

Workforce Trends

Jeff Nail
Iowa Workforce Development

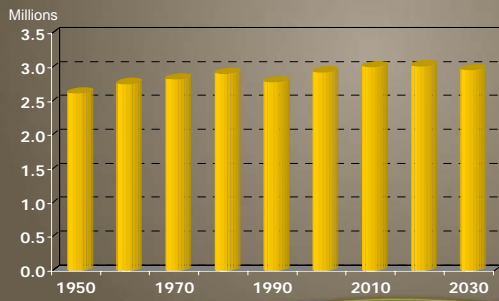


Workforce Trends

- Population
- Migration
- Age
- Race
- Labor Force



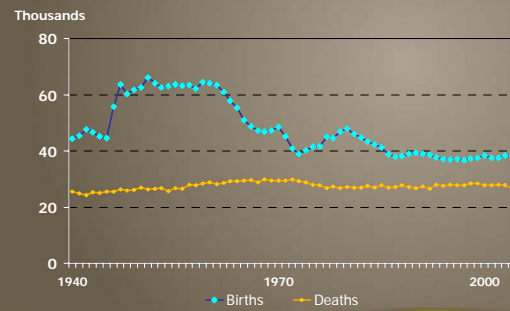
Iowa Projected Population: 1950-2030



Prepared by: State Data Center of Iowa, www.iowadatacenter.org
Data Source: U.S. Census Bureau



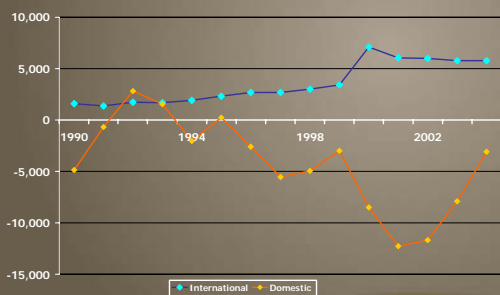
Iowa Births and Deaths: 1940-2004



Source: SETA



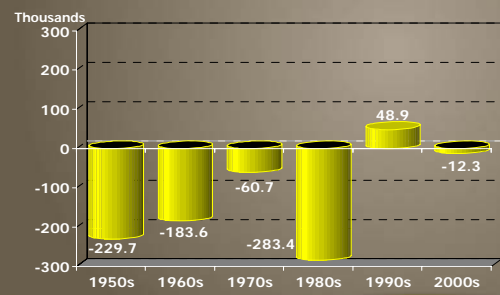
Iowa Migration Components: 1990-2004



Prepared by: State Data Center of Iowa, www.iowadatacenter.org
Data Source: U.S. Census Bureau, Estimates Branch

