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**Terry E. Branstad**, Governor

**Kim Reynolds**, Lt. Governor

**Ryan M. Wise**, Director

Department of Education

**David L. Mitchell**, Administrator

# 

December 20, 2016

The Honorable Terry E. Branstad

Governor, State of Iowa

Dear Governor Branstad:

Pursuant to Chapter 259, Iowa Code, the Iowa Vocational Rehabilitation Services (IVRS) is pleased to present our biennial report for Fiscal Years 2015-2016.

IVRS exists to serve individuals with disabilities under Title II and Title XVI of the federal Social Security Act and Title IV of the Workforce Investment Act. IVRS serves people with disabilities by: 1) providing vocationally-related assistance to achieve economic independence; or 2) providing disability determinations that result in appropriate financial benefits per Social Security Administration guidelines.

Other services and financial assistance are provided to enable persons with disabilities to maintain independent functioning as long as possible within their communities and to prevent institutionalization. IVRS is an integral part of the statewide disability community and remains committed to providing the highest quality vocational rehabilitation services to eligible Iowans in achieving their economic, independence and employment goals.

Please let me know what questions you may have.

Sincerely,



David L. Mitchell, MS, CRC Administrator, Iowa Vocational Rehabilitation Services

Administrative Offices · 510 East 12th Street · Des Moines, Iowa 50319 · 515.281.4311 V/TTY · [www.ivrs.iowa.gov](http://www.ivrs.iowa.gov)

Iowa Vocational Rehabilitation Services is a division of the Iowa Department of Education

**State of Iowa  
Department of Education**

2015 – 2016 Biennial Report

**IOWA VOCATIONAL REHABILITATION SERVICES**

# December 2016

**IOWA DEPARTMENT OF EDUCATION**

**IOWA VOCATIONAL REHABILITATION SERVICES**

**Biennial Report SFY 2015 and 2016**

**Section 259.5, Iowa Code states, “Report to Governor. The division shall report biennially to the governor the condition of vocational rehabilitation within the state, designating the educational institutions, establishments, plants, factories, and other agencies in which training is being given, and include a detailed statement of expenditures of the state and federal funds in the rehabilitation of individuals with disabilities.”**

**Statutory Authority**

Iowa Code 259.1 – The State of Iowa, through its legislative authority, accepts the provisions and benefits of the Federal Rehabilitation Act of 1973, as amended, and codified in 29 U.S.C. §701 et seq.

Vocational Rehabilitation is an eligibility-based program provided as a public service to Iowans with disabilities to preserve, restore or develop their abilities so they may become employed. It is one of the oldest, most successful state-federal partnerships. It has been in existence in Iowa since 1921.

**Agency Overview**

Iowa Vocational Rehabilitation Services (IVRS) exists to serve individuals with disabilities under Title II and Title XVI of the federal Social Security Act and Title IV of the Workforce Investment Act. IVRS serves people with disabilities by: 1) providing vocationally-related assistance to achieve economic independence; or 2) providing disability determinations that result in appropriate financial benefits per Social Security Administration guidelines. Other services and financial assistance are provided to enable persons with disabilities to maintain independent functioning as long as possible within their communities and to prevent institutionalization. IVRS is an integral part of the statewide disability community.

The Mission, Motto, Vision and Guiding Principles of IVRS were reviewed and modified by a cross-division team in the fall of 2007. This was part of a successful effort to develop a new IVRS strategic plan. This has continuously been reviewed with staff through onsite visits, which the Administrator has made annually with all staff. These visits resulted in changes made to the Vision Statement for both the Vocational Rehabilitation Services Bureau and the Disability Determination Services Bureau (DDSB). Additional changes were also integrated into a cohesive strategic plan for the agency, which is for the time period of 2015-2018. The annual visits provide opportunities to discuss with staff progress on strategic plan initiatives and receive direct feedback on strengths and concerns. Information from these discussions is integrated into the development of the agency’s new strategic plan. The current statements of Mission, Motto, Vision and Guiding Principles are as follows.

Mission

We provide expert, individualized services to Iowans with disabilities to achieve their independence through successful employment and economic support.

Core Functions

Assist eligible Iowans with disabilities in obtaining, maintaining and advancing in employment through rehabilitation services individually designed to disability and employment needs.

Provide specialized services to the business community to meet their workforce and workplace needs.

Determine eligibility of Iowans who apply for disability benefits administered by the federal Social Security Administration.

Motto

Finding solutions. Generating success.

Vision

To Make a Positive Difference for Every Person, One Person at a Time.

