IOWA WORK-BASED LEARNING INTERMEDIARY NETWORK

Fiscal Year
2020

COMMUNITY COLLEGES &
WORKFORCE PREPARATION
PROSPERITY THROUGH EDUCATION
www.educateiowa.gov/ccpublications

State of Iowa
Department of Education
Grimes State Office Building
400 E. 14th Street
Des Moines, IA 50319-0146

State Board of Education

Brooke Axiotis, President, Des Moines
Bettie Bolar, Vice President, Marshalltown
Brian J. Kane, Dubuque
Michael L. Knedler, Council Bluffs
Mike May, Spirit Lake
John Robbins, Iowa Falls
Georgia Van Gundy, Waukee
Kimberly Wayne, Des Moines
Hannah Groos, Student Member, Norwalk

Administration

Ann Lebo, Director and Executive Officer
of the State Board of Education

Division of Community Colleges and Workforce Preparation

Jeremy Varner, Administrator
Community Colleges and Workforce Preparation

Bureau

Dennis Harden, Bureau Chief of Career and Technical Education

Kristy Volesky, Education Consultant

It is the policy of the Iowa Department of Education not to discriminate on the basis of race, creed, color, sexual orientation, gender identity, national origin, sex, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C.§§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.). If you have questions or complaints related to compliance with this policy by the Iowa Department of Education, please contact the legal counsel for the Iowa Department of Education, Grimes State Office Building, 400 E. 14th Street, Des Moines, IA 50319-0146, telephone number: 515-281-5295, or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544, telephone number: 312-730-1560, FAX number: 312-730-1576, TDD number: 877-521-2172, email: OCR.Chicago@ed.gov.

IOWA WORK-BASED LEARNING INTERMEDIARY NETWORK

FISCAL YEAR 2020

Table of Contents

Overview 4

Financial Analysis 6

Business Partners 7

Core Services 8

Student Worksite Tours 9

Job Shadows 10

Internships 12

Regional Services 13

Educator Services 17

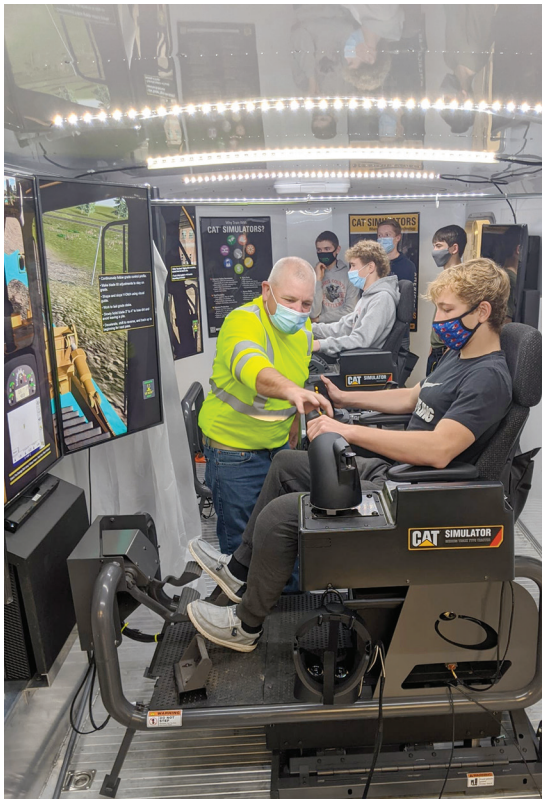
Outcomes 19

Quality Professional Growth 20

Collaboration 21

Summary 22

Iowa Intermediary Network Areas 24



OVERVIEW

The Iowa Work-Based Learning Intermediary Network (henceforth, the Iowa Intermediary Network) was established in 2013 through legislation (Iowa Skilled Worker and Job Creation Fund [ISWJC], House File 604). In 2020, the Iowa Intermediary Network completed its sixth successful year. This report outlines some key initiatives, impacts and plans for the future. Funded annually at $1.5 million, $1.45 million is divided equally between Iowa's 15 community colleges and the remaining $50,000 is provided to support the Intermediary Network via the Iowa Intermediary Technical Assistance Center (IITAC) Grant. The IITAC Grant's fiscal agent is awarded through an application process to one of the Intermediary locations that provides support to all Intermediary regional locations to deliver local work-based learning services.

PURPOSE

The purpose of the Iowa Intermediary Network program is to prepare students for the workforce by connecting industry 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 by allowing students to make key industry connections throughout their educational career.

FUNDING

Starting in fiscal year 2014 (FY14), the Iowa Department of Education (Department) began overseeing the development and implementation of the Iowa Intermediary Network. This funding is awarded through a competitive grant given 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, each being aligned with an Iowa community college. These regional networks are expected to target in-demand industries. 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 coordinating job shadows and connecting educators and students to internships and tours. Intermediaries are charged with developing local programming to meet their regional needs in addition to the core services provided.

PRIMARY GOAL

The Iowa Intermediary Network aligns high school students' career interests with appropriate postsecondary educational opportunities

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

CONNECTIONS TO CAREER AND TECHNICAL EDUCATION

Each regional Intermediary network has membership in the career and technical education (CTE) regional planning partnership within its region. The regional Intermediary network coordinators inform the CTE regional planning partnerships about Intermediary activities to connect how HF 2392 is being implemented in the associated schools and how Intermediaries can support work-based learning initiatives in these districts. As a result, all 15 (CTE) regional planning partnerships have included the promotion of work-based learning in their multi-year strategic plans.

IOWA VALLEY COMMUNITY COLLEGE: IOWA VALLEY INTERMEDIARY PROGRAM

"If there is an area event Terri (Intermediary) believes matches our talent needs, she makes sure we have a "seat at the table." She coordinates visits to area schools for presentations and job fairs to share our information. Our working relationship with Terri is mutual, as when she has high school students interested in energy careers, she reaches out to try to arrange time for these students to come visit me at the Training Center. Terri is a vital link in making the connections for our student recruiting efforts, while ultimately directing students to education/training that leads to rewarding energy career paths. We truly value our working relationship with Terri and the Iowa Intermediary Network!"

LORI WILDMAN,
TRAINING SPECIALIST,
ALLIANT ENERGY
MARSHALLTOWN

FINANCIAL ANALYSIS

Table 2.1 summarizes FY20 final expenditures. The FY20 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. The FY20 carryover was $146,495.96 (as shown in Table 2.1, under Carryover for FY21). Carryover funds occurred in part due to the disruption in services and planned events in March through June from COVID-19. Many school districts across the state implemented measures to ensure student and staff safety, which included reducing or eliminating participation in work-based learning events with industry partners during the last quarter of FY20. The carryover funds will be invested by regional Intermediaries in supplies for marketing, kits to accompany local virtual experiences to allow for hands-on exploration, technology upgrades in both hardware and software to streamline services and offer virtual career exploration for students.

