

IOWA INTERMEDIARY NETWORK Annual Report

Fiscal Year 2022



**COMMUNITY COLLEGES &
WORKFORCE PREPARATION**



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Published: 2022

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Photos (*Top to Bottom*): Region 7 Grundy Center Elementary Career Day; Region 6 welding job shadow; Region 10 vet job shadow. Cover: Region 2 career immersion activity.

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 2022, the Iowa Intermediary Network completed its eighth 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 entire 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.



Effective November 10, 2022, the Intermediary Network program was transferred from the Iowa Department of Education to Iowa Workforce Development. The following report covers fiscal year 2021-2022, while the program was under the direction of the Iowa Department of Education.

Purpose

The purpose of the Iowa Intermediary Network is to prepare students for the workforce by curating work-based learning experiences with industry to students and educators throughout Iowa. The Intermediaries serve educators and students by matching work-based learning experiences to align with district, classroom and personal career goals. The Intermediaries serve industry by matching industry partner work-based learning experience interests with the needs of the region, therefore, minimizing the time industry needs to spend understanding all the intricacies of student and educational needs.



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 while providing equitable access to all schools in the region. Each regional Intermediary Network serves as a single, one-stop point of contact by providing work-based learning experiences to school districts in their respective region. These quality work-based learning experiences cover career awareness, exploration, preparation and training to meet the local needs of education and industry.

A match of resources equaling 25.0 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 (RPP) within its region. The Intermediary work-based learning coordinators inform the CTE regional planning partnerships about Intermediary work-based learning experiences to connect students and educators in their districts to meet the expectations outlined in HF 2392. As a result, all 15 (CTE) regional planning partnerships have included the promotion of work-based learning in their multi-year strategic plans.

Photo: Region 14 IMTA Show Trailer Career Immersion Experience at Lenox Elementary.

Financial Analysis

Table 2.1 summarizes FY22 final expenditures. The FY22 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 FY22 carryover was \$8,090.40 (as shown in Table 2.1, under Carryover for FY23).

The regional Intermediaries finalized their financial reports for FY22 with a June 30, 2022 ending date. Since that date, the Intermediaries have used carryover funds to invest in technology and resources to improve local programming. A column has been added to the chart to show the spending that occurred over the summer and early fall to utilize the remaining carryover funds. Carryover funds existed temporarily and were used to expand opportunities for educators and students through purchases with technology, creation of virtual work-based learning experiences and summer work-based learning experiences for students and educators.



TABLE 1. FY22 INTERMEDIARY FINANCIALS

Community College Areas	Funds available (FY21 + F22)	Personnel	Travel	Supplies	Other Expenses	Spending 6/30-22-11/1/22	Total Spent	Carryover FY23
NICC-01	\$119,803.41	\$37,014.98	\$4,557.50	\$28,252.92	\$36,050.38	\$13,927.63	\$119,803.41	\$0.00
NIACC-02	\$111,390.46	\$76,067.53	\$2,710.28	\$9,655.09	\$8,245.58	\$14,711.98	\$111,390.46	\$0.00
ILCC-03	\$96,667.00	\$86,893.84	\$1,208.35	\$8,564.81	\$0.00	\$0.00	\$96,667.00	\$0.00
NCC-04	\$117,147.94	\$80,285.14	\$174.59	\$30,387.64	\$1,059.73	\$5,240.84	\$117,147.94	\$0.00
ICCC-05	\$107,154.20	\$48,304.43	\$940.62	\$45,564.05	\$12,345.10	\$0.00	\$107,154.20	\$0.00
IVCCD-06	\$113,328.43	\$89,591.32	\$1,411.72	\$4,479.90	\$16,061.89	\$1,783.60	\$113,328.43	\$0.00
HCC-07	\$96,667.00	\$67,475.00	\$0.00	\$192.00	\$29,000.00	\$0.00	\$96,667.00	\$0.00
EICC-09	\$129,377.52	\$81,506.90	\$10,454.20	\$2,450.37	\$21,199.00	\$13,767.05	\$129,377.52	\$0.00
KCC-10	\$96,667.00	\$84,918.93	\$6,779.47	\$4,968.60	\$0.00	\$0.00	\$96,667.00	\$0.00
DMACC-11	\$96,667.00	\$96,667.00	\$0.00	\$0.00	\$0.00	\$0.00	\$96,667.00	\$0.00
WITCC-12	\$105,848.36	\$93,638.67	\$5,482.78	\$2,056.91	\$4,670.00	\$0.00	\$105,848.36	\$0.00
IWCC-13	\$106,439.78	\$99,786.14	\$1,343.04	\$20.94	\$5,289.66	\$0.00	\$106,439.78	\$0.00
SWCC-14	\$134,287.37	\$59,050.19	\$3,697.33	\$17,683.90	\$6,500.00	\$39,265.55	\$126,196.97	\$8,090.40
IHCC-15	\$119,575.28	\$88,713.67	\$8,621.05	\$1,110.56	\$18,250.36	\$2,879.64	\$119,575.28	\$0.00
SCC-16	\$126,656.53	\$59,257.90	\$3,579.24	\$31,808.26	\$21,913.60	\$10,097.53	\$126,656.53	\$0.00
Totals	\$1,677,677.28	\$1,149,171.64	\$50,960.17	\$187,195.95	\$180,585.30	\$101,673.82	\$1,669,586.88	\$8,090.40

