**Board Meeting Reports**

**June 8, 2021**

# Director's Report – Emily Wharton

We were delighted to received our full appropriation request for SFY22. The release for those who missed it can be found at: <https://blind.iowa.gov/news/idb-thanks-legislature-and-governor-sfy22-appropriation>. For more information on our plans for this funding, our complete appropriation request overview can be found at: <https://blindiowa.gov/ask22>.

The annual employee cost of living adjustment is set by the union contract. As of this writing, this contract has not been signed and the amount is not known. We will use this amount to evaluate the amount available for merit based increases for SFY22. Our spending plan needs to be entered into the state accounting system by June 18.

Members of the leadership team have been very busy preparing for our RSA VR Program Review scheduled for the second half of July. The review team will be speaking with our Commission Board, reviewing documentation and asking questions. The entire review will be conducted remotely.

I was delighted to be asked to speak virtually at two Rotary clubs in the greater Cedar Rapids area during the month of May. I am hoping to be able to do more speaking events both virtual and in person in the coming months and would be happy to speak with any community group who wishes to learn more about IDB programs and services.

We had two sessions to attempt to create a Building Naming Task Force. One session was held on the afternoon of April 21 and the other at 5:30 on May 13. In alignment with the guidance approved by the Commission at their March meeting, we attempted to elect a chair and vice chair. No one at either meeting was willing to serve in this role. Because of this, I shared with those attending that I would report this back to the Commission Board with the recommendation that the task force be dissolved.

The Orientation Center naming process continues. Two public input sessions were held in March. All of the suggestions and feedback are being compiled and a short list of names will be shared soon. There will be a forum for people to rate each of the proposed names and this data will be shared with the Commission Board no later than the September meeting.

I was delighted to be invited to the end of school year dinner for the Young Adult Transition Program. This was a particularly challenging year to take on any program pilot. I was very impressed with the hard work and dedication of the YATP team. I very much enjoyed getting to do monthly business classes with the YATP students and look forward to doing this again next school year and with the LEAP students this summer. I was particularly pleased that the YATP students, on their last evening here, put the TP in YTP and toilet papered my office. They did an excellent job. So often blind youth get left out of these sorts of high school rites of passage and I was really happy they took the initiative to do this.

## Facilities

* We received the requested capital appropriation and we will be undertaking the small boiler replacement in December and roof repairs in the spring of 2022.
* In late May, duties began shifting to Director Wharton to open up more time for self-employment for the BEP Administrator.
* The ADA ramp and stairs are on-target for a June 28 start date and the space for that has been annexed by IDB from the City of Des Moines. Card readers will be installed at another entrance to provide accessibility and the 4th Street lobby will serve as the main entrance during ramp construction, which may last as late as October.
* O’Keefe Elevator repairs are being scheduled.
* K&M Janitorial has been awarded a custodial contract to provide off-hours cleaning to public areas. This will supplement the work or our two on staff custodians.
* The building automation system software has been installed, which will allow IDBs Education and Training team to evaluate it for accessibility soon.
* The fire dialer and monitoring are fully functioning, which is required by the State Fire Marshall to be installed. If just one smoke head is affected the fire department will not be contacted and the alarm will not go off, but if broader it will. There is a two-minute window to determine whether it is burnt popcorn in a sink or truly a fire. In case of alarm, the building will vacate in either case, but unnecessary trips and fees by fire trucks for false alarms can be avoided.
* The large ornate desk formerly located in the director's office is moving to the north door lobby to serve as the information desk. There it can be enjoyed by more Iowans.

# **CFO – Cheri Myers**

## Federal Grant Update:

* Enclosed is the Grant Report as of 04/30/2021.
* The Indirect Cost Rate Agreement with RSA has been approved for the period of 07/01/2020 - 06/30/2023.
* The new server has been installed under Sara Willeford’s direction. This server has been partially paid for with the previous state fiscal year reversion funds available for training and technology in this fiscal year.
* The contract to repair the ramp on the north side of the building has been awarded as has the contract for the repair of the main elevator. The work is scheduled to coordinate around building activities.

## Budget Report:

I have enclosed a budget report on State FY21 through 04/30/2021. The report included report compares year to date to the annual budget based on state fiscal year. The Department of Administrative Services price increase after the budget was finalized in causing that line to be over budget this year. This is common in that DAS bases their rates on the “fifth quarter”, the amounts after the closing period for that state fiscal year.