INTERMEDIARY FINANCIALS: FY20

TABLE 2.1

Community College Area	FY19 Carryover + FY20 Funds	Personnel	Travel	Supplies	Other Expenses	Total Spent	Carryover FY21
Northeast Iowa Community College	$98,806.84	$68,047.01	$255.99	$5,788.85	$9,607.34	$83,699.19	$15,107.65
North Iowa Area Community College	$103,726.99	$77,015.70	$3,164.12	$1,468.98	$6,136.38	$87,785.18	$15,941.81
Iowa Lakes Community College	$101,671.84	$82,695.78	$1,671.54	$10,672.50	$0.00	$95,039.82	$6,632.02
Northwest Iowa Community College	$107,518.65	$92,061.77	$828.90	$11,428.26	$0.00	$104,318.93	$3,199.72
Iowa Central Community College	$105,028.86	$50,859.75	$1,297.37	$30,093.08	$13,889.48	$96,139.68	$8,889.18
Iowa Valley Community College District	$108,543.76	$84,228.82	$778.53	$3,919.27	$9,178.43	$98,105.05	$10,438.71
Hawkeye Community College	$96,667.00	$67,667.00	$0.00	$0.00	$29,000.00	$96,667.00	$0.00
Eastern Iowa Community College	$103,442.00	$78,899.68	$5,464.09	$0.00	$150.00	$84,513.77	$18,928.23
Kirkwood Community College	$96,667.00	$75,461.20	$9,139.18	$299.75	$11,766.87	$96,667.00	$0.00
Des Moines Area Community College	$96,667.00	$96,667.00	$0.00	$0.00	$0.00	$96,667.00	$0.00
Western Iowa Tech Community College	$111,360.16	$92,693.16	$1,500.00	$3,000.00	$14,167.00	$111,360.16	$0.00
Iowa Western Community College	$106,596.01	$91,548.51	$1,427.87	$15.30	$1,221.69	$94,213.37	$12,382.64
Southwestern Community College	$102,593.79	$78,990.57	$2,581.65	$482.20	$2,426.75	$84,481.17	$18,112.62
Indian Hills Community College	$96,667.00	$73,821.44	$4,983.08	$464.42	$4,813.27	$84,082.21	$12,584.79
Southeastern Community College	$104,210.20	$57,306.96	$4,611.41	$8,754.24	$9,259.00	$79,931.61	$24,278.59
TOTALS	**$1,540,167.10**	**$1,167,964.35**	**$37,703.73**	**$76,386.85**	**$111,616.21**	**$1,393,671.14**	**$146,495.96**

BUSINESS PARTNERS

Industry partners are increasingly interested in supporting student awareness, exploration and training for Iowa students. In FY20, there were a total of 4,436 unique business partners collaborating with Intermediaries providing valuable opportunities for students. Many of the industry partners routinely participate in multiple opportunities throughout the year by hosting students in internships and job shadows, speaking to classes, offering students interactive opportunities at career events and providing company tours. Many partners also participated in career fairs and joined local advisory councils.

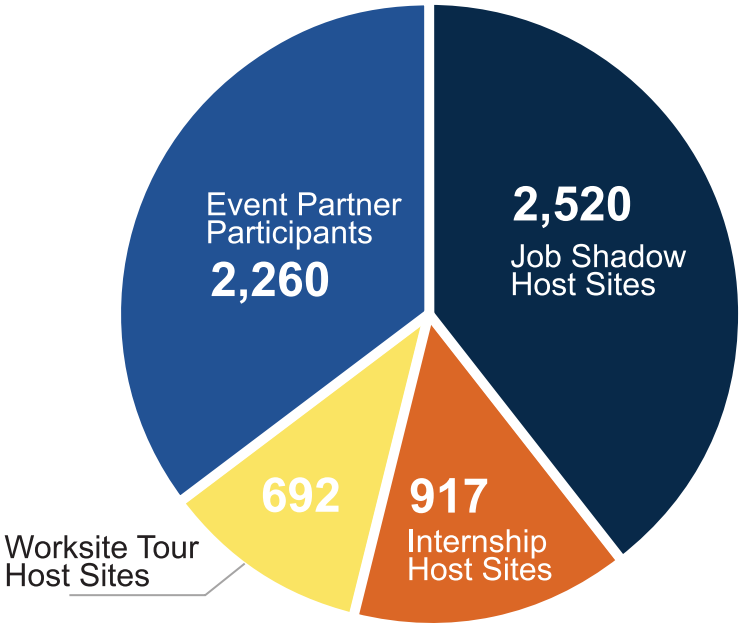
NORTHEAST IOWA COMMUNITY COLLEGE: NORTHEAST IOWA CAREER LEARNING LINK

"MercyOne New Hampton is proud to work with NICC, New Hampton Community Schools and Turkey Valley Schools on preparing our area students for their future. We have been fortunate to participate in J-term, job shadows, the Networking and Opportunity Fair and the Etiquette Luncheon. All these opportunities allow us to showcase what careers we have to offer and the skills needed."

JENNIFER MONTEITH,
PR DIRECTOR,
MERCYONE

INDUSTRY PARTNER ACTIVITY PARTICIPATION

FIGURE 3.1



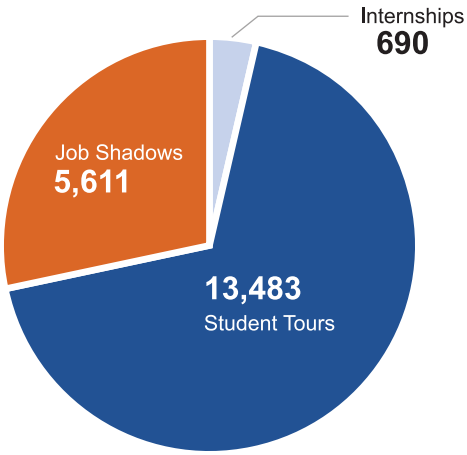
Many industry partners participate in multiple opportunities, as reflected in these category totals.

CORE SERVICES

The core services offered by Intermediaries are foundational work-based learning career exploration opportunities for students. These services include job shadows, student tours and connecting work-based learning coordinators with available internships for their high school students. The career exploration experiences allow students the opportunity to gain awareness of different careers or develop a deeper understanding in a particular career. Intermediaries work with counselors, educators and students to connect students with purposeful career exploration opportunities. The Intermediary also works with the school district to ensure personnel are aware of student career explorations in the event the district would like to track them for a student's Individual Career and Academic Plan (ICAP).

In FY20, Intermediaries offered 13,483 student tours, 5,611 job shadows and connected work-based learning coordinators with 690 student internship opportunities for a total of 19,784 student experiences in core services.

INTERMEDIARY CORE SERVICES
FIGURE 4.1



WORKSITE CORE SERVICES BY CAREER CLUSTER: FY20
TABLE 4.1

CAREER CLUSTER	STUDENT WORKSITE TOURS	JOB SHADOWS	INTERNSHIPS
Agriculture, Food & Natural Resources	640	452	63
Architecture & Construction	364	224	29
Arts, A/V Technology & Communications	663	333	19
Business, Management & Administration	678	163	24
Education & Training	247	418	97
Finance	676	124	9
Government & Public Administration	250	24	4
Health Sciences	1,988	1,794	248
Hospitality & Tourism	311	102	11
Human Services	322	390	17
Information Technology	401	123	30
Law, Public Safety, Corrections & Security	395	520	25
Manufacturing	3,599	183	8
Marketing, Sales & Services	1,513	122	22
Science, Technology, Engineering & Mathematics	1,183	377	66
Transportation, Distribution & Logistics	353	262	18
TOTAL	**13,483**	**5,611**	**690**

STUDENT WORKSITE TOURS

Student worksite tours are designed to allow the student ample opportunity to see and experience a given work environment. Student worksite tours are offered to districts through classroom teacher request or by student interest in a given career field. Student tours are designed by the Intermediary to allow for more than a facility tour; rather, they include opportunities to interact with several skilled professionals at the industry site who can provide hands-on assistance to students and directly connect them to the activities related to the career field. Intermediaries play an integral role in working with local businesses to provide truly valuable and interactive learning opportunities for industry partners and students.

