

Iowa Workforce Development

Meeting the Workforce Needs of
Today and Tomorrow



Current Programs to Deal with the Workforce Shortage

- New Iowan Centers
- Disabled Veteran Outreach
- IowaJobs.org
- Skills Assessment (Vacancy) Survey
- Navigator Program



100-Day Plan

- Focus Groups for Clients, Stakeholders & Staff
- Review Effectiveness of Programs & Services
- Use the Information to Make Data Driven Decisions
- Produce a 100-Day Report



Laborshed Studies Workforce Needs Assessment

- Laborshed Studies
 - Workforce Availability
- Workforce Needs Assessment
 - Current and Future Job Vacancies

Meeting the needs of business in Iowa



Purpose of Workforce Surveys

Gives the State of Iowa and it's communities the ability to *document* and *illustrate* the characteristics of the labor force which in turn has proven to be a unique and effective tool for retaining and expanding their existing businesses while also attracting prospective new employers into the area.

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Laborshed Studies

- Telephone Survey of Commuting Area
 - Potential available labor
 - Availability & willingness to change/enter employment
 - Occupations (previous/current)
 - Wages (current/desired)
 - Benefits (traditional/non-traditional)
 - Distance (willing to commute)
 - Out commute
 - Education/training needs
 - Underemployment
 - Job search techniques

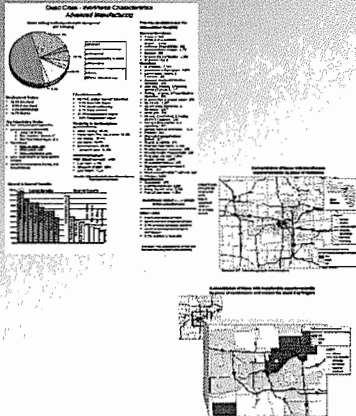
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Industry Analysis

Customized marketing materials highlighting labor availability.

Map reflects where employees live that have experience in that industry or for a particular employer.

Map can also be used to advertise for these positions.



Includes Wages by Occupation

Based on the industry request by selected area.

Advanced Manufacturing occupations for the Spencer commuting area

Average Wage
Entry Wage
Experienced Wage
Median Wage

Occupation	2000	2001	2002	2003	2004
Account Executive	40,000	41,000	42,000	43,000	44,000
Account Manager	35,000	36,000	37,000	38,000	39,000
Account Representative	30,000	31,000	32,000	33,000	34,000
Advertising Executive	45,000	46,000	47,000	48,000	49,000
Business Development Representative	25,000	26,000	27,000	28,000	29,000
Customer Service Representative	20,000	21,000	22,000	23,000	24,000
Field Representative	35,000	36,000	37,000	38,000	39,000
Product Demonstrator	25,000	26,000	27,000	28,000	29,000
Sales Representative	30,000	31,000	32,000	33,000	34,000
Trainer	50,000	51,000	52,000	53,000	54,000
Administrative Assistant	18,000	19,000	20,000	21,000	22,000
Business Office Clerk	17,000	18,000	19,000	20,000	21,000
Executive Secretary	22,000	23,000	24,000	25,000	26,000
Legal Assistant	28,000	29,000	30,000	31,000	32,000
Medical Assistant	19,000	20,000	21,000	22,000	23,000
Office Clerk	16,000	17,000	18,000	19,000	20,000
Office Manager	24,000	25,000	26,000	27,000	28,000
Office Support	15,000	16,000	17,000	18,000	19,000
Production Worker	14,000	15,000	16,000	17,000	18,000
Quality Control	16,000	17,000	18,000	19,000	20,000
Warehouse Worker	13,000	14,000	15,000	16,000	17,000

The source of the wage and employment data is the 2002 Survey of Income and Benefits in the Manufacturing Industry. The data is based on a survey of manufacturing workers in the United States. The data is based on a survey of manufacturing workers in the United States. The data is based on a survey of manufacturing workers in the United States. The data is based on a survey of manufacturing workers in the United States.

