



## **Region 11 CEO Board**

# Consent Agenda

August 9, 2018

### **1. CIWDB**

- May 3<sup>rd</sup>, 2018 Meeting Minutes
- Children and Families of Iowa Report
- CIWDB Executive Director Report (None)
- Membership Statistics
- Preliminary performance

### **2. Region 11 CEO Board**

- May 3, 2018 meeting minutes
- Reappointment and Appointment of Board Members
- Children and Families of Iowa Report
- CIWDB Executive Director Report (none)
- Membership Statistics
- Preliminary performance

**Central Iowa Workforce Development Board Region 11**  
**CEO Board**  
**QUARTERLY BOARD MEETING**  
**Thursday, May 3, 2018 7:40 a.m. to 9:30 a.m.**  
**Children and Families of Iowa – Conference Room**  
**1111 University Avenue, Des Moines, IA**

CIWDB Attendees: Sara Bath, Pat Brown, Ben Bruns, Rob Denson, Donald Fisher, Amy Landas, Paula Martinez, Luke Nelson, Stacy Sime, Paul Smith, Carrie Theisen, Jeff Vroman, T Waldmann-Williams, Pat Wells.

CIWDB Absent: Hollie Coon, Tom Hayes, Leslie McCarthy,

Ex-Officio Attendees: Craig Agan (phone), Rosie Thierer

Ex-Officio Absent: Mary Bontrager

CEO Attendees: Craig Agan (phone), Doug Cupples, Rick Sanders, Bill Zinnel

CEO Absent: Steve Van Oort

Board Staff in Attendance: None

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**Welcome and Call to Order**

The quarterly board meeting was called to order at 7:40 a.m. by Jeffrey Vroman (CIWD Board) and Rick Sanders, Chair (CEO Board), Quorum was established for the CIWDB.

Jeffrey Vroman, CIWD Board Chair, wanted to thank Angie Arthur for all her hard work and dedication to the CIWD Board and CEO Board and wish her the very best in her new position. As Angie is getting settled into her new position, she is willing to be of assistance to the boards, so please let Jeff know if you have questions or issues that Angie can help with. Angie has already helped us with a few things since she departed. Jeff ask that everyone bear with us as we move forward without Angie, but we have several people helping us out though several things. Jeff has asked Jeff Chamberlin to help remind him to thank those individuals as they do helps us out and we move forward and Jeff is sure there will be more coddles to give those individuals as we move forward.

Paula Martinez, Secretary has asked that everyone please turn your table tents toward her, and when motions made to state your name, since Angie use to help her keep track of names, much appreciated.

**Approval of Consent Agenda**

CIWD Board:

Paul Smith moved to approve the CIWIB Board's Consent Agenda, second by Bob Denson. Voted and motion carried.

CEO Board:

Bill Zinnel made motion to approve the CIWIB Board's, seconded by Doug Cupples. Voted and motion carried.

Page 2

**New Business and Committee Reports**

- **Planning and Operations Committee — Paul Smith**

Paul reported that the Planning and Operations discussed two items the Realignment and the situation of the Executive Director. Both are on the agenda later for further discussion and will share the content of those discussions at that time. Committee just approved a whole bunch of provider applications for Goodwill for several programs which were very interesting that included several licensing programs. Also, in the packet is the Ticket to Work information with the statistics related to the program. **Diane Hernandez**, shared that the whole state's numbers went down just a little bit this quarter which was because of the way the money was processed verse the past, that being said. Region 11 is still a very strong program, a very strong quarter as in the past.

- **Region 11 Statistics - Jeff Chamberlin**

Mr. Chamberlin shared that Region 11 is meeting all Performance Measures at this point, although these are premature, we can't even get data for several performance measures won't be available until after the 3<sup>rd</sup> quarter, which we just got done with. We're just now going into the 4<sup>th</sup> quarter. It will take them another quarter to get it accumulated and put into the system the Department of Labor requires, so we probably won't have anything until after July.

- **Finance Committee - Luke Nelson**

Financial reports and definitions were included in the board packet.

