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IOWA JOB TRAINING PARTNERSHIP ACT REPORT

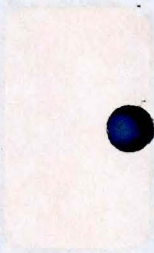
JANUARY 1, 1983 - SEPTEMBER 30, 1983

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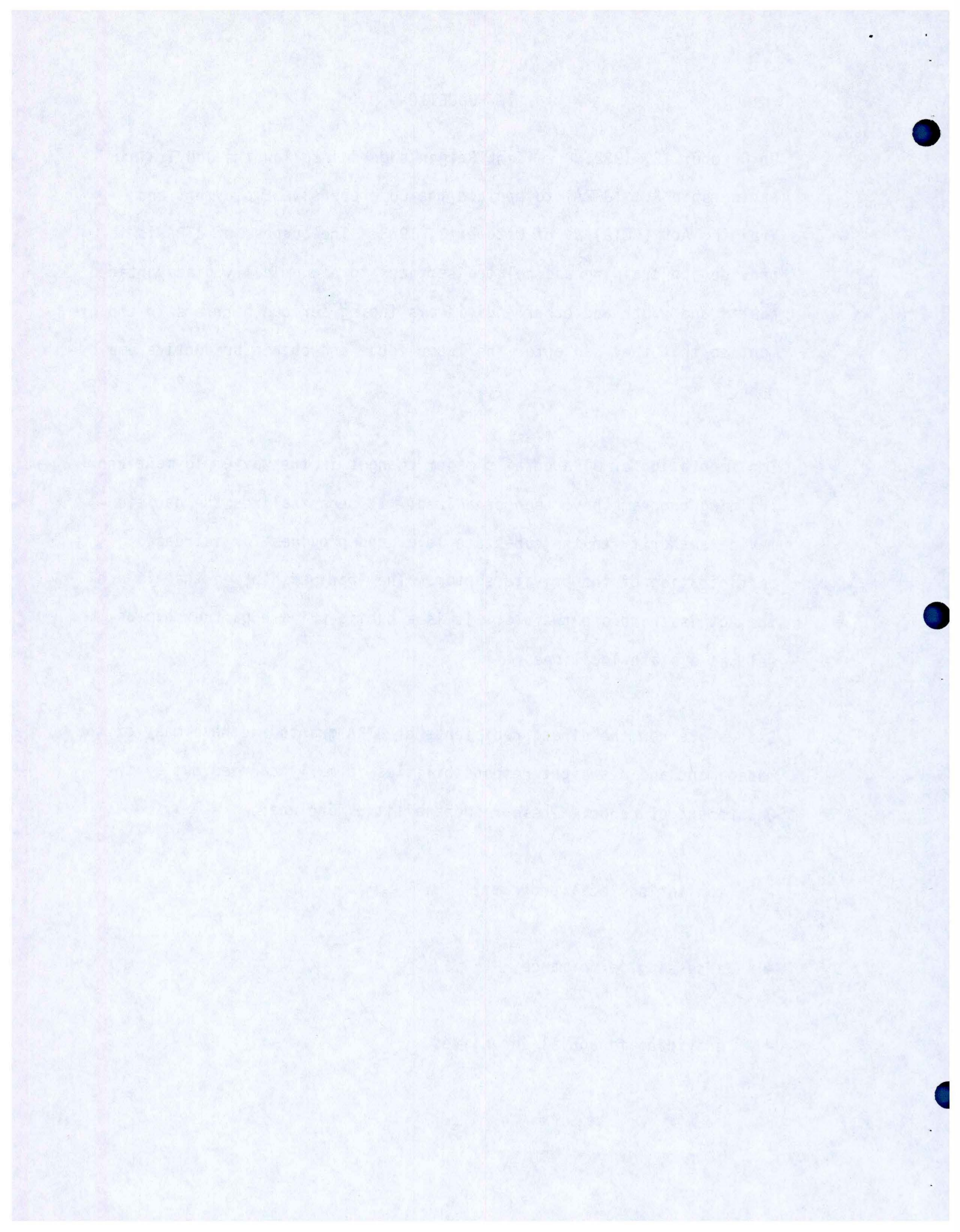
INTRODUCTION

On October 13, 1982, President Reagan signed into law the Job Training Partnership Act (JTPA) to replace the Comprehensive Employment and Training Act (CETA) as of October 1, 1983. The purpose of JTPA is to provide job training and related services to economically disadvantaged adults and youth and other individuals facing serious barriers to employment so that they can enter the labor force and obtain productive employment.

Implementation of JTPA entails major changes in the way employment and training programs have been organized. It decentralizes the decision-making authority to the sub-state level and provides for increased participation of the private sector. The "partnership" in the title of the Act is therefore twofold: it is a public-private partnership as well as a state-local one.

States are now the direct recipients of JTPA grants and have many of the management and oversight responsibilities formerly carried out by the Department of Labor. These responsibilities include:

- monitoring local programs,
- assessing performance,
- providing financial incentives,

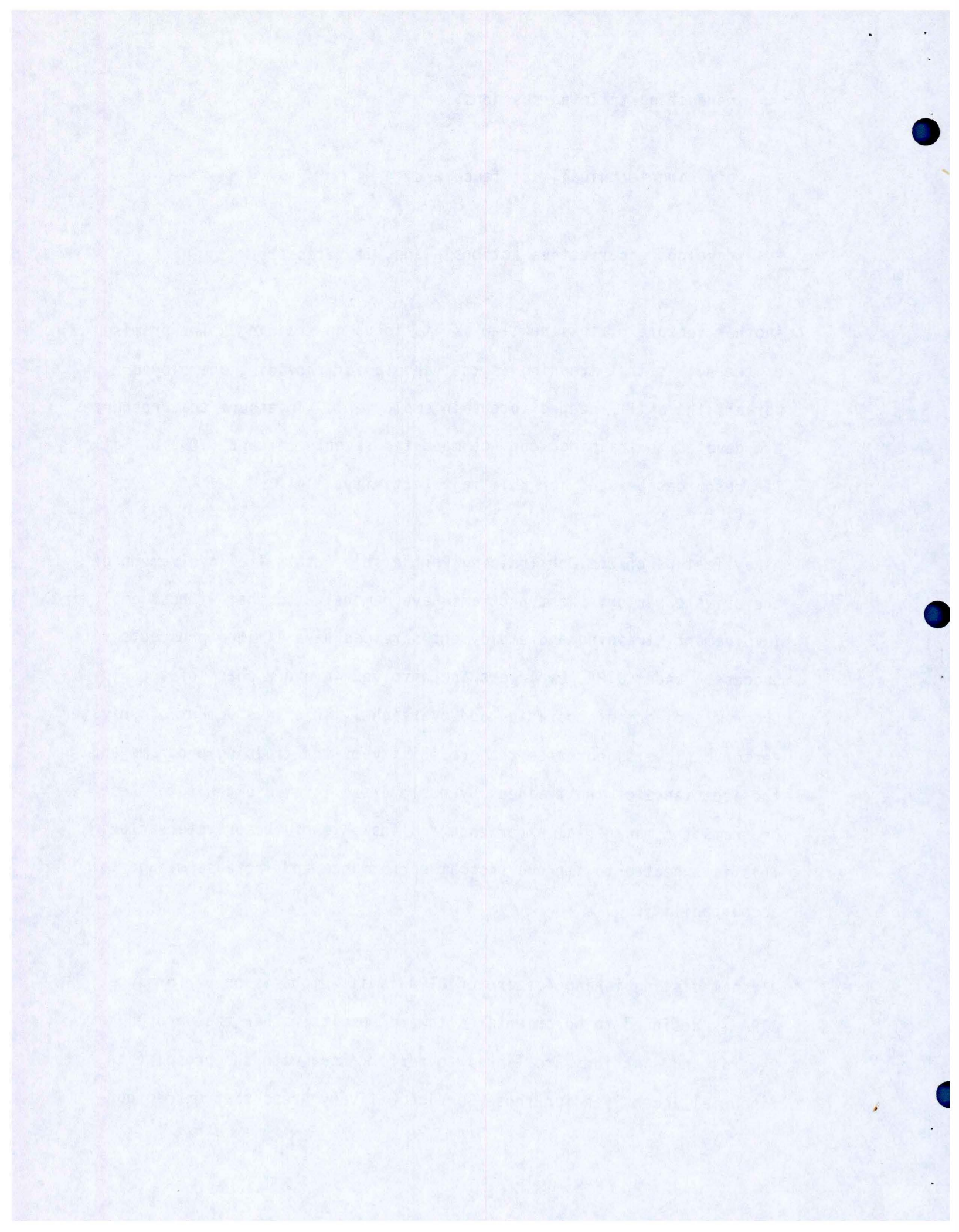


- conducting training sessions,
- offering technical assistance and
- developing corrective actions plans, if necessary.

Another feature of this new law is its focus on training. The premise of the Act is that training is the vehicle for providing unemployed workers the skills needed to obtain employment. To assure that resources are devoted to training, the Act mandates seventy percent (70%) of Title IIA resources be used for this major activity.

A key feature of the Job Training Partnership Act is the involvement of the private sector. Past programs have demonstrated that without employer involvement, training and employment services have limited prospects for success. Under JTPA, employers are involved in every phase of the program's planning, operation and oversight. This involvement of private sector employers increases the credibility of the training programs and the acceptance of the trainees by employers. It also extends to these programs the managerial experience and insights of the private sector. This is expected to improve program performance and increase managerial accountability.

A final distinguishing feature of JTPA is its emphasis on performance. JTPA is designed to be orientated toward results rather than procedures. Rewards and sanctions are linked to performance, with the prospect of financial incentives for those Service Delivery Areas that exceed per-



formance standards. Corrective action plans will be imposed on those programs that fall short of performance with technical assistance to be provided by the State Administrative Entity.

ROLES IN IMPLEMENTATION

Problems encountered in the implementation of JTPA were primarily due to the newness of the law, the short timeframe to transition from CETA to JTPA and the involvement of many new parties. However, the necessary steps were taken to meet all deadlines imposed by the Department of Labor to have JTPA operational in Iowa on October 1, 1983.

The establishment of a transitional task force comprised of members from four State Councils, representing both public and private interests, helped to determine the initial actions that needed to be taken to allow a smooth transition from CETA to JTPA.

Listed below are descriptions of the various parties that have worked diligently together to ensure the successful implementation of JTPA in Iowa:

A. The Governor

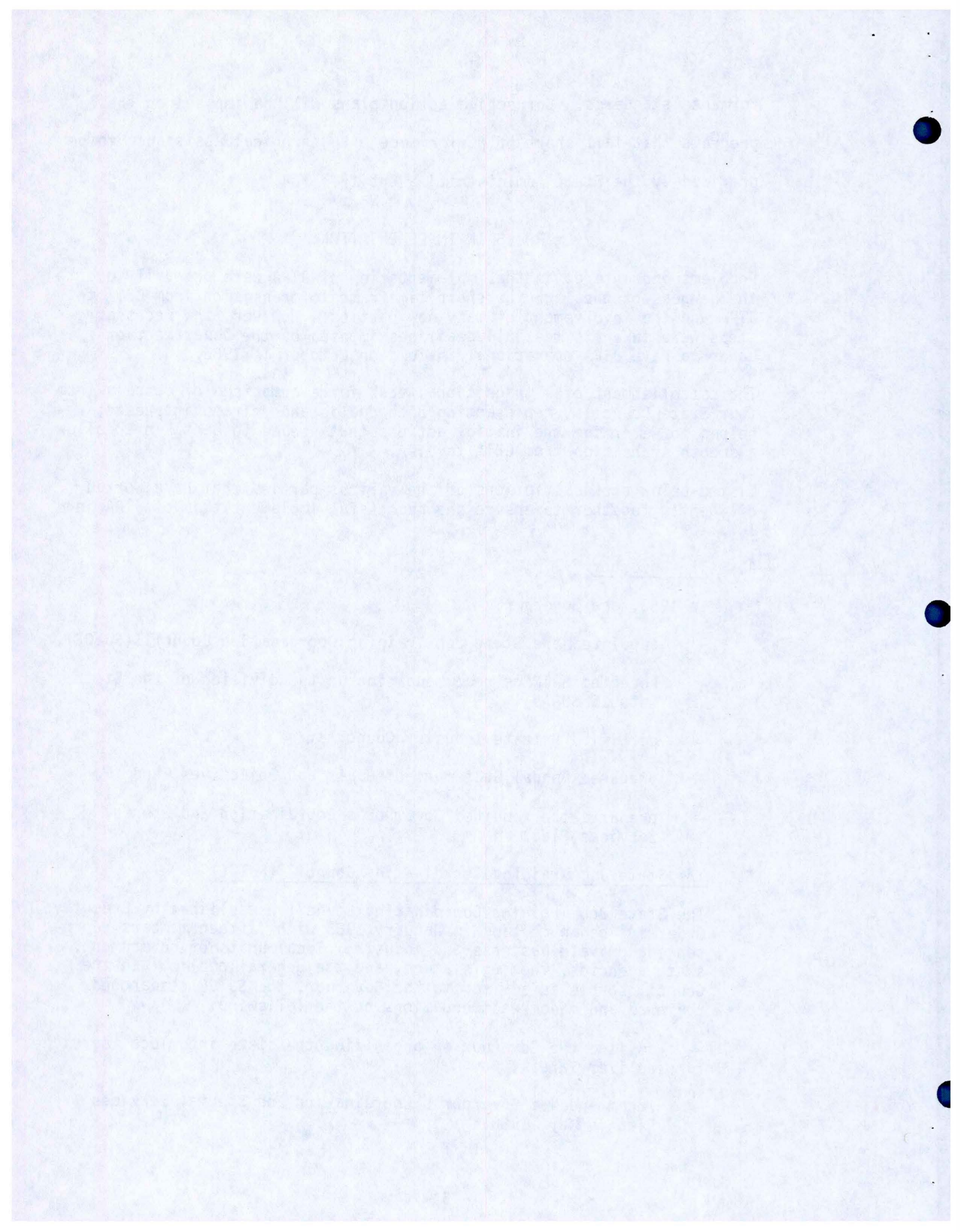
In 1983, the Governor:

- appointed the State Job Training Coordination Council (SJTCC),
- accepted SJTCC's recommendation on the division of the State into 16 SDA's,
- certified Private Industry Councils,
- prepared Annual Statement of Goals and Objectives, and
- prepared the required Governor's Coordination and Special Services Plan.

B. The State Job Training Coordinating Council (SJTCC)

The State Job Training Coordinating Council established by Executive Order #47 began meeting in January 1983 with fifteen members representing private business and industry, local units of government, state agencies, the legislature, and the general public. In the Council's role as advisor to the Governor, the SJTCC researched, reviewed and made recommendations on the following:

- advised the Governor on organizing the state into local service delivery areas,
- recommended a Governor's Coordination and Special Services Plan in May, 1983,



- distributed funds required by statute to be allocated to Service Delivery Areas,
- reviewed and made recommendations to the Governor regarding Job Service's state and local plans,
- reviewed the State vocational education plan and the plans of other state agencies, and
- developed linkages between various employment and training programs and Private Industry Councils in implementing JTPA.

Some examples of additional actions that the Council endorsed to provide assistance to Iowa's unemployed, economically disadvantaged, and the business community include:

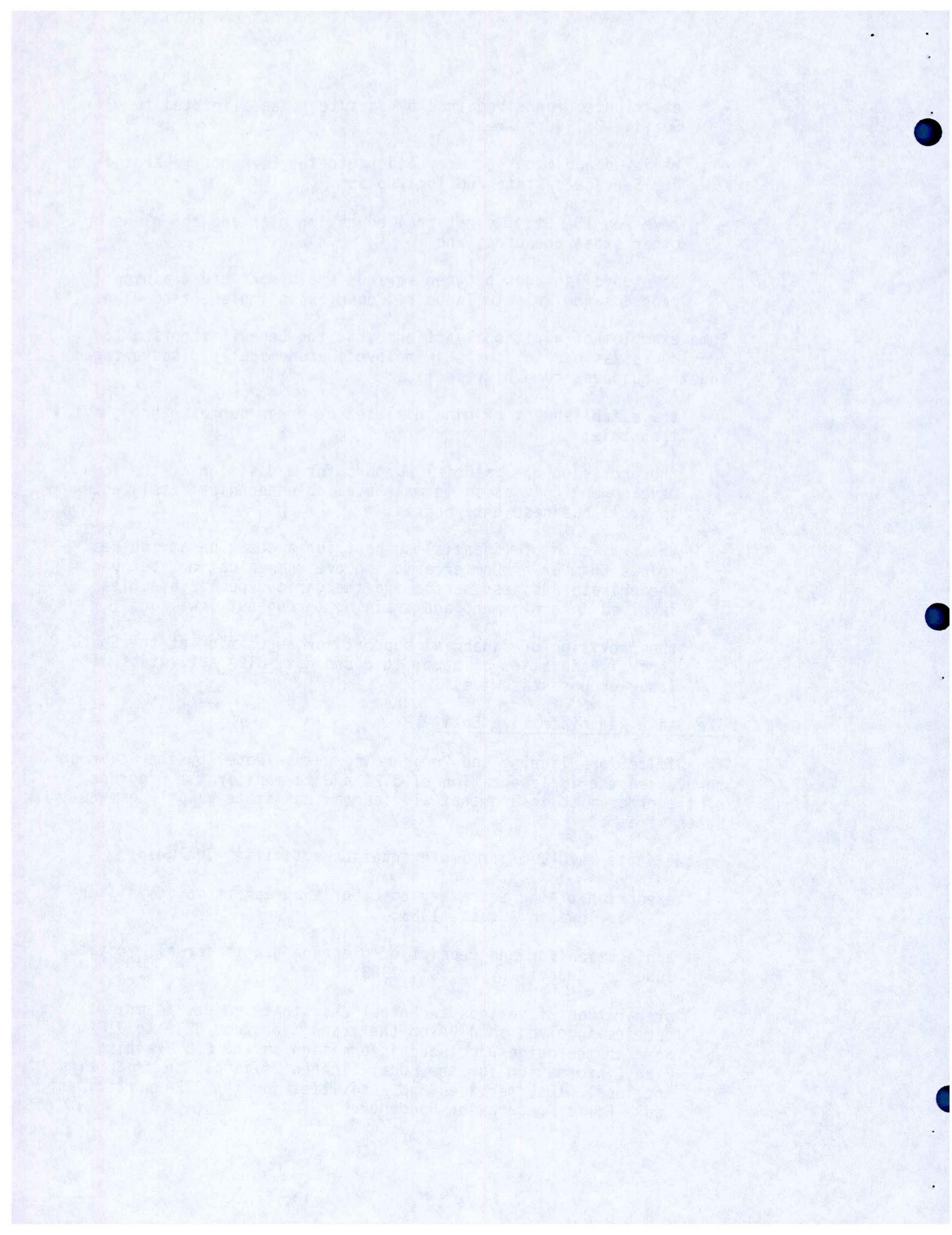
- the establishment of nine dislocated worker centers throughout the state;
- the provision of financial support for a position at the Iowa Development Commission to make available technical assistance to small business enterprises;
- the provision of financial support for a position at the Des Moines Chamber of Commerce to improve communications between the private business sector and the various public agencies involved in employment and training throughout Iowa; and
- the provision of financial support for a position at the South Central Federation of Labor to coordinate JTPA activities with labor groups statewide.

