



## Fiscal Year 2008 Annual Report

# MESSAGE FROM THE DIRECTOR



Iowa Workforce Development has provided Iowans, businesses and partners valuable services during the past fiscal year. Because of this, I am pleased to present the fiscal year 2008 annual report.

Our agency focus over the last year has been to make our services better connected and easier to navigate. Integration, as it has come to be known, is going to be an integral part of our future.

Along with integration, we understand many Iowans face an uncertainty in their career field. It will be crucial for Iowans to update their skill sets in order to compete in this global economy. IWD will strive to make sure all Iowans understand the opportunities available to them.

To better communicate with our Iowa businesses and job seekers, Iowa Workforce Development began Iowa Workforce Monthly, a monthly e-newsletter. Each month will focus on a different topic or service. The primary distribution for the newsletter will be e-mail but it will also be posted on our website.

While we cannot guarantee what the future holds for Iowa, we can guarantee that we will continue to do everything in our power to bring all Iowans the best services possible.

Sincerely,

A handwritten signature in black ink that reads "Elisabeth Buck". The signature is written in a cursive, flowing style.

Elisabeth Buck  
Director, Iowa Workforce Development

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# ECONOMIC ENVIRONMENT

Iowa's labor force measures continued to advance during FY 2008 despite a rapid deterioration in the national economy. The statewide labor force averaged 1,668,600 in FY 2008, its highest level ever, while the total number of working Iowans set a new record at 1,606,300. Meanwhile, the state's unemployment rate, reported at 3.7 percent for FY 2007, remained substantially below the comparable U.S. rate of 5.0 percent.

By August 2007, there were early indications that the housing slowdown, rising energy costs, and tighter credit had started to slow job growth in the state. Despite these negative influences, the Iowa economy remained stable through most of the fiscal year, supported by a strong agricultural sector and expanding export markets. In 2007, Iowa's exports climbed to a record-setting \$9.6 billion with farm commodity exports ranking second only to California.

While the U.S. economy started to lose jobs in January 2008, Iowa's nonfarm employment continued to trend upward, but at a slower pace. Total nonfarm employment averaged 1,521,600 for FY 2008, about 10,000 higher than the previous fiscal year's average. Construction and manufacturing began to lose jobs as the economy softened, leaving the service-providing sector as the primary source of job growth. Most of the state's job gains occurred in government, education and health, leisure and hospitality and finance.

The same industries that account for a substantial share of Iowa's exports experienced slackened demand for their products by the end of the fiscal year. Durable goods manufacturers with ties to the automobile and homebuilding industries were particularly vulnerable. Winnebago Industries, Inc., which is one of the nation's largest recreational-vehicle makers, reported that shipments fell in 2007 for the first time in six years. Layoffs at Winnebago ensued just a few months later, conforming to historical patterns. Deliveries of motor homes and travel trailers have dropped before each decline in the U.S. economy for the past three decades, earning the industry a reputation as a bellwether. RV-industry sales declines lasting two years or longer preceded recessions in the early 1980s, early 1990s, and in 2001.

In the area of renewable energy, Iowa had the best year of any state in the nation in 2007 when it came to wind energy. A September 2007 report issued by the Sierra Club and the United Steelworkers estimated that close to 5,200 manufacturing jobs, including 960 already committed, could be created in Iowa over the next decade. Within the last year, wind turbine manufacturers announced plans to create hundreds of jobs in Cedar Rapids, Fort Madison, Keokuk, Newton and West Branch. To train skilled technicians for the industry, Iowa Lakes Community College in Estherville, Iowa, started the Wind Energy and Turbine Technology Program.

During the final quarter of the fiscal year, a deadly tornado and major flooding caused an incalculable amount of damage in several areas of the state. On May 25, 2008, a tornado ripped through Parkersburg with winds in excess of 200 miles an hour, destroying 288 homes, several businesses and community facilities. The surrounding towns of Aplinton, New Hartford, Waterloo and Dunkerton also incurred damage. More devastation followed with severe flooding that began on June 8, and ended around July 1. Water levels surpassed the previous record set by the 1993 flooding, which resulted in \$1.45 billion in damage. The flooding affected the downtown areas of Cedar Rapids, Coralville, Des Moines, Iowa City, Mason City and Waterloo plus several smaller communities in the state. However, reconstruction efforts in these areas could benefit the state in the long run. The rebuilding of businesses, homes and infrastructure will ultimately stimulate the state's economy.

In light of current economic conditions, the state's job market will likely be in a sustained downturn throughout the next fiscal year. With job losses growing and working hours shrinking, paychecks are eroding. This has translated into less discretionary spending for thousands of Iowa households. In addition, credit standards for many types of loans have tightened, putting a constraint on consumer spending.

# IOWA WORKFORCE DEVELOPMENT OVERVIEW

Iowa Workforce Development contributes to the economic security of Iowa's workers, businesses and communities through a comprehensive statewide system of employment services, education and regulation of health, safety and employment laws.

The agency continually strives to improve processes and align the organization in such a way to provide effective, demand driven products and services. Iowa Workforce Development's administrative staff, labor services and workers' compensation staff and the Unemployment Insurance Service Center are located in Des Moines. Additionally, the agency maintains a statewide delivery system of 55 field offices across the state in conjunction with our workforce partners.

Through a comprehensive Web site, Iowa Workforce Development also provides customers access to major services such as posting résumés; access to a comprehensive, statewide job bank; service information, unemployment claim information and filing options; and labor market information, 24 hours a day, seven days a week.

These services and more are found on the IWD Web sites:

- General information about the department can be found at [www.iowaworkforce.org](http://www.iowaworkforce.org).
- The IowaJobs Web site at [www.iowajobs.org](http://www.iowajobs.org) lists more than 13,000 job openings daily.
- The Iowa Workforce Information Network at <http://iwin.iowaworkforce.org> provides workforce trend information.

Iowa Workforce Development, established in 1996, is a department within the executive branch of state government. At the time, the Department of Employment Services and portions of the Departments of Economic Development and Human Rights were merged with the purpose of administering the laws of Iowa relating to unemployment insurance, job placement and training, employment safety, labor standards, workers' compensation and others.

# WORKFORCE CENTER ADMINISTRATION

The Division of Workforce Center Administration provides primary customer contact for a variety of services, including job placement, unemployment insurance, job training, labor market information, and business services. These services are delivered by staff based in the Des Moines administrative offices, and through a network of offices in fifteen Iowa regions, including fifty-five IWD staffed locations and additional access points provided by partners, communities, and subcontracted agencies. One-stop Service Centers are established in each region to provide the customer with a single source for employment and training services and information, with many basic services such as job search and unemployment claims also made available through the internet.

Customer service is the focus of the Division.

### Employment Services

The basic "labor exchange" service provided by the Division occurs as businesses list their job openings and are matched with job seekers. Recognizing that the value of this service is directly impacted by customer proximity, IWD offers multiple points of physical access to these services through a network of full-time, part-time, and satellite offices. Labor exchange services are also available through the IWD website, thereby reaching any customer with access to the internet. The IWD offices provide services that reach well beyond basic job placement. Job seekers visiting those locations have access to computerized resource centers for career exploration, resume preparation, skills assessment and testing, job search, on-line work registration, and on-line unemployment insurance claims filing. Workforce Centers also offer job seekers access to a variety of skill building workshops, job search assistance curriculum and individual case management. Enhanced services are provided to jobseekers who are veterans. Additional federal monies are provided for this purpose, and fund Disabled Veteran Outreach Program (DVOP) personnel in most of the one-stop centers.

