

IOWA INTERMEDIARY NETWORK Annual Report

Fiscal Year 2021



**COMMUNITY COLLEGES &
WORKFORCE PREPARATION**



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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 2021, the Iowa Intermediary Network completed its seventh 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 is to prepare students for the workforce by curating work-based learning experiences with industry to students and educators throughout Iowa. The Intermediaries service educators and students by matching work-based learning experiences to align with district, classroom and personal career goals. The Intermediaries serve industry by maximizing their time 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.

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 by helping students explore careers to discover their future 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 work-based learning experiences to school districts in their respective region. These services include coordinating student industry tours, job shadows, hands-on career events, internship connections and providing work-based learning professional development to educators. Intermediaries are charged with

developing local programming to meet the regional needs of education and industry.

State funds received by the regional Intermediary networks are to be used to develop quality work-based learning experiences 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 (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.

Financial Analysis

Table 2.1 summarizes FY21 final expenditures. The FY21 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 FY21 carryover was \$227,672.28 (as shown in Table 2.1, under Carryover for FY21). Carryover funds occurred in part due to the disruption in services and planned events that were often cancelled due to the ongoing disruption of the COVID-19 pandemic. Many school districts across the state implemented measures to ensure student and staff safety, which included reducing or eliminating participation in in-person work-based learning events with industry partners during the fall and winter of FY21. The Intermediary work-based learning coordinators responded to the needs of local school districts by offering virtual work-based learning experiences and some in-person work-based learning experiences per the request of local school districts. The regional Intermediaries submitted their financial reports for FY21 with a June 30, 2021 ending date. Since June 30, 2021 the Intermediaries with carryover funds have focused on investing in technology and resources to improve local programming. Table 2.2 provides an updated carryover balance of \$72,304.58 with the spending investments outlined per location. The carryover funds have been invested by regional Intermediaries through covering salary costs, workshop expenses and educational materials to enrich work-based learning experiences for students.

TABLE 2.1 FY21 INTERMEDIARY FINANCIALS

Community College Areas	Funds available (FY20 + F21)	Personnel	Travel	Supplies	Other Expenses	Total Spent	Carryover FY22
NICC-01	\$111,774.65	\$51,351.35	\$1,903.18	\$3,537.82	\$31,845.89	\$88,638.24	\$23,136.41
NIACC-02	\$112,608.81	\$69,662.64	\$1,564.20	\$9,631.41	\$17,027.10	\$97,885.35	\$14,723.46
ILCC-03	\$101,476.64	\$91,032.58	\$1,178.14	\$9,265.92	\$0.00	\$101,476.64	\$0.00
NCC-04	\$119,297.76	\$72,909.74	\$305.40	\$6,170.64	\$0.00	\$79,385.78	\$20,480.94
ICCC-05	\$105,556.18	\$42,463.67	\$370.06	\$41,243.65	\$10,991.60	\$95,068.98	\$10,487.20
IVCCD-06	\$107,105.71	\$81,207.11	\$166.10	\$3,544.31	\$5,526.76	\$90,444.28	\$16,661.43
HCC-07	\$96,667.00	\$67,667.00	\$0.00	\$0.00	\$29,000.00	\$96,667.00	\$0.00
EICC-09	\$114,845.74	\$69,414.55	\$1,821.45	\$99.22	\$10,800.00	\$82,135.22	\$32,710.52
KCC-10	\$96,667.00	\$87,888.69	\$31.09	\$292.42	\$8,454.80	\$96,667.00	\$0.00
DMACC-11	\$96,667.00	\$96,667.00	\$0.00	\$0.00	\$0.00	\$96,667.00	\$0.00
WITCC-12	\$119,297.76	\$94,793.38	\$2,893.09	\$420.26	\$12,009.67	\$110,116.40	\$9,181.36
IWCC-13	\$109,049.64	\$94,639.78	\$150.00	\$29.14	\$4,457.94	\$99,276.86	\$9,772.78
SWCC-14	\$114,779.62	\$63,306.99	\$1,300.23	\$3,412.03	\$9,140.00	\$77,159.25	\$37,620.37
IHCC-15	\$109,251.79	\$78,958.51	\$3,692.88	\$744.54	\$2,947.58	\$86,343.51	\$22,908.28
SCC-16	\$120,945.59	\$58,249.38	\$271.30	\$17,280.32	\$15,155.06	\$90,956.06	\$29,989.53
Totals	\$1,635,990.89	\$1,120,212.37	\$15,647.12	\$95,671.68	\$157,356.40	\$1,388,887.57	\$227,672.28