- **Children and Families of Iowa Report - Jodi Spargur-Tate**

Written report included in packet for review by Board. Jodi Spargur-Tate reported that this is as of March 31, 2018 financial report, exhausted 83.4 % of our budget, Still have 16.6 % of total remaining program funds. 11.4% of total In-School funds spent, 88.6% of total Out-School funds spent, and 30.6% of Total budget spent has been allocated towards experiential learning (WEP). Ms Spargur-Tate they received an outside grant, so will be spending for May and June from that grant, so will have very minimal costs out of WIOA Budget. Do anticipate carry over, but what percentage she does not know. Ms Spargur-Tate is excited because hitting all their numbers and exceeded all of them. No questions asked, but if think of any questions, please feel free to contact Jodi Spargur-Tate.

- **Central Iowa Workforce Development Board – Luke Nelson**

Written report included in packet for review by Board. Mr. Nelson reported that there isn't much change there and don't anticipate much change there, until we decide what steps we will take about staffing, which will be discussed later. No questions asked. Jeff Chamberlin mentioned that before next meeting a payment will need to be made for the insurance for the board. It's not been paid yet but is listed as an expenditure. A question about Workman's Comp was sent by Angie to Jeff, Jeff Vroman explained it has to do with Angie's replacement and will be run through CABLE, right now what we paid in was based on Angie's salary, so we've over paid, when we go through audit. If/when we hire someone it will be an adjustment. The only other thing on the revenue side, is Paul Smith worked with his company Waldinger and received some grant funds tied to our staffing/administration. That's a topic we need to be thinking about accepting of those grant funds. It doesn't show up yet because of when

report was done. Jeff Vroman, Board Chair indicated it will show up in the Foundation and no funds will have transferred any funds over yet.

### Page 3

- **Iowa Employment Solutions @DMACC – Jeff Chamberlin**

Written report included in packet for review by Board. Jeff Chamberlin shared that it looks like we're only half spent but we have several obligations out there. We have several projects out there with Broadlawns and couple of others for OJT's those are very expensive projects, which will be coming out recently or will be coming out this quarter. Mr. Chamberlin shared we only need to get to 80%, so don't think we need to get to 100%. We only want the 80% which is our carry over dollars that we use for the 1<sup>st</sup> quarter of the year. Mr. Chamberlin thinks were in good shape, performance is good, expenditures look good. Robin Luke has helped him a lot, try to make sure he stays on track. Mr. Chamberlin wanted to say thank you to Robin in front of Board, because this will be her last meeting, she is retiring. Thank you, very much for all that you have done, it is really appreciated. Any questions, Jeff will be happy to answer.

- **Ticket to Work – Jeff Chamberlin**

Money still rolling in for Ticket to Work. Are looking at proposals to bring to the Board because we don't want a ton of money to be sitting there, we need to start spending money on participants. Putting together some proposals together now. Diane has been very involved in that with Bryon and hopefully next time we will have some proposals for the Board.

- **Spring Monitoring – Jeff Chamberlin**

Mr. Chamberlin indicated included in the packet is the Final Spring Monitoring. We didn't have any findings again, which is a good thing, so we're really doing well since he has come aboard we haven't had any findings. Jodi Spargur-Tate shared that CFI's monitoring is done as well. She reached out to Marta and Jamie, asked for their report and didn't have any findings either. Marta is the new monitor, and she is wrapping up her monitoring report this week, so will have monitoring report for Board next time. There were no findings either. Jeff, Board Chair asked that report be forwarded, so it can be forwarded to Board's members. That's fantastic, good job by everybody.

- **Upcoming Budget - Luke Nelson**

Not sure learned anything new since finance meeting, didn't have a lot of additional information at that time.

- **Youth Committee – Paula A. Martinez**

Did not have a meeting this past month because of lack of attendance, everyone was and has been extremely busy.

