it's not an issue anymore and it goes way beyond that problem. Students are increasing but they get bored using the new English on the job program. We are trying to do extra curriculum activities in order to teach them by talking the students to other locations (Chamber's board room) to teach them as we used to teach years ago (class setting).

Fortunate at our office here in Muscatine, we still have the old version of the VR program and we keep students excited about learning. Suggestion will be given in person to Targeted Services Bureau.



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Eastern Regional Meeting – Coralville

To coordinate and plan future events as region, we hold our second regional meeting in the Coralville Public Library. At this meeting attended all NIOC/MSFW staff except for Waterloo that resigned.

Mark Owens from the Social Security office was invited to talk to us about benefits from SSA to newcomers (and locals) but our intention was to get adequate and update information that newcomers can utilize when they arrive in this region. We have had many cases of immigrants that have had problems getting their SS card and other benefits in the Iowa City, Davenport and even at Cedar Rapids' offices. SSA will also work with NIC to provide presentations to newcomers groups and employers dealing with these issues.

The rest of this meeting was based on the following agenda:

- Welcome
- Review agenda for today's meeting
- Review last regional meeting assignments
- Updates – meeting w/ Bureau chiefs
- VR problems – future – record keeping
- Waterloo situation / consulate needing help
- Planning ahead to do you work (by Himar Hernandez)
- Social Security issues – Mark Owen SSA Manager
- Review NIC/MSGFW record keeping system
- Interns/volunteers issues – instructions from Barb
- What has worked and what not doing our jobs
- Reports from: Cedar Rapids, Ottumwa, Muscatine
- Working with community partnerships – the way to go (by Marco)

IWD/NIC Co-location 2nd meeting - Davenport

NIC Director attended the second meeting to define spaces at the new co-location building in Muscatine. After several hours of planning and changing, all of the partners made a decision that was acceptable for everyone. NIC was pleased with the lay out which will allow us to provide better services with more space and proper equipment. Hopefully the lay out stays the same.

Meeting with Dean Mattix - Muscatine

In order to coordinate programs and services between NIC and IWD in Ottumwa. NIC Director meet with regional manager Dean Mattix in Muscatine. We concluded that NIC and IWD would have a correlation meeting twice a month for the first 4 months and once a month after that. Communications problems will be eliminated this way allowing each organization to work together in serving the community. Mattix mentioned also that he will allow more space to add new computers in order to teach Money Smart/ hands on banking classes, also we discussed the possibility of sharing a bilingual person to take care of the front desk and help NIC with administrative support. We will get together with NIC staff in Ottumwa and his staff to clarify services provided and to plan ahead.

A follow up meeting was held in Ottumwa were NIC staff and IWD staff discussed and agreed in the areas mentioned above.

2nd Latino Cultural Festival - Columbus Junction

NIC was invited to be part of this year's Latino Cultural Festival in Columbus Junction - besides having a booth with informational materials - NIC also was part of the steering committee. NIC director was also the MC for the entire entertainment section. More than 3,500 people attended. The festival showed Latino traditional food, dresses, music and other activities around the community.

Taxes outreach - Muscatine

After the tax season for our volunteer CPA Richard Arthur - NIC started again this months with our outreach to fill educate immigrant population about taxes and ITINs. Richard comes to our office once a month to provide free services; that enables people to prepare their taxes and to educate them about it. Last year (having a late start) we helped 26 people that didn't know nor understood anything on taxes. Richard also is a certified CPA with the IRS to get ITIN numbers for people without social security numbers.

Employers Council of Iowa - Muscatine

NIC was invited to do a special presentation on I-9 procedures to employers from Muscatine. More than 30 employers attended with good participation and interactive discussions about this procedure.

NIC has done presentations regarding this and several other topics to ECI across eastern Iowa with a very good success.

ECI Muscatine will invite again NIC to do another presentation organized by them but open to other organizations and Temporary employment agencies in this community sometime in July and wants the NIC to present something covering Minority recruitment link with immigration issues.

Insurance issues for Latino Families - Muscatine

Turner-Vermont Agency, Inc has agreed to provide information about insurance to newcomers in their own language (Spanish, English, Bosnian, and Russian) at our office from this month on once a month as outreach kind of event.

This monthly opportunity will provide newcomers with good reliable information about home, car insurance. The insurance coverage is also available to people without documents (company policy).

Community Economics Day - Diversity issues Coralville

NIC director participated in a Panel discussion organized by the Iowa City Chamber of Commerce Community Leadership Program.

The event by invitation only, attracted many employers and people from organizations and Chamber members that analyzed Diversity as a support network of minority business owners in the community. NIC was given 15 minutes to talk about NIC program and how the attendees can utilize its services.

Legal Outreach by U o I - Muscatine

May has also brought several customers that have seen attorneys coming from University of Iowa - Law school - although this happens every month, NIC and U. of Iowa feels that we are making a difference by providing a legal advise to people that otherwise would go without getting in legal mess.

U. of Iowa Professor and Volunteer coordinator, John Allen, seems to be happy with every month outreach and wants to keep coming even in summer time. This will be the 3rd year for this partnership.

Latino Business Owners workshop/presentation - Waterloo

Planned several months before, this meeting/presentation gather several Latino business owners that were in need of guidance on how to approach SBA and other business groups for help.

The meeting focused only on developing strategies to offer better services to the community. Also we agreed to meet again in July to create a Latino group only focus to help themselves (they don't want to be part of the Chamber directly) rather they want to have one of them represent the group but have their own meeting, etc.

NIC will provide guidance and informational material on SBA, and other government information to make their business better. Also NIC will coordinate seminars, presentations and event with them.

Employee Performance Review - Cedar Rapids, Ottumwa and Muscatine

These annual reviews were done to all NIC and MSFW staff. This time I provided the reviews for them to fill out that way I could have an understanding on how they see themselves performing on their own jobs. At an interview, we then, analyzed what they wrote and talked about why they think that way. 95% of the time I agreed with their perspectives. All of them are doing a excellent job. I provided some specific ideas on improvements that are mostly on time management and planning.

A complete review of each one will be given to Targeted Services Bureau soon.

Also Regional supervisor provided a similar sheet for them to review my performance as supervisor to them.

Muscatine Professional & Commercial Focus Group

NIC Director was invited to be part of this focus group to deliver information on newcomers in the region in order to help the professional and commercial area of Muscatine. The group (a division of the Muscatine Chamber of

Commerce and Industry) is seeking information to make new strategies to serve more efficiently the community. Because newcomers/immigrants are up to 23% of the population, NIC is seeing as the crucial entity to help with these issues. At the same time because of our contacts and relationship with newcomers, NIC is able to know what are the needs and convey these needs to the appropriate local business/organization. The group meets on a bi-monthly basis.

Also at these meetings, NIC is working with the "Targeted population for economic pull" which defines the implementation of new ideas for retail in this area.

Migrant/seasonal Farm workers program training - Des Moines

NIC director attended this meeting where our MSFW outreach specialists obtain new information to deal with this season. Beside reviewing old/basic information for the new NIC/MSFW staff, we received other information related to MSFW program that will help the outreach persons to do a better and more concentrated work this year.

Also Director participated in a meeting to finish the U.S. Department of Labor grant application process, this together with TS bureau chief, Venus Vendures and someone else.

Columbus Junction monthly outreach

NIC director provided once again NIC services to the Columbus Junction area. Based on the Community Bank office, NIC is able to serve the immigrant population of that area whom do not have time enough to come to Muscatine (or because of job, or babysitting related issues.)

This time we also participated in the Bank's Diversity Committee that analyze the effect of the bank on the Latino population (which is about 67%).

This outreach provided services to 14 people dealing with immigration issues, job placement, legal information, and discrimination matters. Also 2 local organizations (the Local newspaper and the Community Club were served with information and introduction of NIC programs).

New NIC/MSFW staff training - Muscatine

NIC staff in Muscatine provided training on data entry procedures and other NIC services to the community to 2 new Des Moines NIC/MSFW staff. From how to utilize NIC data base to dealing with the education aspect, these 2 new staff received plenty information to copy the Muscatine model.

Stork Nest - Columbus Junction & Burlington

This support group provides help and information to Latino women that are pregnant, by teaching them about motherhood, health care, sanitary issues, and child development. Among the problems the group coordinator has found were problems with domestic abuse, legal issues, immigration issues and employment. NIC then was invited to introduce its program and analyze how the two organizations can participate/collaborate to benefit these women. After our introduction, we have several women asking more individual questions about their husbands and/or family.

NIC will come back in a month to do another presentation on immigration regulations and updated laws that benefit them.

Also NIC will be doing a similar activity in the Burlington area with two other groups. The program also has formed another group of Asian women.



**New Iowan Center – Muscatine
Narrative Report
June 2005**

Generations – Area agency on aging – Davenport

As a result of needs from the elderly newcomers, NIC has partnered with this organization to provide joint services. Many of the newcomers bring with them their parents that usually live with them as whom serve many times as caregivers and domestic helpers at home without being paid or received any contributions for it. Generations will do presentations for this groups that so far have dealt with NIC in the past to educate them on issues that this groups knows very well. From health care issues, to social security benefits, to simple activities were they can participate, NIC and Generation will provide a new avenue for this immigrant group not very well served in this area. In the past NIC has provided individual services to them (Immigration, housing, etc), but never provided a group activity. With Generations now on our side, we can extend other services to them

Also NIC will be added to Generations' web site so people can have access to our services and can contact us if they need help.

