

**Alternative
Workforce
Solutions
Resource
Guide**

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Home Base Iowa

Home Base Iowa (HBI) is a one-of-a-kind program connecting veterans and transitioning service members with HBI partners and resources. Businesses are looking to hire skilled workers and this program helps connect these businesses with qualified veterans looking for career opportunities. Countless resources are available to help veterans and their families with education and in transitioning to a new community with focused support and individuals who want to help. Home Base Iowa's private-public partnership provides a high level of commitment for our veterans, transitioning service members and their families.

Vision: Iowa is the "State of Choice" for veterans and transitioning service members for employment, education and/or continued service; and service members are valued in communities which are welcoming, affordable, safe and family-friendly.

Mission: Provide veterans and transitioning service members and their families with opportunities and benefits for a successful transition in Iowa — a place to call home.

Contact:

Harrison Swift, Home Base Iowa Program Manager

Phone: 515-725-1057

Email: Harrison.Swift@iwd.iowa.gov

Website: www.homebaseiowa.gov

Website: www.iowaworksforveterans.gov

HUMBOLDT COUNTY VETERANS AFFAIRS

Phone: 515-604-6256

College Internship Programs

Iowa Student Internship Program:

The Iowa Student Internship Program provides grants to small and medium-sized companies in targeted industries to support internship programs with a goal of transitioning interns to full-time employment in Iowa upon graduation. The goal is to retain educated workers in Iowa.

STEM Internship Program:

The Science Technology Engineering and Mathematics (STEM) Internship program provides grants to Iowa companies for internship programs with a goal of transitioning interns to full-time employment in Iowa upon graduation. The goal is to retain educated workers in Iowa.

Contact:

Janece Hicks, Workforce Program Coordinator

Iowa Economic Development

Website: www.iowaeda.com/grow

Phone 515-725-5422

Email: janece.hicks@iwd.iowa.gov

Workforce Training & Retraining

Accelerated Career Education (260G):

The Accelerated Career Education (ACE) program is designed to provide businesses with an enhanced, skilled workforce. ACE assists Iowa's community colleges to either establish or expand programs that train individuals in the occupations most needed by Iowa businesses.

Iowa Jobs Training Program (260F):

The Iowa Jobs Training Program (260F) provides job training services to current employees of eligible businesses. It helps companies train current employees with new skills. In addition, eligible businesses work with the local community college, which will assess training needs, determine funds available and provide training to employees.

Iowa Industrial New Jobs Training (260E):

The Iowa Industrial New Jobs Training (260E) program assists businesses creating new positions with new employee training. 260E is designed to increase worker productivity and company profitability.

Contact:

Kevin Eppens, Program Manager

Phone: 515-725-4149

Email: workforcetraining@iwd.iowa.gov

Website: www.workforce.iowa.gov/employers/build-your-workforce/training-programs-and-tax-credits

Shelly Blunk

Iowa Central Community College

Phone: 515-574-1901

Email: blunk@iowacentral.edu

Website: www.iowacentral.edu

Registered Apprenticeships

The Registered Apprenticeship system provides opportunity for workers seeking high-skilled, high-paying jobs and for employers seeking to build a qualified workforce. Registered Apprenticeship is an employer-driven model, combining on-the-job learning with related classroom instruction and allows the Registered Apprentice to earn a paycheck from day one. Registered Apprenticeship Programs are a proven solution for recruiting, training and retaining world-class talent in Iowa. Since Iowa is experiencing a talent gap with an aging workforce of highly-skilled and experienced workers, this program has the ability to attract a new and more diverse talent pool, close the gap in workers' skills, and awards an industry credential issued by the Department of Labor upon completion of the program.

New industries are offering opportunities including: information technology, financial services, healthcare, transportation, energy, advanced manufacturing, and hospitality. A Registered Apprenticeship is an appropriate option for all job seekers including women, minorities, youth, people with disabilities, and veterans.