Workforce Needs Assessment

Paper Survey (Pilots):

Quad Cities
Dubuque

On-line (underway):

Western Iowa Advantage
Region



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Identifying Workforce Needs

- Current vacancies
 - Industry or employment size
 - Job openings by title
 - Top 3 skills needed
 - Education/training/certification
 - Advertising media used
 - Recruitment period
 - Company training provided
 - Do applicants meet requirements

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Identifying Workforce Needs

- Retirement
 - Industry or employment size
 - # of eligible retirees by title to 2014
 - Top 3 skills needed
 - Education/training/certification
 - Attraction/retention efforts

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Identifying Workforce Needs

- Future Expansion
 - Industry or employment size
 - Job creation by title
 - Timeframe
 - Top 3 skills needed
 - Education/training/certification

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Workforce Needs Assessment

Workforce Needs Assessment Survey
Identifying All Needs

Will you have the right people...
for the right jobs?

WE READY TO GO

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<http://laborsurvey.iowa.gov/workforce.asp/Test/WorkforceAssessment.htm#Q2>

Upcoming Initiative

- IWD & Department of Education
 - Education/Wage Record Outcome
 - Pre/post graduation wages
 - GPA to wages
 - GPA to industry
 - Award type to age
 - Program (degree type) to industry
 - Program (degree type) to wage
 - Graduates employed in Iowa

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Disability Program Navigator

Created to Respond to
The Workforce Shortage

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The Navigator initiative was created by the Dept of Labor & Social Security Administration in 2003.

The 7-state agency partners submitted the Iowa Navigator grant and has implemented the program since 2003.

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The 7 State Agencies Partners are:
Iowa Workforce Development
Iowa Vocational Rehabilitation Services
Iowa Dept for the Blind
Iowa Dept of Human Services
Iowa Dept of Human Rights/ Division of Persons with Disabilities
Iowa Dept of Education
Governors Council on Developmental Disabilities

The Navigator initiative is funded by the Dept of Labor with a 10% state match through June 30, 2008




Disability Navigator initiative was created to respond to the workforce shortage.

- Assist job seekers with disabilities to seek and maintain employment.
- Enhance the workforce system to serve customers with disabilities.
- Assist employers to recruit, hire and retain persons with disabilities as part of their workforce.




Created to assist persons with disabilities to seek & maintain employment

- 11.6% Iowans between ages 21-64 years old claim a disability. (Source: 2005 American Community Survey)
- Persons with disabilities make up 18.7% working age U.S. population yet almost 70% of persons with disabilities are unemployed. (Source: 2000 US Census).
- 2/3 U.S. working age citizens with disabilities want to work. (Source: 2000 National Office Disability / Harris Poll).



Created to assist persons with disabilities to seek & maintain employment

- Navigators conduct outreach explaining one-stop workforce services.
- Navigators provide information about job accommodations, work incentives from Social Security, disability and community resources available.
- Navigators assist job seekers in "navigating" through a complex system.



Created to enhance the workforce system

- Through collaborative efforts with state partners, local workforce partnerships & RWIB.
 - Iowa is the first state approved Employment Network of the Social Security Administration Ticket to Work program.
 - Iowa has over 88,000 ticket holders. (Source: Social Security Administration August, 2007)



Created to enhance the workforce system

- Through service to existing workforce programs which experience high incidence of disabilities, i.e. Promise Jobs, Veterans, Ex-Offenders, and Mature workers.
 - 68,288 Iowans in 2005 labor force were age 65+ (Source: Older Iowans 2007)
 - 34% (148,226) Iowans age 65+ in 2005 had at least 1 type of disability. (Source: Older Iowans 2007)



Created to enhance the workforce system

- By assuring workforce systems and programs welcome and serve customers with disabilities.
 - Assistive Technology at workforce centers
 - EEO Compliance
 - Disability knowledge through staff training



Created to assist employers to recruit, hire, and retain persons with disabilities.

