



Presentation to the Health and Human Services
Joint Appropriations Sub-Committee

February 2, 2006



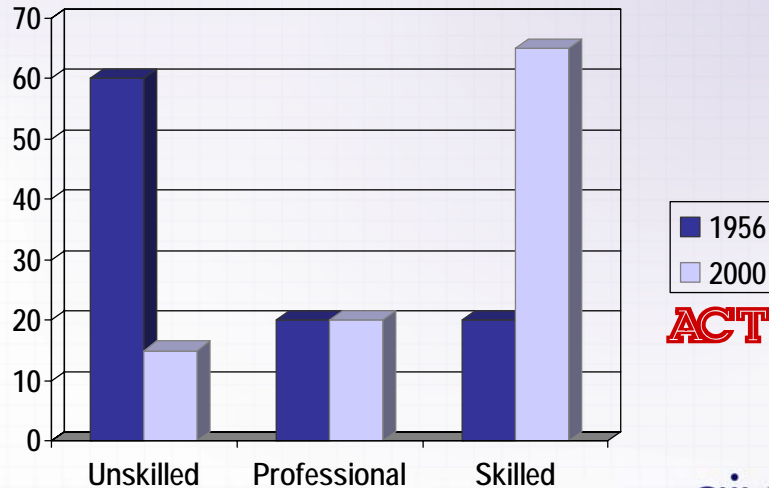
Enriching Iowa's Economic Development Through Innovative Workforce Services

Who are we?

- **Association of Iowa Workforce Partners**
 - A group of workforce practitioners from around the state
 - Established in 2000
 - Seventeen member organizations
 - Share best practices
 - Build awareness of workforce challenges
 - Improve the quality and quantity of workers and workforce services
 - Members include low@Work providers, Iowa Workforce Development and agencies serving special populations



Workforce Challenges: Employer Needs are Changing



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The Changing Workforce

- In 2008 approximately 70 million baby boomers will begin retiring, leaving significant gaps in the workforce
- 32% of job seekers lack reading/writing skills, 21% lack math skills, 17.5% lack oral communication skills*
- New growth sectors include health care, advanced manufacturing, and biotechnology

*Source: National Association of Manufacturers – The Skills Gap 2001

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The Workforce Partnership

- 16 Regions designated in Iowa
- Each Region is governed by a Workforce Investment Board, appointed by local elected officials. The Board includes business, labor, community.
- One Stop Career Center for job seekers and employers in each region



Iowa's Local Workforce Delivery System

One-Stop Workforce Center

Iowa@Work

Education | Job Training | PROMISE JOBS | Dislocated Worker | Career Planning & Development

Iowa Workforce Development

Job seeking | Job placement | PROMISE JOBS | Unemployment | Veterans Services

Additional partners located in some one-stop centers

Vocational Rehabilitation | Job Corps | Senior Employment | Youth Services | Farm Worker Training



One-Stop Partners

- low@Work Providers
- Selected by Regional Boards
 - Community Colleges, Councils of Government, Planning/Development Commissions, and Community Action Agencies
- Iowa Workforce Development (IWD)
- PROMISE JOBS services provided 50/50 by IWD and low@Work
 - Through a subcontract with DHS
- Other partners include Vocational Rehabilitation, Community Colleges, Agencies on Aging, Job Corps, migrant worker, Native American programs, etc



Low@WORK

- Statewide network of contractors who provide services under the Workforce Investment Act (WIA) and PROMISE JOBS
- Workforce Investment Act (Public Law 105-220)
 - Fosters partnerships between business, labor, state and local partnerships to address workforce issues
 - Establishes State and Regional Workforce Boards
 - Establishes the “one-stop delivery system”
 - Provides funds for adult, low income youth, and dislocated worker job training



WIA in Iowa

- **WIA federal funds distributed to Iowa regions in FFY2005 include:**

- adults \$3,648,679
- low income youth \$5,092,076
- dislocated workers \$4,096,181
- additional natl funds for plant closings FFY04 \$9,445,676

- **Iowa's WIA program is a top performer:**

| | IA FFY 04 | National Avg |
|-----------------------------|------------------|---------------------|
| Adult Employment Rate | 84.2% | 78.7% |
| Adult Retention Rate | 89.9% | 85.3% |
| Adult Earnings Gain | \$4450 | \$3890 |
| Dislocated Employ Rate | 90.4 % | 84.7% |
| Dislocated Retention | 95.5% | 90.1% |
| Older Youth Employment Rate | 81.9% | 75% |
| Older Youth Retention | 84.2% | 81.9% |
| Older Youth Earnings Gain | \$4457 | \$3566 |



Patricia Schultz

Patty worked for K-Mart for 28 years until they closed. Patty realized that she needed to develop a marketable skill to find other employment.

