



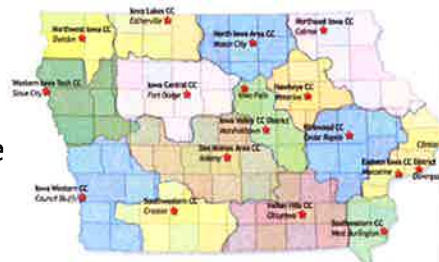
JOB TRAINING NEEDS STUDY COMMITTEE



“It’s All about Job
Creation and Training.”

Community Colleges of Iowa

- **Every** community college in Iowa has programming to serve underserved populations.
- There were **100,738** credit students in Community Colleges this fall, several up more than 20%
- Many community colleges are the service provider for federal programs with IWD
- **All community colleges partner** with community agencies to deliver services
- Nearly every community college has **capacity challenges**
- Every community college will tell you their program is the best – and **they are right.**



Some Data:

2009 Poverty guidelines:

Persons in family	Poverty
1	\$ 10,830
2	\$ 14,570
3	\$ 18,310
4	\$ 22,050
5	\$ 25,790
6	\$ 29,530
7	\$ 33,270
8	\$ 37,010

- Demographic sense of population:
 - 1.Where are they?
 - 2.How Many?
 - 3.Is the system working?

POVERTY STATUS: Those in poverty are primarily residing in the urban areas. 43.8% of those in poverty are living in the 8 urban counties where 56.2% of the poverty living in rural Iowa or the remainder 91 counties.

POVERTY IN IOWA	Iowa	Black Hawk	Dubuque	Johnson	Linn	Polk	Pottawattamie	Scott	Woodbury	Rural
Total Population:	2,280,678	97,162	70,506	94,871	157,083	315,132	67,656	65,946	75,037	1,337,285
Income in the past 12 months below poverty level**	244,095	13,740	6,283	17,452	13,232	26,511	7,040	13,651	9,045	137,132
Male:	99,850	5,108	2,626	8,074	4,326	10,612	2,584	6,489	3,926	56,135
In labor force:	56,107	2,767	1,743	4,600	2,476	6,427	1,420	4,171	2,642	29,609
Employed	45,678	2,453	1,662	4,118	2,252	4,658	1,266	3,927	2,255	23,059
Unemployed	10,429	314	81	484	226	1,769	204	244	387	6,740
Not in labor force**	43,773	2,341	883	3,474	1,848	4,185	1,114	2,318	1,284	26,326
Female:	144,215	8,632	3,657	9,376	8,906	15,899	4,465	7,162	5,119	80,997
In labor force:	72,776	4,835	1,707	7,149	3,774	8,566	1,993	4,384	1,994	36,352
Employed	64,626	4,715	1,628	7,149	3,402	7,367	1,869	4,356	1,673	32,499
Unemployed	8,150	120	81	-	372	1,201	94	78	321	5,853
Not in labor force**	71,439	3,797	1,950	2,229	5,132	7,331	2,482	2,778	3,125	42,615

source: American Community Survey 2008 1-year estimates
 **2009 poverty level, single person earning \$10,630 or less, family of four earning \$22,050 or less
 **Those not in the labor force could include homemakers, those not interested in working, disabled, discouraged workers

DISABILITY: In the state of Iowa 51.6% of those with a disability are employed. 48.5% of the employed with a disability are living in the 8 urban counties compared to the 51.5% of the employed with a disability who are living in the 91 rural counties of the state.

	Iowa	Black Hawk	Dubuque	Johnson	Linn	Polk	Pottawattamie	Scott	Story	Woodbury	Rural
Total Population:	1,830,038	81,049	55,743	90,091	129,061	261,902	53,701	101,000	62,286	60,657	934,548
Employed	87,554	3,607	2,643	3,361	6,795	13,210	3,479	4,286	2,560	2,492	45,121
Not employed	82,082	3,755	1,612	1,896	5,406	11,485	2,987	3,926	2,041	1,900	47,094

source: 2008 American Community Survey, 1-year Estimates

ELDERLY:

The chart below illustrates the labor force for those 55 and over. I would pay particular attention to the unemployed which is highlighted in "yellow". This are individuals who state they are in the labor force (actively looking for work) but are not employed. The area of consideration are those who are considered "not in the labor force" and below age 70 (highlighted in "blue"). Discouraged workers are included in this number and may have a significant number who are not retired and who would like to be in the labor force but have given up because of lack of jobs.