TABLE 2.2 ADJUSTED FINANCIALS FOR CARRYOVER
July 1, 2021 - NOVEMBER 1, 2021*

Community College	FY21 Carryover	Carryover Spent by 11.1.21	Balance
NICC-01	\$ 23,136.41	\$ 23,136.41	\$ (0.00)
NIACC-02	\$ 14,723.46	\$ 14,723.46	\$ (0.00)
ILCC-03	\$ -	\$ -	\$ -
NCC-04	\$ 20,480.94	\$ 20,480.94	\$ -
ICCC-05	\$ 10,487.20	\$ 10,487.20	\$ (0.00)
IVCCD-06	\$ 16,661.43	\$ 16,661.43	\$ (0.00)
HCC-07	\$ -	\$ -	\$ -
EICC-09	\$ 32,710.52	\$ 9,975.00	\$ 22,735.52
KCC-10	\$ -	\$ -	\$ -
DMACC-11	\$ -	\$ -	\$ -
WITCC-12	\$ 9,181.36	\$ 9,181.36	\$ -
IWCC-13	\$ 9,772.78	\$ 2,497.00	\$ 7,275.78
SWCC-14	\$ 37,620.37	\$ 20,240.90	\$ 17,379.47
IHCC-15	\$ 22,908.28	\$ -	\$ 22,908.28
SCC-16	\$ 29,989.53	\$ 27,984.00	\$ 2,005.53
Totals	\$ 227,672.28	\$ 155,367.70	\$ 72,304.58

*Carryover as of November 1, 2021 and will be zero by the end of 2022.



Industry Partners

Industry partners are interested in supporting student awareness, exploration and training for Iowa students to showcase the great careers in Iowa. In FY21, there were a total of 2,267 industry partners collaborating with Intermediaries providing valuable opportunities for students. Many of the industry partners participated 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 student industry tours. In FY21 state industry partner organizations connected industry partners from across the state to actively engage in the statewide virtual work-based learning events. Students across Iowa were positively impacted by Intermediary collaboration with: Iowa Skilled Trades, ABI Foundation, Iowa Business Council, Iowa PBS and Iowa Society of Certified Public Accountants with the statewide virtual events and many local events as well.

Industry Partner Quotes

“Our partnership with NIACC Career Connections led us to step outside of our comfort zone to offer a new type of work-based learning experience. The Work-Based Learning Coordinator contacted Henkel about a student interested in the construction industry. After meeting this student, we worked with NIACC Career Connections to offer an extended job-shadow experience. The mentor we assigned to the student was immediately impressed with the student’s interest level and ability. Upon seeing the student’s skill level, we were able to turn the learning experience into one where the student was able to actually perform tasks instead of just observing them. The knowledge the student gained will definitely help propel him forward with his career. It also showed Henkel that the benefits of offering a work-based learning experience for students

extends beyond just the student. Our workforce embraced the experience and our mentor realized he loves being in a mentorship role. This partnership has definitely opened doors for future students looking to participate in this type of experience.” – Katrina Moore, Human Resources Director, Henkel Construction (North Iowa Area Community College, NIACC Career Connections Intermediary Program)

“We have partnered with the Iowa Valley Intermediary Program through the Health Care Careers Day for the past several years. We have been given opportunities to promote and advocate for health care careers in collaboration with the Iowa Valley Intermediary Program. Our efforts to promote wound care through this program has been a wonderful benefit to our department and team members. Terri Hungerford has been a great resource to reach out to for opportunities for community education and outreach by aligning us with schools and fairs in the area. She is always willing to engage in our efforts to educate future students who are interested in the healthcare field by promoting wound care as a great opportunity for starting a healthcare career path.” – Kelly Illum, LPN at Unity Point Wound Healing Center. (Iowa Valley Community College, Iowa Valley Community College Intermediary Program)

“I was happy to share with students about my journey to becoming an access counselor at Rosencrance. I hope the information will help students make informed decisions with their career pathway.” – Nicole Keegan, Rosecrance Jackson Recovery Centers (Western Iowa Tech Community College, Intermediary Network Program)

“Being able to provide work-based learning opportunities and attract new talent is critical to long-term sustainable growth in our industry.” – Amber Pargmann, Distinctive Quality Manager, John Deere (Indian Hills Community College, Get Connected Intermediary Program)

“Working with Leanne through the Intermediary Network allows me to reach a larger audience of students. She helps organize events and brings her expertise to help foster connections between education and careers.” – Dana Millard, Economic Development Project Director at Lee County Economic Development Group (Southeastern Community College, The Link Intermediary Program)



Work-Based Learning Services

The work-based learning services offered by Intermediaries are foundational learning experiences necessary for students to engage in the full work-based learning continuum. These services include career awareness, career exploration, career preparation experiences along with collaborating with student placements for high school internships. Intermediaries provide career awareness work-based learning experiences through classroom speakers, informational interviews and career simulations (career immersion experiences). Intermediaries provide career exploration work-based learning experiences through interactive career events, industry tours (worksites exploratory events) and job shadows. Intermediaries provide 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. Intermediaries provide educator professional development through industry tours and teacher externships. 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 FY21, Intermediaries offered 3,612 student tours, 3,206 job shadows, connected 289 student internships, 14,693 classroom speakers, 9,911 career fairs, 5,140 financial literacy fairs, 2,705 mock interviews, 14,824 specialized regional work-based learning events and 16,962 student career experiences through statewide virtual events for a total of 71,342 student work-based learning experiences. Student experiences are depicted in table 4.1 for regional in-person experiences, table 4.2 for regional virtual experiences and table 4.3 for statewide virtual events.