Newspaper's Diversity Committee – Muscatine

Once again this month, regional supervisor participated in this meeting that analyzed and reviewed the Spanish newspaper that the Muscatine Journal published three months ago. The committee forms by 8 people, provided insights from listening to Latino families regarding the use and the outcome of the new Spanish paper. So far, many people that come to our office have spoken to us regarding the paper and with very comments making our participation in this committee a success of its own. Latino families now have a new reliable resource for information that covers the Muscatine and Louisa counties (where most of Latino families lives). Our permanent participation in this committee allows us to guide the newspaper on issues that we see every day at our office.

Clinton Council of Social Agencies - Clinton

Regional supervisor was invited again to attend this meeting where more than 27 other agencies from the Clinton and Davenport have a very active participation. Regional supervisor invited also MSFW outreach specialist to attend where he could network with people that might know MSFW or farmers in that area. NIC will become official member of this group that really keeps things going in that area. Also NIC was scheduled to be main presenter in the fall. We see a tremendous potential in that group and NIC will be attending as much as we can to this meeting. Many of the new contacts and joint events in that area have come up from these meetings.

Clinton Community College - Clinton

Because of the meeting mentioned before, we meet also with Brenda Kunau ESL facilitator at the CCC. The college is having lots of problems in attracting new students for their ESL classes. During our meeting, we analyzed several typical mistakes that usually ESL providers make in dealing especially with Latino students. We had a good understanding of the need in that area and we will meet with the College Dean and other ESL teachers to analyze in depth how NIC can help and how the two organizations can work together in future events and/or projects.

New NIC outreach - Clinton

Because of the many needs in that area from employers, organizations and especially newcomers, regional supervisor decided to start doing a monthly outreach in Clinton starting in July very possibly at the IWD office. As done in other locations, NIC outreach enable us to reach more to people that don't have access to NIC services and at the same time to have more accessibility to new employer and organization that could use our help.

USCIS meeting - Des Moines

Regional supervisor also participated in this meeting held at IWD in Des Moines with Carol Rogof, USCIS Homeland Security Community Liaison Officer. The meeting evolved around of services provided to immigrants and how organizations and dealing with specific immigrants situations. At one point, the meeting seemed to be more focused on how the rest of the attendees are working in partnership with NIC. We provided valuable insights about how NIC works with immigrants and the education area that we cover in helping this population. I felt good knowing that NIC is doing a good job on this and beyond our limitations on staff and time, NIC still providing crucial education to newcomers that USCIS sees us as one big community

component in helping newcomers in the process of becoming adjusted to their new surroundings and new culture.

Diversity Conference - Dubuque

Regional supervisor was invited to present at this 1st Diversity Conference - Faces & Voices that this city has ever organized. Held at the Town Clock Center - Northeast Community College, the conference brought presenters from Universities, colleges and private organizations that touch topics that really are affecting employers and school leaders. The whole day conference was a good opportunity also to mingle with organization's leaders to provide information on NIC. At this presentation I invited MSFW outreach specialist from Cedar Rapids to help me so he get experience on participating this kind of events that attracts many community, companies and organizations leaders. Our presentation was based on "understanding faces of Diversity to successfully hire and retain newcomers". For the evaluation sheets we received, participants at our presentation understood and like what we covered.

Monthly outreach - Columbus Junction

Another successfully outreach in Columbus Junction. This time we saw several people that were looking for information about housing in that area, many of them have moved from the east and west coasts and would like to stay in Iowa. These people obtained employment at Tyson Foods. Other people we attended brought immigration situation on cases that have been in process for many years and they haven't heard anything about it.

Also we had a meeting with Community Bank's upper management to plan our plan of action for the next 6 months. Open house in Spanish only, leadership programs, different classes for employees as well as a diversity training for the Bank's employees. The Bank would like also to be more visible in the immigrant population in Columbus Junction, Muscatine, Wapello and Columbus City areas and NIC will help in these projects. Regional supervisor also formally invited Cindy Burrows (Bank Vice president) to become part of NIC Advisory Committee (which she accepted). Cindy covers several aspects of Columbus Junctions and will be a good asset for NIC.

NIC Regional Supervisors meeting – Iowa City

Regional supervisor participated in this meeting were Barbara Bobb and Venus Vendures-Welch attended. Discussed matters of my region and other issues affecting NIC program. Received from TS Bureau chief information on grant process and condition of other NIC situations. We established dates and location for future meetings.

Local NIC office clean up day – Muscatine

Local staff set aside half day on a Friday afternoon to reorganized the office for easy access in the future. It was necessary to do this to eliminate unnecessary documentation and to update filing cabinets and make more accessible information to each staff member. Also we arranged resource center and other computers in order to have a small waiting area (which we never had). New office configuration allows more easy traffic through the office and makes it easy to find information staff needs around, also a place more comfortable information center and where can wait without interrupting people being attended by NIC staff.

Special presentation for Parents -Head Start - West Liberty

Head start staff always has been helpful to us in inviting NIC to present diverse topics to the parents there. This time to cover general questions regarding immigration, housing, legal, services and school matters. Couple dozens families participated this time.

Eastern Iowa Human Resources Association EIHRA – Cedar Rapids

A new network has been created to educate HR personnel in Cedar Rapids and the “Technology Corridor”. NIC has been invited to be part of this group and it is the perfect opportunity for NIC to be amongst so many HR people. Typical meeting covers from recruiting issues, to dealing with I-9 procedures (which NIC has been asked to present). We see a good potential being in it.

Board of Director meetings – Iowa City, Muscatine and Burlington

Because of regional supervisor participation in so many meeting/presentations in this region, several organizations have asked me to become part of their Board of Directors. Because of that good connection in those boards, I’ve accepted in most of them. At the same time we have created many new good friends that have a clear understanding about NIC’s propose/goals and are willing to help us in our pursuit.

Legal outreach at NIC - Muscatine

Still going strong each month - this legal outreach allows newcomers to have a different avenue to resolve their problems. Sometimes the only thing people need is to listen to an attorney that won't charge just for talking. 95% of the cases have a positive outcome and very low % have to have representation at courts because the cases has been resolved by letters or phone calls.

Iowa City Cultural Competence & Beyond

NIC staff from eastern region participated in this Diversity Conference that was excellent in presenting opportunities to network with eastern Iowa organizations. Regional supervisor was invited also to be part of a panel to analyze how diversity is affecting communities.

Migrants in Williamsburg

Muscatine NIC staff went to Williamsburg to help with Migrants registrations. We provided literature and NIC information to migrant families and also immigration consultations. Also this day provided NIC staff with the opportunity to meet Migrant families and see working and living conditions.



New Iowan Center

An Iowa Workforce Development Initiative

New Iowan Center – Muscatine Narrative Report July 2005

Cedar Rapids Gazette and Des Moines Register media coverage

NIC has provided information and updates to these two Newspapers from Des Moines and Cedar Rapids. Because of the news release about the DOL grant, the media has been covering stories about NIC in Muscatine, Cedar Rapids, Ottumwa and Des Moines.

Cedar Rapids Gazette did a full-page editorial regarding services provided in our Muscatine office, where customers were interviewed and also local organizations and partner employers.

ICN participation – Latino Conference - Muscatine

Local NIC staff attended the ICN meeting with Latino Affairs. Discussions were related to programming for the next Latino Conference that will be held in Des Moines.

Pre-selection Interviews for new positions – Muscatine & Cedar Rapids

Regional Supervisor has been interviewing people that sent resumes to the Muscatine office. These interviews have been with the purpose of filtering the most qualified ones. Many of the resumes are from people just searching for a part time position with us and have been eliminated for the present open positions. However, we have found some of them that could be potential NIC staff. A second and last interview (with Targeted Service Bureau Chief Barbara Bobb) will be held in Waterloo, Cedar Rapids and Ottumwa to define the people who will select to be hired in those locations.

Cambridge Tem position and NIC - Muscatine

This employer has come to our office to hire seasonal farm workers. We have done this partnership for the last three years and have had work very well for the company, the grower and NIC. More than 200 people were hired this

season. NIC provide the location, completion of forms and help with application when needed. After the registration and drug testing (which also is done at out facilities), local NIC staff provides this data to MSFW outreach Specialist Oscar Rosales to be registered in his MSFW data base report.

Greater Cedar Rapids Community Foundation

Regional Supervisor was invited to be part of a four persons panel in Cedar Rapids where more than 200 people attended to voice their concerns about present topics affecting the Cedar Rapids/ Iowa City Corridor area.

NIC program was introduced and we took many questions regarding newcomers and their abilities to perform in a new environment. Most of the questions were sincere concerns from employers and other organizations willing to help newcomers. Although NIC was given only 10 minutes to do our presentation, because of the many questions and comments, we spent more than double the time to respond to all of them.

