IOWA WORK-BASED LEARNING INTERMEDIARY NETWORK

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Introduction

Established in 2013 through legislation (Iowa Skilled Worker and Job Creation Fund [ISWJC], House File 604), the Iowa Work-Based Learning Intermediary Network (henceforth, Iowa Intermediary Network) has completed its fifth year. Funded annually at $1.45 million, and divided equally among Iowa's 15 community colleges, the purpose of the program is to prepare students for the workforce by connecting business and the education system and offering relevant, work-based learning activities to students and teachers throughout Iowa. The primary goal of the Iowa Intermediary Network program is to align high school students' career interests with appropriate postsecondary educational opportunities. The long-term result is to position these students for successful career attainment.

Operations

Starting in fiscal year 2014 (FY14), the Iowa Department of Education (Department) was appropriated the $1.45 million for the development and implementation of an Iowa Intermediary Network. This funding is awarded on a competitive (grant) basis to the 15 regional Intermediary networks established in Iowa Code 2014 section 256.40. The Iowa Intermediary Network operates collaboratively as 15 regional Intermediary work-based learning networks (one for each community college). These regional networks are expected to target, at a minimum, in-demand industries that contain occupations related to science, technology, engineering, or mathematics, occupations related to critical infrastructure and commercial and residential construction, or jobs within the targeted industries of advanced manufacturing, biosciences, and information technology. Each regional Intermediary network serves as a single one-stop point of contact by providing core services to school districts in their respective region. These core services include, but are not limited to, career days, job shadows, student internships, and teacher or student tours.

State funds received by the regional Intermediary networks are to be used to develop and to expand work-based learning opportunities within each region. A match of resources equaling 25 percent is a requirement of

the funding. This match can include private donations, in-kind contributions, or public monies. Funds may be used to support personnel responsible for the implementation of the Intermediary network program components.

All regional Intermediaries are required to develop strategic plans with their advisory councils. These plans are reviewed, analyzed, and revised through a continuous improvement plan model.

Each regional Intermediary network has membership on the career and technical education (CTE) planning partnership with its region. The regional Intermediary network coordinators inform the CTE regional planning partnerships about Intermediary activities, and, in turn, learn about HF 2392 implementation in the schools. As a result, all 15 (CTE) regional planning partnerships have included the promotion of work-based learning into their multi-year strategic plans.

Report Layout

The report describes the FY19 expenditures, data on student and educator work-based learning opportunities, and business partners. There are also exemplars of work-based learning for students and educators, as well as business engagement activities for each regional Intermediary network.

IOWA INTERMEDIARY NETWORK PURPOSE

The purpose of the program is to prepare students for the workforce by connecting businesses with the education system and to offer relevant, work-based learning activities to students and teachers

TARGETED WORK-BASED LEARNING INDUSTRIES

The regional Intermediary networks offer relevant, work-based learning activities to students and teachers, particularly related to science, technology, engineering, or mathematics occupations, related to critical infrastructure and commercial and residential construction, or the targeted industries of advanced manufacturing, biosciences, and information technology.

CORE SERVICES PROVIDED

Each of the regional Intermediary networks provide core services to school districts in their respective regions, which may include career days, job shadows, student internships, and teacher or student tours.

Analysis

Table 1 summarizes FY19 final expenditures. The FY19 grant funds were $96,667 per region, for a total of $1.45 million. The grant monies fund personnel, travel, supplies and other expenses, including, but not limited to database management, certifications, equipment, and transportation. FY19 carryover was $156,511.39 (as shown in Table 1, under Carryover for 2020 Grant Funds). The carryover funds will be invested in technology to increase work-flow, transportation for students to events, and an expansion of the currently offered teacher externships.

TABLE 1: INTERMEDIARY FINANCIALS: FY19

Regional Intermediary Network/Community College (CC) Region	FY18 Carry-over and FY19 Allocation	Personnel	Travel	Supplies	Other Expenses	Carryover for FY20
Northeast Iowa Career Learning Link/Northeast Iowa	$98,735.43	$71,612.33	$639.10	$7,956.52	$14,319.21	$4,208.27
NIACC Career Connections/ North Iowa Area CC	$97,059.23	$83,266.57	$2,898.18	$67.16	$3,375.00	$7,452.32
Connect@Iowa Lakes/Iowa Lakes CC	$98,877.79	$77,623.07	$2,376.32	$11,662.77	$0.00	$7,215.63
NCC Workplace Learning Connections/Northwest Iowa CC	$130,301.89	$59,793.40	$1,743.51	$19,588.44	$4,690.00	$44,486.54
IC Career Connections/Iowa Central CC	$96,667.00	$44,470.07	$1,934.79	$20,672.68	$22,849.02	$6,740.44
Iowa Valley Intermediary Program/Iowa Valley CC	$96,667.00	$74,016.91	$1,071.55	$855.84	$8,845.94	$11,876.76
Cedar Valley Career Connections & Cedar Valley West/Hawkeye CC	$96,667.00	$67,667.00	--		$29,000.00	--
The Talent Link/ Eastern Iowa CC	$115,512.00	$99,869.91	$7,041.89	$1,743.00	$81.49	$6,775.71
Workplace Learning Connections/Kirkwood CC	$96,667.00	$85,675.85	$10,766.17	--	--	$224.98
Career Discovery Network/ Des Moines Area CC	$96,667.00	$96,667.00	--	--	--	--
WIN/Western Iowa Tech CC	$107,851.50	$61,776.96	$7,188.98	$564.86	$12,443.21	$25,877.49
Southwest Iowa Workplace Connection/Iowa Western CC	$106,072.33	$77,494.06	$2,237.05	$22.73	$6,984.15	$19,334.34
Southwestern's Workplace Learning Network/ Southwestern CC	$97,259.55	$81,423.92	$2,430.91	$1,324.10	$5,561.28	$6,519.34
Get Connected/Indian Hills CC	$96,667.00	$83,032.61	$10,264.29	$1,782.87	$1,587.23	--
The Link/Southeastern CC	$104,923.47	$48,431.53	$1,431.19	$26,128.85	$13,132.33	$15,799.57
TOTAL	**$1,536,595.19**	**$1,112,821.19**	**$52,023.93**	**$92,369.82**	**$122,868.86**	**$156,511.39**