Photo: Region 3 Students learn to tape ankles to explore a career in athletic training.

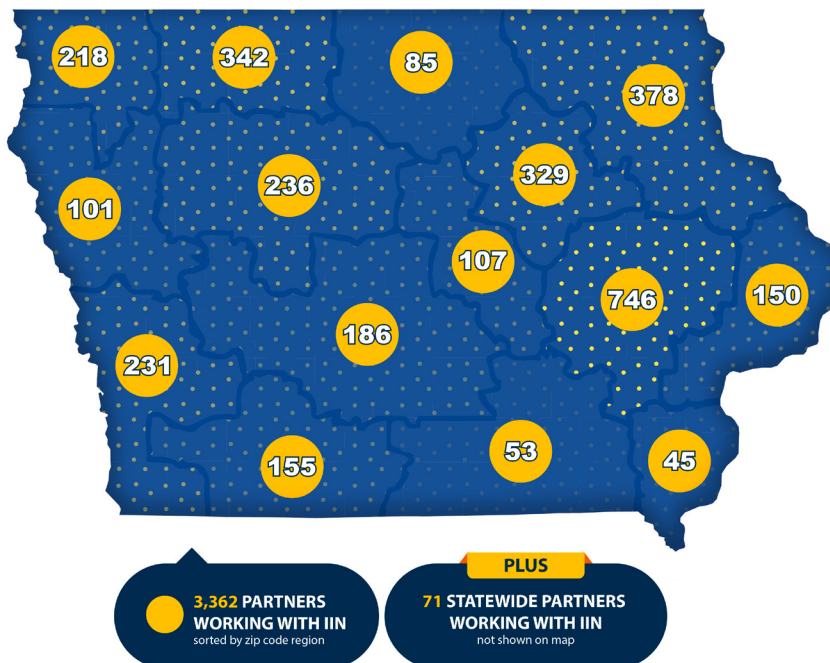
Industry & Educational Partnerships

In FY22, there were a total of 3,362 active industry partners that collaborated with Intermediaries to provide valuable experiences for students. Industry partners supported multiple experiences in the work-based learning continuum for students to showcase the great careers in Iowa and support developing a local talent pipeline. In FY22, Intermediaries connected with industry partner organizations from across the state to actively engage in statewide virtual and regional in-person work-based learning experiences. Students across Iowa were positively impacted by Intermediary collaboration with the following statewide organizations: Iowa Skilled Trades, ABI Foundation, Iowa Business Council, Iowa PBS, Iowa Society of Certified Public Accountants and Iowa Motor Truck Association. The Intermediaries provided a streamlined approach for industry to engage through developing statewide and local events that connect to standards and align with educational goals. Industry values the Iowa Intermediary Network because they can reach out to their local Intermediary to engage with youth with little disruption to their work day while supporting local work-based learning experiences.