It was an excellent opportunity also to meet new contacts and specially those employers willing to hire newcomers and/or to start a diversity team at their companies.

Johnson County Newcomers network – Iowa City

Organized by New Iowan Center, this group now is in the next steps of performing directly in the Johnson county area. Each of its sub committees is working to provide a network for people and local agencies with clear data on services provided in the county. Many provided by the members of the network eliminating that way many un-necessary steps for newcomers.

Besides structuring the network, NIC also is helping in the development of several community services with the network, among them: jobs fairs, services fairs, cultural celebration days, ‘visit our agency day” etc. These events will start happening in August and will on throughout the year.

Multicultural Family Center – Dubuque

Invited by its management, Regional supervisor attended the open house ceremony in Dubuque. This organization now will strive to help immigrants families located in Dubuque that are having a hard time adapting. Because NIC has plans to start doing monthly outreach at that city, we are going to be working together to provide our expertise to the new organized group and at the time to the immigrant families. The group always looked at NIC as an

example to be copied to help immigrant families there. The majority of these immigrants' families' needs are in the area of housing, education, ESL, citizenship preparation and employment. NIC will be providing services there once we start our monthly outreach.

Iowa City and Columbus Junction monthly outreach

Another month with success stories by doing this monthly outreach in Iowa City and Columbus Junction. Although the numbers of people attended seems to be same in Col. Jun., there is a huge difference in Iowa City where more people are seeing by us. Beside immigration services, now we have seen more needs for employment and housing issues. Many referrals have been made to other local agencies. We feel that still important to keep these outreaches going because the people many times don't have the time to go to our offices to get help and Saturdays are the only ones for them. Most of the newcomers in Iowa City we see on Saturdays are Latino families, but when we have done outreach on weekdays we have found that the majority is from other countries (Sudan, Pakistan, Somalia, China, Russia, etc)

Video invitation for employers, retail and newcomers – Muscatine

Greater Muscatine Chamber of Commerce & Industry (GMCCI) has been preparing a new advertising tool to attract employers, retail and newcomers to the area. NIC has a part on it by providing data and interviews touching the newcomers' aspect of that main idea. With funds provided by Bandag Inc., GMCCI will be able to expand advertising even to other states.

NIC at the county Fair – Columbus Junction

NIC staff from Ottumwa and Muscatine participated in this year's Louisa county Fair with an informational booth. Also NIC staff participated in several judging contests. The Louisa county Development group and NIC also started this year a *Community service project*.

The goal was to translate the cover pages of the new course syllabi for Columbus High School.

The bonus is that the area translators come together to network thus improving everyone's translating and community outreach capacity. We have very good attendance and success.

Preserving Latino Women (please see Helen's report)

SHARE Iowa for Latino families (please see Helen's report)

FDIC visit (please see Helen's report)



New Iowan Center

An Iowa Workforce Development Initiative

New Iowan Center - Muscatine Narrative Report

August 2005

Staffing needs - Pick time in production - Muscatine

NIC has helped several companies with staffing needs. From HNI, Temporary employment agencies, healthcare and many other unusual organizations providing employment. August is the pick time for manufacturing in this area and NIC has (one more time this year) come up with potential employees for all these employers. NIC has also helped finding seasonal farm workers for Syngenta that hired about 230 people each season. We provided about 90.

Goodwill/ NIC partnership Vouchers program - Muscatine, Conesville

Through this partnership, NIC was able to provide about 100 vouchers to families in need. Vouchers were good for clothes and shoes at local Goodwill stores. Many newcomer families used these vouchers to get clothes for school and for infants.

NIC hopes to have the same opportunity next year when we renew the commitment with this organization to get more vouchers.

Great Places project participation - Muscatine

Muscatine NIC has participated in all the local meetings to bring together a presentation for the Great Places project. NIC has provided pictures and leads of newcomers that represent the feeling about being in a great place. Chamber at the same time has been preparing a presentation with these materials.

Columbus Junction school registration - Columbus Junction

NIC staff was invited to help with school registration at Roundy Elementary in Columbus Junction. The school has bilingual staff but every year its not enough to cover the 80% of Latino students body. NIC had also an informational table at the site.

Ottumwa interviews for local Assistant - Ottumwa

Regional supervisor went to Ottumwa to help with interviews in order to get a new administrative assistant for our NIC office there. After good consideration of three candidates we finally selected Gabriela Banuelos to be hired. Director Hernandez will offer the opportunity to her.

NIC Regional Supervisors coordination meeting - Iowa City

Barbara Bobb, Venus Vendoures-Walsh and regional supervisor met in Iowa City to discuss plans for DOL implementation grant in both regions. Meeting also brought other topics related to new hires and regional administration. This meeting helps to be in the same page in developing new strategies to make NIC better.

Iowa State Bank & Trust - West Liberty, Iowa City

NIC was invited to provide suggestion how to deal with the emerging Latino marker in West Liberty and Iowa City where this bank has several branches. After introducing NIC program, we discussed techniques NIC has used in other locations to benefit banks and Latino population. NIC was invited to do couple diversity training for banks staff in Iowa City. We also discussed the chances to start financial calluses in Iowa City.

ADECCO employment services & NIC - Davenport, Muscatine

A new partnership was created this month to deal with staffing needs in the Muscatine – Davenport corridor. ADECCO is planning to open a new employment services office in Muscatine and have asked NIC for bilingual manager and staff. Beside, NIC will provide a hub for hiring process for Davenport employment opportunities while the new office is settled. NIC expects to have more flow for employment for this area that usually NIC do not cover yet.

S.H.A.R.E. & NIC

Suggested by Targeted Services Bureau chief, Muscatine NIC has stated working with this organization to provide access to Latino and other immigrants to the SHARE program. After making appropriate contacts at state and locals levels, NIC stated registering immigrants. So far about 10 families have signed up to get SHARE every month and many more are expected to do the same once the word is out. Local SHARE official are very happy with NIC help.

Burlington Services providers

Regional supervisor visited several new organizations in Burling after being invited by couple of them. NIC found out that many newcomers are not receiving appropriate help because of language barriers or lack of cultural understanding by these local organizations (among them government agencies). NIC will start several focus group meeting in the next 3 months in order to provide education, training and diversity/sensitivity workshops to organizations and companies.

Interviews for Waterloo new staff

Targeted Services Bureau chief and regional supervisor visited Waterloo to hire new NIC staff. After several interviews, we selected Denis Kuduzovic and Jorge Ponticas as the new NIC Director and MSFW respectably. With these new hires, NC will build a strong community relationship providing that now we will have a full staffed office in that location. Also we have added Bosnian and Spanish languages to our NIC staff capabilities.

Clinton Community College - Diversity training

Regional supervisor was invited to present diversity training for this education institution together with MSFW outreach specialist from Cedar Rapids. This presentation came to be after several meetings with CCC officials where NIC has been working with to help with the ESL class's efforts as well as citizenship and other classes. Regional supervisor invited new NIC Cedar Rapids Director to get a glimpse of how to use these types of opportunities to build partnerships with colleges and to analyzed diversity at this level.

Documentation In Support of New Iowans Interim Study Committee of the Iowa General Assembly

Labor Market Information:

POPULATION:

The population of Iowa increased 28,127 from 2000 to 2004.

- In 2000 Iowa actual population was 2,926,324
- Iowa population in 2004 was 2,954,451
- U.S. Census Bureau is projecting that the population of Iowa will increase 1% through 2030.

The Hispanic population increased 22,215 from 2000 to 2004.

- In 2000 the Hispanic population was 82,473
- In 2004 the Hispanic population was 104,688
- Because Hispanics gained population in Iowa at a more rapid pace than did other groups in the 1990's, their proportion of the population increased from 1.2% in 1990 to 2.8% in 2000. Percentages were higher than the state figure in 17 counties. Eight counties showed the Hispanic population exceeded 5 percent. Buena Vista (12.5%), Crawford (8.7%), Dallas (5.4%), Franklin (6.0%), Louisa (12.6%), Marshall (9.0%), Muscatine (11.9%), and Woodbury (9.1%) in 2000. In the two previous censuses, only Muscatine had at least 5 percent of its population accounted for by residents of Hispanic origin.

Iowa has an aging population:

- In Census 2000, Iowa ranked 10th in median age, 4th in population age 65+, and 2nd in population age 85+
- The Census Bureau projects that the population under age 18 will slowly decline while population age 65+ will increase sharply. Working age population will decline as a percentage of total population.

Components of Population Change:

- Births and Deaths
 - Natural change is births minus deaths
 - Natural change in Iowa has been hovering around 10,000 over the last 10 years
 - Birth rates have fallen while death rates have remained unchanged
- Domestic Immigration
 - Historically Iowa has had domestic out-migration. NOTE: it offsets the 10,000 gain in natural change
 - Between 1995 and 2000, Iowa experienced an out-migration of 18,943 individuals between 22 to 29 with an associate degree or higher

- Projected change in Iowa's population of 18 to 24 year olds through 2025 will decrease 13.8% while the U.S. expects an increase of 11.9%.
- International Immigration
 - This is where the state's slow, steady growth is coming from
 - The state's population would not have grown in the 2000 Census except with the in-migration of the immigrant population
 - In 2000, there were 91,085 individuals in Iowa who were foreign born. Of those, 52,335 stated that they entered the U.S. between 1990 to March 2000. The majority of those who were foreign born are from Latin America (36%), followed by Asia (33.1%), Europe (22.3%) and Africa (4.0%).