Best Decision, Every Claimant, Every Time.

Guiding Principles

We are responsive to the unique needs and goals identified by individuals with disabilities.

We demonstrate teamwork and cooperation among staff, customers and partners.

We operate with trust and integrity.

We demonstrate compassion and respect for all people.

We value continued improvement and learning.

We openly communicate with clarity and consideration.

We are results driven.

**Background**

IVRS is the largest division of the Department of Education and functions with considerable autonomy. The division employs over 370 people in 44 locations throughout the state. Employees work within three Bureaus and a Planning and Development Team. For vocational rehabilitation services, IVRS received $25.5 million in federal funds and another $6.2 million in non-federal funds; for disability determination services, IVRS received federal funds totaling approximately $25.7 million from the Social Security Administration (no state funds).

The majority of staff is professionally trained rehabilitation counselors and disability examiners. Ninety-seven percent of the counselors have Master’s degrees in Counseling or a closely-related field. IVRS is mandated by its federal funding agency, the Rehabilitation Services Administration, to have qualified rehabilitation counselors – i.e., possession of an appropriate graduate degree. All disability examiners have at least a Bachelor’s degree or its equivalent. In addition, DDSB has on its payroll 35 professional consultants who are licensed as physicians, clinical psychologists, or speech pathologists. Most IVRS employees are covered under collective bargaining agreements negotiated with Iowa United Professionals and the American Federation of State, County and Municipal Employees.

All employees of the Planning and Development Team and Administrative Services Bureau work in the Jessie Parker Building on the State Complex. The Disability Determination Services Bureau works in leased space at 535 SW 7th Street in Des Moines, Iowa. With the exception of a few administrative personnel and the West Central Area Office, most of the Rehabilitation Services Bureau employees are geographically disbursed outside of Des Moines to cover all 99 counties and every high school in the state. As stewards of the public trust, IVRS maintains an efficient workforce by assigning staff to multiple locations so that every community college, regent’s institution, county and high school have access to an IVRS staff person. In addition, staff is co-located or has itinerant offices in the majority of Iowa Workforce Development Centers, including an active presence in the One-Stop Centers.

The Rehabilitation Services Bureau (RSB) has the primary responsibility for the statewide program of quality vocational rehabilitation services to all eligible Iowans with disabilities through direct and purchased services from a network of providers. The Disability Determination Services Bureau (DDSB) is responsible for determining the eligibility of Iowa residents who apply for Social Security Disability Insurance (Title II), and Supplemental Security Income (Title XVI) or the Department of Human Services Medicaid waiver programs. DDSB makes the initial determination of eligibility and any subsequent determination of continuing eligibility and handles first-level appeals of unfavorable decisions. The Administrative Services Bureau (ASB) provides fiscal, personnel, information services and administrative support to the other bureaus.

The Planning and Development Team (PDT) is responsible for planning, legal, program evaluation, and outreach -- including development of business contacts to foster job candidate employment. Services also include oversight of the Iowa Independent Living Centers, Statewide Independent Living Council, as well as some direct service provision to Iowans with independent living needs.

IVRS customers are individuals with disabilities who need vocational or other assistance to help meet their goals for vocational or personal independence, or who need financial benefits due to their disabilities. Vocational rehabilitation and disability determination programs are eligibility rather than entitlement programs. Applicants must meet federally determined criteria.Customers of both RSB and DDSB may apply on multiple occasions during their lifetime. Customers of the Vocational Rehabilitation program, including Iowans with disabilities as well as our business community partners, expect and receive professional and accurate career planning information and involvement to achieve workforce planning, placement or personal independence. DDSB claimants require accurate and timely decisions on their claims.

Competitive success is determined at the federal level by performance standards and indicators.

* In DDSB that translates to timeliness and accuracy of case processing; on the vocational rehabilitation side, success relates to employment outcomes and equal access to services. During the past two years DDSB received special recognition through the Social Security Administration’s Regional Office in Kansas City, Missouri, for meeting and exceeding operation goals. The Iowa DDS is a recognized leader – not only in the region, but in the country. The Regional Commissioner provided appreciation for exceeding all agency workload goals, including:
* Clearing 6,894 continuing disability reviews or 101.3% of the goal;
* Clearing 22,066 initial claims or 101.5% of the goal;
* Clearing 8,533 reconsideration claims or 112.9% of the goal.
* DDSB also received commendation for excellent customer service by creating a high-quality product that exceeded agency goals:
  + Combined initial accuracy of 97.5%
  + Performance accuracy of 95.9%

In Vocational Rehabilitation, the Rehabilitation Services Administration has seven standards and indicators for which each state must compile data and submit a report. These indicators relate to: 1) increasing employment outcomes; 2) the rehabilitation rate; 3) the percentage of individuals reaching competitive employment;

4) the percentage of individuals served that meet the significantly disabled categories; 5) the percentage of people earning wages as a comparison to the average state wage earned by all citizens; 6) percentage of individuals increasing their earnings from application to closure and 7) the percentage of individuals from minority backgrounds that access services.

