

PY2024

*State of Iowa
WIOA Annual
Report*





Iowa Workforce Development

Kim Reynolds, Governor
Chris Cournoyer, Lt. Governor
Beth Townsend, Executive Director

On behalf of Iowa Workforce Development, we are pleased to submit Iowa's Workforce Innovation and Opportunity Act (WIOA) Annual Performance Report Narrative for Program Year 2024 (PY24), covering services provided from July 1, 2024, through June 30, 2025. The report highlights the successes of the workforce system in Iowa and the benefits received by program participants.

Iowa continues to focus our efforts on the alignment of workforce programming within one state agency, Iowa Workforce Development, ensuring streamlined and effective services for all Iowans and Iowa employers. The integration of services is highlighted throughout this report, demonstrating the success of our efforts to create, enable and sustain the most Future Ready Workforce in the nation.

Sincerely,

A handwritten signature in cursive script that reads "Michelle McNertney".

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Contents

Waivers	5
Local Area Waiver Information	5
Northeast Iowa	5
Mississippi Valley	6
East Central Iowa	7
South Central Iowa	8
Statewide Waiver Information	8
Evaluations	9
Customer Satisfaction	10
Customer Satisfaction Surveys	10
Survey Results – Individuals	11
Employer Satisfaction Surveys	11
State Strategies	13
Performance Accountability	14
Iowa’s Performance Measures, Goals and Progress	14
Local Performance Results	14
Adult Program	15
Dislocated Worker Program	15
Youth Program	15
Wagner-Peyser (WP)	15
Migrant and Seasonal Farmworker (MSFW) Advocacy System	15
Jobs for Veterans State Grant (JVSG)	16
Effectiveness in Serving Employers Measure	16
Transition from Pilot Measures to Federally Required Reporting	16
Data Integration and Reporting	16
Business Engagement Division and Strategic Coordination	16
Co-Enrollment	18
Common Exit	19
Data Validation	19
Program-Specific Validation Activities	19
Joint Data Validation and Cross-Agency Coordination	20
Statewide Governor’s Reserve Funds	20

Rapid Response	20
Worker Information Meetings (WIMs) and AJC Integration	20
Mobile Workforce Center	21
Employer Support and Layoff Aversion Strategies	21
Comprehensive Services for Dislocated Workers.....	21
Incumbent Worker Training (IWT) and Sector Strategies	22
Wagner-Peyser Activities	22
Program Funding Supports:.....	22
Career Services Provided	23
Program Impact – PY24	23
Technology and Labor Exchange	23
Wagner-Peyser Performance Results	23
National Dislocated Worker Grants (NDWGs).....	24
State Best Practices and Needs	24
Attachment I	26
Attachment II	43

Waivers

Iowa was approved for a waiver to provide flexibility for Local Workforce Development Boards (LWDBs) to decrease the minimum out-of-school youth (OSY) expenditures from 75 percent to 50 percent, as needed, for Program Year (PY) 2024 and 2025 by the United States Department of Labor (USDOL).

In PY24, four out of the six local areas utilized this waiver. The flexibility allowed by the waiver has emphasized innovative recruitment methods, strong cross-agency collaboration, and a renewed focus on work-based learning (WBL) opportunities, particularly through internships, job shadows, and employer partnerships, regardless of school status. Flexibility from this waiver also emphasized innovative recruitment methods, and strong cross-agency collaboration with community partners and programs. Partnerships and relationships with local area Iowa Jobs for America's Graduates (iJAG), and local Areas Education Agencies (AEAs), have made robust referral pipelines for participants.

Local Area Waiver Information

Northeast Iowa

In Program Year (PY) 2024, the Northeast Iowa Workforce Development Board (NEIWDB) increased engagement of In-School Youth (ISY) and Out-of-School Youth (OSY) through strategic outreach, strengthened partnerships, and targeted use of funding flexibility. These efforts expanded work-based learning opportunities, enhanced career readiness, and connected youth to postsecondary education and employment pathways.

Key Successes

ISY Enrollment Growth: Online referral forms, Youth Summits, and expanded Youth Committees improved collaboration with schools and partners.

Work-Based Learning Expansion: Increased internships, job shadows, and summer work experiences; programs addressed barriers for students with IEPs, ADHD, teen parents, and other needs.

Support for Justice-Involved and Foster Care Youth: Presentations at detention centers and participation in Transition Meetings provided tailored services and career pathways.

Partnerships: Collaborations with iJAG, Job Corps, AEAs, YSS, IVRS, and local employers strengthened outreach and resources.

Family Engagement: Informational sessions enhanced parental support, contributing to student retention and success.

Challenges

Engagement varied across school districts.

Youth with complex barriers required intensive case management.

Early staffing transitions required stabilization for new service providers.

Results & Impact

Expanded Access: More youth received career counseling, work experience, and training.

Positive Youth Outcomes: ISY completed WEP programs, pursued postsecondary education, and entered employment or military service.

Community Visibility: Increased awareness of Title I services among schools, families, and partners.

Stronger School & Employer Partnerships: Created pipelines to employment and postsecondary programs.

Plans for PY2025

Continue online referral system and Youth Summits

Expand Registered Apprenticeships and work-based learning opportunities

Maintain focus on justice-involved youth and youth aging out of foster care

Continue leveraging funding flexibility to balance ISY and OSY services

Request state support for MOUs with school districts and shared outreach tools

Interested in reapplying for 50/50 waiver

PY24 highlights the impact of strategic partnerships, innovative outreach, and flexible funding on youth success. NEIWDB remains committed to equitable access to education, training, and employment, strengthening local pipelines for all youth.

Mississippi Valley

In PY2024, MSV made steady progress in serving ISY, supported by flexible outreach and work-based learning strategies. ISY enrollment increased slightly from PY23 (9%) to PY24 (11.5%), with early PY25 data (31.25%) showing strong momentum.

Key Successes

Expanded outreach led to improved school access and stronger educator relationships, including direct classroom presentations and engagement with IVRS TAPS coordinators.

Alternative schools were particularly receptive, laying the groundwork for enrollment growth in PY25.

Challenges

Recruitment was limited by staff capacity, competing caseload demands, and difficulty scheduling with teachers.

School referrals often did not align with WIOA deliverables or performance indicators.

Local Impact & Work-Based Learning

Work-based learning (WBL) opportunities increased: PY23: 28.3%, PY24: 29.9%, PY25 (to date): 43.7%.

Expanded internships, work experiences, and employer engagement continued, though some employers raised concerns about youth employment requirements.

Partnerships

Strengthened collaboration with Maquoketa iJAG and outreach with Burlington and NE Goose Lake iJAG. PY24 saw no ISY enrollments from iJAG partnerships.

Registered Apprenticeships

No ISY enrollments in PY24; future participation limited by RA requirements and funding restrictions.

Plans for PY25

Expand school relationships and collaboration with secondary and community college WBL coordinators.

Grow career exposure events, building on early PY25 enrollment growth.

No plans to reapply for the 50/50 waiver.

State Support Needed

Streamlined statewide WBL coordination, as current efforts across schools, community colleges, and workforce programs remain segmented.

East Central Iowa

In PY2024, East Central Iowa continued implementing the Youth 50/50 Waiver, increasing flexibility and access for ISY and OSY. ISY enrollment remained consistent with PY2023, showing steady progress despite engagement challenges.

Key Successes

Maintained strong participation in work-based learning, benefiting from established employer partnerships.

Two youth enrolled in Registered Apprenticeships, demonstrating success in earn-and-learn pathways.

Waiver flexibility allowed staff to focus on individualized services rather than proportional enrollment targets.

Challenges

ISY engagement was limited by school schedules, parental consent requirements, coordination with staff, and competing priorities.

Long-term engagement needs made it challenging to sustain participation.

No iJAG partnership activity occurred in PY24, though collaboration remains possible.

Local Impact & Outcomes

Balanced service delivery between ISY and OSY continued.

Work-based learning and apprenticeship opportunities provided meaningful career pathways.

Plans for PY2025

Strengthen ISY engagement via high school sessions and regional center outreach.

Expand communication with school partners.

Request state guidance on ISY closure timing to address long-term engagement barriers.

Interested in reapplying for 50/50 waiver.

South Central Iowa

In PY2024, South Central Iowa served slightly fewer ISY compared to previous years due to alternative education programs, expanded free college-level courses, and overlapping services with IVRS.

Key Successes

Alternative schools remained effective partners, especially for CNA training and immediate employment pathways.

Strong collaboration with alternative schools, Agency Shelter, YSS, iJAG, State Training School, and Summer Youth Internship Program.

Challenges

ISY waiver did not increase work-based learning; employers were hesitant to commit to WEPs or youth hiring.

No Registered Apprenticeships enrollments; barriers included youth preferences for fast-track employment and limited RA availability.

Local Impact & Outcomes

Partnerships supported youth in CNA and Youth Internship Programs.

Quality Pre-Apprenticeships (QPAs) could enhance future RA participation.

Enhanced job visibility through BEC improvements may aid youth-employer matching in PY25.

Plans for PY2025

Focus on ISY job readiness and WEP participation to meet 20% requirement.

Limited funding will prioritize OSY populations for WIOA resources.