There are more than 1,000 occupations eligible for apprenticeship training grants, from accounting specialists to nurses. Registered apprenticeships are a proven approach to preparing workers for in-demand jobs and meeting the needs of business for a highly skilled workforce that can innovate and adapt. The program is administered by the Iowa Economic Development Authority (IEDA) in coordination with the United States Department of Labor (DOL), Office of Apprenticeship (OA).

Contact:

Kristopher Byam, Registered Apprenticeship Program Coordinator

Phone: 515-725-1035

Email: Kristopher.byam@dol.gov

Website: earnandlearniowa.gov

Greer Sisson, State Director

U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Phone: 515-284-4690

Email: sisson.greer@dol.gov

Richard Madden, Apprenticeship and Training Representative

Phone: 515-284-4690

Email: madden.richard@dol.gov

Staffing Agencies

Staffing firms can play a critical role in helping companies find talent. Staffing firms are any external search firm that earns a fee for making a placement with a company. There are many excellent reasons why you can benefit from a staffing firm's services. Below are the most beneficial reasons to consider using a temporary staffing or permanent recruitment firm.

Liability: When you engage the services and/or employee of a staffing firm, they are not your employee. Therefore, you have no liability for their workers comp, professional/general liability, payroll taxes and unemployment claims.

Cost: Though you will pay a service fee or hourly mark up to a staffing/recruiting firm, you need to keep in mind that they are paying all of the workers comp, professional/general liability insurance, state and federal payroll taxes. Generally, this adds up to about 12% of what the staffing firm pays the employee. So, if they are paying someone \$15/hour they are paying out \$1.80 on top of that to cover the above mentioned expenses associated with employing that person, not you. The leftover amount between the pay rate and client bill rate is what the agency makes as profit.

Flexibility: When you need a temporary employee or frankly any employee, there is a lot of expense and time incurred to find the qualified and best candidate for your job. When you only need someone for a few weeks or months, why do this in house when it can be outsourced to an agency that specializes in your type of position and therefore already has the recruitment advertising dollars spent and qualified candidates lined up? You are able to use the agency's employee as much or little as you need and can discontinue their assignment once your work is complete.

Time: Let's face it, almost all of us could use a little more time in our days to get more done. Recruiting, screening and hiring a candidate whether temporary or long term takes a significant amount of advertising dollars and your personal time. When you are in a larger company it is easier to handle temporary or permanent staffing needs because employees have more specialized roles such as hiring manager or recruiter. Small to Medium sized businesses can benefit the most from engaging the services of a staffing agency, since they are typically wearing "many hats" in their current role and may not have the bandwidth to add another task to their daily activities, especially a significant one such as recruiting & hiring.

Disadvantaged Workers

Overview

America's Job Honor Awards is an Iowa-based nonprofit working to expand opportunities for disadvantaged jobseekers. We host annual awards events celebrating individuals who overcome barriers to employment, and the employers who hire them. Previous honorees have overcome disabilities, criminal convictions and immigrant/refugee status in their struggle for employment.

Visit www.JobHonor.org for inspiring stories of Iowans who have overcome employment barriers, and Iowa companies that build a world-class workforce while transforming lives.

Contact:

Kyle Horn, Founder & Director
Phone: 515-231-6039
Email: kyle.horn@jobhonor.org
Website: www.JobHonor.org
America's Job Honor Awards
Twitter: @jobhonor

Vocational Rehabilitation

Our Mission

The mission of LifeWorks is to provide opportunities for growth and achievement for persons with disabilities who face barriers to independence and integration in employment and daily living.

Work Crews

We offer a crew of individuals, supervised by a LifeWorks staff member, to complete work at your building in accordance with your specifications. Tasks can include cleaning, packaging, light assembly and more. Individuals are paid and insured by LifeWorks

Supported Employment

LifeWorks may be able to match you with an enthusiastic job candidate to fill an existing position or part of one. We can provide ongoing training to the person hired, through a job coach, to take the pressure off of your supervisor.