## Gifts and Bequests

As of January, 2021 for FY2021 beginning $4,126,902

Total revenue for FY2021 to date is $74,224

Total expenditures for the fiscal year are $282,749

As of 04/30/2021 the current balance is $3,918,377

## WorkDay Conversion:

The state conversion to WorkDay is progressing. The human resources system, payroll system and travel reimbursement system is set to convert this summer. Grants management is set to convert by September and then the complete financial system will convert.

## Other:

* The FY20 audit has begun, my staff and I are working with the auditor.
* The accounting staff is preparing for the state fiscal year end, switch to the new state fiscal year and the switch to the new grant year.
* I have been attending the National Rehabilitation Leadership Institute virtual meetings. The plan for the last session is a trip to Washington, DC in September.
* I am pleased to inform you that Jenny Gries accepted the open Accounting Technician 2 position as of 04/02/2021. I have just finished recruiting for a new Accounting Clerk 2, and Kelli Brennan has accepted that position and will start 6/4/2021. Patrick Bremhorst is currently working as a temporary Accounting Clerk 2 to help out during the next couple months.

# Education and Training Team – Helen Stevens

## Employees

* Nine LEAP staff members will begin in-person training June 1. Two of the 11 mentioned in the March report withdrew in May for personal reasons. This year’s staff are: Christian Fosselman, Gabriella Orton, Iliana Diaz, Joy Johns, Kyle Garcia, Markita Zepeda, Maura Loberg, Richard Frazier, and Trinh Ha.
* Sarah Baebler transitioned from her position as the Young Adult Transition Program careers instructor to the role of Vocational Rehabilitation Counselor effective April 2.
* Amy Mechaelsen resigned her position as a Youth Services Worker effective May 18.
* We are in the midst of conducting interviews for our open Rehabilitation Technology Specialist, Careers Instructor, field Vocational Rehabilitation Teacher, and Youth Services Worker positions.

## Pre-Employment Transition Services

* Our small group in-person and youth events wrapped up in May. While these events were nowhere near as effective as our Youth Weekend Retreats, they provided a meaningful services for the students who were able to attend. Our in-person Youth Weekend Retreats will begin again in September, and we cannot wait!
* 15 youth are set to participate in this year’s LEAP program. While this is fewer students than participated two years ago, this is more than participated last year. The program will run June 13 - August 14, and will be held on the campus of Grand View University. The team has been busy planning activities and curricula.
* Vocational Rehabilitation Teachers and Rehabilitation Technology Specialists will continue to work in the field with youth who chose not to participate in LEAP.

## Young Adult Transition Program

* We are excited to have completed the first year of the program. Thank you to the Commission board for supporting and funding this pilot.
* Each of the students who participated in the program this year made significant growth in their individual goal areas.
* The YATP team, in particular our Youth Services Workers, created quite a few procedures that we need for the program to be able to run effectively in the coming years.
* Three of the four students who participated in the program this year will be returning for the fall. We do not yet know how many students will be enrolling in total, though we expect the number to be smaller as a result of our decreased ability to connect with students and families this year due to the pandemic.

## Client Training

* Approximately 100 clients are currently receiving services from a Rehabilitation Technology Specialist.
* Approximately 150 clients are currently receiving services from a Vocational Rehabilitation Teacher.
* Vocational Rehabilitation Teachers and Rehabilitation Technology Specialists continue to meet with clients in-person or remotely based on which method best fits the training needs of the client.
* The groups led by Terri Wilcox are now called Self Advocacy Seminars rather than support groups. This change was made to better reflect the purpose of the sessions, which are more along the lines of an Orientation Center business class than a traditional support group.
* Ten clients participated in our March Self Week session.
* Nine clients participated in the May session.
* While more clients applied and were accepted to attend each session, several withdrew for a variety of personal reasons.
* Applications are now being accepted to participate in self weeks to be held in October 2021, March 2022, and May 2022.
* Total direct services recorded as provided to clients by VR Teachers, Rehabilitation Technology Specialists, YATP or LEAP staff members during program year 2020, which began July 1, 2020: 2,500. These services include: Disability Related Skills Training, Job Readiness Training, Rehabilitation Technology, Pre-ETS Job Exploration and Counseling, Pre-ETS Work Based Learning Experiences, Pre-ETS Counseling on PSE Enrollment Opportunities, Pre-ETS Workplace Readiness Training, and Pre-ETS Instruction in Self-Advocacy.
  + - While this number is still lower than the number of services provided in program year 19, it is significantly greater than the total number of services provided in all of program year 18. Quarter for quarter the numbers are now higher than all previous years, and this trend is expected to continue going forward.