	Iowa	Black Hawk County	Dubuque County	Johnson County	Linn County	Polk County	Scott County	Woodbury County	Rural
Total:	2,375,892	103,249	73,401	103,868	162,973	322,419	127,550	78,175	1,404,257
55 to 59 years:	192,121	8,684	6,054	5,943	13,486	25,344	11,664	6,111	114,835
Employed	152,772	6,861	4,543	5,422	10,905	19,964	9,296	5,332	90,449
Unemployed	3,788	28	209	70	110	684	105	91	2,491
Not in labor force	35,581	1,795	1,302	451	2,471	4,696	2,263	688	21,895
60 and 61 years:	70,040	2,490	2,184	2,542	4,769	8,753	3,135	2,115	44,052
Employed	48,143	1,339	1,776	2,084	3,162	5,992	1,983	1,359	30,448
Unemployed	1,137	0	0	0	84	196	60	122	675
Not in labor force	20,760	1,151	408	458	1,523	2,565	1,092	634	12,929
62 to 64 years:	82,613	3,242	2,581	3,542	4,505	11,176	4,816	2,836	49,915
Employed	47,359	1,736	1,437	2,085	1,981	6,585	2,591	1,888	29,066
Unemployed	909	108	58	31	0	160	64	59	431
Not in labor force	34,345	1,400	1,086	1,426	2,524	4,431	2,171	889	20,418
65 to 69 years:	116,731	4,402	3,567	2,958	8,363	14,079	7,277	4,005	72,080
Employed	39,484	906	1,360	685	2,435	4,700	2,593	1,621	25,184
Unemployed	567	50	0	50	0	0	0	72	395
Not in labor force	76,680	3,446	2,207	2,223	5,928	9,379	4,684	2,312	46,501

Source: U.S. Census Bureau, 2008 American Community Survey

MINORITIES: In 2008 the statewide labor market consisted of 97.9% white Non-Hispanic, 2.2% of the African American and 3.7% of the Hispanic population. The unemployment rate for White Non-Hispanic population is 3.7% compared to the African American population which is 8.9% and the Hispanic population is 5.1%. These numbers do not reflect the recent economic downturn and information will not be available until fall of 2010. The minority population is primarily in the metro areas vs. rural area of the state.

	Total	White, Non-Hispanic	African American	Hispanic
In Labor Force	1,568,093	1,532,527	34,810	58,024
Employed	1,504,987	1,473,387	31,521	54,761
Unemployed	58,377	56,658	3,092	2,990
Not in Labor Force	662,531	650,320	18,842	19,315

Source: U.S. Census Bureau, 2006 American Community Survey

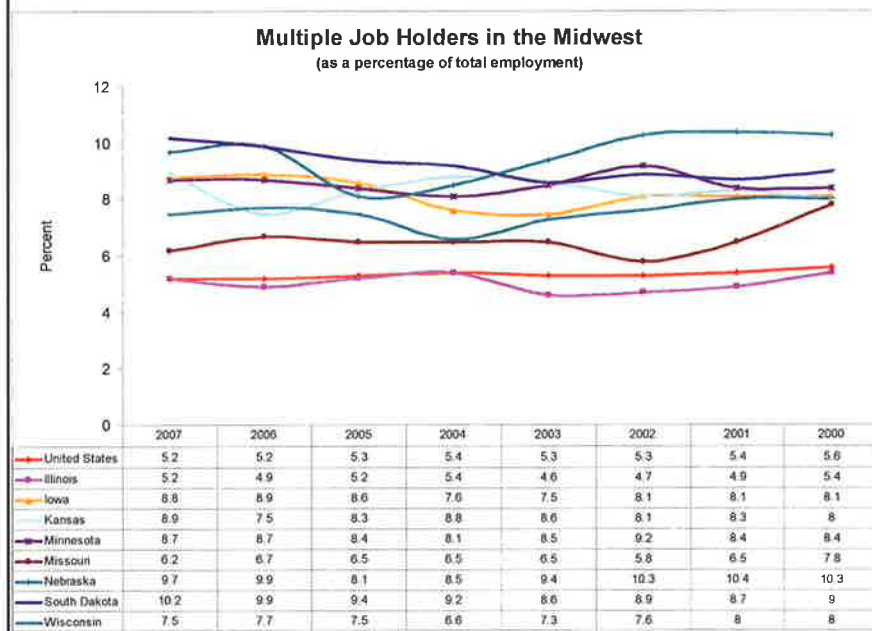
GENDER: The chart below shows the employment status by gender. There are more males in the labor force than women. Almost half of the women in the state are "not in the labor force" this may be due to choice but there also may be a higher incidence of discourage workers that are women. Labor force participation rates for the state continue to be higher than the nation. (71.9% compared to 66.0%)