Subcontracting Services

You can outsource work to our facility. LifeWorks can perform such work as collating papers, stuffing envelopes, affixing labels, assembling parts, packaging materials, and more.

Contact:

LifeWorks Community Services

Phone: 515-576-2126

Terri Friesth

E-mail: tfriesth@lifeworkscommunityservices.com

Bekki Schoon

E-mail: bschoon@lifeworkscommunityservices.org

Website: www.lifeworkscommunityservices.org

Iowa Vocational Rehabilitation Services

Phone: 515-532-1486 Des Moines or Fort Dodge 515-573-8175

Website: www.ivrs.iowa.gov

Immigration & Refugees

About

We advance the rights and lives of those who have been forcible or voluntarily uprooted.

Our Vision

Immigrants, refugees, and uprooted people will live dignified lives with the rights respected and protected in communities of opportunity.

Immigrants increase economic efficiency by reducing labor shortages in low- and high-skilled markets because their educational backgrounds fill holes in the native-born labor market.

Employment Services

The mission of the Bureau of Refugee Services is to assist refugees from all over the world who are resettling in Iowa to become fully self-sufficient residents of our state. One of the keys to enabling refugees to become self-sufficient as quickly as possible is to assist them in obtaining jobs that best match their skills and abilities.

The Bureau provides a variety of employment related services to refugees living in Iowa. Employment services are designed to enable refugees to obtain employment and to improve their employability or work skills. Services may include: developing an employability plan or a Family Investment Agreement, completing a skill assessment, assisting in job search and completing job applications, interpreting for job orientation, job upgrades, developing resumes, job skills training, developing employers and providing follow-up services and assistance to employers who have hire refugees.

Contact:

Refugee Services

Phone: 800-362-2780 or 515-875-5600

Iowa Department of Human Services

Website: www.hhs.iowa.gov/programs/programs-and-services/refugee-services

H-1B Visa Program

The H-1B program applies to employers seeking to hire nonimmigrant aliens as workers in specialty occupations or as fashion models of distinguished merit and ability. A specialty occupation is one that requires the application of a body of highly specialized knowledge and the attainment of at least a bachelor's degree or its equivalent. The intent of the H-1B provisions is to help employers who cannot otherwise obtain needed business skills and abilities from the U.S. workforce by authorizing the temporary employment of qualified individuals who are not otherwise authorized to work in the United States.

The law establishes certain standards in order to protect similarly employed U.S. workers from being adversely affected by the employment of the nonimmigrant workers, as well as to protect the H-1B nonimmigrant workers. Employers must attest to the Department of Labor that they will pay wages to the H-1B nonimmigrant workers that are at least equal to the actual wage paid by the employer to other workers with similar experience and qualifications for the job in question, or the prevailing wage for the occupation in the area of intended employment – whichever is greater.

More Info:

Resources concerning H-1B regulations, complaint forms and wage and hour office locations, are available at:

www.dol.gov/agencies/whd/immigration/h1b

Humboldt County Development Association

The mission of the Humboldt County Development Association is to retain and grow the business industry in Humboldt County. From site selection and acquisition to project development and workforce retention, HCDA is your partner in economic development.

Below are just a few of the programs aimed at recruiting and retaining workforce:

- **Workforce Data:** Laborshed, commuting patterns, regional and county wage information and specific industry and workforce characteristics
- **Housing:** Availability of new construction, existing homes and rental units in addition to subdivision information for new construction
- **Community Welcome Information:** community tours, Hospital and School tours and highlighting community assets
- **Employee Training Resource Guide:** Resources to train new and existing employees.
- **Resident Resource Guide:** Community Information for new employees and residents.

For more information on these programs and how Humboldt County Development can specifically help you please contact us today!

Contact:

Alissa O'Connor, Director

Phone: 515-332-2557

Email: alissa@humboldtcountyiowa.com

Website: www.humboldtcountyiowa.com

29 5th Street South

Humboldt, IA 50548