



IOWA COMMUNITY COLLEGES

Supporting Iowa's Growth

Work-Based Learning Models



Iowa Central Career Connections (ICCC) has successfully partnered with 298 business professionals in different work-based learning opportunities. The ICCC program has grown rapidly, assisting 4,599 students this year. Notable contributions to the community include increasing job shadow opportunities to pair students with local professionals; administering key trainings and exams, such as the National Career Readiness Certificate test, OSHA training, and CPR training; and collaborating with the STEM Hub manager to assist a regional school in completing a STEM BEST Grant to revamp its career academies.

In addition, the regional intermediary network held its first regional school counselor summit. This offered a unique opportunity for counselors to network and collaborate on how to enhance work-based learning opportunities for their students.

Employer Partnerships



Davenport gained 500 jobs from a partnership between the Quad Cities Chamber of Commerce and Eastern Iowa Community Colleges. In the summer of 2016, the Quad Cities Chamber of Commerce hosted a company prospect visit for Sterilite Corporation, the largest plastic housewares company in North America. A key component of that visit was highlighting Eastern Iowa Community Colleges' (EICC) ability to develop a fully customized program to train the company's new employees. Today, Sterilite is nearing completion of a new 2.5 million square foot facility on the outskirts of Davenport, and EICC has partnered with the company to train all of its 500 employees.

Eastern Iowa Community Colleges works to stay ahead of the needs of advanced manufacturing. The colleges' business and training solutions team works with hundreds of businesses each year to assess their needs and deliver solutions. Expert instructors then provide tailored training day or night at one of the colleges' centers or the company's worksite.

“EICC’s ability to respond quickly and effectively to our training needs has been invaluable during our start-up stage.”

*Richard Klim
Sterilite Plant Manager*





Youth Work-Based Learning

Kirkwood Interactive Camps for Kids (KICK) introduces area youth to STEM careers. Since 2008, more than 200 camps have hosted 11,500 students ages 8 to 15. Workforce Training Economic Development funds have enabled Kirkwood to offer scholarships to more than 800 campers. The most popular camps this year focus on the arts and computers, including Roblox, Build Your Own Computer, Virtual Reality, Blank Book Making and Paper Dyeing, Cupcakes, and Fused Glass Making.

Helping Targeted Populations Succeed



While attempting to rebuild his life after becoming homeless, Robert Torgerson heard about the DMACC Workforce Training Academy. “Something happens, like you get behind on child support, and then the freight train starts. It takes six months, eight months and then you’re homeless,” he said. Torgerson worked through his personal issues with the help of a local rescue mission and enrolled in the DMACC Workforce Training Academy’s truck driving course. After the 12-week program, Torgerson got a stable job driving a semi tractor-trailer with a starting salary of \$40,000.

Laid-off workers don’t have a lot of time to dedicate to retraining and often have families to support. There may be an “identity mismatch” to overcome—workers who spent their whole lives in a factory may not be able to imagine themselves working in health care, for example. It may be decades since they’ve last stepped foot in a classroom. To ensure their students are getting skills that are in high demand by local employers and make connections that help their students secure jobs after graduation, DMACC works closely with the private sector, a practice that policy experts cite as the key to creating and executing a successful program.

Apprenticeship: Earn and Learn Models



Lisle Corporation of Clarinda along with NSK, AKS, and MAHLE Corporation of Atlantic from the Manufacturing Sector Board partnered with Iowa Western Community College to meet a need of advanced manufacturing companies in Southwest Iowa.

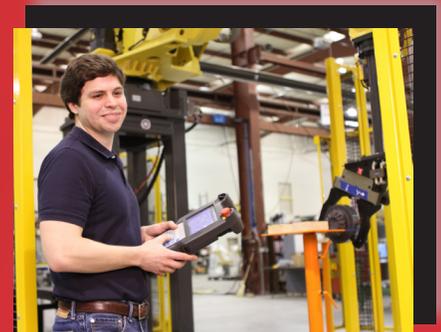
Iowa Western developed and implemented a demand-driven two-year certificate program tailored to the gaps and goals for current and emerging companies in this growing advanced manufacturing sector. Participating companies signed five-year contracts. The initial class included a diverse group of students ranging in age from 26-40. All 15 students who enrolled successfully earned their certificates.