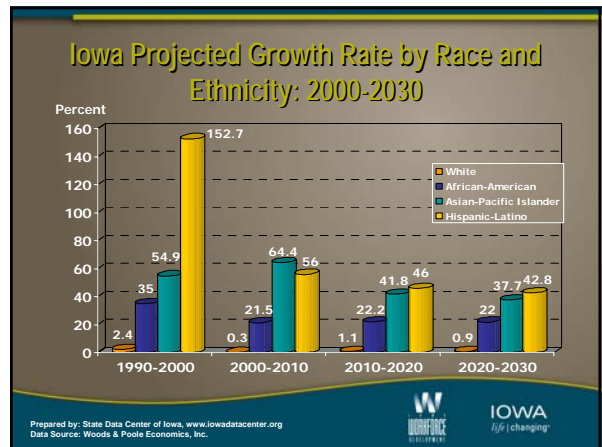
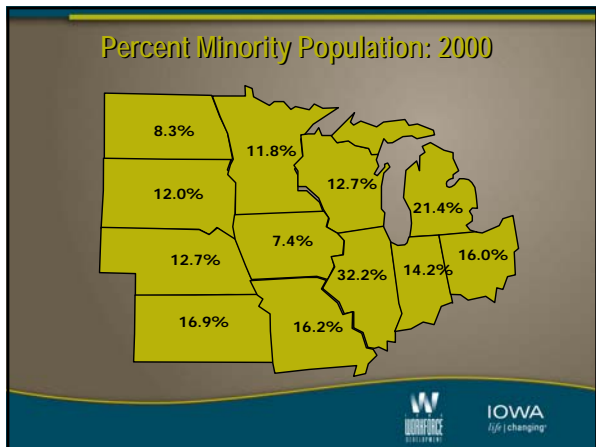
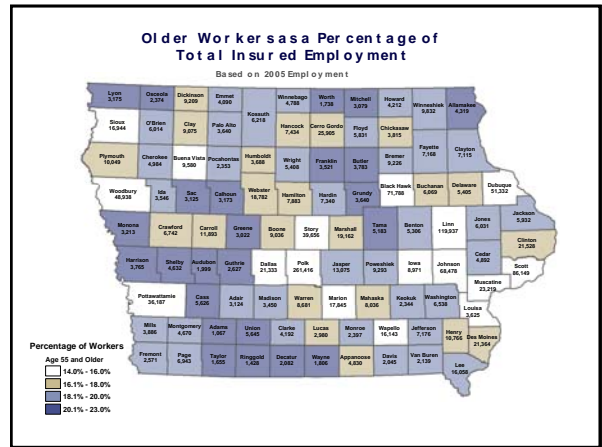
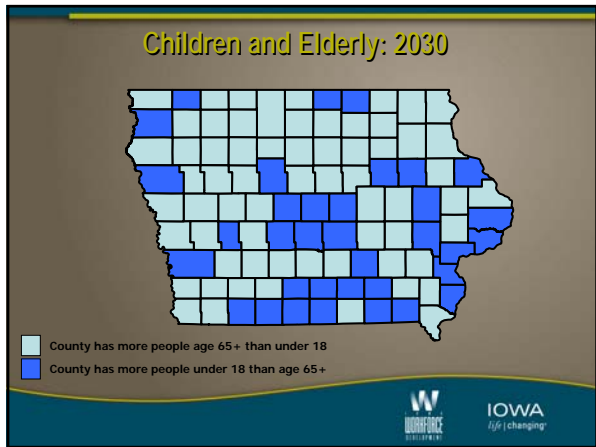
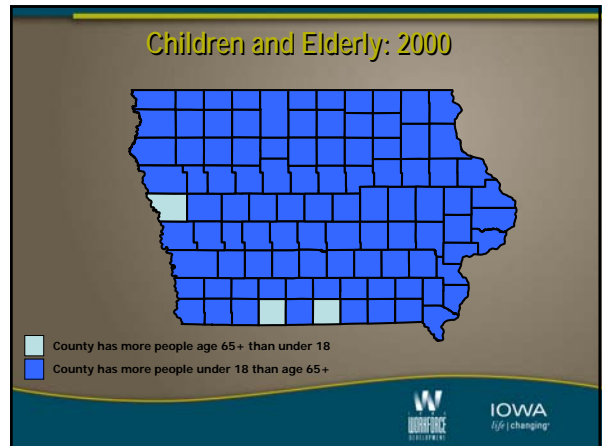
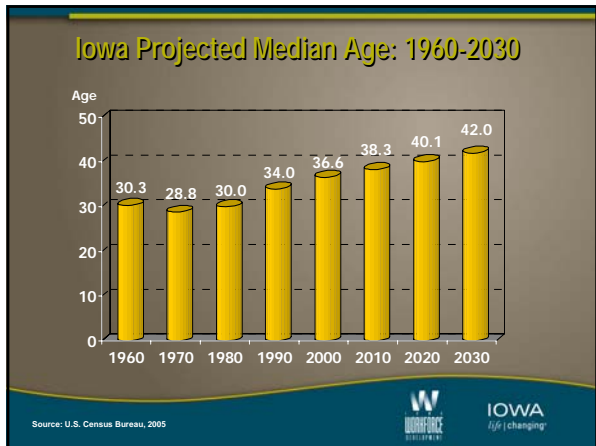


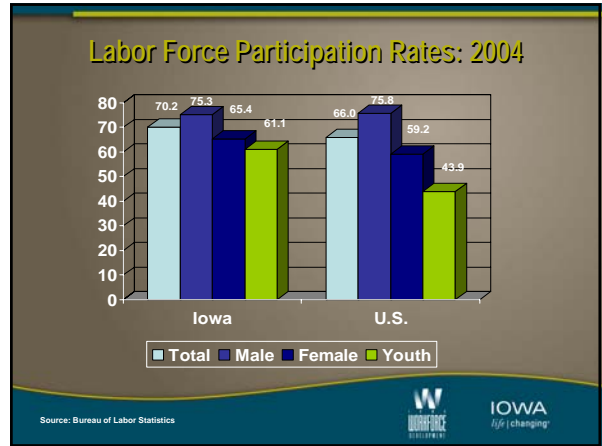
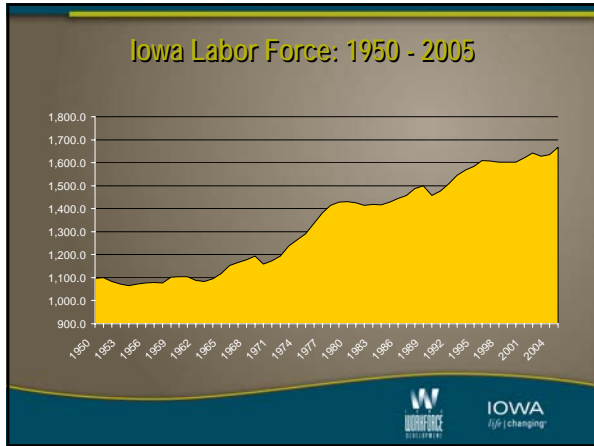
Iowa Net Migration: 1950-2004