	Iowa	Black Hawk County	Dubuque County	Johnson County	Linn County	Polk County	Scott County	Woodbury County	Rural
MALE									
employed	836,994	33,788	26,299	37,479	59,860	119,366	45,304	28,704	486,194
unemployed	37,535	1,732	786	1,378	2,066	5,548	2,344	1,205	22,476
Not in labor force	285,396	13,501	7,830	12,346	17,617	29,590	14,184	8,910	181,418
FEMALE									
employed	764,249	32,672	25,355	36,758	52,453	113,475	41,618	24,463	437,455
unemployed	27,024	915	660	794	1,762	3,467	1,665	1,504	16,257
Not in labor force	421,675	20,588	12,371	15,113	28,759	50,152	22,119	13,320	259,253

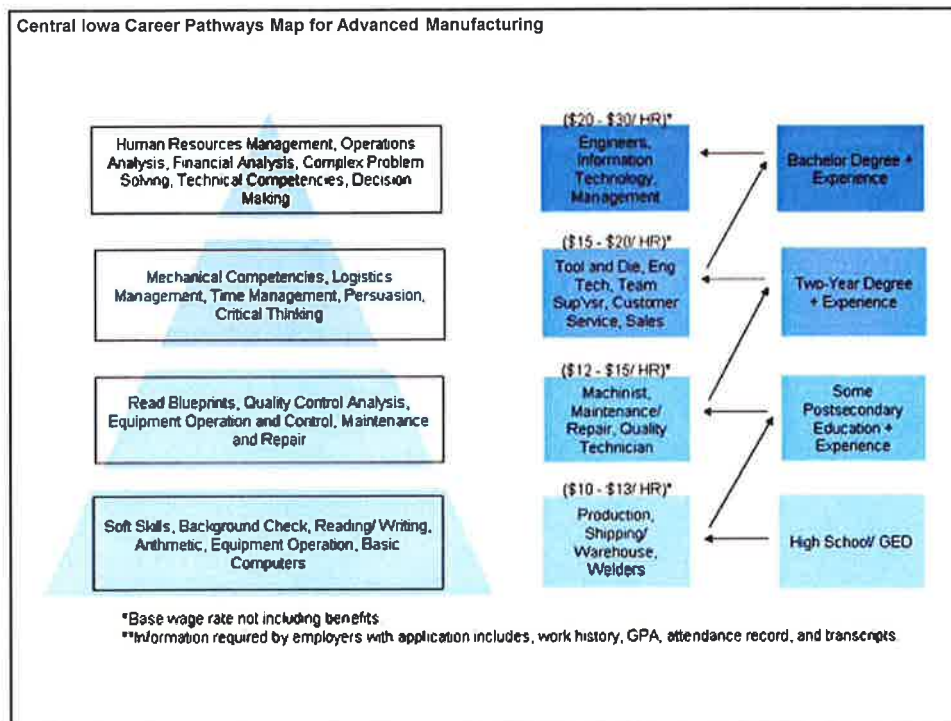
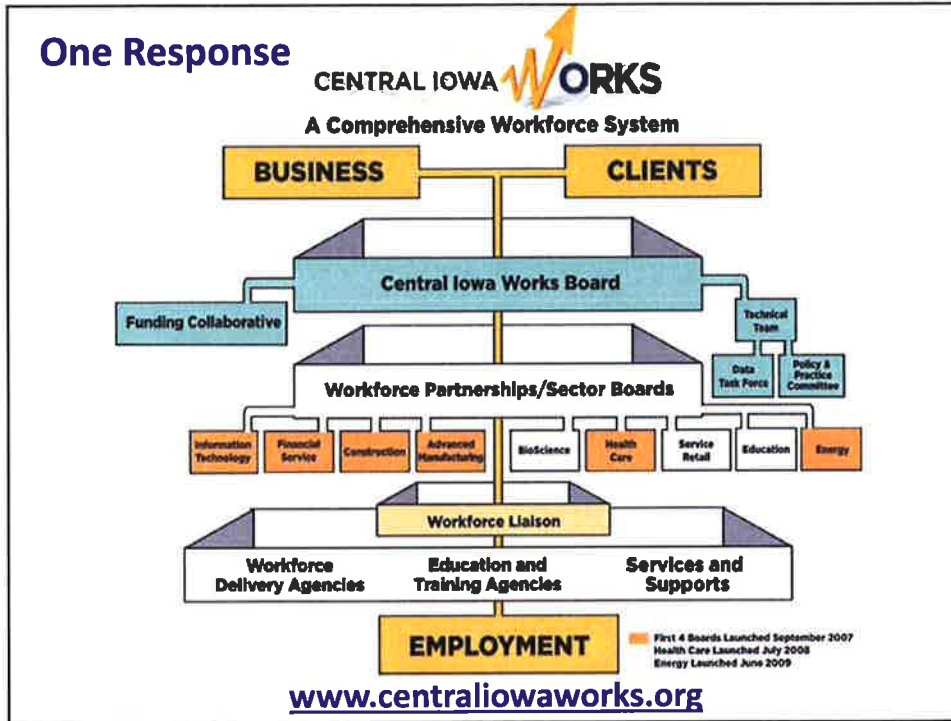
Source: U.S. Census Bureau, 2006 American Community Survey

