

**House File 2516 - Introduced**

HOUSE FILE 2516  
BY COMMITTEE ON LABOR AND  
WORKFORCE

(SUCCESSOR TO HSB 686)

**A BILL FOR**

1 An Act relating to work-based learning, including by repealing  
2 provisions related to regional industry sector partnerships  
3 and the statewide work-based learning intermediary network,  
4 establishing the workforce opportunity fund within the  
5 department of workforce development, modifying provisions  
6 related to career and technical education, student teacher  
7 requirements for students with substitute teaching or  
8 para-educator experience, and the future ready Iowa skilled  
9 workforce last-dollar scholarship program, and making  
10 appropriations.

11 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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DIVISION I

REGIONAL INDUSTRY SECTOR PARTNERSHIPS AND STATEWIDE WORK-BASED  
LEARNING INTERMEDIARY NETWORK

Section 1. Section 84A.5, subsection 5, paragraph f, Code 2024, is amended by striking the paragraph.

Sec. 2. Section 85.61, subsection 3, paragraph c, Code 2024, is amended to read as follows:

*c.* An eligible postsecondary institution as defined in section 261E.2, ~~a school district, or an accredited nonpublic school if a student enrolled in the eligible postsecondary institution, school district, or accredited nonpublic school is providing unpaid services under a work-based learning opportunity offered in accordance with~~ [section 84A.16](#).

~~However, if the student participating in a work-based learning opportunity is participating in open enrollment under section 282.18, "employer" means the receiving district.~~

Sec. 3. Section 85.61, subsection 12, paragraph a, subparagraphs (4) and (5), Code 2024, are amended by striking the subparagraphs.

Sec. 4. Section 256.125, subsections 6 and 9, Code 2024, are amended by striking the subsections.

Sec. 5. Section 256.133, subsections 2 and 3, Code 2024, are amended by striking the subsections.

Sec. 6. Section 256.136, subsection 1, paragraph e, Code 2024, is amended by striking the paragraph.

Sec. 7. Section 256.136, subsection 4, paragraph d, Code 2024, is amended by striking the paragraph.

Sec. 8. Section 256.136, subsection 4, paragraph f, Code 2024, is amended to read as follows:

*f.* Representatives of business and industry, ~~including representatives of regional industry sector partnerships established pursuant to~~ [section 84A.15](#).

Sec. 9. REPEAL. Sections 84A.15 and 84A.16, Code 2024, are repealed.

Sec. 10. STATEWIDE WORK-BASED LEARNING INTERMEDIARY NETWORK

1 FUND. Any moneys appropriated to the department of workforce  
2 development for purposes of the statewide work-based learning  
3 intermediary network fund established pursuant to section  
4 84A.16 that remain unencumbered or unobligated as of July 1,  
5 2024, shall be deposited in the general fund of the state.

6 DIVISION II

7 CAREER AND TECHNICAL EDUCATION AND WORK-BASED LEARNING

8 Sec. 11. Section 256.11, subsection 5, paragraph h,  
9 subparagraph (2), Code 2024, is amended to read as follows:

10 (2) Instructional programs provided under subparagraph  
11 (1) shall comply with the provisions of subchapter VII, part  
12 2, relating to career and technical education, and shall be  
13 articulated with postsecondary programs of study and include  
14 field, laboratory, ~~or~~ on-the-job training, or work-based  
15 learning, as defined in section 256.125. Each sequential  
16 unit shall contain a portion of a career and technical  
17 education program approved by the department. Standards for  
18 instructional programs shall include but not be limited to new  
19 and emerging technologies; job-seeking, job-adaptability, and  
20 other employment, self-employment and entrepreneurial skills  
21 that reflect current industry standards and labor-market needs;  
22 and reinforcement of basic academic skills. Instructional  
23 programs that include work-based learning may be provided when  
24 school is not in session, including but not limited to during  
25 the summer months.