C. The State Administrative Entity

The Office for Planning and Programming was selected by the Governor to oversee the implementation of JTPA and to monitor the progress of the program to insure that all federal and state guidelines and rules were met.

On the state level, major implementation activities included:

- execution of the Secretary of Labor's agreement to administer JTPA in Iowa in August, 1983;
- application for and receipt of planning grants for all Private Industry Council by August, 1983;
- preparation of various technical assistance guides to orient parties involved in JTPA on the transition from CETA to JTPA. Some of the guides included information on the Job Training Plan, information for the Local Elected Officials on organizing the local PICs, services and activities for the JTPA participant, and a Forms Preparation Handbook.



- provision of extensive technical assistance sessions, some of which were for the dislocated worker centers, the LEOs and PIC members, the local administrative entities, providers of services to older individuals and others.
- approval of all the local SDA job training plans in September, 1983.

D. The Local Elected Officials (LEOs)

The Local Elected Officials appointed the members of the Private Industry Councils (PICs) for each Service Delivery Area. Thereafter, in partnership with the PIC, they provide policy guidance for and exercise oversight of the local JTPA program. Along with the PIC, they determine procedures for developing the Job Training Plan, including the selection of the grant recipient and the administrative entity. The LEOs in each SDA sign a 28E agreement to allow the counties to jointly work together on JTPA. The SDA job training plan must be approved by the local elected officials. Ninety-eight of Iowa's ninety-nine counties participated in the initial stage of JTPA implementation.

E. The Private Industry Council (PIC)

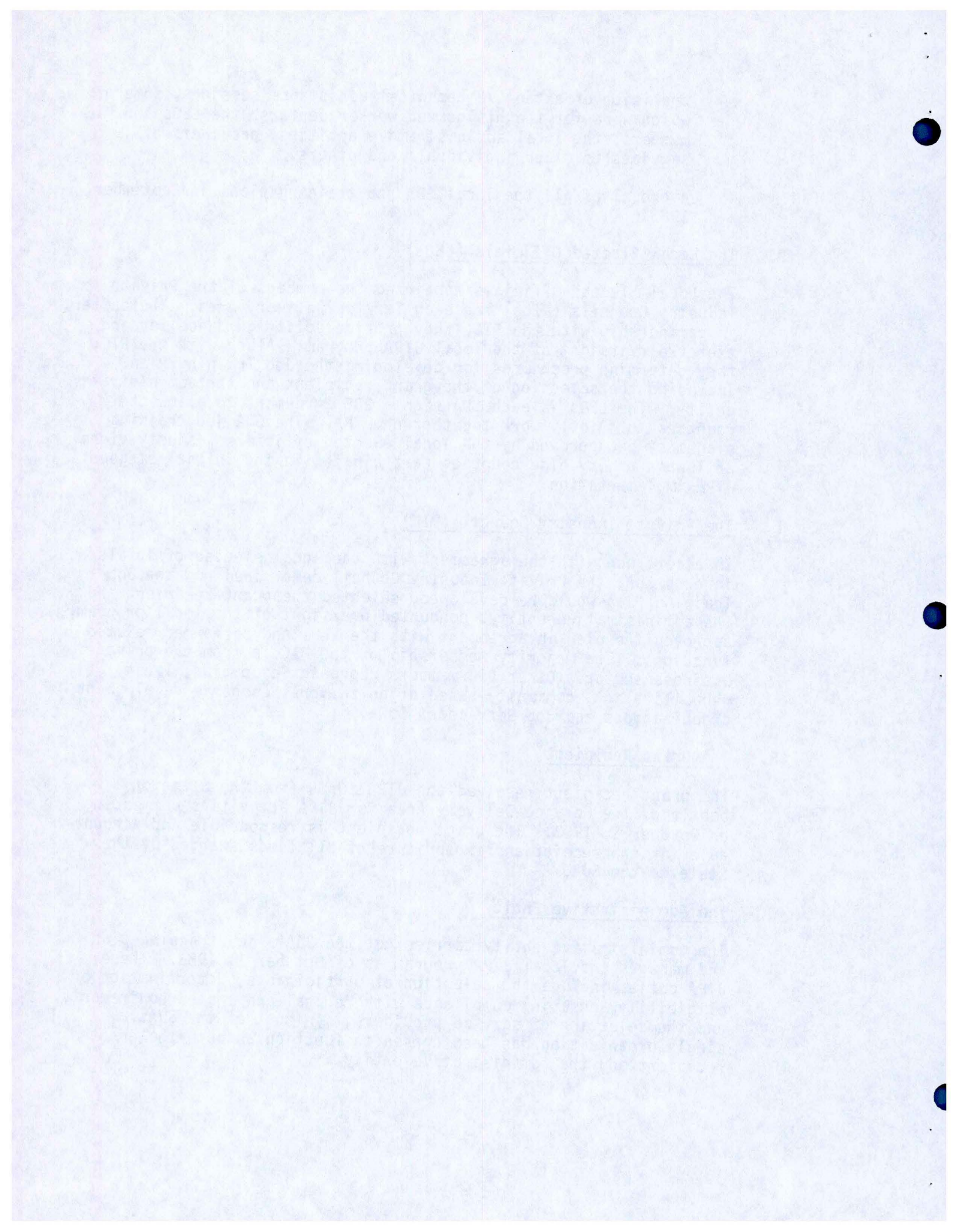
In accordance with the agreement with the local elected officials in each SDA, the Private Industry Council determined how the Job Training Plan would be developed, selected the grant recipient and the administrative entity, conducted oversight of the local program, approved the plan in agreement with the LEOs and performed related functions. The majority membership on the PIC is from the private business sector. Other PIC members represent education, labor, rehabilitation, community-based organizations, economic development organizations and Job Service of Iowa.

F. The Grant Recipient

The grant recipient received the JTPA funds from the State on behalf of the Service Delivery Area for JTPA activities commencing on October 1, 1983. The grant recipient is responsible and accountable for the receipt and expenditure of all funds awarded by the State to the SDA.

G. The Administrative Entity

The administrative entity carries out the SDA's job training plan and manages the local JTPA program as of October 1, 1983. These JTPA duties include the selection of participants, determination of eligibility, ensuring compliance with federal and state requirements, and the selection of service providers. In most of the SDAs a single organization has been chosen to function as both the grant recipient and the administrative entity.



H. The Service Providers

Beginning October 1, 1983 Service Providers were selected to provide on-the-job training, institutional skill training, and other training and related services to participants in JTPA programs. The selection of the service provider is based upon such factors as the quality of the training, costs relative to those of other service providers, and demonstrated ability to meet performance goals.

JOB TRAINING PLAN PROCESS

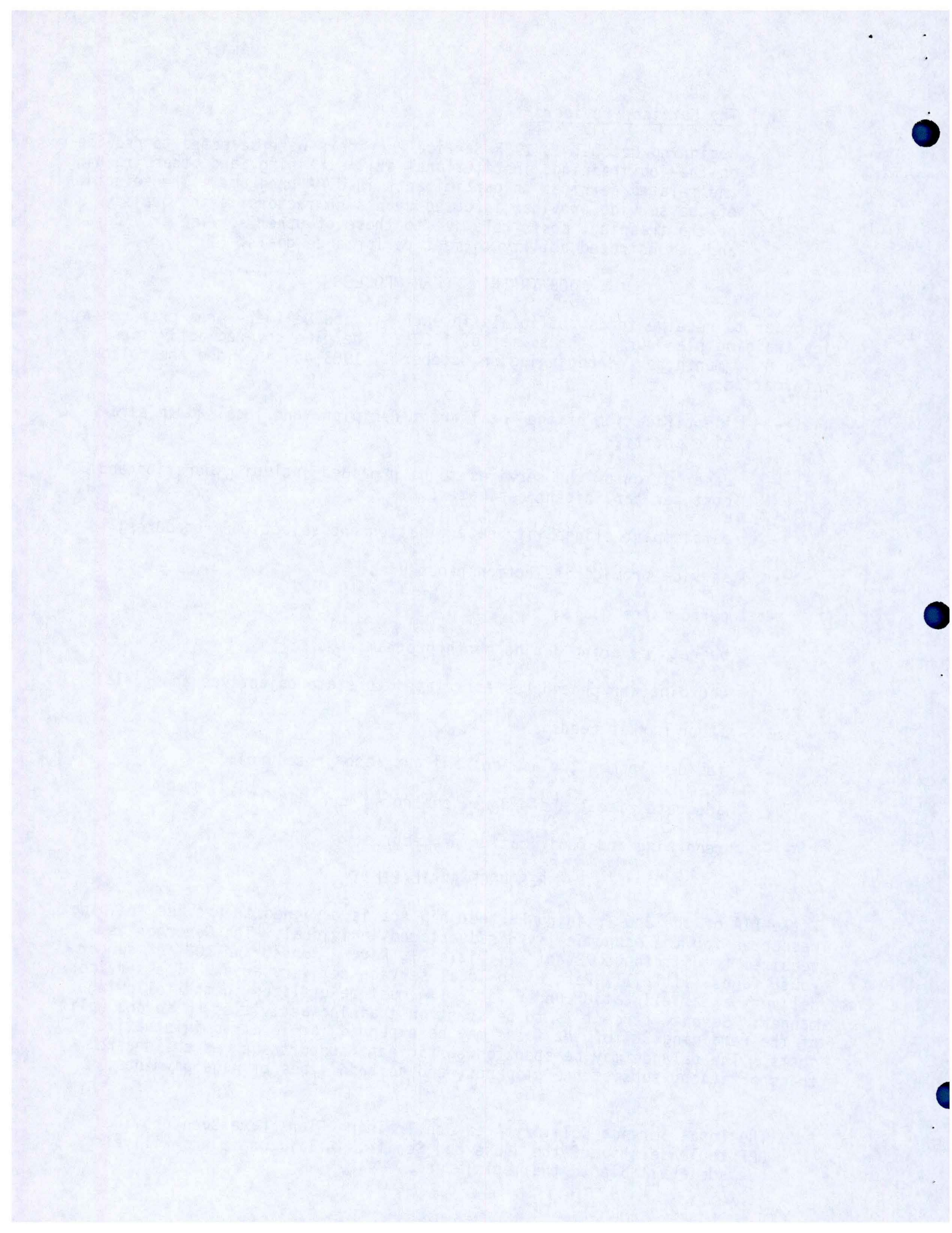
In order to receive funds, officials in each Service Delivery Area prepared a job training plan during the summer of 1983*. The plan covered activities for a nine month period beginning on October 1, 1983 and included the following information:

- identification of the local grant recipient and local administrative entity;
- description of the services to be provided including duration and cost per participant estimates;
- participant eligibility determination and selection procedures;
- service provider selection procedures;
- performance goals;
- budgets covering a nine month program;
- coordination procedures as related to state objectives and goals;
- labor market needs;
- job development, placement and outreach procedures;
- adequate fiscal and program controls; and
- reporting and modification procedures.

RESOURCE AVAILABILITY

Title IIA of the Job Training Partnership Act is designed to provide training resources for the economically disadvantaged individual. The Governor is required to distribute 78% of all Title II, Part A funds, and 100% of summer youth funds (Title II, Part B) to local service delivery areas. The service delivery areas allocation under Title IIA must be utilized in the following manner: Seventy percent is to be spent on training activities up to one half of the remaining 30% of the funds may be expended for local administrative costs. The balance may be spent on participant support such as child care, transportation, subsistence stipends, and certain types of wage payments.

* The local Service Delivery Area Job Training Plans have been provided by OPP to leadership of the House and Senate. All future plans will also be made available to the legislature.



The distribution of funds by title and SDA is shown in Appendix A.

State administrative dollars are being used to facilitate implementation and to assist in developing management capabilities in the following manner:

- Salaries, Fringe Benefits	382,000
- Nonpersonal Services	369,675
- Council Activities	13,000
TOTAL	<u>764,575</u>

RESOURCE LEVELS FOR TITLE IIA

	Actual 10-1-83/6-30-84	Projected 7-1-84/6-30-85
Title IIA	15,291,504	18,910,217
78%	11,927,374	14,749,969
8%	1,223,320	1,512,818
3%	458,745	567,306
6%	917,490	1,134,614
5%	764,575	945,510

Title IIB resources are designed to finance the JTPA/Summer Youth Employment and Training Programs. One hundred percent of these resources goes to service delivery areas. The state is to receive 6,893,857 dollars for this year.

Title III resources are designed to fund the state's dislocated worker program efforts. Currently federal and state dollars are distributed in the following manner:

RESOURCE LEVEL OF TITLE III

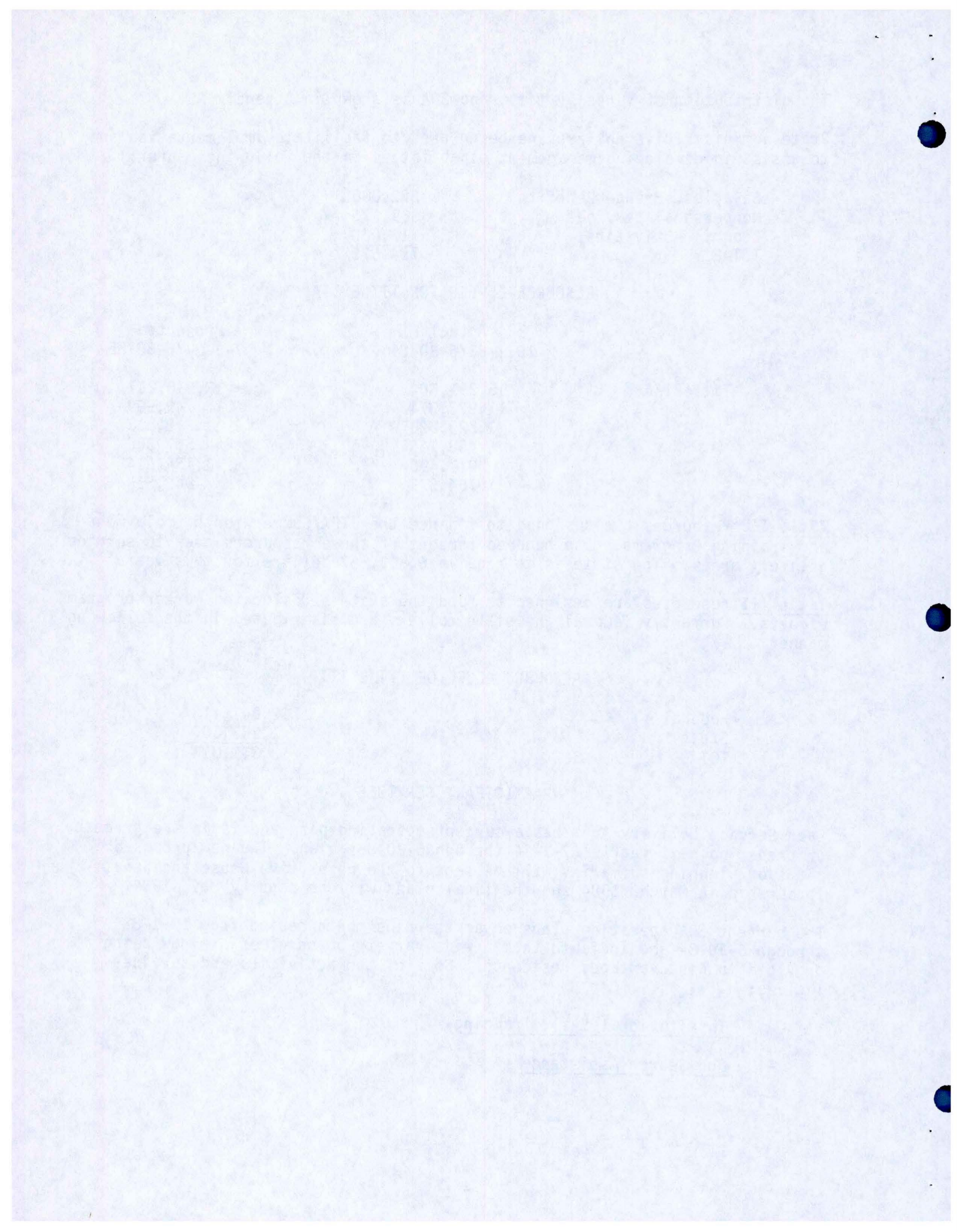
Federal	\$2,047,418
State	<u>1,263,600</u>
TOTAL	\$3,311,018

PARTICIPANT SERVICES

Each Service Delivery Area has a current operating plan and is in the process of preparing next year's (7-1-84 through 6-30-85) plan. The new proposed plans or planning summaries will be sent to the respective House and Senate leadership in March, 1984 and the final plans will be sent by May, 1984.