TABLE 4.1 FY21 REGIONAL IN-PERSON EXPERIENCES

Industry Cluster	Career Fair	Classroom Speaker	Financial Literacy Fair	Intern-ships	Job Shadows	Mock Interview	Other Regional	Student Tours	Total Activities by Cluster
Agriculture, Food, & Natural Resources	579	1,173	0	2	88	85	213	8	2,148
Architecture & Construction	973	842	0	0	127	50	1,457	2	3,451
Arts, A/V Technology & Communications	183	703	0	0	131	59	1,283	18	2,377
Business, Management & Administration	453	871	1,024	0	88	1,274	453	564	4,727
Education & Training	202	424	0	0	81	106	169	0	982
Finance	431	429	1,917	0	78	59	70	0	2,984
Government & Public Administration	411	299	0	0	14	47	71	6	848
Health Sciences	609	853	0	0	476	138	1,600	12	3,688
Hospitality & Tourism	479	490	0	0	47	45	148	50	1,259
Human Services	612	421	0	0	107	50	120	5	1,315
Information Technology	183	1,042	0	0	43	60	1,359	139	2,826
Law, Public Safety, Corrections & Security	571	815	0	0	124	48	247	0	1,805
Manufacturing	432	1,648	0	0	18	53	774	620	3,545
Marketing, Sales & Services	453	426	0	0	36	61	78	450	1,504
Science, Technology, Engineering & Mathematics	1,156	951	1,920	0	270	65	4,365	701	9,428
Transportation, Distribution & Logistics	182	343	0	0	44	70	253	0	892
Total Activities	7,909	11,730	4,861	2	1,772	2,270	12,660	2,575	43,779

TABLE 4.2 FY21 REGIONAL VIRTUAL EXPERIENCES

Industry Cluster	Career Fair	Classroom Speaker	Financial Literacy Fair	Intern-ships	Job Shadows	Mock Interview	Other Regional	Student Tours	Total Activities by Cluster
Agriculture, Food, & Natural Resources	199	226	10	24	127	1	68	126	781
Architecture & Construction	191	227	5	20	96	36	657	24	1,256
Arts, A/V Technology & Communications	66	44	5	2	96	0	331	15	559
Business, Management & Administration	64	139	166	15	63	40	14	89	590
Education & Training	65	321	10	20	129	118	246	39	948
Finance	65	330	20	4	29	25	14	45	532
Government & Public Administration	149	95	5	6	10	0	14	22	301
Health Sciences	193	454	20	32	409	52	55	80	1,295
Hospitality & Tourism	127	55	0	15	25	77	42	75	416
Human Services	116	60	0	9	69	4	55	26	339
Information Technology	107	37	0	7	24	0	52	41	268
Law, Public Safety, Corrections & Security	98	189	0	10	96	5	18	20	436
Manufacturing	233	409	5	54	64	63	100	238	1,166
Marketing, Sales & Services	66	33	5	28	35	0	18	75	260
Science, Technology, Engineering & Mathematics	128	140	23	22	80	14	394	19	820
Transportation, Distribution & Logistics	135	204	5	19	82	0	86	103	634
Total Activities	2,002	2,963	279	287	1,434	435	2,164	1,037	10,601