Source: SETA



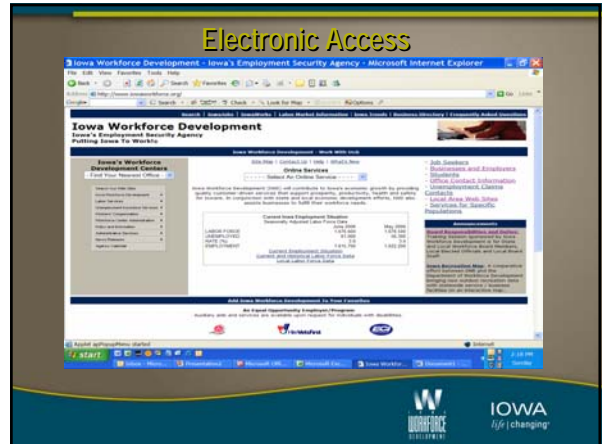
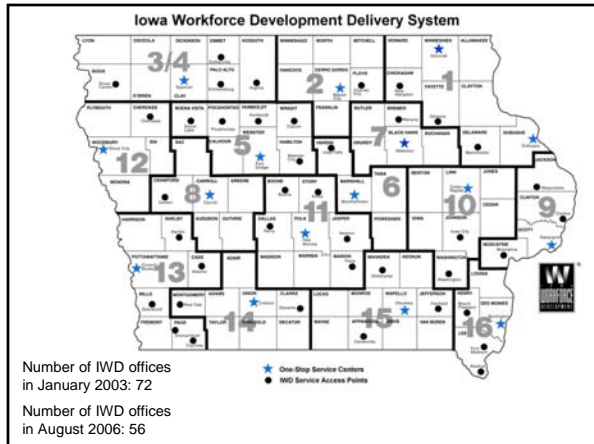




- ### Workforce Trends
- Slower population growth rate
 - Increasing international migration
 - Aging population and workforce
 - Higher rates of minority population growth
 - Already high rates of labor force participation

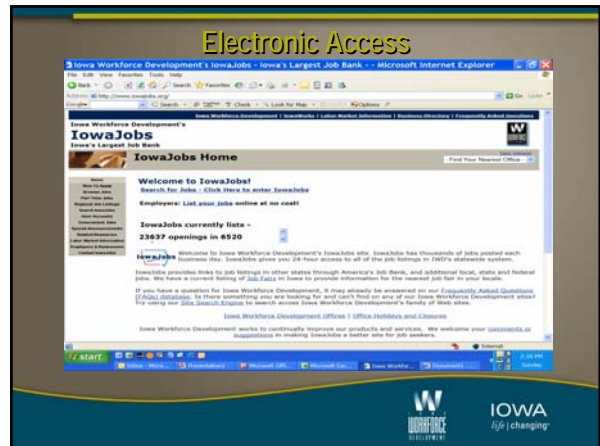
Iowa Workforce Development Services

Lori Adams
Iowa Workforce Development



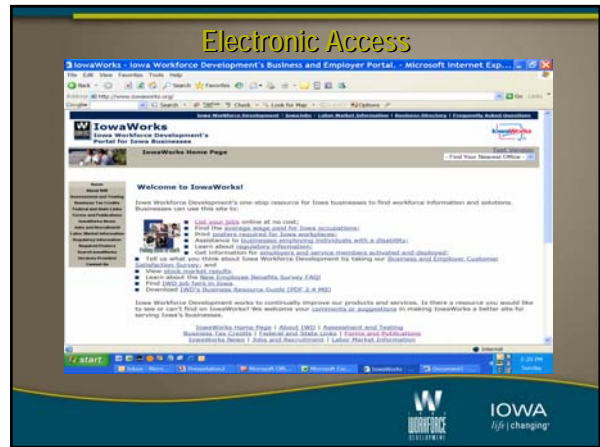
Online Services

- File for Unemployment Insurance (UI)
- Register for work opportunities
- Job listings on our IowaJobs website
- Employer report to determine liability to apply for a UI tax account number
- Employers – Submit a Job Order
- Labor Market Information