The current SDA operating plans cover the nine month period from 10-1-83 through 6-30-84 and indicate that a wide variety of services are now being provided to disadvantaged residents. Some of the activities and services include:

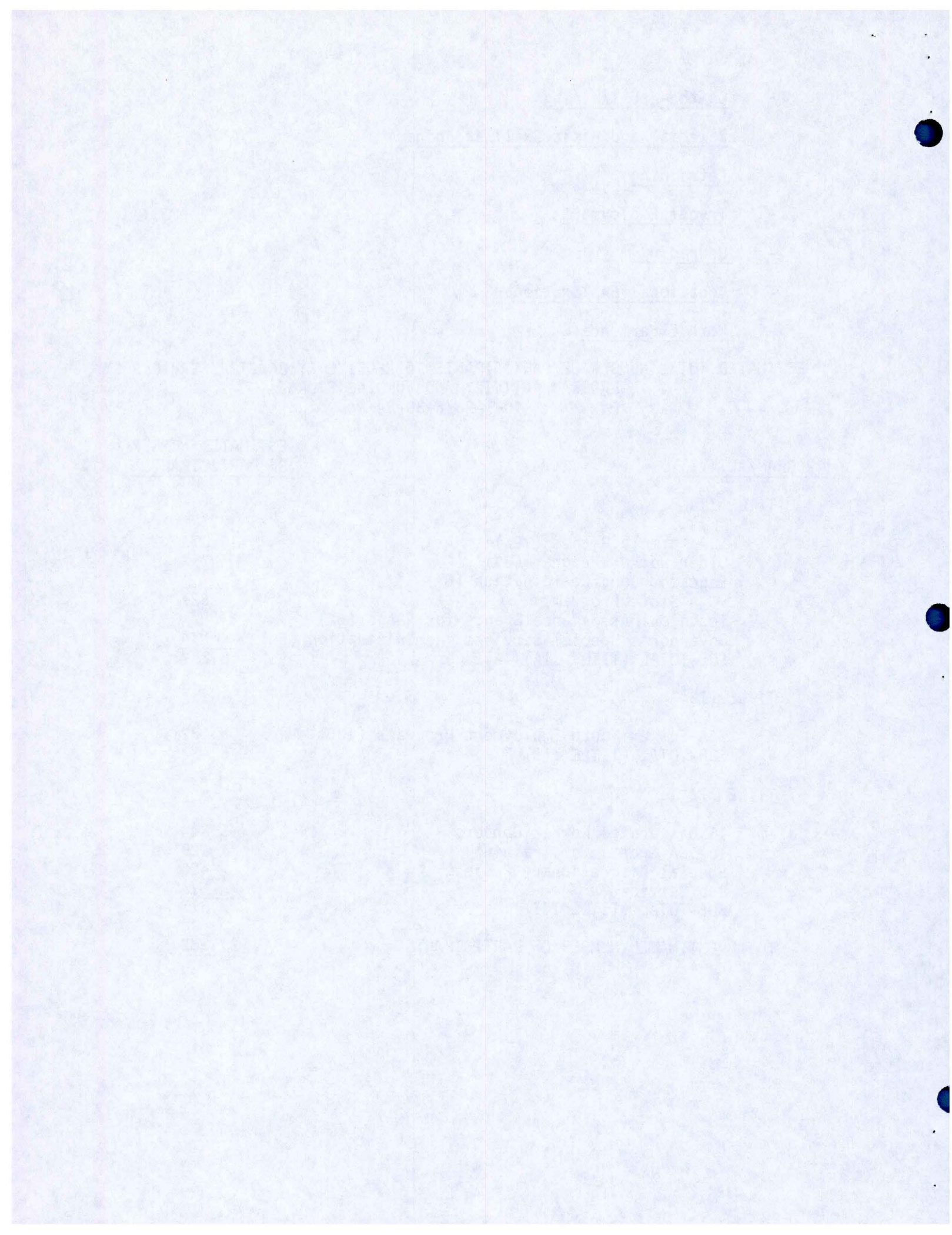
- Institutional Skill Training
- Job Search Assistance



- On-the-job Training
- Remedial and Basic Skill Training
- Retraining
- Tryout Employment
- Upgrading
- Vocational Exploration
- Work Experience

ESTIMATED TOTAL NUMBER OF PARTICIPANTS TO RECEIVE FY 84 JTPA SERVICES BY
PROGRAM/ACTIVITY AND FUNDING SOURCE
10-1-83/6-30-84

<u>PROGRAM/ACTIVITY</u>	<u>ESTIMATED NUMBER OF PARTICIPANTS</u>
TITLE IIA	
SDA Formula Grants (78%)	6,873
Older Worker Program (3%)	757
Education and Coordination (8%)	
State Programs	627
Technical Assistance Grants for SDA's (6%)	N/A
Governor's Special Services, Administration (5%)	N/A
SUB-TOTAL (TITLE IIA)	<u>8,257</u>
TITLE IIB	
SDA Summer Youth Employment Programs (100%)	<u>5,432</u>
SUB-TOTAL (TITLE IIB)	<u>5,432</u>
TITLE III	
16 Dislocated Worker Centers	6,344
16 SDA Grants for Training	1,129
Special Discretionary Project	400
Job Service	N/A
SUB-TOTAL (TITLE III)	<u>7,873</u>
TOTAL ESTIMATED NUMBER OF PARTICIPANTS	<u>21,562</u>



PLANNED SERVICE LEVELS BY SERVICE DELIVERY AREAS
10-1-83 Through 6-30-84

Service Delivery Area	Title IIA	Title IIB	Title III	3% Older Worker	8% Vocational Education
1	262	197	178	8	20
2	367	147	331	30	31
3	250	177	463	32	26
4	457	199	1,026	43	28
5	251	193	205	24	50
6	153	179	185	76	16
7	568	600	476	136	80
8	260	390	225	5	16
9	1,000	743	1,205	26	40
10	761	502	834	72	57
11	965	1,000	874	47	135
12	182	150	146	18	18
13	550	400	497	32	36
14	125	100	298	16	18
15	485	355	344	112	38
16	228	100	166	80	18
TOTAL AREA	<u>6,873</u>	<u>5,432</u>	<u>7,473</u>	<u>757</u>	<u>627</u>
Special Discretionary Project			400		
TOTAL			<u>7,873</u>		

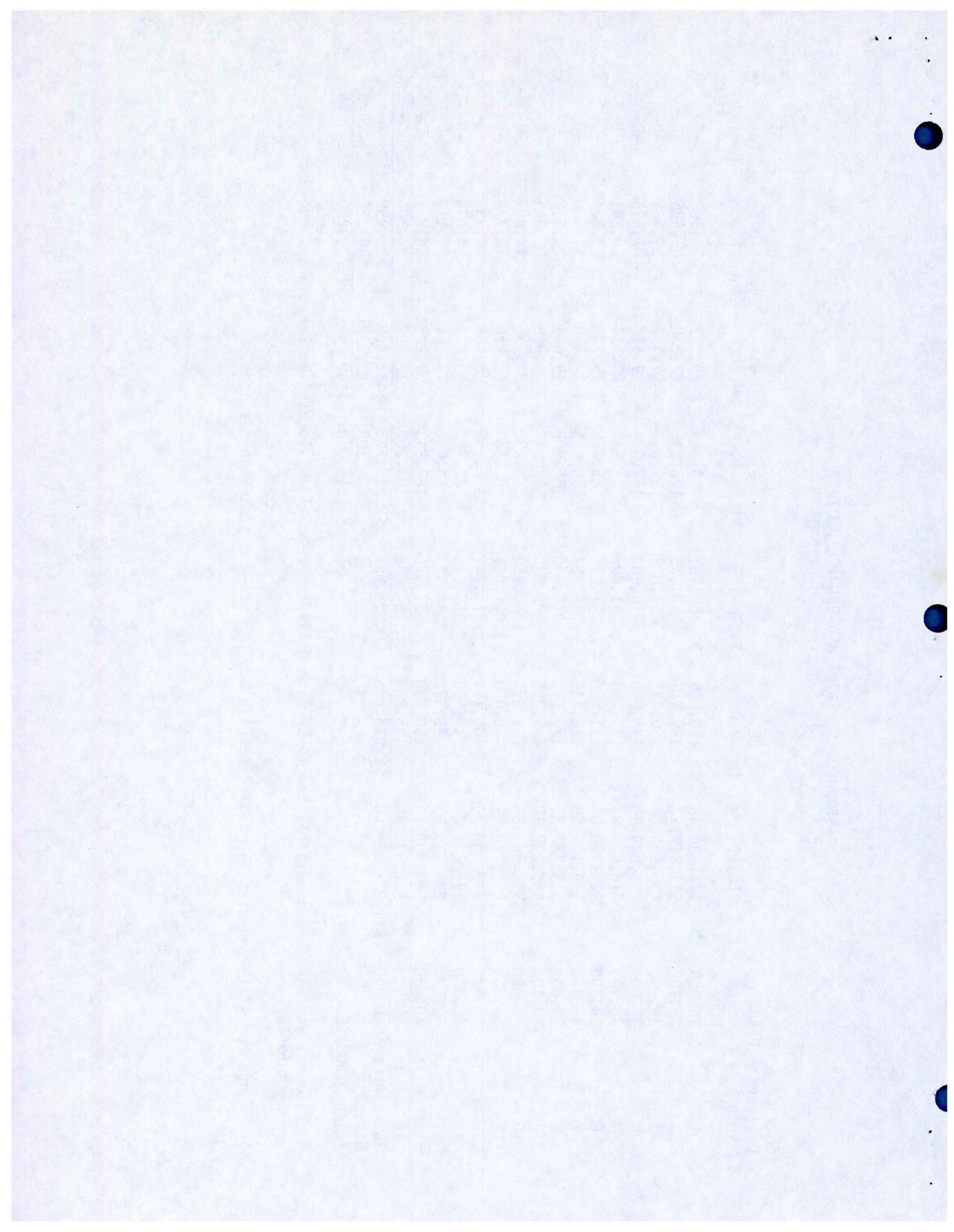


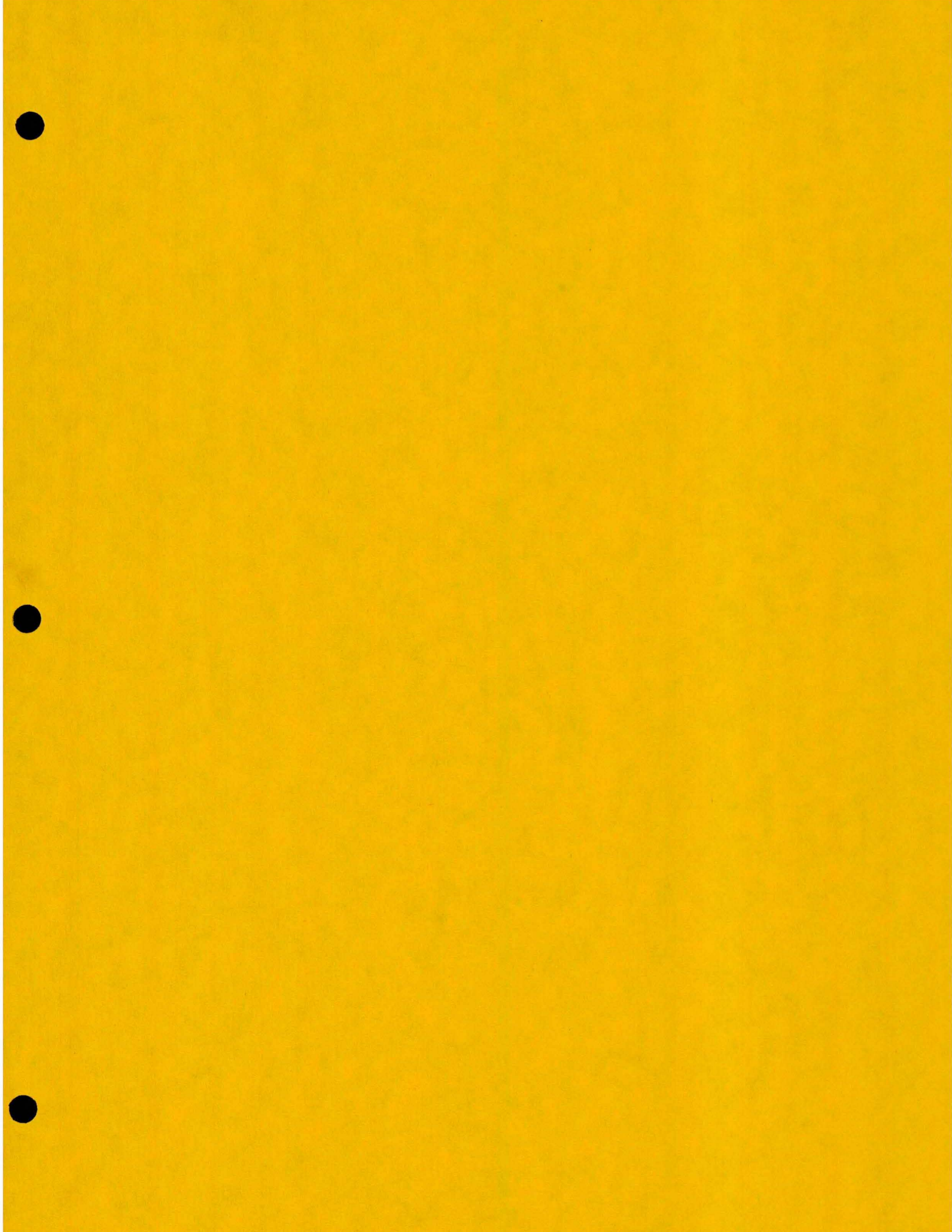
RESOURCES BY TITLE AND SERVICE DELIVERY AREAS
10-1-83 Through 6-30-84

Service Delivery Area	PIC Planning Grants	Title IIA	CETA Carry-Over	Title IIB	Title III*	3% Older Worker	8% Vocational Education	5% State Admin.
1	\$ 36,200	\$ 441,734.36	\$ 138,676	\$ 250,101	\$ 93,443	\$ 20,222	\$ 30,607	\$ -0-
2	38,300	587,843.57	195,919	354,075	127,245	27,630	39,636	-0-
3	36,400	435,585.59	150,431	251,088	129,233	27,456	39,489	-0-
4	37,800	582,944.65	124,996	318,804	141,090	29,417	47,416	-0-
5	35,100	376,570.89	125,498	231,696	81,644	20,134	30,241	-0-
6	34,300	320,196.84	111,565	207,814	85,715	15,776	23,854	-0-
7	45,300	1,178,109.50	218,416	766,497	250,065	27,499	51,600	-0-
8	39,600	695,237.39	223,776	376,945	162,908	15,601	24,442	-0-
9	49,100	1,443,379.10	489,395	876,799	336,819	39,988	63,344	-0-
10	46,800	1,312,803.84	266,876	680,353	275,230	34,778	74,867	-0-
11	55,700	1,918,970.99	25,000	1,066,616	407,663	57,266	116,778	-0-
12	34,900	340,550.94	105,194	177,442	136,190	18,086	26,351	-0-
13	38,900	672,247.04	210,502	369,113	142,220	33,949	54,095	-0-
14	32,800	208,720.07	75,078	144,523	54,054	19,481	27,157	-0-
15	40,800	813,902.14	258,500	457,975	182,943	39,223	56,811	-0-
16	38,000	598,578.36	195,264	364,016	104,266	17,302	27,304	-0-
TOTAL-Area	\$640,000	\$11,927,375.00	\$2,915,086	\$6,893,857	\$2,710,728	\$435,808	\$ 733,992	\$ -0-
Other**					600,290	22,937	489,328	764,575
TOTAL RESOURCE					\$3,311,018	\$458,745	\$1,223,320	\$764,575

* Federal and State funds distributed to Service Delivery Areas via Dislocated Worker Centers and Grant Recipients.

** Funds for state agencies, special discretionary project and statewide services.







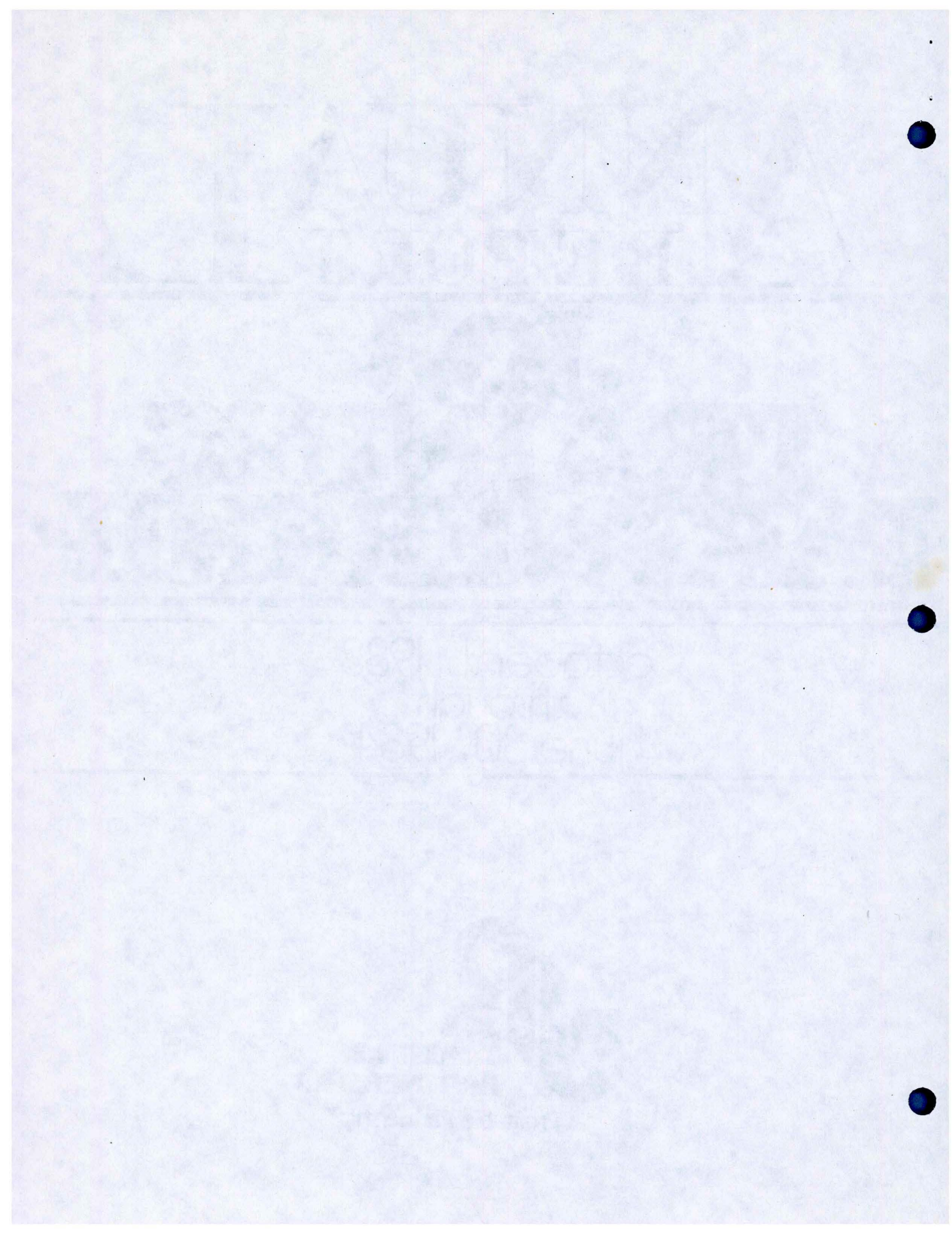
ANNUAL REPORT

JOB TRAINING PARTNERSHIP

october 1, 1983
through
june 30, 1984



"A Profitable Partnership"





Office for Planning and Programming

Capitol Annex, Des Moines, Iowa 50319 Telephone (515) 281-3711

TERRY E. BRANSTAD
Governor

EDWARD J. STANEK, PhD
Director

March 18, 1985

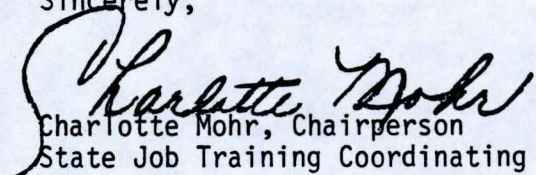
The Honorable Terry E. Branstad
Governor
State Capitol

Dear Governor Branstad:

I am pleased to forward you a copy of the Job Training Partnership Annual Report for the period from October 1, 1983 through June 30, 1984.