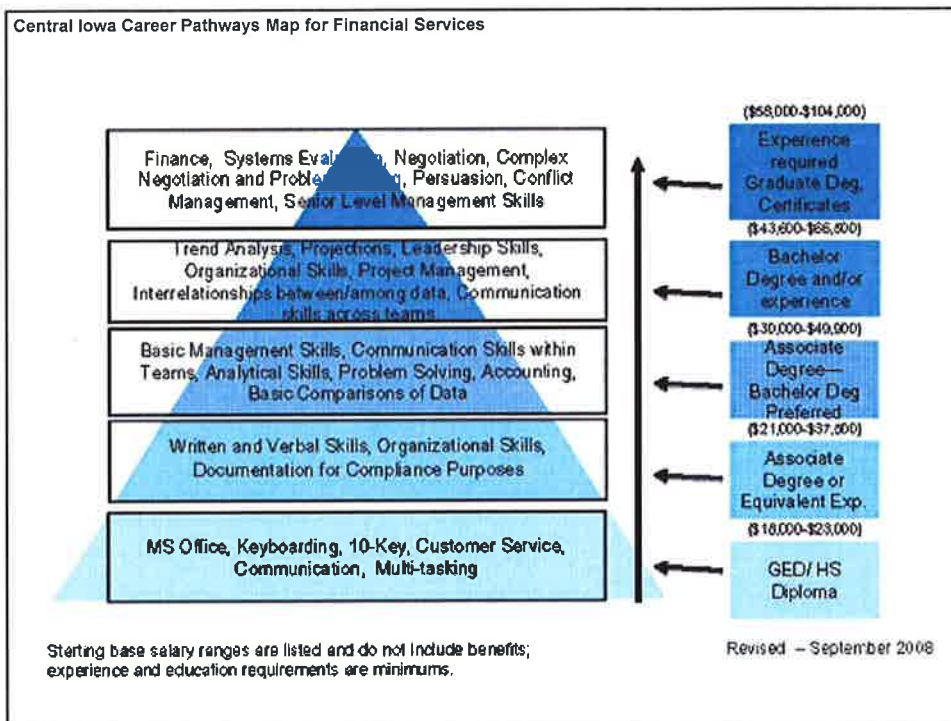
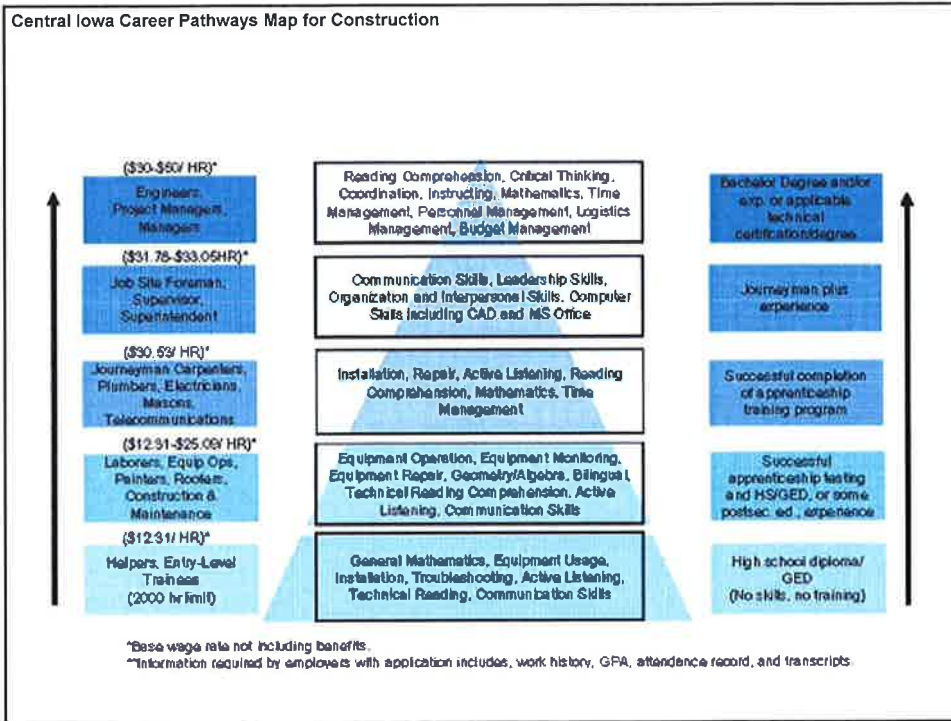
Iowa is ranked 5th in the country with children under 6 years old where all parents are in the labor force at 74.0 percent.