Business Partners

Business and industry partners continue to grow with just over 4,700 business partners in FY19. These partners took on a variety of roles, including hosting students on internships and job shadows, speaking to classes, offering students with interactive opportunities at career events, and providing company tours. Many partners also participated in career fairs and became members of advisory councils.

Core Services for Students

Tables 2A and 2B illustrate core work-based learning experiences that occurred on a worksite, including internships, job shadows, and tours. These services were offered to students in grades K-12. In FY19, there were worksite core services provided to 22,628 students, which included work-based learning experiences that were funded by the Iowa Skilled Worker and Job Creation (ISWJC) Fund and those that were organized with funding from other sources. In some cases, the sources of this alternative funding included Iowa STEM, community colleges, or other partners working in collaboration with the regional Intermediary network. Of the total number of students, 14,960 participated in worksite experiences that were provided solely with ISWJC funds. The additional services provided through non-ISWJC funds, illustrates that important partnerships are continuously being developed through the Iowa Intermediary Network.*

** ISWJC funds provided worksite core services for 254 internships, 4,458 job shadows, and 10,248 student tours. Overall, these worksite experiences totaled 14,960. The additional outside funding sources allowed for an additional 774 internship placements, 2,713 job shadows and 4,181 student tours allowing for an additional 7,668 student experiences.*

Table 2a shows the total number of students who participated in regional Intermediary network worksite core services, broken down by the ISWJC funding. Table 2b shows the Intermediary services provided by outside funds at the specific Intermediary sites.

TABLE 2A: WORKSITE CORE SERVICES FUNDED BY INTERMEDIARIES: FY19

Regional Intermediary	Internships	Job Shadows	Student Tours	Intermediary Funded Activities
Northeast Iowa Community College	42	420	1,243	1,705
North Iowa Area Community College	7	288	260	555
Iowa Lakes Community College	5	623	1,312	1,940
Northwest Iowa Community College	--	62	652	714
Iowa Central Community College	4	715	1,581	2,300
Iowa Valley Community College	2	316	411	729
Hawkeye Community College	104	834	1,055	1,993
Eastern Iowa Community College District	9	90	840	939
Kirkwood Community College	65	384	336	785
Des Moines Area Community College	--	55	--	55
Western Iowa Tech Community College	--	117	551	668
Iowa Western Community College	2	139	247	388
Southwestern Community College	--	5	301	306
Indian Hills Community College	14	264	1,370	1,648
Southeastern Community College	--	146	89	235
TOTAL Intermediary FUNDED ACTIVITIES	**254**	**4,458**	**10,248**	**14,960**

Note: Two of the Intermediary networks have secured outside funds to provide additional opportunities for students. Those Intermediary networks and their services provided with outside funds are shown in Table 2b.

TABLE 2B: WORKSITE CORE SERVICES FUNDED BY OTHER FUNDS: FY19

Regional Intermediary	Internships	Job Shadows	Student Tours	Intermediary Funded Activities
Kirkwood Community College	446	2,567	2,215	5,228
Des Moines Area Community College	328	146	1,966	2,440
TOTAL OTHER FUNDING	**774**	**2,713**	**4,418**	**7,668**

The 15 regional Intermediary networks made it possible for students to experience quality work-based learning activities across all 16 career clusters. The regional Intermediary contacts worked closely with school districts to offer experiences that aligned with students' interests. This is most often done through a needs assessment conducted by the regional Intermediary network contact and a school district representative. Students are connected with career cluster-related opportunities that are of interest for the students. Table 3 shows the clusters of interest, the top five were Manufacturing (5,078), Health Sciences (5,064), Science, Technology, Engineering and Math (2,146), Agriculture, Food and Natural Resources (1,624), and Education and Training (1,343).