- Job Accommodations
- ADA compliance
- Tax Incentives
- Disability Etiquette and other training
- Numerous tools and resources to embrace a diverse workforce



Challenges to the Way We Work



Wired
SILENT DRIVING PROSPERITY

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Customer Engineer
IA - Soar Consulting
CORPORATE: 424-157-4000
235237 - CALL CENTER REPRESENTATIVE

Intern, Marketing
Des Moines, IA - Cardinal Health
235237 - CALL CENTER REPRESENTATIVE

SMS Engineer - CareerBuilder
Anaheim, CA 92801, US
-Description- We're consultants. We're motivators. We're educators. We're Affiliated Computer Services, Inc. (ACS), a premier provider of diversified ...

Location: Anaheim, CA 92801, US
Job structure: consulting job function: engineering

DYNAMIC

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Personal

Assistant State Manager
Harborland, San Francisco, CA, US

Job Description:
- Manages and oversees all business operations of the business.
- Oversees all business operations of the business.
- Oversees all business operations of the business.

Requirements:
- Bachelor's degree in Business Administration or related field.
- Minimum 5 years of experience in a similar position.
- Strong leadership and communication skills.

Work with HARBORLAND

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Headquarters

Manpower
Second Life Headquarters

The Center on Religion & the Professions




Kansas Teaching Jobs Employment Office

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Race to the Best Use of Data

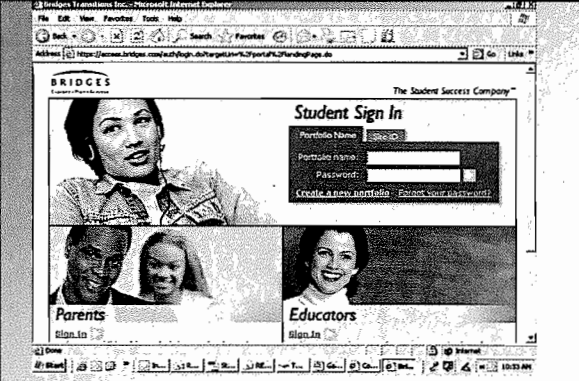

Education
Economic Development
Workforce Development
plus
Licensing, Registration, Inspection,
Census, Taxation, Surveys, Etc.

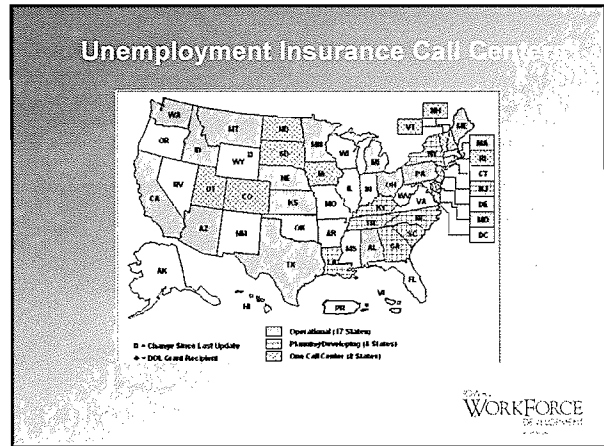
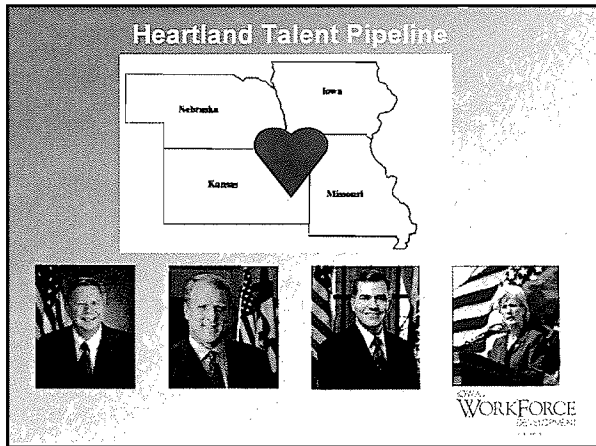
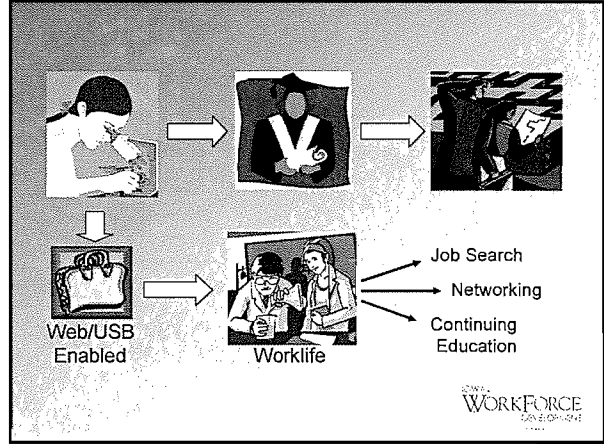
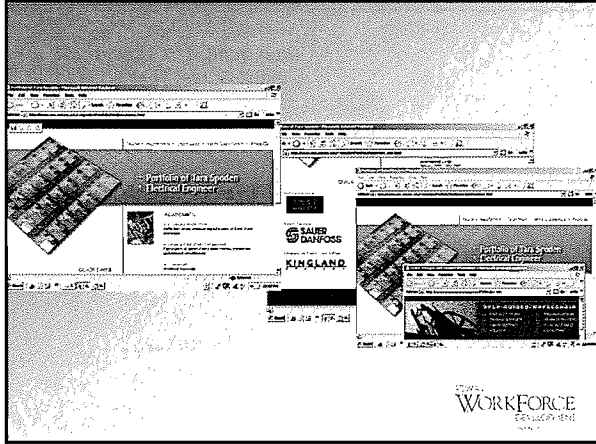