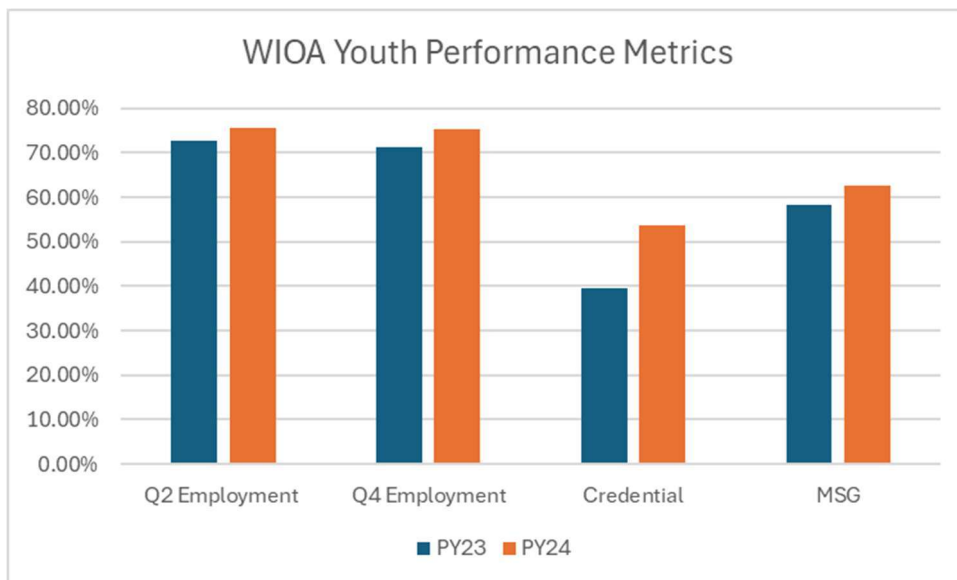
No plans to reapply for the 50/50 waiver.

A waiver for ITA access without Adult co-enrollment could improve service delivery.

Statewide Waiver Information

As identified in the waiver, USDOL anticipated an increase in the number of in-school youth (ISY) served, with the performance accountability outcomes for the overall WIOA Youth – including both ISY and OSY – expected to remain stable or improve across most WIOA Youth performance indicators. In PY24, Iowa saw a one percent increase of ISY served and saw an increase in performance metrics related to Q2 and Q4 employment, Credential Attainment and Measurable Skills Gain.

WIOA Youth Served	PY23	%	PY24	%
Total Participants	594	-	459	-
In-School Youth	125	21%	103	22%
Out-of-School Youth	469	79%	356	78%



During PY25 local areas will continue to focus on and expand awareness for registered apprenticeships and WBL enrollments and collaboration. This waiver has been critical to maintain flexibility and balanced youth programming across Iowa. It has also enabled the delivery of more comprehensive, and locally responsive services to both ISY and OSY, increased early exposure to career pathways, and has strengthened the credibility of WIOA youth programming among schools, families and community partners.

Evaluations

Iowa Workforce Development (IWD), in partnership with Iowa State University’s Integrated Data System for Decision-Making (I2D2), conducted a preliminary evaluation of WIOA Title I programs. I2D2 was selected for its expertise in integrated data and prior experience with needs assessments and program evaluations for state agencies.

Key areas of analysis included:

- Participant Demographics: Who is being served, and are they representative of those who could benefit?
- Co-Enrollment: How often are participants enrolled in multiple programs?
- Barriers to Employment: What are the most commonly reported challenges?

Results from this analysis are detailed in Attachment I of this document. Iowa continued to expand this work in PY24, incorporating additional data and planning for future longitudinal evaluation. Attachment I provides additional details regarding this evaluation.

In PY24, Iowa expanded its evaluation efforts in partnership with the Labor Market Information division, focusing on three key areas:

- WIOA Youth Work Experience Outcomes
- Sector Strategy Outcomes
- School Status at Program Entry

These analyses represent important steps toward a more comprehensive, data-informed approach to program evaluation and continuous improvement. Methodologies, data, and results are included in Attachment I.

Complete data from both evaluations will be listed in Iowa's PY24 – PY27 Unified State Plan Modification and will be used to drive programmatic decisions moving forward.

Customer Satisfaction

Customer Satisfaction Surveys

Iowa collects customer satisfaction data through its statewide data management system. In collaboration with local one-stop operators, state staff updated the customer survey to ensure consistency across all IowaWORKS centers. All local areas now use the same survey format, and results are accessible in real time for local analysis.

The survey is distributed twice monthly to individuals who received one or more of the following services in the prior 15 days:

- Career Counseling
- Career Planning
- Development of an Objective Assessment (OBA)
- Labor Market Information (Youth Only)
- Staff-Assisted Job Search and Placement
- Self-Service Job Search

In addition to targeted outreach, the survey is available to all users via their dashboard in the data management system, allowing broader participation. Over the past year, the survey was sent 56,740 times, with a 3% response rate. An additional 266 responses were received through the dashboard feature.

Surveys are delivered via the individual's preferred contact method—email, internal messaging, or text. However, response rates have declined due to increased system messaging related to unemployment services, leading some users to opt out of communications. Instructions have been provided to help users re-enable messaging preferences.

Survey Results – Individuals

- 80% of respondents reported satisfaction with overall services.
- 84% were satisfied with assistance received from IowaWORKS staff.
- 27% expressed dissatisfaction with technology, primarily related to the unemployment insurance process.

In June 2025, Iowa integrated its unemployment system into the data management platform. It is anticipated that satisfaction with technology will improve as users benefit from a more unified system.

Employer Satisfaction Surveys

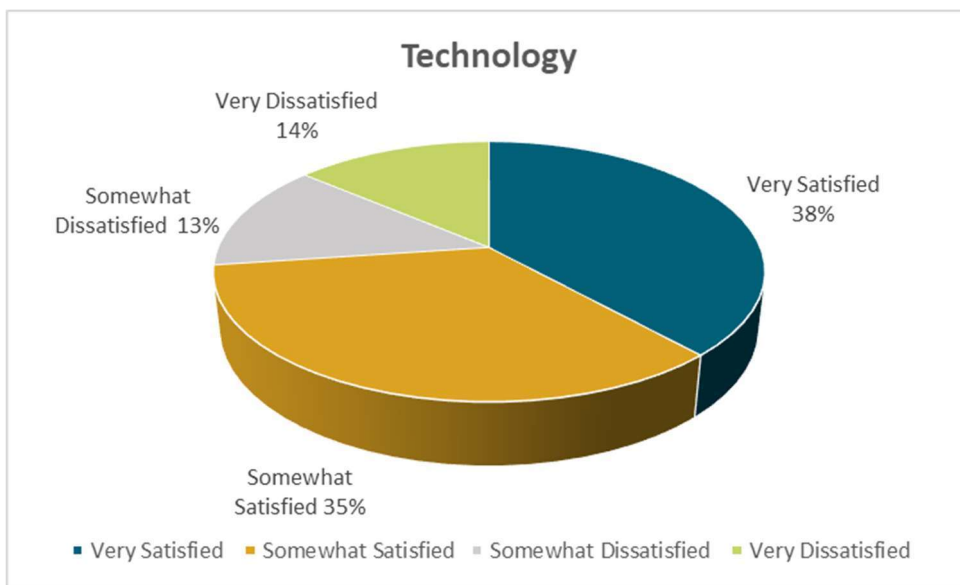
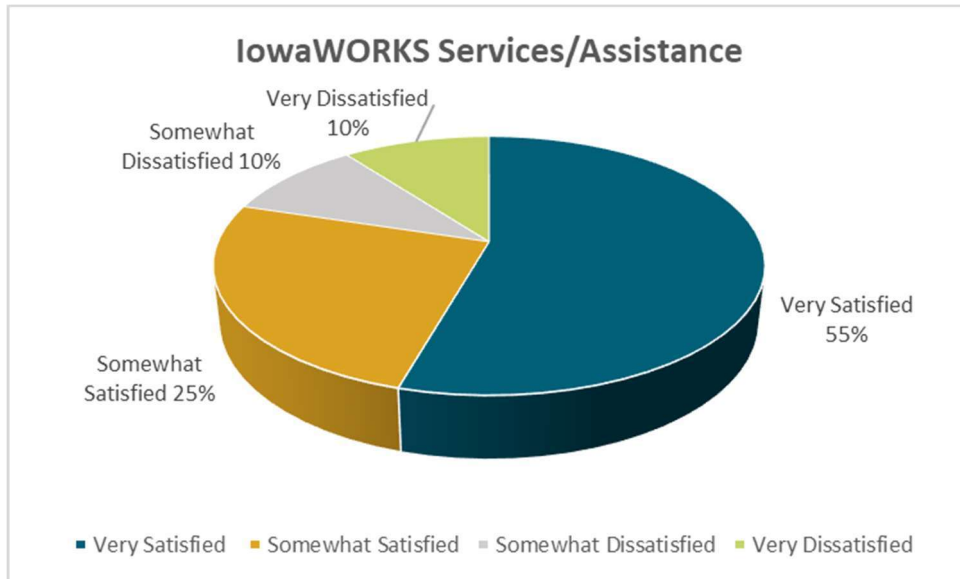
Employers receive satisfaction surveys through multiple channels:

- Automatically via the data management system after service interactions.
- Through IowaWORKS.gov when an employer account is activated.
- Locally distributed by Business Engagement Consultants and some Local Workforce Development Boards.