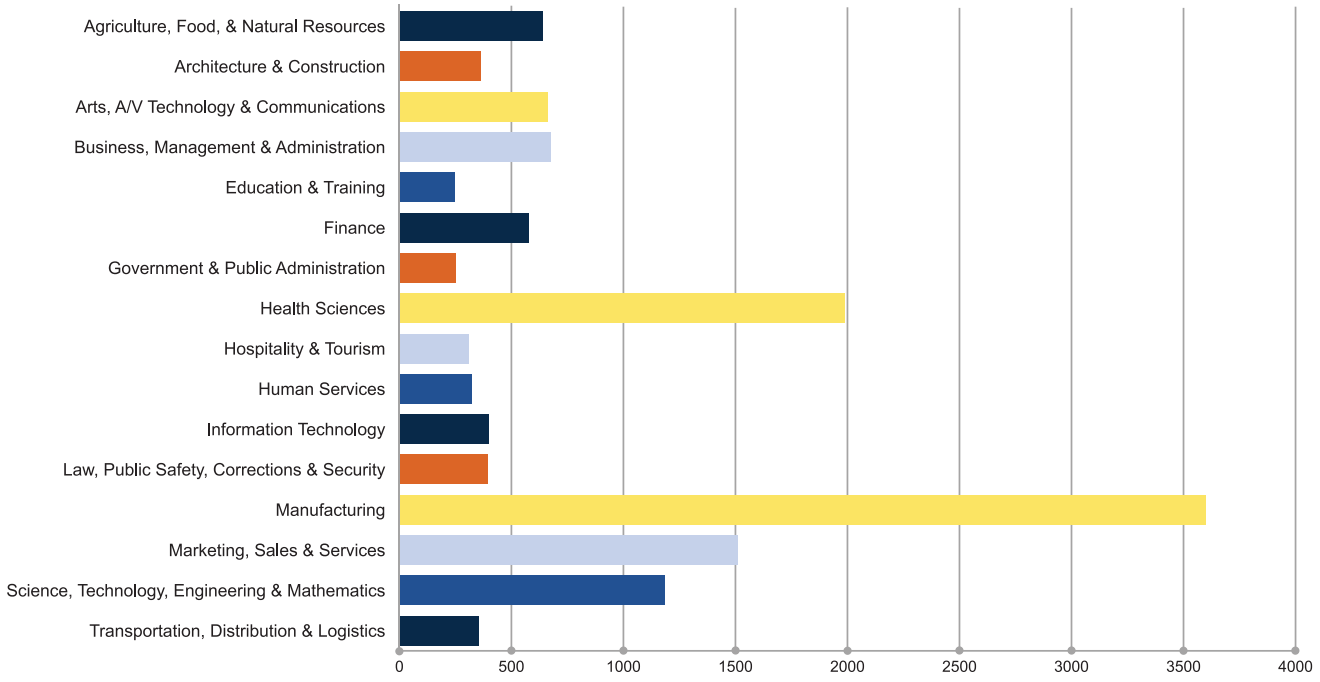
The interactions during a student worksite tour can be an effective introduction to a career for students and can spark the interest that leads to additional career exploration opportunities. Student worksite tours are most effective when they include follow-up conversations with the student's counselor, are tracked with their ICAP and are paired with additional experiences with the local Intermediary. In FY20, Intermediaries offered 13,483 student worksite tour experiences.

KIRKWOOD COMMUNITY COLLEGE: WORKPLACE LEARNING CONNECTION

"With a limited pool of talent to hire from, sponsoring events for students like the tour of the Washington YMCA is to our potential benefit by exposing young people to careers in areas where the company is looking to hire, and getting the company's name out in front of those potential employees."

CHRIS SMITH,
VICE PRESIDENT
OF CONSTRUCTION,
CARL A. NELSON & COMPANY

STUDENT WORKSITE TOURS BY CAREER CLUSTER: FY20
FIGURE 5.1

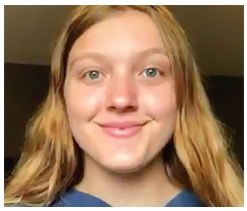


JOB SHADOWS

Job shadows are designed for one-on-one interactions between an industry expert and a student or a small group. These interactions provide students the opportunity to learn directly from a professional about the represented career path. The Intermediary works with the student and school district partner to ensure the student is prepared for the job shadow opportunity. Through relevant pathway information and workplace exploration, students make connections to business and industry professionals to formulate and develop career goals. Intermediaries provide the quality connections to industry partners and work with the students to ensure the job shadow match builds upon the student's career interests and prior experiences. The Intermediary also provides a quality service for industry partners who want to engage in providing job shadows, but don't want to sift through dozens of requests on a regular basis.

Industry partners value the Intermediaries because they are able to coordinate job shadows within the parameters of the industry partner's comfort level. Some industry partners only want to host job shadows a couple of days per year, clustered during a single week per year or as student interest arises during the year. This collaborative approach between the Intermediary and the industry partner allows for minimal disruption to their workflow, while providing quality job shadow opportunities for students. As student interest in job shadows increases, some Intermediaries are accommodating industry partners by providing small group job shadow days, which allow more students to experience a career field without additional time commitments from the industry partner. The ongoing professional communication between the Intermediaries and industry partners is essential to offer quality experiences without disrupting the business's productivity. In FY20, Intermediaries connected students with 5,611 job shadows.

HAWKEYE COMMUNITY COLLEGE: CEDAR VALLEY CAREER CONNECTIONS



I KNEW MORE ABOUT MYSELF

"After each job shadow, I felt like I knew more about myself and what I wanted to do after high school. Being able to ask questions and to see first hand allowed me to see what I didn't want to do along with what I'm interested in doing."

SABRINA,
STUDENT,
CEDAR FALLS HIGH SCHOOL

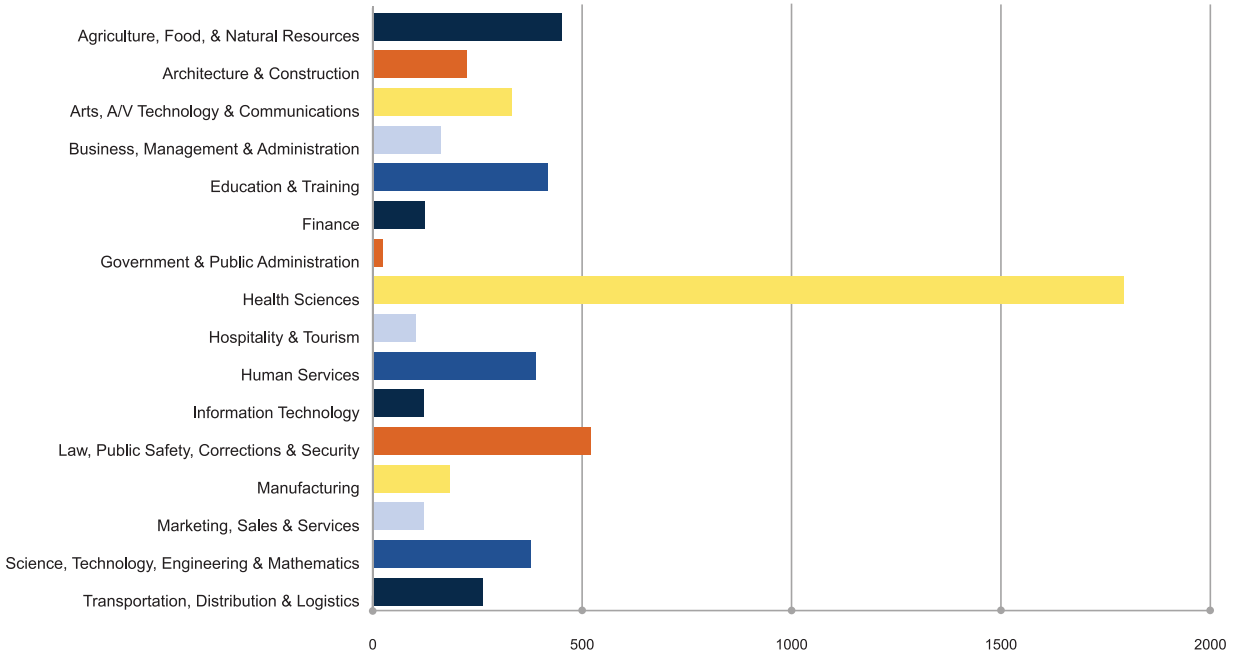
INDIAN HILLS COMMUNITY COLLEGE: GET CONNECTED!