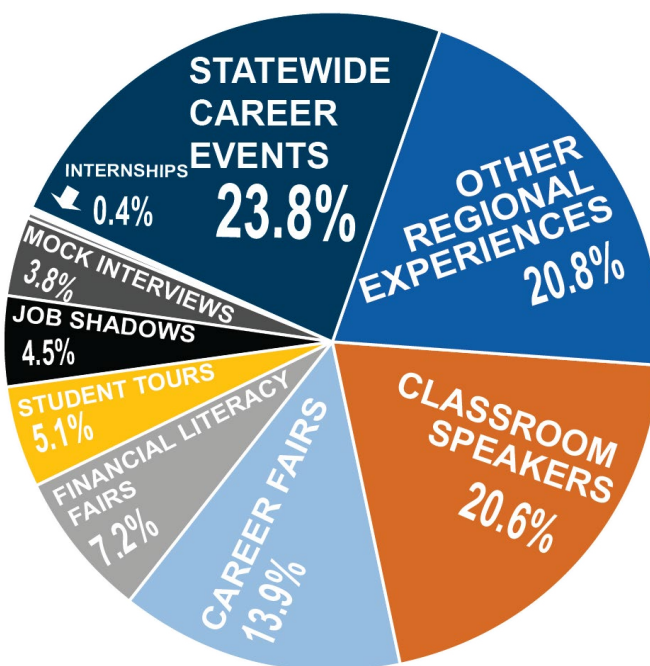


TABLE 4.3 FY21 STATEWIDE VIRTUAL CAREER EXPERIENCES

Industry Cluster	Student Activities
Agriculture, Food, & Natural Resources	1,891
Architecture & Construction	2,498
Arts, A/V Technology & Communications	404
Business, Management & Administration	2,487
Education & Training	532
Finance	600
Government & Public Administration	-
Health Sciences	3,205
Hospitality & Tourism	1,486
Human Services	530
Information Technology	495
Law, Public Safety, Corrections & Security	-
Manufacturing	239
Marketing, Sales & Services	603
Science, Technology, Engineering & Mathematics	1,775
Transportation, Distribution & Logistics	217
Total Activities	16,962



FIGURE 3.1 FY21 COMBINED IN-PERSON, VIRTUAL AND STATEWIDE EVENTS



Career Awareness Work-Based Learning Experiences

Career awareness experiences are designed to introduce students to careers. An introduction to careers is an important step in determining if students want to pursue additional content exploration with courses and more in-depth work-based learning experiences. Intermediaries work closely with educators to identify classroom speakers to enhance student learning or develop career simulation (career immersion) experiences that include opportunities to engage in hands-on activities associated with particular career paths.



Career Awareness Quotes

“I loved learning new things about the careers I’m interested in. I think it was a great experience and helped me to learn more about what I want to do in my future.” – Spirit Lake High School participant in Virtual Career Day (Iowa Lakes Community College, Connect at Iowa Lakes Intermediary Program)

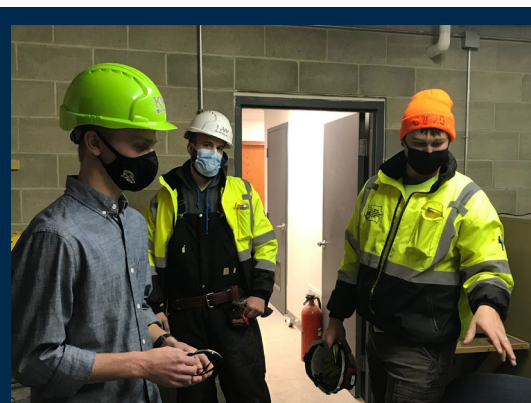
“I never realized how many women worked in the manufacturing industry.” – Lylah, student participant in the summer Robotics Camp for grades 5-8. (Northeast Iowa Community College, Northeast Iowa Career Learning Link Intermediary Program)

“I want to tell you how my thinking changed after hearing your presentation. I was originally thinking of going somewhere in the medical field but now I am almost 100% sure I’m going to. You showed me that there is a lot more you can do in the medical field than what I thought there was. I am more of a shy person and I’m shy when talking to people but I know now that there are jobs where you don’t talk to many people and are still part of medical staff.” – Hailey, student at Sudlow Intermediate School in Davenport, Iowa (Eastern Iowa Community College Intermediary Network Program)



Career Exploration Work-Based Learning Experiences

Career exploration experiences expand on career awareness experiences to provide students with a deeper career understanding. Students use the career exploration experiences to determine if they are track or if the student needs to engage in more career awareness activities in another career path. Intermediaries work closely with educators to develop engaging career events, industry tours (worksite exploratory events) and job shadows. The career exploration experiences provide opportunities to see work, actively “try out” the career, or ask industry professionals more in-depth questions about their career.



Career Exploration Quotes

“I liked that even though it was virtual I got the full experience and was able to feel like I was truly present at the University. I have been pretty uneasy about pursuing pharmacy in college but after this job shadow, I learned that it sounds like a perfect fit for me. Specifically, the interaction with people, the challenge, and the opportunities presented.” – Hannah Lester, Student at Prairie High School (Kirkwood Community College, Workplace Learning Connection Intermediary Program)

“We use our Intermediary Network coordinator as a partner in planning our Information Technology Day. We have a panel of local professionals and after the panel the professionals’ companies do activities with our IT students, usually 30 minutes in length. By working with our Intermediary we have opened this opportunity up to local school districts. In the Spring of ‘21 we had 5 other districts bring students. Our Intermediary has connections with the businesses and school districts. She has been amazing in stepping as a partner to make this event an outstanding semester event. The students look forward to it. One student quote was, “Can we do this everyday?” – Kyle Kuhlens, educator at Waterloo Career Center (Hawkeye Community College, Cedar Valley Career Connections Intermediary Program)

Career Preparation Work-Based Learning Experiences

Career preparation experiences help prepare students for careers. Students use the career preparation experiences to professionally prepare for career training opportunities. Intermediaries work closely with educators to organize professional skills workshops and mock interviews, most often connected to educators who are work-based learning coordinators. The valuable professional skills workshops and mock interviews connect students to professional expectations while still providing the support needed for high school students.