“KICK is a fun, hands-on learning opportunity for kids that reinforces subjects learned throughout the school year. Courses are designed to build communication, problem-solving, and creative thinking skills, all of which are critical for the next generation of innovators.”

*Kim Becicka
Vice President of Continuing Education & Training Services*

“Driving companies recruit right out of the training center,” he said. I paid off my child support on my birthday a year and a half ago. I have money in the bank. No debt. No credit cards. Now all that’s left for me to do is buy a house. My spirit has changed.”

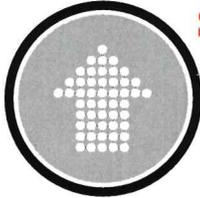
*Robert Torgerson
Program Participant*



IOWA COMMUNITY COLLEGES



2019 Legislative Priorities



State General Aid

Increase Community College State General Aid at the same rate of growth as State General Fund Revenue.

Workforce Training

→ Support dedicated public/private funding opportunities for credentialed training partnerships among students, Community Colleges, businesses, and others through Work Based Learning.

→ Support the current commitment and local decision-making for the Iowa Skilled Worker and Job Creation Fund and New Jobs Training Programs.



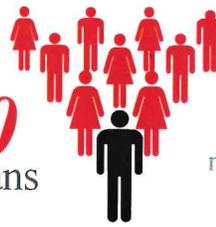
Local Community Support

Provide elected Community College Boards the governance flexibility to access local funding in its discretion to meet community needs.



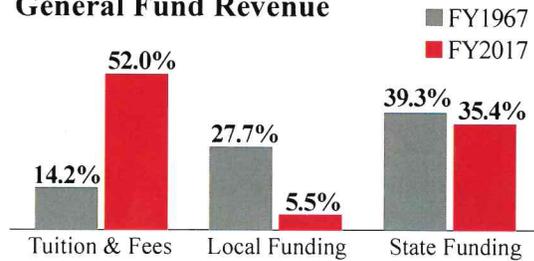
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Serve
1 in 10
Iowans



132,694
credit students
+
214,817
noncredit students
in FY17

General Fund Revenue



LSA State Funding Per Pupil

	FY2018 est.
Regents Institutions	\$10,386
Private Colleges	\$4,204
Community Colleges	\$2,607

Source: Legislative Services
Agency May 2018

9,343
in Chapter 260
training programs

149,042
in Iowa Skilled
Worker & Job Creation
Fund programs



benefitting

273
Iowa
businesses
6,341
Iowa
businesses



81% of Community
College students remain
in Iowa upon completion
of program, contributing
to our economy

Local Business. Local Community Colleges.



“We are lucky to be located in Northeast Iowa Community College’s area of influence and can rely on NICC to deliver world class training to our employees and business. We also have the privilege of being members of the Iowa Association of Business and Industry, and many of our future employees found out about Norplex-Micarta through Work-Based Learning experiences. Work-Based Learning experiences allow us to reach some of the best and brightest for future employment.”

Alan Johnson | Director of Operations



“As our company has continued to grow, we have found that our training needs have as well. We are fortunate to have a partner like NCC to help us meet these needs with customized training. The financial assistance through the 260F training program has allowed us to do necessary training that we otherwise wouldn’t be able to afford. We value the partnership we have with NCC’s Workforce & Economic Development team and appreciate their guidance in assisting our company.”

Francesca Wierda | Owner



“Henkel Construction Company has worked with NIACC on a variety of workforce training projects in recent years. Our company is always impressed with the resources and expertise NIACC brings to the table. Our company, and our employees, are stronger and more successful because of the work we have done with NIACC.”

Gary J. Schmit | President



Iowa Community Colleges serve

1 in 10 Iowans



“Having an electrical apprentice program within our community has helped us strengthen and build our staff. Cory Mills, who is part of our apprentice program, is going on his fourth year, and I am impressed with the skills and knowledge he has gained. While four years is a commitment, Iowa Lakes offers smaller class size and personable instructors making school, work, and life balance feasible. Cory says he ‘really enjoys the classroom portion of the Electrical Apprenticeship program because of the theory that is covered that explains what we are doing hands on out on the job. We also get exposure to things we have not seen on the job and the different processes in working with tools, equipment, and wiring procedures. The four years has gone really fast, and I can take my Iowa State Electrical Journeyman License test this Spring 2019’.”