"There's only so much they can get out of the classroom, so these work-based-related events really help students to see the bigger picture."

BRETT GRAHAM,
INDUSTRIAL TECHNOLOGY INSTRUCTOR,
OTTUMWA HIGH SCHOOL

JOB SHADOWS BY CAREER CLUSTER: FY20

FIGURE 6.1



IOWA LAKES COMMUNITY COLLEGE: CONNECT @ IOWA LAKES

"We enjoy having students in for job shadowing and getting them excited about radio. Has happened twice in the past few years for us and led to part-time employees!"

JASON JACOBS,
PROGRAM AND OPERATIONS DIRECTOR, KUOO, KUQQ, KUYY, KUXX AND KKOJ RADIO STATIONS

INTERNSHIPS

The collaboration to connect or create high school internships occurs between the Intermediary and the work-based learning coordinator. Intermediaries are aware of local industry partners' interest in work-based learning engagement and can help the work-based learning coordinator connect the student intern with the best opportunity. Intermediaries have the expertise to recognize the different career opportunities available with the industry partner and the availability of opportunities in surrounding communities. The work-based learning coordinator is then responsible for preparing the student intern for the experience through appropriate classroom content and overseeing the student intern through regular visits to the internship site. Intermediaries worked with work-based learning coordinators and connected internship opportunities to 690 students in FY20.

NORTHWEST COMMUNITY COLLEGE: NCC WORKPLACE LEARNING CONNECTION

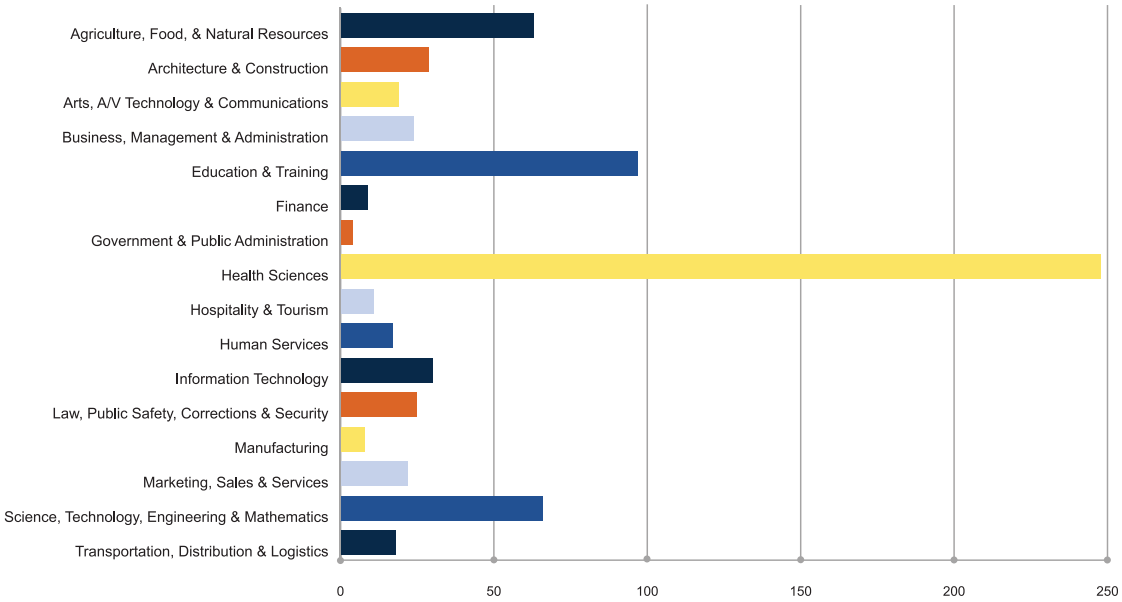
"Allie Mouw (Intermediary) has been a great help in placing our students for our work experience class, Career Pathways. She has helped me place students when I was not sure what options are available in our community."

AMANDA DE GROOT,
HIGH SCHOOL TEACHER,
SHELDON COMMUNITY
SCHOOL DISTRICT

"We are preparing students for life beyond high school, including their college placement and careers."

TINA SHERRILL-RANGE,
HIGH SCHOOL
JOB SHADOW MENTOR,
GEORGE-LITTLE ROCK
SCHOOL DISTRICT

INTERNSHIPS BY CAREER CLUSTER: FY20
FIGURE 7.1



REGIONAL SERVICES

In addition to providing the core services outlined in previous sections, each Intermediary is also charged with meeting additional, unique regional needs. Regional Intermediaries are dependent on the school district's goals and requests to engage student learners in a variety of career exploration opportunities. The regional Intermediary works with students, educators, counselors and administrators to develop quality programming to meet the career exploration needs of the school district before developing the local opportunities with industry partners.

The Intermediary also works closely with local industry partners to develop regional programming to engage and support career learning, and is able to meet with the educational partner to understand the purpose of the event to then match interested industry partners, producing quality results. In some situations, events are developed from high student interest in a career path with limited opportunities due to limited staff or confidentiality concerns.

Regional collaborative services include coordinating classroom speakers, career fairs, financial literacy fairs and mock interviews. In FY20, statewide Intermediaries provided 14,468 students access to industry expert classroom speakers; 10,521 students access to career fairs to engage with industry professionals; 1,179 students access to financial literacy fairs to allow hands-on learning with industry professionals; 3,362 students access to mock interviews and an additional 38,913 student experiences with regional career exploration opportunities. In FY20 there were a total of 68,443 regional experiences for students.

REGIONAL SERVICES BY CAREER CLUSTER: FY20

TABLE 8.1

CAREER CLUSTER	CLASSROOM SPEAKER	CAREER FAIR	FINANCIAL LITERACY FAIR	MOCK INTERVIEW	OTHER
Agriculture, Food & Natural Resources	1,284	974	55	202	2,944
Architecture & Construction	1,082	1,035	41	98	2,349
Arts, A/V Technology & Communications	361	377	41	75	1,738
Business, Management & Administration	853	268	41	1,088	1,611
Education & Training	868	535	41	198	1,580
Finance	808	372	542	172	1,878
Government & Public Administration	314	243	41	92	981
Health Sciences	2,123	2,094	53	396	4,724
Hospitality & Tourism	491	329	39	105	843
Human Services	819	424	38	143	1,420
Information Technology	512	604	51	87	2,067
Law, Public Safety, Corrections & Security	1,271	622	37	121	2,314
Manufacturing	1,478	651	37	253	2,987
Marketing, Sales & Services	367	333	37	75	1,241
Science, Technology, Engineering & Mathematics	989	1,092	49	168	8,630
Transportation, Distribution & Logistics	848	568	36	89	1,606
TOTAL	**14,468**	**10,521**	**1,179**	**3,362**	**38,913**

EASTERN IOWA COMMUNITY COLLEGES: THE TALENT LINK

“The Junior Career Expo offered to BHS students is an eye opening event into their potential futures. The connections made with community members by the Intermediary are vital in ensuring that our students get a first hand look at the career they are considering. I have no doubt that if it were not for the support of the Intermediary this event would not be such a success. I would love to work to find other ways to grow Intermediary offerings for our students.”