# Independent Living Program - Kimberley Barber

## Action Item: Independent Living Advisory Committee (ILAC) Member Reappointment and New Appointment

This year, we paid tribute to Leroy Haberl, long-term ILAC member. We thank Leroy and Carol both for their unwavering dedication to serve on our committee. An appreciation award was presented to Leroy for his outstanding years of service since the early 1980’s.

John Hansen’s requested reappointment to ILAC for a term of 7/01/2021 - 6/30/2023.

Christine Hazlett has been attending ILAC meetings for several quarters. A request is being made to our Commissioners to appoint Christine for a term to this committee from 7/01/2021 - 6/30/2023.

## University Iowa Center for Excellence in Development Disabilities (UCEDD)

Our Independent Living (IL) program has been working with UCEDD to discuss potential solutions to identified program client and Independent Living Rehabilitation (ILR) teacher technology training opportunities and how those opportunities might best be addressed. UCEDD, and the Center for Disability and Development (CDD) share the vision of “a life in the community for everyone.” They partner with Iowans with disabilities, their family members, providers, state, and local agencies, and others stakeholders to achieve their mission and vision.

We are working with UCEDD Director, Derrick Willis, MPA; Patricia Bahr, Program Manager, Center for Disability and Center UCEDD/LEND and Caitlin Owens, UCEDD Operations Manager on this project to identify potential solutions including but not limited to funding that will increase access to technology and training for intergenerational blind Iowans and Independent Living Rehabilitation (ILR) teachers.

We have met a couple of times and have discussed the problem, potential partners, and proposed at least one potential solution to our UCEDD partner. The next phase is that UCEDD will discuss potential draft questions for the survey for both the IL clients and ILR teachers, discuss best practices to administer the survey for the best outcome, and talk about potential funding sources, cost, and timeline for the survey. We have scheduled our next meeting June 15, 2021.

# State Independent Living Council (SILC) Meetings

SILC’s Executive Director followed up a previous meeting conversation to continue meetings during COVID via ZOOM the first Thursday of each month.

## June 2021 Independent Living (IL) Integration

The Orientation Center and Independent Living staff are in full swing with finalizing plans for IL Integration. This training is scheduled to take place Sunday, June 20, 2021, through Friday, June 25, 2021. IL clients will begin traveling into the Department on Sunday arriving approximately 2:30 - 3:30 p.m. where they will be greeted then being to settle in for the afternoon. A tour of the agency is scheduled by our agency’s IL teacher, Susan Howard followed by wonderful hot meal prepared by Orientation Center staff. Starting Monday morning, after a hearty breakfast which will be offered each and every morning, IL clients will begin their week long IL Integration training. As usually, training will be comprehensive and our hope is clients should find not only educational but ultimately useful to what they need for living independently in their home and community. The bonus, they will also be able to network and make what we hope will be new founded friendships along the way.

## New ILR Teacher Updates

ILR teacher, Connie Mendenhall, successfully completed her Orientation Center training on Friday, May 21, 2021. As she continues to learn her position and when she has been fully trained, she will transition to the eastern corridor.

Lori Berglund continues her Orientation Center training and according to reports she is doing well. When her training concludes she will transition to the approximate regional area best described as Northcentral Iowa.

## National and Local Public Awareness Independent Living Campaigns

It is our pleasure to announce that the TimeToBeBold.org campaign was launched successfully. This campaign should lead to increased awareness, advocacy and referrals in the Older Individuals who are Blind (OIB) program, and likely across Vocational Rehabilitation (VR) as well. TimeToBeBold is a national public service awareness campaign through the Independent Living Older Individuals who are Blind Technical Assistance Center (OIB-TAC) at the National Research and Training Center on Blindness and Low Vision. The OIB-TAC and this campaign are funded by the Dept. of Education Rehabilitation Services Administration, which also funds services and training for individuals with visual impairments, including vocational rehabilitation (VR) and the Independent Living Older Individuals who are Blind (OIB) programs nationally.