TABLE 3: WORKSITE CORE SERVICES BY CAREER CLUSTER: FY19

Career Cluster	Internships	Job Shadows	Student Tours	Total
Manufacturing	15	190	4,873	5,078
Health Sciences	471	2,298	2,295	5,064
Science, Technology, Engineering & Mathematics	86	476	1,584	2,146
Agriculture, Food & Natural Resources	70	520	1,034	1,624
Education & Training	151	1,009	183	1,343
Law, Public Safety, Corrections & Security	20	570	653	1,243
Business Management & Administration	24	197	690	911
Transportation, Distribution & Logistics	18	231	648	897
Arts, A/V Technology & Communication	30	453	403	886
Architecture & Construction	28	315	411	754
Human Services	25	428	239	692
Information Technology	24	154	345	523
Hospitality & Tourism	19	87	377	483
Finance	14	128	247	389
Marketing	26	73	284	383
Government & Public Administration	7	42	163	212
TOTAL	**1,028**	**7,171**	**14,429**	**22,628**

TABLE 4: OTHER CORE SERVICES

Regional Intermediary Network/Community College Region	Description of Other Core Services	Funded with Intermediary Funds	Funded with Other Resources	Total
Northeast Iowa Career Learning Link/Northeast Iowa CC	Career fairs, financial literacy fair, mock interviews, career coaching, mentoring, and Welding Challenge.	10,796	--	10,796
NIACC Career Connections/ North Iowa Area CC	Classroom speakers, career fairs, mock interviews, Design/ Build/Welding Day, College & Career Day, Minds On! Hands On! Camp, EXPLORE!, Career Expositions, Family STEM Festival, Girls in STEM, Boys in STEM, 7th grade Financial Literacy Event, 5th & 6th grade career exploration, and 8th grade discovery days and speakers.	6,410	--	6,410
Connect@Iowa Lakes/Iowa Lakes CC	Mock interviews, career days, CTE Day, career exploration days, aviation day, middle school manufacturing day, healthcare exploration day, financial literacy event, and classroom speakers	3,506	191	3,697
NCC Workplace Learning Connections/Northwest Iowa CC	Career fairs, financial literacy workshop, classroom speakers, Business Etiquette Exposition, and Precision Ag Days.	4,516	--	4,516
IC Career Connections/ Iowa Central CC	Classroom speakers, mock interviews, career discovery days, personality tests, stress prevention, Careers on Wheels, career fairs, reverse job fair, Fort Dodge Senior High Undecided Day, Greater Fort Dodge Growth Alliance Internship Luncheon, The Link Program, and 1st grade career day at Eagle Grove Academy.	6,151	--	6,151
Iowa Valley Intermediary Program/Iowa Valley CC	Career expositions, financial literacy fairs, healthcare events, classroom presentations, guest speakers, Junior Achievement, informational sessions/events, mock interviews, virtual job shadows, middle school event, STEM Festivals, and summer kids camps.	10,447	735	11,182
Cedar Valley Career Connections & Cedar Valley West/Hawkeye CC	Career classroom speakers, career fair, elementary event, financial literacy fairs, and middle school presentations.	12,293	--	12,293
The Talent Link/ Eastern Iowa CC	Mock interviews, classroom speakers, manufacturing exposition, healthcare exposition, Career Cruising training, apprenticeship information sessions, pathway tour series, career days, hiring fairs, financial information sessions, and military information sessions.	2,526	656	3,182
Workplace Learning Connections/Kirkwood CC	Career fairs, career speakers in all career clusters, mock interviews, Build My Future event, STEM Festivals, and financial literacy fairs.	2,949	19,749	22,698
Career Discovery Network/Des Moines Area CC	Business speakers, career day, discovery day events, mock interviews, STEM Festival and work-based projects.	84	2,813	2,897
WIN/Western Iowa Tech CC	Career fairs, mock interviews, classroom speakers, STEM Festival, Build My Future event, and Scrub Camps.	2,862	608	3,470
Southwest Iowa Workplace Connection/Iowa Western CC	High school career planning forums, mock interviews, classroom speakers, Industrial Technology Career Days, Summer Career Camps, Summer Career Days, and Energy Day Event	1,774	--	1,774
Southwestern's Workplace Learning Network/ Southwestern CC	Career exploration, career fairs, mock interviews, portable credentials with HIPAA training, Build My Future Event, Manufacturing Exhibits, and workshops on: employability skills, resume and cover letter writing, and interviewing.	2,107	--	2,107
Get Connected/Indian Hills CC	G.E.M.S. Camp, resume writing workshop, mock interviewing workshop, business and industry classroom presentations, career fair, career exploration events, 8th grade career days, welding competition, apprenticeship day, and Vermeer parent and student open house.	3,463	--	3,463
The Link/Southeastern CC	SE Iowa Regional STEM Fest, Kid Tek University, healthcare career exposition, 8th grade girls Investigate Your Future, KT Pro, and Industrial Maintenance Day.	369	1,597	1,966
TOTAL PARTICIPANTS		**70,253**	**26,349**	**96,602**

Table 4 (on page 7) lists the other work-based opportunities provided to students. These "Other Core Services" are identified as those that are not on a worksite, but do connect business and industry representatives with students through a work-based learning activities. These activities included career fairs, career speakers or presentations, business/industry panels, and open house events, among others. A total of 70,253 students participated in activities that were funded through the ISWJC funds. In addition, 26,349 students participated in these activities through non-ISWJC sources. The other core services allowed for an additional 96,602 work-based learning opportunities for students in grades K-12 to access.

