

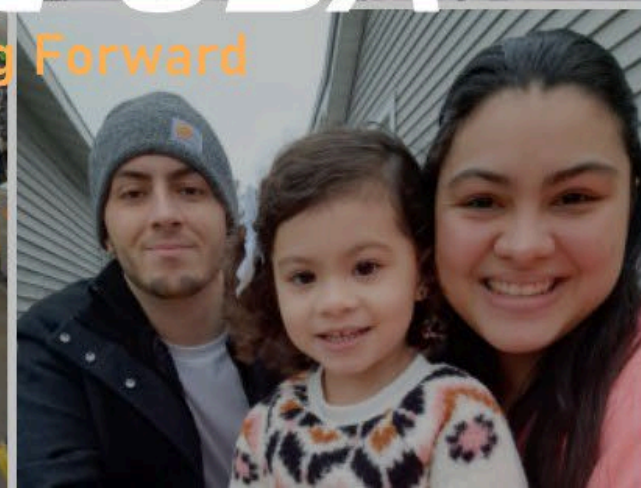
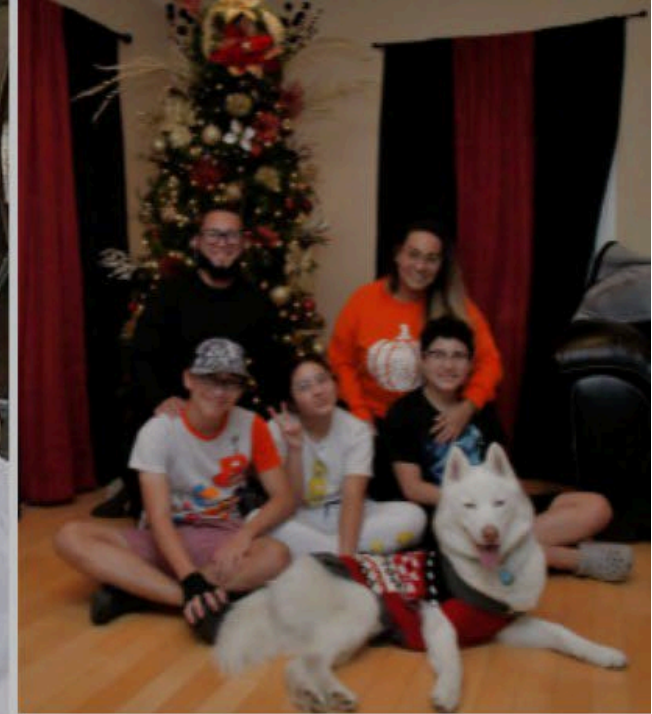


***Avance USA***

**Keep Moving Forward**

**Communities Growing Communities  
2019 – 2022 in Review**

**Avance USA—an innovative solution to address  
labor shortages and build communities**



**Avance USA**

Keep Moving Forward

# Discover an untapped labor pool.

Reach a diverse candidate base.  
Expand your workforce.

Recruitment Strategy & Marketing

Candidate Screening

Employer & Community Matching

Relocation Services

Community Integration & Peer Support

Avance USA offers a new innovative solution connecting you with ready-to-hire, ready-to-move talent. Are you ready to move forward?



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(888) 228-2623



[avanceusa.com](http://avanceusa.com)



**1<sup>st</sup> Quarter 2023 will mark  
4 years since we began  
partnering with you on  
this initiative - growing  
the talent pipeline for  
*North Central Iowa***

**127 workers**

**+**

**86 family members  
*and counting***

# North Iowa Industries Recruiting

#1 Manufacturing (85%)

#2 Construction/Trades (10%)

#3 Healthcare (5%)



Some of the companies and counties where Avance candidates and trailing spouses/family members have worked over the past four years:

- Cerro Gordo County (One Vision, Bushel Boy, Doherty at Cargill)
- Floyd County (Zoetis)
- Hancock County (Kingland Construction)
- Mitchell County (Grain Millers, LR Falk, Fox River Mills, RR Donnelly, Mitchell County Regional Health)
- Winnebago County (Larson Manufacturing, Versova, Winnebago Industries)



# Avance candidates are living in these communities:

- Carpenter
- Charles City
- Crystal Lake
- Forest City
- Lake Mills
- Mason City
- Osage
- St. Ansgar





# Avance candidate children are enrolled in these school districts (K12 plus NIACC):

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- Charles City
- Forest City
- Mason City
- Osage
- St. Ansgar

(District receives approximately \$7,000 per child per school year)



## **COSTS**

- **One-time placement fee (employer)**
  - **Candidate relocation assistance package (employer)**
  - **Community-based support to Avance and candidates (Eds, community partners)**
- 

## **EMPLOYER BENEFITS**

- **Ready-to-hire, ready-to-move workers**
- **Diversity**
- **Bilingual team leaders**