In PY24:

- 240 employer responses were received through the data management system.
- 96 responses were submitted via IowaWORKS.gov.
- Local survey response rates ranged from 50% to 80%, with 80% of employers reporting satisfaction and 20% reporting high satisfaction with services.

To improve response rates, staff follow up with employers after meetings and events. Additionally, a new standardized statewide business satisfaction survey has been developed and will be distributed biannually, beginning December 12, 2025.



The results of Iowa’s customer satisfaction survey are considered representative of the broader customer population due to the inclusive and accessible nature of the survey process. Our outreach strategy ensures that all WIOA programs are reflected in the survey sample, and the survey remains continuously available through the data management system. This allows any customer—regardless of program affiliation or service type—to provide feedback, enhancing the generalizability of the results.

Customer feedback plays a central role in Iowa’s continuous improvement efforts. Survey responses are aggregated and analyzed bimonthly by state staff to identify trends, recurring concerns, areas of strength, and opportunities for staff recognition. These

insights are shared with One-Stop Operators and Executive Directors of local workforce boards, fostering a collaborative approach to service enhancement.

This feedback loop enables local areas to:

- Identify targeted training needs,
- Redesign processes for greater efficiency and accessibility,
- And improve the overall IowaWORKS customer experience.

By leveraging customer input as a strategic tool, Iowa ensures that workforce services remain responsive, equitable, and aligned with the evolving needs of job seekers and employers.

State Strategies

Iowa has made measurable progress toward the strategic goals outlined in its Unified State Plan. The Iowa State Workforce Development Board (SWDB) identified two primary goals: (1) increasing engagement and awareness of education, training, and career opportunities among Iowa's workforce, and (2) enhancing employer engagement with the IowaWORKS system.

To support these goals, Iowa Workforce Development (IWD) has implemented a statewide Work-Based Learning (WBL) strategy focused on building sustainable, local infrastructure that connects employers, economic developers, and communities. This strategy has expanded employer participation in WBL and increased access to career-building experiences for students and adults.

Additionally, targeted efforts have been made to reach Iowans with barriers to employment and to align workforce system partners through an integrated service delivery model. These efforts support economic self-sufficiency and workforce readiness across the state.

Iowa has advanced sector strategies and career pathway development through multiple initiatives:

- **Healthcare Sector Focus:** The 2025 Iowa Healthcare Credentialing Grant supported employer-led rapid-entry training programs in the state's largest employment sector. Fourteen awardees received a total of \$2.94 million to train or upskill 399 participants in high-demand healthcare roles, including Registered Nurses and healthcare technicians.
- **Work-Based Learning Expansion:** Iowa has scaled WBL models across sectors, including emergency medical services, utilities, IT, and cooperatives. For example, EMT training programs modeled after Le Mars and Waukee are being expanded to additional school districts, and new internship and early career pathway

programs are being developed in partnership with the Iowa Institute for Cooperatives and the Municipal Utilities Association of Iowa.

- Youth and Adult Work Experiences: IWD is collaborating with iJAG to streamline the transition of high school graduates into Title I WBL opportunities, particularly for students not pursuing postsecondary education. This ensures continued engagement in the workforce system and supports career development.

These efforts reflect a strong commitment to sector-based strategies, transitional job opportunities, and career pathway development for both youth and adults.

Iowa has prioritized the expansion of Registered Apprenticeship Programs (RAPs) and other earn-and-learn models as part of its broader WBL strategy. Key efforts include:

- Employer Engagement: IWD has worked directly with employers to expand the number of apprenticeship opportunities, including Registered Apprenticeships (RA), Quality Pre-Apprenticeships (QPA), and internships for both high school students and adults.
- Healthcare Apprenticeships: Several projects funded through the Iowa Healthcare Credentialing Grant include pathways to RN licensure and other apprenticeable healthcare occupations, addressing critical workforce shortages.
- Youth Apprenticeship Expansion: The state continues to promote youth apprenticeship models, particularly in high-demand sectors such as healthcare, emergency services, and skilled trades.

These initiatives demonstrate Iowa's commitment to expanding RAPs and integrating them into broader workforce development strategies.

Performance Accountability

Iowa's Performance Measures, Goals and Progress

See Attachment II – PY24 Negotiated Performance Levels and Program Progress and Results

Local Performance Results

A tableau dashboard has been created to provide a visual representation of WIOA performance outcomes for the State of Iowa and the local workforce development areas. Key data points include:

- Performance Measures (negotiated vs. actual)
 - Employment Rate – 2nd Quarter after Exit
 - Employment Rate – 4th Quarter after Exit
 - Median Earnings – 2nd Quarter after Exit
 - Credential Attainment
 - Measurable Skills Gains
- Investment vs. Return on Investment

- Participant and Expenditure Date
- Unemployment rate by local workforce development area

Data currently includes WIOA Title I Adult, Dislocated Worker, and Youth programs and WIOA Title III Wagner-Peyser. It can be filtered by program year and either quarterly or annual assessment outcomes. The dashboard is public-facing and can be found at: <https://public.tableau.com/app/profile/iowalmi/viz/WIOAPerformanceOutcomes/WIOAPerformanceOutcomes>

Adult Program

The Adult program demonstrated strong performance across most indicators in PY24. However, Employment in the 4th Quarter After Exit has been an area of concern. Several local workforce areas are not meeting their individual targets for this measure, which is negatively impacting statewide performance. To address this, targeted technical assistance and retention-focused strategies will be prioritized during upcoming quarterly performance review meetings with local areas.

Dislocated Worker Program

The Dislocated Worker program also showed strong performance overall, but median earnings is underperforming in a few local areas. A contributing factor is the decline in Trade Adjustment Assistance (TAA) co-enrollments, which previously supported higher wage outcomes. As with the Adult program, technical assistance and retention strategies will be key discussion points in the next round of performance reviews.

Youth Program

Iowa continues to see steady improvement in the Youth program across multiple indicators. However, Credential Attainment and Median Earnings remain areas of concern. The state will continue to provide ongoing training and technical assistance to local areas that are not meeting their performance targets. These efforts will focus on improving data accuracy and supporting programmatic strategies to enhance outcomes in future quarters.

Wagner-Peyser (WP)

Iowa is currently exceeding all negotiated performance goals under the Wagner-Peyser program. The state will continue to monitor data reporting processes and make adjustments as needed to ensure continued accuracy and performance. This includes reviewing service codes and refining internal processes to maintain high-quality service delivery.

Migrant and Seasonal Farmworker (MSFW) Advocacy System

The state team remains actively engaged in monitoring MSFW records to ensure data accuracy and resolve discrepancies. Iowa is committed to maintaining alignment between the Wagner-Peyser 9173 report and the Monitor Advocate report, with a focus on PIRL Data Elements 413 and 808. Continuous evaluation of service reporting practices is underway to improve data quality and consistency.

Jobs for Veterans State Grant (JVSG)

Iowa is meeting or exceeding all three negotiated performance goals under the JVSG program. The state will continue to identify and address any emerging issues and will focus on enhancing follow-up processes to sustain and improve performance outcomes.

Effectiveness in Serving Employers Measure

In Program Year 2024 (PY24), Iowa continued to see growth in the delivery of services to businesses. WIOA core partners—Titles I (Adult, Dislocated Worker, and Youth), II (Adult Education and Literacy), III (Wagner-Peyser), and IV (Vocational Rehabilitation, including the Iowa Department for the Blind)—collaborated to collect and analyze data to measure the Effectiveness in Serving Employers. These efforts supported statewide strategic planning and continuous improvement in employer engagement.

Transition from Pilot Measures to Federally Required Reporting

During PY23, Iowa reported on the pilot measures:

- Employer Penetration Rate
- Repeat Business Customer Rate

These metrics were part of the federal pilot for tracking business services and informed Iowa's approach to employer engagement. The pilot concluded with the PY23 Annual Narrative Report.

PY24 marked the first year of reporting under the new federally required measure: "Employed with the Same Employer in the 2nd and 4th Quarters After Exit." This measure is jointly reported across all WIOA core programs. For PY24, Iowa reported a 72.9% rate of participants who remained employed with the same employer in both the second and fourth quarters after exit—an indicator of strong employer engagement and job retention.

Data Integration and Reporting

Iowa's core partners utilize three separate data systems. Data from Adult Education, Vocational Rehabilitation, and the Department for the Blind is uploaded into the IowaWORKS system, where it is de-duplicated, aggregated, and compiled for performance reporting. This collaborative data-sharing approach ensures comprehensive and accurate reporting across all WIOA titles.

Business Engagement Division and Strategic Coordination

To further enhance coordination and service delivery, Iowa established a Business Engagement Division within the State Workforce Agency. This division leads efforts related to:

- Employer engagement strategy and coordination
- Implementation of the new effectiveness measure
- Integration of services for targeted populations

The division also supports a wide range of recruitment and retention services for employers, including:

- Career fairs and hiring events
- Work-based learning opportunities
- ADA and disability inclusion training
- Tax credit programs and federal bonding

These efforts reflect Iowa's commitment to delivering high-quality, integrated services to employers while aligning with federal performance expectations.