The TimeToBeBold campaign is designed to educate, engage and empower people who are 55+ with low vision to maintain/regain their independence by utilizing the free or low-cost services provided by the RSA-funded OIB programs.

* Over 3 million Americans 55 and older have difficulty seeing even when wearing glasses.
* Almost 1 in 10 individuals age 75 or older reports difficulty seeing, even when wearing glasses.
* Each U.S. state and territory offers free or low-cost services to help individuals adjust to vision loss.
* It is estimated that less than 5% of individuals with vision loss, who are eligible for services seek them each year.
* It can be challenging to find services, which is one major reason we created this campaign.

Here is the link to the 60 second video campaign: <https://msstate.instructuremedia.com/embed/6e003ba8-3c8a-4fa9-adcc-ff605feb5abb>

## Independent Living (IL) Program Launches New Public Service Announcements (PSA)

Our state’s IL program is proud to have released new public service announcements to help raise awareness about our services for Iowans losing vision. These PSAs will be aired throughout select radio stations located in Northeast Iowa. There was a promise that an ILR teacher would be invited to interview to talk about our agency and program services at some point in the near future. A big thank you to our Iowa Department for the Blind Library audio production folks and Sarah Willeford for allowing us to use the production team as well as those individuals who volunteered their voices to record the announcements. There are 40 second links found on our agency’s website with respective individual stories for each person who recorded these PSAs, so if you have not heard them yet, you are encouraged to take a moment to listen.

# **Iowa Library for the Blind and Physically Handicapped Report and Statistics – Sarah Willeford**

## Library Updates

Our Library hosted the Western Midlands Regional Library Virtual Conference on May 11th, 12th and 13th. Library staff organized the Zoom access needed for the conference and presented at two sessions on developing virtual programming and using blogs to reach patrons. Over 240 people registered for the conference. During the conference, the National Library Service for the Blind and Print Disabled (NLS) announced the winner of the 2020 – 2021 Regional Library of the Year Award.

It was an honor to accept the Regional Library of the Year Award from NLS for our Library. Like everyone during 2020 the library staff had to shift gears, rethink services and how to reach patrons.

The Library Staff didn't miss a beat - they set up offices in their basements, bedrooms and kitchens, worked out a schedule so we could have a small group safely in the building each day so patrons would continue to get books and materials. And we expanded programs knowing how important it would be to provide ways to connect for our patrons of all ages. I would like to thank the staff for doing what they always do and continue to do - they took care of our patrons and each other. Through their creativity, passion and shear tenacity they took on a year that almost wasn't and developed and grew successful services and programs.

As a recipient of the award our Library will receive a $1,000 award, a commemorative plaque and will be honored at a luncheon in the historic Thomas Jefferson Building of the Library of Congress in Washington, D.C., when pandemic restrictions ease.

## Library Staff Updates

This summer we will have a Summer VISTA member joining our staff to assist with our youth summer reading program. Ellie Klop’s first day with the library will be June 1st and she will serve a 10-week term. Ellie assisted with our Summer Reading Program last year and we look forward to working with her again this summer.

The Library will also be hosting two Iowa STEM Teacher Externships, a program of the Iowa Governor’s STEM Advisory Council, starting in June. Shelby Lindaman and Ashley Mitchell will be joining us this summer to learn more about the Department and the Library, assist with Summer STEM programs, help with our Makerspace project and more.

## Summer Library Programs

The Library will be hosting several summer programs this Year:

* Tales and Travels Summer Reading Program is for youth of all ages. The program consists of 27 youth programs and will be offering nine activity kits containing three programs each week starting June 7 – August 6. Programs will be held on Monday, Wednesday and Friday from 1:00 pm – 1:45 pm. We will be taking patrons for a bus, train, or boat ride as we travel through the many tales of our Library. At time of sign up, families will receive two Blank Park Zoo passes, access to our online ReadSquared program, free personalized SRP T-Shirt and passport!
* Summer STEM Teen Program is an eight-week STEM experience for teens 14 years and older this summer.  They will have fun with physical science, engineering, math, coding, and earth science. Teens will discover how to work through the Engineering Design Process through different activities. We will be using hands-on STEM Activities based off of STEM Scale-Up Kits provided to the Library by the Iowa STEM Council. This program will also offer guest speakers focusing on STEM careers. This program will meet in-person and/or virtually on Thursdays from 2:00 pm – 4:00 pm, June 17th – August 5th.
* Our Library will also be partnering with over 60 public libraries to provide a program for children Pre-K to 5th grade this summer. The program centers on early literacy skills through interactive play. This unique library event will take participants on an adventure with Pete the Cat. Library friends will learn how to create tactile maps, mazes and more. Each public library will receive an activity packet including; the print/braille book *Pete the Cat Rocking in my School Shoes*, braille materials, online resources, help with creating a 30-minute online-recorded program to share with their library patrons.