The State Job Training Coordinating Council has been an active participant in the partnership and we look forward to another challenging year.

Sincerely,


Charlotte Mohr, Chairperson
State Job Training Coordinating Council

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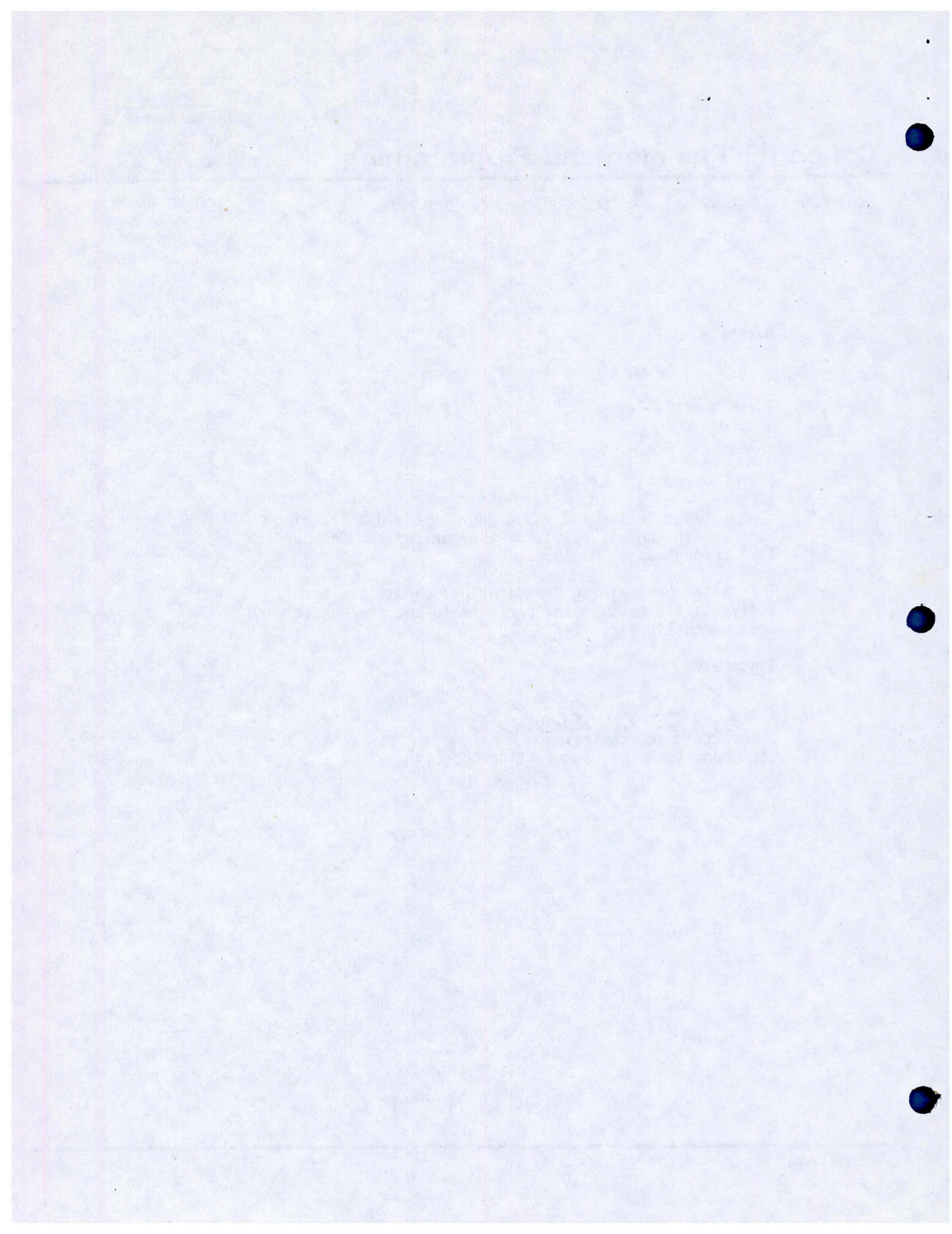
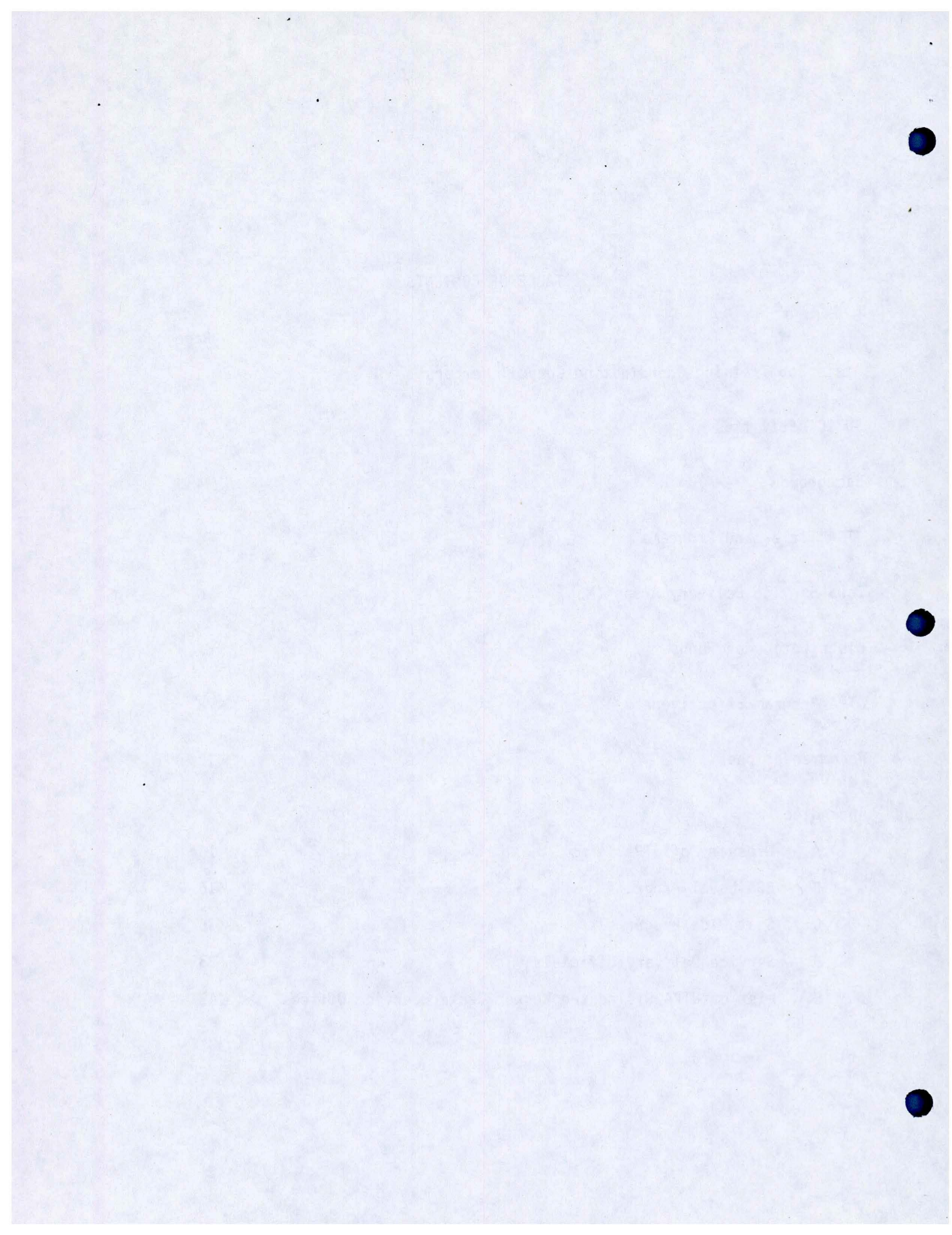


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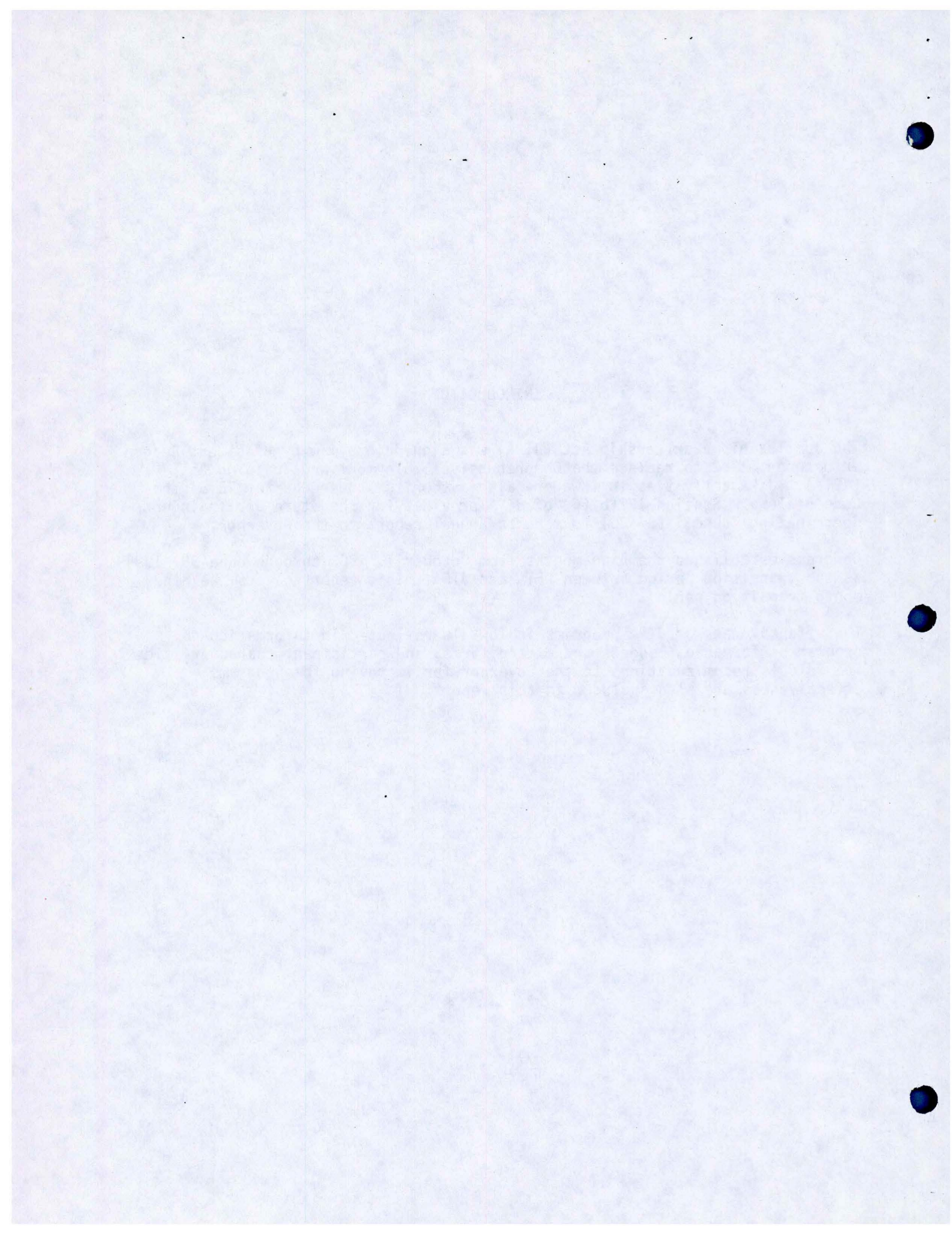


INTRODUCTION

The Job Training Partnership Act (JTPA) was signed into law by President Reagan in October, 1982 to replace the Comprehensive Employment and Training Act (CETA). JTPA activities in Iowa are also authorized under Chapter 7B of the Code of Iowa. Section 122(b)(6) of JTPA provides for the State Job Training Coordinating Council (SJTCC) to make an annual report to the Governor.

Congress established the nine months from October 1, 1983 through June 30, 1984 as the transition period between CETA and JTPA. This report covers the nine month transition period.

The effectiveness of JTPA programs in Iowa is reflected in information on program performance, budgets and expenditures, and participant characteristics. The SJTCC's recommendations to the Governor for improving the programs' effectiveness are also included in this report.



State Job Training Coordination Council
Membership from 10-1-83 through June 30, 1984

Private Business and Industry

Bernard Bidne - Northwood
Norma Harmison - Indianola
Warren Johnson - Sloan
Jim Crawford - Des Moines
Wayne Aspholm - Manson
Ray Rutter - Fort Madison

Local Units of Government

Mayor Pete Crivaro - Des Moines
Supervisor Sonia Johannsen - LaPorte City
Supervisor Betty McCarthy - Osage

State Agencies and Legislature

Representative Dorothy Carpenter - West Des Moines
Senator Emil Husak - Toledo
Dr. Edward Stanek - Des Moines

General Public

Patricia Marshall - Cedar Rapids
Dr. Lyle Hellyer - Ottumwa
* Charlotte Mohr - Eldridge

* Chairperson



State Job Training Coordinating Council

To ensure that program goals would be met, Governor Terry Branstad in January, 1983, appointed fifteen members to serve as his advisory group on the State Job Training Coordinating Council (SJTCC). The Council developed a statewide Governor's Coordination and Special Services Plan (GCSSP) as one of their first actions to coordinate JTPA program services for the state. That plan now serves as the foundation for continuing cooperation among the various providers of training services, combining several individual efforts into a single comprehensive state plan.

Transition Year Activities - During the first nine months of JTPA covered by this report, the SJTCC:

- Reviewed the plans developed for all JTPA programs and made recommendations to the Governor regarding their approval. The Council also identified portions of some plans that needed revision before approval could be granted.
- Reviewed local and statewide plans for activities conducted by Job Service of Iowa under the Wagner-Peyser Act and made recommendations regarding their approval.
- Participated in refining the planning process for both JTPA and Wagner-Peyser plans to achieve improved coordination.
- Reviewed related programs conducted by the Department of Public Instruction, the Iowa Development Commission, Proteus, and other organizations and made suggestions on how to better coordinate these activities.
- Recommended a major change in the service delivery system for Title III programs for dislocated workers to improve coordination and reduce duplication at the local level.
- Initiated a comprehensive review of the method of delivering services under the Title II Older Individuals Program.
- Met periodically with the chairpersons of Iowa's 16 Private Industry Councils to obtain their input on job training policy issues.
- Participated in the statewide JTPA marketing campaign; and
- Made specific JTPA policy recommendations on such issues as nepotism, residency and conflict of interest.

Activities Planned for Future - SJTCC activities for Program year 1984 (July 1, 1984 through June 30, 1985) include:

- Conducting reviews of JTPA and Wagner-Peyser plans.
- Actively assisting in the State's efforts to coordinate JTPA activities with those funded by the Carl D. Perkins Vocational Educational Act of 1984.

- Reviewing efforts undertaken by OPP and the Department of Human Services to eliminate barriers to the coordination of programs administered by both agencies.
- Sponsoring the first Governor's Conference on Employment and Training.
- Making a formal recommendation regarding methods of providing JTPA job training to older individuals; and
- Monitoring the effectiveness of Iowa's JTPA programs by reviewing performance data and by conducting on-site visits.

Background

The Job Training Partnership Act (JTPA) puts people to work. To accomplish the goal of employment once training has been completed, a "partnership" between business, local elected officials and state government has been established. The result has been a more efficient program to prepare economically disadvantaged and long-term unemployed individuals to enter the labor force.

The Local Elected Officials (LEOs) and the Private Industry Council (PIC) locally agree who will administer the JTPA funds in their area and who will operate the various JTPA programs. The ability to plan locally is a new feature of the JTPA law and allows for greater flexibility in providing needed training and services.

The third member of the partnership is the Office for Planning and Programming, the agency Governor Branstad selected to be the JTPA State Administrative Entity.

Following public hearings and after receiving recommendations from the SJTCC, Governor Terry Branstad designated sixteen Service Delivery Areas (SDAs) in Iowa as eligible recipients of JTPA funds. A SDA is a subdivision of the state with the authority to form a Private Industry Council to work with Local Elected Officials to oversee the operation of JTPA programming. The private industry council and local elected officials in each SDA formulate JTPA policy and plan training programs. Agreement between the two parties is required for most major decision-making actions before implementation can occur. In each SDA they select a grant recipient to receive and be responsible for the proper handling of JTPA funds and an Administrative Entity to carry out the local Job Training Plan. Within a SDA, the roles of Grant Recipient and Administrative Entity are often performed by the same organization.

JTPA Titles and Programs

Title IIA: The JTPA legislation is composed of various Titles and subparts. The largest and most comprehensive is Title IIA which Congress further divided as follows:

78% of these funds are distributed directly to the SDA Grant Recipients by a formula contained in the federal JTPA legislation to support locally developed training programs. 70% of these funds must be spent specifically on training. There is a 15% maximum on administrative costs. The balance can be spent on support services such as transportation and child care.

In addition to these cost category requirements, the Act requires that a portion of the Title IIA funds be spent for youth age 16 through 21. The required portion varies from area to area, but averages about 40%.