Employer Services	Establishment Count PY20	Establishment Count PY21	Establishment Count PY22	Establishment Count PY23	Establishment Count PY24
Employer Information and Support Services	4,632	2,524	3509	4748	10,534
Workforce Recruitment Assistance	5,576	3,021	4449	4871	7,303
Engaged in Strategic Planning/Economic Development	655	73	356	352	418
Accessing Untapped Labor Pools	2,364	1,141	1588	1758	1,807
Training Services	1,772	639	961	1020	323
Incumbent Worker Training Services	31	6	16	13	21
Rapid Response/Business Downsizing Assistance	33	13	32	66	135
Planning Layoff Response	20	2	12	35	151

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**Beginning PY24, Employer Penetration and Repeat Business include WIOA Core program Title I and Title III only. Participants Employed with the Same Employer 2nd Quarter and 4th Quarter after Exit includes WIOA Core programs Title I – IV include Iowa Department for the Blind.*

Co-Enrollment

Iowa continues to prioritize co-enrollment. Iowa recognizes the importance of partnering under WIOA to provide seamless service delivery where appropriate as co-enrollment leads to better outcomes. PY24 reflected increased co-enrollment Title I Adult and Youth, and remains steady for Dislocated Worker programs from the prior year. Iowa demonstrated a decrease in co-enrollment from PY23 in Wagner Peyser. PY24 co-enrollment rates:

- Wagner-Peyser: 3.5%
- Title I Adult: 87.4%
- Title I Dislocated Worker: 98.2%
- Title I Youth: 57.6%

In January 2023, Iowa Workforce Development took over administration of the state SCSEP grant. This has allowed additional opportunities for co-enrollment in the state. While SCSEP is not a core partner or included in Iowa's combined performance and reporting, it should be noted that the number of individuals aged 55+ who have been

enrolled by Titles I and II has increased from 5,842 in PY22 to 6,778 in PY23 and 6,926 in PY24. This has provided lowans aged 55 and older enhanced wrap-around services through co-enrollment between SCSEP and Title I and III.

Common Exit

Under Iowa's common exit policy, WIOA participants who are co-enrolled in more than one of the required programs, will exit when the participant has not received participant level services for 90 days from any of the programs in which they are enrolled and when no additional participant level services are scheduled. The date of exit is the last date of service from any of the required programs. The last date of service is established after 90 days have lapsed since the participant last received participant level services from either program and is then applied retroactively to the last date of service.

Common exit applies to participants who are co-enrolled in the following programs:

- WIOA Title I Adult
- WIOA Title I Dislocated Worker
- WIOA Title I Youth
- WIOA Title III Wagner-Peyser
- National Dislocated Worker Grants
- Jobs for Veterans State Grant
- Trade Adjustment Assistance Act

Data Validation

In alignment with TEGL 7-18 and TEGL 23-19, Change 2, Iowa updated its data validation policy to ensure compliance with federal requirements. As part of this effort, annual training has been completed for all relevant staff.

Iowa's data validation process includes quarterly reviews to identify data errors, missing or out-of-range values, and anomalies. These reviews incorporate the use of Quarterly Report Analysis tools and built-in validation features within the IowaWORKS data management system.

The implementation of these policies and procedures began in Program Year 2020 (PY20) and continues to evolve in response to updated federal guidance, including the most recent changes outlined in TEGL 23-19.

Program-Specific Validation Activities

Data validation is conducted quarterly for the following programs:

- WIOA Title I: Adult, Dislocated Worker, and Youth
- Wagner-Peyser (Title III)
- Jobs for Veterans State Grants (JVSG)
- Trade Adjustment Assistance (TAA)

Validation includes random sampling of PIRL data and participation in the Trade Adjustment Assistance Data Integrity (TAADI) initiative. Data integrity checks are applied across WIOA Title I, Title III, JVSG, and MSFW programs to ensure data quality.

Beginning in PY23 and continuing into PY24, validation is performed prior to each quarterly PIRL submission.

Joint Data Validation and Cross-Agency Coordination

In PY24, Iowa conducted joint data validation on certified PY23 annual report data, using system tools to sample and review records. Initial efforts focused on Titles I, II, and III.

For Title IV, validation occurred when cross-agency collaboration or co-enrollment was indicated by the customer or career planner. Records involving services from both Title I/III and Title II were verified by data validation administrators from each respective program.

This collaborative validation process will continue to evolve as programs and policies become more closely aligned.

Statewide Governor's Reserve Funds

Set aside funds in Iowa are used to pay for required activities related to grant and financial administration, monitoring and oversight, reporting, and disseminating and updating Eligible Training Provider data, providing technical assistance to local areas and staffing the State Workforce Board and performance accountability team. Additionally, set-aside funds support maintenance of the management information system for WIOA also known as IowaWORKS. Set aside funds support Iowa's WIOA e-Policy website, a one-stop shop for all WIOA policies, procedures, and forms for use by all workforce system stakeholders.

Rapid Response

Iowa Workforce Development (IWD) provided support to 72 employers through 106 WARN or layoff notices, delivering Rapid Response services to 6,938 affected employees.

Worker Information Meetings (WIMs) and AJC Integration

Rapid Response services are initiated through on-site Worker Information Meetings (WIMs), which connect impacted workers directly to American Job Centers (AJCs). Each Local Workforce Development Area (LWDA) delivers a customized presentation covering:

- Local partner services
- Unemployment insurance information
- AJC resources

WIMs are scheduled to accommodate all shifts and, when possible, are held at the worksite to maximize participation. These meetings enable immediate connection to AJC services, including shared intake and co-enrollment through Iowa's integrated data system for Titles I and III.

Mobile Workforce Center

Iowa's 32-foot Mobile Workforce Center extends AJC access to communities and employers during dislocation events. Equipped with 10 computer workstations, the mobile unit supports:

- Job search assistance
- Unemployment claim navigation
- Virtual workshops
- On-site hiring events

In PY24, the mobile unit supported 31 Rapid Response events, delivering services directly to impacted Iowans.



Employer Support and Layoff Aversion Strategies

IWD's Rapid Response teams work closely with employers to:

- Provide layoff aversion assistance
- Promote participation in the Shared Work program
- Coordinate WIMs and job fairs
- Connect employers to business services representatives and partner organizations

When layoffs are unavoidable, Rapid Response ensures a coordinated transition for both employers and workers.

Comprehensive Services for Dislocated Workers

Impacted workers receive a full range of services, including:

- Unemployment insurance guidance
- Job search and resume assistance

- Interview preparation
- Access to training and career counseling
- On-site enrollment into the Dislocated Worker program
- Job fairs, workshops, and partner referrals

Services are tailored to the scale and nature of each layoff event to ensure effective reemployment support.

Incumbent Worker Training (IWT) and Sector Strategies

In PY24, Iowa expanded its Incumbent Worker Training (IWT) efforts in collaboration with local workforce areas. Through these initiatives:

- 103 employees from 20 employers received upskilling
- Training focused on enhancing productivity and business competitiveness

While formal ROI and cost-benefit measures are in development, employer feedback highlights IWT's role in layoff prevention and talent retention.

IWT is aligned with Iowa's sector-based strategies, targeting high-demand industries:

- Advanced Manufacturing
- Healthcare
- Information Technology
- Transportation & Logistics

Business Engagement Teams and local boards identify employer needs and connect them to training resources, including:

- IWT and customized training
- Short-Term Compensation
- Business consulting

These proactive strategies help Iowa maintain a resilient workforce and support long-term economic growth.

Wagner-Peyser Activities

The Wagner-Peyser Employment Service program provides vital support to both businesses and job seekers who are U.S. citizens or authorized to work in the United States. In Iowa, the program supports operations at:

- 15 IowaWORKS centers
- 3 satellite offices
- 1 Mobile Workforce Unit

Program Funding Supports:

- Salaries for staff delivering career and recruitment services
- Technology, software, and materials for job search assistance

- Workshops for employers and job seekers
- Job fairs and hiring events

Note: Wagner-Peyser also directly funds services for Migrant and Seasonal Farmworkers (MSFWs) and supports the state job bank.

Career Services Provided

Wagner-Peyser career services include:

- Skill and aptitude assessments
- Career counseling and exploration
- Job search and placement assistance
- Resume writing and interview preparation

These services are available to all job seekers, with targeted support for:

- Veterans and eligible spouses
- Unemployment Insurance claimants
- MSFWs
- Individuals with barriers to employment

Program Impact – PY24

- 37,732 individuals received staff-assisted (participant-level) services
- 83,481 individuals accessed self-service tools
- A total of 1,233,709 services were delivered to Wagner-Peyser participants and registered individuals

Iowa continues to enhance its data accuracy and performance reporting, particularly in tracking enrolled participants and reportable individuals.

Technology and Labor Exchange

Wagner-Peyser funds also support IowaWORKS.gov, the state's labor exchange and data management system. This platform:

- Hosts the largest job board in Iowa
- Connects job seekers and employers
- Facilitates shared intake and service tracking across WIOA Titles I and III

Wagner-Peyser Performance Results

PY24 Wagner Peyser performance exceeded all negotiated performance goals. Iowa will continue to evaluate performance to ensure continuous improvement.

Service	Participants Served	Participants Exited	Funds Expended	Cost Per Participant Served
Career Services	37,732	34,299	\$1,977,087	\$52.40

Summary Information	Percent
Percent enrolled in more than one core program	3.5%

WIOA Performance Measure	PY24 Goal	PY24 Outcome	PY24 % Achieved of 100% of Goal
Employment Rate 2 nd Quarter After Exit	70.0%	75.9%	108.4%
Employment Rate 4 th Quarter After Exit	69.0%	73.8%	106.9%
Median Earnings 2 nd Quarter After Exit	\$8,600	\$9,512	110.6%

National Dislocated Worker Grants (NDWGs)

Iowa did not have any National Dislocated Worker Grants this year.