- **Youth Service Provider – Jodi Spargur-Tate**

Written report included in packet for review by Board. Jodi Spargur-Tate shared that they are deep into summer programming with the outside grant money that came in. Will be doing some workshops and training with those monies and that will be focused on in school participants. April was the first month they did 5<sup>th</sup> District Probation/Paroles Work Readiness Program, which was fantastic. Referred 3 over to ISE for Adult Program at DMACC and had 4 to enroll in their program. Had great

outcomes. They are 4-week classes, every Thursday at center, all probation and paroles that are referred from their Probation/Parole Officers. They must complete them. They go out every other week to teach classes and workshops at Woodward. They have been asked to do 2 classes each for boys and girls, so will be going out weekly. Fresh Start participants the first week can not leave the facility, so creating a workshop to help them for jobs and careers outside of fast food area, so working on finding partnerships for this workshop. One career planner who has had to work thought many of these obstacles and barriers to reenter the community as a youth created the Youth Reentry Program, which is fantastic, which will

#### Page 4

begin in school year 2019. It is super, super long so meeting with facilities/treatment staff asking to review for feedback to partner with them. Ms Spargur-Tate explained the program is to aid participants with some key components in transition planning that are lacking by staff because of caseloads, lack of staff and time for these individuals when returning because of all the barriers and challenges they face, so this program will aid them that they are not prepared for. The staff member has become an advocate, has the passion and commitment to assist these individuals to get through these serious obstacles and barriers, the different available avenues in the communities and make them aware that there is a process to go through, changing their mind set and help them see that they can get through them and have a life. A lot of it is understanding obstacles, learning to ask and learning to be their own advocate. Cheryl , CFI shared additional information for the program. Ms Spargur-Tate indicated will be purchasing some good training curriculum as well for this program. There have been 104 new walk-ins in last 3 months to just check out the center, because they heard it was available. Are there ways we can do more training inside, absolutely. SACVO is trying to use some of center's curriculum in their school and use center's staff to train and teach in classrooms. Really super excited about the programs and partnerships creating.

- **Disability Access Committee – Leslie McCarthy**

Ms McCarthy reported they have had two accessibility studies: the focus group accessibility review and the physical access review which was delayed because of new site, both completed and need to turn in. The results of the physical accessibility were that there were two issues: 1) the bottom of van sign parking is too low and that there is not a sign that reads van accessible parking, two easy fixes. The back entrance is not accessible because of the threshold and there is no sign pointing to the accessibility, another easy fix. These should be things the landlord should be able to fix, but if not, we're prepared to assist to meet guidelines. 2) Have some suggestions to submit: Men's restroom is completely compliant but totally inaccessible, so we're asking to make it more accessible. It's compliant according to 1991 standards. Automatic doors should be available but no button. In women's restroom in the main lobby is compliant, but recommended the sanitary box be repositioned, it's just low for access. Women's restroom in main lobby, the doors should self-close and this one doesn't, but Pat is working on. That's really it for report. There is a ramp that that we'd like to have less steep to back offices, it's compliant, but there is room to make it less steep. Mr. Chamberlin felt it was important to point out that items are compliant to 1991 standards because of the age of the building, it's not that they don't have more modern things in building, but only must be compliant up to that point. They're not out of compliance but would be nice to bring up to current standards. The people focus group was positive over all, had 16 participants and had invited 16, which we were not exactly planning for, it was good and a neat experience. People felt they had power because we were liking us asking their opinion. One participant went out and surveyed people and did actual research, it was great. Most of comments were about the location, it's hard to get to by bus, no shuttle service, and hard for single parents to attend classes, will be addressing for later classes. The entrance is hard to find at times, even thou there is a sign posted. Only one person used the bus, routes are limited. Building easier to get around in, since only one floor, staff need to be

aware may need to assist the blind clients, bathrooms clean, customer service was good, spoke of DAC working with them was good, more positive comments than negative. One blind woman said that she felt staff was speaking to her husband and over her, and not her, so staff needs to be made aware of who to speak to. Question asked about speaking of different languages, not really a DAC concern but passed concern on and addressed. One concern was that when staff is helping fill out forms private information can be heard by everyone, it has been addressed by a computer being placed in a separate room with a staff to assist if needed. Supply pens and paper for notes by clients near computers. Some people didn't understand why they had to register for membership, but once explained they were fine. One parent asked if DAC could education employers about interviewing persons with disabilities. Suggestions for workshops computer literacy, ex-offender's assistance, disclosure on disability accessibility accommodations, FMLA long term/short term

## Page 5

disability, benefits planning classes, and benefits packet. No one has ever filed a complaint. Girls from Fresh Start takes them an hour to get to IWD and may have to wait 45 minutes to one-hour return have four hours for program. Have talked to DART to see if can add an extra route, if anyone has any advice or pull with DART. Would like to see about some type of shelter which would serve IWD and Medicaid. If anyone ideas or suggestions or contacts with DART Diane would be happy to meet and talk with. IWD location is the issue when comes to providing routes. Lengthy discussion held.