Core Services for Educators

While all of the regional Iowa Intermediary Networks focused on the grant's required core services for students, each Intermediary was also able to provide opportunities for area educators. Educators are a key partner and critical point of contact for area students to connect with work-based learning opportunities. These included tours, externships, and other educator experiences. A total of 2,451 educators participated in work-based learning opportunities, as shown in Table 5. Examples of these regional Intermediary activities by region are included in the Appendix on page 13.

TABLE 5: CORE SERVICES FOR EDUCATORS: FY 19

Regional Intermediary Network/ Community College Region	Other Teacher Experiences	Teacher Externships	Teacher Tours	Grand Total
Northeast Iowa Community College	291	--	181	472
North Iowa Area Community College	151	--	37	188
Iowa Lakes Community College	101	--	106	207
Northwest Iowa Community College	--	5	10	15
Iowa Central Community College	183	1	136	320
Iowa Valley Community College	294	198	--	492
Hawkeye Community College	80	--	--	80
Eastern Iowa Community College District	6	--	10	16
Kirkwood Community College	88	--	32	120
Des Moines Area Community College	28	--	140	168
Western Iowa Tech Community College	--	10	--	10
Iowa Western Community College	14	7	20	41
Southwestern Community College	90	9	30	129
Indian Hills Community College	67	--	95	162
Southeastern Community College	--	2	29	31
TOTAL PARTICIPANTS	**1,393**	**232**	**826**	**2,451**

Outcomes

When taken together during the FY19 period, all the regional Intermediary networks showed the following successes:

- Served on regional, community, school, or college boards and committees. This involvement is important in building sustainable relationships and understanding the needs of business and industry.
- Improved communication regarding the benefits and services of Intermediaries to all regional school districts.
- Continued collaboration with other agencies, including Iowa STEM, Area Education Agencies (AEAs), and Career and Technical Student Organizations (CTSOs) to increase alignment of shared resources.
- Strengthened connections with school counselors to meet the needs of all students by working toward mutual goals listed in the CTE Redesign—Division I (HF 2392). Regional counselor meetings were held to align services.
- Supported newly licensed work-based learning coordinators in building new school internship programs.
- Developed solutions to overcome existing barriers, such as insurance and transportation, which have previously hindered work-based learning opportunities.
- Developed detailed procedures for offering services to help ensure positive experiences for students, educators, and business partners.

- Improved efficiency with more focused expenditures, resulting in a better return on statewide Intermediary investment of about $15.17 per experience.
- Increased focus on offering services to all schools across the state, which has led to increased awareness of Intermediary services and schools taking advantage of those opportunities.

While businesses and industry appreciate the single point of contact that the Intermediary network has provided for work-based learning experiences, engaging students in high-quality experiences will continue to be the focus for the regional Intermediary networks.

Quality Professional Growth

During FY19, the Iowa Intermediary Network Technical Assistance Center (IINTAC) Grant was established through an Intermediary needs analysis, Intermediary Steering Committee advocacy, the Department's innovative funding strategies and unanimous approval from Iowa's 15 community college presidents. The purpose of the FY19 IINTAC Grant was to provide consistent, equitable and sustainable delivery of work-based learning opportunities across the state of Iowa.

The priorities in FY19 were further identified as:

- Increase the capacity of the Intermediary network to provide work-based learning opportunities to all Iowa schools.
- Create a local and statewide marketing effort.
- Develop a common dataset and data sharing system.
- Implement a statewide regional needs and resources assessment process to identify and address gaps in services in specific areas.
- Support integrated strategic planning, evaluation, and dissemination of effective work-based deliverables for all students.
- Facilitate training, technical assistance, and coaching for individual Intermediaries based on the results of local/regional needs assessments.

To reach these goals, an external marketing consultant was hired, through a competitive bidding process, to develop a new Intermediary website (www.IowaIN.org) and organize a consistent social media marketing platform. The results have been seen through additional traffic on the website and sharing of social media posts.

The IINTAC Team also implemented a statewide regional needs assessment of each Intermediary and the school districts served by their region to identify gaps in services for students. The needs assessments were used in developing growth goals and utilizing the various resources of local stakeholders present to develop a strategic plan. These data were shared with each Intermediary team and used in assisting their creation of local, data-informed implementation plans guided by the *Strategic Doing*[1] platform out of Purdue University. "Strategic Doing" sessions with each of the Intermediaries and their respective teams commenced in the summer of 2019. This work is laying the groundwork for individualized Pathfinder projects that address the growth goals of the IINTAC grant.

In FY20, the IINTAC team will continue to support the Pathfinder projects of the Intermediaries as they grow capacity and best practice development in order to equitably meet the work-based learning needs of their regions. The IINTAC team will also develop methods to capture best practices and highlight work-based learning activities designed to improve and expand the continuum of work-based learning activities for K-12 students in Iowa[2].