State Best Practices and Needs

The core partner leadership team holds monthly meetings with local workforce development board directors and staff to ensure lines of communication are kept open. These meetings are an opportunity to address questions, allowing all board directors and staff to hear the same message and ask follow up questions. Best practices are shared, as well as challenges facing local areas. Local areas and core partner leadership can celebrate successes and collectively provide input to address challenges.

Another exciting opportunity for program collaboration is the Core4 Project. The Core4 Project brings together Title IV – Vocational Rehabilitation (General), Title III Wagner-Peyser Employment Services and Business Engagement Consultants to provide enhanced services to Title IV participants. Data before implementation showed that it took an estimated 274 days for Title IV customers recognized as being “job-ready” to become employed. Implementation was piloted in three IowaWORKS offices and has now rolled out to all offices throughout the state and now includes Title IV – Vocational Rehabilitation (Blind). Now that all offices have implemented Core4, the goal is for enrolled participants to be employed within 120 days.

To do this, these Title IV customers are co-enrolled in Title III, and any other applicable program, are provided career services and are connected with a business engagement consultant to participate in the job development process. The job development process includes contacting employers, who do not already have a job

listed, to determine if the employer has an interest in interviewing and potentially hiring a specific participant who possesses skills required by that employer. This consists of working with a specific employer to develop a position/job for the participant. This more hands-on approach is expected to drastically reduce the number of days it takes for job-ready customers to obtain employment.

Attachment I

Studies for Research and Program Evaluation

Evaluation on activities under WIOA Title I

Overview

Iowa Workforce Development (IWD), in partnership with Iowa State University's Integrated Data System for Decision-Making (I2D2), conducted a preliminary evaluation of WIOA Title I programs. I2D2 was selected for its expertise in integrated data and prior experience with needs assessments and program evaluations for state agencies.

The evaluation was designed in two phases:

- Phase I (current): Build foundational knowledge through internal data analysis.
- Phase II+ (future): Develop a long-term evaluation strategy using integrated data.

Part I: WIOA Title I Pilot Evaluation

The pilot focused on Program Year (PY) 2022 and extended into PY2023, with preliminary exploration of longitudinal records to assess future evaluation potential. Key areas of analysis included:

- Participant Demographics: Who is being served, and are they representative of those who could benefit?
- Co-Enrollment: How often are participants enrolled in multiple programs?
- Barriers to Employment: What are the most commonly reported challenges?

Iowa continued to expand this work in PY24, incorporating additional data and planning for future longitudinal evaluation.

Part II: Data System Discovery

The data discovery process focused on understanding the structure and potential of existing workforce data, particularly the Participant Individual Record Layout (PIRL) system.

PIRL is the administrative system used by IWD for tracking WIOA Title I participants. It includes:

- Unique participant identifiers
- Demographic and program data
- Service dates and outcomes

Challenges Identified

PIRL organizes data by program year, which supports federal reporting but complicates

longitudinal analysis. Since participants can enroll at any time during the year, outcome timing becomes more relevant than the program year itself. Additionally, outcome data is reported annually rather than continuously.

To address this, the I2D2 team piloted a method to link participants with their own outcome data across years. However, at the time of analysis, full PY23 data was not yet available, limiting outcome completeness for PY22 participants.

Additional Data Systems to Support WIOA Title I Evaluation

As part of this project—and in coordination with national learning communities focused on WIOA evaluation—the I2D2 team explored additional data systems that could enhance future evaluation efforts. The goal was to identify data sources that could help answer key questions about whether WIOA programs are reaching the right populations and achieving meaningful short- and long-term outcomes. Discussions with other states and Iowa agency leaders highlighted several promising systems:

1. Unemployment Insurance (UI) and Wage Records – Iowa Workforce Development

UI and wage records offer a more comprehensive view of employment and earnings than what is available in PIRL. While PIRL includes earnings data for three quarters before and four quarters after program entry, this window is limited and may not fully capture wage trends due to instability around program entry and exit.

By incorporating UI wage data:

- Longer-term earnings trends can be analyzed.
- The impact of unemployment bouts on wage trajectories can be better understood.
- Comparative studies with non-participants can help assess WIOA's effectiveness.

2. Postsecondary Enrollment Records – Iowa Department of Education

Many WIOA services focus on upskilling, often through credential or degree attainment. While PIRL includes some data on apprenticeships and credentials, postsecondary enrollment records can provide a fuller picture.

These records can:

- Explain lower post-program earnings for participants transitioning to new fields.
- Account for continued education that may delay earnings gains.
- Help assess the long-term value of educational pathways supported by WIOA.

3. Public Assistance Program Data – Iowa Department of Health and Human Services

Data from programs such as TANF, SNAP, and PROMISE JOBS can offer valuable insights into co-enrollment and service coordination.

Benefits of integrating this data include:

- Identifying how co-enrollment in WIOA and public assistance programs affects outcomes.
- Exploring service combinations or sequences that lead to better results.
- Learning from other states where co-enrollment has been linked to improved participant success.

Participation in national learning communities provided Iowa with examples and strategies from other states that could inform future integration and evaluation efforts.

Recommendations for Ongoing Evaluation & Program Improvement

To strengthen future evaluation and continuous improvement of WIOA Title I programs, two key recommendations are proposed:

1. Develop a Longitudinal, Person-Level Data File

Building a longitudinal dataset will enable more robust, time-based analysis of participant outcomes. Currently, PIRL data is organized by program year, which limits the ability to track individual progress across time. A longitudinal file would:

- Link participants to their outcomes regardless of program year.
- Allow cohort tracking based on program entry, enabling standardized outcome analysis (e.g., at entry, during participation, one year post-exit).
- Support analysis of sequential co-enrollment and re-enrollment patterns across programs.
- Enable deeper insights into which service combinations and timelines yield the best outcomes for different participant groups.

The current evaluation was limited to a single program year and could not fully explore these longitudinal patterns.

2. Expand Data Partnerships and Integration

To enhance evaluation quality and scope, Iowa should expand access to additional data systems through existing or amended data-sharing agreements:

a. UI Wage and Unemployment Records (IWD)

- Extend current agreements to include UI wage and unemployment data.

- Enables long-term tracking of employment trends, wage growth, and job retention.
- Supports comparison between participants and non-participants to assess program impact.
- Allows for analysis of unduplicated individuals to identify gaps in service reach.

b. Additional WIOA Program Data

- Broader access to Title I and other WIOA program data would improve co-enrollment analysis and help identify effective service pathways.

c. Public Assistance Program Data (Iowa HHS)

- Amend existing I2D2 agreements to include TANF, SNAP, WIC, and PROMISE JOBS data.
- Helps assess how WIOA participants interact with other public services before, during, and after program participation.
- Supports evaluation of potential cost savings when WIOA programs lead to reduced reliance on public assistance.

These integrated datasets would provide a more complete picture of participant experiences and outcomes, informing both program design and policy decisions.

PY24 Expansion of Evaluation Activities

In PY24, Iowa expanded its evaluation efforts in partnership with the Labor Market Information division, focusing on three key areas:

- WIOA Youth Work Experience Outcomes
- Sector Strategy Outcomes
- School Status at Program Entry

These analyses represent important steps toward a more comprehensive, data-informed approach to program evaluation and continuous improvement.

WIOA Title I Youth: Work Experience and Training Outcomes Analysis

Program Year 2024 – Statewide Evaluation

Evaluation Questions

1. Does Work Experience (WEX) improve employment and wage outcomes after exit?
2. Does Training improve employment and wage outcomes after exit?

3. What are the outcomes for youth who received neither service?

Due to small sample sizes, statistically significant results were only observed at the statewide level, not at the individual board level.

Employment Outcomes

2nd Quarter After Exit

- Work Experience (WEX):
Youth who received WEX had significantly higher employment rates (82%) than those who did not (71%).
 - *Statistically significant:* $\chi^2 = 5.24$, $p = 0.022$
 - *Effect size:* Small ($\Phi = 0.126$)
 - *Odds ratio:* 1.9 times more likely to be employed
- Training Only:
No significant difference in employment rates between those who received training and those who did not.
 - $p = 0.664$ (not significant)
- Neither WEX nor Training:
Youth who received neither service had lower employment rates (70%) compared to those who received both (80%).
 - *Statistically significant:* $\chi^2 = 4.44$, $p = 0.035$
 - *Effect size:* Small ($\Phi = 0.116$)
 - *Odds ratio:* About 60% of the odds of employment compared to those who received both services

Conclusion:

Work Experience had a positive short-term impact on employment. Training alone did not. The combination of WEX and Training yielded the best short-term employment outcomes.

4th Quarter After Exit

- Work Experience:
No significant difference in long-term employment (78% with WEX vs. 74% without).
 - $\chi^2 = 0.48$, $p = 0.49$
 - *Effect size:* Very small ($\Phi = 0.039$)

- Training:
Slightly higher employment (82% vs. 74%), but not statistically significant.
 - $\chi^2 = 1.85, p = 0.17$
 - *Effect size:* Very small (Phi = 0.078)
- Combined Services:
No significant long-term advantage (78% with both vs. 72% without).
 - $\chi^2 = 1.34, p = 0.25$
 - *Effect size:* Very small (Phi = 0.066)

Conclusion:

Neither WEX, Training, nor their combination showed a meaningful impact on long-term employment outcomes.