Luke Nelson made motion to accept Action Item 18-3 Accessibility Audit, second by Pat Wilson. Voted and motion passed.

It's landlord's responsibility to make building compliant and anything to aid participant we can ask and use DEI funds to correct. Ms McCarthy will keep Boards updated.

Leslie McCarthy will forward Audit and Focus Group recommendations on to State DAC to stay in compliance.

### **Workforce Innovation and Opportunity Action**

- **Realignment Committee – Rob Denson**

Mr. Denson shared that Committee has been active and IWD made it clear that with money available and costs of standard wages, we can only afford two regions and part way to a third. A lot of concern from multiple groups going to 2 from 15. Everybody agrees we need less regions no issue about that. People are concern about local needs is not going to be served by only 2 boards for the entire state. Compromise made that there could be subcommittees for the varies regions, but flip side is they would have no clout, hard to get people together, there busy, it's there but not. Committee put out alternatives or some proposals for comments, but committee has seen those. There is a group of CEO's, community colleges, and others that have discussed some alternative proposal sent to Beth two days ago. There will be a small group meeting on May 7<sup>th</sup> with Beth and a full committee meeting on May 9<sup>th</sup> that Mr. Denson will not be there. Steve Shells, President of NIAC of Mason City will be there. There is a fair amount of legislative discussion about this and several legislators are not happy with 2 regions. The legislatures want to adjourn by 4 pm Saturday, which would be good. Mr. Denson is concerned with your only required to have 1 One Stop per established region and IWD has consistently said there is no current plan to reduce the number of One Stops, but if the decision is based on whatever criteria must be made, the Director has taken the position that she can make the decision. He's recommendation is the decision should be made by the Board and not the Director. Mr. Denson believes a minimum of 4 if not 6 regions, boards to contribute more financially, but is merely a small lift, a region's administrative cost isn't as high as they estimate and it's an active discussion.

Rick Sanders, CEO Chair reported he has been making calls and that the CEO Board sent a letter expressing CEO's concerns with moving to two regions and what that looks like.

Lengthy discussion was held on what control the state has, will have and should have over the regions.

Implementation deadline will be decided on at the next full committee meeting in June, Beth extended the time line. Paul Smith reminded all of us that we received the email regarding the recommendations requesting our input tomorrow is the deadline to submit our responses. Individual feedback is important and taking to individuals on the IWD Board. Board Chair asked that if members could reach out, that would be helpful and appreciated.

Looking at, at least two years before implementation of new regions and the Board has never said they will deny services to the people.

#### **Finance Committee – Luke Nelson**

Luke Nelson reported that the Finance Committee had the discussion and reviewed the statement in the packet. At the very bottom of the page it's stated that this is coming from a financial perspective. One is

#### **Page 6**

that we struggle each year we come up to the month of April and we beg, borrow, and steal to get through the rest of the year. From the finance committee perspective, it's not fun to deal with that year after year having that question, so one strike against moving forward filling the position. The second is the realignment, with the unknown of what's going to happen, seems awkward to move into a situation of bringing someone onboard saying you might have a job in a year or up to two years. There's a lot of unknown, would fill uncomfortable bringing someone onboard with no assurance of how long they are going to be there.

Paul Smith shared with leaving the position open from the Planning and Operations prospective this position we would be losing a lot of administrative support to the committees and boards because of all the person does, since we all have full time jobs. Maybe hire a person with less skills level as an administrative person not an administrative director for less, who would need oversight, reporting to someone, and who would that be. At Planning and Operations meeting did have some discussion to approach Sue Gibbons, Angie's predecessor to see if she would come back on a short-term bases, knowing what situation is, to help guide us through and since she has done the job and know what she would be doing. We could offer her some money. The Committee agrees that it's real important to have someone filling some type of support role. The State recognizes that Region 11 model with an Executive Director is the best model, which is one of the motivators for the reduction of regions, so the state could have enough money to pay someone to support the regions.