During PY07, 219,705 job seekers were registered and available for services. Of these, 14,139 were military veterans or others eligible for veterans' services. There were 113,710 job seekers referred to employment. A total of 7,997 employers listed 112,031 job openings during the program year. There were 79,789 job seekers provided services who found new or different employment during the period. The following chart shows Iowa's performance in achieving negotiated goals in the Wagner-Peyser/labor exchange program:

### **PY 2007 Negotiated Wagner-Peyser Goals**

	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun
<b>Entered Employment Accomplished</b>	<b>73%</b>	<b>73%</b>	<b>74%</b>	<b>75%</b>
Entered Employment Goal	72%	72%	72%	72%
<b>Result/Difference</b>	<b>(+)1%</b>	<b>(+)1%</b>	<b>(+)2%</b>	<b>(+)3%</b>
<b>Employment Retention Accomplished</b>	<b>83%</b>	<b>83%</b>	<b>84%</b>	<b>84%</b>
Employment Retention Goal	83%	83%	83%	83%
<b>Result/Difference</b>	<b>0%</b>	<b>0%</b>	<b>(+)1%</b>	<b>(+)1%</b>
<b>Average Earnings Accomplishment</b>	<b>\$10,998</b>	<b>\$11,111</b>	<b>\$11,326</b>	<b>\$11,577</b>
Average Earnings Goal	\$11,000	\$11,000	\$11,000	\$11,000
<b>Result/Difference</b>	<b>(-) \$2</b>	<b>(+) \$111</b>	<b>(+) \$326</b>	<b>(+) \$577</b>

### Training Services

The Division administers and oversees a number of federally funded training programs directed at specific populations. These include services for youth and dislocated workers, individuals on welfare, and those who have barriers to becoming successfully employed.

# WORKFORCE CENTER ADMINISTRATION

**Trade Adjustment Act:** This program provides retraining benefits to individuals displaced from their jobs due to a move of production out of the country or a lack of work due foreign imports or competition. During PY 07 14 petitions were filed and 11 were certified affecting approximately 3,500 workers in the manufacturing sector. The number of individuals accessing the classroom training benefit fluctuates between 750 and 1100 participants. It is expected this number will increase as the number of jobs decrease historically as more individuals access training. There has been a steady increase in the number of ATAA participants with a current total of 144.

**Workforce Investment Act:** The Workforce Investment Act Program is delivered through service providers located in Iowa's fifteen regions and is directed locally by Regional Workforce Investment Boards. The Division provides state-level administration and oversight of all WIA activities. The program provides services to adults, dislocated workers and youth.

**Adults:** The Adult Program provides employment and training services to anyone 18 years of age and older. The goals are to increase their employment, earnings, occupational skills attainment and job retention. There are three levels of service available to adults: core, intensive and training. Core services are designed to be self-service and provide entry level or eligibility assistance. Intensive and training services provide the assistance for career planning. The funding is limited and, therefore, places a priority for the provision of intensive and training services to adults who are low-income or welfare recipients. During PY 07, the WIA adult program served 950 participants at a cost of \$2,873,647, or \$3,025 per participant. Adult participants achieving employment after program participation earned an average of \$10,233 for the second and third quarters after exit. All three of the common measures for performance in the adult program were achieved at the required levels. After leaving the program, 84.2% of the participants became employed and 94.3% retained their employment for at least six months.

**Youth:** The WIA Youth Program is a comprehensive youth development program. With the support of the Department of Labor, many regions across the State are targeting the out of school youth to provide services and support that will lead to occupational training and gainful employment. Once again, the limited funding is requiring creative planning and collaboration with partner agencies by the regions to develop and provide the services for youth. During PY07, 404 Older Youth (aged 19 to 21) participated in the program. During PY07, 740 Younger Youth (aged 14 to 18) participated in the program. Total costs for the Youth program were \$4,055,270, or \$4,511 per participant. All Older Youth and Younger Youth performance standards were achieved at or above the level required by DOL.

**Dislocated Workers:** The Dislocated Worker Program provides assistance for re-entry into the workforce for individuals that have lost their employment due to plant/business closings or downsizing. Dislocated workers are eligible for the same core services as those served through the adult program. In PY 07, The WIA Dislocated Worker Formula program served 1,973 participants at a cost of \$4,403,848, or \$2,232 per participant. After leaving the program, about 92.2% of the participants became employed, and 99.3% retained their job for at least six months. The average earnings for the dislocated workers in the second and third quarters after participation were \$12,856. The Dislocated Worker program achieved all three of the program common measures for the performance required by DOL.

During Program Year 2007, Early Intervention Grants transitioned in from the previous program year were zero due to a change in policy to not carry-over allocations from Rapid Response Funds into the new Program Year. Five additional Early Intervention Grants were awarded during PY07 totaling \$19,240 in regional funding and serving 281 participants.

Four regular and Trade Dual-Enrollment National Emergency Grants were transitioned into PY 07. These grants provided \$2,997,331 to assist up to 640 participants. During the course of PY07, one additional Regular NEG was awarded to provide services to 1,754 participants and staff at a cost of \$17,127,000. This NEG was a Disaster NEG for the Severe Storm/Tornado/Flooding that hit Iowa during June 2008. These natural disasters allowed FEMA to subsequently declare 84 counties in Iowa as being eligible for "Public Assistance."

# WORKFORCE CENTER ADMINISTRATION

This meant that Iowa could utilize the \$17,127,000 to create Emergency Public Jobs (EPJ) to help in the cleanup and restoration of public property affected by the severe storm/tornado/flooding and to provide humanitarian services. There were no Trade Dual Enrollment NEG's requested during PY07; however, there will be a significant number in the upcoming Program Year as there were submissions in June 2008 that had a requested start date of July 1, 2008. In addition, there were three Regional Innovation Grants (RIGs) developed and awarded during PY07 – The Great River RIG in Southeast Iowa, Cedar Valley RIG in Region 7, and the Tri-State Siouxland RIG, which included Iowa Region 12, and parts of Nebraska and South Dakota. An additional RIG developed in Minnesota also encompasses parts of Iowa and Wisconsin.

In PY 07 there were five new or continuing projects funded through Rapid Response Funds for Special State Funded Programs that did not meet eligibility for a NEG under the new rule changes. These five grants provided \$562,179 over the two-year lifespan of the projects to provide services to 100 participants.

**PROMISE JOBS** This is a federal and state funded employment and training program that is an eligibility requirement for most Family Investment Program (welfare) recipients. PROMISE JOBS is an acronym for “Promoting Independence and Self Sufficiency through Employment, Job Opportunities and Basic Skills.” The employment and training services enable participants to successfully obtain employment and leave public assistance. IWD and WIA service providers deliver the services under this program which include parenting classes, GED completion, post secondary education, job seeking skills training, job search assistance, and work experience. The statewide average caseload for the PROMISE JOBS program in FY07 was 12,915 participants per month. Success in the PROMISE JOBS program is evaluated by the level of participation in the program and placement of participants in jobs. It requires extensive coordination between PROMISE JOBS, Income Maintenance, and Family Development & Self Sufficiency (FaDSS) workers.

## Targeted Populations

Several programs exist to provide specialized services to targeted populations. A recap of activities follows.

**New Iowan Centers / Migrant and Seasonal Farm Workers:** The focus of the New Iowan Centers is to help anyone new to Iowa, whether from another state or another nation, feel welcome. Unskilled, semi-skilled and skilled workers are employed in all sectors of a community and add to the community's assets. These jobs are essential to keeping the state's economy growing and communities strong. In addition, newcomers bring their education and experience to be utilized by our state. The focus of the New Iowan program has grown to a broader range of economic development community activities. We have three customers: the newcomer, the employers and the community. For this reason, we work very closely with Chambers of Commerce in communities where our centers are located as well as, those within the region we serve.

Each New Iowan Center is engaged in many communities with the development of Newcomers Networks to facilitate the local transition of newcomers into their communities by bringing together key community players at each location to analyze their particular issues with new Iowans. Through these new community networks, NIC has implanted ideas and provided guidance on how to approach newcomers in regards to local laws/regulations, retail, basic services, education, employability and financial and ESL education. Today, NIC serves as advisors to these networks allowing them to deal with local challenges and successes.

In July of 2005, the NIC program received a three-year DOL demonstration grant to expand service delivery. In addition to the New Iowan Centers originally established in Muscatine, Sioux City, and Ottumwa, new full service New Iowan Centers are also operating in Council Bluffs, Des Moines, Mt. Pleasant, Mason City and Marshalltown. Additional outreach locations are in Perry, Storm Lake, Orange City, Denison and Iowa City. The grant came to a close in June 2008 after three successful years of service to Iowa and is being fully funded by Iowa Workforce Development. DOL made several site visits during the inception and near the close of the grant. A report will be generated by DOL and is anticipated to be released in the spring of 2009 with information about Iowa and Arkansas' New

# WORKFORCE CENTER ADMINISTRATION

*American Centers* under this demonstration grant.