26 DIVISION III

27 STUDENT TEACHING

28 Sec. 12. Section 256.16, subsection 1, paragraph c, Code  
29 2024, is amended to read as follows:

30 c. (1) Require that each student admitted to an approved  
31 practitioner preparation program participate in pre-student  
32 teaching field experiences that include both observation and  
33 participation in teaching activities in a variety of school  
34 settings. Pre-student teaching field experiences for students  
35 participating in an initial teacher preparation program shall

1 comprise a total of at least eighty hours in duration, at least  
2 ten hours of which shall occur prior to a student's acceptance  
3 in an approved practitioner preparation program. Pre-student  
4 teaching field experiences for students participating in a  
5 teacher intern preparation program shall comprise a total of at  
6 least fifty hours in duration.

7 (2) (a) The student teaching experience shall be a minimum  
8 of fourteen weeks in duration during the student's final year  
9 of the practitioner preparation program. The program shall  
10 make every reasonable effort to offer the student teaching  
11 experience prior to a student's last semester, or equivalent,  
12 in the program, and to expand the student's student teaching  
13 opportunities beyond one semester or the equivalent.

14 (b) Notwithstanding subparagraph division (a), the student  
15 teaching experience shall be four weeks in duration during the  
16 student's final year of the practitioner preparation program if  
17 all of the following requirements are met:

18 (i) The student bears the primary responsibility for  
19 planning, instruction, and assessment within the classroom for  
20 a minimum of four weeks during the student teaching experience.

21 (ii) The board of educational examiners has issued a  
22 substitute license, substitute authorization, or para-educator  
23 certificate to the student, and the student has prior  
24 experience working as a substitute teacher or a para-educator,  
25 including prior experience under the teacher and para-educator  
26 registered apprenticeship grant program.

27 (iii) The student teaching experience takes place in  
28 the classroom of a cooperating teacher who is appropriately  
29 licensed in the subject area and grade level endorsement for  
30 which the student is being prepared.

31 (c) A student may satisfy requirements related to  
32 the student teaching experience if all of the following  
33 requirements are met:

34 (i) The student teaching experience takes place in the  
35 classroom of a cooperating teacher who is appropriately

1 licensed in the subject area and grade level endorsement for  
2 which the student is being prepared, and lasts for at least  
3 one-half of each school day.

4 (ii) Under the supervision of the cooperating teacher, and  
5 for at least one-half of each school day, the student bears  
6 the primary responsibility for planning, instruction, and  
7 assessment within the classroom for a minimum of four weeks  
8 during the student teaching experience.

9 (iii) The board of educational examiners has issued a  
10 para-educator certificate to the student, and the student works  
11 as a para-educator for at least one-half of each school day  
12 during the fourteen-week student teaching experience.

13 DIVISION IV

14 CHANGES TO DEFINED TERMS

15 Sec. 13. Section 84D.2, subsections 18, 24, and 25, Code  
16 2024, are amended by striking the subsections and inserting in  
17 lieu thereof the following:

18 18. "*Quality pre-apprenticeship program*" means a program  
19 or set of strategies, registered by and for purposes of the  
20 Iowa office of apprenticeship, including basic skills training,  
21 academic skills remediation, or introduction to the industry,  
22 designed to prepare individuals for entry into a registered  
23 apprenticeship program.

24 24. "*Work-based learning*" means opportunities and  
25 experiences that include but are not limited to sustained  
26 project-based learning in partnership with an employer,  
27 simulated work experiences aligned with industry-recognized  
28 credentials, high-quality pre-apprenticeships aligned to an  
29 apprenticeship, student learner programs, internships, and  
30 apprenticeships.

31 25. "*Youth apprenticeship*", for purposes of the Iowa  
32 office of apprenticeship, means a program that is designed  
33 specifically for an apprentice eighteen years of age or under.