Length discussion held on the importance of absence of Executive Director and the purpose of the Foundation.

**Luke Nelson made motion to look at what an interim position with job duties would look like, seconded by Rob Denson. Voted and motion carried.**

#### **CEO Board:**

**Doug Cupples made motion to look at what an interim position with job duties would look like, seconded by Bill Zinnel. Voted and motion carried.**

Deadline would be June 8, 2018 for a draft. Jeff Vroman will call Angie for a full job description and send over to Paul Smith to work on for committee meeting in May.

Paul Smith would like Waldinger be sent an acknowledgement of their \$5,000.00 donation.

Jeff Chamberlin is requesting a letter of support for a grant that IES (24 years and older) and CFI (youth up to 23 years) Reentry Project Grant from DOL for persons recently released. Provide transitioning services for

these individuals. It's a 39-month grant for 100 participants (50/50), the first 3 months planning, processing, and hiring staff, 12 months of implementation of services, 12 months of service provisions and follow-up.

**Rob Denson made motion to sign letter of support, seconded by Sara B  
Voted and motion carried.**

**CEO Board:**

**Bill Zinnel made motion to sign letter of support, seconded by Doug Cupples  
Voted and motion carried.**

**Election of Officers – Jeff Vroman**

**Rob Denson moved to reelect Executive Board, seconded by Leslie McCarthy.  
Voted and motion carried.**

Jeff Vroman, Chair asked all members to look and consider serving on a committee.

**Page 7**

**Board Member Applications and Reappointments – Jeff Vroman**

Pat Brown in process of reappointment

Don Fischer term has ended, not seeking reappointment

Terri Voss is seeking to fill Jim Mueller's term – she was approved

Paul Smith is seeking reappointment, application is on Governor's desk

Carrie Theisen term has ended, not seeking reappointment

Pat Wells sent to address on application need to follow up by Jeff Chamberlin

Rob Denson reappointment is in Governor's office

Leslie McCarthy gave to Angie

Liz Buck term ended, not seeking reappointment

Ex-Officio- Mary

Rosemarie Thierer term ends today

Business Representatives – Jasper or Dallas Counties

Republican or No Party

Workforce Representative – Operations

2 Ex-Officials – City and School District

Rick Sander, CEO Chair clarified is writing letters of support for those CIWD Board Members seeking reappointment, on the authority from CEO Board action a year ago.

Any interested parties forward to Jeff Vroman who will forward to Jeff Chamberlin.

**Central Iowa Workforce Development Foundation – Jeff Vroman**

Foundation is in place and looking for any opportunities to find funds.

Next meeting will be August 9, 2018.



Paul White encourages Board Members to continue contacting Iowa's Congressional members on a personal note regarding funding.

Adjourn — 9:17 a.m.