In PY 2008, over 13,000 customers were served with over 64,000 services delivered statewide. During the same period, over 10,000 special training opportunities were provided to customers, communities and businesses. These included Rosetta Stone instruction (ELS), Citizenship, Civics and Money Smart classes, special employer requested trainings, diversity presentations, translations, interpretations, immigration updates and presentations, marketing, and staffing assistance.

Disabilities/Navigators: Iowa Workforce Development has been working collaboratively with:

- Iowa Vocational Rehabilitation Services
- Iowa Department for the Blind
- Iowa Department of Human Services
- Iowa Department of Education
- Iowa Division of Persons with Disabilities
- Iowa Governor's Developmental Disabilities Council

to implement several initiatives designed to increase the impact that Iowa's Labor Exchange System and participating One-Stop workforce center services and products have for Iowans with disabilities. Through the collaborative planning and implementation, these efforts are woven together in a manner designed to support the related programs in serving the community together.

Iowa Regional workforce center systems include *Disability Program Navigators*, who support staff of our employment service agencies in their service and inclusion of Iowans with disabilities, as well as supporting Iowa businesses in employing people with disabilities. Through a Social Security Administration grant known as the Work Incentive Planning and Assistance grant, IWD employs two *Community Work Incentive Coordinators*. These individuals maintain a network of professionals across the state, working in a variety of organizations, for the purpose of supporting Iowa's Social Security Disability beneficiaries in effectively utilizing work incentives to pursue meaningful careers and obtain self-sufficiency.

Through Iowa's TANF employment program, known as PROMISE JOBS, eight *Disability Employment Specialist* positions have been created with a focus of coordinating with the above mentioned services and networks to effectively engage Iowans with disabilities who are currently enrolled in this welfare service program.

Recognizing that services sometimes can create barriers for job seekers with disabilities, Iowa Workforce Development has worked actively with the above-mentioned state agencies to develop a memorandum of agreement to *Strengthen Employment Services for Iowans with Disabilities*, which supports staff in sharing customers, resources and information for the purpose of improving employment outcomes. This agreement includes active participation with state and local partner agencies in reviewing policy and implementation in collaborative practices.

Iowa's One-Stop Workforce Centers, in close cooperation with Iowa Vocational Rehabilitation Services, Iowa Department for the Blind, and local SSA designated employment networks, are now responding to SSA's *Ticket to Work program*, as Employment Networks. This program is designed to support SSA disability beneficiaries who seek to become more successful in their careers, and with that success, less dependent on Social Security benefits.

Work Opportunity Tax Credits: This is a federally funded program, which entitles an employer to a federal tax credit when an individual, who is a member of a qualified group, is hired. Target populations for this program are military veterans; ex-felons; recipients of social security income, food stamp and/or welfare recipients; and vocational rehabilitation participants. The credit is based upon wage and number of hours worked during the first 12-months of employment, with a maximum of \$2,400. Congress has renewed the WOTC program. It is valid

*Results.*

# WORKFORCE CENTER ADMINISTRATION

through September 30, 2012. Rural Renewal Counties (30 in Iowa), Disabled Veterans and age range of 18 through 39 for Food Stamps are some of the recent changes that have been added to the program.

**Alien Labor Certification:** Alien Labor Certification: This certification process allows certain aliens to obtain work authorization for entrance into the United States in order to engage in employment if there are not sufficient U.S. workers who are willing, qualified and available for the employment, and if the employment of the alien will not adversely affect the wages and working conditions of U.S. workers similarly employed. The Alien Labor Certification process applies to temporary/non-immigrant workers as well as permanent workers. For the non-immigrant categories (H2A/H2B) in FY08, Iowa Workforce Development processed 22 H2A applications providing 1,112 agricultural workers; and 17 H2B applications for 233 workers in construction, turf farms, landscaping, amateur hockey players, and greenhouse workers. In the permanent Labor Certification process, applications were transferred to the U.S. Department of Labor Backlog Elimination Center in Dallas, Texas. The majority of the applications were for IT, engineering, college professors, and medical professions. IWD is working with the Labor Department and Iowa employers on the disposition of their application(s) for permanent resident aliens commonly called Green card holders.

## Business Services

Workforce Centers across Iowa provide a wide range of services to businesses. Employers take advantage of IWD's recruitment, screening, and referral services in their search for qualified workers. Iowa Jobs, IWD's statewide electronic job bank, lists over 18,000 job opportunities for Iowans and future Iowans. IWD also works closely with regional economic development groups, and has developed a number of customized job pages for specific areas of the state. IWD also continues its partnership with the Iowa Department of Economic Development, providing a customized job bank for that agency's SmartCareerMove site. SmartCareerMove lists around 3,000 jobs daily that pay at least \$30,000 a year, or require specialized training and skills. These job banks have grown through the use of new "screen scraping" technology that allows IWD to extract data from participating employer websites into Iowa Jobs and all of the custom pages. In addition to IWD's job matching system, business assistance includes job analysis, skills testing, and up to date labor market information. Business service representatives work one-on-one with employers to help solve unique recruitment and staffing issues; identify employer issues in the workplace; arrange seminars and workshops; and provide current information on the workforce trends.

Employers Councils of Iowa (ECIs) ECIs have been active in Iowa since the early 1980's. ECIs provide an employer's perspective in advising IWD and other policy makers on the full range of workforce issues and topics of concern to employers. ECIs work in partnership with Iowa Workforce Development (IWD) to meet the workforce needs of employers. There are 19 local councils supporting the mission of ECI by conducting regular meetings, lunch and learns, seminars, conferences, job fairs, legislative sessions and other programs that assist employers. Some ECIs have broadened their mission to include scholarship awards, computer purchases, and other items needed by job seekers. Membership in ECI is free and open to all Iowa employers.

The special role of the State ECI is to help gather and disseminate information about the activities of the local councils. In Program Year 2005, the State ECI co-sponsored the first comprehensive statewide employer benefit survey. This sponsorship has continued since then, plus the State ECI also has co-sponsored the vacancy survey conducted by IWD. Recently the State and local ECIs were financial supporters of the Governor's Workforce Summit, the Risky Business Conference and the IWD Workforce Conference.

The State ECI adopted a three year strategy and work plan in 2004 which outlined the principles and core services for the local ECIs. The strategic plan has continued to be implemented in 2008.

Some of the topics addressed by ECIs this year included: employment law, diversity in the workplace, employer support for the Guard and Reserve, discipline on the job, the talent crunch, homeland security, labor sheds and employee availability, civil rights and workplace harassment, screenscraping, tax redesign, employer sponsored benefit programs, business continuity planning, and the Worker Opportunity Tax Credit (WOTC) program.

Many local ECIs are now offering Human Resource Credit (HRCI) for those who attend ECI workshops/seminars. This credentialing opportunity has helped to market ECI offerings to human resource

# WORKFORCE CENTER ADMINISTRATION

professionals. IWD/ECI is one of the few state workforce organizations in the country offering HRCI credits.

## New initiatives

Two new initiatives underway focus on helping Iowans find employment.

The Ex-Offender project will place Workforce Advisors in three of Iowa's correctional facilities: Mitchellville, Newton and Rockwell City. Interviewing is underway, and staff is expected to be on board in January 2009. These staff will work with soon to be released felons, helping them to find employment prior to release. Since most of these individuals return to their homes, and do not remain in the community where they have been incarcerated, the IWD staff will work closely with other staff and local employers to meet their individual goals of placing 200 felons annually.

The Career Readiness Certificate (CRC) program has already been tested in the Decorah and Sioux City areas, and will be expanded to Regions 10, 11 and 16 (Cedar Rapids/Iowa City, Des Moines and Burlington). In Region 10, IWD will be partnering with Kirkwood Community College's already successful CRC project. The CRC uses proven Work Keys assessments to test an individual's skills in Reading for Information, Locating Information and Basic Mathematics. Certificates are awarded based on either a Gold, Silver or Bronze level of achievement. The participating regions are marketing the certificates to local employers as an incentive for hire. The CRC project will also be utilized within the Ex-Offender project, for Veterans, PROMISE JOBS participants, dislocated workers, and anyone looking to enhance their employability. Testing fees are minimal, and funds are available to help those who need assistance, as well as remedial training to help those whose initial scores need improvement.