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1 Do More Together. (2019, November 9). Retrieved December 5, 2019, from https://strategicdoing.net/

2 Huchel, Brian. "'Strategic Doing' Provides a New Path for Designing and Guiding Complex Collaborations." Purdue University News, 15 May 2019, https://www.purdue.edu/newsroom/releases/2019/Q2/strategic-doing-provides-a-new-path-for-designing-and-guiding-complex-collaborations.html

Collaboration with Iowa Vocational Rehabilitation Services

A key partner in promoting and expanding Iowa Intermediary Network activities has been Iowa Vocational Rehabilitation Services (IVRS). The focus of the IVRS and Department efforts was to establish a program to help connect students with disabilities, between the ages of 16 and 21, to work-based learning opportunities. The result of this collaborative initiative has been very promising.

Using funds from IVRS, 14 community colleges in Iowa employ at least one additional staff member as a coordinator to specifically provide services to high school students who have disabilities. These services include: internships; job shadows; workplace readiness and other training; student and teacher tours/externships; postsecondary opportunities; and integrated employment.

The collaboration of IVRS Intermediaries with the regional Intermediaries ensures all students are provided opportunities for career exploration.

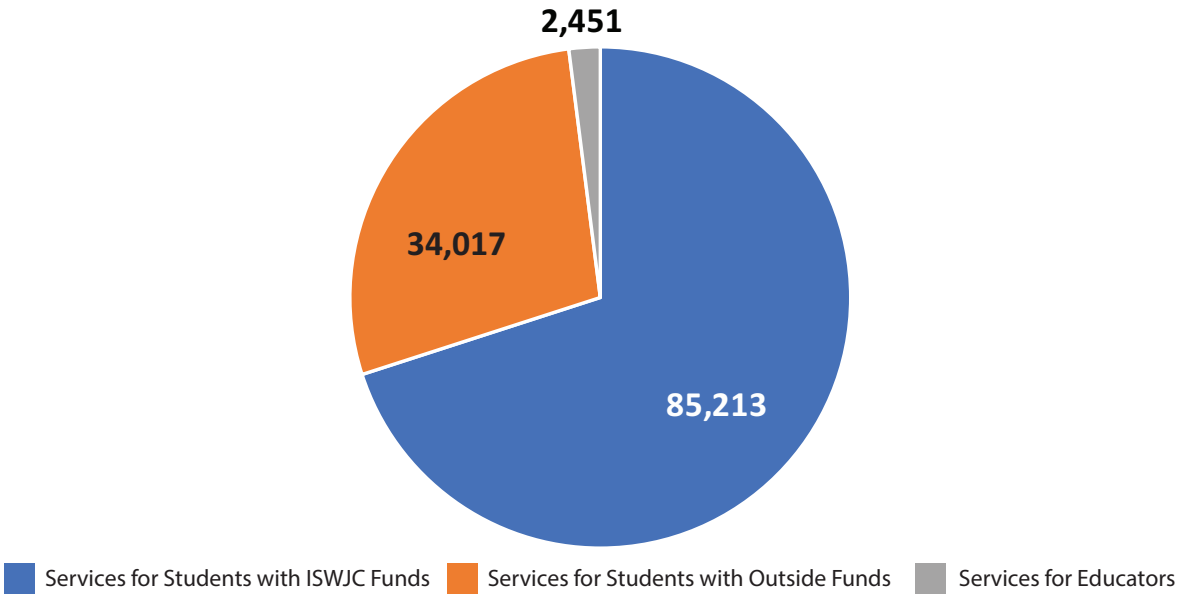
Students attend the Professional Skills Workshop at Waukee High School

Summary

During FY19, regional Intermediary networks collectively provided 121,681 work-based learning experiences for students and educators. The total 121,681 experiences included 85,213 student experiences using ISWJC funds, 34,017 student experiences with outside funds, and 2,451 educator experiences. The 15 regional Intermediary networks constantly share best practices to bring quality experiences to all students in Iowa through monthly group conference calls and bi-annual face-to-face interactions. In addition, connections with over 4,700 businesses during FY19 show the success of sustaining relationships with business and industry.

Business and education partners recognize the value of quality work-based learning experiences and have expressed appreciation for the statewide network in making these experiences possible. Intermediaries provide the expertise in connecting students to industry partners and providing the additional support to industry to ensure a quality experience for all parties. The Iowa Intermediary Network continues to play an important role with the 15 regional planning partnerships in providing additional information about career planning, and by working with school educators, counselors and administrators to expand work-based learning opportunities for all students.

FY19 INTERMEDIARY SERVICES FOR STUDENT AND EDUCATORS



Appendix

Northeast Iowa Career Learning Link/Northeast Iowa Community College (NICC)

Business Connections: Sector boards have strong representation in the NICC region. Many sector boards have set goals that involve work-based learning and connections to local K-12 districts. Businesses are actively engaged with the career coaching provided in the K-12 schools. Career Learning Link (CLL) connects businesses to educators through tours, which has strengthened the connection of classroom learning to local industry.

Student Experiences: Each public high school in the NICC region is assigned a career coach who works with students to determine career goals and to assist with educational planning. All students have an Individual Development Plan with short- and long-term goals. Work-based learning experiences that align with their career interests are recommended to students. Students are encouraged to work through the work-based learning continuum to ensure their career goals are being met. Students can qualify to receive tuition funding for a Career Pathway Certificate (CPC) after completing the first part of the continuum.

