Work-Based Learning Intermediary Network

Fiscal Year 2017 Report

COMMUNITY COLLEGES & WORKFORCE PREPARATION
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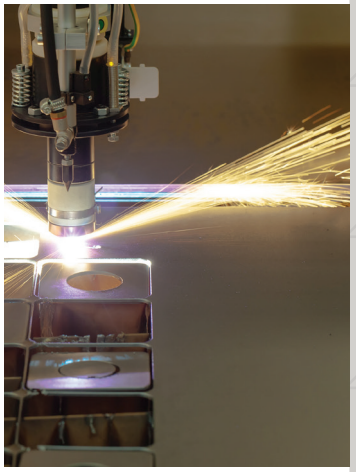

Introduction

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

Operations

Established in rule (Iowa Code 2014 Section 256.40), the Iowa Intermediary Network operated collaboratively as 15 regional intermediary work-based learning networks (one for each community college district). These regional networks are expected to target, at a minimum, in-demand industries particularly related to science, technology, engineering, or mathematics occupations, occupations related to critical infrastructure and commercial and residential construction, or the targeted industries of advanced manufacturing, biosciences, and information technology. Each intermediary network serves as a single one-stop point of contact by providing core services to school districts in their respective region. These core services include, but are not limited to, job shadows, student internships, and teacher or student tours.

Starting in fiscal year 2014 (FY14), the Iowa Department of Education (Department) was appropriated the $1.45 million for the development and implementation of an Iowa Intermediary Network. This funding was awarded on a competitive (grant) basis to the 15 regional intermediary networks.

State grant funds received by the regional intermediary networks are to be used to develop and expand work-based learning opportunities within each region. A match of resources equaling 25 percent is a requirement of the funding. This match can include private donations, in-kind contributions, or public monies. Funds may be used to support personnel responsible for the implementation of the intermediary network program components.

All regional intermediaries are required to go through strategic planning with their advisory councils. The strategic plans include appropriate regional goals and measure results as needed by the area schools. In addition, the plans enable the advisory councils to review, analyze, and revise the current strategic plans through a continuous improvement plan model.

Each intermediary network has membership on the career and technical education (CTE) planning partnership with its region. The regional intermediary network coordinator has informed the CTE regional planning partnership of their activities, and in turn have informed their partners about the CTE redesign effort (HF 2392 implementation) that is currently under way. As a result, all 15 CTE regional partnerships have included promoting work-based learning as part of their multi-year strategic plan.

Report Layout

The report describes the FY17 expenditures, core services, and other activities for students and educators. It also provides exemplars of student and educator experiences, as well as business connections within each of the regional intermediary networks.

IOWA INTERMEDIARY NETWORK PURPOSE

The purpose of the program shall be to prepare students for the workforce by connecting business and the education system and offering relevant, work-based learning activities to students and teachers.

TARGETED WORK-BASED LEARNING INDUSTRIES

The regional intermediary networks prepare students for the workforce by connecting business and the education system by offering relevant, work-based learning activities to students and teachers, particularly related to science, technology, engineering, or mathematics occupations, occupations related to critical infrastructure and commercial and residential construction, or the targeted industries of advanced manufacturing, biosciences, and information technology

CORE SERVICES PROVIDED

Each of the regional intermediary networks provide core services to school districts in their respective regions, which may include job shadows, student internships, and teacher or student tours. Where appropriate, the attainment of portable credentials of value to employers, such as the National Career Readiness Certificate (NCRC), are facilitated.

Analysis

Table 1 summarizes FY17 final expenditures. Many of the regional intermediaries had funds left over from FY16; however, the carry-forward amount from FY17 was significantly reduced from the previous fiscal year. FY17 carryover was $66,996.68 (as shown in Table 1, Unspent FY17 Grant Funds). The FY17 grant funds were $96,665 per region, for a total of $1.45 million. Of these grant monies, the majority of intermediary grant funds were spent on personnel ($1,216,412.37). The remaining expenditures included travel, supplies, and other expenses, including, but not limited to, database, certifications, equipment, and transportation.