Another new project is development of a Quality Assurance unit within the PROMISE JOBS project. A supervisor has been hired, and is in the process of hiring staff to be housed in Davenport, Waterloo, and Council Bluffs. The goal of the QA project is to identify best practices and areas in need of improvement to enhance Iowa's participation rate performance.

Iowa Workforce Development also received a grant from Department of Labor to begin working on a collaborative effort for Workforce Development and Iowa Department of Economic Development for layoff aversion. The grant leverages the data analysis tools and personnel from Workforce and Economic Development with the assistance of professionals at Iowa State University and the University of Northern Iowa. Worker retraining and support planning will be provided by the Iowa Association of Community College Trustees, Goodwill of Central Iowa and the Department of Labor's Access Points Network. The total grant award is \$1,999,620. The tools developed will measure numerous points of data to identify and track industry sectors, economic regions, or specific businesses that could become likely candidates for mass layoffs or worker dislocation.

# UNEMPLOYMENT INSURANCE SERVICES

**Background:** The unemployment insurance (UI) program is the government's most important source of help to the jobless. The program provides a safety net for workers who become involuntarily unemployed. The UI program is funded through state and federal payroll taxes. These taxes are paid by employers. Each state decides who is eligible, how much workers get, and how long workers receive benefits.

**Purpose:** The UI program has two major goals:

- Cushion temporary, unplanned spells of unemployment , and
- Maintain economic stability within a community.

**Who's eligible for benefits:** Workers are eligible if they lose their job through no fault of their own. This includes workers effected by:

- Layoffs,
- Cutbacks,
- Seasonal work,
- Recession.

More people received benefits in FY08 than the prior year. In addition,

- National average for time on benefits was 15.3 weeks.
- Iowans received benefits an average of 12.4 weeks.

	FY07	FY08	Change
<b>Benefits Paid</b>	\$338.8 million	\$349.7 million	+ 3 %
<b>Number of Claims</b>	193,210	213,144	+10 %
<b>Average # of Weeks</b>	12.7	12.4	.3 weeks

**Who's not eligible for benefits:** Not all unemployed workers are eligible for benefits. Benefits are not paid to:

- People who quit voluntarily,
- People fired for cause, and
- People not able to work.

**How the UI program works:** Employers contribute to a UI fund based on a percent of workers' wages. This fund is used to pay benefits.

Employers with higher layoffs have a higher tax rate. Iowa's tax rates range from 0% to 8%. Rates are recalculated every year. For calendar year 2007:

- 46% had a 0% rate and did not pay UI taxes,
- 48% of employers had a rate of 1% or less, and
- 6% of employers had the highest tax rate of 8%.

**Comparison of taxes collected and benefits paid.** In FY08 IWD tax collections were about \$10.5 million greater than benefits paid. This is the opposite of FY07 when the benefits paid exceeded taxes collected by about \$16.4 million.

# UNEMPLOYMENT INSURANCE SERVICES

	Taxes Collected	Benefits Paid
Fiscal Year 2007	\$322.4 million	\$338.8 million
Fiscal Year 2008	\$360.2 million	\$349.7 million

The **Unemployment Insurance Division** collects UI contributions (taxes) and pays benefits to eligible jobless workers. The Division consists of three bureaus.

**UI Benefits Bureau** - provides timely and accurate payment of benefits. The Bureau:

- Decides who is eligible for benefits
- Interviews workers and employers when there is a dispute,
- Coordinates claim processing activities,
- Collects overpayments and issues underpayments, and
- Investigates fraud.

**UI Tax Bureau** - collects taxes used to pay benefits. The Bureau:

- Decides which employers must pay taxes - 72,248 employers in FY2008, up 1% from FY07,
- Collects taxes paid by employers
- Calculates employer tax rates
- Audits employer records, and
- Collects delinquent taxes.

**UI Quality Control Bureau** - evaluates the efficiency and accuracy of the unemployment insurance system. The Bureau:

- Reviews accuracy of UI benefit decisions,
- Reviews accuracy of UI tax operation's processes,
- Recommends program improvements.

**Accomplishments for Fiscal Year 2008.** Some of the biggest accomplishments were:

### Planned to add debit cards to pay benefits

This year, Iowa planned for an additional way to pay benefits, debit cards. Debit cards eliminate lost or missing checks. They also reduce concerns of getting a check on time. People can access funds anywhere Visa® debit cards are accepted. Iowa currently offers two ways for people to receive benefits, paper check and direct deposit. Debit cards will be offered in the Fall 2008.

### Started paying Disaster Unemployment Assistance (DUA)

Iowa was hit hard by severe storms, tornadoes and flooding in May and June 2008. The President issued a disaster declaration May 25, 2008. By the end of June, 42 counties were declared a disaster. People unable to work due to the disasters could file DUA.

### Increased filing UI taxes on line with UITS (Unemployment Insurance Tax System)

In 2007 employers had the first opportunity to file UI tax reports and pay on line.

- 17% of employers (21,127) filed on line at the end of FY07.
- The number doubled to 35% of employers (25,376) by the end of FY08.

*Results.*

# UNEMPLOYMENT INSURANCE SERVICES

## Started project to modernize UI tax collection system

The Tax Redesign Business and Information Technology Team started work on a new UI tax collection system. The system will:

- Allow employers to conduct most of their business with IWD on line.
- Allow more forms and documents to be completed and submitted on line, Start in 2010.

## Received Governor’s Golden Dome Award

The Governor’s Golden Dome Awards recognize outstanding achievements for individuals and teams. In FY2008 59 teams were nominated. The Tax Redesign Business and Information Technology Team was one of ten teams selected and the only team to receive the award at IWD. The award recognizes the achievement of the 15 team members for their work on UITs.

## Improved detection of people receiving benefits and working out of state

Sometimes people receiving benefits in Iowa go to work in another state. They may also work for an employer that operates in many states and reports all employees to just one state. IWD completed the National Directory of New Hires (NDNH) automation project in 2008. The NDNH allows IWD to detect people receiving benefits and working outside Iowa. IWD can stop improper payments faster.

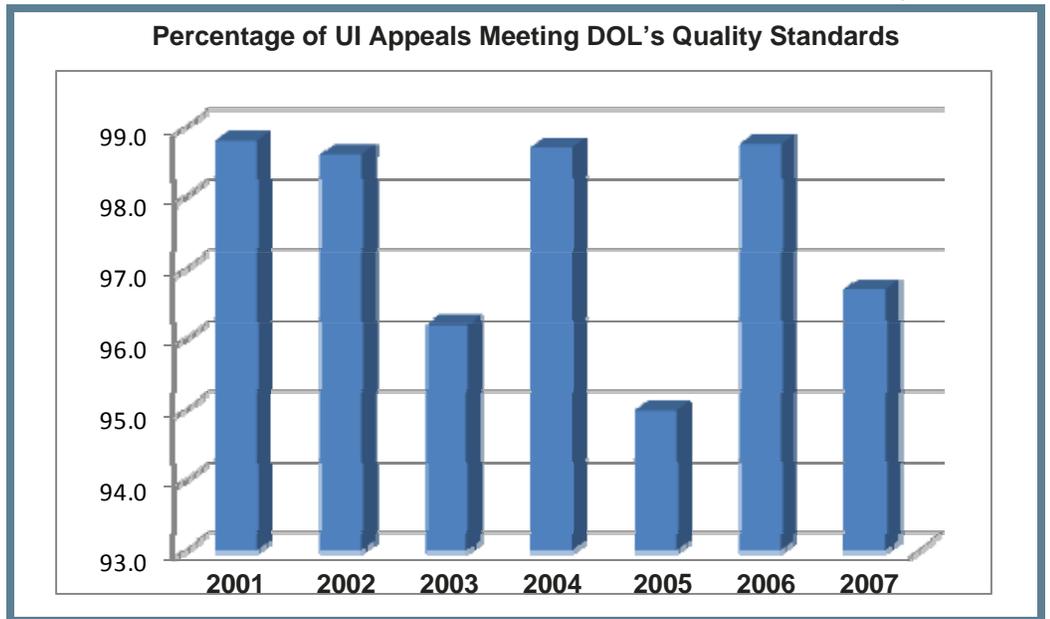
## Conducted disaster recovery table top exercise for UI Benefits

IWD conducted its first disaster recovery exercise in February 2008. The consultants, IBM Global Services-Global Technology Services, provided a disaster scenario that the participants worked through. IWD staff worked with people from external support organizations. IWD’s disaster recovery plan was tested and found to be viable. The group recommended ways to strengthen IWD’s plan.

