

Iowa Language Learners: New Grant to Improve Workplace Communication



HNI Corporation in Muscatine noticed several years ago that the company and its community had an untapped pipeline of workforce talent – English language learners.

“We realized that we need to make our internal and external hiring practices better to recruit and retain candidates who do not speak English as their native language,” said Mandy Parchert, manager of university and community relations for HNI. “We are working to be a more inclusive company. Better supporting our members who want to learn English and providing communications translated into multiple languages are just a couple of opportunities.”

The state of Iowa is working to help with that goal – for HNI and everyone else.

Iowa Governor Kim Reynolds earlier this month announced a new \$5 million grant program to help employers reduce language barriers in the workforce. The Iowa Language Learners Job Training Program will help employers provide sustained programs for dual language instruction to increase proficiencies that support improved communication with staff and overall recruitment and retention.

Employers can get help with programs that increase English language proficiencies for work-related duties, policies, or procedures, as well as programs that support English speakers learning a second language.

[Visit our blog page to keep reading.](#)

VIDEO: Marion Innovation Grant Helps Students Discover Health Care Careers



The Marion Economic Development Corp. and Mercy Cedar Rapids partnered to help high school students get a head start on their health care careers. [Click the image above](#) to learn more about how they used an Employer Innovation grant to build pipelines to new careers.

Child Care Business Incentive Grants: Apply by Nov. 16

Employers seeking help in expanding the child care offerings available for their employees have until November 16 to apply for a \$4.3 million pool of state grants.

The money is intended to



Celebrating Employment of Those with Disabilities

encourage and enable business/employer consortiums to create and partner with local and regional child care service providers – with a goal of creating new available child care slots for an employer's employees.

Visit [this page](#) for more information, or check the image below to view a recorded webinar.

Over the last two years, Iowa has awarded \$75.6 million to help create more than 10,700 child care slots at 191 projects around the state.



Click above for a [Webinar](#) from Sept. 23.

October is National Disability Employment Awareness month, and Iowa Workforce Development is joining the rest of the nation in celebrating the many and varied contributions of America's workers with disabilities.

Throughout October, IowaWORKS offices around the state will be hosting a variety of presentations and job events where Iowans can learn about topics such as adaptive technology and reasonable accommodation.

"Iowa needs every worker it can get, and many employers are seeing tremendous benefits from employing people with disabilities," said Linda Rouse, Division Administrator for the Iowa Workforce Development that includes IowaWORKS. "With proper accommodation, people with disabilities can become innovative and loyal employees while helping companies create a diverse culture. Meanwhile, workers can improve their quality of life, enhance self-confidence, and feel like they're a larger part of the community."

Visit the [IWD blog page for more information](#) about hiring the disabled, including a schedule of events taking place this month.





Apple App Store

Google Play

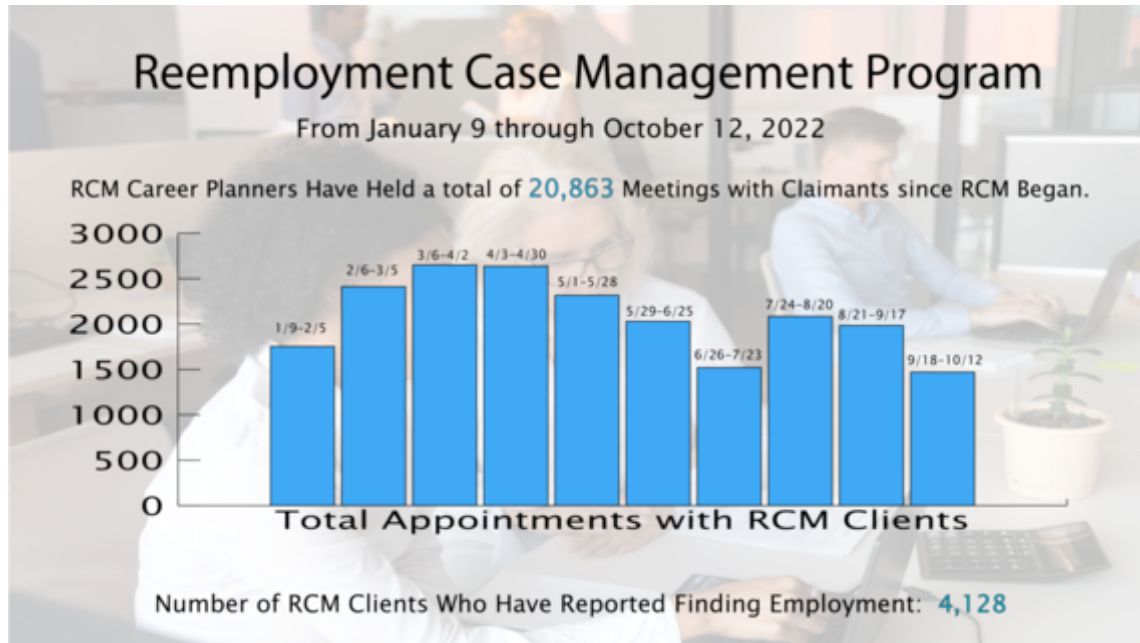
Learn by Listening



More than 25,000 downloads so far by listeners around the world. Ryan West is your guide to a host of workforce programs and people making a difference.