Career Preparation Quote

“I wanted to thank you all for coordinating the 9th grade interviews. The students seemed to have very positive remarks about the experience. My personal favorite: One student came up to me in the hallway and said ‘Ms. Hosch- I TOTALLY crushed it!’ I also heard several students in the hallway talking about it afterwards and how well it went for them. Thank you for giving my students a positive experience and boosting their confidence for interviews. They are great kids and it is awesome to hear how good of an experience the mock interviews were, considering most were very nervous prior to the interview.” – Holly Hosch, Guidance Counselor at North Cedar Community School District (Kirkwood Community College, Workplace Learning Connection Intermediary Program)



Career Training Work-Based Learning Experiences

The Intermediaries work closely with district work-based learning coordinators to assist in the placement of high school student interns. The role of the Intermediary as a collaborator is to ensure students have the preparation and support they need from the district work-based learning coordinator while identifying valuable internship placements based on industry interest and student career interest.

Career Training Quote

“I’ve learned so much about photo quality and problem solving in my internship. I also learned more about Clayton County, where I was born and raised. There are so many events that I didn’t know about and I enjoy helping to promote them for the community,” – Abby, student intern from Central High School (Northeast Iowa Community College Intermediary Program)

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 FY21, Intermediaries provided educators with a broad range of their own experiences through 284 educator tours, 189 professional development training opportunities, 33 externships with an additional 1,327 educator virtual work-based learning career experiences for a total of 1,833 educator experiences.

TABLE 9.1 FY21 EDUCATOR IMPACT

Industry Cluster	Externships	Professional Development & Training	Teacher Tours	Statewide Career Events	Total per Cluster
Agriculture, Food, & Natural Resources	3	15	22	164	204
Architecture & Construction	2	10	22	199	233
Arts, A/V Technology & Communications	1	8	10	30	49
Business, Management & Administration	4	60	6	194	264
Education & Training	1	28	7	62	98
Finance	0	1	27	49	77
Government & Public Administration	1	0	6	0	7
Health Sciences	2	21	41	219	283
Hospitality & Tourism	2	1	27	142	172
Human Services	1	10	3	31	45
Information Technology	1	6	12	37	56
Law, Public Safety, Corrections & Security	0	2	3	0	5
Manufacturing	9	11	60	20	100
Marketing, Sales & Services	3	0	35	42	80
Science, Technology, Engineering & Mathematics	1	16	0	125	142
Transportation, Distribution & Logistics	2	0	3	13	18
Total Activities	33	189	284	1,327	1,833

Educator tours are designed to connect educators with professional development related to foundational industry practices. Educator-focused career fairs provide an opportunity for educators to interact with multiple industry partners within a short amount of time. These educator experiences 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 and provide the flexibility the educator and industry partner desire. 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 Services Quotes

“I just wanted to let you know how much we appreciate and enjoy working with the DMACC Team in coordinating our Teaching for the Workforce Educator Program. Your team members are always willing to go the extra mile to make things great.” – Carla Eysink, Executive Director at Marion County Development Commission (DMACC, Career Discovery Network Intermediary Program)



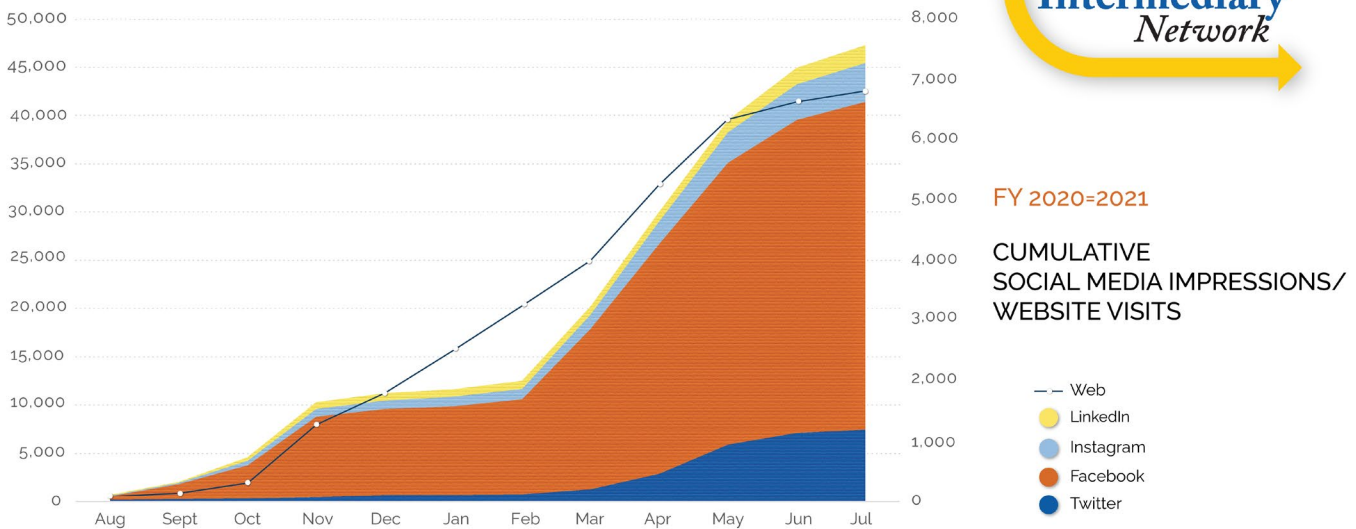
“The Teacher Academy Bus Tour was an amazing day because of all of your hard work. I have had a number of teachers comment on how educational and fun the day was. You went above and beyond to get the businesses we wanted to tour. It is so nice to know we can enlist the Intermediary Network when we need help. Again, thank you for all you do for my teachers and the entire area.” – Deb Goodman, CTE Consultant at Council Bluffs Community School District (Iowa Western Community College, Southwest Iowa Workplace Connection Intermediary Program)