Eric Phillips | Owner

“Comfort Yorke found it difficult to find a job due to a lack of training, education, and experience. As a single mother of three, she received FIP and Food Stamps to support her family. Comfort was excited about the Basic Safety course at Iowa Central Community College, where she could earn multiple certificates in five days to boost her resume; however, limited resources and income meant she couldn’t afford the training. Luckily, she was approved for the PACE program, which covered the tuition cost. She really enjoyed the class, and her instructors raved about her. Days after completing the course with certifications in Forklift, First Aide, CPR, AED, OSHA, and Basic Safety, Comfort applied, interviewed, and started a job at C & S Products. Iowa Central Community College understands our workforce needs. Staff there are passionate about helping businesses in our area grow and providing quality training. We are fortunate to benefit from the students who complete training through the college. We look forward to continuing to partner with them.”

Brenda McNealey | Human Resources Manager



“The Iowa Veterans Home supports staff who want to advance their careers in the nursing field by offering roles with temp or part time hours. We work with our student staff to develop a schedule that fits with their school schedule. This serves both the student and the facility, while allowing opportunities and experience in the role. Additionally, the PACE program is a great support for students, providing assistance with books, tuition, and testing. The PACE program allows the student to focus on obtaining their education and not have financial worries or stress that impact learning. The Iowa Veterans Home looks forward to future opportunities to partner with Iowa Valley and the PACE program to encourage students to pursue opportunities in the nursing field.”

Kristy Kelley RN | Nursing Recruiter

“ProCircular is an Iowa-based cybersecurity and compliance organization serving healthcare, government, finance, and education. The challenges our customers face are constantly evolving, and the skills our employees need are as broad as they are new. The 260e program enables us to immerse great students from colleges like Kirkwood, Iowa, and ISU through internships into our world of cybersecurity with further education, conferences, and training that we’d never be able to do without the program. These students turn into full-fledged employees, residents of the state, and members of one of the most cutting edge areas of Iowa’s economy. We’re thankful to the state for continuing to fund the 260e program, and we’re happy to provide any additional support possible.”

Aaron Warner | Chief Executive Officer



“Fidelity & Guaranty Life was introduced to DMACC in 2014. We have built a strong partnership with the college to develop targeted training and development opportunities for our growing staff. DMACC provided a forum for discussion around our development needs and access to quality instructors who delivered training programs that were exactly on point to obtain the expected results. Easy to work with and very customer focused, DMACC is helping to develop our staff for the future.”

Rose Boehm | Senior Vice President, Human Resources



“GMT is fortunate to have hired recent graduates of the short-term CNC program. These individuals have obtained the basic knowledge of operating a CNC machine to get them started on their career path. This program has been beneficial to us because it has given us a chance to hire employees with the skills needed for us to run a successful business by producing quality parts.”

Jamie Kramer | HT Manager



“Seaboard Triumph Foods, LLC, is fortunate to have two projects with Western Iowa Tech Community College through Industrial New Jobs Training. As a business that continues to add new employees to our workforce, the safety training needed for these team members is of the utmost importance. This training allows us to continually increase the skills and knowledge of our workers and helps us remain competitive. The response we receive from the community college and the ability to deliver this training is key to our business’ success.”

Mark Porter | Chief Operating Officer



“The Advanced Manufacturing Sector Board at Eastern Iowa Community Colleges is focused on addressing the industry’s workforce needs and skills gap. Seaberg Industries has utilized the college’s apprenticeship training program to assist with this critical area. In addition to providing high-quality training, EICC has worked closely with Seaberg Industries to reduce training expenses through workforce training programs.”

Greg Zeller | Manufacturing Process Engineer

Community Colleges form the largest postsecondary education system in Iowa



“Having a technical education program in our area has been and will continue to be a critical need for the continued success of our company. Over 40 of our key manufacturing and management staff currently employed have undergone this training at IWCC over the years, and the knowledge gained has given them the training needed to advance in their careers. We are thankful that the newly established CEAM program has been a success, as it will be a major component of the training and development of future Lisle employees.”
Mary Lisle Landhuis | President



An Affiliate of UnityPoint Health

“The educational collaboration between Greater Regional Medical Center (GRMC) and Southwestern Community College (SWCC) in Creston is vital to the pulse of healthcare in southwest Iowa. More than 70 percent of the nurses at GRMC are SWCC graduates and they are the foundation of the facility. The nursing shortage is a real situation in the Midwest, but because of SWCC’s nursing program we have been able to continue to provide services without the economic impact of the shortage.”
Amanda Mohr, MSN, RN, CNO | Chief Nursing Officer