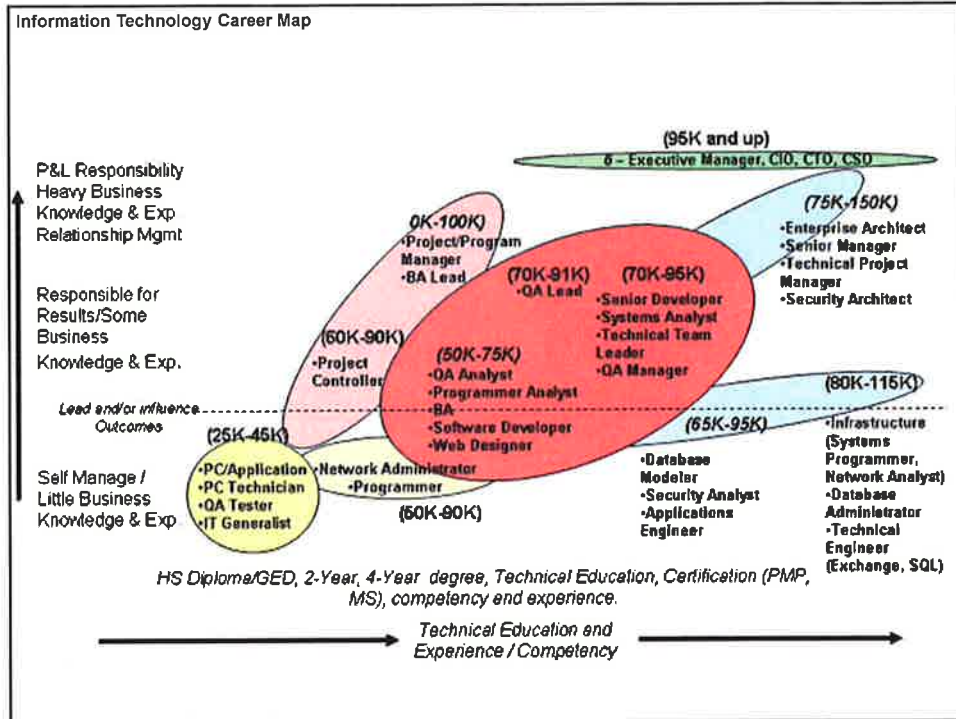
Multiple Job Holders: Iowa ranks 5th in the country for employed workers who hold more than one job (8.8%)



Source: Current Population Survey (CPS)







CENTRAL IOWA WORKS System Accomplishments

- Effort driven by **Greater Des Moines Partnership** to maintain business leadership and focus. Non-profit and education agencies support.
- **Partners group** now comprising over **45 local** community and faith-based organizations and agencies
- Recognition and technical assistance from the **Annie E. Casey Foundation**
- **6 business-driven Sector Boards** operating looking at the supply and demand side of employment and workforce in Central Iowa (see: www.centraliowaworks.org) [7th - Social/Retail starts 11/12]
- **Integration** with Iowa Employment Solutions and Iowa Workforce Development
- **National Fund Grant** (Casey, Gates, Hitachi, Ford Foundations) of \$450,000 to drive systemic change and result in employment of 1500 low income persons in 3 years.
- **Reengagement Center** getting persons with less than h.s. degree back into education
- **SuccessNet** wrap around services being tested for at-risk college students with good success.
- **Gateway to College** – \$300,000 Wal-Mart grant to be announced soon
- **Career Readiness Certificate**: **738** students and **25** businesses to date. (<http://www.act.org/certificate/index.html>)
- Partnering with Iowa Workforce Development to build capacity for members to provide **digital literacy training** and **job preparation** for their clients.
- **Office Specialist Cert. and Welding** classes for Mitchellville and Newton inmates
- Piloting common **data tracking and case management** software for all partner agencies to better improve service and accountability.