“My experience will improve student learning at almost every level in my Transitions Classroom. Every lesson is designed to support moving students forward post graduation to become successful living and working community members. Learning to become a barista to run a coffee shop at school will help them gain skills, confidence and customer service that is hard to implement in the classroom setting.” – Jean Kinyon, 2021 Real World Teacher Externship Experience participant (Southwestern Community College, Workplace Learning Network)

Outcomes

During FY21 the Intermediaries had many accomplishments, which included:

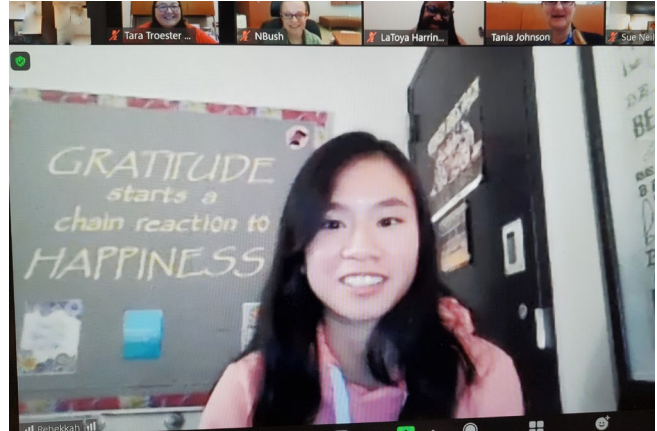
- Serving and actively participating on regional, community, school or college boards and committees, which support sustainable relationships between industry and educational partners.
- Providing support for districts to connect work-based learning experiences with student Individualized Career and Academic Plans (ICAP).
- Collaborating with other agencies, including Iowa Vocational Rehabilitation Services (IVRS), 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 through quality virtual work-based learning programming.
- Curating valuable work-based learning experiences to support the needs of education and industry.
- Increasing focus on collaboration 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 experiences and the various opportunities to connect, leading to 284 public school districts and an additional 33 private school districts across the state utilizing Intermediary services for student career exploration.



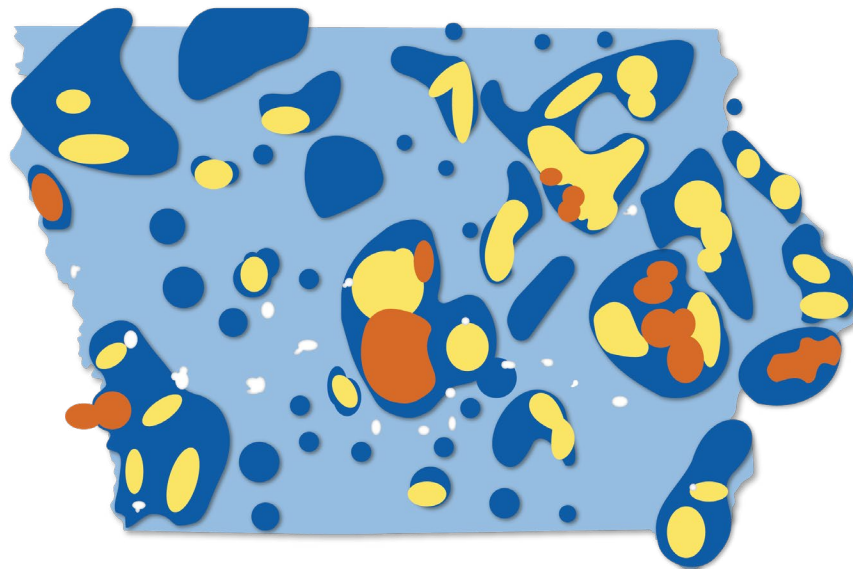
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Statewide Collaboration Increases Equitable Access