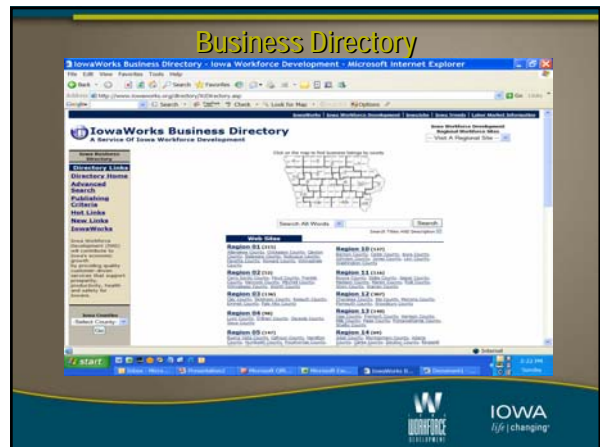
Job Seekers

- Number of job seekers registered for services with Iowa Workforce Development:
 - 211,416 as of 3-31-06
 - 170,073 for the same period in 2005
- Number of job orders on file as of 7-30-06:
 - 6,520 for 23,637 openings



Services to Business

- List your jobs online at no cost
- Find the average wage paid for Iowa occupations
- Print posters required for Iowa workplaces
- Assistance to businesses employing individuals with a disability
- Learn about regulatory information
- Get information for employers and service members activated and deployed
- Tell us what you think about Iowa Workforce Development by taking our Business and Employer Customer Satisfaction Survey
- View stock market results
- Learn about the New Employee Benefits Survey FAQ
- Find IWD job fairs in Iowa



Business Directory

- As of July 30, 2006, a total of 2,197 businesses have linked their websites to IWD's Business Directory – giving job seekers easy access to company information and applications, and making them more informed job seekers.



Frequently Asked Questions

- Most popular of all IWD electronic services
- Interactive
- Topics range from how to get a child labor permit and unemployment law to wage & hour and job search assistance.

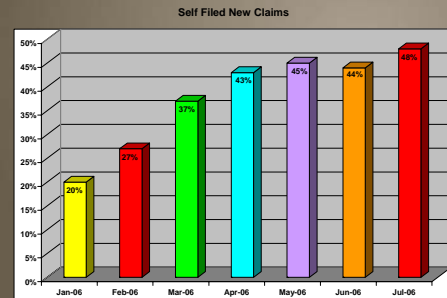


Access to Unemployment Insurance Services

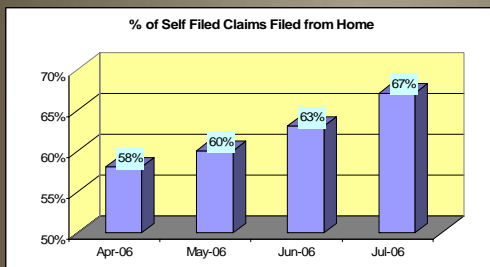
- Local offices
- On line
- Network of access points statewide
- Network of UI subject matter experts statewide



Unemployment Insurance



Unemployment Insurance



Unemployment Insurance

- Total number of UI claims filed in 2005: 180,878
- Total number of UI claims filed to date in 2006: 94,574



Iowa Advantage

- **No-cost workshops designed to assist Iowans who are unemployed, going to be unemployed, or underemployed.**
- **Workshops offered statewide on:**
 - Your Success Job Search
 - Coping With Change
 - Budgets & Finances
 - Job & Career Options



Workforce Investment Act

Who are the Workforce Investment Act (WIA) providers?

- Region 1 (Dubuque): Upper Explorerland Regional Planning Commission & East Central Intergovernmental Association
- Region 2 (Mason City): North Iowa Area Community College
- Region 3&4 (Spencer): Northwest Iowa Planning & Development Commission
- Region 5 (Fort Dodge): Iowa Workforce Development
- Region 6 (Marshalltown): Iowa Valley Community College
- Region 7 (Waterloo): Hawkeye Community College
- Region 8 (Carroll): Region XIII Council of Governments
- Region 9 (Davenport): Eastern Iowa Community College
- Region 10 (Cedar Rapids): Kirkwood Community College
- Region 11 (Des Moines): Central Iowa Employment & Training Consortium
- Region 12 (Sioux City): Western Iowa Tech Community College
- Region 13 (Council Bluffs): Iowa Western Community College
- Region 14 (Creston): Matura Action Corporation
- Region 15 (Ottumwa): Indian Hills Community College
- Region 16 (Burlington): Southeastern Community College



Workforce Investment Act

New challenges:

- WIA reauthorization consolidates WIA adult, dislocated worker, youth and Wagner Peyser funding into block grants.
- House bill allows faith-based organizations to discriminate on religion when staffing programs. Senate bill does not.
- Possible funding rescission estimated at \$1,351,000 for Iowa from PY2005.