The Iowa Intermediary Network values collaboration with other state agencies and partnerships. It is through these partnerships that more students can be impacted by bringing together experts to increase quality work-based learning and equitable access. Through the leadership of the Iowa Department of Education, Intermediaries are closely aligned to developing work-based learning experiences that support learning goals to increase student and educator participation.

FIGURE 1. FY22 IOWA INTERMEDIARY NETWORK PARTNER MAP



Photos (Top to Bottom): Region 11 worksite industry tour of employer partner Baker Group; Region 9 roofing experience.

Iowa Vocational Rehabilitation Services

The Iowa Intermediary Network connects with local vocational rehabilitation staff to ensure students participate in the work-based learning experiences created by Intermediary coordinators. The partnership between the Iowa Intermediary Network and Iowa Vocational Rehabilitation Services increases student participation in accessing work-based learning experiences.

iJAG

iJAG programs focus on serving a select population of students in a high school setting to help with graduation outcomes, employability skills and connection to careers. Many iJAG education specialists utilize their regional Intermediary to provide work-based learning experiences for their students.

STEM

Many Intermediaries participate on STEM advisory boards and collaborate for local and regional events. Intermediaries share STEM grant opportunities with educators. Intermediary coordinators attend and participate in the annual Future Ready Iowa Summit produced by the Governor's STEM Advisory Council.



Industry & Educational Partner Quotes

“A few years down the road I bet a few of these students will be Excel Engineering employees. So it is in our best interests to introduce them to us.” Doug Sobotka, Excel Engineering (Intermediary Program at Southwestern Community College)

“With iJAG’s mission to provide as many resources and opportunities as possible for students to be successful in life, IWCC’s Intermediary Network program has been a significant outlet. We have had speakers, business tour opportunities, internships, among others provided and have appreciated and valued having IWCC’s Intermediary Network program as a reliable and effective resource.” - Sarah Keefe, iJAG Education Specialist at Thomas Jefferson High School (Intermediary Program at Iowa Western Community College)



Photos (Top to Bottom): Region 13 iJAG classroom speaker, CHI Health Diagnostics; Region 15 Advanced Manufacturing Day.

Student Work-Based Learning Experiences

The work-based learning experiences offered by Intermediaries are foundational learning experiences necessary for students to engage in the full work-based learning continuum. Under the direction of the Iowa Department of Education in FY22, Intermediaries provided a crucial role in supporting educational outcomes by delivering work-based learning experiences that aligned to classroom standards while supporting industry engagement.

In FY22, there were
92,987 student
work-based learning
experiences.

TABLE 2. FY22 IN-PERSON EXPERIENCES

Industry Cluster	Class room Speakers	Informa tional Interviews	Career Immer sion	Inter active Career Events	Worksite Expora tion	Job Shadows	Profes sional Skill Activities	Mock Inter views	Intern ships	Total
Agriculture, Food, & Natural Resources	926	5	1,126	1,192	278	483	369	121	83	4,583
Architecture & Construction	600	0	2,726	1,934	483	289	315	147	63	6,557
Arts, A/V Technology & Communications	855	0	1,092	1,058	188	333	257	102	18	3,903
Business, Management & Administration	593	3	388	2,076	337	229	303	945	39	4,913
Education & Training	907	2	527	1,004	196	363	460	224	85	3,768
Finance	770	3	225	3,119	53	71	348	93	9	4,691
Government & Public Administration	314	0	420	622	51	34	240	95	10	1,786
Health Sciences	2,168	20	1,788	2,825	525	1,333	461	193	116	9,429
Hospitality & Tourism	493	0	831	759	99	112	251	92	13	2,650
Human Services	522	8	534	940	102	395	262	98	29	2,890
Information Technology	359	1	1,133	1,118	239	135	260	97	18	3,360
Law, Public Safety, Corrections & Security	704	7	547	1,170	255	416	259	103	15	3,476
Manufacturing	1,504	5	2,135	2,218	1,275	198	330	141	36	7,842
Marketing, Sales & Services	480	3	631	713	237	116	245	97	43	2,565
Science, Technology, Engineering & Mathematics	1,735	1,518	2,368	4,664	852	333	384	101	75	12,030
Transportation, Distribution & Logistics	323	1	3,399	1,198	250	193	241	106	26	5,737
Total Activities	13,253	1,576	19,870	26,610	5,420	5,033	4,985	2,755	678	80,180

In FY22, the Iowa Intermediary Network provided 80,180 in-person work-based learning experiences and 12,807 virtual work-based learning experiences for a total of 92,987 student work-based learning experiences. Student experiences are depicted in table 4.1 for regional in-person experiences and table 4.2 on the next page for virtual experiences.