[Click to download.](#)

RCM by the Numbers



IWD career planners have had nearly 21,000 meetings with clients since the Reemployment Case Management program started earlier this year, while more than 4,100 claimants have left unemployment for new careers. [Click here for more information about RCM.](#)

Iowans Increasingly See Value in Registered Apprenticeships





Iowans are endorsing a longstanding earn-as-you-learn job training method in record numbers, making this state a national leader in building new registered apprenticeships.

Federal officials are expected to soon report record growth in the number of new apprenticeship programs – part of what Iowa leaders describe as a growing recognition in our state that the apprenticeship process works.

“Employers use Registered Apprenticeship programs to build a steady pipeline of skilled workers, while young Iowans get the chance to launch into promising new careers without incurring massive amounts of student debt,” said Kris Byam, Registered Apprenticeship Bureau Chief at Iowa Workforce Development. “These programs are a win-win-win for many communities – especially in rural Iowa, where small towns sometimes struggle to keep their young people from leaving the area.”

Iowa for years has offered strong support for Registered Apprenticeship programs. This year, the state added an additional \$50 million in support for new high-demand career pathways starting at the high school level, including an innovative Health Careers RA program and a first-in-the-nation Teacher/Paraeducator RA program.

“While Iowa has always been a leader for creating Registered Apprenticeship programs, the recent increase in participants demonstrates the need for new and innovative training programs coming out of the pandemic,” said Beth Townsend, Director of Iowa Workforce Development. “Registered Apprenticeships provide Iowans with a good living while they increase their skillset as well as creating skilled workers who predominately stay with the employer that trained them.”

Next month, Iowa will mark [National Apprenticeship Week](#) (November 14-20) to highlight the strong value that apprenticeships are bringing to high school students, adults, and employers.

Watch IWD’s [Mission: Employable Facebook page](#) for more information about the events that will be taking place to celebrate around the state.

Business Engagement Blitz Continues



We just wanted to remind you that IWD's new Business Engagement Division is in the middle of a wide-ranging outreach to Iowa employers. We're contacting companies, asking about their workforce issues, and making direct connections to help them find solutions. Check out the [IWD blog page](#) to learn more.

If you'd like to meet with someone from the division, you can call 1-833-469-2967 or email us at iaworks@iwd.iowa.gov. We also have [this form](#) where you can request a meeting with our team.

Upcoming Events / Opportunities

NOW HIRING
Part- and full-time positions at Des Moines International Airport starting at \$19.85 per hour*



**Transportation Security Administration
RECRUITING EVENTS**

Tuesday, October 18
10:00 a.m. to 1:00 p.m.

Tuesday, October 25
10:00 a.m. to 1:00 p.m.

Thursday, November 22
10:00 a.m. to 1:00 p.m.

IowaWORKS - Des Moines
200 Army Post Rd., 4th
Des Moines, IA 50319

Join TSA to begin the hiring process for the Transportation Security Officer (TSO) position.

Learn more at jobs.tsa.gov/TSA

IowaWORKS

Free parking available

*Pay raises and other COVID-19 safety concerns may be required. If you don't feel safe, please do not attend.

COSTCO WHOLESALE

**Now Hiring
Join Our Team**

Starting wage \$17.50 per hour
-Flexible hours
-Schedules vary
-Paid vacation and holidays
-Performance-based pay
-Free Costco membership
-Great benefits include medical, dental, vision and 401(k)
-College scholarships available
-We provide free coffee

Now accepting applications:
Scan the QR code with your smartphone to apply.



Visit Des Moines
Ambassy
Working at Costco Locations

Scan QR code to apply
Visit Costco.com/jobs.html

Apply today at Costco.com/jobs.html



**Help teachers and students by being a
Teacher Associate* (no degree required).**



Starting pay at \$15.00 per hour

Great Benefits

- Full benefits if working 30+ hours per week
- SPERS retirement
- 14 paid holidays
- Summers off to enjoy, while earning full benefits
- Work-life balance with weekends off

Community Star

- Work as part of a team to help students
- Admission from those you serve

Opportunity Ahead

- Eligible educational reimbursement from University of Dubuque LIFE Program
- If interested, you could become a teacher

APPLY TODAY!