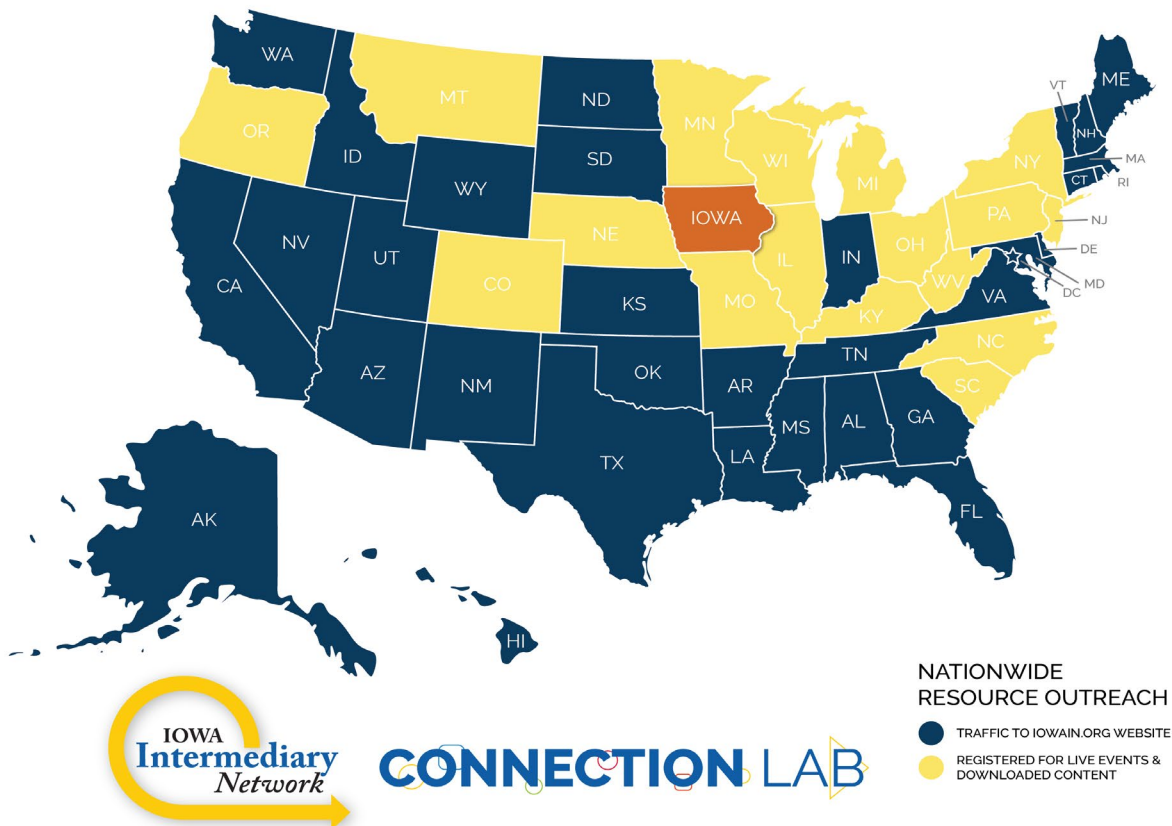
The Iowa Intermediary Network has had significant accomplishments in quality programming and outreach in FY21 despite the pandemic. As school districts navigated how to handle the new virus, many chose to minimize student interactions with group events and career exploration in the community. As a result of mitigation techniques from school districts and Intermediaries, many work-based learning experiences and events were moved to virtual options. When districts and industry found face-to-face interactions safe, in-person work-based learning experiences were offered. 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.



With the limitations of in-personal regional work-based learning experiences, the Iowa Intermediary Network collaborated to deliver high quality, high-impact work-based learning experiences virtually through statewide events. The statewide events offered the opportunity to maximize industry professionals and offer on-demand programming for students to connect with industry professionals across the state. Although the original intent was to ensure work-based learning experiences continued, the Iowa Intermediary Network discovered that statewide events increased access to industry professions for students and educators across the state. The free videos offered the opportunity for educators to enhance their curriculum and connect students to outstanding career opportunities in Iowa. Students positively impacted included middle school, high school and college students. The cost to record, communicate and develop the website were all upfront costs, thus allowing unlimited downloads from students and educators.



The statewide events developed by the Iowa Intermediary Network not only positively impacted Iowa students and educators, educators in other states saw the content and downloaded it to use in their classrooms as well. There was no added cost for educators or students to download the content and this added benefit will allow students and educators across the country to connect the outstanding opportunities available in Iowa.