Intermediaries provided career awareness work-based learning experiences through classroom speakers, informational interviews and career immersion experiences (simulations). Intermediaries provided career exploration work-based learning experiences through interactive career events, worksite exploratory events (group job shadows with a tour) and job shadows. Intermediaries provided career preparation work-based learning experiences through professional skills workshops and mock interviews. Intermediaries collaborate with district work-based learning coordinators to assist with placing students at internship sites and encouraging industry to highlight apprenticeship opportunities with their organization.

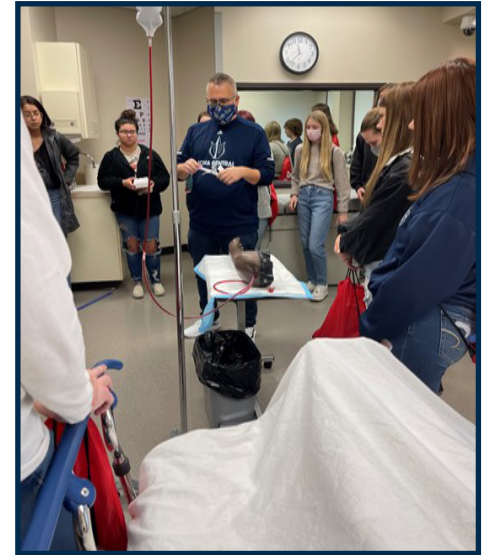


TABLE 3. FY22 VIRTUAL EXPERIENCES

Industry Cluster	Class room Speakers	Informa tional Interviews	Career Immer sion	Inter active Career Events	Worksite Expora tion	Job Shadows	Profes sional Skill Activities	Mock Inter views	Intern ships	State wide Events	Total
Agriculture, Food, & Natural Resources	802	1	0	0	0	7	29	20	0	326	1,185
Architecture & Construction	50	5	1	0	0	5	29	34	0	139	263
Arts, A/V Technology & Communications	110	0	0	0	0	6	29	12	0	296	453
Business, Management & Administration	15	2	0	0	0	5	29	12	0	1,489	1,552
Education & Training	341	5	0	0	0	5	29	11	0	300	691
Finance	0	1	0	0	0	5	29	11	0	936	982
Government & Public Administration	7	0	0	0	0	6	29	11	0	122	175
Health Sciences	435	9	0	0	0	9	46	11	0	578	1,088
Hospitality & Tourism	0	0	0	0	0	5	29	11	0	123	168
Human Services	21	3	0	0	0	8	29	11	0	248	320
Information Technology	60	1	3	0	0	25	29	11	0	670	799
Law, Public Safety, Corrections & Security	838	3	0	0	0	6	29	10	0	131	1,017
Manufacturing	400	2	0	0	1	5	29	10	0	169	616
Marketing, Sales & Services	79	0	0	0	0	5	29	10	0	122	245
Science, Technology, Engineering & Mathematics	430	1,509	370	0	0	6	29	10	0	133	2,487
Transportation, Distribution & Logistics	432	1	0	0	0	5	29	10	0	289	766
Total Activities	4,020	1,542	374	0	1	113	481	205	0	6,071	12,807

Photo: Region 5 work-based learning experience.