## Online and Social Media

## Library Blogs

* Turning the Pages Library Blog. Find information on library services, programs and resources. <http://iowalibrary.blog>
* Instructional Materials Center Blog. For educators and transcribers. Information on accessible educational materials, braille transcription, universal design and more. <http://idbimclibrary.blog>

## Podcasts

* Library News. A monthly podcast by library staff about upcoming library events, programs, latest books and more.
* Library Chat. A monthly podcast by library staff where we review books and podcasts on all types of subjects.
* Braille Bits. A podcast reviewing each Braille Bits lesson and a discussion with a special guest about braille.

## Social Media

Follow Twitter, Like us on Facebook and check out the great resources on the IDB YouTube channel.

## Library Statistics

The data shows how many of each type of material was checked out to patrons by the library and other services provided to patrons.

For February 2021, March 2021 and April 2021

Library Patrons Added: 121

Library Material Circulation

Total Circulation:

Braille: 1,301

Large Print: 391

Digital Books: 97,455

Magazine Issues: 2,447

Digital Players: 164

Library Collection

Total Books Added to the Library Collection: 1,883

Braille: 169

Print/Braille: 56

Large Print: 129

Digital Books: 1,510

Kits: 19

Instructional Materials Center Orders Received

Total Orders Received: 879

2020 – 2021 School Year: 313

2021 - 2022 School Year: 566

BARD (Braille and Audio Reading Download) Usage

Total Books Downloaded from BARD: 11,879

Audio: 10,219

Braille: 1,660

Average Number of Patrons Using BARD: 548

Newsline Service Usage

Current Subscribers: 1,700

New Subscribers: 4

Telephone Calls: 8,163

Web Sessions: 19,079

“In Your Pocket” Deliveries: 31,209

E-mail Deliveries: 8,671

Iowa Newspaper Accesses: 76,991

National Newspaper Accesses: 3,865

International Newspaper Accesses: 574

Blog Usage

Library – Turning the Pages Blog

Visitors: 719

Views: 1,919

Instructional Materials Center Blog

Visitors: 648

Views: 2,206

Library Podcasts

Library News Monthly Podcast: 3 produced

Listens Online: 429

Sent Out on Cartridges: 1,764

Library Chat Podcast: 3 produced

Listens Online: 400

Braille Bits Podcast: 2 produced

Listens Online: 1,180

# Orientation Center Report – Al Bickell

## Orientation Center Students

8 clients in the center

3 staff in training

2 graduations scheduled

2 clients working with VRT’s to enter the center

The center has started getting back to normal and we are working to get students in to training.  We have resumed activities outside the center and are getting these activities planned.  Some of these include the driving range, axe throwing, climb Iowa, the State Fair, and volunteer opportunities like Rock the Block with Habitat for Humanity, and we have been working with Jester Park on different projects.

The apartments have been working out well and the feedback from students has been positive.  The Center is working with the Education and Training team to have any client who wants to come in to the center work with a VRT to make sure some of the self-care skills are in place before a student starts training.  They also get a chance to experience working under shades before they show up their first day.  We have implemented a system in which all new students are assigned a mentor so they have someone to ask questions of, and can travel in to the building in the mornings with.