Patty heard about the Workforce Investment Act during the Rapid Response meeting held at K-Mart. She completed the Choices Interest Inventory and investigated her interests in the medical field. The Surgical Tech program was a one-year program so Patty would have a very quick turn around back into the job. Patty began the Surgical Tech program and exactly one year later, she began working at Genesis East as a Certified Surgical Technologist at a current wage of \$12.20 per hour.

Patty is very happy to have a job that makes a difference and pays a good wage and benefits.



Employer: Genesis East

Vari Nelson, Charge Nurse Supervisor

Leo A. Bressanelli, CEO

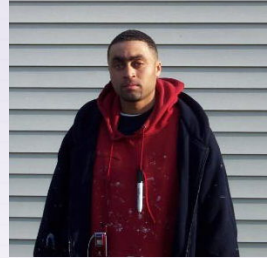


Jonathon Bassett

Enrolled as a 19 year old in our Youth Out-of-School Program in 2001, Jonathon was involved with the legal system, unemployed with a poor work history.

With the assistance of WIA Jonathon started a Work Experience at United Neighbors in their Rehab Department. There, Jonathon was trained in Lead Abatement, became certified in this and is now a registered Lead Specialist. Eastern Iowa Job Training also assisted Jonathon by purchasing tools for his work at United Neighbors and awarded him bonuses for good attendance.

Jonathon is now a Certified and Registered Lead Abatement Specialist and is at a current wage of \$10.00 per hour.



Employer:
United Neighbors

Ida Johnson, Director



Melissa Eiselstein-LaFrenz

When Melissa and her husband moved to Maquoketa, she was nearing the end of her 60 months on the Family Investment Program. Melissa had excellent scores in reading and math and a good work ethic, but had been unable to break into the Legal Assistant field. Melissa attended Assessment and Job Club through Promise Jobs and developed an impressive resume. She was very organized in her job search, but was unable to secure employment.

Melissa needed to update her skills. Many of the jobs she was following up on required the ability to transcribe information from a Dictaphone, which she did not know how to do, so Melissa started doing volunteer work doing transcription two days per week. She also needed to update her computer skills. (continued)



Melissa Eiselstein-LaFrenz (cont'd)

Melissa was referred to the Workforce Investment Act program to gain some hands-on work experience. Melissa was placed in a 13 week Limited Internship doing clerical work, which assisted her with job leads, Internet job search and providing skills that she could take to other employers.

Even though transportation continued to be an issue for Melissa, she managed to drive 25 miles to work each day. Three weeks into her Limited Internship, Melissa was able to interview at Tom Riley Law Firm in Cedar Rapids. Melissa has been working at Tom Riley Law Firm for 9 months now where she is employed as a legal secretary working on Supreme Court briefs and other court and legal documents. Melissa is 15 credit hours short of obtaining her BA in Psychology.



Employer: Tom Riley Law Firm P.L.C.

James E. Bennett



Family Investment Program

- The Iowa Department of Human Services (DHS) administers the Family Investment Program (FIP)
 - Cash assistance for needy families
 - Funded through federal Temporary Assistance for Needy Families (TANF) legislation
 - Provides income maintenance and work incentives
 - 60-month lifetime limit for FIP benefits



PROMISE JOBS

- “Promoting Independence and Self Sufficiency through Employment”
- Iowa’s work component for families receiving FIP
- Goal is to help families reach economic self sufficiency through training and employment opportunities
- DHS contracts with Iowa Workforce Development (IWD) to administer the PROMISE JOBS (PJ) program
 - IWD partners with local low@Work providers to deliver required services



PROMISE JOBS: Services Available

- Assessment
- Life Skills
- Job Club
- Job Search Assistance
- High School Completion or GED
- Post-secondary Training
- Work Experience
- Monitored Employment
- Parenting Skills



Additional Services for PJ Clients

- Support Services
 - Childcare
 - Transportation
 - Some training expenses
- FaDSS – Family Development and Self Sufficiency program



PROMISE JOBS Data

- The average number of participants served per month in FFY05: 16,543
- 74% were single-parent families
- 9% were two-parent households
- 17% were children living with relatives



PROMISE JOBS Budgets

- PROMISE JOBS contract between DHS and IWD for FY06 is \$12,254,530
- PROMISE JOBS and FaDSS programs have received budget cuts of 25.6% and 10% respectively since 2002



Federal Bonus Funds

- 5 of the 6 past years, Iowa has qualified for federal TANF Bonus Funds totaling in excess of \$17,000,000
- This year's bonus funds for exceptional employment performance is in excess of \$6,000,000
- An offer has been made to share \$1.2 million between DHS, IWD and DHR



Participation Rates

- Single-parent households are required to participate for a minimum of 30 hours per week in a federally-approved activity
- Two-parent households are required to participate a minimum of 55 hours per week in a federally-approved activity



Performance Requirements

- With new legislation placing an increased emphasis on participation, sanctions for states who do not meet participation rates may be penalized up to 5% of their state TANF allocation