## **COMMUNITY BENEFITS**

- **Community marketing**
- **Capitalizing on the investment = trailing spouses, family members, referrals.**  
**One family in March 2020 has now referred 10 other families that we have relocated!**
- **Economic \$\$ (1-2 cars/family, homes/household purchases, \$7k per child/school, etc)**
- **Continued momentum = talent pipeline grows by the year**



**It takes a community  
to grow a community!**

**Please continue to  
support with:**

- **Referrals to employers ready to hire**
- **Referrals to landlords/rental housing**
- **Donations: furniture, household supplies, winter clothing, vouchers**
- **Used cars to purchase**
- **Social support**
- **Welcoming communities**
- **Ask about Volunteering!**

Damaris A. (Zoetis)  
and Jonathan S.  
(Winnebago)

“We are very grateful to  
Avance USA for giving  
us the opportunity and  
help to relocate us to  
Mason City, Iowa.”



“

*I encourage everyone to come work here, there are no problems...! You need to jump in, lose your fear. It's very peaceful, the people are very nice. Come here to build your future!"*

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**CESAR HERNANDEZ**





**Ana B.**  
**Veteran**  
**6 months at Winnebago Industries**

"Sadly on my island (Puerto Rico), the opportunities to work and have decent wages are out of reality. Avance made the dream that I so longed for come true.

My son is in a great school with excellent grades and will be able to enter the state university. My husband and I work for a company where the employee is the engine that drives success.

Thank you Avance, thank you so much for allowing us to build the future of our family on a stable foundation."



**Mark Attig**  
**North Iowa Landlord**

“I’ve been working with the Avance USA team for over a year now and I have to say, I’ve never seen a company care so much about how their candidates are doing after the move. They are so helpful to their clients and to the landlords where their candidates rent! They are great to work with.”





**Vanessa A.**  
**Aseptic Tech at Zoetis in**  
**Charles City**

“I have been working a few months in Iowa, Avance USA brought my family and I. The company (Zoetis) is excellent with great benefits. The people here in Iowa are very friendly and helpful. “



## Lilynet R.

Assembler (banker/customer service in Puerto Rico)

1.5 years Larson Manufacturing /Winnebago

Lily shares that her teenage daughter struggled in school in Puerto Rico and didn't want to continue her studies. Since moving to Iowa, she is now on the honor roll and plans to attend NIACC following graduation.

"It was not an easy decision, but as a single mother I wanted a better future and education for my daughter. There are a thousand opportunities here and never a closed door."



**Jordany V.  
Welder  
1 year at Winnebago**

“I thank God for Avance, Jennifer and her team. They provided me with an opportunity to get a job in a great company about a year ago. Thanks to Avance I was able to move forward and start a new chapter in my life.”

“The welder [Jordany] we hired through Avance USA excels in learning new tasks and following processes as instructed. He has become a valued team member in his time here and we look forward to what he may accomplish in his career.”



## Angel R. Bilingual Team Leader

“My family and I are extremely grateful for the opportunity that Avance gave us. Jennifer and Avance came through with everything they committed to and more. They are excellent professionals and human beings. Thank you, Avance!”



Christian M.  
Mason City  
8 months Winnebago

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“What I enjoy most is how comfortable this place is. The job is great, and you meet nice people that help you with everything. I recommend it 100%.”

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Miguel  
Electrician  
1 year Winnebago

**“Miguel is a very dependable employee that does what is asked of him. If he has direction, he takes initiative in the task. Miguel is a great employee and does very good work!”**



“

*I am truly satisfied with Avance and Jennifer. I thank God he put her on my path so that I could have this new chapter in my life that has been a true blessing"*

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**LIZBETH NUÑEZ**



“

*One of my biggest fears was that my three children wouldn't adapt to Iowa as none of them knew English. With their teachers help and classmates my children were able to learn the language ... they are very happy and currently enrolled in an excellent school in Saint Ansgar."*