TABLE 1: FINAL EXPENDITURES: FY17

Regional Intermediary Network/Community College Region	Unspent FY16 Grant Funds	Personnel	Travel	Supplies	Other Expenses	Unspent FY17 Grant Funds
Northeast Iowa Career Learning Link/NICC	$6,051.01	$77,717.03	$1,324.84	$5,789.46	$13,493.85	$4,390.83
NIACC Career Connections/ NIACC	$6,085.07	$95,794.88	$252.02	$29.99	$6,673.18	--
Connect@Iowa Lakes/ILCC	$7,399.75	$66,427.64	$4,652.82	$20,554.44	--	$12,429.85
NCC Workplace Learning Connections/NCC	$40,307.27	$85,601.08	$1,630.86	$1,793.24	$27,010.04	$20,937.05
IC/Career Connections/ ICCC	$29.33	$63,315.84	$153.23	$10,736.38	$22,488.88	--
Iowa Valley Intermediary Program/IVCCD	$463.00	$73,422.00	$2,597.00	$2,484.00	$16,177.00	$2,448.00
Cedar Valley Career Connections & Cedar Valley West/HCC	--	$96,665.00	--	--	--	--
Quad Cities Career Connections/EICC	$391.34	$84,052.00	$7,067.34	$5,937.00	--	--
Workplace Learning Connections/KCC	--	$89,854.96	$6,810.04	--	--	--
Career Discovery Network/ DMACC	--	$70,079.41	$183.00	$13,118.93	$13,283.66	--
WIN/WITCC	$38,850.00	$76,927.93	$9,757.68	$22,173.63	$13,869.00	$12,786.76
Southwest Iowa Workplace Connection/IWCC	$13,126.57	$105,014.22	$788.66	$877.06	$3,111.63	--
Workplace Learning Network/SWCC	--	$86,856.32	$694.36	$101.62	$9,012.70	--
Get Connected/IHCC	--	$87,163.49	$5,894.51	$1,221.27	$2,385.73	--
The Link/SCC	$6,938.86	$57,520.57	$6,604.08	$16,999.20	$8,475.81	$14,004.20
TOTAL	**$119,642.20**	**$1,216,412.37**	**$48,410.44**	**$101,816.22**	**135,981.48**	**$66,996.68**

Tables 2 and 3 both illustrate work-based learning experiences that occurred on a worksite, including internships, job shadows, and tours. Over the past year, worksite core services were provided to 20,309 students, which included work-based learning experiences that were funded by intermediary funds and those that were organized with alternative funding. In some cases, this included funding through Iowa STEM, community colleges, or other partners working in collaboration with the regional intermediary network. Of the total number of students, 12,956 participated in worksite experiences that were provided solely with intermediary funds. Documenting these additional services illustrates that important partnerships are being developed through the Iowa Intermediary Network (shown as the second number in the "TOTAL" column in Table 2). Table 2 shows this breakout by the regional intermediary networks. Worksite core services included internships (211/630), job shadows (3,250/2,997), and student tours (9,495/3,726).

TABLE 2: WORKSITE CORE SERVICES: FY17

Regional Intermediary Network/ Community College Region	Internships	Job Shadows	Student Tours	Total	Total Participants
Northeast Iowa Career Learning Link/NICC	30	308	716	1054	1054
NIACC Career Connections/NIACC	10	174	728	912	912
Connect@Iowa Lakes/ILCC	--	573	1255	1828	1828
NCC Workplace Learning Connections/NCC	--	13	248	261	261
IC/Career Connections/ICCC	--	105	303	408	408
Iowa Valley Intermediary Program/ IVCCD	--	184	773	957	957
Cedar Valley Career Connections & Cedar Valley West/HCC	88	495	806	1389	1389
Quad Cities Career Connections/ EICC	27	401	587	1015	1015
Workplace Learning Connections/ KCC	51/308	446/2,571	462/2,676	959/5555	6514
Career Discovery Network/DMACC	0/322	0/426	1,569/1,050	1569/1798	3367
WIN/WITCC	--	32	574	606	606
Southwest Iowa Workplace Connection/IWCC	--	86	268	354	354
Workplace Learning Network/SWCC	--	114	385	499	499
Get Connected/IHCC	5	249	780	1034	1034
The Link/SCC	--	70	41	111	111
TOTAL	**211/630**	**3,250/2,997**	**9,495/3,726**	**12,956/7,353**	**20,309**

Note: Double entries indicate Intermediary grant supported work-based learning activities/work-based learning activities that are supported with other funds.