LABORFORCE:

- For the first eight months of 2005, Iowa's labor force averaged 1,640,500. The state's labor force is expected to grow slowly to the year 2010. Between 2010 and 2020, the labor force will drop slightly.
- Iowa first began to experience labor shortages during the 1994-1999 period. Employers began to tap into previously underutilized groups to meet some of their labor needs (disabled, retirees, immigrants, minorities, and welfare recipients).
- The baby boomers represent the largest proportion of Iowa's labor force. Employers are concerned about acute labor shortages occurring between 2015 and 2025.
- Industries that will be most affected by baby boomers include: manufacturing, public administration, education, transportation, health services, and construction.

Occupations that will be most affected by baby boomers include:

- Airline Pilots & Navigators
- Management Analysts
- Special Education Teachers
- Photographers
- Teachers Aides
- Industrial Engineers
- Eligibility Clerks, social welfare
- Personnel & Labor Relations Managers
- Postal Clerks
- Police & Detectives Supervisors
- Plumbers, Pipefitters & Steamfitters
- Financial Managers
- Psychologists
- Social Workers
- Lawyers
- Education Administrators

- Elementary School Teachers
 - Registered Nurses
- The supply of young workers is shrinking in Iowa. This situation will be exacerbated by the increasing number of retirements. Companies are beginning to focus on leadership transitioning as the older baby boomers approach retirement age.
 - Iowa's labor force has become more diverse since 1990. Minorities account for roughly 7.3 percent of the state's current labor force.
 - A major strength for Iowa has been its high labor force participation rate. The state's 2003 labor force participation rate of 70.5 percent surpassed the U.S. rate of 66.2 percent and was also one of the highest in the nation when compared to other states.
 - The influx of females and youth into the state's labor force over the past thirty-five years has greatly contributed to its economic growth. Labor force participation rates for these two groups has reached the point where they will be leveling off.
 - Iowa's unemployment rate for August 2005 was 4.3 percent. Current Population Survey data for August show that the unemployment rate for Hispanics 20 and over was 7.9 percent.

The top 15 industries in Iowa will create 217,000 of the 417,000 (52%) jobs in Iowa's economy for the 2002 to 2012 time period.

- The 15 industries in Iowa expected to create the most jobs over the period are primarily in the health care and social assistance (3 of 15) and finance and insurance (2 of 15) industries.
- 53% of the fastest growing 15 industries are in the manufacturing, retail trade, information and health care and social assistance industries. (each has 2 of 15)

Between 2002 and 2012, Iowa's economy is expected to generate 60,600 job openings annually.

- Fifteen occupations will comprise 30 percent of the total job openings annually for Iowa.
- Over one-third (40%) of the 15 occupations are concentrated in the sales and the office and administrative support occupational groups.

- Thirty-six percent of the openings will be new jobs, which represent a 13 percent growth rate as compared to a 15 percent growth rate nationally.
- Twenty-one percent of Iowa's new jobs will be in the office and administrative support and the sales and related occupations.
- A larger percentage of job openings will occur to replace workers who leave existing jobs due to retirement, death or similar reasons that cause workers to leave the labor force on a more permanent basis. Nearly two-thirds of total annual openings in the occupations (64%) are due to annual replacements.

The top 50 occupations with the most annual openings for the 2002-2012 period:

- 10% will require a bachelor degree or above, 20% will require a postsecondary degree, 24% will require a high school education or equivalent and 46% will require less than a high school education or equivalent.
- 30% will require a postsecondary degree or above
- 31% are in the service occupations, 18% in the office and administrative support occupations, 10% sales and related occupations, 10% transportation and material moving occupations

The top 50 occupations with the fastest growth for the 2002-2012 period:

- 56% will require a bachelor degree or above, 26% will require a postsecondary degree, 12% will require a high school education or equivalent and 6% will require less than a high school education or equivalent.
- 50% are in the professional and related occupations, 16% in the service occupations

The more education and skills obtained the wider the range of career options and the greater the earning potential. When comparing Iowa's average mean hourly wages, individuals with less than a high school education will earn \$9.96 per hour, which is 72 percent of the \$13.85 per hour earned by individuals who complete high school or its equivalent. The same group will earn 58 percent of the \$17.28 per hour earned by those who complete postsecondary education, and will earn a meager 37 percent of the \$26.70 per hour wage of baccalaureate and graduate degreed people.

INCREASING DEMAND FOR BILINGUAL SKILLS:

- In 2000, 94.2% of those in Iowa speak English as their primary language. While 160,022 individuals (5.8%) say that they speak other languages at home. Of those 68,108 stated that they speak English less than 'very well'.

- Over 100 different languages being spoken in Iowa schools. More companies are recruiting bilingual employees. There are two primary trends that have increased the need for these workers: 1) Iowa has a growing immigrant population that is not fluent in English, and 2) Iowa companies are becoming more global, which has accelerated the need for people with multiple language skills. The economy is now international, and different cultures are interconnected by telephone, satellite, and computer terminal.
- In general, the need for bilingual employees in Iowa is growing in banking and finance, education, healthcare, retailing, public safety, and in telecommunications.
- Spanish is usually the first choice for companies requesting a bilingual employee.

IN CONCLUSION:

Based on changing demographics, Iowa is faced with three critical challenges:

--Iowa must find a way to: 1) increase the size of its labor force, 2) upgrade the skills of its labor force, and 3) improve the methods that match workers with jobs.

IWD's New Iowan Centers

Iowa has piloted the establishment of what we call "New Iowan Centers" in three communities, based on demographic data available. Through single physical locations in areas of each state where immigrant populations are residing, New Iowan Centers provide job placement, community services referrals, translation, language and occupational training, resettlement assistance, supportive services, and technical and legal assistance concerning documentation, civic responsibilities and other appropriate services. Through state and local partnerships, these local Centers provide One-Stop workforce investment and community services to operate as part of the state's workforce investment system. Iowa has chosen communities based on the high influx of immigrants, and the challenges that communities experience with it. The strategy that is used is to simultaneously work with both sides – assisting with adjustment issues of both the newcomers and the established community in its entirety.

The New Iowan Centers have already fueled economic growth and expansion in Iowa. We have three successful New Iowan Centers located in Muscatine, Sioux City and Ottumwa. We have partnered with the local Community Action agency in Sioux City and local Chambers of Commerce in Muscatine and Ottumwa to bring these services to Iowa. All of these offices provide assistance to new Iowans with a multitude of services. We will also expand the economy through the current growth of New Iowan Centers services and programming in Waterloo, Cedar Rapids, Des Moines and Council Bluffs.

Many communities are becoming more accepting of newcomers and that feeling is growing as a result of the New Iowan Center efforts. Because the changes brought on by relocation are so dramatic and abrupt, making the transition to a new community is often difficult for newcomers. However communities throughout the state are implementing practical ideas provided by our program to make that transition easier for both parties. Communities have been organizing diversity groups, diversity coalitions, study groups and many other approaches to make their towns and cities a place where newcomers are welcomed and accepted. These and many other specific projects and services have been the core of the New Iowan Centers program since its establishment in 2000.

These partnerships associated with the three pilot New Iowan Centers have already provided diversity training and workshops to more than 20,000 people representing companies and other private and public organizations. The result is that many newcomers find employment in places that were almost impossible for them to apply before. Serving as part of Iowa Workforce Development we provide access to employers with all sorts of job opportunities. These services are open and available to anyone, whether they are from France or California. These efforts have assisted over 7,000 individuals obtain employment.

Other services available to new lowans in the Centers include information and assistance with financial, insurance, housing/real estate, food, legal and many other issues. We have provided hundreds of consultations and provide immigration paperwork for those needing immigration updates and/or to apply to change their status. In addition, we provide business information, citizenship preparation classes, computer access, discrimination information, sensitivity trainings, ESL classes, health/housing issues, and unemployment insurance benefits information. We try to coordinate what the community has to offer by collaborating with as many local organizations as possible.

The New lowan Centers have created economic development; communication and understanding, making these newcomers feel welcome and appreciated. By responding directly to the lead of the local economy, these initiatives have experienced opportunities to contribute to the economy in innovative ways that will be reinforced in the new Centers developed. Examples in the first three pilots:

- Staff have worked with volunteers from the Senior Corps of Retired Executives (SCORE) to provide training and technical assistance to 23 New lowan Center customers who have established their own businesses.
- Staff have developed relationships with nearly 100 financial institutions (including FDIC and the Bank of Chicago) to develop financial education for customers, and supports them by including diverse Americans in their labor force.
- Through partnerships with high growth Iowa industries, such as Wells Fargo and Hon, the New lowan Centers have developed experience in service as a resource to support the success of Iowa's economic development and enhance their ability to support other targeted industry in Iowa.