HALEIGH HOTY,
FUTURE READY COACH,
BETTENDORF HIGH SCHOOL

DES MOINES AREA COMMUNITY COLLEGE: DMACC CAREER DISCOVERY NETWORK

“I have always wanted to do engineering of some kind, and civil engineering has always been of interest to me. Hearing all the professionals in the construction field today at the Girls in Construction Day gave me more awareness into what it would be like to work in this career field.”

TAYLOR,
STUDENT,
ANKENY CENTENNIAL
HIGH SCHOOL

REPRESENTATION OF REGIONAL SERVICES

Regional services by Intermediaries take shape in a variety of formats. The word cloud below showcases a variety of programming developed and implemented by Regional Intermediaries to meet the needs of their specific area.

NORTH IOWA AREA COMMUNITY COLLEGE: NIACC CAREER CONNECTIONS

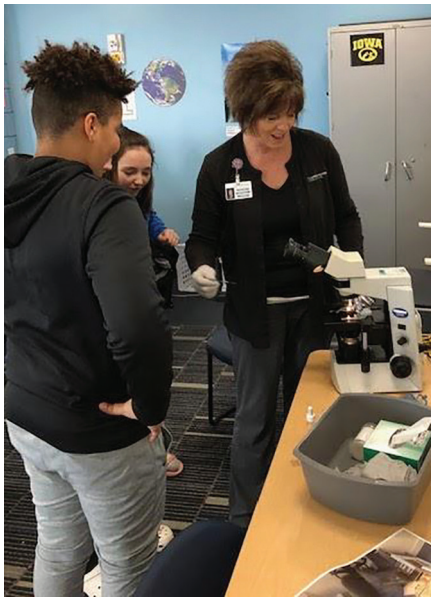
"It was great to see my daughter experience career opportunities that exist for her. The Youth Career Day gave her a chance to "try them out" through age appropriate activities which were fun for her. It was also incredibly enjoyable for me to see her excitement in trying new things and hearing these activities are "real" jobs!"

ANNE BOYER,
MOTHER OF
YOUTH CAREER DAY PARTICIPANT

IOWA CENTRAL COMMUNITY COLLEGE: CAREER CONNECTIONS

“ Working with our work-based learning coordinator provides our high school students opportunities they would otherwise not have. Career discovery days and career speakers are both great ways for students to hear about careers they are interested in. They get to hear from local people in the field and find out what the job really is. Without the work-based learning coordinator, our students wouldn’t get these opportunities because we don’t have the staff or the connections to create these experiences.”

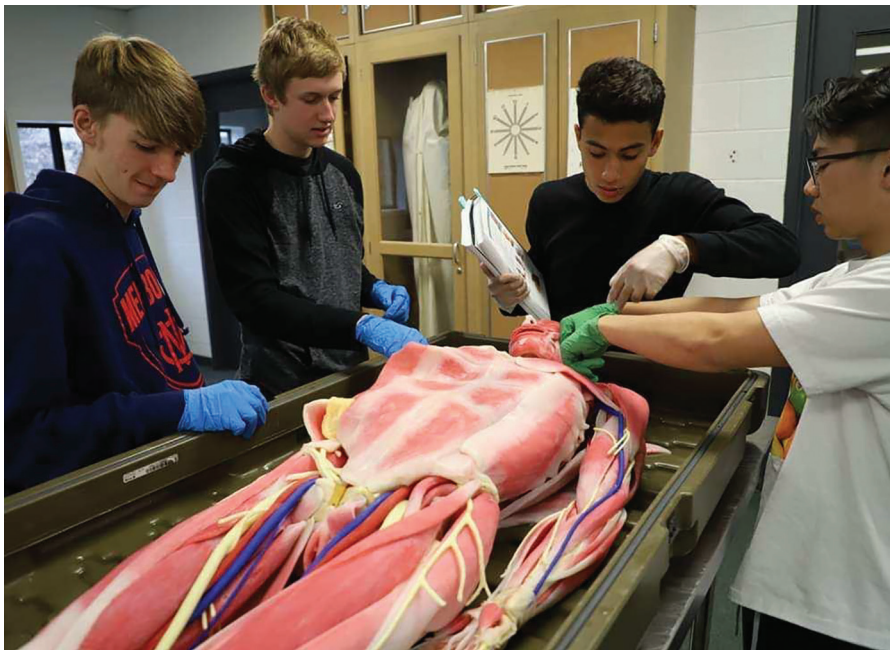
JOLENE HAYS,
COUNSELOR,
FORT DODGE
SENIOR HIGH SCHOOL



WESTERN IOWA TECH COMMUNITY COLLEGE: WESTERN IOWA TECH INTERMEDIARY NETWORK (WIN)

“ I love the Health Skills Day Event! This gives students that are serious about pursuing careers in health services an opportunity to compete and push themselves to be their best.”

MARY DERMIT,
EDUCATOR,
SIOUX CITY COMMUNITY
SCHOOL DISTRICT



EDUCATOR SERVICES

Connecting educators and industry partners is essential for ensuring content taught in the classroom aligns with updated and relevant operations and industry standards. Educators value opportunities to engage with industry partners to ask questions and gain a deeper understanding of their field. Educators also value gaining a clearer understanding of industry operations and employer expectations in their own communities. Educators are connected to these opportunities through industry tours, professional development training, externships, career fairs and other diverse regional opportunities. Educators overwhelmingly respond positively to and value the opportunities to connect and develop a deeper understanding of the contextual relevance between what is being taught in the classroom and what is expected on the job site.

In FY20, Intermediaries provided educators with a broad range of their own experiences through 809 educator tours, 579 professional development training opportunities, 205 externships and an additional 332 educator work-based learning opportunities for a total of 1,925 educator experiences.

Educator tours are designed to connect educators with professional development related to foundational industry practices. Tours allow educators to see firsthand the relevance of the content they teach in the classroom to industry expectations.

Educator externships provide extensive opportunities for educators to develop skills in a career field and understand a much deeper connection between content and application. Teacher externships can extend for a week or several weeks, depending on the interest of the educator and industry partner. Intermediaries are essential in collaborating with the interested educator and area industry partners to ensure the experience provides foundational and exploratory skills related to the content the educator is seeking. Intermediaries collaborate with their local area education agencies (AEAs) to provide license renewal credit options for externship participants. Some externships provide stipends for educator participants. Teacher externships allow ample opportunities for educators to understand a career path and develop projects to help students understand how the curriculum connects to industry expectations.

Educator-focused career fairs provide an opportunity for educators to interact with multiple industry partners within a short amount of time. An educator career fair allows educators to ask questions and make connections to their content that they can relay to their students.

SOUTHEASTERN COMMUNITY COLLEGE: THE LINK

REAL WORLD EXPERIENCES

Cameron Hertzler took part in the SE Iowa Teacher Externship Program where he spent a week at Carl A. Nelson Company and a week at Sterzing Food Company. Cameron teaches 8th-12th grade math in the Danville Community School District. As a result, Cameron gets to take what he has learned about math in construction and business back to his classroom, bringing real world experiences to students and answering the age old question of “When will I use this again?” for his students.