TABLE 3: WORKSITE CORE SERVICES BY CAREER CLUSTER

Regional Intermediary Network/CC Region	Career Cluster 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Total
NE Iowa Career Learning Link/NICC	68	43	27	12	56	7	--	240	14	17	3	34	341	3	159	30	**1054**
NIACC Career Connections/NIACC	53	30	14	8	10	36	--	102	82	14	4	32	339	47	27	114	**912**
Connect@Iowa Lakes/ILCC	125	203	154	29	131	42	12	283	148	73	36	67	203	37	182	103	**1828**
NCC Workplace Learning Connections/NCC	--	--	--	--	2	1	--	6	--	--	--	1	187	--	28	36	**261**
IC Career Connections/ICCC	18	2	23	8	27	2	10	78	18	17	7	42	125	--	30	1	**408**
Iowa Valley /IVCCD	89	53	15	31	66	7	55	201	69	30	38	99	37	58	50	59	**957**
Cedar Valley Career Connections & CVW/ HCC	84	50	51	37	67	15	10	213	23	77	70	40	532	30	67	23	**1389**
Quad Cities Career Connections/EICC	--	--	4	334	--	--	--	7	--	--	--	--	647	23	--	--	**1015**
Workplace Learning Connections/KCC	61/ 351	43/ 255	68/ 392	72/ 406	26/ 166	9/ 56	4/22	252/ 1432	9/71	39/ 223	38/ 223	42/ 248	87/ 498	31/ 184	165/ 949	13/ 79	**959/ 5,555**
Career Discovery Network/DMACC	0/107	0/98	158/ 71	50/ 28	27/ 37	7/5	--	220/ 650	23/34	13/4	227/1	107/ 257	318/ 115	14/32	235/2	177/ 357	**1,569/ 1,798**
WIN/WITCC	74	16	135	7	2	1	17	73	21	1	3	22	26	54	103	51	**606**
SW Iowa Workplace Connection/IWCC	7	5	41	3	9	16	--	59	18	23	12	9	94	4	43	11	**354**
Workplace Learning Network/SWCC	70	50	13	20	10	15	1	105	13	3	11	6	57	12	77	36	**499**
Get Connected/IHCC	67	--	16	2	5	53		136	33	44	46	6	573	3	42	8	**1034**
The Link/SCC	4	6	5	4	7	3	2	10	2	3	4	5	37	2	17	--	**111**
TOTAL PARTICIPANTS	**720/ 458**	**501/ 353**	**724/ 463**	**617/ 434**	**438/ 203**	**214/ 61**	**111/ 22**	**1,985/ 2,082**	**473/ 105**	**354/ 227**	**499/ 224**	**512/ 505**	**3,603/ 613**	**318/ 216**	**1,225/ 951**	**662/ 436**	**12,956/ 7,353**

1 Agriculture, Food, & Natural Resources
2 Architecture & Construction
3 Arts, A/V Technology, & Communication
4 Business Management & Administration
5 Education & Training
6 Finance
7 Government & Public Administration
8 Health Sciences
9 Hospitality & Tourism
10 Human Services
11 Information Technology
12 Law, Public Safety, Corrections, & Security
13 Manufacturing
14 Marketing
15 STEM
16 Transportation, Distribution, and Logistics

* Double entries indicate Intermediary grant supported work-based learning activities/work-based learning activities that are supported with other funds.

Table 3 shows the breakout of the worksite core services in each community college region by career cluster. The regional intermediary contacts work closely with school districts to bring experiences throughout all 16 career clusters. This is most often done through a needs assessment conducted by the regional intermediary network contact and a school district representative. Including data from all funding sources, the manufacturing career cluster had the most participants (4,216), followed by the health sciences (4,067), and STEM (2,176).

Table 4 illustrates the other work-based learning opportunities that were provided to students as defined by "Other Core Services." "Other Core Services" are identified as those that are not on a worksite, but do connect business and industry representatives with students through a work-based learning activity. These activities included career fairs, career speakers or presentations, business/ industry panels, and open house events, among others. A total of 41,684 students participated in activities that were intermediary-funded. In addition, 31,916 students participated in these activities through separate funding sources. The overall increase was 17,688 additional work-based learning opportunities (not at a worksite).

Opportunities for educators were also provided through this grant. These included tours, externships, and other educator experiences. A total of 1,718 educators participated in work-based learning opportunities as shown in Table 5 on page 8.

While all the regional intermediaries focus on the grant's required core services, each intermediary is also able to devote opportunities that meet the specific needs of the area educators and students. Examples of regional intermediary activities are included in the Appendix on page 11.