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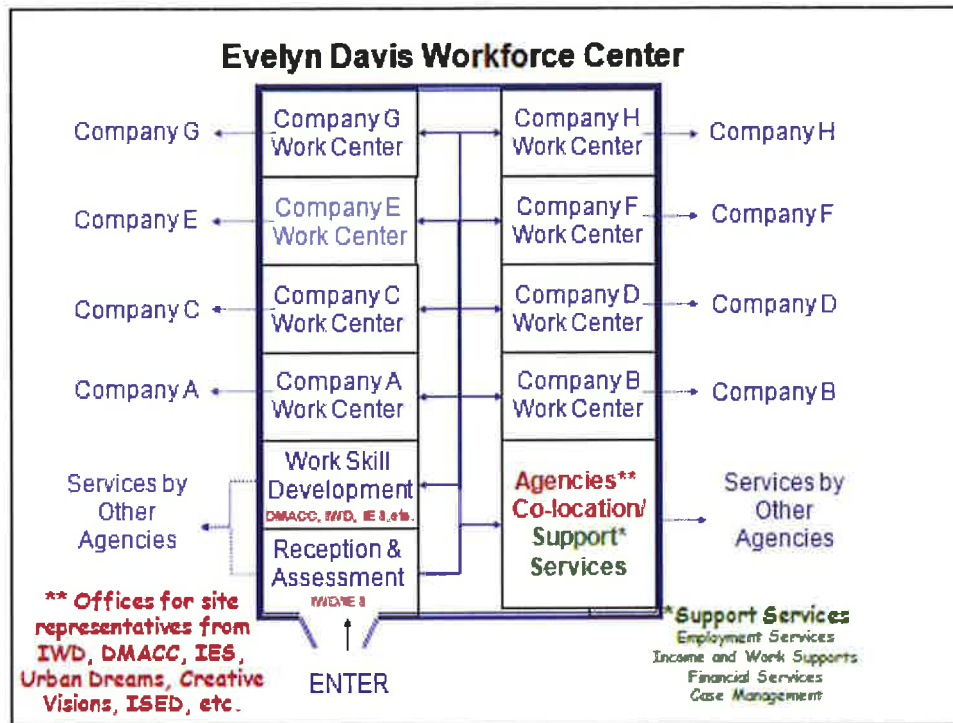
- For the **first time** ever, Iowa will be **drawing down federal matching funds** for the needs of low-income adults. CIW partners completed a lengthy discussion with Kirkwood, DHS and IWD to initiate implementation of **FSET (Food Stamp Employment Training)**. This effort has resulted in a pilot with IWD, DHS with the programmatic implementation and tracking occurring for students attending KCC and DMACC. Along with DMACC, Kirkwood Community College, CIW Partners actively working on this effort were United Ways of East Central Iowa and Central Iowa, Goodwill's in Cedar Rapids and Des Moines.
- For the 2008-09 year the CIW Funding Collaborative **aligned and pooled funds** in an amount of **over \$1.1M** for the purpose of improved the workforce system and building the job-ready skills of low-income, under-educated or unemployed individuals living in central Iowa. Chaired by Shannon Cofield, president of the United Way of Central Iowa, other members include: Elizabeth Buck, Director of Iowa Workforce Development, Rob Denson, President, DMACC, Kristi Knous, VP Donor Relations and Community Investment, Community Foundation of Greater Des Moines, Mary Bontrager, VP Greater Des Moines Partnership, and Mike Ralston, Executive Director, Iowa Association of Business and Industry.
- The CIW Funding Collaborative awarded its' first round of **grants to 7 organizations totaling \$228,500**. These investments were made as **initial steps towards a more comprehensive workforce system**, especially one which works well for those who are challenged by circumstances like low levels of income or education.
- **Aligning the work of CIW Partners:**
 - CIW Board is convened by the Greater Des Moines Partnership.
 - CIW Funding Collaborative is convened by United Way of Central Iowa
 - CIW Technical Team is convened by DMACC
 - Sector Boards convened by DMACC with support from all partners
 - CIW Partners group comprising over 45 local community and faith-based organizations and agencies. Partnering with Iowa Workforce Development, DMACC and other training and education organizations to build capacity for members to provide digital literacy training and job preparation for their clients

THE EVELYN DAVIS PROJECT



TRAINING TO EMPLOYMENT CENTER

- Workforce Intake and Assessment Center
 - Financial Literacy and Education
 - Entrepreneurial Training
 - Coordination with Iowa Workforce Development services
 - Re-engagement with Education
 - DMACC Division of Community Outreach
 - Client Case Management
 - ESL
 - Small Business Incubator
 - Placement Assistance
 - Housing/Transportation
 - General Adult Literacy
 - ETC.
- Community and Faith-Based agency participation – no duplication
 - On-site work experiences with company partners



Demographics to be served:

The profile of the Evelyn Davis Workforce Center client is very broad. The goal of the Center is to provide services, both on-site and referral, to a host of personalities, cultures, demographics and generations. We have identified 15 primary targets of the population to assist in providing education, training and connect to jobs that all face significant barriers to employment.