Statewide Events Quotes

“The events that we have participated in this year have been a great way for our students to see what is out there for them in the state of Iowa. Students usually made a comment about how they did not know that all of these careers took place in Iowa. We usually like to take tours and visit with our local businesses and this was a way for us to do that on a larger scale when we were not able to get into some of the businesses in the area due to the pandemic.” – Nate Wendt, Business and Careers Teacher at Spencer High School

“The statewide virtual Intermediary events have been a great addition to my classroom this year. The information that was given, at a level high school students could easily understand, was both informative and thought provoking. I will continue to use the videos in my classroom for career information and exploration purposes.” – Kristen Bandy, School-to-Work Coordinator at Oskaloosa High School

Quality Professional Growth

The FY21 Iowa Intermediary Technical Assistance Center (IITAC) Grant built upon the efforts established in the FY20 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 priorities of the FY21 IITAC Grant were identified to:

- Increase the capacity of the Intermediary Network to provide work-based learning opportunities to all Iowa schools.
- Create a unified statewide approach to support student equitable access to work-based learning.
- Develop a supportive and collaborative approach to work-based learning bridging the Intermediaries and other statewide entities.
- Launch a statewide events portal to deliver quality work-based learning that transcends barriers to access.
- Support best practices in supporting work-based learning across the state.



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. The marketing partner was also able to restructure the website to allow educators and students to access high-quality work-based learning professionals across the state. The statewide platform for access to work-based learning events tied to CTE (Career and Technical Education) standards allowed for an additional platform for classrooms to connect to professionals. They also provide the opportunity for new Intermediaries to gain a foundation for how to deliver services in their region.

The FY22 IITAC Grant will expand on the accomplishments of the FY21 IITAC Grant and provide additional support focused on developing a statewide vision and marketing strategy for quality programming with equitable access for all students. The FY21 and FY22 IITAC Grants are overseen by Northeast Iowa Community College as the fiscal agent, but will be 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.

Collaboration

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. The following collaborative partnerships in FY21 have led to increased opportunities for students and educators across the state:

- Iowa Vocational Rehabilitation Services (IVRS)
- STEM Hub managers
- AEA staff
- Regional Planning Partnerships (RPP)
- Iowa Economic Development
- Iowa Workforce Development
- Local Chambers of Commerce
- ABI Foundation
- Iowa Business Council
- Iowa Skilled Trades
- Iowa PBS



Collaboration Quotes

“As the Iowa Vocational Rehabilitation Intermediary, I am truly blessed to have such an amazing partnership with my Intermediary. We are able to collaborate with each other on multiple events and give ALL students the same opportunity to be successful.” – Makenzie Hawley, IVRS Intermediary at Iowa Central Community College (Iowa Central Community College, Career Connections Intermediary Program)

“Erica in her intermediary position has been an incredible asset to Jackson County. As with many other rural communities, we struggle to help promote and enhance work based learning opportunities for students in our schools. Erica’s work with the schools and area employers has been an integral in building these initiatives in just a short time. We hope for the opportunity to continue to work with Erica for the following year.” – Nicolas Hockenberry, Director, Jackson County Economic Alliance (Eastern Iowa Community College Intermediary Network Program)

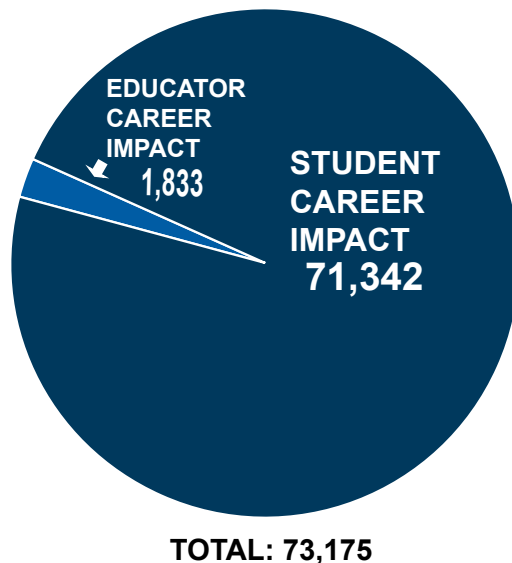
Summary

During FY21, regional Intermediary networks collectively provided 73,175 work-based learning experiences for students and educators, including 71,342 student experiences and 1,833 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 interaction. In addition, connections with the 2,267 industry connections during FY21 demonstrate 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.

During FY21 COVID-19 continued to present barriers to work-based learning experiences and in response regional Intermediaries developed opportunities to overcome barriers with COVID-19 and develop safe, virtual opportunities for students to engage in career exploration and in-person experiences based on the comfort level of education and industry. As FY22 progresses, the Intermediaries continue to incorporate virtual opportunities to increase work-based learning career exploration experiences while offering in-person work-based learning experiences.

TABLE 14.1 STUDENT AND EDUCATOR IMPACT TOTALS





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, Senior Year Plus and the Statewide Intermediary Network program.