TABLE 4: OTHER CORE SERVICES

Regional Intermediary Network/Community College Region	Description of Other Core Services	Number of Career Clusters by Core Services	Participants Funded with Intermediary Funds	Participants Funded with Other Resources	Total
Northeast Iowa Career Learning Link/NICC	Career coaching, career fairs, career speaker, financial literacy, leadership activities, mentoring, mock interviews, and career exploration activities.	16	7,016	--	7,016
NIACC Career Connections/ NIACC	Career speaker, career day, design & build activity, career fairs, summer career camp, career exposure activity, and Spotlight on STEM career fair.	16	1,283	--	1,283
Connect@Iowa Lakes/ILCC	Career speaker, CTE career exploration days, financial literacy fair, and mock interviews.	15	3,601	608	4,209
NCC Workplace Learning Connections/NCC	Career fairs and career expos.	3	841	2,500	3,341
IC/Career Connections/ICCC	Career day, Game of Life, financial literacy fair, finger print activity, career speaker, interview skits, mock interviews, and resume workshop.	16	3,568	--	3,568
Iowa Valley Intermediary Program/IVCCD	Advanced manufacturing day, school career conference, financial literacy, career speaker, intro to health careers day, kids in college, career expo, mock interviews, Powershiek career discovery day, STEM camp, STEM fair, and transition fair.	16	4,039	--	4,039
Cedar Valley Career Connections & Cedar Valley West/HCC	Career fair, career speaker, elementary career exploration event, financial literacy fair, and mock interviews.	16	2,181	2,884	5,065
Quad Cities Career Connections/EICC	Career fair, classroom presentations, discussion panels, and financial literacy fair.	7	7,340	--	7,340
Workplace Learning Connections/KCC	Career fair, career speakers, financial literacy fair, mock interviews, STEM festival, and STEM institute.	16	3,466	19,148	22,614
Career Discovery Network/ DMACC	Career speakers, Discover days, mock interviews, and entrepreneurship.	11	1,776	1,323	3,099
WIN/WITCC	Campus career exploration day, 8th grade girls STEM careers activity, career fair, hands-on auto activity, career speaker, soft skills training, and virtual job shadow.	16	2,820	--	2,820
Southwest Iowa Workplace Connection/IWCC	CTSO competitions, career panels, CTE open house, engineering day, HS career forum, career sessions, mock interviews, robotics competition, career speakers, and summer career institute.	16	1,212	864	2,076
Workplace Learning Network/SWCC	Career fair, financial literacy fair, and career coach presentations.	11	1,313	--	1,313
Get Connected/IHCC	Mock interviews, career speakers, IACAC Fair, IowaWorks presentation, Kuder workshop, career exploration day, resume writing, and welding competition.	3	755	2,778	3,533
The Link/SCC	Health care career expo, tater toss competition, and 8th grade girls STEM career exploration.	2	473	1,811	2,284
TOTAL PARTICIPANTS		**N/A**	**41,684**	**31,916**	**73,600**

TABLE 5: CORE SERVICES FOR EDUCATORS

Regional Intermediary Network/Community College Region	Career Clusters	Educator Tours	Educator Externships	Other Educator Experiences	Total
Northeast Iowa Career Learning Link/NICC	Agriculture, Food & Natural Resources; Business Management & Administration; Education & Training; Hospitality & Tourism; and Information Technology.	57	0	67	124
NIACC Career Connections/ NIACC	All career clusters, except Marketing, Sales, and Service.	62	0/8	68	130/8
Connect@Iowa Lakes/ILCC	All career clusters, except Government & Public Administration.	92	0	95	187
NCC Workplace Learning Connections/NCC	STEM	0	0	16	16
IC/Career Connections/ICCC	Arts, A/V Technology & Communication; Health Sciences; Hospitality & Tourism; Law, Public Safety, Corrections & Security; Manufacturing; and Science, Technology, Engineering & Mathematics.	0	11	10	21
Iowa Valley Intermediary Program/IVCCD	All career clusters, except Architecture & Construction; Business Management & Administration; Law, Public Safety, Corrections & Security; and Marketing.	0	0	99/6	99/6
Cedar Valley Career Connections & Cedar Valley West/HCC	All 16 career clusters.	167	0	0	167
Quad Cities Career Connections/EICC	Manufacturing	0	18	0	18
Workplace Learning Connections/KCC	All career clusters, except Education & Training; Government & Public Administration; Human Services; and Transportation, Distribution, & Logistics.	33/178	0	0	33/178
Career Discovery Network/ DMACC	Architecture & Construction; Arts, A/V Technology & Communication; Business Management & Administration; Health Sciences; Hospitality & Tourism; Human Services; Information Technology; Manufacturing; Marketing; Science, Technology, Engineering & Mathematics; and Transportation, Distribution & Logistics.	177	0	0/11	177/11
WIN/WITCC	Agriculture, Food & Natural Resources; Arts, A/V Technology & Communication; Business Management & Administration; Finance; Health Sciences; Manufacturing; and Transportation, Distribution & Logistics.	0	9	0	9
Southwest Iowa Workplace Connection/IWCC	Arts, A/V Technology & Communication; Business Management & Administration; Finance; Health Sciences; Hospitality & Tourism; Human Services; Information Technology; Manufacturing; Science, Technology, Engineering & Mathematics; and Transportation, Distribution & Logistics.	27	20	0	47
Workplace Learning Network/SWCC	All career clusters, except Finance and Government & Public Administration.	40	8	63	111
Get Connected/IHCC	Manufacturing; and Science, Technology, Engineering & Mathematics.	248	0	108	356
The Link/SCC	Health Sciences; and Hospitality & Tourism; Manufacturing.	18	2	0	20
TOTAL PARTICIPANTS		**921/178**	**68/8**	**526/17**	**1515/203**