FFY2015 - 2016 provided the following results:



Specific rehabilitation initiatives occurred during the past two years, including an expansion of business partners and a focus on improving transition outcomes for students with disabilities in our secondary and post-secondary programs.

Business partnering has included leading the development of the Employment Disability Resource Network (EDRN). This is a program built to improve access for businesses in Iowa to get at the information they need to make decisions regarding disability-related issues. IVRS has also been a collaborative partner with the National Employment Network, which is a nationwide system sponsored through the Council of State Administrators of Vocational Rehabilitation. Its purpose is to provide a resource to business for recruitment and retention of qualified applicants across the nation, who are eligible for vocational rehabilitation services. Business partner efforts have included active involvement with the Employment First Initiative, Walgreens Project REDI, and Project Ability with Manpower Staffing. Examples of leading Iowa businesses who have hired Iowans with disabilities include: Hy-Vee, Walmart, McDonalds, Casey’s General Stores, Goodwill Industries, Mercy Medical Center, UnityPoint Health, Fareway Food Stores, Pizza Ranch, Walgreens and Wells Fargo.

Iowa is one of the leading states in the country, based on our presence in our secondary school systems and the number of students with disabilities in the secondary school system who get referred to Iowa Vocational Rehabilitation. By continuing to concentrate on improved transition services and employment outcomes, we decrease the demand on adult service systems – as well as provide necessary employment assistance to young people, teaching independent and self-sufficiency skills prior to becoming dependent on other programs. Every area office has a transition vision analysis plan that gets reviewed collaboratively by local vocational rehabilitation staff and school staff, as well as senior management staff. This assists in focusing on quality improvement and outcome issues facing students as they transition into adult programs.

IVRS is an active partner with the Iowa Works program and has several service strategies to positively impact the Skilled Iowa Initiative. This includes tuition and skill development support for our job candidates that assist them in competing for competitive, integrated employment in Iowa. Over $7.14 million was spent on tuition assistance for students in post-secondary training programs to obtain educational and occupational skills training to help compete in today’s labor market, which positively impacts over 3400 individuals.

IVRS works with the Governor-appointed State Rehabilitation Council (SRC) to develop and review the agency goals and priorities in accordance with the Rehabilitation Act. The SRC also evaluates the effectiveness of the vocational rehabilitation program and submits reports to the governing bodies regarding progress.

The SRC specifically coordinates the development of our State Plan, identifying priorities for service delivery, as well as being involved with evaluating customer satisfaction. During the past two years, we have worked with a consultant on strategic planning, quality analysis and decision-making. Several new procedures will be integrated into planning efforts during the next two years.

**The SRC current members include:**

* **Sherri Clark**, Red Oak; Community Rehabilitation Program
* **Nicole Cleveland**, Sergeant Bluff; Disability Advocacy
* **Jill Crosser** (Vice Chair), Ames; Disability Advocacy
* **Randell Davis**, Oskaloosa; Disability Advocacy
* **Kim Drew**, Des Moines; Iowa Department of Education
* **Page Eastin**, West Des Moines; Client Assistance Program
* **Pamala Fitzsimmons**, Pella; Business, Labor and Industry
* **Gary McDermott**, Clinton; Statewide Independent Living Center
* **Lori Moore**, West Des Moines; Parent, Training & Information Center
* **Marketa Oliver**, Des Moines; Iowa Workforce Development
* **James Smith**, Iowa City; VR Counselor (non-voting)
* **Rosemary Thierer** (Chair), Mitchellville; Disability Advocacy
* **Scott Turczynski**, Elkhart; Business, Labor and Industry
* **Alex Watters**, Sioux City; Vocational Rehabilitation Recipient
* **David Mitchell**, Administrator (ex-officio, non-voting)

**Strategic Challenges**

The implementation of the Strategic Plan is done with consideration of an analysis of the Agency Strengths, Weaknesses, Opportunities and Threats. A SWOT analysis was completed this past year in assessing progress. Results are:

**Strengths**: Dedicated, professional staff. Workforce planning strategies have been in place for a number of years. Expanding commitment to business relationships, utilization of the National Employment Network. Growth of Occupational Skill training programs. Implementation of Employment First strategies. Collaborative partnership expansion with the Iowa Department of Aging and the Iowa School for the Deaf. Specific Transition presence, which led the nation in related percentage of referrals for 2013 with students in transition. Range, depth and variety of services that can be provided to meet our customer’s needs. Sound fiscal management principles with record of no audit recommendations during the past four audit years. Staff leadership plan to create a positive impact on the learning culture.