“Indian Hills has supported C&C Machining by providing several different trainings over the years. We have participated in both the 260F and 260E programs and greatly appreciate their assistance obtaining this funding for the training of our workers. We also depend on Indian Hills to provide our skilled workforce and work closely with their Machine Technology program in an advisory capacity and as an internship provider. Many of our employees, and myself, are graduates of that program.”
Gaylon Cowan | President



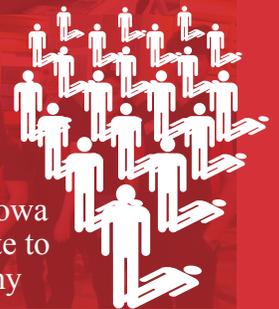
“The Operations Training Simulator was a critical investment in our facility. This system has been instrumental in allowing us to reach our production goals across our entire facility. We originally thought we’d buy one simulator, but we ended up buying two, which cut out months of lost production time. The simulators allowed us to throw curve balls at them so they could deal with different issues in a safe environment. That kind of training is priceless.”
Eric Tweet | Operations Training Coordinator

The Workforce Trainers of Iowa



Median Entry Level Salary for an AA Holder in Iowa is **30.7% higher** than national entry level wages

81% of students remain in Iowa to contribute to our economy



10.4% ROI on state and local government funding



25.3% ROI to students on their education in 10 years

Iowa Community College operations and Students/ Alumni spending in FY2015 comprised **3.3% of the Gross State Product**



Source: Emsi Study, December 2016

Who is Training Your Workforce?