PROMISE JOBS

Cancellations due to the 60-month limit -

- 56 cases cancelled 7/1/06
- Average of 55.9 cases per month have been cancelled 1/06 - 7/06
- 3728 total cases cancelled 1/02 - 7/06



PROMISE JOBS

Hardship applications through 6/06 -

- **2040 hardship applications have been approved**
 - 60% disability, mental or physical health issues
 - 15% lacking employability
 - 7% child with special needs
 - Other barriers less frequent
- **1991 hardship applications have been denied**
 - 58% did not meet hardship criteria
 - 28% did not provide requested information
 - 10% withdrew, didn't need hardship, or weren't eligible
 - 4% failed to attend, didn't sign Family Investment Agreement (FIA), or or didn't return application



PROMISE JOBS

New challenges:

- **Congressional focus on participation rather than exits**
- **Work participation rates**

Work Participation Rate Requirements:

All-Family Rate = 50%

Average of 30 hrs per week

2-Parent Rate = 90%

Average of 35/55 hrs per week

- **Employment vs. education**



PROMISE JOBS

Basic impact of the Deficit Reduction Act (DRA) on Iowa is that it will be more of a challenge to:

- Meet work participation rates.
- Avoid a penalty - reduction in TANF (Temporary Assistance to Needy Families) funds that would also require an increase in state funds.
- Continue to best assist our clients in obtaining long-term self-sufficiency.



Workplace Essentials

New workshop replacing the former “Life skills” program 30-hour curriculum based on “soft skills” necessary for participant success in the work place, including units on:

- Assessment & Learning Styles
- Emotional smarts
- Informed thinking
- Communication
- Balancing Work & Family



New Iowan Services

Centers located in:

- Sioux City
- Muscatine
- Council Bluffs
- Waterloo
- Cedar Rapids
- Des Moines
- Ottumwa

MSFW* outreach in:

- Waterloo
- Iowa City/Cedar Rapids
- Storm Lake
- Ottumwa
- Des Moines/Perry

*Migrant Seasonal Farm Worker



New Iowan Center Services

Focus on:

- **The individual & the family**
 - Employment
 - Basic needs
 - Housing
 - Education
 - Integration
 - Religion
 - Helping newcomers become part of their community



New Iowan Center Services

Focus on:

- **The community**
 - Diversity & sensitivity training
 - Cultural differences awareness
 - Local festivals
 - Community education for newcomers
 - Creation of community networks
 - Community directory
 - Joint events to educate newcomers



New Iowan Center Services

Focus on:

- **Business & Industry**
 - Diversity training for management and staff
 - Minority recruitment procedures & techniques
 - Updates on immigration & foreign workers
 - I-9 and other USCIS (US Citizenship & Immigration Services, formerly INS) forms
 - Identification issues
 - Interpretation/translation
 - Training for employees in their language
 - Direct hiring and filtering candidates



Nationalities Seen at New Iowan Centers

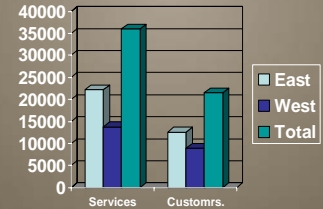
Argentina	Mexico
Brazil	Micronesia
Canada	Morocco
China	Nicaragua
Chile	Panama
Colombia	Portugal
Ecuador	Philippines
El Salvador	Puerto Rico
France	Russia
Germany	Somalia
Ghana	South Africa
Guatemala	Turkey
Great Britain	Ukraine
Haiti	United States
Honduras	Venezuela
Laos	Vietnam



New Iowan Center Services

Statewide totals for
FY05-06:

- Services—36,010
- Customers—21,530



Rapid Response

- **Interagency support team called in to assist workers impacted by business closings. Coordinated by IWD, and including:**
 - Department of Human Services
 - Community Action agencies
 - Workforce Investment Act providers
 - Mental health professionals
 - Extension Services
 - Community college officials
 - Others depending on community need



Rapid Response

- **Since January 1, 2006, Rapid Response teams have been mobilized to the following business locations:**
 - Apac, Waterloo
 - Norwood, Des Moines
 - Tyson Foods, Independence & Oelwein
 - Romech, Red Oak
 - Winnebago, Lorimor
 - Verizon/MCI, Sergeant Bluff
 - Maytag, Newton
 - Newell Rubbermaid, Centerville
 - Minnesota Rubber, Mason City
 - Verizon, Cedar Rapids



Trade Act

- Trade Adjustment Assistance (TAA) and Alternative Trade Adjustment Assistance (ATAA) help trade-affected workers who have lost their jobs as a result of increased imports or shifts in production out of the United States. Certified individuals may be eligible to receive one or more program benefits and services depending on what is needed to return them to employment.