Wage Outcomes

2nd Quarter After Exit

- Work Experience:
Slightly lower average wages for WEX participants (\$4,695) compared to non-participants (\$5,643).
 - *Not statistically significant:* $p \approx 0.07-0.08$
 - *Effect size:* Small (Cohen's $d \approx -0.23$)
- Training:
Significantly higher wages for those who received training (\$7,290 vs. \$4,832).
 - *Statistically significant:* $p < 0.001$
 - *Effect size:* Moderate (Cohen's $d \approx 0.57$)
- Combined Services:
No wage difference between those who received both services and those who did not (\$5,271 vs. \$5,228).
 - *Not significant:* $p \approx 0.94$
 - *Effect size:* Negligible (Cohen's $d \approx 0.01$)

Conclusion:

Training services were strongly associated with higher short-term wages. Work Experience alone or in combination with Training did not significantly impact wages.

Key Takeaways

- Short-term employment benefits were strongest for youth who received Work Experience, especially when combined with Training.
- Training alone did not improve short-term employment but was associated with significantly higher wages.
- Long-term employment outcomes were not significantly affected by any service combination.
- Combined services did not yield wage advantages, suggesting that the benefits of Training may not be additive when paired with WEX.

Overall Summary of Youth Outcomes – PY24 Statewide Analysis

Statewide analysis of WIOA Title I Youth outcomes in PY24 found that Work Experience (WEX) was the most consistent driver of short-term employment. Youth who received WEX were significantly more likely to be employed in the second quarter after exit compared to those who did not, though the practical impact was modest. Training alone did not improve short-term employment, but when combined with WEX, employment outcomes improved—suggesting that training is most effective when paired with hands-on experience.

However, by the fourth quarter after exit, none of the services—WEX, training, or both—had a statistically significant impact on employment. Effect sizes were very small, indicating that any short-term gains did not persist over time. These findings suggest that while WEX supports early employment, it does not lead to sustained long-term employment. Future longitudinal studies, particularly those focused on earlier career pathway interventions, may offer additional insights.

Wage Outcomes

Wage outcomes followed a different pattern:

- WEX did not lead to higher wages in the second quarter after exit. The small difference observed was not statistically significant.
- Training Services were associated with substantially higher wages—approximately \$2,400 more than those who did not receive training. This difference was both statistically significant and moderate in size, indicating a meaningful economic benefit.
- Combined WEX and Training did not enhance wage outcomes. Youth who received both services earned nearly the same as those who received neither, suggesting that the wage benefits of training may not carry over when paired with WEX.

Key Takeaways

- WEX improves short-term employment but not long-term employment or wages.
- Training significantly improves short-term wages but does not impact employment on its own.
- Combined services improve short-term employment but do not enhance wages or long-term employment outcomes.

Sector Strategy Outcomes – PY24 Statewide Analysis

Evaluation Question

Does participation in training increase the likelihood of employment in a high-demand industry in the second quarter after program exit?

Due to small sample sizes at the local board level, this analysis was conducted at the statewide level. To assess alignment with high-demand sectors, participants' employment was matched to industry codes using a multi-step process:

- CIP codes (training programs) were linked to SOC codes (occupations), which were then mapped to NAICS codes (industries).
- A high-demand industry was defined as one of the top three industries (by projected job growth from 2022–2032) in each local workforce board area.

Adult Program Findings

A logistic regression model was used to assess whether training increased the likelihood of employment in a high-demand industry two quarters after exit. After testing multiple variables, only three were retained in the final model:

- Training participation
- Prior employment in a high-demand industry
- Cultural barriers

Key Results:

- Training was *not* a statistically significant predictor (Wald $\chi^2 = 1.07$, $p = 0.30$).
 - *Odds ratio*: 1.27 – a small, non-significant increase in likelihood.
- Prior high-demand industry experience was the strongest predictor.
 - Participants with prior experience were 6.37 times more likely to be employed in a high-demand industry ($p < 0.0001$).
- Cultural barriers showed a possible relationship ($p = 0.11$) but were not statistically significant.

Conclusion:

For Adult participants, training alone did not significantly improve placement in high-demand industries. Prior industry experience was the most influential factor.

Dislocated Worker Program Findings

A similar logistic regression model was used for Dislocated Workers. After stepwise selection, the final model retained four variables:

- Training participation
- English language learner (ELL) status
- Prior high-demand industry experience
- Sustained employment with the same employer (2nd and 4th quarters after exit)

Key Results:

- Training was *not* statistically significant (Wald $\chi^2 = 0.011$, $p = 0.915$).
- Prior high-demand industry experience was the strongest predictor.
 - Participants were 6 times more likely to be employed in a high-demand industry (95% CI: 2.86–13.58, $p < 0.0001$).
- ELL status was also significant.
 - ELL participants were 4 times more likely to enter a high-demand industry (95% CI: 1.41–14.36, $p = 0.011$).
- Sustained employment with the same employer increased the likelihood 2-fold (95% CI: 1.13–4.41, $p = 0.021$).

Conclusion:

For Dislocated Workers, training did not significantly influence high-demand employment outcomes. Instead, prior experience, language proficiency, and employer continuity were stronger predictors.

Key Takeaways Across Both Programs

- Training participation, while central to the evaluation, did not independently increase the likelihood of entering a high-demand industry for either Adults or Dislocated Workers.
- Prior experience in a high-demand industry was the strongest and most consistent predictor of post-exit high-demand employment.
- Additional factors:

- For Adults: Cultural barriers may play a role but require further study.
- For Dislocated Workers: English proficiency and sustained employer relationships were meaningful contributors.

Sector Strategy Evaluation – Additional Findings

Q2: Among Those Who Received Training, What Factors Influence Placement in a Similar Industry?

Adult Program

A logistic regression model was used to identify predictors of employment in an industry similar to the participant's training. Three variables remained in the final model:

- Prior work in a high-demand industry
- Above-basic skill level
- Sustained employment with the same employer (2nd and 4th quarters after exit)

Findings:

- None of the variables reached statistical significance, but trends suggest:
 - Prior high-demand industry experience nearly doubled the odds of similar-industry placement (OR = 1.93, $p = 0.088$).
 - Above-basic skills and sustained employment showed modest, non-significant increases in likelihood.

Conclusion:

While not statistically conclusive, prior industry experience and employment continuity may influence alignment between training and job placement.

Dislocated Worker Program

The same analysis was conducted for Dislocated Workers. No variables showed statistically significant associations with similar-industry placement.

Findings:

- Prior high-demand industry experience (OR = 1.71, $p = 0.36$)
- Sustained employment (OR = 1.15, $p = 0.64$)
- Other variables (e.g., ELL status, low income, single parent) had no meaningful predictive value.

Conclusion:

No clear predictors of similar-industry placement were identified for Dislocated Workers, likely due to small sample size (N = 239).

Q3: Does Training Improve Employment in the 2nd Quarter After Exit?

Adult Program

- Trained participants: 81% employed
- Untrained participants: 79% employed
- Result: No statistically significant difference

Dislocated Worker Program

- Trained participants: 87% employed
- Untrained participants: 89% employed
- Result: No statistically significant difference

Conclusion:

Training did not have a measurable impact on short-term employment for either group.

Q4: Does Training Improve Employment in the 4th Quarter After Exit?

Adult Program

- Trained participants: 80% employed
- Untrained participants: 67% employed
- Result: Statistically significant improvement
- Odds of employment doubled for those who received training

Dislocated Worker Program

- Trained participants: 87% employed
- Untrained participants: 84% employed
- Result: No significant difference

Conclusion:

Training significantly improved long-term employment for Adults, but not for Dislocated Workers.

Q5: Does Training Affect Wages in the 2nd Quarter After Exit?

Adult Program

- Trained participants: \$11,653 average wage
- Untrained participants: \$7,291 average wage
- Difference: +\$4,362 (≈60% higher)
- Result: Statistically significant and substantial

Dislocated Worker Program

- Trained participants: \$10,661
- Untrained participants: \$10,520
- Difference: +\$141
- Result: Not statistically significant

Conclusion:

Training led to significantly higher wages for Adults but had no impact on wages for Dislocated Workers.

Overall Insights

- Training improves long-term employment and wages for Adults, but not for Dislocated Workers.
- Prior industry experience is a stronger predictor of high-demand employment than training.
- Training does not significantly influence placement in a similar industry, though trends suggest potential value in prior experience and employment continuity.

Q6: Does Participation in the Wagner-Peyser Program (Excluding Title I Adult or DW) Influence Placement in a High-Demand Industry?

This analysis examined whether individuals who participated only in the Wagner-Peyser program (and not in WIOA Title I Adult or Dislocated Worker programs) were more or less likely to be employed in a high-demand industry in the second quarter after exit.