Respectfully submitted by Paula A. Martinez, Recording Secretary



First Name	Last Name	Representative	County	Organization	Address	City	State	Zip	Work Phone	Cell Phone	Email	End of Term
Hollie	Coon	Adult Basic Ed	Polk	DMACC	2006 S. Ankeny Blvd	Ankeny	IA	50023	515-287-8701	515-490-8829	hicoon@dmacc.edu	2020
Pat	Brown	Business	Story	Pat Brown State Farm Agency	1112 Buckeye Avenue, PO	Ames	IA	50010	515-233-1295	515-202-1129	pat.brown_br7@ptre-farm.com	2018 Re-Up
Ben	Bruns	Business	Polk	The Weitz Company	5901 Thornton Avenue	Des Moines	IA	50321	515-246-4721	515-240-5455	ben.bruns@weitz.com	2020
Amy	Landas	Business	Boone	U.S. Bank	724 Story Street	Boone	IA	50036	515-433-6719	515-236-0034	amy.landas@usbank.com	2020
Teri	Vos	Business	Marion				IA				terivos@vermeer.com	
Stacy	Smith	Business	Dallas	LifeServe Blood Center	431 E Locust Avenue	Des Moines	IA	50309	515-309-4850	515-710-3002	stacy.smith@lifeservebloodcenter.org	2020
Paul	Smith	Business	Polk	Waldinger Corporation	2601 Bell Avenue	Des Moines	IA	50321	515-323-8745	515-291-0136	paul.smith@waldinger.com	2018 Re-Up
Jeff	Vroman	Business	Dallas	The Vroman Group, LLC	6601 westown Parkway, Suite	West Des	IA	50266	515-278-4531	515-201-7490	jeff@vromanppa.com	2020
T	Waldmann-Williams	Business	Marion	TWW Consulting, LLC	1093 McTimber Drive	Knoxville	IA	50138	641-828-6407	908-432-0214	twaldma@gmail.com	2020
Renee	Miller	Community Based	Polk	United Way of Central Iowa	1111 9th Street, Suite 100	Des Moines	IA	50314			reneemiller@unitedwaydm.org	New
Luke	Nelson	Economic	Warren	City of Norwalk	705 North Avenue	Norwalk	IA	50211	515-981-0228 Ext.	(515) 493-9971	lnelson@norwalk.iowa.gov	2020
Rob	Denson	Education	Polk	DMACC	2006 S. Ankeny Blvd	Ankeny	IA	50023	515-964-6638	515-360-7911	rdenson@dmacc.edu	2018 Re-Up
Sara	Bath	Employment	Polk	Iowa Workforce Development	200 Army Post Road	Des Moines	IA	50315	515-725-3543	515-422-7238	sara.bath@iwd.iowa.gov	2020
Tom	Hayes	Labor	Madison	LUNA Local 177	2121 Delaware Avenue	Des Moines	IA	50317	515-265-6131	515-975-1336	tomh@labors177.com	2020
Paula	Martinez	Labor	Warren	AFSME #3013	500 Mulberry Street	Des Moines	IA	50047	515-286-3856	515-569-6812	pmartinez@afsmel77.org	2020
Pat	Wells	Registered	Polk	IBEW Local Union 347	850 18th Street	Des Moines	IA	50314	515-243-1524	515-313-1516	pwells@ibew347.org	2018 Re-Up
Leslie	McCarthy	Vocational Rehab	Polk	Iowa Vocational Rehabilitation Services	510 East 12th Street	Des Moines	IA	50319	515-281-8917	515-343-6408	leslie.mccarthy@iowa.gov	2018 Re-Up
Ex-Officio Members												
First Name	Last Name	Representative	County	Organization	Address	City	State	Zip	Work Phone	Cell Phone	Email	End of Term
Craig	Agan	County Elected	Marion	Marion County	214 East Main	Knoxville	IA	50138	641-828-2231	641-891-0445	cagan@co.marion.iowa.gov	2020
Empty												
Empty												
Empty												
Rosie	Thierler	Vocational Rehab	Polk	Iowa Department for the Aging	510 E 12th, Street, Ste. 2	Des Moines	IA	50319	515-281-1508		rosiemary.thierler@iowa.gov	2018 Re-Up
Region 11 CEO's												
First Name	Last Name	County	Party	Organization	Address	City	State	Zip	Work Phone	Cell Phone	Email	
Craig	Agan	Marion	R	Marion County Board of Supervisors	214 East Main	Knoxville	IA	50138	641-828-2231	641-891-0445	cagan@co.marion.iowa.gov	
Bill	Zinnel	Boone	R	Boone County Board of Supervisors	201 State Street	Boone	IA	50036	515-433-0500	515-298-1191	bzinnel@boonecounty.iowa.gov	
Doug	Cupples	Jasper	R	Jasper County Board of Supervisors	101 1st North Street	Jasper	IA	50208	641-792-7017	641-521-8725	dcupples@co.jasper.iowa.gov	
Rick	Sanders	Story	R	Story County Board of Supervisors	Administration Building, 900 Sixth St	Nevada	IA	50201	515-382-7201		rsanders@storycounty.iowa.gov	
Steve	Van Oort	Polk	R	Polk County Board of Supervisors	111 Court Avenue, Room 300	Des Moines	IA	50309	515-286-3119	515-418-1533	steve.vanoort@polkcounty.iowa.gov	

Yellow indicates some action needs to be taken.