Trade Act

Program services & benefits:

- Reemployment services, including counseling, resume writing, career assessment, job development, job referrals
- Job search financial help
- Relocation allowances
- Training
- Income support – Trade Readjustment Allowance – up to 104 weeks
- Health Coverage Tax Credit



Pending Trade Act Petitions

- Adecco, Fort Madison (Sheaffer Pen)
- Newell Rubbermaid, Centerville
- Carlisle Publishing Services, Dubuque



Current Trade Act Petitions

- Sheaffer Manufacturing, Fort Madison
- Maytag Corporation, Newton
- ITW Shakeproof, Guttenburg
- Alexander Technologies, Mason City
- Celestica, Mount Pleasant
- American Identity, Marcus, Hawarden & Orange City
- Metso Minerals, Keokuk
- Stockmen's LLC, Lawton
- C-Tech Industries, Humboldt
- Midwest Manufacturing, Kellogg
- Noble Industries, Mason City
- International Paper, Fort Madison
- Flexsteel Industries, Dubuque
- River City Metal Products, Keokuk
- Gelita USA, Inc., Sergeant Bluff
- Leggett & Platt, Inc., Dubuque
- Donaldson Company Inc
- Elkem Carbon, Keokuk
- Unique Balance, Dubuque
- Romech, Red Oak
- Grapevine Staffing LLC, Red Oak
- Moore Wallace, Iowa City
- Gear for Sports, Bedford
- Minnesota Rubber, Mason City
- Electrolux Home Products, Jefferson



Iowa Department of Economic Development Overview

Mary Lawyer
 Director
 Iowa Department of Economic Development



The Iowa Values Fund

- Move and Grow Iowa's economy
- Create Jobs
- Help generate wealth for Iowans
- \$500 million cash commitment
 - \$50 for each of 10 years
 - \$21.6 million per year tax credit commitment



The Iowa Values Fund Allocations

- Business Assistance and Marketing – \$35 million
 - Funding will be utilized for current programs administered by IDED with a focus on:
 - Business Start-ups
 - Business Expansions
 - Business Attraction
 - Business Retention
 - Marketing
 - Funds existing
 - IDED programs



The Iowa Values Fund Allocations

- Regents Funding - \$5 million
 - Activities to commercialize University Research and Development
- Community College Job Training – \$7 million
 - Provides additional funding for Accelerated Career Education (ACE – 260G), Iowa Jobs Training Act (260F) and Career Academies



The Iowa Values Fund Allocations

- **Regional Assistance - \$1 million**
 - Funding will be utilized for the following:
 - SBDCs
 - Business Resource Centers
 - Regional Marketing
 - Business Accelerators
 - Economic Enterprise Areas



The Iowa Values Fund Allocations

- **Cultural Trust Fund - \$1 million**
 - Administered by Dept. of Cultural Affairs
- **State Parks - \$1 million**
 - Administered by Dept. of Natural Resources



The Iowa Values Fund – Tax Credits

- **New Jobs Tax Credit (administered by DRF)**
- **High Quality Job Creation Act**
- **\$13.6 million in additional tax credits**



The Iowa Values Fund – Tax Credits

- **Historic Tax Credits - \$4 million**
 - Administered through Dept. of Cultural Affairs
- **Regional Tax Credits - \$2 million**
 - 20% tax credit available to people making a contribution to an economic development region revolving loan fund

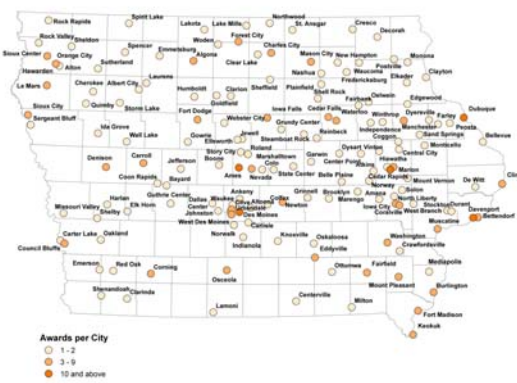


Iowa's Successes

- **Since July 2003 and through June 2006, the Iowa Values Fund and other IDED programs have:**
 - Assisted 323 projects *
 - Created and Retained 24,904 jobs at an average wage of \$39,700 (incented jobs) *
 - Resulted in \$4.6 billion of capital investment *
- * Data reconciled to 12/31/05 End of Year Project Status Report



Iowa Values Fund and Other IDED Programs: July 1, 2003 - June 2006



12/31/05 End of the Year Project Status Report

- **196 Projects Under Contract**
 - 8,013 created and retained jobs to date – or 59% of the pledged jobs
 - 75% of the pledged capital investment – or \$1.6 billion - is in place
- **57% of projects under contract employ 100 or less**
- **50% of projects are in communities with population less than 10,000**