Educator Experiences: Oelwein Community School District partnered with CLL to offer educator industry tours during a professional development day. The professional development day began with an employer panel, keynote from the superintendent on the purpose of connecting with industry and ended with an industry tour. Each educator group visited with three area businesses in either the healthcare, manufacturing, or hospitality and tourism pathways. The educators had professional development at the school during the afternoon to connect their learning to project-, problem- and work-based learning topics. All educators are offered the opportunity to participate in the Summer Business Tours event that allows educators to tour community businesses and earn a continuing education credit through Keystone AEA.

NIACC Career Connections/North Iowa Area Community College (NIACC)

Business Connections: NIACC Career Connections offered two career days to connect students with hands-on learning opportunities. The Design Build/Welding Day allowed students and educators to interact with businesses in the construction and manufacturing pathways. Various stations for hands-on learning and competitions in construction and welding allowed students to interact and learn from industry professionals. “The Minds On! Hands On!” camp during the summer allowed girls to experience careers related to architecture and construction. Female construction workers assisted female students with the construction of a shed. The camp also provided worksite tours to learn more about careers related to architecture design and the technologies used at those job sites.

Student Experiences: NIACC Career Connections partnered with NIACC Career Link and local businesses to provide the "Minds On! Hands On!" camp. Female high school students experienced the technical (AutoCAD), mechanical (plasma cutter), and physical (bending steel rods and welding) tools/skills used to develop a product. Through extended hands-on time while preparing for their final welding project, the participants received valuable exposure to careers in this high-demand field. Students were given the opportunity to participate in worksite tours in the fields of: business, entrepreneurship, health sciences, manufacturing, agriculture, food and natural resources, architecture and construction, information technology, transportation, business management, finance, and STEM.

Educator Experiences: NIACC Career Connections attended individual CTE educator meetings and facilitated worksite tours to showcase career pathways in areas of interest to the educators and their students. Career Connections presents at CTE Educator and Counselor Network Meetings to increase the awareness and opportunities available to schools.

Connect@Iowa Lakes/Iowa Lakes Community College (ILCC)

Business Connections: Connect@Iowa Lakes has a strong relationship with area hospitals which provide work-based learning for students interested in health care careers. This year, Healthcare Exploration Day was added to provide opportunities for students to engage with medical personnel to learn more about health occupations, including a keynote address from Brett Antzak, CEO from Palo Alto County Health System. New employers also participated in this event and have since expressed interest to assist with job shadows, classroom speakers, and mock interviews.

Student Experiences: Students were able to actively engage with healthcare occupations through the Healthcare Exploration Day. Students were able to learn through hands-on activities in: nursing, Certified Nursing Assistant, Emergency Medical Technician, surgical technology, human services, and massage therapy. Students participated in a national "Stop the Bleed" training to learn how to pack wounds and use tourniquets.

Educator Experiences: Educator tours were arranged in every career cluster, which allowed teachers to see opportunities for future student employment. In addition, they were able to make connections with employers for classroom resources and industry information.

NCC Workplace Learning Connection/Northwest Iowa Community College (NCC)

Business Connections: The regional Intermediary coordinator's participation in sector boards has strengthened the opportunities extended by business and industry by eliminating some of the industry professional's concerns. The active participation on sector boards has led to increased opportunities for students to explore facilities through worksite tours and job shadows.

Student Experiences: Students had opportunities to participate in a variety of camps to interact with industry professionals and participate with hands-on experiences. Those camps included: fine arts, coding, mechanics, robotics and agriculture. Students also had a variety of opportunities for job site tours to learn more about a career path of interest.

Educator Experiences: Externships continue to be offered to area teachers. Teachers are offered 40 hours of experience with a paid stipend. Teachers have the opportunity to earn two license renewal credits for their experiences they can utilize to enhance student classroom learning.

IC Career Connections/Iowa Central Community College (ICCC)

Business Connections: The IC Career Connections Intermediaries continue to focus on interactions with our local businesses to demonstrate our appreciation and support in providing outstanding experiences for area students. The partnership with the Greater Fort Dodge Growth Alliance has continued to be a great source for interaction and connection with industry, which has led to the growth of additional partnerships with local economic development groups.

Student Experiences: Students had the opportunity to participate in Career Discovery Days focusing on agriculture and criminal justice. Students had the opportunity to learn in four different sessions directly from professionals with hands-on activities. The Career Discovery Days were such a great success in both employer and student perspectives that these offerings will be dramatically increased in the coming year.

Educator Experiences: The IC Career Connections Intermediaries connected area educators to businesses at the Future Ready Iowa Fort Dodge Summit. The summit allowed area employers to interact with educators to clarify perspectives and brainstorm ways to handle current challenges.

Iowa Valley Intermediary Program/Iowa Valley Community College District (IVCCD)

Business Connections: Due to a high demand for job shadows in social work and social services and industry concerns with patient confidentiality, the Iowa Valley Intermediaries created a Career Discovery Day in Social Service Careers. The day consisted of five different breakout sessions for students to attend. The area business participants enjoyed the opportunity to have in-depth conversations about their careers with students and connect the necessary education required for students to pursue those career paths.