**DES MOINES**

Month	Location	Reg #	Launch Day/Year	Total New Members	Regional Unemp Claims	Ratio of New Members to Unemp Claims	
Jul-17	Des Moines	11	Jul 10, 2009	1605	1938	82.8%	
Aug-17		11	Jul 10, 2009	1921	1815	105.8%	
Sep-17		11	Jul 10, 2009	1500	1766	84.9%	
Oct-17		11	Jul 10, 2009	1597	2597	61.5%	
Nov-17		11	Jul 10, 2009	1811	3340	54.2%	
Dec-17		11	Jul 10, 2009	1811	3340	54.2%	
Jan-18		11	Jul 10, 2009	2009	6058	33.2%	
Feb-18		11	Jul 10, 2009	1442	2994	48.2%	
Mar-18		11	Jul 10, 2009	1445	2703	53.5%	
Apr-18		11	Jul 10, 2009	1372	2486	55.2%	
May-18		11	Jul 10, 2009	1593	2516	63.3%	
Jun-18		11	Jul 10, 2009	1458	2510	58.1%	
					19564	34063	58.1%

Gender			
# Male of New Members	Male Gender Ratio to Tot Members	# Female of New Members	Female Gender Ratio to Tot Members
831	51.8%	771	48.0%
946	49.2%	965	50.2%
797	53.1%	701	46.7%
786	49.2%	808	50.6%
966	53.3%	842	46.5%
966	53.3%	842	46.5%
1200	59.7%	805	40.1%
758	52.6%	682	47.3%
752	52.0%	692	47.9%
705	51.4%	663	48.3%
740	46.5%	849	53.3%
714	49.0%	740	50.8%
10161	49.0%	9360	50.8%

Month	Disability	
	# Disabled Of New Members	Overall Disabled Served
Jul-17	175	10.9%
Aug-17	213	11.1%
Sep-17	192	12.8%
Oct-17	178	11.1%
Nov-17	195	10.8%
Dec-17	195	10.8%
Jan-18	212	10.6%
Feb-18	183	12.7%
Mar-18	175	12.1%
Apr-18	158	11.5%
May-18	205	12.9%
Jun-18	166	11.4%
	2247	11.4%

Age	Age				
	Age 18-23	% of Young Adults Age 18-23 of New Members	Age 24 - 54	% Adults Age 24-54 of New Members	Age 55 and Above New Members
	162	10.1%	1180	73.5%	263
	207	10.8%	1410	73.4%	304
	172	11.5%	1098	73.2%	230
	151	9.5%	1206	75.5%	240
	182	10.0%	1328	73.3%	301
	182	10.0%	1328	73.3%	301
	222	11.1%	1444	71.9%	343
	154	10.7%	1072	74.3%	216
	114	7.9%	1072	74.2%	259
	129	9.4%	1006	73.3%	237
	143	9.0%	1163	73.0%	287
	115	7.9%	1090	74.8%	253
	1933	7.9%	14397	74.8%	3234
					17.4%

Education							
Month	Need GED	% of New Memb Need High Sch Equiv.	High Sch Dipl	% of New Memb Attain High School Dipl or Equiv.	Some College Ed	College Degree	Educ. Beyond College "17 & Abv"
Jul-17	226	14.1%	833	51.9%	329	169	48
Aug-17	260	13.5%	956	49.8%	395	241	69
Sep-17	210	14.0%	768	51.2%	336	142	44
Oct-17	238	14.9%	831	52.0%	339	139	50
Nov-17	270	14.9%	915	50.5%	360	225	51
Dec-17	270	14.9%	915	50.5%	350	225	51
Jan-18	321	16.0%	1096	54.6%	389	161	42
Feb-18	219	15.2%	750	52.0%	290	138	45
Mar-18	202	14.0%	769	53.2%	272	163	39
Apr-18	190	13.8%	749	54.6%	270	115	48
May-18	188	11.8%	863	54.2%	330	171	41
Jun-18	185	12.7%	779	53.4%	296	153	45
	2779	12.7%	10224	53.4%	3946	2042	573