Outcomes

FY17 resulted in the following successes:

- Developed sustainable relationships with business and industry contacts to build and expand work-based learning opportunities for students.
- Improved communication regarding the benefits and services provided by each regional Intermediary, resulting in additional work-based learning experiences in all career clusters for a larger population of K12 students.
- Collaborated with other agencies, including Iowa STEM, AEAs, and career and technical student organizations to increase the number of work-based learning experiences offered to students and educators.
- Strengthened connections with school counselors to meet the needs of all students by working toward mutual goals listed in the CTE Redesign—Division I. These work-based learning opportunities are better aligned with the interest of students and educators.
- Developed solutions to overcome existing barriers, such as insurance, transportation, and appropriately licensed work-based learning coordinators, which have previously hindered work-based learning opportunities.
- More focused expenditures, resulting in fewer carry-forward dollars from the prior year, thereby, contributing to increased opportunities for student and educator work-based learning experiences.

Challenges

As work-based learning interest grows, school districts appreciate the relationships the regional intermediary networks have built with business and industry. The single contact has helped grow opportunities for both students and educators. The challenge has been meeting the growing work-based learning requests, especially in regions that contain a large number of school districts and students.

Summary

The Iowa Intermediary Network had a successful year by impacting more students and schools with work-based learning opportunities and by building and strengthening business and industry connections to expand experiences. The intermediary network coordinators have a strong collaborative effort of sharing best practices among regions and developing a statewide system of business engagement with education.

Collaboration also exists with other agencies with the focus on student success, which included Iowa STEM and career and technical student organizations. With the passage of the CTE redesign (HF 2392), the Iowa Intermediary Network has begun to play an important role with the regional planning partnerships to provide additional information about career planning by working with school counselors and working with these counselors to expand work-based learning opportunities for all students.

Appendix: Exemplars in Business Connections, Student Experiences, and Educator Experiences

Activities within each regional intermediary network is managed by a coordinator. The 15 Iowa Intermediary Network coordinators meet regularly to discuss various collaborative activities, sharing best practices, and presenting at state and national conferences. In FY17, the Iowa Intermediary Network coordinators presented at conferences, including the Iowa Association for Career and Technical Education Conference, the Iowa Business Education Association Convention, the Iowa School Counselors Association Conference, and the Nontraditional Careers Best Practices Workshop. In addition, they exhibited at several conferences, including the Iowa School Board Association Convention and Iowa Work-Based Learning Conference.

Each regional intermediary must develop a network of business and industry contacts to build an inventory of work-based learning opportunities. Nearly 3,000 businesses collaborated with the Iowa Intermediary Network to bring work-based learning experiences to students and educators. In addition, all intermediaries focus on building and sustaining relationships with business and industry in their regions by serving on regional boards, committees, and professional organizations.

Student work-based learning opportunities are varied from region to region, but typically include tours, speakers, career fairs, and job shadows. The variety of opportunities covers all 16 career clusters for students to experience a diversity of career options.

All of the regional intermediary networks have expanded their services to provide information to school district educators with regard to work-based learning experiences. All regional intermediaries have websites for students and educators to sign up for new work-based learning opportunities, as well as inform them of upcoming activities and events. Many of these sites also have links for interested businesses to sign up.

The following pages include exemplars which are separated out by business connections, student experiences, and educator experiences for each regional intermediary network. It should be noted the separation is for reporting convenience only. The three are intertwined when it comes to delivering comprehensive work-based learning services.