The Centers enhance economic development by providing qualified workers to meet the needs of high growth industries. The New lowan Centers have provided numerous business seminars in conjunction with Wells Fargo, SBA, SCORE groups, FDIC and The Federal Reserve Bank of Chicago. The efforts of the three pilot centers have provided well over a hundred diversity and sensitivity trainings.

Good customer service in the areas identified through these proposed centers will impact established and new lowans alike. The health of any community can be measured by the degree to which all of its members are engaged in the industry of the community. The healthier the industry of a community, the more newcomers will be attracted to the community. The clients who receive these services will be better equipped to thrive in our communities. Business will have a larger pool of candidates for employment, communities will have more active citizens, our schools will receive more aid and have higher test scores because the parents of students will be able to assist their children with schoolwork and take a more active role in the classroom. Ultimately more people

will choose to put down roots in Iowa as our programs reach out to individuals and the communities, showing newcomers that they are not only wanted but truly welcome to participate in the vibrant lives of our towns and cities.

Nationally, we are faced with an influx of new Americans and this phenomenon can be a heavy burden on those communities that are not prepared for it. In those communities where the business climate and service system are prepared with cultural education, navigation services for new Americans to services that will support their successful emigration and community planning are an opportunity to enhance the economy and industry of the community.

**New Iowan Center - Muscatine
2005 Annual Services Provided Report**

Services	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Immigration assistance	75	45	30	38	43	30	37	50	23				371	30.91667
Immigration forms	25	8	10	17	8	18	18	21	8				133	11.08333
Immigration updates	38	23	19	18	31	13	32	31	15				220	18.33333
Letters to USCIS	13	4	6	4	6	4	7	11	1				56	4.66667
Legal assistance access	9	12	14	9	13	15	15	15	14				116	9.66667
Public Notary services	6	0	2	2	3	8	10	9	4				44	3.66667
Interpretations	9	30	12	9	7	11	12	9	6				105	8.75
Translation of documents	17	43	19	24	7	12	13	15	20				170	14.16667
Fill out other applications	2	10	3	7	4	3	4	11	5				49	4.08333
Clothing issues	3	0	0	4	1	1	2	52	24				87	7.25
Food needs	3	0	0	0	0	0	21	16	5				45	3.75
Health care issues	3	4	4	3	0	0	0	1	0				15	1.25
Housing/ rental	0	3	4	30	4	2	3	11	6				63	5.25
Human or Civil rights issues	7	5	1	2	1	0	0	0	0				16	1.33333
Money Smart matters	20	2	25	43	49	15	17	19	5				195	16.25
Relocation issues	0	28	0	0	0	0	0	2	5				35	2.91667
Social Security issues	2	0	1	0	0	0	0	0	0				3	0.25
Employment placement	116	103	89	69	72	103	168	127	80				927	77.25
Resume making	8	7	13	9	4	4	5	9	7				66	5.5
Unemployment benefits issues	1	15	0	1	0	0	0	0	0				17	1.41667
Information regarding NIC	41	47	71	64	37	19	30	77	16				402	33.5
Introduction of NIC program	62	44	19	51	26	20	35	41	29				327	27.25
Special presentations	47	1	3	50	24	3	3	3	3				137	11.41667
Business information	3	2	2	4	0	0	0	0	0				11	0.91667
Staffing needs	8	12	0	13	22	29	45	22	11				162	13.5
Joint activities / events	29	33	12	35	24	15	10	40	13				211	17.58333
Diversity / Sensitivity trainings	12	15	17	48	1	0	0	16	0				109	9.08333
Education issues	8	10	3	8	8	3	45	2	3				90	7.5
ESL classes	89	65	50	65	60	95	95	115	95				729	60.75
Computer access	151	95	82	83	74	55	12	75	79				706	58.83333
Data or information needed	68	167	118	160	95	95	60	188	115				1066	88.83333
Referrals to partners agencies	58	49	33	42	47	61	65	76	48				479	39.91667
Citizenship preparation classes	14	26	35	54	50	19	3	29	15				245	20.41667
Taxes / ITIN issues	17	8	5	3	0	0	2	26	14				75	6.25
other services provided	116	138	86	79	74	51	28	131	62				765	63.75
Total Monthly Services provided	1080	1054	788	1048	795	704	797	1250	731	0	0	0	8247	687.25

average year to date 916 services provided monthly

Are you new to Iowa?

How we can help you?

We offer:



- Employment search
- Electronic ESL/Spanish classes
- Immigration assistance
- Computer access
- Basic computer classes (Spanish)
- Referrals to other agencies
- Resume making
- Relocation issues
- Housing issues
- Human Rights issues
- Access to Legal Assistance
- Financial classes
- Taxes/ITIN issues
- Business counseling
- Citizenship classes
- Fill out other applications
- Interpretation (access)
- Translations (access)
- Public Notary services
- Diversity trainings
- Unemployment issues

And many other services...

Call us at
(563) 264 – 6014

or just visit our office:

128 E. 2nd Street,
Suite B
Muscatine, IA 52761

Everybody is
welcome



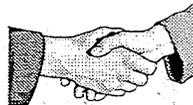
New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd street, Suite B
Muscatine, IA 52761

Es usted nuevo en Iowa?

Como podemos ayudarle?



Ofrecemos:

- Búsqueda de empleo
- Clases de Ingles
- Asistencia en inmigración
- Acceso a computadoras
- Clases de computacion en español
- Referencias a otras agencias
- Escribiendo resume
- Relocación
- Vivienda
- Derechos humanos
- Asistencia legal gratis
- Clases de finanzas
- Casos de discriminación
- Consejeria de negocios
- Clases de ciudadanía
- Llenar otras aplicaciones
- Interpretación
- Traducciones
- Servicios de Notario Público
- Presentaciones especiales
- Casos de desempleo
- Y muchos otros servicios...

Llámenos al
(563) 264 – 6014

o visite nuestra
oficina:

128 E. 2nd Street,
Suite B

Muscatine, IA 52761

**Todos los servicios
Son Gratis**

**Todos son
bienvenidos**



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd street, Suite B
Muscatine, IA 52761



Other services provided

- Free Legal assistance
- Internet/email access
- Relocation issues
- Housing issues
- Human and Civil Rights
- Discrimination issues
- Business counseling
- Education information
- Assistance with other applications
- Interpretation
- Translations
- Public Notary services
- Unemployment benefits
- Diversity trainings
- Dress for Success
- Travel information
- Special presentations

Muscatine office Staff:

Marco A. Adasme
Director / Regional
Supervisor

Teresa Torres
Administrative Assistant

Helen Bolton
Education Coordinator

Oscar Rosales
MSFW Outreach
Specialist

Barbara B. Bobb
Targeted Service
Bureau Chief



Welcome to

New Iowan Center



An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B
Muscatine, Iowa 52761
Tel (563) 264 - 6014
Fax (563) 264 - 6098

Programs and Services

EDUCATION

Focus: To educate individuals and corporate members of the community on issues related to immigration, workforce development, cultural diversity, small business programs, economic development assistance and referrals.

Individuals:

- Trainings on interview techniques
- Information on job search
- Information on civic/community participation
- Assistance with immigration process
- Resume assistance
- Assist people with immigration, civil and worker's rights
- Coordination and delivery of Advanced ESL classes
- Coordination and delivery of Citizenship preparation classes
- Coordination and delivery of Financial classes – Money Smart program

Employers:

- Cultural Diversity in the workplace
- Training for new employees
- Employers/Employees rights
- Alien Labor regulations
- Assist with the recruitment and manage human relations more effectively

JOB PLACEMENT

Focus: To coordinate efforts between people searching for employment and available openings within the community workforce.

Individuals:

- Computer access for internet search
- Iowa Bank to match their needs
- Referrals to other agencies
- Direct referrals to companies
- Access to national wide employment

Employers:

- Match potential qualified employees
- Marketing to generate potential employment opportunities
- Retention programming
- Management development programming.
- Special trainings
- Access to hundreds of people searching for employment
- Job fairs

IMMIGRATION ASSISTANCE

Focus: To assist and update individuals and corporations with immigration issues, forms, new laws and regulations, etc.

Individuals:

- INS forms available
- Employment authorization documents
- TPS workers
- Access to INS attorneys
- Citizenship preparation classes
- Case management
- Referrals to other agencies
- Letters to INS
- Letter to Embassies
- INS case tracking

Employers:

- Up dates on INS laws and regulations
- Alien labor relations
- Compliance with I-9 requirements
- Statewide referrals
- Homeland Security weekly updates
- Special presentations

The New Iowan Center

"Creating avenues of services, understanding and economic development"



Otros servicios ofrecidos:

- *Asistencia Legal gratis*
- *Acceso al Internet/email*
- *Relocacion*
- *Vivienda*
- *Derechos Humanos*
- *Asuntos de discriminacion*
- *Consejeria de negocios*
- *Educacion mayor*
- *Asistencia con otras aplicaciones*
- *Interpretacion*
- *Traducciones*
- *Servicios Notario Publico*
- *Beneficios de desempleo*
- *Entrenamientos en Diversidad*
- *Cuentas bancarias*
- *Busqueda de empleos*
- *Impuestos*
- *Números de I.T.I.N.*

***Oficinas en
Muscatine:***

Marco A. Adasme
Director

Teresa Torres
Asistente Administrativa

Helen Bolton
Coordinadora de
Educación

Oscar Rosales
Coordinador del Programa
de trabajadores migrantes
Temporales Agricolas

Hablamos Español

**Horas de Oficina
Lunes a Viernes
8 - 4:30**

Bienvenidos al

New Iowan Center



An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B
Muscatine, Iowa 52761
Tel (563) 264 - 6014
Fax (563) 264 - 6098

Programas y Servicios

EDUCACION

Meta: Educar a las personas y los miembros de corporaciones de la comunidad en asuntos relacionados con inmigración, fuerza de trabajo, diversidad cultural, programas para negocios pequeños, asistencia en el desarrollo económico.