**Weaknesses**: Staff can become content with status quo. Continued change is difficult, creating opportunities for resistance. Cross-training/collaboration among bureaus can be a struggle. Role clarification issues between internal staff and among community partners. Changing technology makes it difficult to stay current with resources available. Employer development strategies and support in relationship to customizing for individual office strengths is confusing. IT support system statewide is difficult to access and does not supply local resources to fully maximize use of technologies. Specific training needs continue on eligibility, staff-based vocational assessment impacting employment planning, direct job placement strategies and increasing job candidates with significant barriers to employment. Lack of sharing of promising practices when implementing problem-solving strategies, changes in WIOA causes increased accounting and case management changes which will result in need for service process changes.

**Opportunities**: Continued growth in business and industry partnerships; National Employment Network/Talent Acquisition Portal. Integration of quality assurance measures into agency operations improvement. Involvement in research project for 2015 with IVRS being one of five vocational rehabilitation agencies across the country that will receive direct guidance and service in regards to how our agency can facilitate process improvements and highlight best practices among IVRS staff, which lead to successful employment outcomes. As we learn to better identify value points in our VR process, we can find ways to integrate and coordinate strategies within our strategic and state plans, resulting in improved quality performance management. Iowa Self-Employment program developing Iowa entrepreneurs. Integration of area office placement blueprint plans for consistency. Iowa is one of three protégé states to receive the initial ODEP Employment First project planning, policy development, capacity building and technical assistance from national experts. After a three-year involvement, Iowa has received approval to be one of 15 states receiving additional technical assistance for 2015, and continued to receive technical assistance as one of ten states in 2016. WIOA legislation will create opportunities for collaborative employment system planning to maximize resources and minimize duplication.

**Threats**: Changing emphasis on production standards versus quality and program integrity issues. Loss of knowledge among staff due to turnover, retirement. Community partnerships and lack of collaboration for common vision. Challenges for consistent delivery of service across state offices. Losing VR identity though federal legislation changes. Interpretation/implementation of WIOA and how to ensure consistent implementation across stakeholder and employment systems, as well as with internal staff. State/federal funding limitations and potential pending reductions. Potential conflict with partner agencies (IWD, DHR, DHS, etc.) regarding implementation of WIOA.

While there are no direct competitors for Disability Determination Services, there is competition for funding with other Social Security Administration entities and other states.