Projects/Leads Summary

- **Total Projects & Leads: 505**
- **Cap Investment: \$7.519 Billion**
- **New Job Potential: 20,463**
- **Retained Job Potential: 7,081**
- **Project/Lead Distribution - 64% projects and 36% leads**



IDED Project Process

- **Application**
- **Board Action**
- **Contracting Phase**
- **Funding**
- **Monitoring**
- **Collections**
- **Contract Closeout**



Enterprise Zone Program

- **Purpose**
 - Promote new economic development in economically distressed areas
- **Benefits**
 - Local property tax exemption on value-added to the property
 - Additional funding for training new employees
 - Refund of sales, services, and use taxes paid during construction
 - Investment tax credit of up to 10 % of the new capital investment
 - Additional research activities tax credit of up to 6.5% of qualified research expenditures.
- **Qualifications**
 - Make a capital investment of \$500,000.
 - Create 10 or more new full-time jobs with an average starting wage equal to or greater than 90% of the average county or regional wage (lower) and maintain those jobs for 10 years
 - Provide all full-time employees with a medical and dental insurance plan of which the business pays 80% of the premiums or provides a monetarily-equivalent benefit.
 - No business closures or reductions elsewhere in Iowa
 - No retail businesses



Economic Development Set-Aside Program (EDSA)

- **Purpose**
 - Designed to increase employment opportunities for low and moderate income Iowans
- **Eligibility**
 - Companies that are creating or retaining jobs
 - New or retained jobs must pay an average of 100% of the average county/regional wage rate and over 50% of the affected positions must exceed the county/regional wage rate
- **Funding**
 - Loans, forgivable loans, etc.
 - Maximum award is \$1,000,000
 - Primary use of funds received include building construction or reconstruction, acquisition of land and equipment purchases



Community Economic Betterment Account (CEBA)

- **Purpose**
 - Increase employment opportunities for Iowans by increasing the level of economic development activity in the state
- **Eligibility**
 - Companies that are creating or retaining jobs
 - New or retained jobs must pay an average of 100% of the average county or regional wage rate, whichever is lower
- **Funding**
 - Loans, forgivable loans, etc.
 - Maximum award is \$1 million (generally awards are between \$50,000 and \$250,000)
 - Primary use of funds received include building construction or reconstruction, acquisition of land, equipment purchases and permanent working capital



CEBA Modernization

- **Purpose**
 - To assist businesses who are retooling or upgrading production equipment to meet contemporary technology standards, resulting in improving existing employees' job skills and enhancing the business' competitiveness for future growth
- **Eligibility**
 - Companies upgrading technology and improving job skills
 - New or retained jobs must pay an average wage of 100% of the average county wage
- **Funding**
 - Loans, forgivable loans, etc.
 - Maximum award is \$250,000
 - Primary use of funds received include building construction or reconstruction, acquisition of land and equipment purchases



Entrepreneurial Ventures Assistance (EVA)

- **Purpose**
 - Designed to encourage the development of entrepreneurial ventures in Iowa, focusing mainly on high-growth, technology-based companies
- **Eligibility**
 - participate in an industry sector offering the greatest start-up and growth potential for the state such as biotechnology, software development, medical instruments, and advanced manufacturing
 - complete an entrepreneurial training curriculum from a John Pappajohn Center or demonstrate comparable business experience
- **Funding**
 - grants up to \$25,000 for technical assistance to fund project initiatives such as product testing, the formation of marketing strategies and materials, or the purchase of technical expertise
 - Financial assistance up to \$250,000 in an equity-like investment



Entrepreneurs With Disabilities (EWD)

- **Purpose**
 - To provide technical and financial assistance to individuals with disabilities who are establishing, acquiring, maintaining or expanding a small business
- **Eligibility**
 - Eligible participants must be a client of Vocational Rehabilitation or, the Department for the Blind
- **Funding**
 - \$10,000 technical assistance available as a grant
 - \$10,000 financial assistance available as a grant or loan



Targeted Small Business Program (TSB)

- **Purpose**
 - Designed to promote the creation and expansion of Iowa small businesses that are at least 51% owned, operated and managed by a minority, woman, person with a disability or low income individual (200% of poverty level)
- **Eligibility**
 - An eligible business must be certified as a "Targeted Small Business" by the Department of Inspections and Appeals and must have an annual gross sales of less than \$3 million
- **Funding**
 - Grants and loans of up to \$50,000 may be provided at interest rates of 0 to 5 percent, to be repaid in monthly installments over a 7 year period.