Personas:

- Tecnicas de entrevistas
- Información de búsqueda de empleo
- Información de participación en la comunidad
- Asistencia con papeles de inmigración
- Asistencia con su curriculum
- Asistencia con sus derechos humanos y civiles
- Clases de Inglés
- Clases de Ciudadania
- Clases de Finanzas (Money Smart)

Empleadores:

- Diversidad cultural en el trabajo
- Entrenamiento para nuevos empleados (en sus idiomas)
- Derechos de los trabajadores
- Regulaciones de trabajos para inmigrantes
- Contratación de empleados

BUSQUEDA DE EMPLEO

Meta: Coordinar los esfuerzos de las personas buscando trabajo y las posiciones disponibles en la comunidad

Personas:

- Acceso a computadoras para buscar trabajos en el internet
- Banco de trabajo de Iowa
- Referencias a oficinas de empleo y a otras egnias temporales de trabajo.
- Referencias directas a empleos

Empleadores:

- Encontrar candidates calificados
- Mercadear las oportunidades de empleo a la comunidad
- Programa de retención de empleados
- Ferias de empleo
- Entrenamientos especiales
- Desarrollo de programas para gerents y supervisores

ASISTENCIA DE INMIGRACION

Meta: Ayudar a la comunidad con información rcientes de inmigración, uso de las formas, permisos y nuevas leyes migratorias.

Personas:

- Formas de inmigración
- Permiso de trabajo.
- TPS
- Acceso a abogados
- Clases de ciudadania
- Analisis de casos particulares
- Referencias a otras agencias
- Cartas a inmigración
- Cartas a Embajadas
- Actualización de casos

Employers:

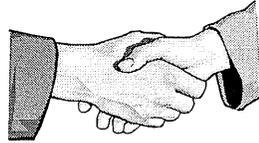
- Actualización de leyes migratorias
- Regulaciones de empleo
- Uso efectivo de forma I-9
- Referencias
- Actualización del Departamento de Seguridad nacional
- Presentaciones especiales

New Iowan Center

"Creando avenidas de servicios, comunicación y de desarrollo económico"

Are you new to Iowa?

How we can help you?



We offer:

- Employment search
- Electronic ESL/Spanish classes
- Immigration assistance
- Computer access
- Basic computer classes (Spanish)
- Referrals to other agencies
- Resume making
- Relocation issues
- Housing issues
- Human Rights issues
- Access to Legal Assistance
- Financial classes
- Taxes / ITIN issues
- Business counseling
- Citizenship classes
- Fill out other applications
- Interpretation (access)
- Translations (access)
- Public Notary services
- Diversity trainings
- Unemployment issues

And many other services...

Call us at

(563) 264 – 6014

or just visit our office:

128 E. 2nd Street,
Suite B

Muscatine, IA 52761

Services are
FREE of charge

Everybody is
welcome



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd street, Suite B
Muscatine, IA 52761

Computer Center

Our Resource Center is a computer network that provides information, e-mails accounts, and Internet access and software applications for the general public use at no charge



MS Office applications

Job listing

Typing training

Education

E-mail access

Interview preparation

Employer services

Community information

Veteran's affairs

Applications for services

Career Planning

Unemployment filling

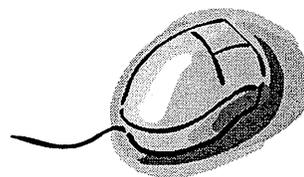


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Tel (563) 264 - 6014



Acceso a computadores

Nuestro centro cuenta con una red de computadores que contienen información, emails y acceso al internet para el uso sin costo para el publico en general



Microsoft office
Listado de empleos
Practica para escribir
Educacion
Acceso a E-mail
Preparación para entrevistas
Servicios para empleadores
Información comunal
Asuntos para Veteranos
Aplicaciones para servicios
Planificación de Carreras
Aplicaciones para recibir
desempleo

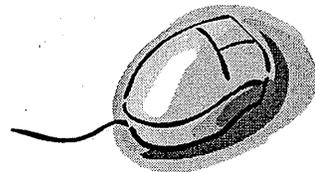


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Tel (563) 264 - 6014



Immigration Assistance

Focus: To assist and update individuals, organizations and the community with immigration issues

Case management

Immigration Forms

Case tracking

Access to immigration lawyers

Updates on new laws and regulations

Statewide network

Special Workshops

Letter to USCIS/ Embassies

Employment compliance

Citizenship classes

Interview practice

Special presentations on:

I-9 procedures

Fraudulent Identifications

Immigration process

Labor Certification

International Students



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B Muscatine, Iowa 52761

Tel (563) 264 - 6014

Clases de ciudadanía



**Está usted pensando en llegar
a ser un ciudadano de Estados Unidos?**

**El New Iowan Center
está ofreciendo clases de ciudadanía.
para información y registración**

**Por favor llame al:
(563) 264 - 6014**

CLASES SON GRATIS

**Las clases cubrirán temas como:
Historia, práctica de exámenes
práctica de entrevistas y mucho mas**



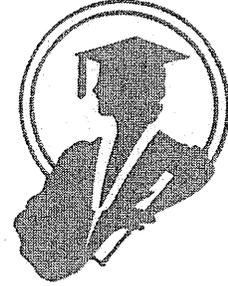
New Iowan Center

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128 E. 2nd Street, Suite B- Muscatine, IA 52761

Tel: (563) 264 - 6014

Educación



Clases de Inglés
Clases de Ciudadanía
Clases de finanzas
Clases de computación
Formas de inmigración
Práctica de teclado
Técnicas de entrevistas
Como escribir resume
Vistiendo profesionalmente
Clases de Español

Para registrarse o para mas detalles llame a nuestra oficina



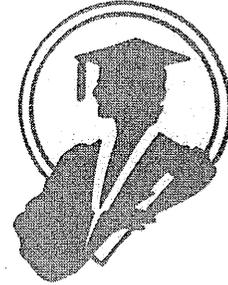
New Iowan Center

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128 E. 2nd. St Suite B

Muscatine, IA 52761 Tel: (563) 264-6014

Education



ESL Classes
Citizenship Classes
Financial Classes
Computer usage
Immigration Forms
Typing skills
Interviews techniques
Resume making
Suited for success

To register or to get more details on these classes,
please call our office



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd. St Suite B

Muscatine, IA 52761 Tel: (563) 264-6014

Employment issues

Focus: Coordinate efforts between people searching for employment and openings within the community workforce

Direct referrals to companies

Iowa Job Bank

Computer access

Iowa Workforce data base

Temporary Agencies

Resume making

Special training

Diversity training

Job fairs

Daily employment updates

Nationwide referrals



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An Iowa Workforce Development Initiative

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Tel (563) 264 - 6014

Busqueda de Empleo

Meta: Coordinar los esfuerzos entre las personas buscando empleo y los trabajos disponibles en la region.



Referencias a compañías
Banco de empleo estatal
Acceso a computadoras
Oficina de desempleo
Agencias temporales
Confección de resume
Entrenamientos especiales
Entrenamientos de Diversidad
Ferias de empleo
Diaria actualización
de nuevos empleos
Referencias a

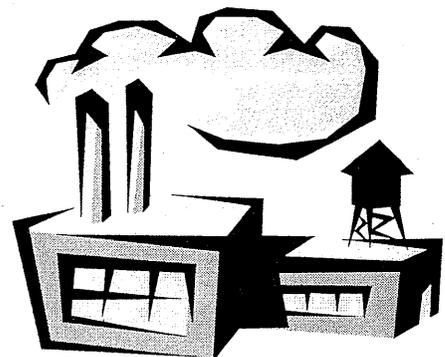


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An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B - Muscatine, IA 52761

Tel (563) 264 - 6014



ASISTENCIA LEGAL GRATIS



Necesita un abogado?

El New Iowan Center

Esta ofreciendo asistencia legal
gratuita a la gente que no puede pagar
un abogado.

Por favor llame al
(563) 264 - 6014
para hacer una cita

Que tipo de servicios puede recibir?

Salario

Salud

Vivienda

Practica familiar

Empleo

Utilidades

Educacion

Derechos humanos

Un servicio a la comunidad gracias a la
sociedad de:



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B - Muscatine, Iowa 52761



THE UNIVERSITY OF IOWA
COLLEGE OF LAW

FREE LEGAL ASSISTANCE ACCESS



Do you need an attorney?