34 Sec. 14. Section 256.125, subsection 8, Code 2024, is  
35 amended to read as follows:

1 8. *“Work-based learning”* means opportunities and  
2 experiences that include but are not limited to ~~tours,~~  
3 ~~job shadowing, rotations, mentoring, entrepreneurship,~~  
4 ~~service learning,~~ sustained project-based learning in  
5 partnership with an employer, simulated work experiences  
6 aligned with industry-recognized credentials, high-quality  
7 pre-apprenticeships aligned to an apprenticeship, student  
8 learner programs, internships, and apprenticeships.

9 DIVISION V

10 DEPARTMENT OF WORKFORCE DEVELOPMENT — WORKFORCE OPPORTUNITY  
11 FUND

12 Sec. 15. NEW SECTION. **84A.20 Workforce opportunity fund.**

13 1. A workforce opportunity fund is created in the  
14 state treasury as a separate fund under the control of  
15 the department of workforce development. The fund shall  
16 consist of appropriations made to the fund, any other moneys  
17 available to and obtained or accepted by the department from  
18 the federal government or private sources for placement in  
19 the fund, and transfers of interest, earnings, and moneys  
20 from other funds as provided by law. Moneys in the fund are  
21 appropriated to the department of workforce development for  
22 the purposes of training and infrastructure related to the  
23 growth and maintenance of the state’s workforce programs.  
24 Permitted uses of the moneys in the fund include but are not  
25 limited to equipment, instructional materials, stipends, and  
26 other training-related costs. The department of workforce  
27 development shall only distribute moneys in the fund to  
28 workforce programs located within this state.

29 2. Annually, on or before December 31 of each year, the  
30 department of workforce development shall submit a report  
31 to the general assembly and the legislative services agency  
32 that contains a list of all expenditures from the workforce  
33 opportunity fund made in the previous fiscal year. The  
34 legislative services agency shall provide a copy of the  
35 report to the co-chairpersons and ranking members of the joint

1 appropriations subcommittee on economic development.

2 3. Notwithstanding section 8.33, moneys in the workforce  
3 opportunity fund that remain unencumbered or unobligated  
4 at the close of the fiscal year shall not revert but shall  
5 remain available for expenditure for the purposes designated  
6 for subsequent fiscal years. Notwithstanding section 12C.7,  
7 subsection 2, interest or earnings on moneys in the fund shall  
8 be credited to the fund.

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DIVISION VI

10 FUTURE READY IOWA SKILLED WORKFORCE LAST-DOLLAR SCHOLARSHIP  
11 PROGRAM

12 Sec. 16. Section 256.228, subsection 1, paragraph f, Code  
13 2024, is amended to read as follows:

14 *f. "Eligible program" means a any of the following:*

15 (1) A program of study or an academic major jointly approved  
16 by the commission and the department of workforce development,  
17 in consultation with an eligible institution, that leads to a  
18 credential aligned with a high-demand job designated by the  
19 workforce development board or a community college pursuant to  
20 section 84A.1B, subsection 14. If the board or a community  
21 college removes a high-demand job from a list created under  
22 section 84A.1B, subsection 14, an eligible student who received  
23 a scholarship for a program based on that high-demand job  
24 shall continue to receive the scholarship until achieving  
25 a postsecondary credential, up to an associate degree, as  
26 long as the student continues to meet all other eligibility  
27 requirements.

28 (2) A program of study or an academic major jointly approved  
29 by the commission and the department of workforce development  
30 that leads to a credential aligned with at least one of ten  
31 priority in-demand fields designated by rule adopted by the  
32 workforce development board. If the board discontinues the  
33 designation of a previously designated priority in-demand  
34 field, an eligible student who received a scholarship for a  
35 program based on the designation of that priority in-demand

1 field shall continue to receive the scholarship until achieving  
2 a postsecondary credential, up to an associate degree, as  
3 long as the student continues to meet all other eligibility  
4 requirements.

5 Sec. 17. Section 256.228, subsection 1, paragraph g, Code  
6 2024, is amended by adding the following new subparagraph:

7 NEW SUBPARAGRAPH. (5) Has an expected family contribution  
8 of less than or equal to twenty thousand dollars, as determined  
9 by the free application for federal student aid.