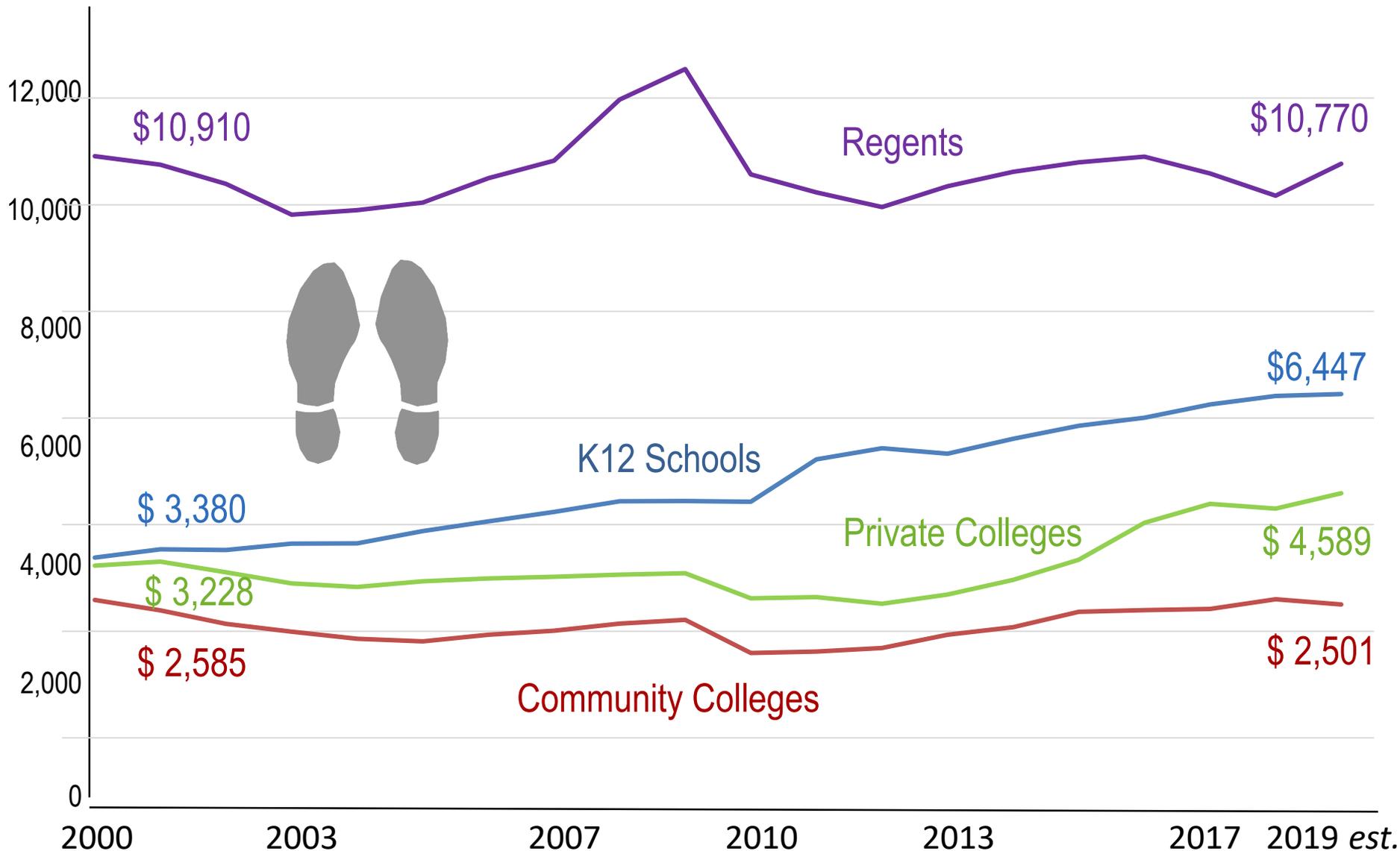
Iowa Community Colleges

Positioned in communities across the state, Iowa Community Colleges provide custom training to businesses of every size, particularly those in industries most in need of a larger skilled labor force—such as healthcare, IT, finance, and manufacturing.

We have partnered with local communities and businesses to grow and train Iowa's workforce for more than 50 years.