Student Experiences: The Iowa Valley Intermediary Program collaborated with the Marshalltown Police Department and the Marshall County Sheriff's Office to offer a High School Law Enforcement Academy to area juniors and seniors. The program makes the Civilian Academy available to community members and allows students to learn about topics such as traffic stops, building searches, technology in law enforcement, defensive tactics, and more.

Educator Experiences: Iowa Valley Intermediary Program was able to offer 42 area educators the opportunity to participate in a four-day Summer Academy (externship) experience through a partnership with Marshalltown Community School District, Marshalltown Chamber of Commerce, and Iowa Workforce Development. Central Rivers AEA allowed educators to earn two continuing education credits for the successful completion of their Summer Academy experience. The Summer Academy experience provided educators direct access to employers and enable career connections during classroom learning to be more meaningful and relevant.

Cedar Valley Career Connections and Cedar Valley West/Hawkeye Community College (HCC)

Business Connections: The annual appreciation breakfast was held for the business and industry partners along with area school, community, and advisory council partners. The event provided an opportunity to publicly thank the partners, answer questions about services, and share successes. The internship program was highlighted with presentations from the students and their business partners. The appreciation breakfast is an opportunity to publicly recognize all the stakeholders essential to the success of the work-based learning opportunities and encourage continued participation.

Student Experiences: The regional Intermediaries at Cedar Valley Career Connections continue to provide work-based learning opportunities through job shadows with area businesses. Students have the opportunity to participate in job shadows twice per year and many of the job shadows have led to future internships and in some instances, career-related credentials.

Educator Experiences: Cedar Valley Career Connections provides educators with the opportunities to participate in tours, work-based learning professional development and a college program called Behind-the-Scenes. Teachers are able to learn from these experiences to enhance their classroom instruction.

The Talent Link/Eastern Iowa Community Colleges (EICC)

Business Connections: The Talent Link actively participates on local sector boards. The participation with these sector boards has led to increased participation from area businesses with the various work-based learning opportunities available to students. The Talent Link has also participated in several meetings to develop apprenticeship programs in the area.

Student Experiences: The Talent Link partnered with Bettendorf High School to provide a career exploration day. Over 250 students were divided up into different tours representing different careers. While on the career tours, students visited area businesses to participate in tours, demonstrations and group dialogue to learn more about specific careers.

Educator Experiences: Local representatives with the Regional Planning Partnerships participated in a full-day of training related to career development. Regional Intermediaries worked closely with the staff to ensure involvement in the planning and implementation of the training. This involvement allowed area educators to be aware of the services the Intermediaries are able to provide.

Workplace Learning Connection (WLC)/Kirkwood Community College (KCC)

Business Connections: Workplace Learning Connection's staff is involved in the regionally active industry sector boards. This involvement led to multiple work-based learning opportunities for students to explore. Workplace Learning Connections also collaborated with ICR Future, which is a regional effort to expand work-based learning that benefits students, educators, area businesses and the regional economy. The collaboration has resulted in important dialogue to improve the collective approach to career development in the area.

Student Experiences: WLC's STEM Institute (SI) is an interactive event for 7th graders that highlights careers requiring science, technology, engineering, and math-based education. Many business volunteers do not have the time to travel to rural schools in order to share their careers, so WLC brought the students and educators to the speakers. The result for serving so many 7th graders through exposure and interactions with careers has led to increased requests for further career exploration in the form of job shadows and internships.

Educator Experiences: This year WLC piloted a Teacher Career Fair in conjunction with Benton Community Schools during a professional development day. Educators participated in interactive business panel discussions and interactive group challenges. The event was received with tremendous enthusiasm from both educators and industry partners. The Teacher Career Fair Professional Development model will be replicated going forward to assist with delivering the valuable connection for educators in the classroom to infuse student learning with real world examples.

Career Discovery Network/Des Moines Area Community College (DMACC)

Business Connections: Area businesses have routinely been interested in connecting with schools to provide small group shadow days. The small group shadow days allow students to spend half a day learning about several different careers related to a particular career cluster and the business professionals enjoy the small group dynamic. Girls also had an opportunity to learn more about the construction industry through a new event, Girls in Construction Trades Day. The construction event was a partnership with Story Construction and NAWIC (National Association of Women in Construction) in an effort to break gender barriers related to the industry.

Student Experiences: High school student interns at the Norwalk, Johnston and Waukee schools had the opportunity to partner with the Career Discovery Network to participate in a Professional Skills Workshop. Over 147 students participated in the Professional Skills Workshop, which allowed students to learn about personal branding, interview tips, professional dress, resume writing and complete mock interviews with local industry professionals.

Educator Experiences: The Teaching for the Workforce Conference is a 4-day event that allows educators to earn two license renewal credits after actively engaging in worksite tours, business speakers, business panels, interactive workshops and updates on statewide initiatives. This year the Teaching for the Workforce Conference was expanded to include Story County. Both educators and workforce professionals enjoyed the experience.