SDAs are also required to serve school dropouts and certain welfare recipients in proportion to their occurrence in the eligible population.

The remaining 22% is used for a number of federally mandated purposes:

8% is channeled to the Department of Public Instruction for JTPA-funded vocational education, the majority of which is conducted through the local administrative entities.

6% is used for the Office for Planning and Programming to provide technical assistance to the SDAs and, after the program year that begins July 1, 1984, to provide incentive grants to SDAs that exceeded performance standards.

5% is available for the State's cost of administration, planning and special programs.

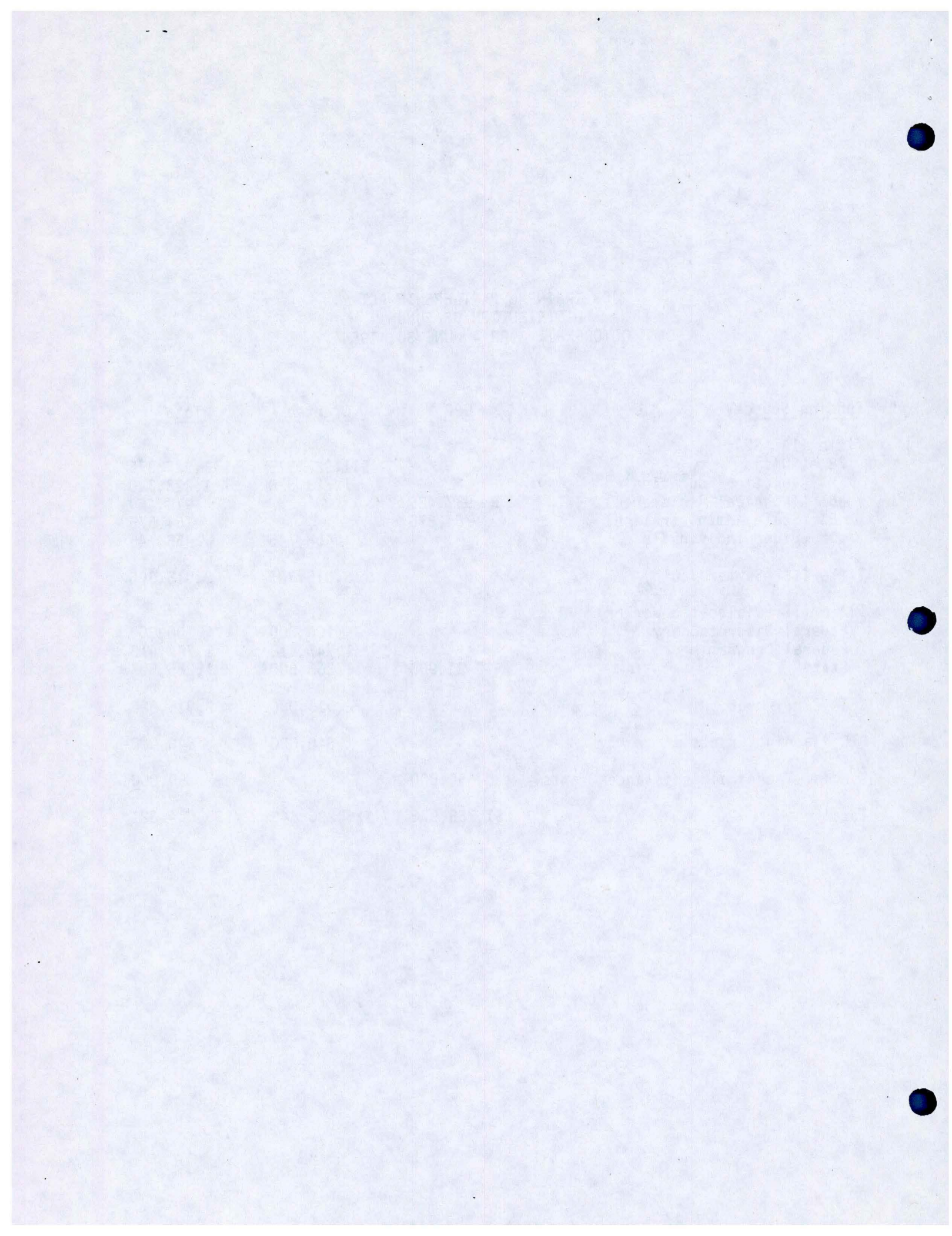
3% is reserved for training to economically disadvantaged older individuals.

Title IIB: 100% of these funds are distributed to the SDAs by formula. The Summer Youth Employment and Training program operates during the summer months. Since it crosses JTPA program years that run from July 1 through June 30, actual expenditures along with budget figures, for the 1984 Summer Program will be provided in next year's annual report.

Title III: These funds are used to train or retrain dislocated workers, including those who have been dislocated from farming, so that they can regain employment. During the nine months covered by this report, Title III funds were provided separately to the Grant Recipient and Administrative Entity in each area. Beginning July 1, 1984, these two approaches were consolidated into a single method of funding local programs for dislocated workers.

JOB TRAINING PARTNERSHIP ACT
 DISTRIBUTION OF FUNDS
 OCTOBER 1, 1983 - JUNE 30, 1984

<u>Funding Source</u>	<u>OPP</u>	<u>Grantee</u>	<u>Total</u>
Title IIA (SDAs)			
78% (SDAs)		\$11,927,375	\$11,927,375
8% (Vocation Education)		1,223,320	1,223,320
6% (Technical Assistance)	\$ 917,489		917,489
5% (State Administration)	764,575		764,575
3% (Older Individuals)		458,745	458,745
Title IIB (Summer Youth)		8,015,305	8,015,305
Title III (Dislocated Worker)			
Federal Discretionary		100,000	100,000
Federal Program		1,747,418	1,747,418
State	21,908	1,263,600	1,285,508
CETA Carry-Over		2,915,086	2,915,086
PIC Planning Grants		640,000	640,000
Special Technical Assistance Grants	50,000		50,000
Total	\$1,753,972	\$28,290,849	\$30,044,821



JTPA PROGRAM EFFECTIVENESS

FISCAL - A substantial portion, averaging over 35% statewide of the funds available for all programs in all parts of the state were not spent during the initial nine months of JTPA. This was clearly due to the exigencies of starting up a complex new program and it should be noted that expenditure rates improved consistently during the transition period. Since JTPA funds can be spent during the year for which they are allocated and in the two following years, the State need not be unduly concerned about these initial low expenditures. Summary figures for the transition period follow. The figures for Title IIA include CETA carry-over funds that were used as though they were Title IIA funds.

	Title IIA (78%)	Title III		Title III Total
		Grant Recipient	DWC	
Budget	\$14,842,461	\$1,508,581	\$1,202,147	\$2,710,728
Actual Expenditure	9,100,628	971,105	987,545	1,958,650
Balance	5,741,833	537,476	214,602	752,078

A more significant concern is the lack of progress toward meeting the federal youth expenditure requirement in the SDA's Title IIA adult and youth programs. Again, SDAs are not mandated to meet this requirement during the year for which the funds were originally appropriated, but the overall rate of youth expenditures has been sufficiently low that SDA officials will need to concentrate on this area in order to meet the requirement. Part of the difficulty here seems to involve the federal limitation on Participant Support costs, as noted in the Recommendations section of this report.

DEMOGRAPHICS - The Act sets levels of school dropouts and certain welfare recipients (registrants for the Work Incentive Program administered by the Department of Human Services) be enrolled in the SDA's regular Title IIA program. In addition, SJTCC members and others have suggested that levels of service to selected target groups be monitored.

During the transition period, services to school dropouts were somewhat lower than the federally required level. On a statewide basis, the actual rate of dropout's enrollment in the SDA's Title IIA program was 16.05%, while the statewide federal level calculates to 18.93%. This indicates another area where SDAs will need to focus additional efforts.

Enrollment rates for various targeted characteristics include:

	Title IIA (78%)		Title III					
			Grant Recipient		DWC		Title III Total	
Total Enrollments	7,203		927		2,998		3,925	
Male	3,948	55%	720	78%	2,128	71%	2,848	73%
Female	3,255	45%	207	22%	870	29%	1,077	29%
White	6,453	90%	867	94%	2,804	94%	3,671	94%
Non-White	750	10%	60	6%	194	6%	254	6%
Welfare Recipient	1,879	26%	71	8%	197	7%	268	7%
Econ. Disadvantaged	6,866	95%	484	52%	1,544	52%	2,028	52%
Handicapped	728	10%	27	3%	71	2%	98	2%
Displaced Homemaker	243	3%	5	0.5%	31	1%	36	1%
Veteran	878	12%	294	32%	819	27%	1,113	28%
Farm Resident	203	3%	18	2%	39	1%	57	1%
Older Worker	116	2%	34	4%	197	7%	231	6%
Offender	732	10%	39	4%	167	6%	167	4%

The Title III Dislocated Worker program served fewer women, non-whites, welfare recipients, economically disadvantaged and handicapped people, dislocated homemakers, and offenders than the Title IIA programs. It did serve higher proportions of veterans and older workers than Title IIA. In general, Title III has served the less-needier if need is measured by such characteristics. In part, this is a reflection of the fact that Title III was established precisely for workers who were dislocated; it can be seen as a form of prevention in that it helps participants to overcome the immediate problems of job dislocation before the problems can become long term in nature. Title III's participant characteristics are therefore more reflective of the labor force than of the economically disadvantaged.

Title III's participant characteristics are also influenced by the outreach methods it uses, especially in urban areas. Where its participants learn of the program as a result of a major plant closing, the characteristics will reflect those of workers in relatively skilled manufacturing and similar occupations.

The Title IIA programs targeted toward the structurally unemployed are generally serving participants judged to be most in need in greater proportions. The Title IIA proportions generally correspond to comparable programs under the old CETA program with a few exceptions: non-whites, the handicapped, and offenders are being served in somewhat smaller proportions under JTPA. This trend may be due to various factors. JTPA has more limits on stipends and supportive services than CETA had, which may preclude the enrollment of people who would need high levels of such support. JTPA also has increased emphasis on meeting performance standards, which may lead some to consciously enroll less-needier participants. The method of adjusting performance standards proposed by the Department of

Labor and adopted in Iowa takes this temptation into account by lowering the standards statistically based on the number of participants who possess characteristics indicative of need, but the adjustment methodology may not have been fully understood during the Transition Year.

It should be noted that the above comparison is with CETA enrollments rather than with the demographics of the labor force or the eligible population. Non-whites, for example comprise under 3% of the Iowa labor force and under 6% of Iowa's unemployed population according to a March, 1984 report on Iowa's labor market prepared for JTPA by Job Service of Iowa. Given our states demographic composition, enrollment rates of people with characteristics indicative of most-in-need status have generally been in the expected ranges.

PERFORMANCE - Effective with the program year beginning on July 1, 1984, specific performance standards, adjusted for local economic conditions and the characteristics of the participants enrolled, will be in place. SDAs which meet their standards will be eligible to receive financial incentive awards while those that fail to meet their Title IIA standards for two years in a row are subject to severe negative sanctions. Meeting the performance standards therefore becomes exceptionally important to grantees. Although no formal performance standards were in place during the transition period, a comparison of actual performance with what the standards would have been serves to illustrate the progress made by JTPA programs since their inception.

For Title IIA, the standards for each SDA are adjusted to reflect local participant characteristics and economic conditions and therefore vary from area to area. Because the standards differ, direct comparisons between SDAs are not appropriate unless these differences are somehow resolved.

The rates by which the SDAs meet the Program Year 1984 Title IIA performance standards varied widely during the Transition Year and also fluctuated between standards. In some cases where a SDA missed one of its standards, factors that are unique to the Transition Year are fairly obvious: One SDA "grandfathered" a large number of classroom training participants from the CETA program who weren't due to complete their training until after June 30, 1984. Because the program incurred costs for these people without showing them as terminations, the SDA's cost per entered employment appears quite high. Once the program has experienced a complete twelve-month program year cycle, however, the artificial factors that inflated its costs will have evened out. SDA performance can generally be expected to improve further in Program Year 1984.

Despite the factors that may have hindered performance during the Transition Year, most SDAs performed extremely well. If the Program Year 1984 performance standards had been in place for the Transition Year:

- 14 SDAs would have met the PY84 adult entered employment rate standard.
- 13 SDAs would have met the PY84 adult cost per entered employment standard.
- 14 SDAs would have met the PY84 adult average wage at placement standard.
- 10 SDAs would have met the PY84 adult welfare entered employment rate standard.
- 15 SDAs would have met the PY84 youth entered employment rate standard.

9 SDAs would have met the PY84 youth positive termination rate standard.

10 SDAs would have met the PY84 youth cost per positive termination standard.

For most areas, the number of people who completed their training under Title III was too small to permit more than extremely general conclusions to be drawn. The figures for DWCs and Grant Recipients illustrate the difference between the two programming approaches that have been used in the Dislocated Worker program. The DWCs in the Transition Year provided short term assessment and job search assistance to a relatively high volume of participants whereas the Grant Recipients provided long term, more intensive skill training. Overall, the DWCs had lower costs per entered employment but also had a lower entered employment rate.

On a statewide basis, actual performance for Title III program can be summarized as follows:

	<u>Grant Recipient</u>	<u>DWC</u>	<u>Title III Total</u>
Entered Employment Rate	68.8%	41.2%	44.7%
Cost Per Entered Employment	\$3,735	\$906	\$1,1451

RECOMMENDATIONS

As a result of its oversight of JTPA's first nine months in Iowa, the SJTCC has been gratified by the success already achieved, but has the following recommendations to the Governor for the continued improvement of the State's JTPA programs.

1. The Council recommends that the Governor, and the Office for Planning and Programming on his behalf, continue to attempt to resolve the potential for federal officials to "second guess" State policies which could involve audit liability.

The present situation is that governors are responsible for providing guidance to SDA officials but lack the authority, which is reserved by the U.S. Department of Labor, to make decisions which would be binding at the time of audit. In order to avoid the prospect of incurring either local or State financial liability arising from audits, prudence dictates that governors establish policies that are sometimes more restrictive than they would prefer to impose.

The Council has noted that the Governor has already expressed his concern regarding this matter to federal officials and recommends that efforts to correct the problem continue.

2. The Council recommends that the Governor convey to Congress the need for stable funding levels for JTPA programs.

The extraordinary progress achieved in implementing new JTPA programs in Iowa has come at an enormous cost of time and effort on the part of all parties to the job training partnership. The active involvement of the private sector is particularly noteworthy. Having dealt with the exigencies of starting up the new program, the partnership can best optimize the program's effectiveness if it is spared the instability that comes from sudden fluctuations in funding levels.

3. The Council recommends that the Governor lend his support to efforts to raise the limitations on Participant Support costs.

The federal limitations on expenditures chargeable to the Participant Support cost category are overly restrictive despite the limited provisions for obtaining waivers. Some of the costs chargeable to Participant Support, include:

- Work Experience - Limiting the degree to which this activity can be conducted makes it more difficult to comply with the already hard to achieve federal youth expenditure requirement. Since work experience has traditionally benefited a higher than average proportion of minority youth, its limitation has a disproportionately negative impact on them.
- Support Services - The amount of funds available to provide extra services such as child care, transportation, tools, uniforms and supplies to welfare recipients, displaced homemakers, offenders and other particularly needy groups is seriously hampered.

- Stipends - Since these costs also come from the limited cost category, they too are insufficient to offset the additional costs incurred by the most needy when they enter training programs.
- Employment Generating Activities - The costs of generating additional job opportunities for JTPA participants are also chargeable to Participant Support.

The Council notes that Dr. Stanek and Dr. Reagen, as a result of their efforts to improve the coordination of services administered by the Office for Planning and Programming and the Department of Human Services, have alerted Iowa's Congressional senators and representatives of the problems created by the limits on Participant Support costs. It recommends that the Governor continue to pursue this matter with appropriate federal legislators and other officials.

APPENDICES

APPENDICES

Glossary of JTPA Terms

Administrative Entity: The administrative entity carries out the SDA's job training plan and operates the local JTPA program. These duties include the selection of participants, determination of eligibility, compliance with federal and state requirements and the selection of service providers. In most Iowa SDAs, a single organization has been chosen to function as both the administrative entity and the grant recipient.

Dislocated Farmer: An individual who is no longer self-employed due to a permanent business dissolution resulting from foreclosure or bankruptcy, or inability to secure capital necessary to continue the farming operation.

Dislocated Worker: Generally, an individual who has been subject to unemployment due to a plant closing or lay-off and who is unlikely to return to the occupation or industry.

Grant Recipient: The organization, corporation, agency or unit of government designated under an agreement between the PIC and LEOs to receive JTPA funds on behalf of the SDA.

Local Elected Officials (LEO): The local elected officials work with the PIC in each SDA to formulate policy and to plan training programs. This partnership helps to make training relevant to the needs of individual SDAs. Agreement between the two parties is required for most major decisions. Both the PIC and LEOs must approve the local job plan before implementation can occur.

Office for Planning and Programming (OPP): The Office for Planning and Programming is the state administrative entity selected by the Governor. OPP oversees the implementation of JTPA and monitors the progress of the program to insure that all federal and state guidelines and rules are met. OPP provides extensive technical assistance to each SDA and also reviews all local job training plans.

Private Industry Council (PIC): The group of persons within each SDA appointed to plan, oversee, monitor and review the JTPA program in coordination with local elected officials. The majority of PIC members are from the private sector, while others represent education, labor, rehabilitation, community-based organizations, economic development organizations and Job Service of Iowa. Each PIC may prepare a budget, hire staff, incorporate, and solicit contributions and grant funds from other public and private sources.

Service Delivery Areas (SDA): Iowa has been divided into sixteen substate divisions to locally administer the Job Training Partnership Act. Within each SDA, there is a Private Industry Council that applies for job training funds in cooperation with local elected officials. These 16 SDAs are in effect until October, 1985 when the Governor will review and make any necessary realignments.

Service Provider: The service providers are selected to provide on-the-job training, institutional skill training and other training related services to participants in JTPA programs. The selection of the service provider is based on such factors as the quality of the training, costs relative to those of other service providers and demonstrated ability to meet performance standards.

State Job Training Coordinating Council (SJTCC): Established by the Job Training Partnership Act to advise the Governor on the planning and coordination of employment and training activities in the state. In Iowa, the Governor has appointed fifteen individuals to serve on the Council representing business, education, labor, state and local government and the general public. The Council must have a non-governmental chairperson and is not authorized to directly operate programs.

