



Partnering with iJAG for Student Success



Agenda

- Introductions
- iJAG Overview
- iJAG Curriculum
- iJAG Organizational Updates
- 2024-25 Results & By the Numbers
- School Partnership – Dr. Brad Buck
- Funding Model
- AOF Partnership – Dan Jackson
- Q&A



iJAG Excellence Model

Iowa Jobs for America's Graduates

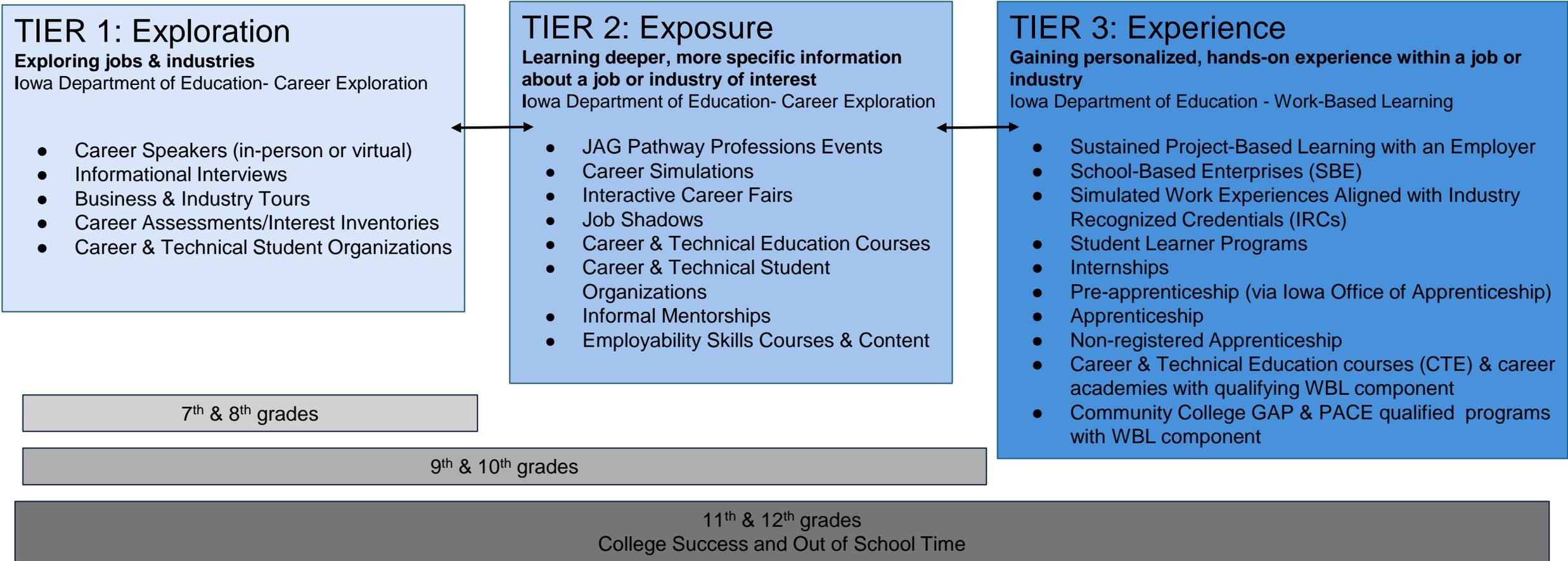
Every Student, No Matter What!



leadership ∞ civic engagement ∞ community service
employability skills ∞ individualized plans ∞ financial literacy
transitional support