Cedar Rapids Community School District
Free career: Free help
cedarfalls.us

**Forbes 2020
BEST IN-STATE
EMPLOYER**
IOWA

*Also known as a Para Educator

OCTOBER VIRTUAL WORKSHOPS				
Workforce Development is excited to offer these engagement workshops. Please call to help identify or learn about the opportunity to attend at our beautiful American job center or from the comfort of your own home.				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<p>10:00 AM Employment Training 10:00 AM - 11:00 AM Topic: Employment Training for Your Money</p>	<p>10:00 AM Regional Employment 10:00 AM - 11:00 AM Topic: Regional Employment</p>	<p>10:00 AM Advanced Training 10:00 AM - 11:00 AM Topic: Advanced Training</p>	<p>10:00 AM Workforce Development 10:00 AM - 11:00 AM Topic: Workforce Development</p>	<p>10:00 AM Workforce Development 10:00 AM - 11:00 AM Topic: Workforce Development</p>
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<p>12:00 PM Employment Training 12:00 PM - 1:00 PM Topic: Employment Training for Your Money</p>	<p>12:00 PM Regional Employment 12:00 PM - 1:00 PM Topic: Regional Employment</p>	<p>12:00 PM Advanced Training 12:00 PM - 1:00 PM Topic: Advanced Training</p>	<p>12:00 PM Workforce Development 12:00 PM - 1:00 PM Topic: Workforce Development</p>	<p>12:00 PM Workforce Development 12:00 PM - 1:00 PM Topic: Workforce Development</p>
<p>1:00 PM Employment Training 1:00 PM - 2:00 PM Topic: Employment Training for Your Money</p>	<p>1:00 PM Regional Employment 1:00 PM - 2:00 PM Topic: Regional Employment</p>	<p>1:00 PM Advanced Training 1:00 PM - 2:00 PM Topic: Advanced Training</p>	<p>1:00 PM Workforce Development 1:00 PM - 2:00 PM Topic: Workforce Development</p>	<p>1:00 PM Workforce Development 1:00 PM - 2:00 PM Topic: Workforce Development</p>
<p>2:00 PM Employment Training 2:00 PM - 3:00 PM Topic: Employment Training for Your Money</p>	<p>2:00 PM Regional Employment 2:00 PM - 3:00 PM Topic: Regional Employment</p>	<p>2:00 PM Advanced Training 2:00 PM - 3:00 PM Topic: Advanced Training</p>	<p>2:00 PM Workforce Development 2:00 PM - 3:00 PM Topic: Workforce Development</p>	<p>2:00 PM Workforce Development 2:00 PM - 3:00 PM Topic: Workforce Development</p>
<p>3:00 PM Employment Training 3:00 PM - 4:00 PM Topic: Employment Training for Your Money</p>	<p>3:00 PM Regional Employment 3:00 PM - 4:00 PM Topic: Regional Employment</p>	<p>3:00 PM Advanced Training 3:00 PM - 4:00 PM Topic: Advanced Training</p>	<p>3:00 PM Workforce Development 3:00 PM - 4:00 PM Topic: Workforce Development</p>	<p>3:00 PM Workforce Development 3:00 PM - 4:00 PM Topic: Workforce Development</p>
<p>4:00 PM Employment Training 4:00 PM - 5:00 PM Topic: Employment Training for Your Money</p>	<p>4:00 PM Regional Employment 4:00 PM - 5:00 PM Topic: Regional Employment</p>	<p>4:00 PM Advanced Training 4:00 PM - 5:00 PM Topic: Advanced Training</p>	<p>4:00 PM Workforce Development 4:00 PM - 5:00 PM Topic: Workforce Development</p>	<p>4:00 PM Workforce Development 4:00 PM - 5:00 PM Topic: Workforce Development</p>



THERE IS NO COST TO ATTEND THIS EVENT! You might qualify to receive assistance from an attorney if you face obstacles because of a criminal record. The clinic may help with the following issues:

DAVENPORT EXPUNGEMENT & BARRIERS CLINIC/HIRING EVENT

AREA BUSINESSES WILL BE ON HAND TO TALK ABOUT JOB OPPORTUNITIES

WHEN: FRIDAY, OCTOBER 21ST 1PM - 4PM

Where:
Lincoln Community Center
Kincaid's House of Love
308 E 7th St., Davenport, IA 52803

Criminal record Expungement:
Removing criminal records, misdemeanors, convictions from public access

Court Debt:
Fines, restitution, public defender fees, jail fees, court fees, etc.

License & Registration:
Struggle with registering a vehicle or obtaining a driver's license

Background Checks:
Protect your information and access to housing, employment and education

PRIOR REGISTRATION IS REQUIRED
www.iowajob.com/exp18
Deadline Noon (EDT)
Tuesday, October 18

Nobody Wants to

WORK!?

INNOVATIVE RECRUITMENT & RETENTION STRATEGIES