

WHO CARES?



ROI



iJAG

IOWA JOBS FOR AMERICA'S GRADUATES



Employer Engagement

iJAG is a relationship-rich organization that understands that students need to feel connected and have real-life experiences in the classroom and workplace.

WORK-BASED LEARNING CONTINUUM

1,200

CLASSROOM
& WORKSITE
ENGAGEMENTS



Relationships: Be in the Classroom

- **Pathway Stories:** Talk with the students about YOUR journey and career path and ask them to share their story.
- **Employer Partnered Projects/ Project-Based Learning (PBL):** Businesses can identify real challenges facing their operations and ask iJAG students to present innovative new approaches to address the challenge. Students use their academic knowledge and skills to research, analyze and propose possible solutions to the problem and deliver valuable ideas to businesses.
- **Industry/Company Exploration**
- **Mock interviews**



Relevance: Bring Work to Life

- **Mentoring** - The purpose of mentoring is to help the students expand their horizons, explore their interests and expose them to a larger world, building one relationship at a time. Mentors share their personal, educational and career journey, as well as give students some insight around other possibilities in their field. Mentors work with the students on interview and soft skills, help expand their horizons regarding career options and educational opportunities. Mentors across all career levels and sectors are needed.
- **Work site Tours**
- **Job Shadows**



Rigor: Invest in a Career

- **Quality Pre-Apprenticeship/ Registered Apprenticeship**
iJAG's High Quality Pre-Apprenticeship allows students to gain core employability skills while directly connecting and engaging in work-based learning experiences with partnering Registered Apprenticeship programs. The JAG competencies applied through hands-on projects paired with engagement from employer partners will prepare iJAG students for successful entry in Registered Apprenticeship programs.
- **Internship**
- **Industry Recognized Credential**
- **On-The-Job Training**

**Our Journey
with iJAG**



- John Deere's CSR Strategy
- Our Journey to Circle 3
 - Financial
 - Mentoring
 - Careers
- Advocating for iJAG with both internal and external stakeholders
- Celebrate



John Deere Strategy

Citizenship Focus Areas

Focused on Youth Education (PK-12 grades) in our home communities & supporting the next generation of innovators & problem solvers. Key partners include:

- **FIRST**
- **Project Lead the Way**
- **ST Math**
- **Jobs for America's Graduates (JAG)**
- **Upward Bound**

Over \$3M annually supporting 140,000+ youth in 7 countries today

Emphasis on empowering & engaging underserved & underrepresented youth.



Focused on supporting economically strong, vibrant, and resilient home communities. Key partners include:

- **United Way**
- **Habitat for Humanity**
- **Food Banks**
- **American Red Cross**

Focused on improving the livelihoods of smallholder farmers in Asia & Africa by increasing their agricultural production. Key partners include:

- **PYXERA Global**
- **One Acre Fund**

Fighting Against the Odds

Problem

POVERTY

1/3

of African Americans at
or below the poverty line

EDUCATION (HS or equivalent)

2/10

African Americans and
Asians do not have a
high school diploma

3/10

Hispanic/Latino
do not have a
high school diploma

UNEMPLOYMENT

12.7%

Of African Americans and

9.0%

Asians are unemployed
in our community

MEDIAN INCOME

African American

**\$25k
LOWER**

than other races in
the area, on average

iJAG is the premier non-profit organization connecting business and education to provide the most cost-effective dropout prevention and school to career solutions in Iowa. Students in the iJAG program have trouble making it in a conventional classroom because of barriers at home, outside the classroom, or even inside the classroom.

Academic

- Grades behind
- Repeated grades
- Previous dropout
- Absenteeism
- Basic skills deficiency
- Failed state proficiency exams

Personal

- Special education certified
- Emotional disorder
- Disability
- Health problems
- Lacks motivation or maturity

Environmental

- Pregnant
- Substance abuse
- Criminal conviction
- Violent behavior
- Homeless
- Runaway
- Family challenges

Income & Work

- Economically disadvantaged
- Race/ethnicity with low family income
- Inadequate or no work experience
- Lacks marketable occupational skills

Advocating for
iJAG and our
students both
internally and
externally



John Deere's iJAG Partnership

The John Deere Foundation has committed over \$3 million to iJAG since 2005, launching and supporting nearly half of iJAG's program sites.

In 2014, John Deere developed the first of its kind volunteer mentoring program through which John Deere employees assist iJAG specialists in delivering upon iJAG's strategy.

In 2018, John Deere completed its first pilot program for iJAG weld scholarships and early talent interns.



John Deere Sponsored Certifications

John Deere Corporate Citizenship began funding certifications for iJAG youth in 2018. Pilot program started in the Quad Cities in partnership with Black Hawk College. 11 iJAG youth graduated with welding certifications.

In 2019 this pilot expanded to Waterloo, Des Moines, Dubuque, and Ottumwa partnering with Hawkeye, DMACC, NICC, and Indian Hills. John Deere removed the financial barrier from over 20 more iJAG youth to acquire a skilled trade certificate in a high demand field.

In 2020 John Deere and iJAG are working even closer, John Deere is offering \$100,000 in certifications for iJAG youth.

2019 / 2020 Program Year



John Deere Sponsored Certificate



About John Deere: Since its founding in 1837, John Deere has seen a great many changes in its business, its products, its services. Change always comes with opportunity. And Deere has always been ready and willing to embrace it. Yet, through it all, John Deere is still dedicated to those who are linked to the land – farmers and ranchers, landowners, builders, and loggers. And Deere has never outgrown, nor forgotten, its founder's original core values. Those values determine the way we work, the quality we offer, and the unsurpassed treatment you get as a customer, investor, employee. Our culture is inclusive and dynamic. We actively seek employee input to help improve policies and procedures while maintaining our strong leadership position. At John Deere Company, diversity goes beyond culture to include diversity of ideas, disciplines, perspectives, and styles.

Mission: We work every day to uphold our founder's core values. Integrity, quality, commitment, and innovation are more than ideals we work toward. They are values we live and breathe – values found in every product, service, and opportunity we offer.

This sponsored certificate is in full collaboration and approval between iJAG and John Deere and is subject to review, modification, and/or termination at any time.



Early Talent Internships

Since 2018 John Deere has onboarded 4 early talent interns recruited from iJAG classrooms.

Our criteria:

- Must maintain a 2.8 or higher cumulative GPA
- Must be 18 years old on or before start date
- Designed for students who have demonstrated capability and interest in higher education.
- For students that plan to graduate from college with a degree in one of the STEM fields (Science, Engineering, Technology, Math) or related functional areas.
- Students will return each summer into a new intern position.
- Students will be eligible to become full-time employees at John Deere upon graduation from college.



Scott County Community
College
Major: Business



University of Iowa
Major: Finance



Black Hawk College
Major: General Studies



Georgia State University
Major: Mass
Communications



JOHN DEERE

JOHN DEERE
HARVESTER WORKS

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JOHN DEERE
HARVESTER WORKS

Champion

JOHN DEERE
HARVESTER WORKS