EDUCATOR SERVICES BY CAREER CLUSTER: FY20

TABLE 9.1

CAREER CLUSTER	TEACHER TOURS	PROFESSIONAL DEVELOPMENT TRAINING	EXTERNSHIPS	OTHER
Agriculture, Food & Natural Resources	51	72	39	52
Architecture & Construction	49	78	37	55
Arts, A/V Technology & Communications	36	7	0	21
Business, Management & Administration	103	35	10	42
Education & Training	7	78	0	19
Finance	37	37	8	8
Government & Public Administration	0	5	1	6
Health Sciences	27	36	35	34
Hospitality & Tourism	18	5	0	13
Human Services	57	21	1	15
Information Technology	35	8	23	10
Law, Public Safety, Corrections & Security	31	7	0	9
Manufacturing	286	68	41	20
Marketing, Sales & Services	25	5	9	6
Science, Technology, Engineering & Mathematics	32	85	1	12
Transportation, Distribution & Logistics	15	32	0	10
TOTAL	**809**	**579**	**205**	**332**

IOWA WESTERN COMMUNITY COLLEGE: SOUTHWEST IOWA WORKPLACE CONNECTION

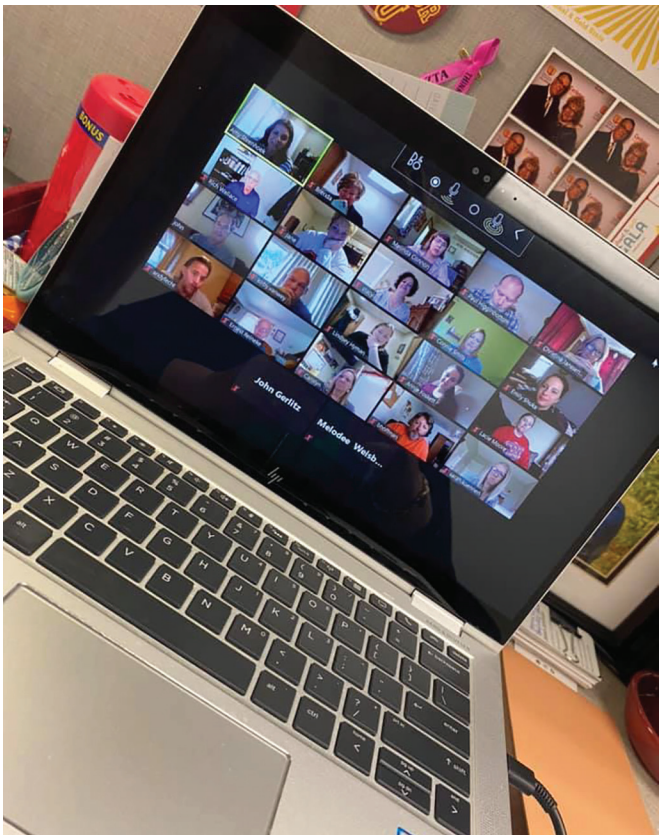
"The Intermediary Network Program has been invaluable to our district. We have utilized many of their services for our students and our staff, from planning and implementing a Manufacturing Day Event to professional development training for teachers. The Intermediary Network is willing to work with us to tailor activities that fit our needs. They are truly a partner in education for all of Southwest Iowa."

DEB GOODMAN,
CTE CURRICULUM CONSULTANT, COUNCIL BLUFFS COMMUNITY SCHOOL DISTRICT

OUTCOMES

During FY20, the Intermediaries had many accomplishments, which include:

- **SERVING** and actively participating on regional, community, school or college boards and committees, which support sustainable relationships between industry and educational partners.
- **IMPROVING** communication on services Intermediaries can fulfill for school districts regarding student Individualized Career and Academic Plans (ICAP).
- **COLLABORATING** with other agencies, including Iowa STEM, area education agencies (AEAs) and career and technical student organizations (CTSOs), to increase alignment of shared resources.
- **SUPPORTING** district work-based learning coordinators by providing resources, professional development and assistance with student internship placements.
- **DEVELOPING** solutions to remove barriers for students to access work-based learning opportunities, such as lack of transportation and on-site programming limitations.
- **CREATING** procedures to provide quality work-based learning experiences for students, educators and industry partners.
- **INCREASING** focus on collaboration between regional Intermediaries to improve program development, professional growth and equitable student access to work-based learning opportunities.
- **REACHING** out proactively to more schools to communicate work-based learning opportunities, leading to 291 public school districts and an additional 37 private school districts across the state utilizing Intermediary services for student career exploration.



IMPACTS OF COVID-19

The Iowa Intermediary Network has had significant accomplishments in quality programming and outreach in FY20. In March 2020, COVID-19 had a powerful impact on this programming. As school districts navigated how to handle the new virus, many chose to minimize student interactions with group events and career exploration in the community. As a result of mitigation techniques from school districts and Intermediaries, there were a total of 4,519 student experiences canceled, many of which would have had hundreds of students in attendance. The Iowa Intermediary Network places the safety of students, educators, industry partners and the community as the top priority and has utilized technology to develop high quality career exploration opportunities for FY21.

QUALITY PROFESSIONAL GROWTH

The FY20 Iowa Intermediary Technical Assistance Center (IITAC) Grant built upon the efforts established in the FY19 IITAC Grant to allow for professional growth and capacity growth within the individual Intermediary locations. The funding for the Iowa Intermediary Network is $1.5 million, with $1.45 million distributed directly to the individual Intermediary regions. The remaining funds are used to support the IITAC Grant.

The priorities of the FY20 IITAC Grant were identified to:

- **INCREASE** the capacity of the Intermediary Network to provide work-based learning opportunities to all Iowa schools.
- **CREATE** local and statewide marketing efforts.
- **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.

The goals were reached through working with the marketing organization selected by the IITAC Steering Committee to communicate with students, educators, counselors and industry professionals across the state. Our marketing partner was also able to organize the collection of best practice models for Intermediary professional development. The best practice models provide on-demand opportunities for Intermediaries to compare how other Intermediaries are delivering services and areas for growth within their own region. They also provide the opportunity for new Intermediaries to gain a foundation for how to deliver services in their region.

The FY21 IITAC Grant will expand on the accomplishments of the FY20 IITAC and provide additional support focused on developing a statewide vision and marketing strategy for quality programming with equitable access for all students. The FY21 IITAC Grant will be overseen by Northeast Iowa Community College as the fiscal agent, but will be a collaborative leadership approach in coordination with Hawkeye Community College. This new collaborative approach by Northeast Iowa Community College and Hawkeye Community College demonstrates the organizational unity the Iowa Intermediary Network advocates.

The Iowa Intermediary Network web address is **www.iowain.org**

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

with ADDITIONAL EDUCATIONAL AND BUSINESS PARTNERS

Intermediaries are acutely aware of the value of collaboration to increase equitable access for student career exploration. The collaboration for events or experiences provide valuable opportunities for students, educators and industry partners. Intermediaries collaborate with STEM Hub Managers, AEA staff, Regional Planning Partnership (RPP) members, Iowa Economic Development, Iowa Workforce Development and local chambers of commerce. Each year, Intermediaries look for opportunities to engage with additional regional partners to expand and improve opportunities for students and educators.

IOWA WESTERN COMMUNITY COLLEGE: SOUTHWEST IOWA WORKPLACE CONNECTION

"I have really appreciated the opportunity to partner with the Intermediary Network program at IWCC because it has expanded the opportunities for students with disabilities in our area to explore their educational and career goals. The Intermediary has been super easy to work with and always willing to think outside the box to meet the student and business needs. I cannot stress how much it has helped me in making sure my students are connected to the community and allowing me to focus on some other areas with them."