## Unemployment Insurance Appeals Bureau

The Unemployment Insurance Appeals Bureau is separate from the rest of the Division. This allows the appeals process to act independently. The quality of unemployment insurance appeals processed is measured by the percentage of appeals by the percentage of appeals that meet the U.S. Department of Labor’s quality standards. 95% of all cases must score 85% or better. IWD consistently meets or exceeds DOL quality standards. For FY2008, the Bureau issued 11,685 decisions.

For FY2008, the Bureau issued 11,685 decisions.



# LABOR MARKET INFORMATION SERVICES

The Labor Market and Workforce Information Division is committed to providing accurate and timely labor market information (LMI) that is easily accessible. Most of the LMI developed by the division is made available on the Internet, primarily through the Iowa Workforce Information Network (IWIN), which allows for structured queries and downloads to spreadsheets. The labor market analysts also play an integral role in disseminating LMI by transforming labor market information into labor market intelligence. Frequently, the analysts tailor products for different customer needs such as economic development, career planning, job search and curriculum development.

**Federal/State Cooperative Programs.** The Current Employment Statistics (CES) program and the Quarterly Census of Employment and Wages (QCEW) program are in the midst of a national program redesign. Both programs are moving away from a mainframe system to a server-based system that will provide better cost efficiency, more portability and flexibility with greater allowance for future enhancements:

**Current Employment Statistics (CES).** Iowa's award-winning Automated Current Employment Statistics (ACES) staff is responsible for this national redesign program. The redesign allows the national estimation system to bring in each state's CES estimate to develop the national estimate. The redesigned system provides for a quicker visual analysis (graphing) data review, and facilitates the flow of data between state and national levels. The CES staff will also have a vast array of tools to assist them in reviewing their estimates in the preliminary, final and benchmark estimation processes. The new system is scheduled to be online in early 2009.

**Quarterly Census of Employment and Wages (QCEW).** The redesign for the program is in its early planning stages. Two Iowa staff members are participating in several of the national redesign subcommittees to provide input that will be instrumental in shaping the future of the program. The QCEW redesign is scheduled for completion on a five-year timeline.

**Laborsheds.** Laborshed Studies assist economic development efforts throughout the state. The studies are conducted by Iowa Workforce Development (IWD) in partnership with local development groups, utilities, community colleges, and local officials. A laborshed is defined as the area or region from which an employment center draws its commuting workers regardless of natural or political boundaries. These studies give communities the ability to document and illustrate the characteristics of their labor force, which is an effective tool for retaining and expanding existing businesses while also attracting prospective new employers into the area. The studies include potential labor force, availability and willingness to change/enter employment, occupations, wages, benefits, commuting distances, education, advertising sources for employers, out commute/incommute, and underemployment. In fiscal year 2008, 61 individual laborshed studies and 11 regional analyses were completed. Industry-specific labor availability data was requested for business expansion and prospective recruitment for 199 different projects throughout Iowa.

**Workforce Needs Assessment Survey.** The Workforce Needs Assessment Survey was conducted from September 2007 through January 2008 by Iowa Workforce Development with support from the Iowa Association of Business and Industry (ABI). Employers were asked to provide information regarding both their current level of employment and their current and expected job vacancies. The goal of the survey was to collect and analyze data regarding the demand for workers and the skills required of workers in the area. This information can be used by economic developers, government agencies, employers, and the Department of Education (DE) to guide their decision making on issues related to workforce development, vocational training, and employee recruitment. Responses to the survey were detailed in a statewide report, and 16 individual regional marketing area reports were also produced.

**Iowa College Student Survey.** The Iowa College Student Survey and the Iowa College Student Analysis were produced by Iowa Workforce Development in cooperation with the Iowa Department of Economic Development (IDED), the Iowa Department of Education (DE), and the Governor's Office. In February 2008, the survey was e-mailed statewide to representatives of community colleges,

*Results.*

# LABOR MARKET INFORMATION SERVICES

state universities, and private institutions who then distributed the survey electronically to students. The window for responses extended from February 2008 through April 2008 with the resulting receipt of 10,491 responses. The responses were detailed in a statewide report. Individual reports were also produced for those participating educational institutions that had 100 or more survey responses.

**Educational Outcomes Measures.** Fifteen (15) Iowa community colleges offer postsecondary educational and training opportunities for students to assist them in becoming skilled professionals and/or to continue their higher education. Effective educational programming is always in demand as it helps support the state's economy and prosperity of Iowans. To assist these colleges in their efforts to determine the effectiveness of their educational program, Iowa Workforce Development provides wage data that can be used to measure the success of students in the workforce. IWD uses wage records from the state's unemployment insurance (UI) database to answer questions regarding the state's employment rate, earning levels, types of industry by gender and race, academic degrees, and types of programs. All of the wage data, as well as student records, are used for research purposes only, and are published as aggregated data to protect individuals' identities. This project was developed in cooperation with the Iowa Department of Education (DE) and Iowa community colleges.

**Career Products/Outreach.** *Iowa Hot Jobs 2006-2016* were prepared during the fiscal year, and made available on the Web. These brochures represent high demand, high wage occupations for Iowa and each of the 15 IWD regions. Website Directories for Career Planners and Jobseekers and for Employers and Professionals were also updated. In addition, staff continued to participate in various job fairs by disseminating career-related labor market information to job seekers, and by assisting with the planning of some of these events. An LMI booth was set up at the *Job Expo*, which was held at the Polk County Convention Complex on April 22, 2008. Staff helped with the planning of the Business Education Center's conference, *Preparing Today's Students for Tomorrow's Careers 2008*, which was held at the DMACC campus in Ankeny from June 24-27. The four-day conference offered educators from various backgrounds an opportunity to have hands-on experience in the world of work.

**Industry and Occupational Projections.** Both long-term and short-term industry and occupational projections were developed, and made available on the Web. The long-term projections were prepared for the 2006-2016 period, while the short-term industry and occupational projections cover the 2007-2009 period. Users can access all four sets of projections in either PDF or Excel format. A new feature has been added this year for the long-term industry and occupational projections. Users can view several sorts of the information by accessing the Excel format, and clicking on the subject tabs at the bottom of the spreadsheet. This information is a valuable planning tool for economic developers, educators, employers, job seekers and students. The projections illustrate what is likely to happen, barring major changes from past trends.

**Iowa's Workforce and the Economy.** The second edition of this publication was prepared during the fiscal year, and focuses on key aspects of the Iowa economy. The information contained in the annual publication is intended to inform the governor, the State Workforce Investment Board, local Workforce Investment Boards, and other stakeholders in the workforce development system of important changes and trends in the statewide economy. This year's report included comments from some of the members of the Governor's Council of Economic Advisors, offering their individual perspectives on the state's economy.

**Iowa's Changing Labor Force Dynamics.** In Iowa, the convergence of a number of factors has increased the concern over future labor shortages. This special report presented a wide variety of demographic and economic trends that are most likely to affect the state's future labor supply. The primary emphasis of the study was to address the labor shortage issue in the context of projected changes in the state's population, labor force, industries and occupations.

**Publication Awards.** The Labor Market Information Division recently received "honorable mention" in three separate categories for publications that it had submitted to the Analyst Resource Center Committee's *2008 Excellence in Information Recognition*. The *Career Resource Guide* was recognized in the category of Career Development, and *Iowa's Workforce and the Economy* received awards in two different categories—Printed Publication and Economic Development.

