

**COMMUNITY COLLEGE COUNCIL (CCC) MEETING NOTES**

**September 14, 2022 – 3:30 – 5:00 pm**

**Iowa Department of Education – Zoom**

Those in attendance included:

- ❑ Cassandra Halls, CCC and State Board of Education Member (in-person)
- ❑ Moudy Nabulsi, CCC Member and Trustee, Southeastern Community College (via conf. call)
- ❑ John Robbins, CCC Member and State Board of Education Member (via conf. call)
- ❑ Cindy Dietz, CCC Member and State Board of Education Member (via conf. call)
- ❑ Marge McGuire-Welch, CCC Member and Community College President, Southwestern Community College
- ❑ Laurie Wolf, Legislative Liaison, Community Colleges for Iowa (via conf. call)
- ❑ Roy Salcedo, Director of Diversity, Equity & Inclusion, Community Colleges for Iowa (via conf. call)
- ❑ Paula Nissen, Administrative Consultant, Bureau of Community Colleges (in-person)
- ❑ Alex Harris, Administrative Consultant, Bureau of Community Colleges (in-person)
- ❑ Peggy Long, Education Program Consultant, Bureau of Community Colleges (in-person)
- ❑ Dennis Harden, Bureau Chief, Bureau of Career and Technical Education (in-person)
- ❑ Jeremy Varner, Division Administrator, Division of Community Colleges and Workforce Preparation (in-person)
- ❑ Alison Jepsen, Executive Officer, Division of Community Colleges and Workforce Preparation (in-person)

**Due to the Community College Council traveling to Forest City for the State Board of Education meeting on Thursday, September 15, the September 14 Community College Council meeting was held via Zoom for all Council members to ensure access and participation.**

- I. **Call to Order** – Cassandra Halls
  - The meeting was called to order at 3:32 p.m.
  
- II. **Updates – Community Colleges for Iowa**
  - Community Colleges for Iowa – Laurie Wolf
    - Laurie Wolf: Emily at Rural Community College Conference at Iowa Western Community College.
      - Legislative Priorities
        - There will be changes in emphasis of what will be presented to the legislature this year. Asking for an increase in state general aid; instead of emphasizing need for institutions, the need to support the success of community college students will be emphasized. Community Colleges for Iowa wants to tell the story of the students the colleges have assisted. This is done during the Day on the Hill, but the team will emphasize this during the entire session.
        - Increases in funding for workforce areas will be requested, especially for 260 F & G programs, ABE, Gap and PACE.

- There will be support for the priorities of other agencies such as the Iowa College Student Aid Commission which is hoping to expand the All Iowa Opportunity Grant. A proposal has not yet been received for this, but this is a priority for that agency.
- Community Colleges for Iowa is also facilitating collaboration across the colleges on issues such as cyberattacks to fund upgrades to computer systems as well as to support health insurance.
- Community Colleges for Iowa is looking at current issues for its partners and how the organization can transition to face them. Have had conversations about partnering more in high schools to support students taking college classes and helping with costs of CTE programs.
- Community Colleges for Iowa has engaged in conversations with Iowa Workforce Development about the 260 E, F, & G program transition from IEDA to IWD to determine items such as who is going to answer questions when businesses reach out to participate in those programs.
- Emily and President Sundberg had a meeting with the governor about how the Intermediary Network can partner with IWD to better implement internships and apprenticeships.
- Community Colleges for Iowa - Roy Salcedo
  - Roy just met with 20 DEI reps from the community colleges today. During the meeting they hosted the National Association for Black Accountants (NABA Inc.), who spoke about potentially starting a chapter in Iowa.
  - Roy is working on visiting all of the community colleges and has made it to nine so far with plans to get to the final six within the next several months.
  - Roy has also done outreach with Greater Des Moines Partnership and had discussions about DEI and networked with community representatives.
  - Alliance for Equity and Inclusion will meet next Monday. The current priorities for the group, decided in January are Data, Research & Trends led by Ambé White of IWCC, Aligning Credit & Noncredit led by Dr. Amy Foley of EICC and Male Student Enrollment led by Dr. Vincent Boyd at IVCCD.
    - There has already been an event hosted by Community Colleges for Iowa for the colleges on this topic and Roy has attended national sessions for best practices on how to align credit and noncredit.
    - Nationally there has been a 19.0 percent drop in male student enrollment. This has not been the case at Iowa's community colleges, but drops in male enrollment have been noted.