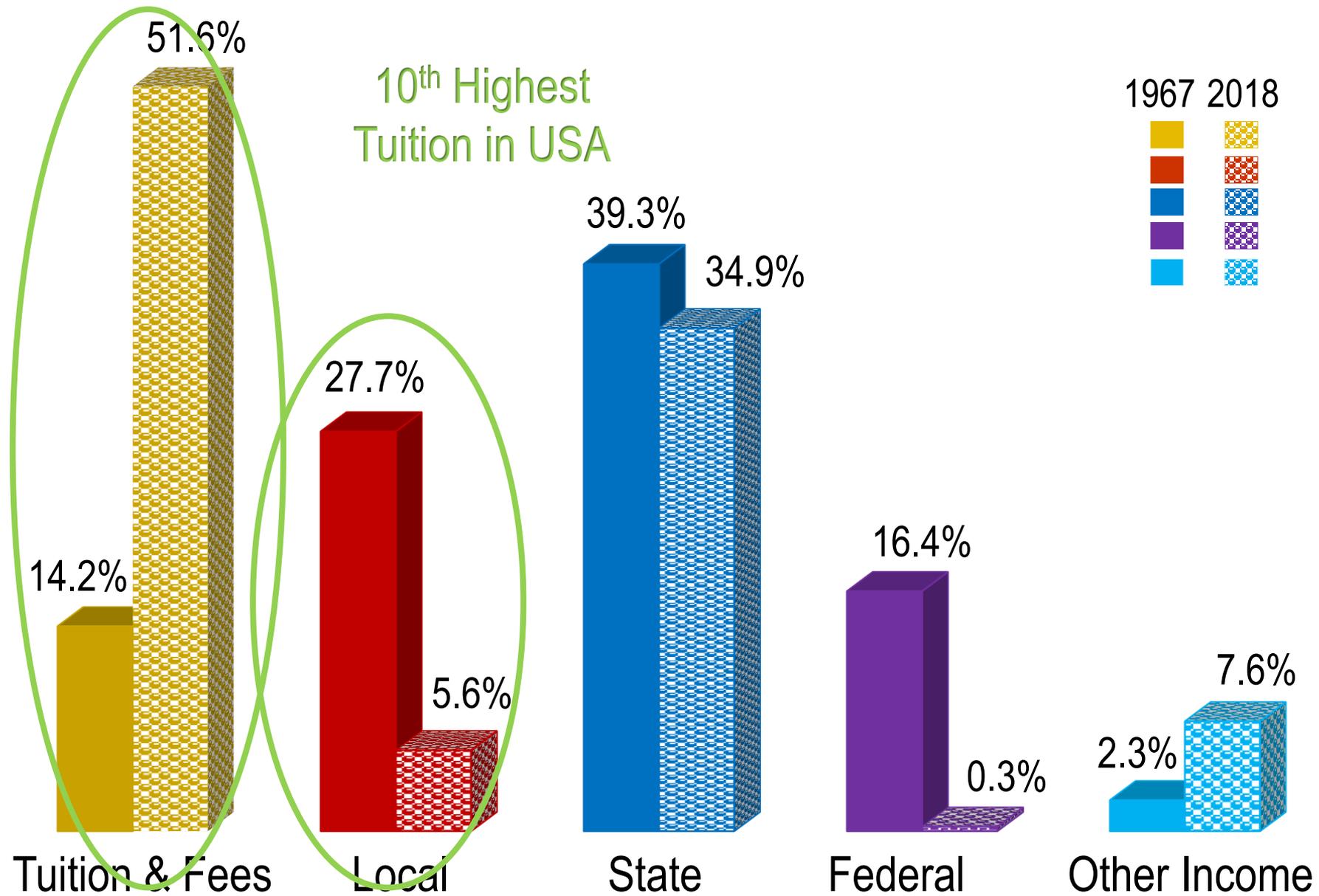


State Funding Per Pupil FY2000 - **FY2019**est.





CC General Fund Revenue **FY1967-FY2018**



Source: Iowa Department of Education and College Board Reports

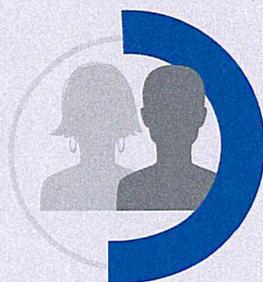
Programs Benefit Individuals, Employers, and the State

The noncredit career and technical education (CTE) programs offered by Iowa's 15 community colleges provide targeted pathways that expedite the attainment of marketplace skills that benefit individuals, employers, and the state.

These market-driven programs are highly responsive to regional workforce needs. They provide a starting point for individuals to acquire skills needed for high-demand job opportunities as well as satisfy continuing education units (CEUs) required of certain occupations. These programs also offer continuing education for individuals to stay current in their jobs, meet local employer needs with custom job training designed for workplace preparation, and provide a pathway to further postsecondary education.

Student Demographics

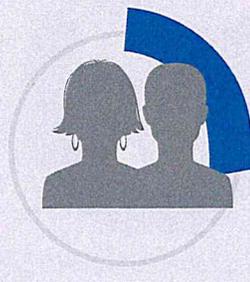
As compared to credit-bearing students, noncredit CTE students at Iowa community colleges tend to be male, older, and more racially diverse.



53.5% of noncredit students were male compared to **45.9%** of credit students.



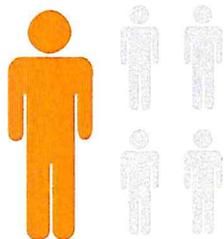
63.4% of noncredit students were 25 years or older compared to **21.7%** of credit students.



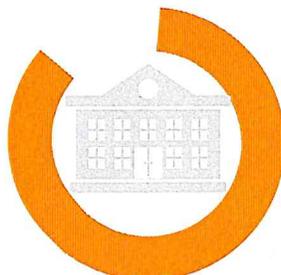
25.7% of noncredit students were of a racial or ethnic minority group compared to **21.7%** of credit students.

Continue Education

Noncredit CTE programs often lead to enrollment in credit programs, support credit students on their educational journey, and help degree holders build and enhance current marketplace skills.



21.5% of noncredit students continue into credit-bearing programs.

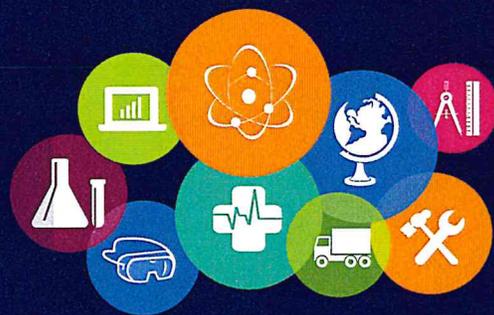


Of those who continue into credit programs, **84.0%** did so at an Iowa college or university.