These populations include:

- Adults (Age 24 and above)
- Veterans
- Low-skilled Workers
- Young Adults (Age 18 – 24)
- Disabled Workers
- Underemployed Individuals
- Minority Populations
- Unemployed
- Formerly Incarcerated
- Homeless Individuals
- Immigrant Workers
- Displaced Workers
- Retirees/Mature Workers
- Refugees
- Those needing a pathway to education.

The most significant differentiator with this project compared to other workforce initiatives is the direct connection to employment.

SUCCESSNET

Des Moines Area Community College

A Network For Student
And Family Success



- SuccessNet is a new framework for student retention and success modeled after the Annie E. Casey Foundation's Center for Working Families. Simply stated, SuccessNet provides a point of entry to a broad range of employment services, income supports, and financial and asset building services students may need to stay in school and achieve academic and personal success.
- **Core Service Areas:**
 1. Workforce and career services to increase educational and skill levels, and ultimately provide quality jobs with benefits
 2. Work supports and access to publicly available resources such as cash benefits, child care subsidies, the Earned Income Tax Credit, etc.
 3. Financial services and products geared to build assets and wealth
- Persistence of SuccessNet students was 5% above Campus persistence and 3.4% above for retention. Initial results were promising.

<http://my.dmacc.edu/sites/successnet/default.aspx>

IOWA
EMPLOYMENT
SOLUTIONS
AT DMACC

**More than
68,450 clients
served in
Central Iowa
in last 12
months**

IOWA
WORKFORCE
DEVELOPMENT

Smart Results.

IowaWORKS



Workforce Center provides a host of services to everyone coming to our doors.

- Access to computer for resume preparation, job search, research, skills assessments, applying for work, creating e-mail accounts
- E-mail notification of job openings, job development, and job referrals
- Workshops on computer literacy, resume prep, job search assistance, enrollment and financial aid, career and job search planning
- Proficiency testing for keyboard and 10 key skills, Microsoft products, Work Keys and NCRC, and tutorials are available.
- Rosetta Stone for limited English proficiency.

Strategies for Target Populations

- Strong partnerships with Voc Rehab, Goodwill, and Mainstream Living for referral of persons with disabilities
 - Project Employment grant targeting persons with physical disabilities
 - Disabilities Navigator assess needs and makes referrals
- Strategy of outreach and partnership with community based organizations serving underutilized populations:
 - Pastors group, Creative Vision, Forest Ave Library, Thrivent Builds Neighborhoods, ISED, and many others.
- Ex-offenders receive direct placement services and referrals
 - Staff are assigned to Rockwell City, Newton, and Mitchellville prisons to assist with job development and placement
 - Spectrum Resources, Urban Dreams, and Creative Visions available for referrals.
- AARP and Experience Works are partners at the workforce centers and available for referral.



Workforce Investment Act Support Services

- Short and long term training
- Out-of-area job search expenses
- Relocation expenses
- Work Experience
- Clothing
- Dependent Care (child care)
- Healthcare (Des Moines University)
- Housing Assistance
- Counseling
- Miscellaneous expenses



Workforce Investment Act (WIA) – Iowa ran out of WIA funding in August 2009 for program year that started in July 2009, WIA has support services for transportation, child care, work supplies (not enough)

- Comments
 - Region 11 has obligated \$650,928 for training and support services.
 - Note: this is not spent yet, just obligated. If students drop out, or don't use the entire obligation, we will enroll students from the waiting list.
 - 54% for training costs and 46% for support services
 - Demand is great and waiting lists have been developed.
 - Currently there are 363 participants enrolled in Region 11. That number will grow as we have more accurate expenditures and enroll from the waiting list and through our subcontractors, ISED and Spectrum Resources.
 - Over 4000 members identified as potentially eligible with 398 on the waiting list.