**Training Vendors: 2015-2016**

1-DAY CDL LLC

ACADEMY OF ART UNIVERSITY

ADVENTURE TRAVEL & CRUISES INC

AIMS JUNIOR COLLEGE DISTRICT

ALABAMA STATE OF

ALAMO COM COLEGE DISTRI

ALLEN COLLEGE

ALMUT HATFIELD

ALTRUSA INTERNATIONAL

AMDA INC

AMERICAN EDUCATION CENTERS INC

AMERICAN HOME INSPECTORS

AMERICAN INST OF BUSINES

AMERICAN INTERCONTINENTAL UNIVERSITY

AMERICAN PUBLIC UNIVERSI

AMERICAN TRANSP INSTITU

ANIMAL BEHAVIOR COLLEGE

ANIMAL PLAYGROUND LLC

APOLLO GROUP

APOLLO GROUP INC

AREA EDUCATION AGENCY 11

AREA EDUCATION AGNCY 267

AREA VI IA VALLEY CC

AREA XIII IOWA WESTERN

ARGOSY EDUCATION GROUP

ARGOSY EDUCATIONAL GROUP

ART INSTITUTES INTL MN

ART INSTITUTES INTL-KC THE ART INSTITUTES

ASCEND LEARNING HOLDINGS LLC

ASHFORD UNIVERSITY

ASSOC TRAINING SERVICES

AUGSBURG COLLEGE

AUGUSTANA COLLEGE ASSOC

AUGUSTANA COLLEGE CTR

BAKER COLLEGE ONLINE

BALL STATE UNIVERSITY

BARTON COUNTY COMMUNITY COLLEGE

BEACON COLLEGE INC

BELLEVUE UNIVERSITY

BERGIN UNIVERSITY

BERKSHIRE CHRISTIAN COLLEGE

BETHANY LUTHERAN COLLEGE

BETHEL UNIVERSITY

BIO-CHI INSTITUTE

BLACK HAWK COLLEGE

BLINN COLLEGE

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BOARD OF TRUSTEES OF SOUTHERN ILLINOIS UNIV

BOARD OF TRUSTEES OF THE

BOSSIER PARISH COMMUNINITY COLLEGE

BRADLEY UNIVERSITY

BRESCIA UNIVERSITY

BRIAR CLIFF UNIVERSITY

BRIGHAM YOUNG UNIVERSITY

BROOKLYN COLLEGE OF CITY

BROWN INSTITUTE

BRYAN COLLEGE

BUENA VISTA UNIVERSITY

BURNIKEL INC

BUTTE GLEN COMMUNITY COLLEGE

CALIFORNIA INSTITUTE OF

CALIFORNIA STATE UNIVERS

CALIFORNIA STATE UNIVERSITY

CAPELLA UNIVERSITY

CAREER STEP

CARL SANDBURG COLLEGE

CARLSON COLLEGE OF MASSAGE THERAPY

CATAWBA COLLEGE

CATHOLIC HEALTH INITIAT

CATHOLIC HEALTH INITIATIVES

CEDAR RAPIDS SCHOOL OF HAIRSTYLING

CENTRAL COLLEGE

CENTRAL IOWA HOSPITAL CORPORATION

CENTRAL IOWA HOSPITALS

CENTRAL MICHIGAN UNIVERS

CHAMBERLAIN COLLEGE OF NURSING

CHARLES M GIBSON

CHICAGO SCHOOL CALIFORNIA INC THE

CLARINDA TREATMENT

CLARKE UNIVERSITY

CLARKSON COLLEGE

CLEVELAND INSTITUTE OF ELECTRONICS INC

CLIENT REIMBURSEMENT

CLINTON COMM COLLEGE

COE COLLEGE

COLLEGE OF SAINT MARY

COLLEGE OF ST CATHERINE

COLORADO MOUNTAIN COLLEG

COLORADO STATE UNIVER

COLORADO STATE UNIVERSITY GLOBAL CAMPUS

COLORADO STATE UNIVERSITY PUEBLO

COLORADO TECHNICAL UNIV

COLUMBIA COLLEGE

COLUMBIA COLLEGE CHICAGO

COMMUNITY COLLEGE

CONCEPTION ABBEY INC

CONCERNED INC

CONCORDIA COLLEGE CORORATION

CONCORDIA UNIVERSITY

CONCORDIA UNIVERSITY WISCONSIN

**Training Vendors: 2015-2016, continued**

CORNELL COLLEGE

COTTEY JUNIOR COLLEGE

CREATIVE CENTER THE

CREIGHTON UNIVERSITY

CRILLEY LAW OFFICES PLLC

CULVER-STOCKTON COLLEGE

CUSTOM DIESEL DRIVERS TRAINING INC

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DAVID STEVENS

DEAF MISSIONS