Show me your weld



Broadcast Yourself™

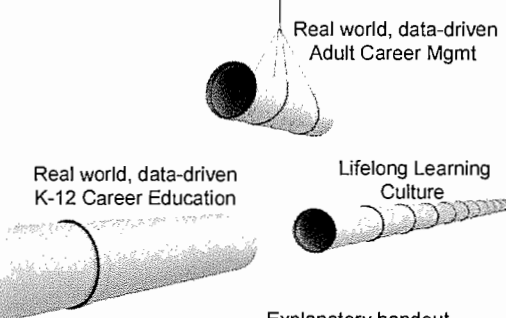






Economic Opportunity

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Real world, data-driven
Adult Career Mgmt

Real world, data-driven
K-12 Career Education

Lifelong Learning
Culture

Explanatory handout

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NEBRASKA

Nebraska has a rich and progressive tradition in the manufacturing industry, and we want to keep it that way. That's what the Dream It, Do It campaign is all about. With more than 130,000 employees working in more than 3,700 manufacturing businesses, we need to spread the word about the great careers in manufacturing available to the next generation of entrepreneurs and creative thinkers. If you can Dream It, you can Do It!

Always bookmark - see more in the Media Library

Job & Internship Search [http://bit.ly/10110110](#)

We've partnered with Monster to help you find local jobs and internships. Just click below to get started.


[Monster Job Search](#) [Nebraska Job Search](#)
[Monster Internships](#) [Nebraska Internships](#)
[eRecruiter](#) [ConnectwithManufacturingBusinesses](#)

Contact Information [http://www.dreamitdoit.org](#)


Need help finding a job or want to learn more about the opportunities in manufacturing? Call us today or click on "Get More" above.

Nebraska Advanced Manufacturing Coalition

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Dream! Do!

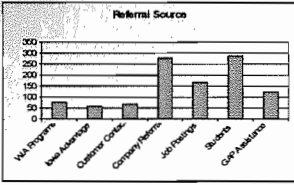


NATIONAL
CAREER READINESS
CERTIFICATE

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Skills Advantage



Referral Source

Referral Source	Count
WIA Programs	~50
Iowa Advantage	~50
Customer Contact	~50
Community Referrals	~250
Job Postings	~150
Scholarships	~250
CVS Assistance	~100

Career Academies



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Potential Programs to Implement

- Ex-Offender Program
- Women, Workforce & Money
- Lifelong Learning Accounts
- Competitive Skills Scholarships
- Additional Veteran's Services
- Assist with Retaining Iowa's Graduates

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