10 Sec. 18. Section 256.228, subsection 4, paragraph b, Code  
11 2024, is amended to read as follows:

12 b. Adopt rules under [chapter 17A](#), in collaboration with the  
13 department of workforce development, for administration of this  
14 section, including but not limited to establishing rules that  
15 do all of the following:

16 (1) Establish the duties and responsibilities of eligible  
17 institutions under the program; ~~defining.~~

18 (2) Define residence and satisfactory academic progress for  
19 purposes of the program; ~~and establishing.~~

20 (3) Establish procedures for scholarship application,  
21 processing, and approval. ~~The rules shall provide for~~  
22 determining

23 (4) Determine the priority awarding of scholarships if  
24 funds available for purposes of [this section](#) are insufficient  
25 to pay all eligible students. Priority shall be given to fully  
26 awarding each eligible student approved for a scholarship  
27 rather than to prorating scholarship awards among all eligible  
28 students.

29 (5) Determine the annual amount of a future ready  
30 Iowa skilled workforce last-dollar scholarship, within  
31 the limitations established in subsection 3, based on the  
32 type of eligible program in which the eligible student is  
33 participating.

34 Sec. 19. Section 256.228, subsection 4, Code 2024, is  
35 amended by adding the following new paragraph:





1 within the state system of education and offering relevant,  
2 work-based learning activities to students and teachers. The  
3 bill repeals Code section 84A.16 and makes conforming changes.

4       DIVISION II — CAREER AND TECHNICAL EDUCATION AND WORK-BASED  
5 LEARNING. Current law requires school districts and accredited  
6 nonpublic schools to offer and teach, in grades 9 through 12,  
7 a minimum of three sequential units in at least four career  
8 and technical education service areas. The bill provides  
9 that the instructional programs provided under this provision  
10 may include work-based learning, as defined in Code section  
11 256.125 (community colleges and post-secondary readiness  
12 bureau), as modified by the bill. The bill also provides that  
13 instructional programs that include work-based learning may be  
14 provided when school is not in session, including during the  
15 summer months.

16       DIVISION III — STUDENT TEACHING. Current law provides that  
17 the student teaching experience provided during a practitioner  
18 preparation program shall be a minimum of 14 weeks in duration  
19 during the student's final year of the program. The bill  
20 provides that the student teaching experience may be reduced  
21 to four weeks in duration if the student bears the primary  
22 responsibility for planning, instruction, and assessment within  
23 the classroom during the student teaching experience; the  
24 board of educational examiners (BOEE) has issued a substitute  
25 license, substitute authorization, or para-educator certificate  
26 to the student, and the student has prior experience working  
27 as a substitute teacher or a para-educator; and the student  
28 teaching experience takes place in the classroom of a  
29 cooperating teacher who is appropriately licensed in the  
30 subject area and grade level endorsement for which the student  
31 is being prepared. Additionally, the bill provides that  
32 requirements related to the student teacher experience may be  
33 satisfied if the student teaching experience takes place in  
34 the classroom of a cooperating teacher who is appropriately  
35 licensed in the subject area and grade level endorsement for

1 which the student is being prepared, and lasts for at least  
2 one-half of each school day; under the supervision of the  
3 cooperating teacher, and for at least one-half of each school  
4 day, the student bears the primary responsibility for planning,  
5 instruction, and assessment within the classroom for a minimum  
6 of four weeks during the student teaching experience; and the  
7 BOEE has issued a para-educator certificate to the student, and  
8 the student works as a para-educator for at least one-half of  
9 each school day during the student teaching experience.

10 DIVISION IV — CHANGES TO DEFINED TERMS. The bill modifies  
11 the definition of "work-based learning" for purposes of  
12 the Iowa registered apprenticeship Act, and for purposes of  
13 the community colleges and post-secondary readiness bureau  
14 within the higher education division of the department of  
15 education, to mean opportunities and experiences that include  
16 but are not limited to sustained project-based learning in  
17 partnership with an employer, simulated work experiences  
18 aligned with industry-recognized credentials, high-quality  
19 pre-apprenticeships aligned to an apprenticeship, student  
20 learner programs, internships, and apprenticeships.