Service Delivery Area 1

Upper Explorerland Regional Planning Commission, the JTPA Administrative Entity for northeast Iowa, emphasized the use of on-the-job training and institutional skill training during the initial nine month program period. An effective employer awareness campaign on JTPA services was successfully initiated to increase on-the-job activity.

Services offered to youth included work experience and try-out employment. A few short term on-the-job training contracts were written to offer additional time for participants to learn the job. A special remedial/basic skill training class was also offered to school drop-outs with twelve youths starting the program and ten successfully receiving their GEDs.

During this period, Title III money was divided between the Dislocated Worker Center and the JTPA Administrative Entity. The Dislocated Worker Center provided pre-employment training and job search with referral to the Administrative Entity for on-the-job training consideration. This system changed on July 1, 1984 with the Administrative Entity also acting as the Dislocated Worker Center.

It is anticipated that in Program Year 1984 the majority of the Title III funds will be expended on services to dislocated farmers.

	<u>Title IIA</u> (78%)	<u>Grant</u> <u>Recipient</u>	<u>Title III</u> <u>DWC</u>	<u>Title III</u> <u>Total</u>
<u>Fiscal</u>				
Budget	\$ 580,410	\$ 55,871	\$ 37,572	\$ 93,443
Actual Expenditure	320,428	25,653	16,330	41,983
Balance	259,982	30,218	21,242	51,460
<u>Demographics</u>				
Total Enrollments	259	20	51	71
Male	145	19	47	66
Female	114	1	4	5
White	252	19	51	70
Non-White	7	1	-	1
Welfare Recipient	55	4	2	6
Econ. Disadvantaged	256	17	45	62
Handicapped	17	1	-	1
Displaced Homemaker	13	-	1	1
Veteran	15	5	25	30
Farm Resident	34	-	NA	-
Older Worker	3	1	4	5
Offender	6	1	1	2



Service Delivery Area 2

North Iowa Area Community College in Mason City was chosen by the Private Industry Council and the local elected officials to serve as the JTPA Administrative Entity and Grant Recipient for SDA 2 during the nine month transition period. The name of Employment Partnership of North Iowa was chosen to identify the JTPA office.

On-the-job training was emphasized in SDA 2 with 191 on-the-job training contracts written for this nine month period. An arrangement with Exceptional Opportunities resulted in JTPA service being provided to a number of handicapped individuals.

SDA 2 has been very active in promoting JTPA through a comprehensive local marketing program. Some marketing activities initiated included development of an OJT brochure, newspaper advertisements, staff presentations and television interviews. Also, JTPA services have been effectively coordinated with the Iowa New Jobs Training Program (House File 623) and the New and Expanding Business and Industry Training Program (NEBIT).

	<u>Title IIA</u> (78%)	<u>Grant</u> <u>Recipient</u>	<u>Title III</u>	
			<u>DWC</u>	<u>Title III</u> <u>Total</u>
<u>Fiscal</u>				
Budget	\$ 783,763	\$ 74,351	\$ 52,894	\$ 127,245
Actual Expenditure	514,621	54,280	34,669	88,949
Balance	269,142	20,071	18,225	38,296
<u>Demographics</u>				
Total Enrollments	347	38	86	124
Male	189	33	66	99
Female	158	5	20	25
White	331	38	85	123
Non-White	16	-	1	1
Welfare Recipient	100	4	11	15
Econ. Disadvantaged	326	20	42	62
Handicapped	43	-	-	-
Displaced Homemaker	16	-	-	-
Veteran	33	15	29	44
Farm Resident	10	-	-	-
Older Worker	2	2	5	7
Offender	22	-	-	-



Service Delivery Area 3

For the initial nine month JTPA period, the Northwest Iowa Planning and Development Commission was the Administrative Entity and Grant Recipient for Title IIA and Title III activities.

JTPA activities available included on-the-job training, institutional skill training, pre-employment training, and remedial and basic skill training. It is anticipated that during the first full twelve (12) month JTPA program period, services to youth will be emphasized.

The Dislocated Worker Center contractor during the initial nine month period was Iowa Lakes Community College. Five job-seeking skill classes were held during this time period for Dislocated Worker Center participants. Workshops were also offered by the Dislocated Worker Center, in conjunction with the Northwest Iowa Alcohol and Drug Treatment Unit, to assist participants cope with unemployment, manage stress and set goals. After completion of the initial nine month program period, dislocated worker center activities were assumed by the Northwest Iowa Planning and Development Commission.

	<u>Title IIA (78%)</u>	<u>Grant Recipient</u>	<u>Title II DWC</u>	<u>Title III Total</u>
<u>Fiscal</u>				
Budget	\$ 586,017	\$ 55,093	\$ 74,140	\$ 129,233
Actual Expenditure	425,016	24,335	60,731	85,066
Balance	161,001	30,758	13,409	44,167

Demographics

Total Enrollments	581	108	112	220
Male	320	69	76	145
Female	261	39	36	75
White	570	106	110	216
Non-White	11	2	2	4
Welfare Recipient	168	-	2	2
Econ. Disadvantaged	576	-	49	49
Handicapped	46	1	1	2
Displaced Homemaker	20	-	-	-
Veteran	64	-	27	27
Farm Resident	35	-	-	-
Older Worker (55+)	17	3	3	6
Offender	23	1	1	2
School Dropout				
Dislocated Farmer				

*SUMMER
YOUTH*



Service Delivery Area 4

Western Iowa Community Technical College in Sioux City was the JTPA Administrative Entity and Grant Recipient in SDA 4 during the initial nine month program period. During this period, considerable time was expended in job development and explaining the on-the-job training concept to area employers. JTPA staff and Western Iowa Tech Community College's Economic Development staff also worked together to facilitate the use of H.F. 623 in SDA 4.

After a three day assessment program, clients were enrolled into a four week pre-employment activity to determine the client's abilities, interests, employment opportunities, etc. Job seeking skills and job keeping skills were presented to all participants in the pre-employment training program.

A unique employment-generating program in SDA 4 was funded by the Private Industry Council by providing money to the Siouxland Economic Development Corporation (SEDC) to assist new and expanding businesses in the area. SEDC and JTPA have worked together to help industries secure financial assistance and JTPA on-the-job training dollars were utilized to train new employees.

SDA 4 was also active in promoting JTPA through various marketing innovations including video tapes prepared by two Title IIB Summer Youth participants focusing on Title IIA on-the-job training activities and the Title IIB Summer Youth program. In addition, public service announcements and brochures were developed for the Title III Dislocated Worker program.

In SDA 4 the Title III Grant Recipient's program for dislocated workers was conducted in conjunction with the Dislocated Worker Center project. Upon completion of activities conducted at the Dislocated Worker Center, participants needing additional training and/or the development of marketable skills were referred to the Title III Grant Recipient program. Title III Grant Recipient activities were either on-the-job training and/or classroom training to assist participants obtain marketable skills.

Service Delivery Area 4

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 707,941	\$ 73,731	\$ 67,359	\$ 141,090
Actual Expenditure	384,169	33,891	47,047	80,938
Balance	323,772	39,840	20,212	60,152
<u>Demographics</u>				
Total Enrollments	503	15	82	97
Male	268	14	45	59
Female	235	1	37	38
White	481	15	80	95
Non-White	22	-	2	2
Welfare Recipient	146	2	2	4
Econ. Disadvantaged	479	-	30	30
Handicapped	92	2	1	1
Displaced Homemaker	17	-	-	-
Veteran	45	2	25	27
Farm Resident	15	1	4	5
Older Worker	8	1	15	16
Offender	28	1	1	2

Service Delivery Area 5

The JTPA Administrative Entity and Grant Recipient during the first nine months of operation in SDA 5 was Iowa Central Community College in Fort Dodge. The primary emphasis of the JTPA Title IIA program during this initial period was directed towards those activities that would most directly lead to unsubsidized employment: Institutional skill training, pre-employment training, remedial and basic skills training and on-the-job training.

SDA 5 developed a local marketing strategy that included targeted advertising and the use of two full-time employment development specialists to promote JTPA to the business community.

The Dislocated Worker Center provided short-term re-entry skill learning as opposed to long-term retraining through the use of job search and job seeking skill classes. The Dislocated Worker Center staff worked with major layoffs or reductions with a number of businesses in SDA 5, as well as workers affected by smaller business' layoffs or cutbacks.

	<u>Title IIA</u> (78%)	<u>Grant</u> <u>Recipient</u>	<u>Title III</u> <u>DWC</u>	<u>Title III</u> <u>Total</u>
<u>Fiscal</u>				
Budget	\$ 502,069	\$ 47,629	\$ 34,015	\$ 81,644
Actual Expenditure	346,178	31,262	27,816	59,078
Balance	155,891	16,367	6,199	22,566
<u>Demographics</u>				
Total Enrollments	256	26	84	110
Male	135	22	63	85
Female	121	4	21	25
White	240	25	84	109
Non-White	16	1	-	1
Welfare Recipient	57	2	1	3
Econ. Disadvantaged	237	14	37	51
Handicapped	20	2	-	2
Displaced Homemaker	5	-	-	-
Veteran	27	3	33	36
Farm Resident	10	1	1	2
Older Worker	6	-	11	11
Offender	32	6	1	7



Service Delivery Area 6 -

Iowa Valley Community College in Marshalltown acted as the Administrative Entity and Grant Recipient for JTPA activities in SDA 6 during the initial nine month start up period.

A number of innovative projects were begun in SDA 6:

- The SDA 6 Private Industry Council's Economic Development Committee formed the Area 6 Economic Development Support Group to promote economic stability in the rural areas of the SDA through the promotion of economic development activities.
- Iowa Valley Community College, through funding provided by the Department of Public Instruction and JTPA, established a model to promote the concept of Statistical Process Control in Iowa. The goal of the project was to improve the quality and productivity of business and industry throughout the State.
- A series of one-day seminars were presented for new or existing businesses to provide factual, practical and concise information about resources available in Iowa.
- JTPA provided vocational exploration services and job counseling services at the Iowa State Training School in Eldora. In addition, SDA staff provided orientation sessions at the Training School on a one-to-one basis to provide further counseling to boys with pending release dates.
- Through specific classroom and job site retraining, designated personnel at a firm in Marshalltown were served. In addition, JTPA funding provided the production consultants and instructors needed to solve the corporation's production difficulties. As a result of these actions, positions were saved and the company created additional jobs, including eleven filled with JTPA participants.

Service Delivery Area 6

	Title IIA (78%)	Title III		Title III Total
		Grant Recipient	DWC	
<u>Fiscal</u>				
Budget	\$ 431,762	\$ 40,499	\$ 45,216	\$ 85,715
Actual Expenditure	281,879	33,373	22,600	55,973
Balance	149,883	7,126	22,616	29,742
<u>Demographics</u>				
Total Enrollments	231	21	42	63
Male	141	15	23	38
Female	90	6	19	25
White	217	21	40	61
Non-White	14	-	2	2
Welfare Recipient	45	2	2	4
Econ. Disadvantaged	214	11	18	29
Handicapped	27	-	1	1
Displaced Homemaker	2	-	-	-
Veteran	29	5	9	14
Farm Resident	3	-	1	1
Older Worker	2	1	4	5
Offender	35	2	3	5

Service Delivery Area 7

The Black Hawk County Board of Supervisors was the Grant Recipient and the Administrative Entity for the initial nine month period of JTPA operations in SDA 7.

During this period, programs operated by the Administrative Entity were institutional skill training, on-the-job training and for youth, work experience. Four sections of GED classes were conducted with funds from the SDA's 8% Vocational Education linkage grant.

It is anticipated that in Program Year 1984, work experience will be focused on second semester high school seniors, and structured to lead to full-time or part-time on-the-job contracts upon graduation.

SDA 7 initiated a successful marketing campaign which included a slide presentation describing the on-the-job training program for business groups and community organizations. An Employer Outreach Committee was also established to identify demand occupations and to promote the use of on-the-job training.

SDA 7 made it a goal during the nine month period to increase on-the-job training activities and to reduce institutional skill training. The SDA was successful in achieving these goals and will strive for more on-the-job training contracts in Program Year 1984 to reduce costs and achieve higher placement rates per participant.

The majority of Title III participants were placed in vocational education training components to develop occupational skills to allow them to compete in the labor market. Operation Threshold operated the Dislocated Worker Center during the nine month transitional phase of JTPA, but in Program Year 1984 the Area VII Job Training Administration will assume the role of the Dislocated Worker Center.

Service Delivery Area 7

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 1,396,525	\$ 149,008	\$ 101,057	\$ 250,065
Actual Expenditure	1,009,867	118,492	98,762	217,254
Balance	386,658	30,516	2,295	32,811
<u>Demographics</u>				
Total Enrollments	700	82	285	367
Male	336	64	220	284
Female	364	18	65	83
White	636	74	267	341
Non-White	64	8	18	26
Welfare Recipient	192	9	5	14
Econ. Disadvantaged	663	57	239	296
Handicapped	67	5	3	8
Displaced Homemaker	32	-	1	1
Veteran	83	30	158	188
Farm Resident	15	1	-	1
Older Worker	7	1	14	15
Offender	96	13	3	16

Service Delivery Area 8

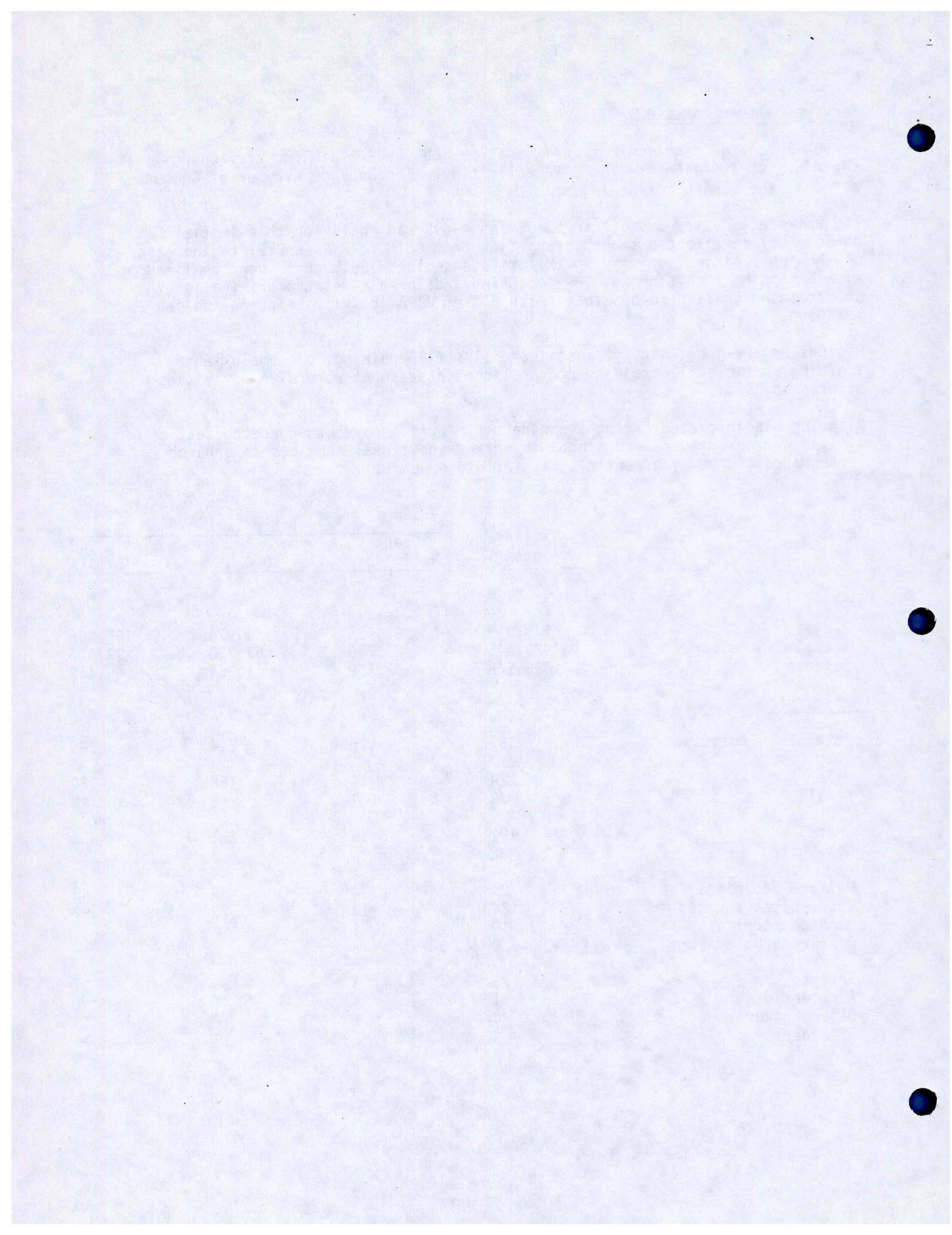
In SDA 8 for the nine month transitional period the Private Industry Council was the Administrative Entity for JTPA activities. The Dubuque Chamber of Commerce acted as the JTPA Grant Recipient.

The Private Industry Council in SDA 8 set two broad goals for this initial period: 1) to effect a smooth transition from CETA to JTPA and 2) to increase on-the-job training activity in the private sector. Both goals were realized with a smooth transition to JTPA occurring and three times the original on-the-job training goals were obtained, with 60% of JTPA activity being on-the-job training.

Besides on-the-job training, institutional skill training, pre-employment training, basic skill training and applicant assessment were JTPA activities offered in SDA 8.

Planning was initiated during the nine month period on youth competencies, limited work experience and school-to work-transitional services to enhance performance and benefit participants in future years.

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 919,013	\$ 87,934	\$ 74,974	\$ 162,908
Actual Expenditure	423,445	25,756	67,720	93,476
Balance	495,568	62,178	7,254	69,432
<u>Demographics</u>				
Total Enrollments	197	15	214	229
Male	124	14	166	180
Female	73	1	48	49
White	191	15	211	226
Non-White	6	-	3	3
Welfare Recipient	34	4	39	43
Econ. Disadvantaged	184	13	179	192
Handicapped	19	1	6	7
Displaced Homemaker	8	-	-	-
Veteran	25	6	55	61
Farm Resident	1	-	1	1
Older Worker	4	1	12	13
Offender	8	2	17	19



Service Delivery Area 9

Eastern Iowa Community College District was the Grant Recipient and Administrative Entity for SDA 9 during the first nine months of JTPA.