Student Work-Based Learning Experiences Quotes

“You get to know what it’s like to work in your dream career. Now that I’ve had a work-based learning experience, I know I want to work with high school students instead of elementary school students like I originally thought.” – Student at Northeast High School (Intermediary Program at Eastern Iowa Community College)

“The job shadow we hosted was mutually beneficial for the students and for the local business owners to “give back” in a new way and inspire the future workforce, instill an appreciation for small businesses, and encourage the younger generation to “shop small”. The students asked great questions, were friendly and were professional.” - Jessi Simon, Director at West Branch Community Development Group (Intermediary Program at Kirkwood Community College)

“It was cool to see how I could turn my ideas into something. I really liked making things from scratch and learning about manufacturing jobs.” - Collin, Student at Manufacturing Summer Camp (Intermediary Program at Northwest Iowa Community College)

“Thank you for organizing and hosting the tour last Wednesday! I had a great time. The staff was very helpful answering all my questions and were full of information. If this tour were to happen again, I would definitely recommend it to my peers!” - Emily Navarro, Student at Postville High School (Intermediary Program at Northeast Iowa Community College)



FIGURE 2. FY22 COMBINED IN-PERSON, VIRTUAL AND STATEWIDE EVENTS



“Always a good time when we can take students to a fire station and show them how real fires burn. Kids enjoy climbing up in the trucks and seeing what they are equipped with.” - Anthony Gaul, Volunteer Firefighter at Sergeant Bluff (Western Iowa Tech Community College)



Photos (Top to Bottom): Region 10 electrician job shadow; Region 12 Health Skills Day.

Supporting Connections for Internships & Apprenticeships

Intermediaries provide career awareness and exploration activities for students in K-12 to be prepared to take advantage of high school internships and apprenticeships. The Intermediaries have fostered relationships with district work-based learning coordinators to help support internships and apprenticeships. Since the same industry partners are used for all types of work-based learning experiences, collaboration between the Intermediaries and district work-based learning coordinators is key.

In preparation for a quality internship experience, classroom preparation from the work-based learning coordinator will set up a student for a successful experience. Some of the classroom preparation activities can be supported by Intermediaries to alleviate the coordination the work-based learning coordinator often does not have time to organize. In FY22, Intermediaries supported internship programs through: mock interviews, professional skill workshops, job shadows, worksite exploratory events, interactive career events, career immersion experiences, informational interviews, classroom speakers and internship placement support. Of the total 92,987 work-based learning experiences, 37,821 of those were to support district internship programs through a continuum of work-based learning experiences.

**Of 92,987 WBL experiences,
37,821 supported
district internship programs.**



**Of 92,987 WBL experiences, 40,405
connected students to apprenticeship
programs.**

The Intermediaries work with many industry partners who provide their own apprenticeship programs. In an effort to show students interested in apprenticeships what opportunities exist with industry, industry partners are able to share their own training programs as part of work-based learning experiences organized by the Iowa Intermediary Network. Of the total 92,987 work-based learning experiences in FY22 under the direction of the Iowa Department of Education, 40,405 student work-based learning experiences connected students to understanding the apprenticeship programs connected to the participating industry partners.

Student Internship/Apprenticeship Preparation Quote

"I walked into this mock interview experience with nervousness and doubt. I walked out feeling confident and prepared for any future interview process." Max Gerelman, Senior at Johnston High School (Intermediary Program at Des Moines Area Community College)

Photo: Region 7 ag student intern.

Educator Work-Based Learning Experiences

In FY22, the Iowa Intermediary Network was focused on working closely with educational initiatives to support a seamless use of valuable work-based learning experiences by educators in Iowa. The Intermediaries learned how aligning standards to work-based learning experiences increases the value of the experience and how to connect the experiences to meet the needs of a student's individual career and academic plan (ICAP). This past year, Intermediary leadership worked closely with the Department to develop a comprehensive list of statewide experiences and tools that align with ICAP essential components.

The Iowa Intermediary Network has also seen increased participation from students in work-based learning experiences by supporting work-based learning experiences for educators. Through professional development and a short externship program, educators have the opportunity to learn directly from industry to support increased connections in their curriculum. In FY22, the Iowa Intermediary Network collaborated with the Iowa Association of Business and Industry (ABI) and the Iowa Business Council (IBC) to provide a one week (40 hours), paid externship for educators called Educator in the Workplace. The one-week pilot program resulted in 64 educator experiences around the state. Educators enjoyed the experience because it allowed direct interaction with meaningful projects at the industry partner site, only required one week of participation and provided compensation for their time and work contributions. Participating educators had the opportunity to earn two license renewal credits upon completion of a specified list of skills, a lesson plan, a one-page reflection paper, a one-page classroom integration summary and a presentation on their experience.