- Community College Affinity Networks (CANs) are employee resource groups. The veterans network meets on October 4 at 10 a.m. Roy is working on research on how to best serve the veteran student population. The LGBTQIA+ affinity group will meet in mid- to late-October; a date will be identified soon. Anyone can join these groups, and more may be set up soon, including a women’s CAN, a BIPOC CAN and a faith CAN. Anyone who is interested in starting a CAN should reach out to Roy. CANs have contributed to staff and faculty belonging and satisfaction.
  - For veterans in their first civilian job, most only last one to two years, on average. One veteran shared with Roy that they felt like an “imposter” in civilian life. The CAN supports veteran staff and faculty and they are particularly focused on persistence in their roles.
- Roy has presented at several of the colleges about Iowa Nice and creating inclusive spaces. There will be an October presentation at Iowa Western’s Be You Week.
  - **Questions:** Cass asked point person at IWD for new programs. Paula Nissen answered that it is Kevin Eppens, supervised by Jared Baldwin. Laurie noted they are also working with Shelly and a new person on these programs. Cindy noted her positive experience with the Affinity Networks. Cassandra encouraged the Council to use the chat to ask any questions of Roy or any of the presenters.

**III. Iowa Community Colleges Noncredit Career and Technical Education Employment Outcomes Reports – Paula Nissen**

- Paula Nissen introduced herself as the administrative consultant for the Bureau of Community Colleges. A majority of Paula’s work is engaging with external and internal groups to analyze student data. She noted for the group that Iowa is nationally recognized as the number one state in noncredit career and technical education outcomes data reporting.
- A data sharing partnership has been in place since 2006 with the Department, Iowa Workforce Development and other partners, depending on the project. The Department’s data systems include the Community College Management Information System and the National Student Clearinghouse. In-state employment and wages are gathered by Iowa Workforce Development, including unemployment insurance records. Both the Department and Iowa Workforce Development have data systems for out-of-state employment and wages.
- Paula explained the timeline for reporting certain information based on when the most recent data is available. She specifically addressed wage records and how they go through a cycle of reporting by institutions, verification of the reported data, matching of national data and then data reporting. Paula also explained how students are tracked

for outcomes reports from high school through postsecondary opportunities and employment.

- Paula showed a list of the many partnerships the Department has to share data with organizations both in-state and out-of-state.
- Paula noted the different kinds of outcomes reporting the Department provides, including credit, noncredit, completers v. leavers, industry credentials and licensure, joint/concurrent enrollment, corrections education, registered apprenticeships and state programs such as Gap Tuition Assistance, Pathways for Academic Career & Employment (PACE), Last Dollar Scholarship and Skilled Workforce Shortage Tuition (Kibbe) Grant.
- The first noncredit report was released in 2018. Each subsequent year a new cohort is added and all are tracked for five years. The statewide and college-specific data is used in a comprehensive report, as well as in electronic data tables and interactive online visualizations for the state and each college.
- Comprehensive reports include demographics, CTE programs by age and gender, credit-bearing programs, continuation and geographic and college tracking. Employment and wages are tracked by state, age/gender, race/ethnicity, industry sector, contact hours and CIP and career cluster to industry.
- For the 2016-2020 academic years, there were 145,814 enrollments in credit and noncredit CTE programs. 78,389 noncredit CTE students with 36,592 who matched to further education.
- In AY2019-20, 67.8 percent of noncredit students were over the age of 24. More than two-fifths (41.9 percent) of students in credit-bearing programs are over age 24. Racial and ethnic minority students made up 30.1 percent of noncredit and 24.2 percent of credit courses. Male students made up 55.2 percent of noncredit and 43.2 percent of credit courses.
- The top noncredit programs by gender and group were shown as well as the credit program enrollment first year following noncredit completion. 86.4 percent of these noncredit students under 25 stayed in Iowa. The top noncredit program area was health professions.
- One year following graduation, 91.1 percent of students were employed one year following their programs. Of the noncredit students, 83.8 percent were employed in Iowa; the others were employed in contiguous states. For students who were one year out from being enrolled in noncredit courses, their median quarterly wage rose from \$8,653 to \$9,421.
- The top industries for employment in the first year following noncredit completion were shown, with Health Care & Social Assistance, Manufacturing and Retail Trade coming in as the top three.
- Paula presented the [Iowa Student Outcomes website noncredit outcomes data](#) and demonstrated the interactive data that can be changed by cohort year and by community college. Data captured in this area includes median wages, student demographics, geography of where students are employed, earnings based on program completed and program cluster to industry of employment. The geography section has