SHAYLA STATER,
REHABILITATION COUNSELOR,
IOWA VOCATIONAL
REHABILITATION SERVICES

SUMMARY

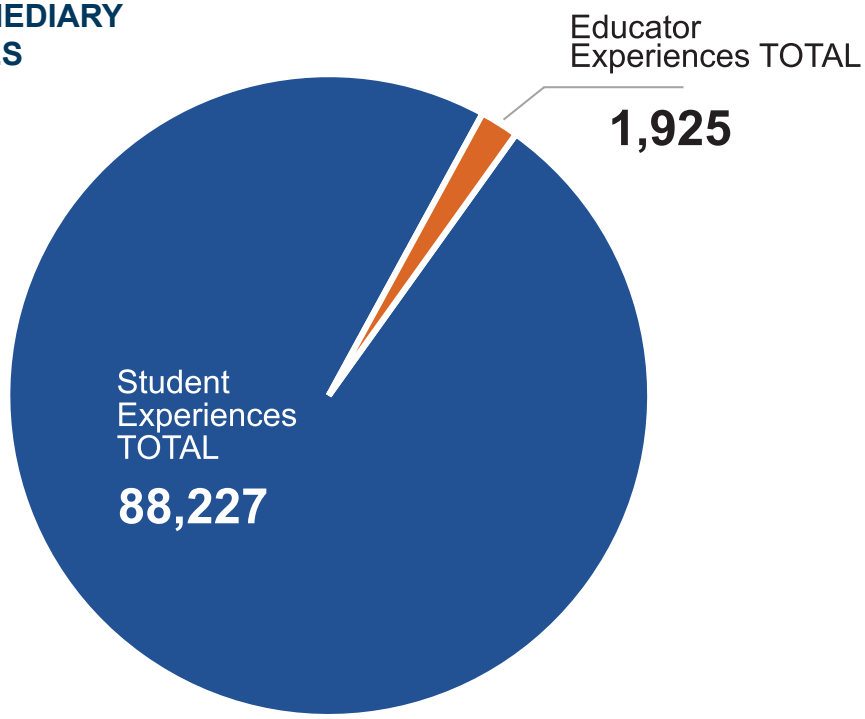
During FY20, regional Intermediary networks collectively provided 90,152 work-based learning experiences for students and educators, including 88,227 student experiences and 1,925 educator experiences. The 15 regional Intermediary Network coordinators share best practices to bring quality experiences to all students in Iowa through monthly group conference calls and, prior to COVID-19, biannual face-to-face interactions. In addition, connections with the 4,436 business connections during FY20 demonstrate the successful partnership between the Department, statewide businesses and industry representatives.

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 to connect students to industry partners and provide the additional support to industry partners to ensure a quality experience for all parties. The Iowa Intermediary Network continues to play an important role with the 15 CTE regional planning partnerships by providing additional information about career planning, and working with school educators, counselors and administrators to expand work-based learning opportunities for all students.

In March 2020, COVID-19 caused schools across Iowa to cancel work-based learning events and experiences with Intermediaries, totaling 4,519 canceled experiences. Rather than allowing the barriers presented with the pandemic to deter work-based learning, regional Intermediaries developed opportunities to overcome barriers with COVID-19 and develop safe, virtual opportunities for students to engage in career exploration. As FY21 progresses, the Intermediaries continue to find opportunities to support student and educator career exploration in a safe and engaging environment.