Educator Work-Based Learning Experience Quotes

"It was great to see how small local businesses play a role in the success of the local manufacturing facilities. Quality Equipment does a lot of behind-the-scenes work to keep the facilities running efficiently." - Tyler Rodgers, School-to-Career Coordinator and Educator in the Workplace participant at Mt. Pleasant High School (Intermediary Program at Southeastern Community College)

"Work-based learning allows the students to get hands-on and real-life experiences in healthcare fields. It provides students with a better understanding of a career before making choices for their future. This saves the student time and money and equates to a better outcome for their future." - Danielle Hodges, Health Sciences Instructor at Rathbun Area Career Academy (Intermediary Program at Indian Hills Community College)



Photos (Left to Right): Region 1 Educator in the Workplace participant; Region 16 Educator in the Workplace participant.



In FY22, the Intermediaries supported 2,515 in-person experiences, 281 virtual experiences for a total of 2,796 educator work-based learning experiences. The experiences are outlined in the table below.

Educator Work-Based Learning Experience Quote

“Grundy Center Elementary students loved Career Day! The event was designed to educate, engage, and explore career opportunities and the touch a

truck and interactive presentations certainly met this goal. The event’s success was largely due to the collaboration with Hawkeye Community College Work-Based Learning Coordinators. They were able to support the design, set up and activities on Career Day. Their expertise and connections allowed for a truly successful event, which students are already asking for again.” - Cathy Stainbrook, Counselor at Grundy Center Elementary School (Intermediary Program at Hawkeye Community College)

TABLE 4. FY22 EDUCATOR IMPACT

Industry Cluster	Professional Development & Training	Educator in the Workplace	Virtual Experiences	Total per Cluster
Agriculture, Food, & Natural Resources	217	9	19	245
Architecture & Construction	213	0	14	227
Arts, A/V Technology & Communications	118	3	18	139
Business, Management & Administration	131	8	47	186
Education & Training	198	2	18	218
Finance	104	1	42	147
Government & Public Administration	113	3	6	122
Health Sciences	172	6	33	211
Hospitality & Tourism	141	4	6	151
Human Services	138	3	12	153
Information Technology	141	4	22	167
Law, Public Safety, Corrections & Security	116	2	6	124
Manufacturing	175	12	9	196
Marketing, Sales & Services	111	3	6	120
Science, Technology, Engineering & Mathematics	170	2	6	178
Transportation, Distribution & Logistics	193	2	17	212
Total Activities	2,451	64	281	2,796

District Outreach & Support

In FY22, the Intermediaries were able to support districts across Iowa in reaching their work-based learning goals. The Intermediaries' collaboration with career and technical education teachers coupled with the support of the Department led to the development of experiences that directly supported educational goals. In FY22, there were 313 public school districts and 41 private school districts benefiting from work-based learning experiences created by the Iowa Intermediary Network. The combination of in-person and virtual work-based learning experiences has increased equitable access to meet the needs of students and educators.

District Outreach Quotes

"Working with Autumn and her team at Iowa Lakes Community College has been very rewarding. The Iowa Lakes Intermediary team helps provide opportunities for high school students they wouldn't receive otherwise. Being able to have our high school sophomores and juniors connect with community businesses and government and non-profit agencies, they are able to learn more about the opportunities here in their home area. Students are better able to investigate pathways suited for their interests and talents. Okoboji High School would have a difficult time providing these experiences without the help of the Iowa Lakes Intermediary." - Erin Frerichs, Pathways Coordinator at Okoboji High School (Intermediary Program at Iowa Lakes Community College)

"Work-based learning gives my students the opportunity to be exposed to different careers before they have to commit to them for a college major. This has allowed them to either re-affirm their interest in this career or potentially re-consider what they may want to do in their future. This has been useful feedback for my students and has allowed them to gain better perspective about their potential future careers." - Justin Heimer, Business Teacher at Central Springs Community School District (Intermediary Program at North Iowa Area Community College)



Photos (Top to Bottom): Region 2 career immersion activity, Minds On! Hands On! camp; Region 9 manufacturing event.