DENTAL ASSISTING TECHNOLOGY

DENVER SEMINARY

DEPT OF TRANSPORTATION

DES MOINES AREA COM COLL

DES MOINES AREA COMM

DES MOINES AREA COMM COL

DES MOINES UNIVERSITY

DEVRY UNIVERSITY

DORDT COLLEGE

DRAKE UNIVERSITY

DUKE UNIVERSITY

E Q INC

EASTERN ILLINOIS UNIVERSITY

EASTERN IOWA COMMUNITY

EASTERN IOWA COMMUNITY COLLEGE DISTRICT

EMMAUS BIBLE COLLEGE

EVANGEL UNIVERSITY

FAITH BAPTIST BIBLE COLLEGE

FAUST INST COSMETOLOGY

FIEGEN & BISENIUS INC

FLORIDA GULF COAST UNIVERSITY

FLORIDA METROPOLITAN UNIVERSITY

FLOWER DESIGN OF AMERICA LLC

FONTBONNE UNIVERSITY

FORT HAYS STATE UNIVERSITY

FORT LEWIS COLLEGE

FREE GOSPEL BIBLE INSTIT

FRIENDS OF LUTHERAN THEOLOGICAL SEMINARY IN

FT SCOTT COMMUNITY COL

FULL SAIL

GALLAUDET UNIVERSITY

GENTLE THERAPEUTICS YOGA LLC

GEORGE WASHINGTON UNIVER

GEORGETOWN UNIVERSITY

GLENDALE COMMUNITY COLLEGE DISTRICT

GLOBAL UNIVERSITY

GLOBE UNIVERSITY

GOODWILL INDUSTRIES OF THE HEARTLAND

GOSHEN COLLEGE INC

GRACE SCHOOLS

GRACE UNIVERSITY

GRACELAND UNIVERSITY

GRAND CANYON EDUCATIONAL INC

GRAND RIVER TECH SCHOOL

GRAND VIEW UNIVERSITY

GRANT WOOD AEA

GRANT WOOD AREA EDUCATIO

GREAT PRAIRIE AEA

GREEN HILLS AEA

GREEN MOUNTAIN COLLEGE

GRINNELL COLLEGE

HAIR TECH LTD INC

HAMILTON COLLEGE

HAMILTON TECHNICAL COLL TECH SCHOOL

HANNIBAL-LAGRANGE COLLEG

HAWKEYE COMMUNITY COLLEGE

HERZING INC

HESSTON COLLEGE

HIGHLAND COMMUNITY COLLE

ILLINOIS INSTITUTE ART

ILLINOIS INSTITUTE OF ART

ILLINOIS STATE UNIVERSIT

INDEPENDENCE MHI

INDIAN HILLS COM COLLEGE

INDIANA STATE UNIVERSITY

INDIANA UNIVERSITY NW

INDIANA WESLEYAN UNIV

INSTITUTE OF PRODUCTION & RECORDING

IOWA ASSOC OF REALTORS

IOWA CENTRAL COMM COLLEG

IOWA COLLEGE ACQUISITION

IOWA LAKES COMM COLLEGE

IOWA SCHOOL OF BEAUTY

IOWA SCHOOL OF MENS HAIR

IOWA STATE UNIVERSITY

IOWA VALLEY COMMUNITY COLLEGE DISTRICT

IOWA WESLEYAN COLLEGE

IOWA WESTERN COMM COLL

IOWA WESTERN COMM COLLEG

IOWA WESTERN COMMUNITY COLLEGE

ITT EDUCATIONAL SERVICES

JACKSON COLLEGE

JACKSONVILLE UNIVERSITY

JANDA PETERSEN

JOE KUBERT SCHOOL OF CARTOON AND GRAPHIC

JOHN BROWN UNIVERSITY

JOHNSON & WALES UNIVERSITY

JOHNSON COUNTY COMM COLL

**Training Vendors: 2015-2016, continued**

K & F ENTERPRISES

KANSAS CITY ART INSTITUT

KANSAS CITY KANSAS

KANSAS STATE OF

KANSAS STATE UNIVERSITY

KAPLAN HIGHER EDUCATION

KATHLEEN J WHITE GRAHAM

KELLI SLOCUM

KETTERING UNIVERSITY

KEYSTONE COLLEGE

KILIAN COMM COLLEGE

KIRKWOOD COMM COLLEGE

KIRKWOOD COMM. COLLEGE

KIRKWOOD COMMUNITY COLLEGE

KISHWAUKEE COLLEGE

KNOX COLLEGE

LA JAMES COLLEGE

LA SALLE UNIVERSITY

LAJAMES COLLEGE OF HAIRSTYLING INC OF MASON

LAKELAND COLLEGE

LAUREATE INC

LAWRENCE UNIVERSITY

LEMARS BEAUTY COLLEGE IN

LIBERTY UNIVERSITY

LIFE CHANGERS LLC

LIFE PACIFIC COLLEGE

LIFETIME FITNESS

LINCOLN CHRISTIAN UNIVER