Eastern Iowa Community College District also operated the Dislocated Worker Center in SDA 9.

SDA 9 experienced success in marketing on-the-job training to many area employers. In all over 1,600 individuals were served through JTPA. Clients were involved in a number of activities including assessment, pre-employment job search, vocational classroom training, on-the-job training and basic skill training.

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 1,932,774	\$ 182,559	\$ 154,260	\$ 336,819
Actual Expenditure	1,066,714	59,065	146,901	205,966
Balance	866,060	123,494	7,359	130,853
<u>Demographics</u>				
Total Enrollments	721	25	461	486
Male	379	20	303	323
Female	342	5	158	163
White	534	23	399	422
Non-White	187	2	62	64
Welfare Recipient	239	2	16	18
Econ. Disadvantaged	700	9	94	103
Handicapped	39	-	25	25
Displaced Homemaker	22	1	15	16
Veteran	61	3	25	28
Farm Resident	4	-	3	3
Older Worker	11	-	25	25
Offender	52	2	48	50



Service Delivery Area 10

During the initial nine months of JTPA funding, the East Central Iowa Employment and Training Consortium was the JTPA Administrative Entity for SDA 10 and the City of Cedar Rapids was the Grant Recipient.

The Consortium offered a variety of employment and training components: outreach, recruitment, selection, pre-employment preparation, assessment, job search training, on-the-job training, institutional skill training, and try-out employment. On-the-job training and try-out employment were used at a substantial rate during the nine month period.

Two exemplary youth programs were operated in SDA 10 with plans to implement a cooperative education program with the school districts in SDA 10 and Kirkwood College beginning in Program Year 1984. The program will bring pre-employment services and occupational training to youth 16-22 throughout the SDA no matter what vocational technical resources a school district may offer. Youth will have the opportunity to explore major occupational demand work clusters through the Kirkwood Key Program.

Title III funds were used to fund four major class-sized training projects, as well as individual enrollments. A cooperative employer recruitment effort was also funded with Title III funds and demonstrated marginal success. The program promoted employer participation in on-the-job training and try-out employment, but with over 8,900 employees in SDA 10 the one person responsible for the program could not effectively market the program to all employers.

The Dislocated Worker Center was operated by Kirkwood Community College during the initial nine month program period of JTPA. The Center utilized four basic approaches in serving dislocated workers: (1) outreach, (2) locating new job opportunities, (3) retraining and (4) use of other community services. Job Service of Iowa provided an employment interviewer to work at the Center four days a week which afforded close access to job openings and facilitated cross-referrals.

The Dislocated Worker Center referred participants to other agencies for training such as the SDA 10 Administrative Entity and the Kirkwood Title III Discretionary Grant program.

Service Delivery Area 10

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 1,579,680	\$ 166,044	\$ 109,186	\$ 275,230
Actual Expenditure	844,896	147,515	101,464	248,979
Balance	734,784	18,529	7,722	26,251
<u>Demographics</u>				
Total Enrollments	904	201	352	553
Male	533	167	267	434
Female	371	34	85	119
White	807	198	344	542
Non-White	97	3	8	11
Welfare Recipient	205	11	12	23
Econ. Disadvantaged	829	119	110	229
Handicapped	75	-	4	4
Displaced Homemaker	3	-	-	-
Veteran	123	98	125	223
Farm Resident	9	6	10	16
Older Worker	10	7	12	19
Offender	211	-	9	9

Service Delivery Area 11

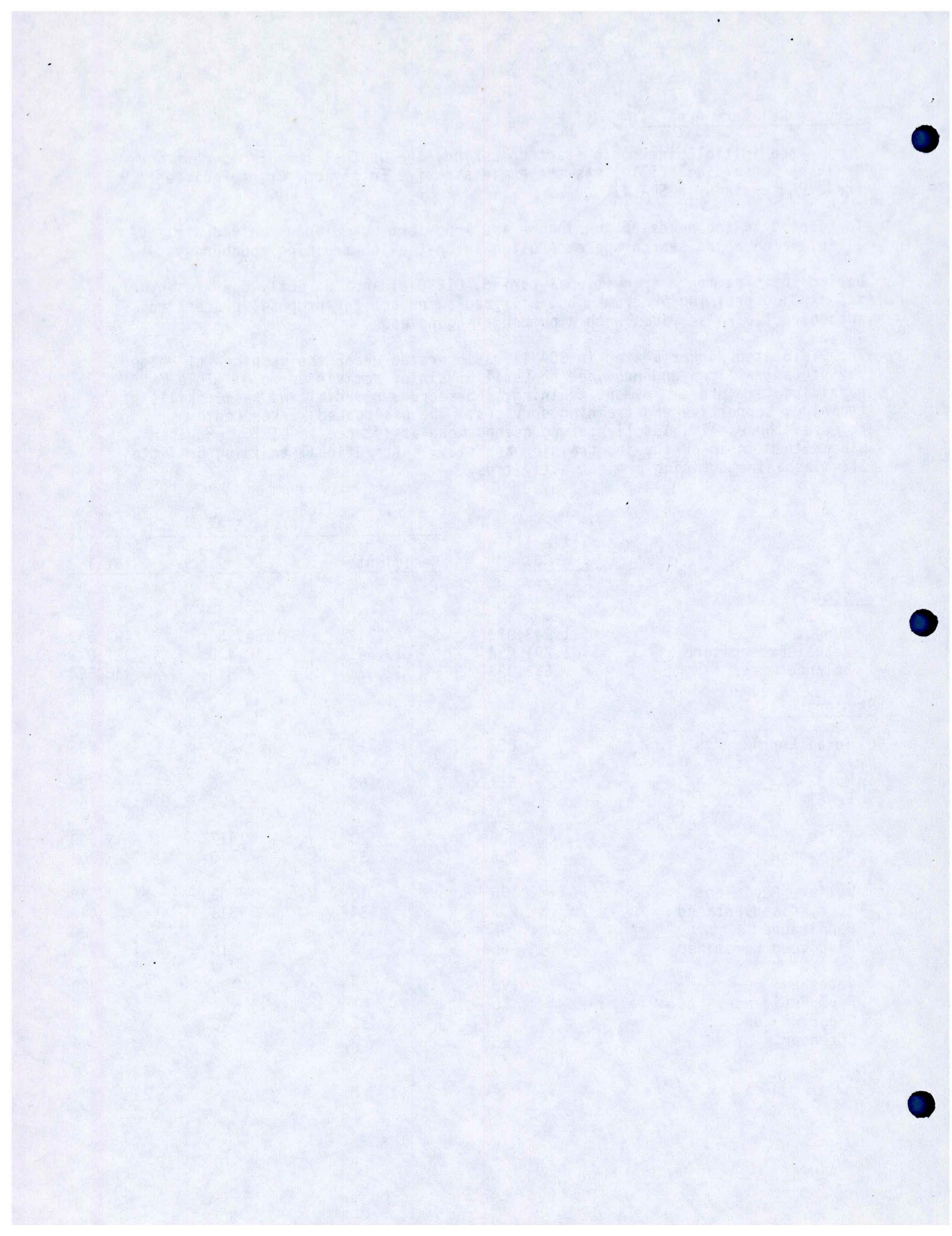
During the initial nine month start up period, the Central Iowa Employment and Training Consortium (CIETC) was the Administrative Entity and Grant Recipient for JTPA services in SDA 11.

To respond to the needs of low income and long-term unemployed individuals, SDA 11 initiated a job search approach using an on-the-job training voucher system.

During the nine month transitional period, CIETC did not directly operate any of its own job training programs, but utilized a request for proposal process to subcontract JTPA services with a number of agencies.

The Dislocated Worker Center in SDA 11 was operated under the auspices of United Way of Central Iowa and provided non-skill training activities to eligible participants: pre-employment training, job search, remedial and basic skills training, supportive and training services. The Dislocated Worker Center referred those eligible clients who needed more assistance to CIETC, who then placed them in an on-the-job training activity, institutional training or Title III class-size training project activities.

	Title IIA (78%)	Title III		Title III Total
		Grant Recipient	DWC	
<u>Fiscal</u>				
Budget	\$ 1,943,971	\$ 242,712	\$ 164,951	\$ 407,663
Actual Expenditure	1,291,034	210,641	160,438	371,079
Balance	652,937	32,071	4,513	36,584
<u>Demographics</u>				
Total Enrollments	862	211	487	698
Male	514	163	366	529
Female	348	48	121	169
White	606	173	417	590
Non-White	256	38	70	108
Welfare Recipient	170	15	33	48
Econ. Disadvantaged	832	134	311	445
Handicapped	96	4	16	20
Displaced Homemaker	56	3	10	13
Veteran	193	92	136	228
Farm Resident	10	1	4	5
Older Worker	21	12	40	52
Offender	98	10	34	44



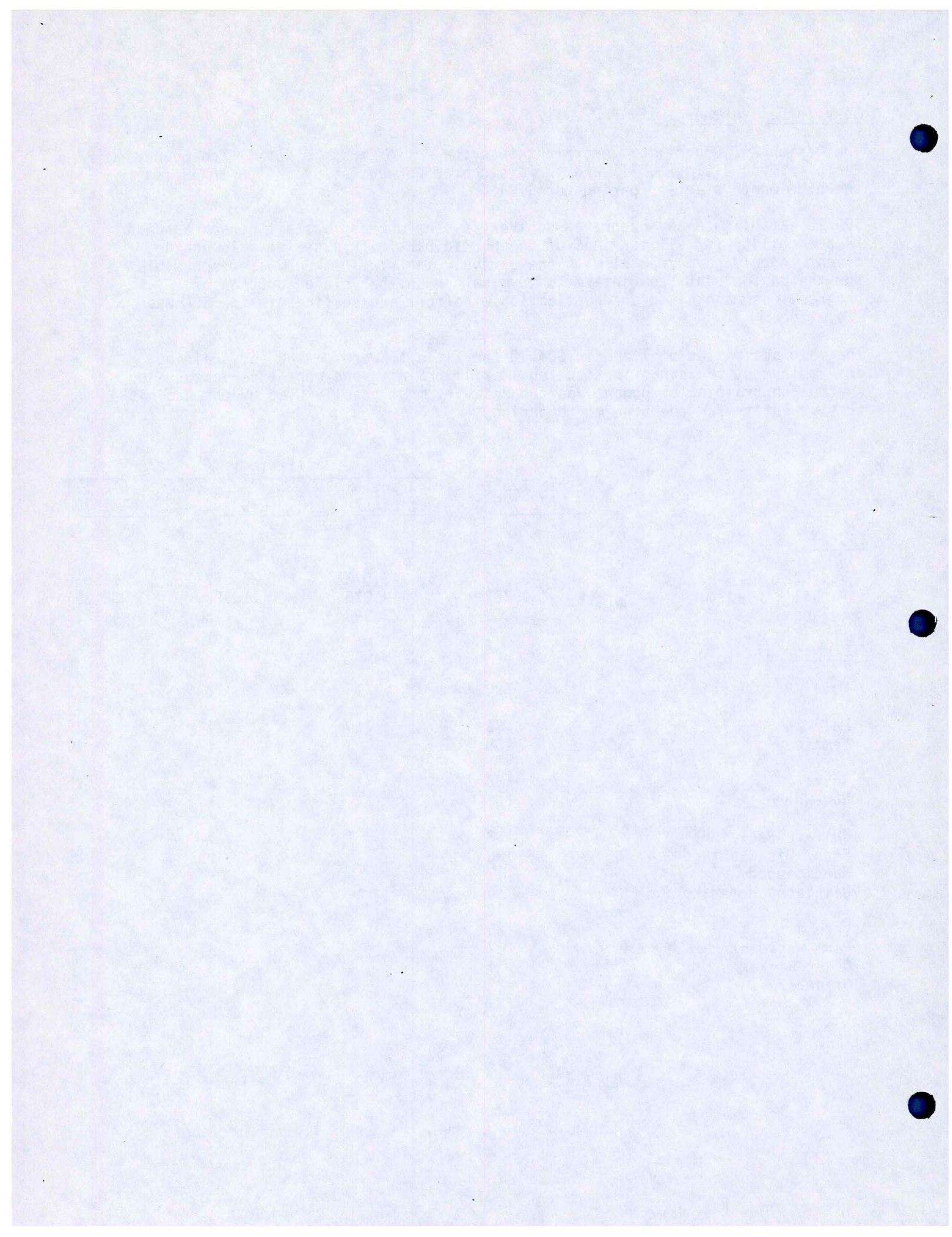
Service Delivery Area 12

The Region XII Council of Governments was the Administrative Entity and Grant Recipient for Title II, III and the Dislocated Worker Center in SDA 12 during the nine month start-up period for JTPA.

SDA 12 established an integrated delivery system whereby a staff person assumed responsibility for all services of the participant. This system allowed the client to only have to deal with one person. The staff member was responsible for the participant from intake to termination so that close scrutiny of progress was maintained and duplication of effort and services in the SDA was minimized.

The main activities utilized in SDA 12 for Title II were on-the-job training, pre-employment training, institutional skill training and work experience. The on-the job training component was the activity most heavily used by the Administrative Entity for the nine month period.

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 445,745	\$ 43,073	\$ 28,557	\$ 71,630
Actual Expenditure	230,782	19,075	11,322	30,397
Balance	214,963	23,998	17,235	41,233
<u>Demographics</u>				
Total Enrollments	190	17	28	45
Male	82	14	21	35
Female	108	3	7	10
White	188	17	28	45
Non-White	2	-	-	-
Welfare Recipient	53	1	5	6
Econ. Disadvantaged	180	5	16	21
Handicapped	17	-	-	-
Displaced Homemaker	4	-	-	-
Veteran	25	5	7	12
Farm Resident	7	-	-	-
Older Worker	4	-	4	4
Offender	22	-	-	-



Service Delivery Area 13

Iowa Western Community College was designated the Administrative Entity and Grant Recipient for JTPA services in SDA 13 for the nine month transition phase from CETA to JTPA.

Work experience, on-the-job training, pre-employment training, remedial and basic skill training, upgrading and institutional skill training were Title IIA activities available to participants in SDA 13.

For Title III participants, on-the-job training, institutional skill training and retraining were programs available to eligible clients.

The Dislocated Worker Center in SDA 13 provided remedial and basic skill training and pre-employment training to participants at various locations throughout SDA 13 and were provided by Iowa Western Community College's Adult Education Division. The pre-employment training classes were taught at three sites by Job Service of Iowa personnel.

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 882,749	\$ 85,026	\$ 57,194	\$ 142,220
Actual Expenditure	484,877	64,790	16,635	81,425
Balance	397,872	20,236	40,559	60,795
<u>Demographics</u>				
Total Enrollments	350	48	24	72
Male	191	34	16	50
Female	159	14	8	22
White	346	45	22	67
Non-White	4	3	2	5
Welfare Recipient	130	2	1	3
Econ. Disadvantaged	329	21	11	32
Handicapped	55	6	5	11
Displaced Homemaker	8	-	-	-
Veteran	69	17	7	24
Farm Resident	9	2	-	2
Older Worker	7	3	4	7
Offender	28	1	-	1



Service Delivery Area 14

MATURA was designated the JTPA Grant Recipient and Administrative Entity for Title IIA and Title III JTPA activities in SDA 14 for the nine month initial program period.

SDA 14, with direction from the Private Industry Council, placed a high emphasis on the utilization of on-the-job training. A result of this emphasis, 202 on-the-job training contracts were written with 111 various private and public employers throughout the seven county SDA.

The process utilized for dislocated workers in SDA 14 began with intake by JTPA staff. Following the intake procedure, clients were referred to the Dislocated Worker Center at Southwestern Community College for an assessment of skills and interests before receiving direct service. As was the case with Title IIA, the Dislocated Worker programs also placed a high emphasis on the use of on-the-job training.

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 283,798	\$ 26,399	\$ 27,655	\$ 54,054
Actual Expenditure	216,252	16,769	26,518	43,287
Balance	67,546	9,630	1,137	10,767
<u>Demographics</u>				
Total Enrollments	244	20	67	87
Male	126	13	40	53
Female	118	7	27	34
White	242	20	67	87
Non-White	2	-	-	-
Welfare Recipient	39	3	6	9
Econ. Disadvantaged	230	17	53	70
Handicapped	9	1	1	2
Displaced Homemaker	13	1	2	3
Veteran	10	1	15	16
Farm Resident	5	1	NA	1
Older Worker	3	1	5	6
Offender	9	-	2	2



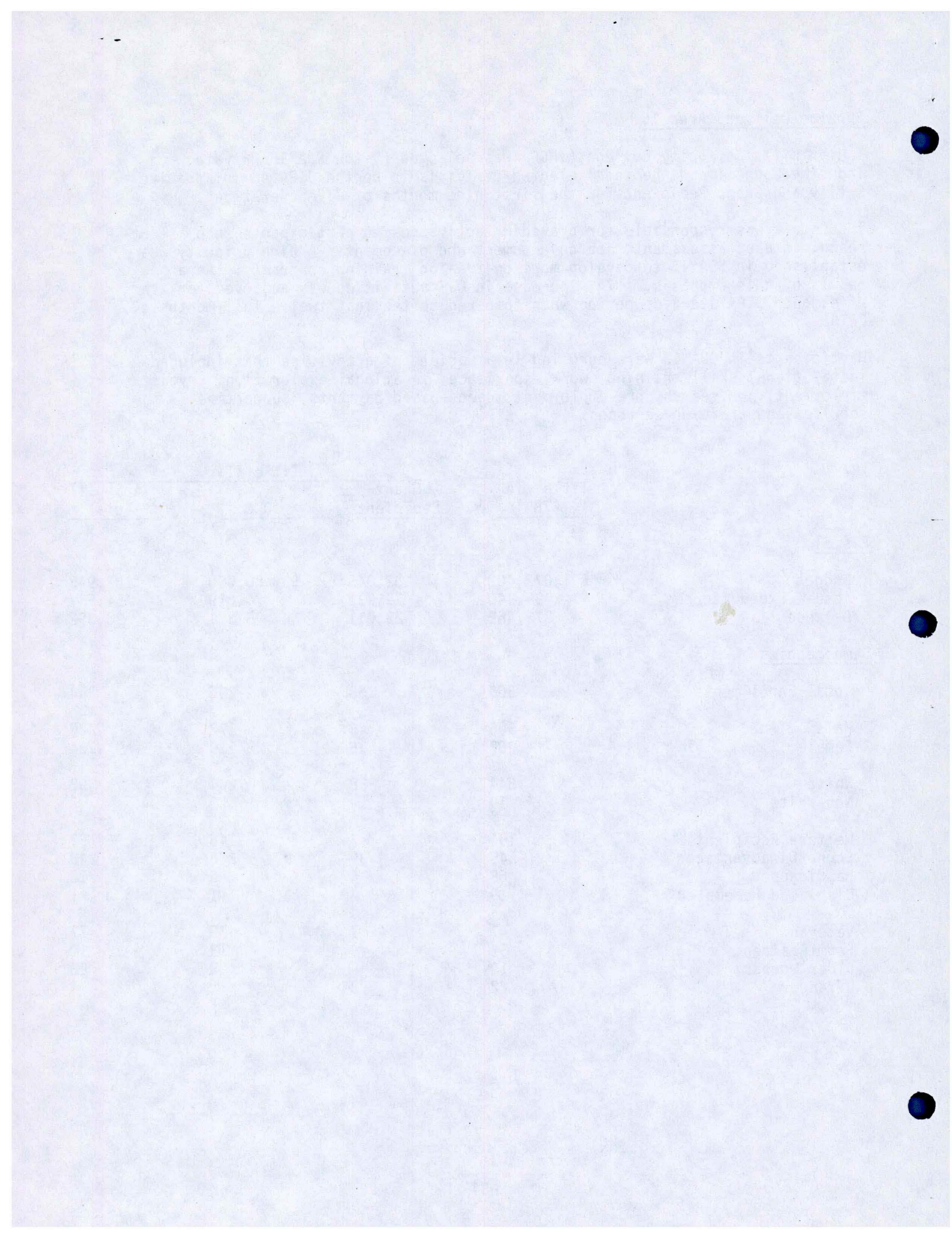
Service Delivery Area 15

Indian Hills Community College (IHCC) was selected by the SDA 15 Private Industry Council and the local elected officials to be the JTPA Administrative Entity and Grant Recipient for the first nine months of JTPA operations.