A logistic regression model was used, controlling for a range of participant characteristics:

- English Language Learner (ELL) status
- Basic skill level
- Cultural barriers
- Displaced homemaker status

- Low-income status
- Migrant/seasonal farmworker status
- Employment status at program entry
- Prior employment in a high-demand industry
- Retention with the same employer
- Single parent status

Key Findings

- Wagner-Peyser Participation:
Participants not enrolled in Wagner-Peyser were 1.6 times more likely to be employed in a high-demand industry compared to those who were enrolled, after adjusting for other factors.
 - *Interpretation:* Wagner-Peyser participation alone was associated with lower odds of high-demand industry placement.
- Prior High-Demand Industry Experience:
This was the strongest predictor of post-exit placement.
 - Participants with prior experience were over 10 times more likely to be employed in a high-demand industry after exit.
- Other Significant Predictors:
 - ELL Status: Associated with lower odds of high-demand placement, suggesting language barriers may limit access to these jobs.
 - Cultural Barriers: Surprisingly associated with higher odds of placement (OR = 1.63), possibly reflecting targeted support or specialized services.
 - Retention with the Same Employer: Modestly increased odds (OR = 1.16).
 - Single Parent Status: Also associated with slightly higher odds (OR = 1.30).

Conclusion

While Wagner-Peyser services provide broad access to job search assistance, this analysis suggests that participants not enrolled in Wagner-Peyser were more likely to secure employment in high-demand industries. The most influential factor across all participants was prior experience in a high-demand industry, reinforcing the importance of industry familiarity and work history. Additional characteristics such as language

proficiency, cultural barriers, and employment continuity also played a role in shaping outcomes.

School Status at Program Entry – Employment and Wage Outcomes (PY24)

Evaluation Question:

Does having a high school diploma at program entry influence employment and wage outcomes after program exit?

Due to small sample sizes at the local board level, this analysis was conducted at the statewide level.

WIOA Title I Adult Program

Employment – 2nd Quarter After Exit

- With diploma: 79% employed (330 participants)
- Without diploma: 88% employed (25 participants)
- Statistical test: $\chi^2 = 1.08$, $p = 0.30$ (not significant)
- Odds ratio: 1.90 (suggests slightly higher odds of *not* being employed with a diploma)

Interpretation:

Although employment was slightly higher among those without a diploma, the difference was not statistically significant. The small sample size of non-diploma holders limits the strength of this finding

Employment – 4th Quarter After Exit

- With diploma: 74% employed (390 participants)
- Without diploma: 81% employed (32 participants)
- Statistical tests: $\chi^2 = 0.75$, $p = 0.39$; Fisher's Exact Test $p = 0.53$ (not significant)

Interpretation:

No significant difference in long-term employment outcomes based on diploma status.

Wages – 2nd Quarter After Exit

- With diploma: \$10,052 average wage
- Without diploma: \$7,323 average wage
- Difference: +\$2,729
- Statistical test: $p = 0.0245$ (significant)

- Effect size: Cohen's $d = 0.39$ (small-to-moderate)

Interpretation:

Participants with a high school diploma earned significantly more, suggesting a meaningful wage advantage despite similar employment rates.

Adult Program Summary

- Employment outcomes were similar regardless of diploma status.
- Wage outcomes favored participants with a diploma, with a statistically significant and practically meaningful difference.
- Conclusion: Education level at entry did not strongly affect employment, but it did impact earnings potential.

WIOA Title I Dislocated Worker Program

Employment – 2nd Quarter After Exit

- With diploma: 87% employed
- Without diploma: 100% employed
- Statistical test: Fisher's Exact Test $p = 0.60$ (not significant)

Employment – 4th Quarter After Exit

- With diploma: 87% employed
- Without diploma: 85% employed
- Statistical test: Fisher's Exact Test $p = 0.69$ (not significant)

Interpretation:

No significant differences in employment outcomes based on diploma status.

Wages – 2nd Quarter After Exit

- With diploma: \$10,668
- Without diploma: \$9,355
- Difference: +\$1,313
- Statistical test: $p = 0.53$ (not significant)
- Effect size: Cohen's $d = 0.22$ (small)

Interpretation:

While diploma holders earned slightly more, the difference was not statistically significant.

Dislocated Worker Program Summary

- Employment and wage outcomes were similar for both groups.
- Conclusion: For this cohort, education level at entry did not meaningfully influence outcomes, though diploma holders tended to earn slightly more.

Overall Takeaways

- Employment outcomes were not significantly affected by high school diploma status in either program.
- Wage outcomes showed a clear benefit for Adult participants with a diploma, but not for Dislocated Workers.
- Sample size limitations, particularly among non-diploma holders, may have reduced the ability to detect stronger effects.

Wagner-Peyser Cohort – School Status and Outcomes (PY24)

Employment – 2nd Quarter After Exit

- With diploma: 76% employed (21,702 of 28,485)
- Without diploma: 73% employed (1,993 of 2,719)
- Odds ratio: 0.86 (non-diploma holders had slightly lower odds of employment)
- Statistical significance: Yes ($p < 0.05$), but effect size is small

Interpretation:

While the difference is statistically significant due to the large sample size, the practical impact is minimal. Most participants found employment regardless of diploma status.

Employment – 4th Quarter After Exit

- With diploma: 74% employed (19,192 of 25,875)
- Without diploma: 70% employed (1,676 of 2,397)
- Statistical significance: Yes ($\chi^2 < 0.0001$), but again, effect size is small

Interpretation:

A high school diploma is associated with a small but measurable increase in employment. However, the real-world difference is limited, and most participants were employed regardless of education level.

Wages – 2nd Quarter After Exit

- With diploma: \$10,899 average wage

- Without diploma: \$10,294 average wage
- Difference: +\$605
- Statistical significance: Yes ($p = 0.0034$ pooled; $p = 0.0156$ unequal variances)
- Effect size: Cohen's $d = 0.062$ (very small)
- Standard deviation: High variability (\$8,600–\$10,800)

Interpretation:

Although statistically significant, the wage difference is not practically meaningful. Individual earnings varied widely, and the average difference is small.

Overall Conclusion Across All Programs

Across the Adult, Dislocated Worker, and Wagner-Peyser cohorts:

- Most participants had a high school diploma at program entry; a smaller number did not.
- Employment rates in both the 2nd and 4th quarters after exit were high across all groups, with only small differences between diploma and non-diploma holders.
- Wages were slightly higher for participants with a diploma in all cohorts, but the practical impact was modest, and individual wage variability was substantial.

Key Takeaways

- A high school diploma provides a small advantage in both employment and earnings.
- Other factors—such as prior work experience, program services received, and local labor market conditions—likely play a larger role in determining post-exit outcomes.
- Program design and support services may be more impactful than education level alone in improving participant success.

Attachment II

Effectiveness in Serving Employers

Employer Services	Establish-ment Count PY20	Establish-ment Count PY21	Establish-ment Count PY22	Establish-ment Count PY23	Establish-ment Count PY24
Employer Information and Support Services	4,632	2,524	3509	4748	10,534
Workforce Recruitment Assistance	5,576	3,021	4449	4871	7,303
Engaged in Strategic Planning/Economic Development	655	73	356	352	418
Accessing Untapped Labor Pools	2,364	1,141	1588	1758	1,807
Training Services	1,772	639	961	1020	323
Incumbent Worker Training Services	31	6	16	13	21
Rapid Response/Business Downsizing Assistance	33	13	32	66	135
Planning Layoff Response	20	2	12	35	151

Employer Effectiveness Measure	PY22 Result	Num erator	Denomi nator	PY23 Result	Num erator	Denomi nator	*PY24 Result	Num erator	Denomi nator
Employer Penetration	6.0%	6561	109,653	7.0%	7772	110,254	13.5%	15029	111,318
Repeat Business Customers	19.4%	2601	13,396	24.7%	4818	19,519	31.3%	8237	26344
Employed with the Same Employer 2 nd and 4 th Quarter after Exit	N/A	N/A	N/A	N/A	N/A	N/A	72.9%	19,211	26,340

**Beginning PY24, Employer Penetration and Repeat Business include WIOA Core program Title I and Title III only. Participants Employed with the Same Employer 2nd Quarter and 4th Quarter after Exit includes WIOA Core programs Title I – IV include Iowa Department for the Blind.*

PY24 Goals established for WIOA Title I and Title III Programs

Performance Outcome Description	W-P	TI Adult	TI DW	TI Youth
Employment 2nd Quarter after Exit*	70.0%	77.5%	82.5%	75.0%
Employment 4th Quarter after Exit*	69.0%	76.0%	84%	75.0%
Median Earnings (2nd Qtr)	\$8,600	\$7,000	\$10,500	\$4,100
Credential Attainment	n/a	71.0%	72.0%	58.0%
Measurable Skill Gains	n/a	60.5%	63.0%	50.0%
Effectiveness in Serving Employers	Baseline	(See WP)	(See WP)	(See WP)

**For Title I Youth, Employment measures include entry into unsubsidized employment, Placement in Advanced Training, Post Secondary Training, entering Military or Registered Apprenticeship.*

Wagner-Peyser Performance

Service	Participants Served	Participants Exited	Funds Expended	Cost Per Participant Served
Career Services	37,732	34,299	\$1,977,087	\$52.40

Summary Information	Percent
Percent enrolled in more than one core program	3.5%

WIOA Performance Measure	PY24 Goal	PY24 Outcome	PY24 % Achieved of 100% of Goal
Employment Rate 2 nd Quarter After Exit	70.0%	75.9%	108.4%
Employment Rate 4 th Quarter After Exit	69.0%	73.8%	106.9%
Median Earnings 2 nd Quarter After Exit	\$8,600	\$9,512	110.6%

Iowa exceeded all Wagner-Peyser performance outcomes goals for PY24

JVSG

Service	Participants Served	Participants Exited
Basic Career Services*	11	13
Individualized Career Services*	1016	730
Training Services*	5	3
Total Served*	1032	746

*JVSG Based on PY2024 Quarter 4; no annual data report requirements for JVSG

WIOA Performance Measure	PY24 Goal	PY24 Outcome	PY24 % Achieved of 100% of Goal
Employment Rate 2nd Quarter after Exit	57%	62.3%	109.3%
Employment Rate 4th Quarter after Exit	56%	60.1%	107.3%
Median Earnings 2nd Quarter after Exit	\$6,900	\$9,856	142.8%

Iowa exceeded all JVSG performance outcomes goals for PY24.