Outcomes

In FY22, the Intermediaries had multiple accomplishments, which included:

- Increasing the amount of internships by 135.0 percent.
- Serving and actively participating on regional, community, school or college boards and committees that supported sustainable relationships between industry and educational partners.
- Providing support for districts to connect work-based learning experiences with student individualized career and academic plans (ICAP) to increase the value and participation of work-based learning experiences.
- Collaborating with educational and industry organizations to increase student and educator work-based learning experiences.
- Supporting district work-based learning coordinators by providing resources, professional development, preparatory experiences and assistance with student internship placements.
- Supporting industry apprenticeship programs by encouraging industry partners to highlight their organization's onsite apprenticeship training programs to build awareness for students during work-based learning experiences.
- Implementing solutions to remove barriers for students to access work-based learning opportunities, such as lack of transportation and on-site programming limitations through quality virtual work-based learning programming.
- Streamlining an effective statewide approach to regional Intermediary locations for career immersion events coordinated to support the Iowa Motor Truck Association (IMTA) while meeting district educational goals.
- Reaching out proactively to more schools to communicate work-based learning experiences and the various opportunities to connect, leading to 313 public school districts and an additional 41 private school districts across the state utilizing Intermediary services for student career exploration.

Outcomes Quotes

"Working with Iowa Valley Intermediary has been so valuable for our company. They invited us to participate in the MCC Career Expo and the Marshalltown High School Career Fair where we were able to introduce our company to students throughout Marshall County, many who had never even heard of Mechdyne. Terri Hungerford's understanding of our company has also enabled us to partner in identifying individual students who have a strong interest in STEM and support them through opportunities such as job shadowing." - Mary Clover, Coordinator for Organizational Development and Training at Mechdyne Corporation (Intermediary Program at Iowa Valley Community College)

"As the Economic Development Specialist for the City of Fort Dodge, I oversee the city's Business Retention Program. In meeting with our local businesses, I serve as their liaison, by connecting them with people and resources to help them prosper. Most of our businesses are facing challenges with the quantity and quality of available workforce. A top solution for this requires the education and development of a stronger workforce pipeline. Megan Kruse's efforts as the Work-based Learning Coordinator/Intermediary for Iowa Central Community College, is invaluable to this solution. She is empowering our youth to better understand the world of work and providing the opportunities for them to explore career options by engaging them with our businesses and industry for hands-on experiences. At the same time, she is building relationships with the business and industries to understand the intricacies of their needs. Megan and I also partner to offer special events such as the annual STEAM festival and tours or education sessions for Manufacturing". - Dawn Larson, Employee at City of Fort Dodge Economic Development (Intermediary Program at Iowa Central Community College)

Quality Professional Growth

The FY22 Iowa Intermediary Technical Assistance Center (IITAC) Grant built upon the efforts established in the FY21 IITAC Grant to allow for increased collaboration between regional Intermediaries and statewide entities to increase student equitable access to quality work-based learning across the state. 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 FY22 IITAC Grant priorities are to:

- Use the IITAC Advisory Board to determine the experiences all Intermediaries would provide in their region to ensure consistent programming for all students.
- Create consistent messaging to clearly articulate the Iowa Intermediary Network brand.
- Support equitable virtual work-based learning experiences to increase student and educator access to careers in Iowa.
- Elicit the support of key stakeholders to develop a strategic approach to supporting work-based learning engagement with students and educators.
- Utilize the feedback from a diverse stakeholder group to increase collaboration and implementation of work-based learning goals.

The goals were reached through collaborative meetings, communication and leadership of the IITAC Advisory Board. A variety of resources and meetings were organized to support Intermediary coordinators in delivering consistent and quality work-based learning experiences across the state. The FY22 IITAC Grant was overseen by Northeast Iowa Community College as the fiscal agent, but included a collaborative leadership approach in coordination with Hawkeye Community College. This collaborative approach by Northeast Iowa Community College and Hawkeye Community College demonstrates the organizational unity the Iowa Intermediary Network advocates.