**ELENA RODRIGUEZ**

Candidata en  
St. Ansgar, Iowa

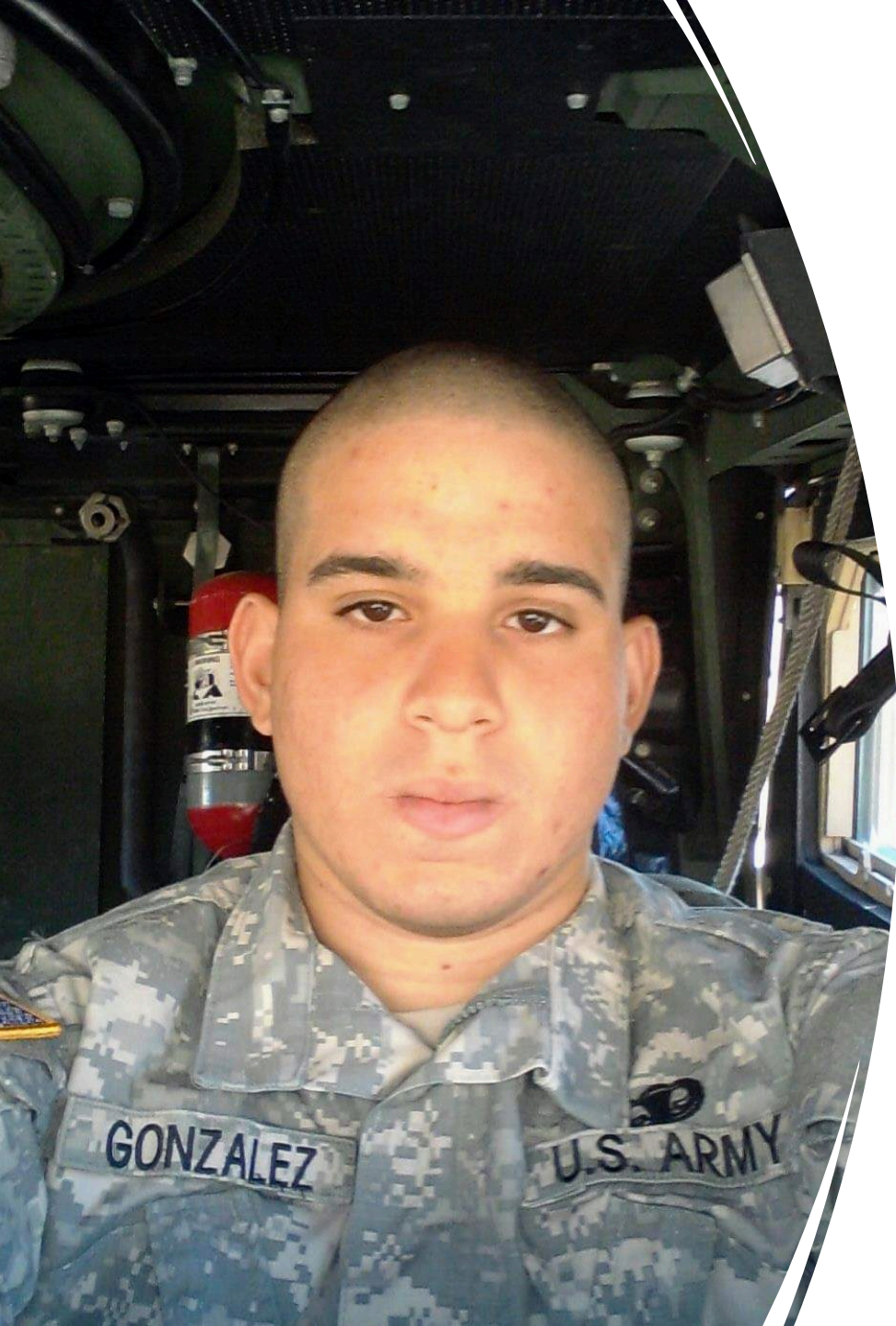


Jose S.  
1 year, Larson  
Manufacturing/Winnebago

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“We are very grateful for the opportunity Avance has provided us. Today we have great jobs that have allowed us to buy our home after relocating 8 months ago. Where we reside is a calm place with excellent schools and opportunities to move forward.”





## **Emanuel G.**

Veteran, Bilingual Warehouse Coordinator

3.5 years with Grain Millers

“Emanuel exceeds in all areas. He is a leader and has made many friends. A community success.”

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## **Manny R.**

Bilingual Skilled  
Construction Worker

3.5 years with Kingland  
Construction, Forest City



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“Manny has become an integral part of our team. We are lucky to have him with us and hope he stays a long time.”



# More comments from around the Country

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**“The Medical Laboratory Tech we hired through Avance USA is well liked by co-workers and patients alike. He has a positive attitude and is quickly advancing his skills in the lab.” Southeastern Iowa Hospital**

**“The employees we have hired through Avance USA are excellent employees, hardworking.” North Carolina textile manufacturer**

**“The Diesel Mechanic we hired through Avance USA is courteous, helpful, punctual, and does his best to learn from experienced employees. He has his priorities in order. He rates Excellent in all areas: communication, attendance, initiative, quality of work, dependability, teamwork, skills and overall performance.” Trucking Company in Quincy, Illinois**

**Spread the word!**

**Join our Facebook group:**

**Pay it Forward North Iowa**

**to show your support,**

**welcome our newcomers,**

**respond to requests for information or assistance.**



***vance USA***  
Keep Moving Forward

***THANK YOU FOR  
YOUR SUPPORT  
NORTH IOWA***

***LET'S KEEP MOVING  
FORWARD!***



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**jennifer@avanceusa.com**