Education Pays

The State's Return on Investment in Higher Education for Low-Income Adults

Lily French ♦ Iowa Policy Project

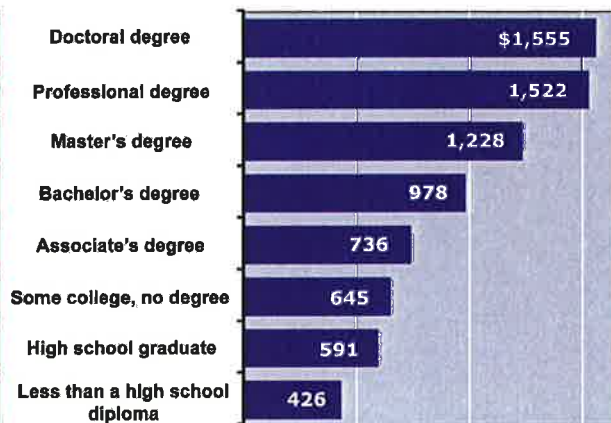
www.iowapolicyproject.org

U.S. Unemployment Rate & Median Weekly Earnings by Education, 2008

Unemployment rate in 2008



Median weekly earnings in 2008



Source: Bureau of Labor Statistics, *Educations Pays*, <http://www.bls.gov/emp/emptab7.htm>

Iowans Work & Earn More with Education Beyond HS

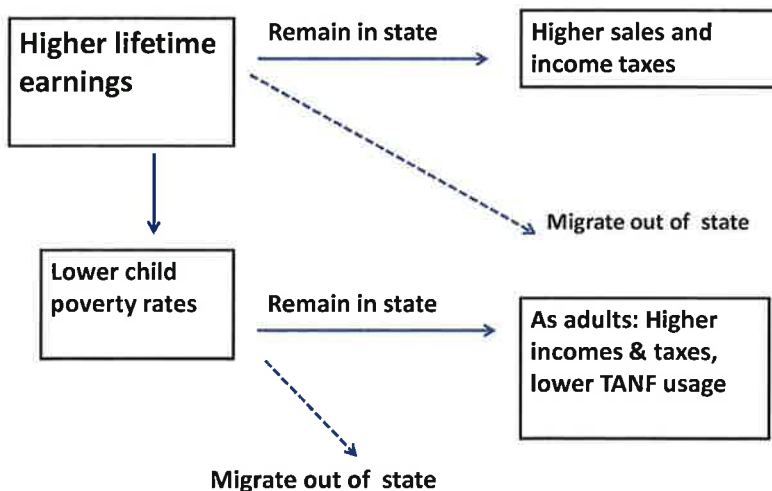
Table 1. Median Wages in Iowa Differ by Education Level, 1979-2007 (2007 dollars)

	1979	1989	1995	2000	2007	since 1979
All	\$13.64	\$12.43	\$12.39	\$14.32	\$14.30	4.8%
Less than high school	\$12.76	*	*	*	\$9.31	-27.0%
High school	\$13.08	\$11.42	\$10.95	\$12.95	\$12.77	-2.4%
Some college	\$12.98	\$11.80	\$11.72	\$13.76	\$13.46	3.7%
Bachelor's or higher	\$17.10	\$17.41	\$10.33	\$21.02	\$20.03	16.6%

Source: EPI/IPP analysis of Current Population Survey data. Inflation-adjustment based on CPI-U-RS. * indicates insufficient sample size

- Unemployment & underemployment rates of workers without HS diploma were more than triple workers with some college education

Post-Secondary Education Methodology



Education Yields Substantial Fiscal Gain

Investments in postsecondary education for low-income adults generate income tax revenues more than double the state's program costs

- Associate's degree - \$3.70 for every dollar
- Bachelor's degree - \$2.40 for every dollar

Following the Money....

- **Federal monies** (WIA, TANF, FSET, Promise Jobs, etc) are very helpful but generally follow the client/student and do very little to maintain college operations or to "keep the lights on".
- **State workforce funding** through 260C18A. Provides much essential flexibility for credit and non-credit offerings; programs for the student/worker in key areas of need, with a high degree of accountability required. This is essential support for workers/students.
- **General State Aid** keeps the lights on and gives operational and faculty support.
- **Property taxes** give great support but have not increased since 1966 and have dropped from providing about **25%** of operating costs to about **5%**.

Questions we face together:



- a. Are community colleges going to see increased numbers of unemployed, underemployed, laid-off workers, veterans, disabled, ex-offenders and/or traditional college age students short and long-term?
Likely, yes.
- b. Do you and other Iowans want and expect community colleges to do more? **Probably, yes.**
- c. Or, maybe as the old attorney joke goes:
“What do you want the answer to be?”
- d. What will it take for us to do what’s needed? _____.