Value Added Agricultural Products and Processes Financial Assistance Program (VAAPFAP)

- **Purpose**
 - The purpose of this program is to encourage the increased utilization of agricultural commodities produced in this state. The program shall assist in efforts to revitalize rural regions of this state by committing resources to provide financial assistance to new or existing value-added facilities.
- **Eligibility**
 - Eligible participants of VAAPFAP must be involved with one of these core criteria: Renewable Fuels, New & Innovative Ag Products, Ag Bio-tech/Bio-mass/Alternative energy, Organic processing & Emerging Markets
- **Funding**
 - Loans, forgivable loans, etc.
 - Maximum award is based on total funds available for fiscal year.
 - Typical award range \$150,000 - \$200,000
 - Producer ownership given priority



Workforce Training Programs

- **Costs Typically Covered by Workforce Training Programs:**
 - Vocational and skill assessment testing.
 - Job-related instruction.
 - Basic adult education.
 - Training services of a community college, other qualified educational institution, or private trainer.
 - Curriculum development.
 - Training equipment, software, materials, supplies, training-related travel and meal costs, college tuition, books, and fees.



Industrial New Jobs Training Program (260E)

- The purpose of the program is to provide assistance in meeting training needs for new jobs associated with a company expanding in or relocating to Iowa.
- Administered and operated by Iowa's 15 community colleges. Monitored for compliance by DED.
- Funded by bonds sold by community colleges. Bonds are repaid by diverting withholding tax (1.5% of the new employees' wages) and by diversion of incremental property taxes for new construction.



Iowa Jobs Training Program (260F)

- Current employees receive job training services to enhance skills, job performance, and earning capacity.
- Administered by DED and program services are provided by the 15 community colleges.
- Business participant may be a single business or a consortia of two or more businesses.



Accelerated Career Education (ACE) Program (260G)

- A program to expand training for highly skilled jobs.
- Community colleges, working with an employer, develops a program agreement and expands capacity for related career, vocational, or technical training leading to a diploma or certification.
- Employer pays 20.0% of Program costs.
- Employer gives preference to students completing the Program, and students agree to interview for open jobs.
- Wages must exceed 200.0% of the federal poverty level.



Accelerated Career Education Program (260G) - Continued

- Department of Workforce Development includes Program participants in the customer tracking system.
- DED develops administrative rules to establish guidelines, application procedures, and evaluation criteria for capital costs and program job credits components for the Program.



Iowa Careers Consortium (ICC)

- Public/Private Partnership of 57 Members Representing Iowa Companies, Communities, Educational Institutions, Professionals Associations, IDED and IWD
- Pool Knowledge and Resources to Implement a Cost-Effective, Targeted Recruitment Program
- Improve the Image Perceptions of Iowa



ICC Target Audiences

- **Students**
 - Spring Break in Iowa
 - Summer Intern Marketing Program
- **Iowa Alumni Living Outside of the State**
 - Direct Mail
 - Iowa Receptions
 - Newsletters
- **Multicultural Populations**
 - National Diversity Career Fairs
 - Diversity Roundtable Sessions
 - Support Multicultural Resources and Networking Opportunities



ICC Successes

- ICC has documented over 1,785 people who have been influenced by ICC efforts.
- Employers continue to indicate an increase in access to qualified candidates
- Job seekers appreciate the networking assistance
- www.smartcareermove.com
 - Average monthly unique users – 13,200
 - Registered Users – over 10,000 people receiving notice of newly posted jobs
 - 1,400 resumes posted on the site within last 6 months



The Battelle Reports – Growing Iowa's Targeted Industries

- **Battelle Studies**
 - Biosciences
 - Advanced Manufacturing
 - Technology



The Biosciences

- **7 platforms that have the most potential for Iowa**
 - BioEconomy
 - Advanced Food
 - Animal Systems
 - Integrated Post-Genomic Medicine
 - Integrated Drug Discovery
 - Integrated Biosecurity
 - BioMedical Imaging



The Biosciences

- **4 strategies for development**
 - Build Iowa's bioscience research capacity around the seven technology platforms, focusing on investments in talent, facilities, and equipment
 - Encourage and facilitate the commercialization of bioscience research to enhance opportunities for start-up, emerging and existing companies
 - Foster a positive business environment that supports, sustains, and encourages growth and sustainability of biosciences firms in Iowa
 - Develop Iowa's talent pool specific to the biosciences industry



Advanced Manufacturing

- **3 strategies for development**
 - Raise the profile and support of Iowa manufacturers
 - Increase the capacity and collaboration of manufacturers and leverage the purchasing and R&D power of the state's major OEMs
 - Encourage innovation of Iowa manufacturers



Technology

- **4 strategies for development**
 - Increase R&D and technology relationships between Iowa IT industry and Iowa Universities
 - Increase small firm linkages with larger user firms
 - Address capital gaps and barriers to business development of IT industry
 - Retain, attract, and develop the IT workforce



Discussion



IOWA
life | changing