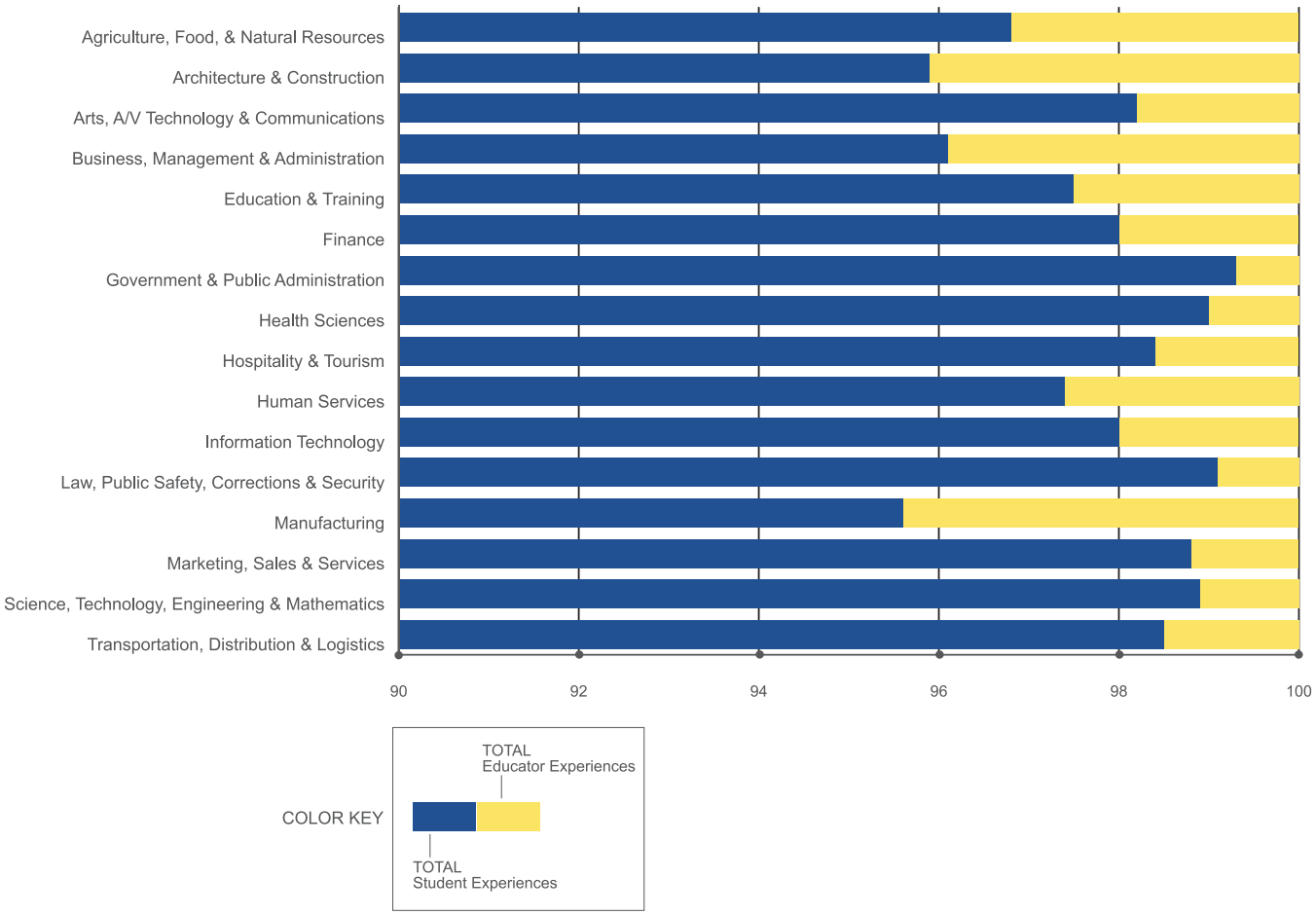
FY20 INTERMEDIARY EXPERIENCES

FIGURE 13.1



INTERMEDIARY EXPERIENCES: FY20

FIGURE 13.1

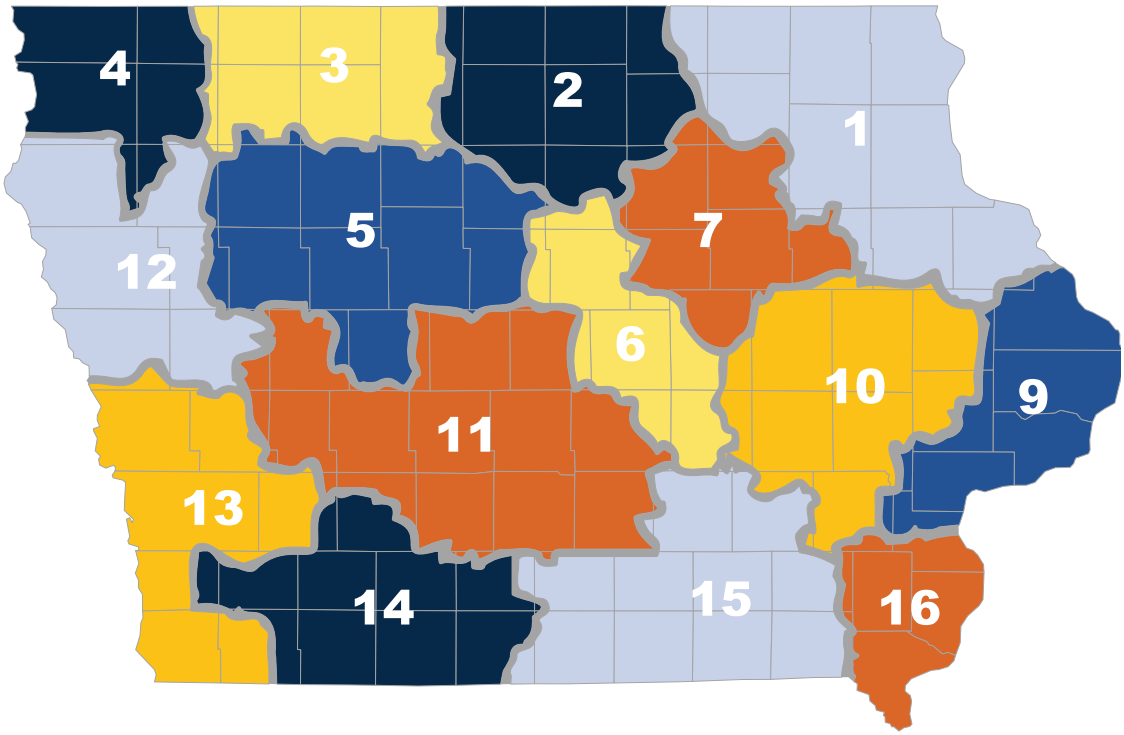


IOWA WESTERN COMMUNITY COLLEGE: SOUTHWEST IOWA WORKPLACE CONNECTION

"Growing our own talent at the Growing the Montgomery County Talent Pipeline Event! A mix of learning, engagement, experiential hands-on and interactive activities made for a very fun, yet valuable, information packed day. This was a great success due to everything everyone contributed."

SHAWNA SILVIUS,
EXECUTIVE DIRECTOR, MONTGOMERY COUNTY DEVELOPMENT

IOWA INTERMEDIARY NETWORK AREAS



The Iowa Intermediary Network Coordinators connect school districts, students and educators to employer partners through work-based learning programs, career awareness, career exploration and workplace learning activities. Through work-based learning experiences, the Iowa Intermediary Network is supporting the Future Ready Iowa goal for 70% of Iowa's workforce to achieve post-secondary education or training by 2025.

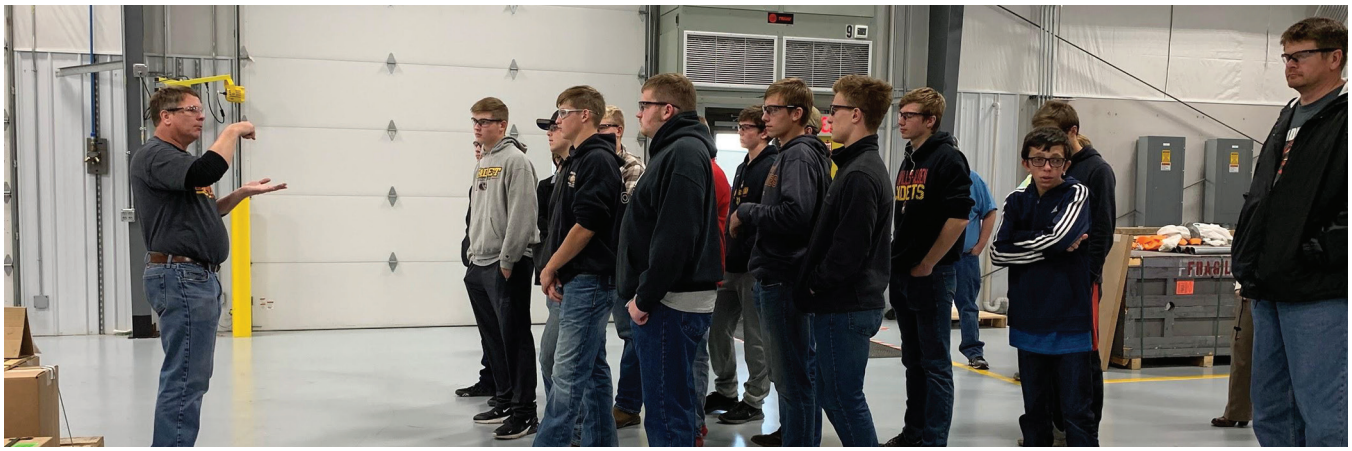
	COMMUNITY COLLEGE	REGIONAL INTERMEDIARY NAME
1	Northeast Iowa Community College	Northeast Iowa Career Learning Link
2	North Iowa Area Community College	NIACC Career Connections
3	Iowa Lakes Community College	Connect @ Iowa Lakes
4	Northwest Iowa Community College	NCC Workplace Learning Connection
5	Iowa Central Community College	Career Connections
6	Iowa Valley Community College District	Iowa Valley Intermediary Program
7	Hawkeye Community College	Cedar Valley West, Cedar Valley Career Connections

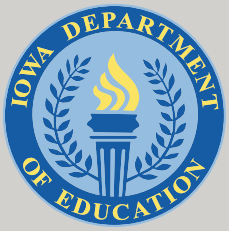
	COMMUNITY COLLEGE	REGIONAL INTERMEDIARY NAME
9	Eastern Iowa Community Colleges	The Talent Link
10	Kirkwood Community College	Work Place Learning Connection
11	Des Moines Area Community College	Career Discover Network
12	Western Iowa Tech Community College	Western Iowa Tech Intermediary Network
13	Iowa Western Community College	Southwest Iowa Workplace Connection
14	Southwestern Community College	Workplace Learning Network
15	Indian Hills Community College	Get Connected!
16	Southeastern Community College	The Link

IOWA LAKES COMMUNITY COLLEGE: CONNECT @ IOWA LAKES

"Thank you so much for continuing to connect so many kids to opportunities! You make a greater difference than you'll ever know."

ANGELA WHITE,
TEACHER,
OKOBOJI HIGH SCHOOL





COMMUNITY COLLEGES & WORKFORCE PREPARATION

PROSPERITY THROUGH EDUCATION

www.educateiowa.gov/ccpublications

The Division of Community Colleges and Workforce Preparation within the Iowa Department of Education administers a variety of diverse programs that enhance Iowa's educational system and help to prepare a skilled and knowledgeable workforce. Divided between two bureaus — the Bureau of Community Colleges and the Bureau of Career and Technical Education — the Division is committed to providing and supporting opportunities for lifelong learning. In addition to working with Iowa's 15 public community colleges on state accreditation, program approval, equity review, and data reporting, guidance is also provided in the areas of career and technical education, workforce training and economic development, adult education and literacy, military education, the state mandated OWI education program, the GAP Tuition and PACE programs, Senior Year Plus, the National Crosswalk Service Center, and the Statewide Intermediary Network program.