LINCOLN TECHNICAL INSTITUTE

LORAS COLLEGE

LORI A GREINER

LOUISIANA STATE UNIV

LUTHER COLLEGE

M & C BEAUTY SCHOOL INC

M & M FIEGEN LLC

MACMURRAY COLLEGE

MADISON AREA TECHNICAL COLLEGE

MAHARISHI UNIVERSITY OF MANAGEMENT

MARICOPA COMMUNITY COLLE

MARY K CRANDALL

MARYLAND STATE OF

MARYMOUNT UNIVERSITY

MARYVILLE R-II SCHOOLS

MASSAGE & MUSIC LLC

MAYES EDUCATION INC

MERCY COLLEGE

MERCY COLLEGE OF HEALTH SCIENCES

MERCY HEALTH SERVICES-IOWA CORP

MERCY MEDICAL CENTER

MERCYHURST COLLEGE INC

METHODIST UNIVERSITY INC

METROPOLITAN COMM COLL

MICHIGAN STATE UNIVERSIT

MICHIGAN STATE UNIVERSITY COLLEGE OF LAW

MIDAMERICA CHRISTIAN UNIVERSITY

MIDLAND LUTHERAN COLLEGE

MIDWEST TECHNICAL INSTITUTE

MIDWESTERN TECHNICAL INSTITUTE

MIDWESTONE BANK

MILWAUKEE SCHOOL OF ENGINEERING

MINNEAPOLIS COLLEGE OF ART AND DESIGN

MINNESOTA STATE COLLEGES

MINNESOTA STATE OF

MINNESOTA W COMM & TEC C

MINNESOTA WEST COMMUNITY & TECHNICAL

COLLEGE

MINOT STATE UNIVERSITY

MISSISSIPPI BEND AEA 9

MISSOURI VALLEY COLLEGE

MISSOURI WESTERN ST COLL

MITCHELL TECHNICAL INSTITUTE

MJB ACQUISITION CORP

MONMOUTH COLLEGE

MONTANA STATE UNIVERSITY

MOODY BIBLE INSTITUTE OF CHICAGO

MORNINGSIDE COLLEGE

MOUNT MARTY COLLEGE

MOUNT MERCY UNIVERSITY

MURRAY STATE UNIVERSITY

MUSICIANS INSTITUTE INC

NAROPA UNIVERSITY

NATIONAL AMERICAN UNIVERSITY

NEBRASKA CHRISTIAN COLL

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NEW MEDIA ARTS TRAINING

NEW YORK UNIVERSITY

NORTH AMERICAN BAPIST SEMINARY

NORTH CENTRAL UNIVERSITY

NORTH DAKOTA STATE UNIV

NORTH IOWA AREA COMMUNITY COLLEGE

NORTHEAST COMMUNITY COLL

NORTHEAST IA COMM COLL

NORTHEAST IA COMM COLLEG

NORTHEAST IOWA COMM COLL

NORTHEAST IOWA COMMUNITY COLLEGE

NORTHEAST WISCONSIN TECHNICAL COLLEGE

NORTHERN IL UNIVERSITY

**Training Vendors: 2015-2016, continued**

NORTHERN MICHIGAN UNIV

NORTHWEST IOWA COMM COLL

NORTHWEST LOUISIANA TECHNICAL COLLEGE

NORTHWEST MO STATE UNIV

NORTHWESTERN COLLEGE

NORTHWESTERN HEALTH SCIENCES UNIVERSITY

NORTHWESTERN UNIVERSITY

NOVA SOUTHEASTERN UNIV

OAKWOOD COLLEGE

OKLAHOMA HORSESHOEING SCHOOL INC

OKLAHOMA STATE OF

OLD DOMINION UNIVERSITY

OMAHA SCHOOL OF MASSAGE

OPEN BIBLE STANDARD CHUR

OREGON HEALTH AND SCIENCE UNIVERSITY

OZARK CHRISTIAN COLLEGE

PALM BEACH ATLANTIC UNIVERSITY INC

PALMER CHIROPRACTIC UNIVERSITY FOUNDATION

PCI ACADEMY INC

PCRX LLC

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ROCHESTER INST TECHNOLOG

ROCKHURST UNIVERSITY

ROCKY MOUNTAIN COLLEGE LLC ART

ROSALIND FRANKLIN UNIV

ROXBURY COMM COLLEGE

RUSH PRESBYTERIAN

SAN DIEGO STATE UNIVERSI

SANTA CLARITA COMMUNITY

SANTA MONICA COLLEGE

SCOTT COMMUNITY COLLEGE

SERENITY YOGA & PILATES STUDIO LLC

SIGNATURE HEALTHCARE LLC

SIMPSON COLLEGE

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SKILLS, INC.