an interactive map that shows where students go after the completion of their programs.

- Paula noted that an article will be released soon from The Chronicle of Higher Education about Iowa's noncredit outcomes work.
  - Questions: Moudy Nabulsi asked about the cohort tracking, and Paula noted that students are followed for five years to see how their wages change. Moudy Nabulsi noted that the information included in the report and the website would be great to share with legislators. John Robbins noted that the ability to follow the outcomes of students further out of school is impressive. Cassandra asked how often this data is presented and who it is presented to. Paula noted she presents often, including at the colleges and at national conferences, such as the National Council of Workforce Education which is in Portland, OR this year. Cassandra also asked how we can use this for legislative session. Jeremy noted that Community Colleges for Iowa uses the data we produce to show the work of the colleges. Paula noted that we also do one-page documents for each program to show their progress each year. President Welch also noted that the presidents use this data, and that using the website has been very useful for data breakdowns.

**IV. Approval of Meeting Minutes – Cassandra Halls**

- **Motion:** Moudy Nabulsi moved to approve; seconded by Cindy Dietz.
- **Vote:** Motion carries unanimously.

**V. Iowa Consortium for Higher Education in Prisons Introduction & Update – Alex Harris & Peggy Long**

- Alex introduced the work of corrections education, and how historically the focus had been on secondary education, but postsecondary has now been added and course offerings for this population continue to grow.
- Alex introduced the Iowa Consortium for Higher Education in Prison, which is dedicated to providing high quality and accessible educational opportunities, successful re-entry of returning citizens and the restoration of personal dignity for incarcerated individuals. The Consortium received an Ascendium planning grant to move forward with this work in 2020, and the group consists of education providers in Iowa, including the Department, Iowa Department of Corrections, Iowa Board of Regents, the University of Iowa, Kirkwood Community College, Iowa Western Community College, Iowa Central Community College, Grinnell College, Des Moines Area Community College and Southeastern Community College. The seven colleges constitute the voting members of the Consortium. There are over 50 community-based partners who are associate members of the Consortium.
- Planning Grant Summary: 1 -year planning grant – Deliverables: Sixteen working group meetings and three workshops were planned and facilitated by the Alliance for Higher Education in Prison. The action items were to formalize an advisory board; develop a

charter for the Board; execute a facility/space audit; execute data agreements with partners; and to begin a technical infrastructure plan.

- Ascendium Implementation Grant was used to expand data collection and key performance indicators; formalize the Iowa Consortium for Higher Education in Prison; partner with the Iowa College Aid Commission to develop and produce an audit version of Course to Completion; expand professional development and training opportunities for educational practitioners in correctional settings in Iowa; establish statewide pathway navigators for corrections; and establish strategies for sustainability effort. The goal of all of this is to bring high-quality programs to this population of students so they can confidently re-enter the workforce upon release.
- Peggy Long introduced the role of the Pathway Navigators: There are currently five statewide pathway navigators. The mission of the pathway navigators is to execute the mission of ICHEP by using resources to address individual endeavors. The pathway navigators provide many of the services that many individuals may serve at a community college, such as assisting with admissions, advising, student records, business office and forms assistance, financial aid, etc. Each pathway navigator is institutionally agnostic, though they are stationed in the community colleges within the Consortium. The pathway navigators engage with individuals who are incarcerated to navigate them through their education journey by connecting them to resources; fostering relationships with current and potential students; collaborating with local, state and federal stakeholders and allowing justice-impacted individuals to reestablish and expand their communities and independence.
- In an election at the board meeting in July 2022, Janet Shepherd of Southeastern Community College was elected chair of the executive board along with vice chair Emily Guenther of Grinnell College and secretary/treasurer Kelsey Casey of Iowa Central Community College. Board members and working groups meet monthly with the full consortium meeting quarterly.
- Working Groups: Six working groups were formed to advise the Consortium, these include a security and technology group, a student support services group, a funding and partnerships group, a professional development group, a data and performance metrics group and a higher ed administration group that is made up of the seven voting Consortium members as well as representatives from their colleges and universities.
- The Consortium is three years into the grant, and many of the institutions who are providing programs to incarcerated students have received Second Chance Pell dollars.
- Alex also noted that a Timeline of Grant Activities is provided in the presentation as well as key goals.
  - Questions: Moudy Nabulsi asked about where the pathway navigators were housed. Alex Harris noted that they are located at five community colleges with corrections institutions in their areas. However, the navigators are connecting these students with any programs at any of the participating community colleges. For example, when the students fill out the FAFSA, they list all of the participating education institutions. Incarcerated students are also able to access state financial aids. Alex also noted that the five community colleges