FIGURE 3. FY22 Iowa Intermediary Network School Participation Map

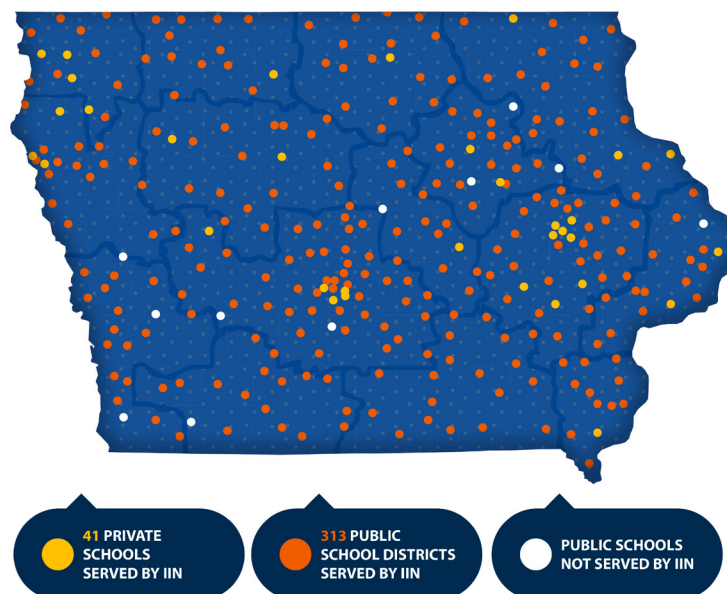


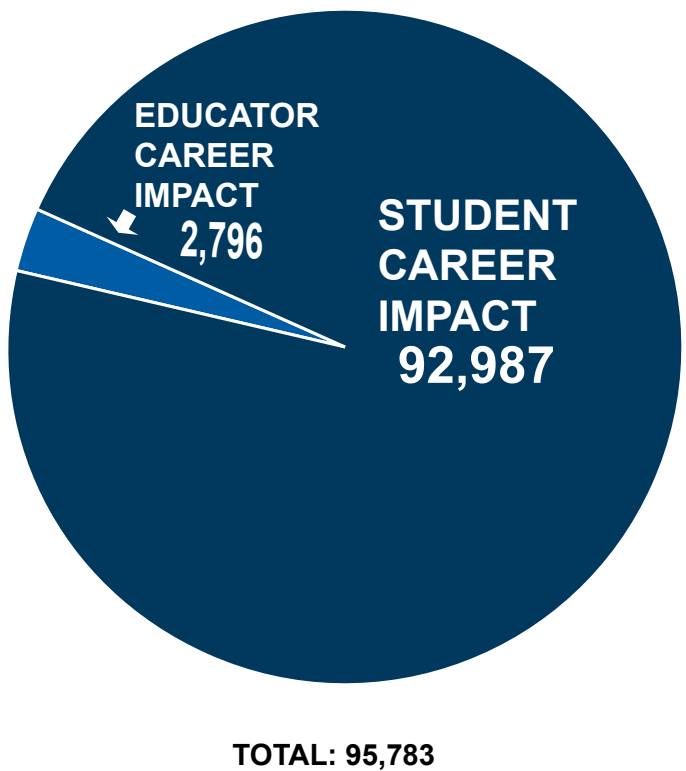
Photo: Region 9 police officer visit.

Summary

During FY22, regional Intermediary networks collectively provided 95,783 work-based learning experiences for students and educators, including 92,987 student experiences and 2,796 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 annual face-to-face collaboration. In addition, connections with the 3,362 industry connections during FY22 demonstrated the successful partnership between the Department and statewide industry representatives.

Industry and educational 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 curate work-based learning experiences to meet both education and industry needs. 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.

FIGURE 4. STUDENT AND EDUCATOR IMPACT TOTALS



Photos (Top to Bottom): Region 10 research internship; Region 1 high-demand skilled trades event; Region 11 educators at Story Construction.



COMMUNITY COLLEGES & WORKFORCE PREPARATION

PROSPERITY THROUGH EDUCATION

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 and Senior Year Plus.