# WORKERS' COMPENSATION

The Workers' Compensation Division has three core functions: adjudication of disputed workers' compensation claims, enforcement of compliance standards, and education of lowans about workers' compensation law and procedures. The Commissioner oversees this division of Iowa Workforce Development. The division continued to reassess and revise its processes during FY08 in order to provide more prompt adjudication and effective compliance enforcement. The division has also invested significant time to map our processes to prepare for much needed technological advances. The Workers' Compensation Division staff continued an emphasis on providing statewide educational presentations to assist businesses and workers understand our state's workers' compensation laws. In addition, the division continually strives to update the website which provides information to thousands of visitors.

The deputy commissioners conducted 489 contested case hearings and issued 473 decisions. The average time for a case to remain pending from the date of the initiating petition until issuance of the decision was reduced from 502 to 475 days. The average time from hearing to decision was reduced from 75 to 53 days

Annual reports showing claim adjusting actions were required to be filed via Electronic Data Interchange (EDI) protocols. The division once again continued to focus increased compliance enforcement by actively enforcing the requirements for filing first reports of injury.

## **Hearing-Level Adjudication**

Adjudication occurs when a dispute arises over an employee's entitlement to benefits. Most injury claims are resolved without adjudication. Annually over 22,000 injuries are reported, however, in FY08 only 4,274 petitions for benefits were filed.

Workers' Compensation adjudication procedures resemble those used in the district court for non-injury cases. An injured worker files a petition seeking benefits. A period for preparing the case for hearing through motions, discovery and investigation follows. The twelve deputy commissioners conduct hearings to decide claims in Des Moines or one of eleven other cities around the state. The average time from the date of hearing to the date the decision was issued is 53 days.

Case inventories and waiting time had been increasing regularly prior to FY03. At the end of FY02 the inventory was 6,579 cases, the time for resolution averaged 651 days and the time from hearing to decision averaged 75 days. Rules that govern preparing cases for hearing and scheduling hearings were amended in FY05. The time consumed to resolve cases is directly related to the size of the inventory and number of staff. Further improvement is expected as the staff continues to reduce the existing inventory.

## **Appeal-Level Adjudication**

Any party dissatisfied with a deputy commissioner's decision can appeal to the commissioner for a de novo review of the case. The large number of decisions at the hearing level produced a large number of appeals. Staff that formerly assisted the commissioner with appeals was shifted in 2003 to hearing-level adjudication so fewer people would be impacted by delay. Nevertheless, with the assistance of members of the deputy commissioner staff, the average monthly inventory of pending appeal cases decreased in FY08 from 303 to 161.

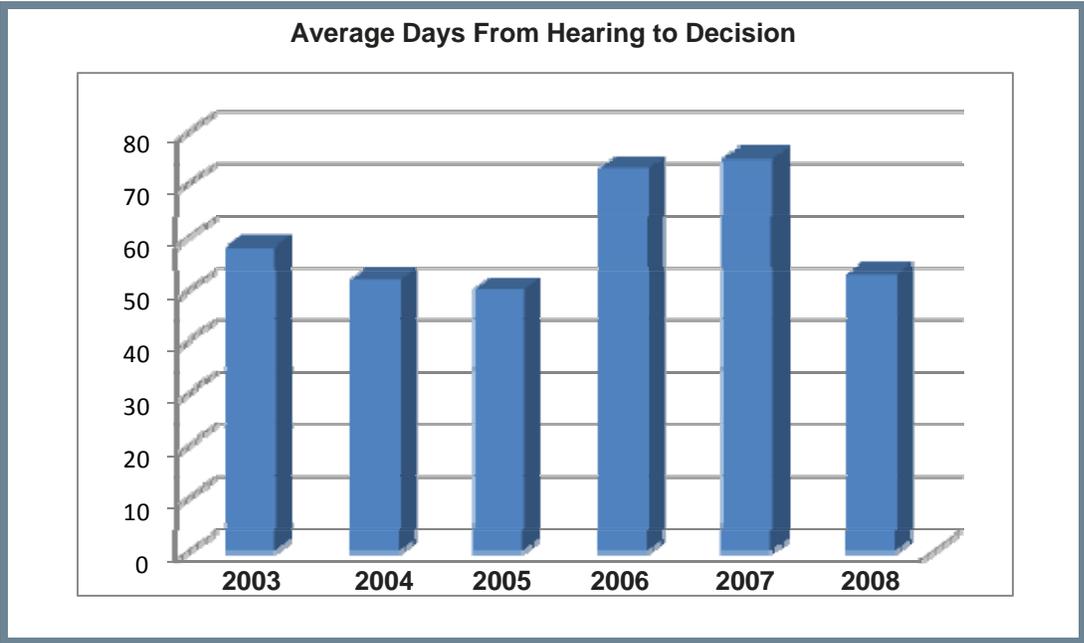
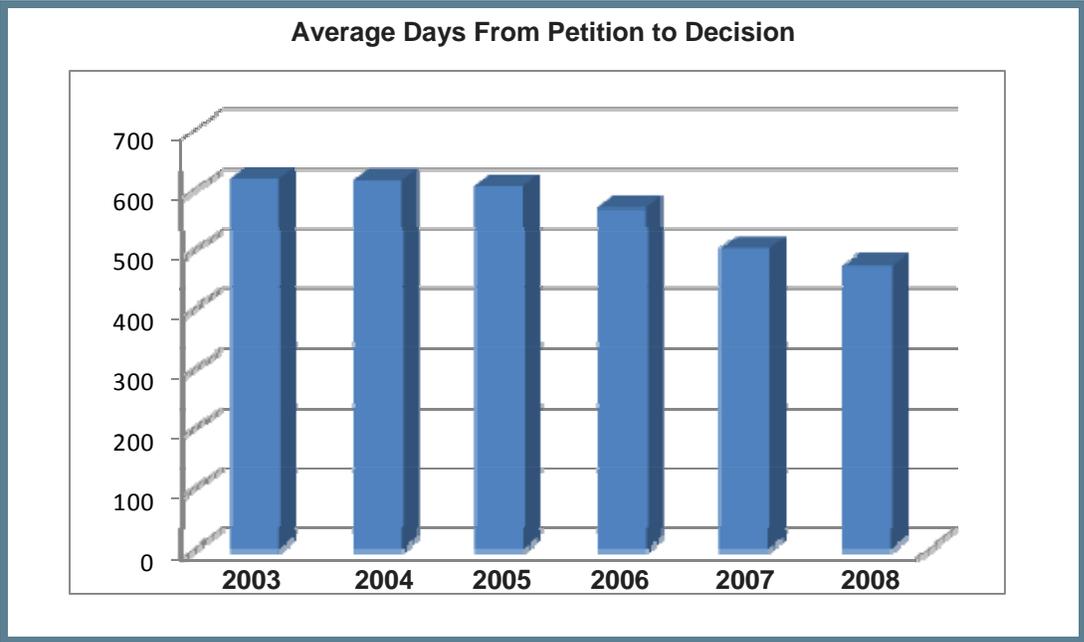
## **Compliance**

Compliance administrators monitor injury and claim payment reporting, acting as ombudsmen. They responded to 28,449 requests for information about workers' compensation law and reviewed 4,409 settlements for approval. As time allows, the division of workers' compensation coordinates with the Division of Labor to enforce proof of coverage compliance. Injury and claim payment data is reported to the agency using the Electronic Data Interchange (EDI) protocol. In the future, the EDI database will be used to monitor claim payment practices as part of the compliance plan.

# WORKERS' COMPENSATION

## Education

The division provides information about workers' compensation law and procedures to the public on the web, including news and updates, EDI materials, weekly benefit schedules, summaries of recent appeal decisions and access to the hearing schedule. The division issues publications that disseminate information about workers' compensation law and procedures at meetings, conferences or seminars for attorneys, insurance personnel, employee groups and employer groups.