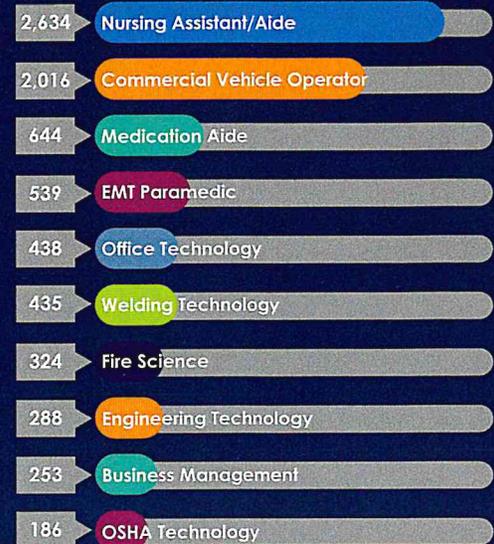


10.5% of noncredit students hold previously earned postsecondary degrees.

Top 10 Noncredit Programs

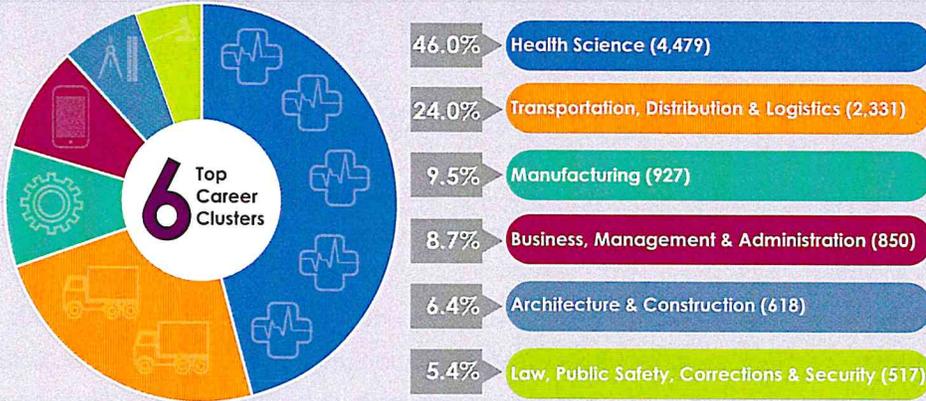


Health care and transportation programs comprise the highest noncredit CTE enrollments at Iowa community colleges.



Top Career Clusters

The National Career Clusters Framework organizes CTE programs into 16 career clusters. The top career clusters by noncredit enrollment are health science and transportation, distribution, and logistics.



Top Industries for Employment

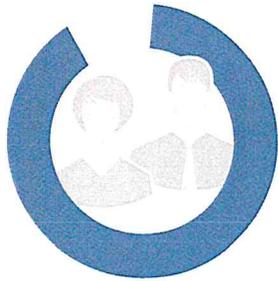


Of the noncredit students employed the year following program exit, nearly 70 percent work in the following top six industries:

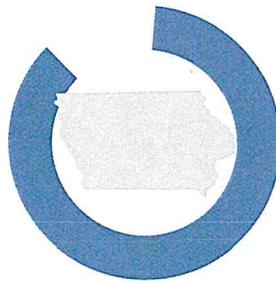


Employment

The majority of students in noncredit CTE programs stay in Iowa and are employed the first year following exit from their programs.



91.8% of noncredit students were employed in the first year following exit from their programs.



84.5% of noncredit students were employed in the state of Iowa.

Earnings

Earnings in the first year following program completion vary based on a variety of factors, including the number of contact hours required by the program, employer demand, and whether or not the programs were for continuing education credits. The following examples provide median annual wages for in-demand occupations by number of required contact hours.

Occupation	Contact Hours	Median Annual Wage
Medication Aide	32 to 99 Contact Hours	\$28,848
HVAC Installation/Repair	100 to 200 Contact Hours	\$49,260
Industrial Maintenance Technology	200+ Contact Hours	\$54,112

Read the full report:

Iowa Community Colleges Employment Outcomes: Noncredit Career and Technical Education Programs



COMMUNITY COLLEGES & WORKFORCE PREPARATION
PROSPERITY THROUGH EDUCATION

IOWA
WORKFORCE
DEVELOPMENT

Iowa Community Colleges

Creating a Skilled Workforce for Iowa

By 2025, 68% of jobs in Iowa will require education and training beyond high school

371,172 credit and non-credit students were served in FY2015—equivalent to 20% of Iowa's working population

19,225 credit degrees, diplomas & certificates awarded in FY2015

81% of Iowa Community Colleges students remain in Iowa upon program completion to contribute to the state economy