21 The bill also modifies the definitions of "quality  
22 pre-apprenticeship program" and "youth apprenticeship" for  
23 purposes of the Iowa registered apprenticeship Act.

24 DIVISION V — DEPARTMENT OF WORKFORCE DEVELOPMENT —  
25 WORKFORCE OPPORTUNITY FUND. The bill establishes a workforce  
26 opportunity fund in the state treasury as a separate fund under  
27 the control of the department of workforce development. The  
28 bill provides that the fund shall consist of appropriations  
29 made to the fund, any other moneys available to and obtained  
30 or accepted by the department from the federal government or  
31 private sources for placement in the fund, and transfers of  
32 interest, earnings, and moneys from other funds as provided by  
33 law. Additionally, the bill appropriates moneys in the fund to  
34 the department for the purposes of training and infrastructure  
35 related to the growth and maintenance of the state's workforce

1 programs. The bill establishes that permitted uses of  
2 the moneys in the fund include equipment, instructional  
3 materials, stipends, and other training-related costs. The  
4 bill requires that, on or before December 31 of each year, the  
5 department shall submit a report to the general assembly and  
6 the legislative services agency that contains a list of all  
7 expenditures from the fund made in the previous fiscal year.  
8 The bill provides that the legislative services agency is to  
9 provide a copy of the report to the co-chairpersons and ranking  
10 members of the joint appropriations subcommittee on economic  
11 development.

12 DIVISION VI — FUTURE READY IOWA SKILLED WORKFORCE  
13 LAST-DOLLAR SCHOLARSHIP PROGRAM. Current law provides that  
14 eligible students may receive a future ready Iowa skilled  
15 workforce last-dollar scholarship from the future ready  
16 Iowa skilled workforce last-dollar scholarship fund. The  
17 scholarship is intended to cover any remaining gap between  
18 federal and state grants or scholarships and tuition and  
19 certain fees. Under current law, only an "eligible student"  
20 participating in an "eligible program", defined as a program  
21 of study or an academic major jointly approved by the college  
22 student aid commission and the department of workforce  
23 development, in consultation with an eligible institution, that  
24 leads to a credential aligned with a high-demand job designated  
25 by the workforce development board or a community college,  
26 may receive a future ready Iowa skilled workforce last-dollar  
27 scholarship. The bill provides that "eligible program"  
28 shall also include a program of study or an academic major  
29 jointly approved by the college student aid commission and the  
30 department of workforce development that leads to a credential  
31 aligned with at least 1 of 10 priority in-demand fields  
32 designated by rule adopted by the workforce development board.

33 The bill establishes that, among other additional  
34 requirements, an "eligible student" may only receive a future  
35 ready Iowa skilled workforce last-dollar scholarship if the

1 student has an expected family contribution of less than or  
2 equal to \$20,000, as determined by the free application for  
3 federal student aid.

4 Current law authorizes the college student aid commission to  
5 adopt rules, in collaboration with the department of workforce  
6 development, for administration of the future ready Iowa  
7 skilled workforce last-dollar scholarship program. The bill  
8 establishes that these rules are required to authorize the  
9 commission to determine the annual amount of a future ready  
10 Iowa skilled workforce last-dollar scholarship based on the  
11 type of eligible program in which the eligible student is  
12 participating.

13 The bill requires the college student aid commission to  
14 determine the annual amount of a future ready Iowa skilled  
15 workforce last-dollar scholarship based on the type of eligible  
16 program in which the eligible student is participating.

17 The bill authorizes the college student aid commission to  
18 ratably reduce scholarship awards to more closely align with  
19 the funds the general assembly has appropriated for purposes of  
20 the scholarship program.