# LABOR SERVICES

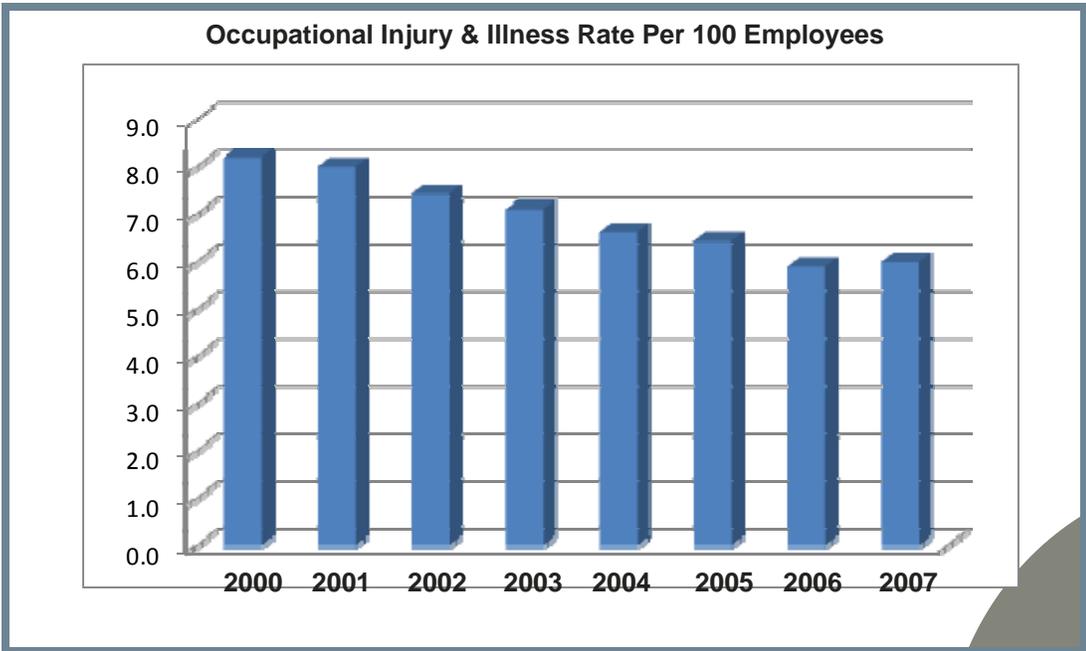
The Labor Services Division provides numerous services to the citizens and businesses of Iowa. Continued emphasis on education and compliance with health and safety regulations by Iowa businesses and better targeting of OSHA enforcement activities to high incidence rate industries allows Iowa to continually reduce the number of accidents and illnesses in the state. In calendar year 2006, Iowa witnessed 71 work related fatalities, a decrease of 17 from the previous year. As Iowa OSHA continues to streamline and target education and enforcement efforts, we look forward to substantial decreases in the number of accidents and deaths during the next few years.

The Labor Services Division also is responsible for ensuring the safety of Iowans through amusement ride permits and inspections and elevator and boiler permits and inspections. There were no serious injuries reported from fiscal year 1995 through fiscal year 2007 as a result of boiler or pressure vessel accidents.

The OSHA Consultation Bureau strives to constantly improve their response rate to businesses requesting consultation services. The goal is to respond to requests within 60 days. 279 consultations were conducted throughout FY 2007 in the private, public and educational sector. These consultations identified 1,064 serious hazards.

The Voluntary Protection Programs promote effective worksite-based safety and health programs through partnerships with management, labor and OSHA. An organization receiving VPP status is recognized for the outstanding commitment to workplace safety and health. Currently, Iowa has 36 active VPP facilities.

Building a culture of safety provides an economic benefit to employers and employees across the state. Organizations who support workplace health and safety initiatives develop healthier, more productive employees. This in turn decreases accidents and illnesses on the job and decreases workers' compensation costs.



# LABOR SERVICES

<b>Amusement Ride Safety Program</b>		<b>IOSH Consultation Activities</b>	
Inspections	1,471	Education Seminars	112
<b>Boiler Safety Program</b>		Ten-Hour Classes	47
State Inspections	3,308	Attendance	985
Private Inspections	20,268	Consultations Conducted	372
<b>TOTAL INSPECTIONS</b>	<b>23,576</b>	Employees Covered	13,090
<b>Elevator Safety Program</b>		Serious Hazards Identified	1,408
Annual Inspections	3,662	<b>Voluntary Protection Program (VPP)</b>	
Other Inspections	721	Active Facilities	39
<b>TOTAL INSPECTIONS</b>	<b>4,383</b>	Inactive Facilities	0
3rd Party Inspections	1,906	New Facilities	2
Chapter 89A Remedial	0	<b>OSHA Enforcement Inspections</b>	
<b>Construction Contractor Registration</b>		Accident Inspections	24
Registrations Issued	8,992	Complaint Inspections	123
Citations Issued	76	General Inspections	328
<b>Professional Athletic Program</b>		Referral Inspections	132
Wrestling Licenses	54	Follow-Up Inspections	3
Boxing Licenses	3	Other Related Inspections	372
Mixed Martial Arts Licenses	24	<b>TOTAL INSPECTIONS</b>	<b>982</b>
Kickboxing Licenses	1	<b>OSHA Violations Issued</b>	
<b>TOTAL LICENSES</b>	<b>82</b>	Serious Violations	864
<b>Asbestos Program</b>		Willful Violations	20
Licenses Issued	1,702	Repeat Violations	19
Permits Issued	77	Other Violations	576
<b>Wage Payment Program</b>		Failure to Abate Violations	3
Wage Claims Received	1,016	<b>TOTAL VIOLATIONS</b>	<b>1,482</b>
Wage Claims Settled	1,179	<b>OSHA Penalties Proposed</b>	
Amount Collected	\$180,458	Serious Penalties	\$781,105
<b>Child Labor Program</b>		Willful Penalties	1,148,000
Claims Closed	11	Repeat Penalties	\$100,010
Work Permits Issued	6,922	Other Penalties	\$124,555
<b>Second Injury Fund</b>		Failure to Abate Penalties	\$7,000
Amount Collected	\$333,100	<b>TOTAL PENALTIES</b>	<b>2,160,670</b>

# LABOR SERVICES

## Distribution of Employment and Work-Related Deaths by Industry

<u>Industry</u>	<u>Employment</u>		<u>Work-Related Deaths</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
<b>Total Private Sector</b>	<b>1,252,399</b>	<b>84.3%</b>	<b>83</b>	<b>100%</b>
Ag, Natural Resources & Mining	17,110	1.2%	29	34.9%
Construction	72,751	4.9%	15	18.1%
Manufacturing	229,644	15.5%	5	6.1%
Transportation & Public Utilities	58,965	3.9%	13	15.7%
Information	33,585	2.3%	0	0.0%
Wholesale Trade	67,978	4.6%	6	7.2%
Retail Trade	178,836	12.0%	8	9.6%
Fin, Ins, Real Est, Other Services	593,530	39.9%	7	8.4%
<b>Total Public Sector</b>	<b>233,240</b>	<b>15.7%</b>	<b>5</b>	<b>5.7%</b>
<b>GRAND TOTAL</b>	<b>1,485,639</b>	<b>100%</b>	<b>88</b>	<b>100%</b>

## Work Related Employee Fatalities by Cause of Death

<u>Cause of Death</u>	<i>Conditions Subject to IOSH/ OSHA Inspections &amp; Standards</i>		<i>Conditions Not Subject to IOSH/OSHA Inspections &amp; Standards</i>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Assaults & Violent Acts	0	0.0%	5	7.0%
Falls	6	35.3%	3	4.2%
Crushing Injuries	5	29.4%	0	0.0%
Struck By or Against an Object	1	5.9%	15	21.1%
Highway Transportation	0	0.0%	28	39.5%
Caught in Equipment	2	11.7%	3	4.2%
Chemical Exposure	1	5.9%	0	0.0%
Burn	1	5.9%	0	0.0%
Drowning	1	5.9%	0	0.0%
Non-Highway	0	0.0%	10	14.1%
Aircraft Incident	0	0.0%	5	7.0%
Harmful Substances or Environment	0	0.0%	2	2.8%
<b>TOTAL</b>	<b>17</b>	<b>100.0%</b>	<b>71</b>	<b>100%</b>