Barriers WIOA Characteristics Over Time	PY19	PY20	PY21	PY22	PY23	PY24
Participants Served	770	433	601	758	905	1032
Displaced Homemaker	4	2	2	3	2	1
English Language Learners/Low levels of Literacy, Cultural Barriers	3	1	6	7	6	5
Exhausting TANF within 2 years	0	0	0	0	0	0
Reentry Adult (Returning from incarceration) Ex-Offender	49	33	62	66	51	44
Homeless Individuals/Runaway Youth	146	95	96	110	115	115
Long-term unemployed (27 or more consecutive weeks)	62	44	84	92	70	60
Low-income individuals	317	177	209	250	296	432
Migrant and Seasonal Farmworkers	0	0	0	3	6	5
Individuals with Disabilities	190	103	163	250	304	299

Single Parent	16	3	12	14	22	17
Youth in foster care or aged out of system	0	0	0	0	0	0

WIOA Adult

Service	Participants Served	Participants Exited	Funds Expended	Cost Per Participant Served
Career Services	802	397	\$2,240,930	\$2,794
Training Services	395	216	\$735,469	\$1,861

Summary Information	Percent
Percent enrolled in more than one core program	87.4%
Percent Administrative Costs Expended	11.1%

WIOA Performance Measure	PY24 Goal	PY24 Outcome	PY24 % Achieved of 100% of Goal
Employment Rate 2nd Quarter after Exit	77.5%	80.0%	103.2%
Employment Rate 4th Quarter after Exit	76.0%	74.9%	98.5%
Median Earnings 2nd Quarter after Exit	\$7,000	\$8,650	123.6%
Credential Attainment	71.0%	76.9%	108.3%
Measurable Skill Gains	60.5%	81.5%	134.7%

Iowa met or exceeded all Title I Adult performance outcomes goals for PY24 with exception of Employment Rate 4th Quarter after Exit in which Iowa did exceed 90% of the goal.

Barriers

WIOA Adult Characteristics Over Time	PY19	PY20	PY21	PY22	PY23	PY24
Participants Served	1032	661	801	810	686	802
Displaced Homemaker	5	4	6	2	3	4
English Language Learners/Low levels of Literacy, Cultural Barriers	142	144	223	217	145	202
Exhausting TANF within 2 years	0	1	3	2	3	0
Reentry Adult (Returning from incarceration) Ex-Offender	58	72	125	113	96	109
Homeless Individuals/Runaway Youth	21	34	38	27	31	38
Long-term unemployed (27 or more consecutive weeks)	32	54	96	112	96	109
Low-income Individuals	550	545	689	691	617	734
Migrant and Seasonal Farmworkers	0	0	0	0	1	1
Individuals with Disabilities	172	118	146	161	135	153
Single Parent	162	161	212	224	205	204
Youth in foster care of aged out of system	2	2	2	0	1	2
Older Workers, age 55 and Older	144	52	65	61	56	63

WIOA Dislocated Worker

Service	Participants Served	Participants Exited	Funds Expended	Cost Per Participant Served
Career Services	327	179	\$2,325,422	\$7,111
Training Services	162	105	\$389,681	\$2,405

Summary Information	Percent
Percent enrolled in more than one core program	98.2%
Percent Administrative Costs Expended	11.7%

WIOA Performance Measure	PY24 Goal	PY24 Outcome		PY24 % Achieved of 100% of Goal
Employment Rate 2nd Quarter after Exit	82.5%	87.6%		106.2%
Employment Rate 4th Quarter after Exit	84.0%	86.5%		102.9%
Median Earnings 2nd Quarter after Exit	\$10,500	\$9,763		92.9%
Credential Attainment	72.0%	82.3%		114.3%
Measurable Skill Gains	63.0%	85.7%		136.0%

Iowa met or exceeded all Title I Dislocated Worker performance outcomes goals for PY24 with exception of Dislocated Worker Median Earnings 2nd Quarter after Exit in which Iowa did exceed 90% of the goal.

Barriers - WIOA Dislocated Worker Characteristics Over Time	PY19	PY20	PY21	PY22	PY23	PY24
Participants Served	528	447	502	512	328	327
Displaced Homemaker	3	4	3	5	3	4
English Language Learners/Low levels of Literacy, Cultural Barriers	18	31	80	81	32	50
Exhausting TANF within 2 years	0	0	0	0	0	0
Reentry Adult (Returning from incarceration) Ex-Offender	3	14	29	34	21	23
Homeless Individuals/Runaway Youth	0	6	6	4	2	7
Long-term unemployed (27 or more consecutive weeks)	9	19	16	26	17	25
Low-income Individuals	72	157	196	200	147	157
Migrant and Seasonal Farmworkers	0	0	0	0	0	0
Individuals with Disabilities	22	16	32	46	38	29
Single Parent	30	57	67	71	57	56
Youth in foster care of aged out of system	1	0	0	0	0	0
Older Workers, age 55 and Older	95	81	89	88	53	47

WIOA Youth

Service	Participants Served	Participants Exited	Funds Expended	Cost Per Participant Served
Career Services	438	244	\$3,112,437	\$7,106
Training Services	132	61	\$179,422	\$1,359

Summary Information	Percent
Percent enrolled in more than one core program	57.6%

Percent Administrative Costs Expended	10.7%
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WIOA Performance Measure	PY24 Goal	PY24 Outcome	PY24 % Achieved of 100% of Goal
Employment/Education/Training Rate 2nd Quarter after Exit	75.0%	75.5%	100.6%
Employment/Education/Training Rate 4th Quarter after Exit	75.0%	75.2%	100.2%
Median Earnings 2nd Quarter after Exit	\$4,100	\$3,999	97.5%
Credential Attainment	58.0%	53.6%	92.4%
Measurable Skill Gains	50.0%	62.6%	125.2%

Iowa exceeded three Title I Youth performance outcomes goals of five in Employment 2nd and 4th quarter as well as Measurable Skill Gains. Iowa fell just short of the goal in Median Earnings 2nd quarter after Exit and Credential attainment however Iowa did exceed 90% of the goal.

Ethnicity/Race	Number of Youth Participants	Employment Rate Q2	Employment Rate Q4
<i>State Overall Goal</i>		75.0%	75.0%
American Indian/Alaska Native	17	71.4%	66.7%
Asian	9	0.0%	50.0%
Black/African American	135	79.3%	75.9%
Hispanic/Latino	48	75.0%	75.0%

Native Hawaiian/Pacific Islander	2	N/A	100.0%
White	313	74.6%	74.9%
More than One Race	41	81.0%	83.3%

Ethnicity/Race	Percent of Youth Enrollments
Hispanic/Latino*	10.9%
American Indian*	3.8%
Asian American*	2.0%
Black/African American*	30.8%
Native Hawaiian /Other Pacific Islander	>0.1%
White	71.5%
Two or More Races*	9.3%
*All Not White Alone (non-white)	57.5%

ACS Age break downs	Percent of Iowa's Population	Age/Educational Status	Youth Enrollments by Age group	Percent of Youth Enrollments
10-14	6.6%	<16 (14-15)	11	2.5%
15-19	6.7%	16-18	183	41.8%
20-24	7.2%	19-24	263	60.0%

[**DP05 \(population demographics\)](#)

[*S2301 \(Employment\)](#)

Barriers WIOA Youth Characteristics Over Time	PY19	PY20	PY21	PY22	PY23	PY24
Participants Served	559	428	479	639	582	438
Displaced Homemaker	1	0	0	0	0	0
English Language Learners/Low levels of Literacy, Cultural Barriers	272	311	379	494	465	319
Exhausting TANF within 2 years	1	1	0	0	0	0
Reentry Adult (Returning from incarceration) Ex-Offender	53	49	53	69	59	52
Homeless Individuals/Runaway Youth	21	31	34	41	41	55
Long-term unemployed (27 or more consecutive weeks)	7	14	25	33	26	19
Low-income Individuals	415	411	459	613	549	432
Migrant and Seasonal Farmworkers	0	0	0	1	0	0
Individuals with Disabilities	206	186	223	293	267	196
Single Parent	90	69	57	64	57	46
Youth in foster care of aged out of system	15	11	16	13	12	18
Not a Secondary School Graduate or Equivalent			242	329	301	325
Youth, age <16r	16	8	18	24	20	11
Youth, age 16-18	199	171	186	243	242	183
Youth, age 19-24	343	248	274	371	319	263