Veteran				
Veteran	% Ratio	Veteran Rpt'd D'abled	% Ratio Veteran Rpt'd D'abled	
87	5.4%	21	1.3%	
96	5.0%	29	1.5%	
97	6.5%	21	1.4%	
95	5.9%	25	1.6%	
103	5.7%	33	1.8%	
103	5.7%	33	1.8%	
127	6.3%	32	1.6%	
102	7.1%	33	2.3%	
94	6.5%	28	1.9%	
75	5.5%	19	1.4%	
95	6.0%	28	1.8%	
80	5.5%	23	1.6%	
1154	5.5%	325	1.6%	

**Ethnicity/Race**

Month	Hispanic	% Ratio	Race-AIAN*	% Ratio	Race-Asian	% Ratio	Race-Black/ African Amer	% Ratio	Race-HNPI**	% Ratio	Race-White	
Jul-17	146	9.1%	26	1.6%	101	6.3%	420	26.2%	8	0.5%	902	56.2%
Aug-17	160	8.3%	42	2.2%	52	2.7%	563	29.3%	10	0.5%	1119	58.3%
Sep-17	151	10.1%	39	2.6%	61	4.1%	438	29.2%	4	0.3%	815	54.3%
Oct-17	162	10.1%	41	2.6%	64	4.0%	434	27.2%	11	0.7%	915	57.3%
Nov-17	228	12.6%	42	2.3%	55	3.0%	402	22.2%	7	0.4%	1096	60.5%
Dec-17	228	12.6%	42	2.3%	55	3.0%	402	22.2%	7	0.4%	1096	60.5%
Jan-18	266	13.2%	40	2.0%	65	3.2%	467	23.2%	6	0.3%	1192	59.3%
Feb-18	173	12.0%	35	2.4%	39	2.7%	335	23.2%	1	0.1%	882	61.2%
Mar-18	152	10.5%	28	1.9%	50	3.5%	363	25.1%	5	0.3%	859	59.4%
Apr-18	114	8.3%	25	1.8%	57	4.2%	364	26.5%	2	0.1%	782	57.0%
May-18	129	8.1%	37	2.3%	52	3.3%	435	27.3%	5	0.3%	946	59.4%
Jun-18	128	8.8%	33	2.3%	50	3.4%	408	28.0%	3	0.2%	840	57.6%
	2037	8.8%	430	2.3%	701	3.4%	5031	28.0%	69	0.2%	11444	57.6%

Month	Referrals to/CoEnrollments						PJ			MSFW			Seasonal	Initial ServPlan	ACTIVE
	WIA Adult Intensive	% Ratio Referrals to WIA Adult Intensive to Total New Members	WIA DW Intensive	% Ratio Referrals to WIA DW Intensive to Total New Members	WIA Displacd Hmnr	PJ	MSFW Migrant Worker	MSFW Seasonal Farm Worker	# New Members with Initial Services Plan	Total # of Members Receiving Services (Active)					
Jul-17	873	54.4%	205	12.8%	22		13	8		4632					
Aug-17	1074	55.9%	231	12.0%	43		7	14		3228					
Sep-17	801	53.4%	182	12.1%	25		3	11		2830					
Oct-17	900	56.4%	208	13.0%	24		10	11		3906					
Nov-17	948	52.3%	243	13.4%	23		5	21		5717					
Dec-17	948	52.3%	243	13.4%	23		5	21		5717					
Jan-18	941	46.8%	287	14.3%	20		4	24		5880					
Feb-18	753	52.2%	190	13.2%	17		8	12		4234					
Mar-18	787	54.5%	196	13.6%	27		9	10		5679					
Apr-18	734	53.5%	198	14.4%	21		11	12		5229					
May-18	935	58.7%	270	16.9%	27		3	4		5235					
Jun-18	820	56.2%	230	15.8%	18		10	13		5002					
	10514	56.2%	2683	15.8%	290	0	88	161		57289					