Supporting State and Local Economies

Iowa Community College operations and Students/Alumni spending in FY2015:

- Added \$5.4 billion—the equivalent of 107,170 jobs—to Iowa's economy
- Comprised 3.3% of the Gross State Product



For every \$1.00 invested in Iowa Community Colleges, Iowa gains:

- \$3.50 in state revenue and social savings
- \$9.30 in added taxes and public sector savings
- A 10.4% annual average rate of return for taxpayers



In FY2015, Iowa Community Colleges:

- Added \$228.5 million in income to the state economy from direct and indirect business patronization by Community College Students
- Contributed \$4.6 billion in additional income to Iowa's economy from alumni employed in Iowa
- Reduced the need for government funded services by \$104.8 million due to Community College graduates' increased quality of life



Emsi

<http://www.economicmodeling.com/>



IOWA
WORKFORCE
DEVELOPMENT
Smart results.

Emsi Study, December 2016

Iowa: Education and Workforce Trends through 2025, Georgetown University Center on Education, 2015
Iowa Department of Education Community College & Workforce Preparation *The Annual Condition of Community Colleges 2016*



Economic Impact of Iowa Community Colleges

For 50 years, Iowa Community Colleges have provided a trained workforce to Iowa Business, added to Iowa Gross State Product, and increased Student Earnings. Iowa Community Colleges give Students improved employability and career enhancement, leading to a strong Iowa economy. Iowa Business, through unique partnerships with Iowa Community Colleges, has access to high-skilled individuals for high demand occupations.

Generating Revenue from Iowa Taxpayers

Iowa Community College Students:

- Collect \$6.50 in lifetime earnings for every \$1.00 invested
- See a 25.3% annual average rate of return on their investment
- Have a payback on their educational investment of 5.7 years
- Receive a Median Entry Level Salary 30.7% higher than national entry level wages working in Iowa with an AA degree



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Training and Skill Development for Future Ready Jobs

The Iowa Skilled Worker and Job Creation fund was created to support worker training and job creation efforts. The allocation received by the Department allows Iowa's community colleges to serve an increased number of Iowans from all social and economic backgrounds to help them acquire the skills and industry-recognized credentials needed to secure gainful employment.

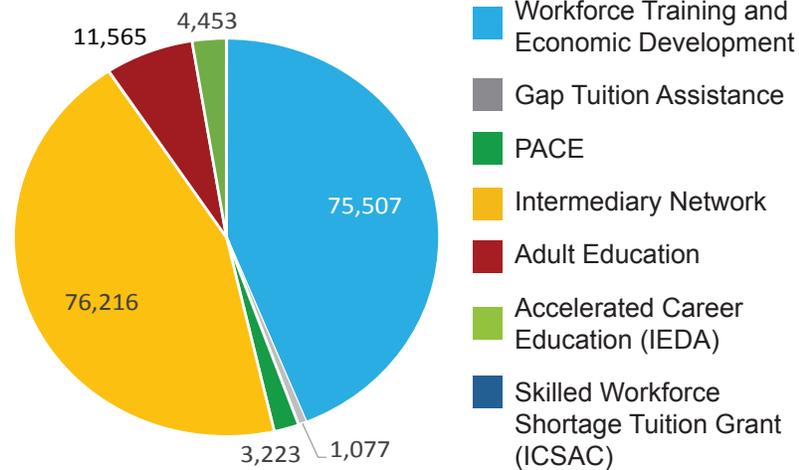


Programs Supported

- Workforce Training and Economic Development Fund (260C.18A) \$15,638,124
- Pathways for Career and Employment Program (260H) \$4,990,802
- GAP Tuition Assistance Program (260I) \$923,584
- Work-Based Learning Intermediary Network (256.40) \$1,552,621
- Accelerated Career Education (260G) \$4,806,373
- Skilled Workforce Shortage Tuition Grant \$4,978,386
- Adult Basic Education and Adult Literacy Programs (260C.50) \$5,500,000
- Education and Workforce Preparation Outcome Reporting \$200,000

Number of Participants

\$224.31 per Participant



Total Funding Fiscal Year 2018: \$40,300,000



Integrated Training Dollars by Program

Each training program has individual requirements for completion. Participants may start and complete in different years.

Participants FY 2018:
172,041

Businesses FY 2018:
6,334