The New Iowan Center

Is offering free legal assistance access
to people who can't afford
an attorney.

Please call (563) 264 - 6014

To set an appointment
(Space is limited)

What kind of legal services you can receive?

Salary
Health
Housing
Family practice
Employment issues
Utilities
Education
Human rights

A community service thanks to a
partnership between



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B - Muscatine, Iowa 52761



THE UNIVERSITY OF IOWA
COLLEGE OF LAW

Money Smart – Financial education for newcomers

The Federal Deposit Insurance Corporation (FDIC) recognizes the importance of financial education, particularly for people with little or no banking experience. That's why we created Money Smart, a training program to help adults outside the financial mainstream enhance their money skills and create positive banking relationships. Financial education fosters financial stability for individuals and for entire communities. The more people know about credit and banking services, the more likely they are to increase savings, buy homes, and improve their financial health and well being. The Money Smart curriculum helps individuals build financial knowledge, develop financial confidence, and use banking services effectively.

The Money Smart program may be used by banks and other organizations interested in sponsoring financial education workshops. Collaboration is important to the success of any education effort. The FDIC encourages banks to work with others in their communities to deliver financial education and appropriate financial services to individuals who may be unfamiliar with the benefits of having a relationship with an insured depository institution. The Money Smart program can help banks fulfill part of their Community Reinvestment Act obligations. The Community Reinvestment Act of 1977 (CRA) encourages federally insured banks and thrifts to help meet the credit needs of their entire community, including areas of low-and moderate-income. When a bank's CRA performance is reviewed, the institution's efforts to provide financial education and other retail services are a positive consideration.

The 10 Money Smart Training Modules

Bank on It

an introduction to bank services

Keep It Safe

your rights as a consumer

Borrowing Basics

an introduction to credit

To Your Credit

how your credit history will affect your credit future

Check It Out

how to choose and keep a checking account

Charge It Right

how to make a credit card work for you

Money Matters

how to keep track of your money

Loan To Own

know what you're borrowing before you buy

Pay Yourself First

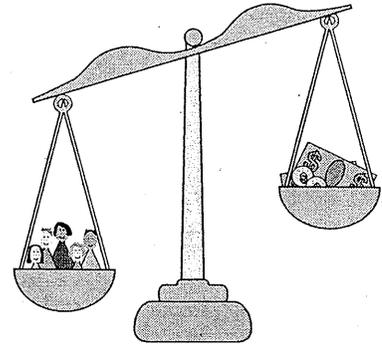
why you should save, save, save

Your Own Home

what home ownership is all about

Derechos Humanos

Meta: Proveer guía relacionada con los derechos civiles y humanos a través de la mediación, educación y la comunicación



Discriminación
Educación Pública
Otorgar ayuda y dirección
for asuntos de Diversidad
Entrenamientos
Sociedad con agencies
locales, estatales y federales
Violencia Domestica
Discriminación en el trabajo
y en otros lugares



New Iowan Center

An Iowa Workforce Development Initiative

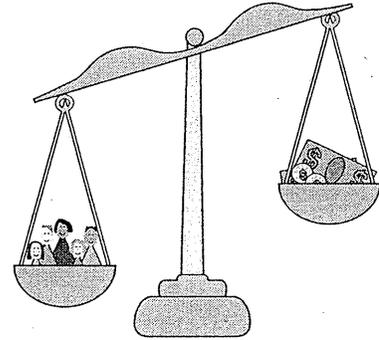
128 E. 2nd Street, Suite B - Muscatine, IA 52761

Tel (563) 264 - 6014



Human and Civil Rights

Goal: To provide guidance about Human and Civil Rights through compliance, mediation, advocacy and education



Discrimination issues
Multi-cultural public education

Provide consultation and direction for diversity matters

Diversity trainings

Harassment issues

Partnership with Local, State and Federal agencies

Domestic Abuse



New Iowan Center

An Iowa Workforce Development Initiative

128 E. 2nd Street, Suite B - Muscatine, IA 52761

Tel (563) 264 - 6014



Legislative Language about New Iowan Centers



An Iowa Workforce Development Initiative

The department of workforce development shall establish New Iowan Centers (NIC) that can offer one-stop services to deal with the multiple issues related to immigration and employment.

These Centers shall be designed to support workers, businesses, and communities with information, referrals, job placement assistance, translation, language training, resettlement, as well as technical and legal assistance on such issues as forms and documentation.

Through the coordination of local, state, and federal service providers, and through the development of partnerships with public, private, and nonprofit entities with established records of international service, these Centers shall seek to provide a seamless service delivery system for new Iowans.

NEW IOWAN CENTER - MUSCATINE OFFICE STAFF

New Iowa Center location

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Fax (563) 264-6098*

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Administrative Assistant

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Educational Coordinator

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*Migrant/Seasonal Farm Workers
Outreach Specialist*

*Oscar Rosales
800 7th Street S.E.
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Money Smart – Financial education for newcomers

The Federal Deposit Insurance Corporation (FDIC) recognizes the importance of financial education, particularly for people with little or no banking experience. That's why we created Money Smart, a training program to help adults outside the financial mainstream enhance their money skills and create positive banking relationships. Financial education fosters financial stability for individuals and for entire communities. The more people know about credit and banking services, the more likely they are to increase savings, buy homes, and improve their financial health and well being. The Money Smart curriculum helps individuals build financial knowledge, develop financial confidence, and use banking services effectively.

The Money Smart program may be used by banks and other organizations interested in sponsoring financial education workshops. Collaboration is important to the success of any education effort. The FDIC encourages banks to work with others in their communities to deliver financial education and appropriate financial services to individuals who may be unfamiliar with the benefits of having a relationship with an insured depository institution. The Money Smart program can help banks fulfill part of their Community Reinvestment Act obligations. The Community Reinvestment Act of 1977 (CRA) encourages federally insured banks and thrifts to help meet the credit needs of their entire community, including areas of low-and moderate-income. When a bank's CRA performance is reviewed, the institution's efforts to provide financial education and other retail services are a positive consideration.

The 10 Money Smart Training Modules

Bank on It

an introduction to bank services

Keep It Safe

your rights as a consumer

Borrowing Basics

an introduction to credit

To Your Credit

how your credit history will affect your credit future

Check It Out

how to choose and keep a checking account

Charge It Right

how to make a credit card work for you

Money Matters

how to keep track of your money

Loan To Own

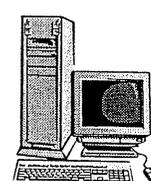
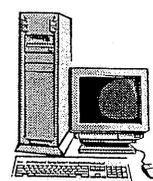
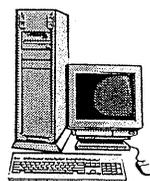
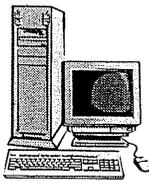
know what you're borrowing before you buy

Pay Yourself First

why you should save, save, save

Your Own Home

what home ownership is all about



RESOURCE CENTER

Our Resource Center is a network of computers that provides information, e-mail accounts, Internet access and software applications for the general public use at no charge. The use of the Resource Center is monitored and abused or unauthorized web sites access will take away these privileges.

Following you will find a list of services and programs:

Microsoft Office:

- Word
- Access
- Excel
- PowerPoint

Job Listing:

- America's Job Bank
- Iowa Jobs (by counties and areas)
- Career Mosaic
- The Monster Board
- Nation Job Network
- Career Path
- Career Web
- Best Jobs in USA
- Job Locator
- Net-Temps

Training

- Individual training for Typing

Education

- American Association of Community Colleges
- National Center for Education Statistics
- US Two year College
- Iowa's Education
- WIA Training Providers

Electronic Mail (E-mail accounts)

- Hot mail accounts

Interview Preparation

- Resume maker

Employer services

- Affirmative Action Data
- Labor availability surveys
- Covered employment & wages
- BLS information
- Census information
- Works keys

Community Information

- Iowa Home page
- Iowa Workforce Development
- Iowa jobs

Veterans

- Veterans Services

Application for Services

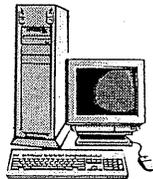
- File an unemployment insurance claim
- Apply for employment services

Career Planning

- America's career info net
- BLS information
- Census information
- Wage surveys
- Other LMI publications
- Career Magazine

Typing test

- Tapdance



Resource Center computers provided by IWD

JOB INFORMATION FORM

Date:

Position available:

Company / Organ.

Salary information \$

Needed by:

of openings:

Contact info:

Requirements:

Job duties:



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Special Presentations



If you are involved in an organization that is looking for programming ideas - keep the New Iowan Center in mind! We have resources available to come and talk to your group.

Here are a few topics to cover your needs



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www.iowaworkforce.org/centers/newiowan

Presentations are free of charge

- Diversity trainings
- Sensitivity issues
- Immigration procedures
- Identification issues
- Managing groups
- Financial issues for newcomers
- I - 9 procedures
- Building Community Collaboration
- Training for employees in Spanish
- Minority recruitment
- Workers' rights
- And many others...