IHCC staff was responsible for providing activities to participants such as outreach, intake, assessment, job development and placement. A high priority was established in SDA 15 to develop more on-the-job training contracts. As a result of this emphasis, a 74% increase in OJT activities was achieved for the nine month JTPA start-up period when compared to the last twelve full months of CETA.

Participants in SDA 15 were enrolled in a variety of activities that included institutional skill training, work experience, vocational exploration, tryout employment, job search, pre-employment, needs-based payments, supportive services and training services.

	Title IIA (78%)	Title III		Title III Total
		Grant Recipient	DWC	
<u>Fiscal</u>				
Budget	\$ 1,072,402	\$ 102,943	\$ 80,000	\$ 182,943
Actual Expenditure	799,940	79,932	74,619	154,551
Balance	272,462	23,011	5,381	28,392
<u>Demographics</u>				
Total Enrollments	563	58	296	354
Male	306	43	177	220
Female	257	15	119	134
White	544	58	294	352
Non-White	19	-	2	2
Welfare Recipient	151	7	46	53
Econ. Disadvantaged	549	39	206	245
Handicapped	68	4	6	10
Displaced Homemaker	19	-	1	1
Veteran	47	7	70	77
Farm Resident	33	5	13	18
Older Worker	10	-	28	28
Offender	22	3	1	4



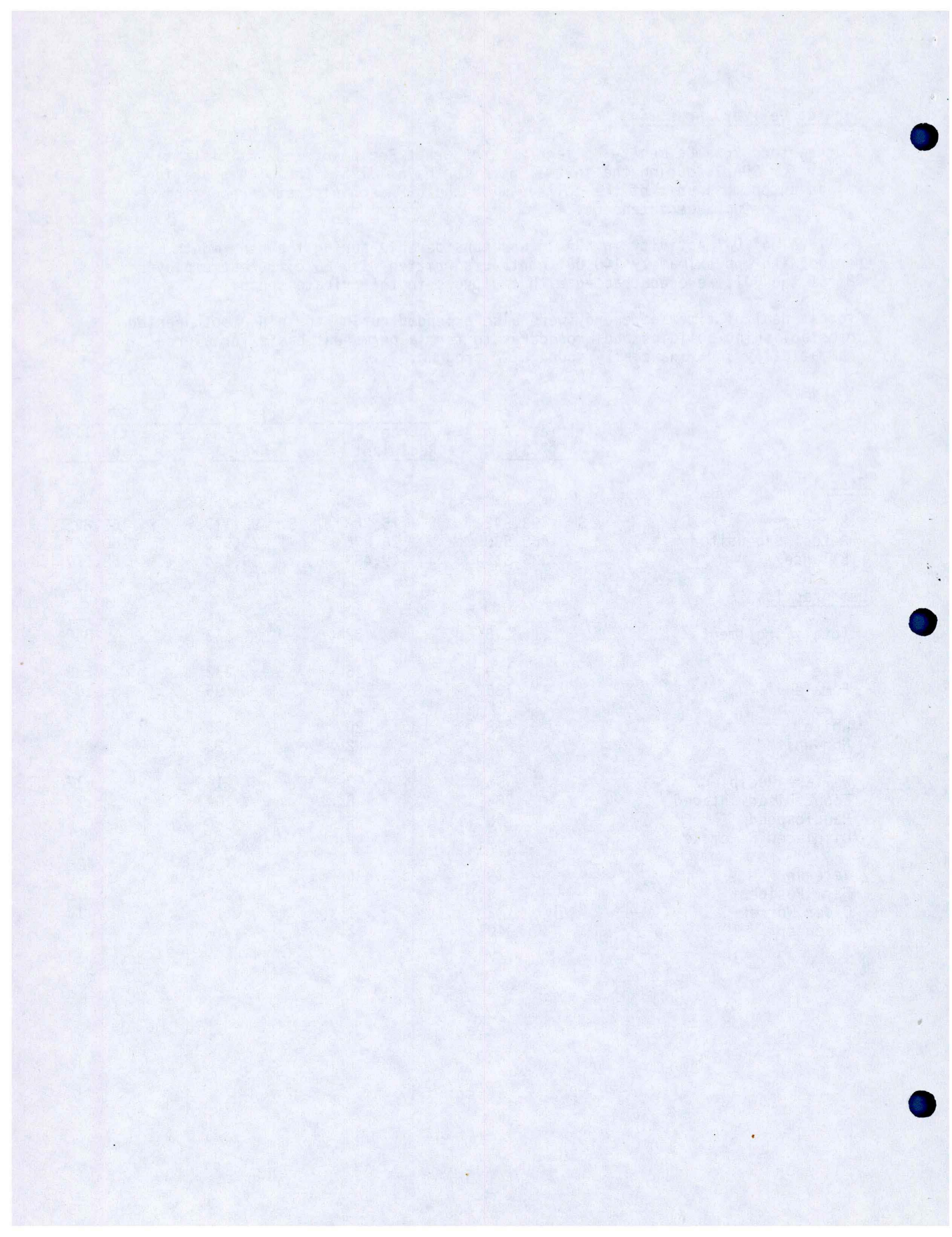
Service Delivery Area 16

Southeastern Iowa Community College was the Grant Recipient and Administrative Entity for SDA 16 during the initial nine months of JTPA. The JTPA operation was an autonomous unit of the college with the JTPA Administrator reporting directly to the Superintendent.

The level of OJT activity in SDA 16 was considerable during the nine month period with approximately 140 OJT contracts written with 80 different employers. 98% of the OJTs were contracted with employers in the private sector.

A great deal of time and energy were also expended during the nine month period in establishing policies and procedures to form a permanent basis for a programmatically and financially sound JTPA program.

	<u>Title IIA (78%)</u>	<u>Title III</u>		<u>Title III Total</u>
		<u>Grant Recipient</u>	<u>DWC</u>	
<u>Fiscal</u>				
Budget	\$ 793,842	\$ 75,709	\$ 93,117	\$ 168,826
Actual Expenditure	460,530	26,276	73,973	100,249
Balance	333,312	49,433	19,144	68,577
<u>Demographics</u>				
Total Enrollments	295	22	327	349
Male	159	16	232	248
Female	136	6	95	101
White	268	20	305	325
Non-White	27	2	22	24
Welfare Recipient	95	3	14	17
Econ. Disadvantaged	282	8	104	112
Handicapped	38	-	2	2
Displaced Homemaker	5	-	1	1
Veteran	29	5	73	78
Farm Resident	3	-	2	2
Older Worker	2	1	11	12
Offender	40	2	-	2



Title III Dislocated Worker Discretionary Grant - Kirkwood Community College

Kirkwood Community College, through a competitive bid procedure, received a special federal discretionary grant from the Department of Labor to assist dislocated workers beginning October 1, 1983.

A variety of training programs were established through the discretionary grant in the fields of graphic arts, food service, telemarketing, residential/commercial maintenance, truck driving and security orientation.

Intake and training procedures were conducted with the cooperation of the Kirkwood Dislocated Worker Center. In addition, joint efforts were contracted with the Center to complete the assessment procedure, as well as placement.

The grant has been extended to the end of June, 1985 and it is anticipated that 200 participants will have entered employment by the conclusion of the grant.

Department of Public Instruction

Section 123 of JTPA provides financial assistance to the state agency responsible for providing education and training. In Iowa, Governor Branstad designated the Iowa Department of Public Instruction (DPI) as the agency to administer the "eight (8) percent" JTPA State Education Coordination Grant funds.

These funds were utilized to:

- 1) facilitate coordination of education and training services for eligible Title IIA participants through cooperative agreements; and
- 2) provide services to eligible participants through cooperative agreements between DPI and each JTPA Service Delivery Area's Administrative Entity.

A variety of activities were funded with the 8% monies:

- A position was funded at the Iowa Development Commission to promote industrial development activities.
- DPI awarded funds to Area Planning Councils to strengthen coordination and planning between Area Planning Councils and Private Industry Councils.
- DPI funded a number of projects to reimburse agencies the extra costs involved with developing and administering economic development training activities funded through JTPA and one or more other sources of funds.
- Cooperative agreements were developed between each SDA Administrative Entity to utilize 8% funds for special class-size and/or JTPA participant training.
- DPI initiated a request for proposal to utilize 8% funds to provide JTPA services and training to legal offenders. A variety of programs were funded as a result of the request for proposal.

Iowa Commission on the Aging

During the initial nine month start-up period the Iowa Commission on the Aging was the "3% " Older Worker contractor for JTPA services. The Commission subcontracted with local Area Agencies on Aging to provide a number of activities such as job search assistance, on-the-job training, work experience, remedial and basic skills and pre-employment training. Heavy emphasis was placed on job search assistance because of the aging network's commitment to advocacy.

The planning process for the nine month period was conducted by the Area Agencies on Aging with input from the Private Industry Councils and the Local Elected Officials. The 3% Older Worker section of the Governor's Coordination and Special Service Plan was prepared by the Commission on the Aging in consultation with the Office for Planning and Programming.

SERVICE DELIVERY AREA OFFICIALS

For The Period From October 1, 1983 Through June 30, 1984

SDA 1 Lyle Zieman, PIC Chairperson
Lyle Zieman, Chief Elected Official

Bev Brower, Director
Upper Explorerland Regional Planning Commission
134 West Greene, P.O. Box 219
Postville, Iowa 52162
319/864-7551

SDA 2 Dave Fredrickson, PIC Chairperson
Ambrose Cahalan, Chief Elected Official

John Clopton, Director
North Iowa Area Community College
500 College Drive
Mason City, Iowa 50401
515/423-5457

SDA 3 Keith Johnson, PIC Chairperson
Keith Baker, Chief Elected Official

Clark Marshall, Director
Northwest Iowa Planning and Development Commission
Box 4143
Spencer, Iowa 51301
712/262-7662

*Bob Baughman
JPPC
SE Baughman*

SDA 4 Tom Miller, PIC Chairperson
Wayne Swanger, Chief Elected Official

Dennis Wolf, Director
Western Iowa Technical College
4647 Stone Avenue, P.O. Box 1254
Sioux City, Iowa 51102
712/276-0380, ext. 219

SDA 5 Wayne Aspholm, PIC Chairperson
Elmer Pliner, Chief Elected Official

Gary Woodward, Director
Iowa Central Community College
330 Avenue M
Fort Dodge, Iowa 50501
515/576-7459

*The JPPA Administrative Entity operates the relocated under center
unless noted*

*Unless noted, the D&C Center is
located at the same address as
the RE*

SDA 6 William Zuercher, PIC Chairperson
*Mark Steinberg

Bruce Woodward, Director
Iowa Valley Employment and Training
3700 Center Street, P.O. Box 1116
Marshalltown, Iowa 50158
515/752-6963

SDA 7 Noreen Fischer, PIC Chairperson
Sonia Johannsen, Chief Elected Official

Dave Mazur, Director
Area 7 Job Training Administration
907 Independence Avenue
Waterloo, Iowa 50703
319/291-2547

SDA 8 Tom Conry, PIC Chairperson
Donna Smith, Chief Elected Official

Ralph Weber, Director
Area 8 JPTA
630 Dubuque Building
Dubuque, Iowa 52001
319/557-8140

*270 Nelder Centre
Dubuque, Iowa 52001-6825
(319) 556-4402*

SDA 9 Patrick Madden, PIC Chairperson
Bill Fennelly, Chief Elected Official

John Kiley, Director
1606 Brady Street, Suite 306
Davenport, Iowa 52803
319/326-0744

*627 West Second Street
Davenport, Iowa 52801
(319) 323-0400*

SDA 10 John Giegerich, PIC Chairperson
Donald J. Canney, Chief Elected Official

Bob Ballantyne, Director
East Central Iowa Employment and Training Consortium
Veteran's Memorial Building
Cedar Rapids, Iowa 52401
319/398-5013

*Kirkwood C.C.
630 Kirkwood Blvd, Jew
East Campus, Bldg "W"
C.R. IA 52402
(319) 398-5523*

SDA 11 Vicki Schwartz, PIC Chairperson
Walt Smith, PIC Chairperson
Archie Brooks, Chief Elected Official

Manual Acevedo, Director
Central Employment and Training Consortium
1044 4th Street
Des Moines, Iowa 50314
515/243-3487

*2000 Walker, Suite B
DSM 50317
(515) 263-0077*

* Mr. Steinberg, though not the CEO, has been designated an official contract person in SDA 6.

SDA 12 Richard Knowles, PIC Chairperson
Mike Hall, Chief Elected Official

Julie Williams, Director
Region XII Council of Governments
104 West 6th Street, P.O. Box 768
Carroll, Iowa 51401
712/792-9914

SDA 13 Dean Robinson, PIC Chairperson
Hubert Houser, Chief Elected Official

Eugene Epperson, Director
JTPA SDA 13
119 South Main, Room 200
Council Bluffs, Iowa 51501
712/322-4138

SDA 14 Ronald Riekema, PIC Chairperson
Steven Wastaney, Chief Elected Official

Walter Greenway, Director
215 North Elm
Creston, Iowa 50801
515/782-8591

SDA 15 Timothy Gerard, PIC Chairperson
H. Roy Lamansky, Chief Elected Official

Marilyn Runnells, Director
501 Harvester Building
101 South Market Street
Ottumwa, Iowa 52501
515/682-8577

*Elm + Grandview - Room 333
Ottumwa, Iowa 52501
(515) 683-5217*

SDA 16 Kim Davis, PIC Chairperson
Richard Lewis, Chief Elected Official

Dennis Hinkle, Director
217 F & M Building
Burlington, Iowa 52601
319/752-6363



DISLOCATED WORKER CENTER SERVICE OFFICES

*SDA 1

Darcy Knoble
 Northeast Iowa Community Action
 Courthouse - Box 30
 Decorah, IA 52101
 319/382-2919

SDA 2

Roger Holcomb, Dean
 Community Services
 North Iowa Area Community College
 500 College Drive
 Mason City, IA 50401
 515/423-5457

*SDA 3

Carol Dombek
 Iowa Lakes Community College
 Emmetsburg, IA 50536
 712/852-3018

SDA 4

Brenda Porter, Special Needs Supervisor
 Western Iowa Tech Community College
 4647 Stone Avenue, Box 1254
 Sioux City, IA 51102
 712/276-0380, ext. 261

SDA 5

Ms. Jeri Harding
 Iowa Central Community College
 Eagle Grove Campus
 Eagle Grove, IA 50533
 515/448-5494

SDA 6

Bruce Woodward
 3700 South Center Street, P.O. Box 1116
 Marshalltown, IA 50158
 515/752-6963

*SDA 7

Marc Crudo
 Operation Threshold
 1727 University Avenue
 Waterloo, IA 50701
 319/235-7316

SDA 8

Tom O'Neill
 Dislocated Worker Center
 270 Nesler Centre, Room 270
 Dubuque, IA 52001-6825
 319/556-4402

SDA 9

John Tucker
 Dislocated Worker Center
 627 West Second St.
 Davenport, IA 52801
 319/323-0400

SDA 10

Kenneth Kupka
 Dislocated Worker Center
 Kirkwood Community College
 6301 Kirkwood Blvd., S.W.
 P.O. Box 2068
 East Campus, Building "W"
 Cedar Rapids, IA 52406
 319/398-5523

SDA 11

Judy Fitzgibbon
 Dislocated Worker Center
 2000 Walker, Suite B
 Des Moines, IA 50317
 515/263-0077

SDA 12

Julie Williams
 104 West 6th Street, P.O. Box 768
 Carroll, IA 51401
 712/792-9914

SDA 13

D. Eugene Epperson
 JTPA
 119 S. Main, Room 200
 Council Bluffs, IA 51501
 712/322-4138

*SDA 14

Paul Kasper
 Southwestern Community College
 1501 Townline Rd.
 Creston, IA 50801

SDA 15

Donna Tee Van Zante
 Dislocated Worker Center
 Indian Hills Community College
 Elm & Grandview - Room 333
 Ottumwa, IA 52501
 515/683-5217

SDA 16

Dennis Hinkle
 JTPA
 217 F & M Bank Building
 Burlington, IA 52601
 319/752-6363

* New agencies operated the Dislocated Worker Center in these areas beginning July 1, 1984.



Office for Planning and Programming

Capitol Annex, Des Moines, Iowa 50319 Telephone (515) 281-3711



TERRY E. BRANSTAD
Governor

EDWARD J. STANEK, PhD
Director