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

Business Connections: The regional intermediary coordinators served on several business and community boards and assisted in creating solutions for the goals that are work-based learning related.

Student Experiences: Career coaches worked individually with students to set up job shadows. The hands-on process of organizing job shadows ensures students are prepared for the experience, which makes for positive experiences for both students and employers and has a major positive impact on employer involvement. The Career Learning Link director and career coaches are in constant contact with schools to determine their needs so customized work-based solutions can be created. Also, the majority of students who enroll in Career Learning Link enroll in a course called Pre-employment Strategies and complete the NCRC assessment so students have that credential. NICC Career Learning Link has established an excellent working relationship with the Intermediary partners at Hawkeye Community College. Additionally, the Director is in constant contact with the STEM Hub manager so they can mutually identify opportunities for students.

Educator Experiences: Through NICC, activities for educators through Career Learning Link included tours in collaboration with the Keystone Area Education Agency.

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

Business Connections: Resulting from the regional intermediary coordinators efforts, businesses are now communicating with the regional intermediary network to bring students and educators to their site, or they are going to the school, or exploring new ways to connect with students. NIACC Career Connections collaborated with partners from IowaWORKS, Central Rivers AEA, Region 2 CTE Planning Partnership, NIACC, STEM, Iowa Vocational Rehabilitation Services, and other economic entities and businesses. These alliances brought strength to the program by providing additional opportunities to students.

Student Experiences: The regional intermediary arranged one-day worksite tours where students attended a variety of businesses highlighting all 16 career clusters. Student activities included Spotlight on STEM, three summer camps, classroom speakers and presenters, career fairs and expos. In addition, a design-and-build plus welding competition was held. During the summer, NIACC Career Connections reviewed each school's needs assessment and generated individual school reports on the work-based learning activities conducted, as well as future goals for the district. They also collaborated with Mason City schools to pilot an internship program for its students. At other regional schools, job shadows and long-term work experiences were arranged, as well as activities to allow students to explore the health related career pathway.

Educator Experiences: NIACC Career Connections partnered with AEA Central Rivers to offer externships. In addition, there were follow-up sessions to share their experiences and hear how the educators incorporated what they learned into their classrooms. During the Counselor Network Meeting, NIACC Career Connections organized a worksite tour specifically for educators.

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

Business Connections: The intermediary coordinator developed a business testimonial video to share with stakeholders to highlight the program benefits. The intermediary is currently connected with over 370 businesses for intermediary work-based learning activities.

Student Experiences: The regional intermediary network collaborated with the STEM Hub Manager to conduct Aviation Day for the second year, resulting in twice the number of student participants from the first year.

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

Business Connections: The regional intermediary network reached out to businesses in all sector areas to educate them on the purpose of the intermediary network and to coordinate opportunities for students and educators to complete job shadows, tours, internships, and externships. A total of 56 industry leaders collaborated through face-to-face meetings. The regional intermediary coordinator participated in the Manufacturing Sector Board and worked closely with area economic developers to build and sustain relationships among employers, students, and educators.

Student Experiences: The regional Intermediary network worked with 17 area high school counselors to assist with job shadow opportunities for students. Job exploration tours were scheduled through face-to-face contact with instructors and business leaders. Summer camps were established. In addition, the regional intermediary evaluated and assessed the needs of the students. It was determined that there was a need for assistance with job preparation and financial literacy. As a result, a new workshop was developed that will be offered in FY18 to meet these needs. Workplace Learning Connection at NCC offered an engineering expo where students, as a team, utilized STEM skills creating and executing their own catapults along with program-solving skills. Manufacturing Day also was an activity where students connected with area business leaders in understanding career opportunities and the education and skills required for a future-ready workforce.

Educator Experiences: Workplace Learning Connection at NCC worked with area instructors and scheduled work tours along with one-on-one networking with business leaders to assist in connecting educators, businesses, and students. Summer externships were available to area educators.

IC Career Connections/Iowa Central Community College (ICCC)

Business Connections: By presenting and networking with local business professionals through events or committees, the Iowa Central Career Connections (ICCC) built successful partnerships that included 298 business professionals in different work-based learning opportunities. This intermediary also developed a great working relationship with the Fort Dodge Greater Growth Alliance, which is a key player in helping to connect with new business partners. The coordinators served on various committees and chaired the Future Workforce Committee and the Marketing CTE Board for Fort Dodge Senior High.