FACT SHEET



Putting Iowa
to Work®

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Des Moines, Iowa 50319-0209

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(800) JOB-IOWA (562-4692)
TTY: (515) 281-4748
or
(800) 831-1399

www.iowaworkforce.org

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

70-9652 (05-04)

SERVICES AVAILABLE AT THE NEW IOWAN CENTERS

EDUCATION:

Focus: *To educate individuals and corporate members of the community on issues related to immigration, workforce development, cultural diversity, small business programs, economic development assistance, and referral.*

We do this in 3 areas:

INDIVIDUALS

- IWD trainings on interview techniques
- Information on job search
- Information on civic/community participation
- Information on the immigration process
- Resume assistance
- Assist people with immigration, civil and worker's rights
- ESL: voice activated software, as well as through partnership with Eastern Iowa Community College, Indian Hills Community College and WIT College
- Educational improvement through EICC, IHCC and WIT programming

EMPLOYERS

- Cultural diversity in the workplace
- Training for new employees (in Spanish)
- Employers/Employees rights
- Alien labor regulations
- In conjunction with other agencies: assistance to recruit & manage human relations most effectively. Work Keys. I-9 forms.

COMMUNITY

In conjunction with other agencies, we will provide:

- Public meetings – USCIS issues
- Housing – for people new to Iowa
- Job placement
- Computer access
- Relocation
- Referrals
- Maps and community directory (information about the community to assist those involved in relocation and make the decision to move to this area, school system, transportation, services, etc.)
- Cooperation with local school systems to register students



JOB PLACEMENT:

Focus: To coordinate efforts between people searching for employment and available openings within the community workforce.

INDIVIDUALS

- Computer access for internet search
- Iowa Bank to match their needs
- Referral to IWD office, area temporary agencies

EMPLOYERS

- Match potential qualified employees
- Marketing to generate potential employment opportunities
- Retention programming
- Management development programming

IMMIGRATION ASSISTANCE:

Focus: To assist and update individuals and corporations with immigration issues: forms, TPS, EAD, new laws and regulations, etc.

INDIVIDUALS

- USCIS forms available
- Work Authorization Documents
- TPS Workers
- Referral to appropriate agencies to fill out USCIS application or to USCIS attorneys in complicated cases.
- Referrals to citizenship classes

EMPLOYERS

- Updates on USCIS laws and regulations (work related issues)
- Alien Labor Relations
- Compliance with the I-9 requirements
- USCIS hiring regulations
- Statewide referrals

COMMUNITY

- Public meetings to discuss new regulations or to hear public concerns
- Info about new USCIS procedures.

OTHER SERVICES PROVIDED BY THE NEW IOWAN CENTERS

- Translations
- Interpretation
- Outreach
- Emergency referrals

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Migrant/Seasonal Farm Workers
Outreach Specialists

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Cell
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70-9652 (05-04)

SERVICIOS DISPONIBLES EN EL NEW IOWAN CENTER

EDUCACION:

Enfoque: Educar a las personas y los miembros de corporaciones de la comunidad en asuntos relacionados con inmigración, fuerza de trabajo, diversidad cultural, programas para negocios pequeños, asistencia en el desarrollo económico y referencias.

Hacemos esto en 3 areas:

PERSONAS

- Entrenamientos de tecnicas para entrevistas
- Información de búsqueda de trabajos
- Información de participación en la comunidad
- Información acerca de procesos de inmigración
- Asistencia en como hacer su curriculum vitae
- Asistencia con derechos civiles y de inmigración
- Clases de Inglés en sociedad con los Colegios MCC y WIT
- Mejoramiento educacional a través de estos mismos colegios.

EMPLEADORES

- Diversidad cultural en el lugar de trabajo
- Entrenamientos para nuevos empleados (en español)
- Derechos de los trabajadores y de los empleadores
- Regulaciones de trabajos para inmigrantes
- En conjunto con otras agencias: ayudar en el reclutamiento de personas, uso de los recursos humanos mas efectivamente y con la relación de trabajo de los inmigrantes.

COMUNIDAD

En asociación con otras agencias, proveemos lo siguiente:

- Reuniones públicas – Temas de inmigración
- Presentaciones en cuanto a vivienda – para personas nuevas en Iowa
- Búsqueda de trabajos
- Acceso a computadores
- Relocación
- Referencias a otras agencias
- Directorio comunal con información acerca de la comunidad, escuelas, transportación agencias de servicios y otros servicios.



BUSQUEDA DE TRABAJO:

Enfoque: Coordinar los esfuerzos de las personas buscando trabajo y las posiciones abiertas en comunidad.

PERSONAS

- Acceso a computadores para buscar trabajos en el internet
- Banco de trabajos de Iowa para igualar necesidades
- Referencias a la oficina de desempleo y a otras agencias temporales de trabajo

EMPLEADORES

- Buscar candidatos calificados
- Publicitar el desarrollo de oportunidades de empleos
- Programas de retención de empleados
- Desarrollo de programas para gerentes and supervisores

ASISTENCIA DE IMMIGRACION

Enfoque: Ayudar a las personas y a las compañías con información reciente en cuanto a inmigración, uso de formas, tarjetas de residencia permanente, permiso de trabajo y personas bajo el TPS.

PERSONAS

- Formas de inmigración
- Autorización de trabajo
- TPS
- Referencias a otras agencias para completar las formas o para abogados de inmigración en caso de situaciones complicadas.
- Referencias para tomar las clases de ciudadanía

EMPLEADORES

- Información actualizada relacionada con nuevas leyes y regulaciones de la oficina de inmigración. (asuntos relacionados con empleo)
- Regulaciones sobre el empleo de inmigrantes
- Uso efectivo de la forma I-9
- Regulaciones de Inmigración en cuanto a contrato de personal
- Referencias en todo el estado de Iowa

COMUNIDAD

- Reuniones públicas para analizar nuevas leyes y regulaciones o para escuchar las preocupaciones de las personas.
- Información acerca de los procedimientos de la oficina de inmigración

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Public Hearing for New Iowans
Davenport West High School
3505 West Locust St
Davenport IA
Thursday, October 6, 2005
6:00 to 8:00 p.m.



TESTIMONY

Presented by Betty Yohnka, President
Generations Area Agency on Aging

Generations Area Agency on Aging serves older adults and their caregivers in Clinton, Scott and Muscatine Counties. We have done this work for over thirty years. Generations has maintained initiatives with two populations of immigrants and refugees, Vietnamese and Hispanic. Our efforts have been to support family caregivers and individual elders by linking them to appropriate services, by employing bilingual individuals and by creating educational opportunities for both populations to learn to live independently with minimal outside support.

Generations Area Agency on Aging has been working with Vietnamese elder refugees for the past four years under the Iowa Department of Human Services, Bureau of Refugee Services. My Hoa Cao, our project coordinator, spoke to several Vietnamese seniors and young people. Here are their concerns:

1. Most Vietnamese elders do not have a job so they have no health insurance. Medicare does not start until they reach are sixty-five. Consequently, many totally ignore any health problems until those become more serious or even life threatening. Community Health Care does help fill that gap.
2. Elder refugees worry about funding for Generations' Elder Refugee Program because it is helpful for them. It has become a reliable support for them when they need help. Funding has come from the federal level to the state Bureau of Refugee Services but that has been reduced by two thirds.
3. The Davenport Resettlement Office closed recently due to funding. New refugees won't know where they can get help.
4. Some individuals have a job but want to work closer to their home. Typically they have a long drive to IBP in Illinois or West Liberty Foods in Iowa. Job training opportunities are needed for a variety of types of work.

Generations Area Agency on Aging has maintained a Spanish language nutrition site called a GenAge Café for several years in Muscatine. Generations' staff and Muscatine Diversity Center

staff meet and identified a number of concerns. The top issue is the health of the elderly. They generally do not have access to medical attention and preventative educational information.

1. Unless they find employment that provides health insurance, immigrants have to be a resident of the United States for five years before applying for public assistance. Bilingual workers are needed to link immigrants to services.
2. Because of their education level and social circumstances individuals are not generally aware that any services exist or how to access them. They frequently have difficulty understanding public program policies and regulations and need translators to help.
3. Hispanic elderly have a problem accepting their own disabilities. There is very little knowledge and understanding about the process and problems that go along with aging. The culture is different for them because of their social and economic situations. There is personal pride and Hispanic elders do not like to have to reach out to others for help. Others are needed to reach out to them.
5. There has to be a push for existing services to hire and pay qualified persons who are bilingual; perhaps creating some type of incentive for employers to hire bilingual employees would help. People want to be hired because they are qualified and not for being the right race or color. Employers want to hire qualified candidates and not just someone who will fill the job slot.
6. Tolerance has to be taught and reinforced in the schools and in the work place; tolerance of races on the part of people who do profiling. Some communities are going through growing pains and will continue to have problem with this issue until as the proportion of population changes. As long as there are differences there will issues like profiling. Integration and tolerance is the answer to this problem.

Thank you for your consideration of our concerns.

Betty Yohnka, President
Generations Area Agency on Aging