# BEP & Facilities – Kathy Roat

* BEP vendors continued to take financial hits as buildings have remained with skeletal staff and rest areas have been slow. Three of the 17 current vendors realized gains from 2019 to 2020. Losses experienced by remaining current vendors exceed the $203,900 allocated to Iowa BEP as part of the Randolph-Sheppard Financial Restoration and Relief Program funds. Of those vendors experiencing losses, calculations indicate that each will be reimbursed at least 80% of their losses. Iowa was among the first 20 states to have the FRRP distribution of funds application approved and should distribute all funds by September 30, 2021.
* The provisional licensed vendor has decided to leave the program and IDB wishes him well in his next venture. He has learned much about business ownership which shall serve him well, as many vendors and the BEP Team have provided much in the way of support and training. This Facility has been assigned through bidding to other vendors.
* There should be an uptick in sales as June 1 and July 1 are 100% back dates for many government buildings and travel is picking up at rest areas. BEP actions which should help vendor incomes include picking up the Des Moines City Municipal Services Building, changing a vending area to a Micro Market at Oran Pape, and adding two Department of Public Safety locations in June.
* BEP Counselors have infused a new level of business consultation to the program which has allowed BEP to make BEP vendors aware of practices that have affected net profits, checking expenses that are outside Profitability Guidelines and are working with vendors to be able to keep more of each dollar. The BEP team also is promoting ways for vendors to engage and draw customers to increase sales, including introducing QR code survey/comment signs and inviting vendors to attend facility building meetings.
* The Elected Committee of Blind Vendors and other vendors have collaborated with BEP staff to update the Profitability Guidelines, and the Training Subcommittee has at least one rubric drafted as a prototype for a robust training that has an outline built.
* There are two small remaining questions by RSA on the 2020 version of the Operating Agreement and the Iowa Assistant Attorney General has okayed revisions to resubmit to RSA.
* All vendors are currently using some credit cards. The BEP Counselors continue to learn troubleshooting for them and will be learning about a new option to consider, particularly when the 50 card readers currently purchased and waiting for sites to get busy are all deployed. Training on utilizing telemetry will increase as more vendors develop interest in operating micro markets, which rely on telemetry data to know sales and stocking needs.
* BEP Administrator responsibilities will include more work around self-employment in a broad sense, as a follow-on concept for BEP Vendors to be prepared to follow any non-vending dreams, and to prepare IDB to further entrepreneurial skill-building for IDB clients as appropriate. Training developed for BEP trainees will be a natural base tool to share.
* Next on the agenda for the quarter will be addressing the Iowa Administrative Code 111, Chapters 7 and 8 which pertain to BEP.

# Vocational Rehabilitation – Keri Osterhaus

## VR Position Vacancies and Changes

* Lisa Ortner accepted the open Vocational Rehabilitation Counselor position covering North Central Iowa. She is working to develop relationships with clients and partners in her new territory.
* Sarah Baebler-Hall accepted the open Vocational Rehabilitation Counselor position covering Southwest Iowa. Sarah has been working to learn her new position as a counselor and is completing her field training.
* We are completing the interview process for the Secretary 1 position that will be supporting both the Vocational Rehabilitation and Business Enterprises Program.
* Due to challenges in finding qualified community rehabilitation providers in southwest Iowa, we have created a Job Development Specialist position. This is a temporary position to assist IDB in determining options for best serving clients in areas with limited providers and resources.

## Vocational Rehabilitation Activities

* **Apprenticeships:** We are partnering with Iowa’s Registered Apprenticeship program and core partners to provide a virtual training to clients to share information about Iowa’s apprenticeship programs. This virtual training will be statewide and held in on June 24 from 1:00 p.m. – 2:00 p.m.
* **Train and Gain program:** This is a three-month, structured job skills training session. This program is designed to assist clients to develop skills and confidence needed as part of the job search and hiring process. Our next round of this program is starting this spring.
* **Employment:** During this program year, there are 32 clients employed in integrated settings with an average wage for a VR clients obtaining employment is $22.43 per hour; these individuals are working an average of 35 hours per week. We have closed eight individuals this year earning more than $25.00/hour. These positions include: Automotive Masters Mechanic, Deaf-Blind Specialist, Electrical Engineer, Lawyer, Mental Health Counselors, Operations Manager, Social and Community Service Manager and Workers Compensation Benefits Managers.
* **Local Area Planning:** The Workforce Innovation and Opportunity Act (WIOA) Section 108 requires each of our local workforce areas to develop and submit local area Memorandums of Understanding (MOUs). The Iowa Department for the Blind counselors and administration have been working with the Iowa Department of Education, Iowa Vocational Rehabilitation Services and Iowa Workforce Development and local area partners to develop these MOU’s for the local areas. In addition to the MOU’s, local areas are developing local plans to address the goals of our State Plan including:
  + Goal #1: Iowa’s employers will have access to skilled, diverse and Future Ready workers.
  + Goal #2: All Iowans will be provided access to a continuum of high quality education, training, and career opportunities.
  + Goal #3: Iowa’s workforce delivery system will align all programs and services in an accessible, seamless and integrated manner.