SKOGMAN REALTY TRUST ACT

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SOUTHEASTERN COMMUNITY COLLEGE

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SOUTHERN NH UNIVERSITY

SOUTHWEST BAPTIST UNIVER

SOUTHWEST WI TECH COLLEG

SOUTHWESTERN BAPTIST THEOLOGICAL SEMINARY

SOUTHWESTERN COMM COLLEG

SPALDING UNIVERSITY

SPOON RIVER COLLEGE

SS PETER & PAUL CHURCH

ST AMBROSE UNIVERSITY

ST LOUIS UNIVERSITY

ST LUKES COLLEGE

ST MARYS UNIV OF MINN

ST NORBERT COLLEGE INC

ST OLAF COLLEGE

ST VINCENT DEPAUL SOCIET

STATE BOARD FOR COMMUNITY COLLEGES AND

OCCUPA

STRAYER UNIVERSITY INC

STREET SMARTS LLC

TEXAS TECH UNIVERSITY

THOMAS M COOLEY LAW

TIFFANY LTD

TONI&GUY HAIRDRESSING ACADEMY US LLC

TRAV CORP

TRAVIS LTD

TREVECCA NAZARENE UNIVERSITY

TRINITY CHRISTIAN COLLEG

TRI-STATE NURSING

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TRUMAN STATE UNIVERSITY

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UNIV NEB BOARD OF REGENT

UNIV OF COLORADO AT DENV

UNIV OF COLORADO -DENVER

UNIV OF NORTHERN IOWA

UNIV OF PHOENIX

UNIV OF TEXAS ARLINGTON

UNIV OF WI - LA CROSSE

UNIVERSAL TECH INST

UNIVERSAL TECH INSTITUTE OF TEXAS INC

**Training Vendors: 2015-2016, continued**

UNIVERSAL TECHNICAL INSTITUTE

UNIVERSITY OF ARKANSAS

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

UNIVERSITY OF CENTRAL MISSOURI

UNIVERSITY OF CINCINNATI

UNIVERSITY OF DENVER

UNIVERSITY OF DUBUQUE

UNIVERSITY OF IOWA

UNIVERSITY OF KANSAS

UNIVERSITY OF LOUISIANA AT LAFAYETTE

UNIVERSITY OF MAINE SYSTEM INC

UNIVERSITY OF MASSACHUSETTS

UNIVERSITY OF MISSOURI

UNIVERSITY OF MONTANA

UNIVERSITY OF N DAKOTA

UNIVERSITY OF NEBRASKA

UNIVERSITY OF NORTH CAROLINA WILMINGTON

UNIVERSITY OF NORTH TEXA

UNIVERSITY OF NORTHERN C

UNIVERSITY OF NORTHERN IOWA

UNIVERSITY OF PHOENIX

UNIVERSITY OF SIOUX FALL

UNIVERSITY OF SOUTH CAROLINA

UNIVERSITY OF SOUTHERN CALIFORNIA

UNIVERSITY OF ST THOMAS

UNIVERSITY OF THE PACIFIC

UNIVERSITY OF UTAH

UNIVERSITY OF WISCONSIN

UNIVERSITY OF WIS-STEVEN

UNIVERSITY OF WYOMING

UPPER IOWA UNIVERSITY

UTAH STATE UNIVERSITY

UTAH VALLEY UNIVERSITY

VATTEROTT COLLEGE

VATTEROTT ED CENTER

VATTEROTT EDUCATIONAL CT

VENNARD COLLEGE

VITERBO UNIVERSITY

VP INSTITUTE INC

WAKE FOREST UNIVERSITY

WALDEN UNIVERSITY

WALDORF COLLEGE

WARTBURG COLLEGE

WARTBURG THEOLOGICAL SEMINARY

WASHBURN UNIVERSITY

WASHINGTON UNIVERSITY IN ST LOUIS

WATERLOO BARBER COLLEGE

WATERTOWN SCHOOL DISTRIC

WEBER STATE UNIVERSITY

WEI INC

WESGRAY CORPORATION

WEST TEXAS A&M UNIVERSITY

WEST VIRGINIA STATE UNIVERSITY

WESTERN CULINARY

WESTERN GOVERNORS UNIVER

WESTERN ILLINOIS UNIV

WESTERN IOWA TECH CC

WESTERN IOWA TECH COMM

WESTERN STATE COLORADO UNIVERSITY

WESTERN TECHNICAL COLLEG

WESTERN WASHINGTON UNIVERSITY

WESTON ENTERPRISES INC

WILLIAM JEWELL COLLEGE

WILLIAM MITCHELL COLLEGE

WILLIAM PENN UNIVERSITY

WILLIAM WOODS UNIVERSITY

WORSHAM COLLEGE

XENON INTERNATIONAL

YOSAN UNIVERSITY

YUBA COMMUNITY COLLEGE DISTRICT

**Biennial Report of Revenues and Expenditures**

**for State Fiscal Years 2015 and 2016**