Student Experiences: The ICCC program has grown rapidly in this area. This year, it assisted 4,599 students, as well as increased job shadows and collaborated with other Intermediaries to offer a regional event. The ICCC intermediary administered the NCRC (National Career Readiness Certificate) test, OSHA training, and CPR training to 102 students this past year. ICCC worked collaboratively with the STEM Hub manager to assist one of the regional schools to complete a STEM BEST Grant to revamp its career academies.

Educator Experiences: The regional intermediary network held its first regional school counselor summit. This offered a unique opportunity for counselors to network and to collaborate on how to enhance work-based learning opportunities for their students.

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

Business Connections: Coordinators developed successful business and industry partnerships because of the continuous communication needed to conduct job shadow experiences, tours, and other career activities. Local banks are very involved in the Iowa Valley Intermediary financial literacy fairs.

Student Experiences: The Iowa Valley Intermediary coordinators arranged job shadows that covered a variety of careers in the 16 career clusters. Students were able to access the Virtual Job Shadow program which offered students simulated experiences in careers. In addition, multiple worksite tours, a financial literacy fair, and a summer STEM camp were arranged for students. Over 77 students received Health Insurance Portability and Accountability Act (HIPAA) training to prepare them for events in the healthcare career field. As part of the Marshalltown Business and Education Alliance, the Intermediary helped facilitate the sophomore business tours which involved 22 local businesses and 323 students.

Educator Experiences: The regional intermediary network collaborated with Poweshiek Economic Development and AmeriCorps to develop and offer a Teacher Education Course. This course was designed to help educators understand the need for middle skills employees and what employers are looking for in an employee.

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

Business Connections: The regional intermediary network coordinators sat on multiple community, industry and education committees, and boards. Connections include economic development offices, HCC Business and Industry, HCC Sector Boards, CTE advisory boards, local chambers, Hawkeye Career Services, area career fairs, Elevate Iowa, Master Builders of Iowa, and IHUM (information technology, healthcare, utilities, manufacturing) grant.

Quad Cities Career Connections/ Eastern Iowa Community Colleges (EICC)

Business Connections: The regional intermediary network has built a business network of 207 active businesses that provide opportunities to expand the network to encompass multiple career paths. This regional intermediary network has a total of 450 businesses with 810 contacts in its regional database. Enhancing existing partnerships that include chambers of commerce, workforce development offices, and local development groups, among others, will facilitate the connection of additional businesses throughout the region. The regional intermediary network has met with Clinton County stakeholders, Jackson County Alliance, and the Maquoketa Chamber of Commerce, to name a few. Quad Cities Career Connections has also worked on the development of a program called AIM Higher which will help with a common calendar for business/industry and school districts on opportunities for classroom presentation and workplace tours.

Student Experiences: The regional intermediary network worked with the EICC Admissions, Gear UP, iJAG, and AVID to attend all secondary school events.

Educator Experiences: The QC Career Connections collaborated with the Pleasant Valley/Bettendorf Partnership to host the Great Teachers Workshop. This workshop allowed 25 high school instructors to expand their knowledge of local business and industry opportunities along with touring education institutions.

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

Business Connections: The director and staff met regularly with the county economic development contacts and identified new business contacts in the seven-county service area who wanted to engage with work-based learning. The director and staff also served on numerous regional pathway sector boards that included health, IT, transportation, advanced manufacturing, finance, and ACE (architecture, construction, engineering). The WLC director and staff sat on various employer boards and committees such as the regional Workforce Investment Board, and chambers of commerce subcommittees on education and workforce. WLC interacts with county boards

of supervisors and other civic and governmental agencies that fund and support WLC work. The WLC intermediary served as a founding partner in the MEDCO Community Promise initiative in 2017 which brings together Marion schools, businesses,chamber and economic development in quality work-based learning, and long-term talent pipeline development.

Student Experiences: The WLC staff collaborated with the Southeastern STEM Hub Manager to develop summer internship sites for students in some of the science research fields and partnered to sponsor two regional STEM festivals. WLC staff meet regularly with the STEM Innovator program coordinators and educators in Kirkwood Community College's regional centers to lay out service plans to promote work-based learning participation. WLC staff also met regularly with school counselors to assess needs and program delivery.

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

Business Connections: The regional intermediary network increased the number of businesses involved with its programming by 40 percent – now at 100 businesses. The intermediary has also partnered with DMACC Business Resources on a "Business Connections Speaker Series" for area employers.