Western Iowa Network (WIN)/Western Iowa Tech Community College (WITCC)

Business Connections: The growing demand for individuals to enter into health occupations coupled with growing student interest in the health career fields led to the development of Scrubs Camps. These events were designed to offer extensive opportunities for high school students to experience health career fields without overwhelming local health care providers with direct student job shadow requests. The Scrubs Camps offer a day of rotating through ten targeted areas of the hospital to learn from professionals and complete hands-on activities. St. Luke's College and Unity Point Health have partnered with the WIN and Sioux City Health Career Academy to offer additional job shadows for students wanting to learn more.

Student Experiences: The Intermediary coordinator partnered with the Home Builders Association of Greater Siouxland and Sioux City Construction League to develop the first Build My Future event for the region. Over 400 students participated in the event and afterward were encouraged to connect with the Intermediary to engage in additional career exploration through job shadows and internships.

Educator Experiences: Educators participated in the summer teacher externship program to bring real-world experience back to their classrooms. Each teacher was awarded two continuing education credits through the local area education agency. The teacher was placed in a local business that was directly related to the discipline they teach.

Southwest Iowa Workplace Connection/Iowa Western Community College (IWCC)

Business Connections: The 8th grade career forum brought multiple businesses together with students and their parents. Southwest Iowa Workplace Connection hosted this event in partnership with the Council Bluffs and Lewis Central School districts and was open to students in Iowa Western's service area. A representative from Google was the keynote speaker who presented on career information and encouraged students to explore career interests. Following the keynote, students and their parents attended 30-minute breakout sessions that were led by industry professionals in 13 career areas.

Student Experiences: Southwest Iowa Workplace Connection placed 139 students with area businesses for job shadow experiences. These businesses represented 15 of the 16 career clusters. Students who participated in a job shadow were required to read through the job shadow guidelines and submit an application. Upon placement, students were provided with business information, instructions, and sample questions to ask during the job shadow to ensure a robust experience. A survey afterwards indicated that both students and industry professionals valued the experience.

Educator Experiences: Southwest Iowa Workplace Connection partnered with the Greater Omaha Chamber of Commerce, the Council Bluffs Chamber of Commerce, and Metropolitan Community College to offer a one-week educator externship program. Through this experience, educators gained a deeper understanding of specific career fields and necessary skills and how to integrate what they learned into their classroom curriculum. A $600 stipend was given upon completion of the externship and required assignments.

Southwestern's Workplace Learning Network (WLN)/Southwestern Community College (SWCC)

Business Connections: Southwestern's Workplace Learning Network collaborated with county economic development directors to address the decreasing number of workers in the rural region. The solution involved the Intermediary helping to connect current students to industry and working with industry partners to be more open to hosting high school through various work-based learning experiences. The Intermediary is a vital connector to ensure area students are connected with opportunities prior to graduation to strengthen the skilled worker pipeline.

Student Experiences: The WLN hosted a variety of workshop opportunities to help students prepare for the professional setting. Workshops included resume and cover letter writing, interview skills, and mock interviews. This provided students with a positive experience and opportunity to learn and interact with industry professionals.

Educator Experiences: The WLN offered the Real World Teacher Externship Experience which allowed educators to enter into a professional work experience. The teachers not only earned a stipend for their 40-hour experience, they also were able to correlate what they teach with industry and develop projects to incorporate into their curriculum.

Get Connected/Indian Hills Community College (IHCC)

Business Connections: Get Connected staff coordinated Advanced Manufacturing Day to provide worksite tours across nine counties, with ten different industry partners in eleven different school districts. Over 450 students took advantage of the Advanced Manufacturing Day which truly highlighted the industries available in the area.

Student Experiences: School districts continue to value the connections the Get Connected Intermediary can provide to their students. Students had the opportunity to participate in job shadows, internships, worksite tours, career fairs, resume writing/mock interview workshops and STEM-related events.

Educator Experiences: Get Connected partnered with Indian Hills Community College to offer Educators in the Workplace, which was a 32-hour professional development opportunity for area educators. Educators went on worksite tours, participated in hands-on activities and interacted with industry professionals. The exposure to industry in the area allowed educators the opportunity to adjust their curriculum to up-to-date information to share with students in the classroom.

The Link/Southeastern Community College (SCC)

Business Connections: The Link was integral to the Burlington Future Ready Iowa Summit. The Intermediary was able to speak to local industry professionals to identify different programming services provided. It was through speaking at the event that several more businesses have partnered with The Link to offer career exploration opportunities to students. The Link also joined a local human resource group that meets monthly and this has led to increased awareness and additional businesses who have become interested in providing opportunities to students.

Student Experiences: The Health Care Career Expo has continued to offer exceptional learning opportunities for students. Students were able to listen to a dynamic emergency room doctor and then rotate through various hands-on simulations related to EMT, biomedical, nursing, CNA, long-term care, dental care, physical therapy, and insurance.

Educator Experiences: Educators have the opportunity to participate in the Southeast Iowa Summer Externship Program and learn while working in an related industry for 80 hours. Educators have enjoyed the experience to learn more about the careers and update their curriculum from the experience. Educators also earn a stipend for their participation in the program.

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