financially support the pathway navigator roles, and the Consortium and the Department are always looking for ways to sustain these positions.

## **VI. Updates – Iowa Department of Education**

- Division of Community Colleges and Workforce Preparation – Jeremy Varner
  - Tuition & Fees and Fall Enrollment are coming out soon and the Division is preparing for the legislative session. Watch for the Community College Leader Bulletin for a full summary of updates from the Division.
  - Gap GEER Expansion Fund: The Governor set aside \$2.9 million in CRSSA GEER II funds to support the Gap Tuition Assistance Program. The program provides short-term training for high-demand fields such as truck driving and welding that are not often covered by traditional financial aid programs. Iowa is one of the first states in the nation to provide funding for noncredit job training, and we have the data to show that this is making a very positive impact; other states are starting to model this program. With Gap GEER expansion, the eligibility criteria was expanded to be less income-contingent to allow more people to receive training for high-demand jobs. The initial feeling was that with low unemployment there would not be interest in these programs, but at only two-fifths of the way through the grant cycle, approximately 1,700 lowans have received training and \$2 million of the funds have been spent. One-third of the community colleges are already out of these funds, and the rest is expected to be spent within five months.
  - College and Career Transition Counselors (CCTCs): With a shortage of counselors, these positions are housed at the colleges and provide academic and career planning for students and they are supporting postsecondary attainment. In the third year of this program, there are already 30 of these positions statewide, and the legislature this past session provided more flexibility for the requirements for these positions so more applicants for these positions can be obtained. A steering committee, which convened for the first time last month, is guiding the work of the CCTCs to ensure quality service is provided and the correct data about the program is obtained. Indian Hills Community College led a consortia effort to obtain federal funds for these positions and was successful in gaining \$2 million which will be used to expand this effort beyond the current 30 positions across the state. The Department is working with Indian Hills to ensure that implementation of this program is consistent as well as the data metrics obtained. This program is already making a positive impact and the education institutions are investing locally to maintain these positions. Erica Woods-Schmitz leads this initiative for the Department and she will present to the Council in the future.
  - Career Academy Incentive Fund: The John V. Hanson Career Center in Forest City is the first center that was built using the Career Academy Incentive Fund. T One-million-dollar grants are awarded through this fund to build regional centers. Each regional center project with commercial real estate costs usually comes to anywhere between \$5 and \$8 million due to the high-quality and

advanced technology available at these facilities. These centers provide access to high-quality CTE to students across the state. A regional location study is currently underway with the support of the University of Northern Iowa's Institute for Decision Making to help educational administrators determine the best strategic locations for these centers to provide the best access to the most students.

- Questions: Cindy Dietz asked about who has taken advantage of the Gap GEER expansion dollars. Jeremy noted that those who have entered are looking to upskill and move up with their current employer or find a better job.

**VII. For the Good of the Order – Cassandra Halls**

- Done and adjourned 4:56 p.m.
- Next meeting: November 15, 2022, 3:30-5 p.m. – Grimes Building, 400 E. 14<sup>th</sup> Street, Des Moines, IA 50319