# FINANCIALS

	<u>FY 2007</u>	<u>FY 2008</u>
<b>Beginning Cash Balance</b>		
Penalty and Interest Funds	\$2,157,965.73	\$2,913,086.42
Indirect Cost Pool	\$102,422.49	\$108,069.62
Boiler Inspections	\$180,336.39	\$356,203.28
Elevator Inspections	\$325,397.37	\$415,813.12
Labor Programs, State Appropriations	\$146,477.17	\$410,467.34
Field Offices, State Appropriations	\$0.00	\$427,146.30
Laborshed and Labor Surveys	\$114,227.15	\$205,575.15
Reoccurring Maintenance	\$16,647.20	\$30,975.89
Work Keys	\$122,741.96	\$0.00
Child Support Intercept	\$58,307.90	\$0.00
Trade Expansion Act Benefit Funds	\$0.00	-\$900.04
WDC Major Program Funds	\$2,066,525.77	\$132,611.23
WDC Other Funds	-\$4,795.29	\$80,109.27
Amateur Boxing Funds	\$38,083.71	\$79,639.02
Food Stamp Allowance Funds	\$0.00	\$13.29
Wage Payment Collection Funds	<u>\$6,021.32</u>	<u>\$0.00</u>
	<b>\$5,330,358.87</b>	<b>\$5,158,809.89</b>
 <b>PLUS REVENUES</b>		
General Fund Appropriations	\$11,491,708.35	\$14,638,076.00
General Fund Appropriations Carried Forward	\$214,508.65	\$0.00
Federal Support	\$70,070,839.25	\$71,234,472.41
Intra State Transfers	\$14,158,597.79	\$14,651,348.80
Taxes Collected	\$1,153,074.34	\$1,679,199.54
Refunds and Reimbursements	\$772,372.30	-\$1,685.21
Local Governments	\$134,998.00	\$0.00
Interest	\$6,485,371.47	\$5,985,520.58
Fees, Licenses and Permits	\$1,775,602.41	\$2,005,798.38
Reoccurring Maintenance	<u>\$28,067.65</u>	<u>\$35,656.52</u>
	<b>\$106,285,140.21</b>	<b>\$110,228,387.02</b>
 <b>MINUS EXPENDITURES</b>		
Personal Services	\$47,877,947.60	\$48,464,305.75
Indirect, Cost Pools and other	\$4,777,791.33	\$10,552,861.55
Building and other rental expenses	\$0.00	\$2,171,282.30
Training Payments	\$7,129,368.32	\$7,976,684.48
Taxes	\$636,737.01	\$0.00
Administrative Cost Pool	\$2,537,892.32	\$0.00
Travel and Subsistence	\$838,426.06	\$919,149.04
Supplies and Materials	\$608,354.42	\$1,300,285.27
Contractual Services	\$27,963,416.59	\$26,446,788.27
Equipment and Repairs	\$2,589,041.10	\$1,524,283.21
IWD IT and other Intra-Transfers	\$6,760,480.55	\$6,843,715.67
Communications	\$0.00	\$799,992.42
ITD Reimbursements	\$0.00	\$415,772.96
Other Expenses	\$0.00	\$663,477.64
Licenses, Permits and Refunds	\$15,898.88	\$1,300,885.36
State Aids and Credits	\$4,721,335.01	\$412,655.30
	<b>\$106,456,689.19</b>	<b>\$109,792,139.22</b>
 <b>EQUALS ENDING CASH BALANCE</b>	<b><u>\$5,158,809.89</u></b>	<b><u>\$5,595,057.69</u></b>

# FINANCIALS

## ENDING CASH BALANCES BY FUND

	FY 2007	FY 2008
Penalty and Interest Funds	\$2,913,086.42	<b>\$3,033,619.20</b>
Indirect Cost Pool	\$108,069.62	<b>\$109,901.22</b>
Boiler Inspections	\$356,203.28	<b>\$514,513.46</b>
Elevator Inspections	\$415,813.12	<b>\$381,090.64</b>
Labor/Work Comp Programs, State Appropriations	\$410,467.34	<b>\$451,516.49</b>
Field Offices, State Appropriations	\$427,146.30	<b>\$967,876.52</b>
Laborshed and Labor Surveys	\$205,575.15	<b>\$0.00</b>
Reoccurring Maintenance	\$30,975.89	<b>\$50,803.91</b>
Work Keys	\$0.00	<b>\$9,684.42</b>
Trade Expansion Act Benefit Funds	-\$900.04	<b>\$0.00</b>
WDC Major Program, Federal Funds	\$132,611.23	<b>\$0.00</b>
WDC Other Funds, Federal Funds	\$80,109.27	<b>\$0.00</b>
Amateur Boxing Funds	\$79,639.02	<b>\$76,051.83</b>
Food Stamp Allowance Funds	\$13.29	<b>\$0.00</b>
	<b>\$5,158,809.89</b>	<b>\$5,595,057.69</b>

## PROGRAM EXPENDITURES

Unemployment Insurance	\$24,310,837.58	\$23,021,677.43
Workforce Investment Act (WIA)	\$17,695,018.55	\$17,694,470.69
Temporary Assistance for Needy Families	\$14,198,539.39	\$14,493,924.71
Employment Services, Wagner Peysor	\$7,078,802.06	\$7,091,684.62
Employment Services, Reed Act	\$2,121,452.12	\$3,786,509.89
Trade Adjustment Assistance - TAA, ATAA and TRA	\$13,188,142.11	\$10,875,382.64
Field Office, General Fund, Revolving Interest, misc	\$9,591,899.18	\$12,487,145.03
Labor Survey Receipt, Expenses	\$4,034.60	\$348,634.82
Division of Labor Services, OSHA/BLS Federal Funds	\$2,495,536.39	\$2,404,631.88
Division of Labor Services, General Fund & misc	\$2,524,937.62	\$3,384,036.47
Boiler Inspections	\$534,038.98	\$621,255.82
Elevator Inspections	\$699,465.47	\$888,080.66
Reed Act, Tax Redesign	\$1,521,775.99	\$1,571,886.48
Worker's Compensation, General Fund, misc receipts	\$3,033,136.10	\$3,373,518.77
BLS Labor Force Statistics	\$2,608,165.74	\$2,681,531.20
Disabled Veterans' Outreach Program (DVOP)	\$1,196,499.86	\$1,229,758.85
Local Veterans' Employment Program (LVER)	\$205,398.82	\$150,935.08
North Carolina ALMIS	\$616,150.48	\$553,414.64
Disability Program - Navigator	\$820,395.03	\$595,667.16
WOTC	\$281,925.24	\$217,155.74
Food Stamps	\$141,927.22	\$152,789.42
New Iowan's Centers, Appropriations	\$155,514.25	\$165,997.86
New American's Center, Federal	\$331,912.97	\$310,316.41
Child Support Enforcement	\$212,097.90	\$4,350.00
Labor Certification for Alien Workers	\$41,073.21	\$68,397.68
Penalty and Interest (P & I) Funds	\$428,092.17	\$1,177,012.58
Admin. Indirect Cost Pool	-\$5,647.13	-\$1,685.21
Work Keys	\$126,079.55	\$134,971.95
Workforce Board General Fund Appropriations	\$9,691.18	\$6,361.26
Athletic Commission	\$39,002.09	\$52,891.67
Disaster Unemployment Assistance (DUA)	\$97,802.46	\$10,043.66
Clive/Mason City, Client Reimbursements	\$6,021.32	\$0.00
Reoccurring Maintenance	\$18,101.32	\$35,457.64
Social Security Administration	\$128,444.37	\$164,387.47
Youth Services Program	\$0.00	\$39,544.25
Other Programs	\$425.00	\$0.00
	<b><u>\$106,456,689.19</u></b>	<b><u>\$109,792,139.22</u></b>

Results.

## Equal Opportunity Employer/Program

Auxiliary aids and services available upon request  
to individuals with disabilities.

IOWA WORKFORCE DEVELOPMENT  
1000 East Grand Avenue  
Des Moines, IA 50319  
515-281-9646

For Deaf or Hard of Hearing, Use Relay 711  
[IWD.Communications@iwd.iowa.gov](mailto:IWD.Communications@iwd.iowa.gov)