Student Experiences: The Career Discovery Network focused on work-based learning activities both at business sites and in classroom by allowing students to explore career pathways and gain information about educational and employment opportunities. These opportunities grew by 13 percent over FY17. The Career Discovery Network worked closely with the CTE Instructional Coach to hold the WDM Valley High School CTE Showcase.

Educator Experiences: The regional intermediary coordinator worked together with Carroll High School to host a Carroll Educator/ Employer In-Service Day. At Carroll High School, all educators chose a career pathway to explore for the day. The Teaching for the Workforce Conference was also planned as a four-day event that allowed educators to earn continuing education credit as they gained an understanding of essential concepts for workplace success through tours, business speakers, and hands-on workshops.

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

Business Connections: The WIN intermediary coordinator served as a Siouxland Chamber Ambassador and worked closely with the Siouxland Chamber of Commerce and the Siouxland Initiative to make industry connections. In addition, the WIN Coordinator worked as a "Loaned Executive" for the United Way Fundraising Campaign to further connect with area businesses.

Educator Experiences: The WIN intermediary coordinator attended regional

CTE meetings to discuss how WIN can work with educators to connect their students to the business industry and help with work-based learning. WIN successfully launched the first Real World Teacher Externship Experience. Teachers earned continuing education credits through the local AEA.

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

Business Connections: The regional intermediary network coordinator continued to connect with business and industry by utilizing internal structures and partnerships with IWCC departments, including economic and workforce development, regional center directors, and STEM. The network utilized Iowa Western academic programs to continue to identify new partners and program advisory board members interested in offering work-based learning opportunities. This regional intermediary has worked with 107 businesses to develop worksite capacity, including tour, job shadows, and externship opportunities, as well as career exploration activities. Southwest Iowa Workplace Connection has built partnerships through collaboration with other college workforce initiatives such as workforce sector boards, TAACCCT (Trade Adjustment Assistance Community College and Career Training Grant Program), Iowa information technology, healthcare, utilities and manufacturing network, and Education to Employment Collaboration, besides partnerships with area economic and workforce initiatives and groups included with the workforce alignment project, regional workforce development board, and Southwest Iowa Manufacturer's Alliance for Quality group.

Student Experiences: The regional intermediary network facilitated worksite activities consisting of job shadow opportunities and worksite tours. In addition, there were two high school career planning forums, Pottawattamie Promise career days, classroom speakers, mock interviews, CTE program career sessions, and open house events.

Educator Experiences: The Southwest Iowa Workplace Connection arranged facility worksite tours for educators. In addition, the intermediary partnered with the Greater Omaha Chamber of Commerce, Metropolitan Community College (Omaha), and the Council Bluffs Chamber of Commerce to offer a one-week externship program for area educators.

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

Business Connections: The regional intermediary network continued to build business and industry relationships through a business needs assessment. This electronic assessment was distributed via the county economic development list serve and social media postings. In addition, the WLN coordinator built relationships with the area chamber of commerce and county development personnel, SHRM (Society for Human Resource

Management), IowaWORKS Southern Hills, Vocational Rehabilitation Services, STEM Hub Managers, Green Hills AEA, Elevate Iowa, externship business hosts, and Region 14 businesses, through collaborative meetings and events.

Student Experiences: WLN continued its partnership with the 21st Century Community Learning Center program to offer a Summer Career Institute for 9th – 12th grade students. Hands-on-projects were complimented with postsecondary planning, worksite tours, and presentations from industry professionals.

Educator Experiences: The regional Intermediary coordinator collaborated with Green Hills AEA to offer the 2017 Real World Teacher externship experience.

Get Connected/Indian Hills Community College (IHCC)

Student Experiences: The regional intermediary network has worked in partnership with the C3 (Cradle, College, Careers) Initiative. The Get Connected program at IHCC collaborated with IHCC, Southeastern Community College, Great Prairie Area Education Agency Regional Counselors Conference, the AWS (Advanced Welding Society) Scholarship event, Advanced Manufacturing Day, Educators in the Workplace events, and regional career fairs.

The Link/Southeastern Community College (SCC)

Business Connections: The regional intermediary network continued to be involved in the Industrial Technology Regional Advisory Committee meeting, as well as the Regional Business Education Advisory Committee Meeting. The coordinator also served on the economic planning committee that focused on plans for the region's future workforce.

Student Experiences: The Link coordinator has worked closely with the Southeast STEM Hub Manager to plan the SE Iowa Regional STEM Fest for several years now.

Educator Experiences: The Link at SCC participated in the planning of the Teacher Appreciation Reception and the Regional School Counselor Conference.

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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.