iJAG Work-Based Learning Continuum

Grades 7- Postsecondary completion



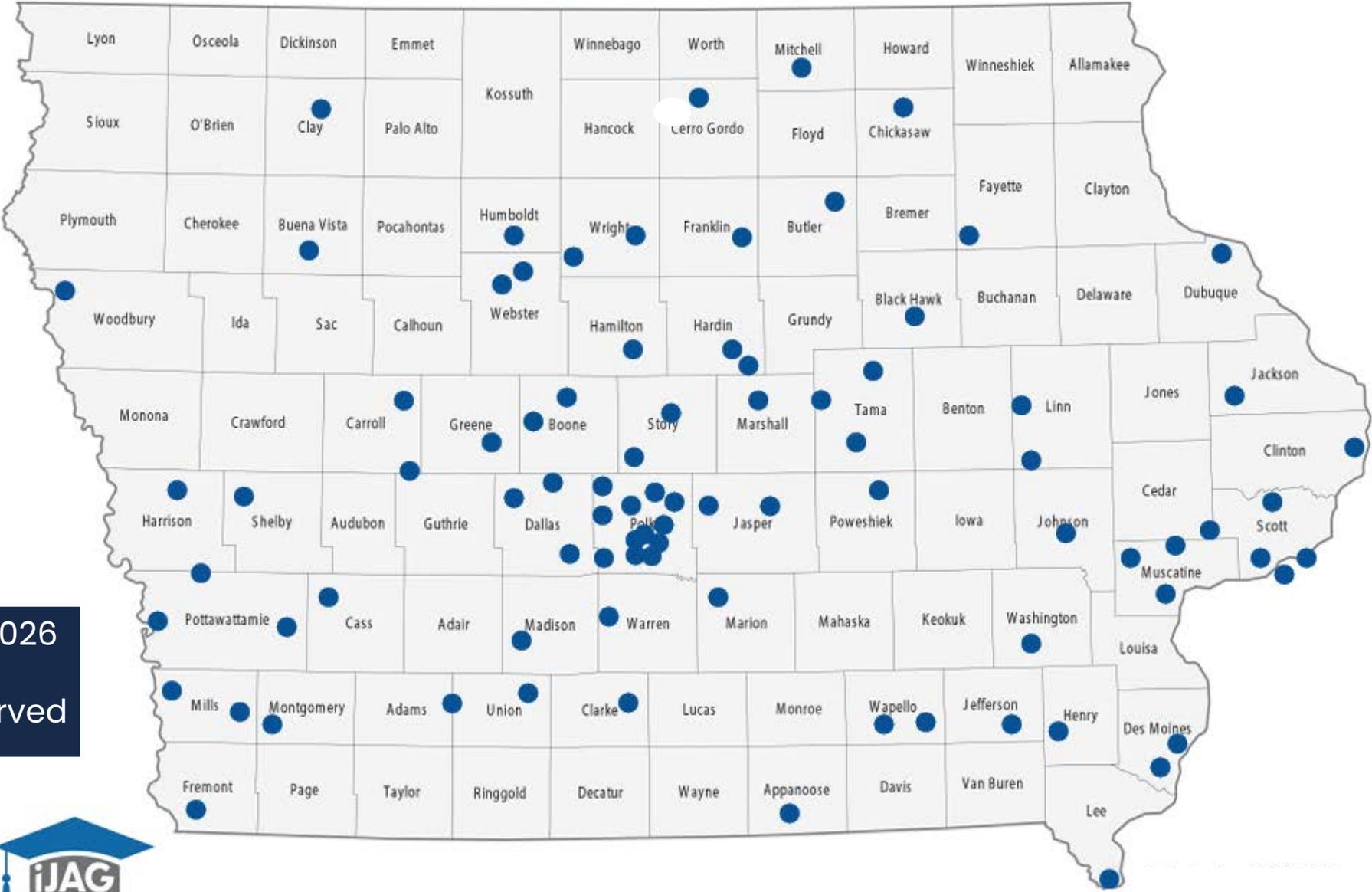
External Partnerships & Advisory

- AEAs
- Title I & WIOA Providers
- Iowa Vocational Rehabilitation Services (IVRS)
- Kuder Navigator & Connect2Business
- Iowa Association of Business & Industry
- Charter Schools
- Iowa Workforce Development
- Community Colleges
- Community-Based Organizations
- Local & Statewide Businesses
- Economic Development
- Chambers of Commerce

Internal Partnerships & Advisory

- College & Career Transition Counselors
- CTE Teachers
- School Counselors
- Work-Based Learning Coordinators
- District Advisory Committees

2025-2026 iJAG Programs



210 programs by June 2026

11,777 students being served
(11,500 projected)





Overview & 24-25 Results

Our Programs

- 202 Programs across the state
- 10,000 iJAG students in the classroom grades 6-12
- 1,200+ in post-graduation follow up transition service
 - Data from our Longitudinal study reports 92% of students live work and play in Iowa
- 82 communities in 51 counties served
- 600 students served across 17 Innovative Programs

Beginning in iJAG

- Student selection (want, need, and benefit)
- Kuder Navigator Career Interest Assessment
- Individualized Student Plans
- Curriculum includes: Leadership Skills, Financial Literacy, Employability Skills, Civic, Community service, and Work-Based Learning

Our Approach

- Employer Engagement
 - Classroom presentations, workplace visits, work-based learning
- Student Led Career Associations
- Student events: Leadership Development Conference, Career Development Conference, and Skills Development Conference
- Connect2Business Work-based learning System Pilot

Our Impact

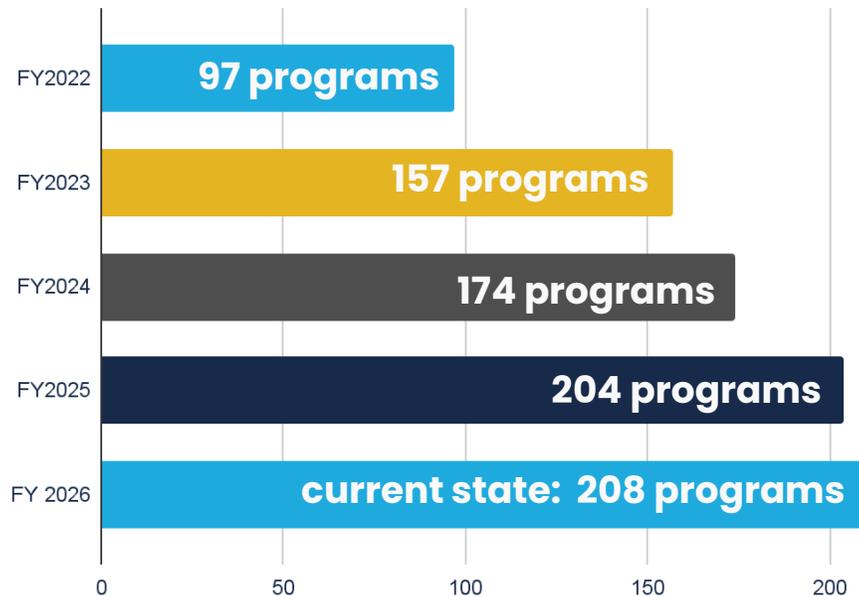
- 98.4% graduation rate
- 70.0% graduates transition to employment (80.3% full-time)
- 46.3% graduates transition to post-secondary education
- 66.3% of 11th and 12th graders in work-based learning
- 80% of classroom students show academic improvement
- \$5+ million awarded in scholarships to the class of 2025
- 1,500 employer partners | 3,825 engagements | 5,968 hours

By The Numbers

Over the past 25 years, Iowa Jobs for America's Graduates has experienced remarkable growth, becoming a leader in career development and work-based learning for youth in the state of Iowa. The support of the state, employers, school partners and the communities we serve has allowed us to reach even more students, helping them become the next generation of leaders.

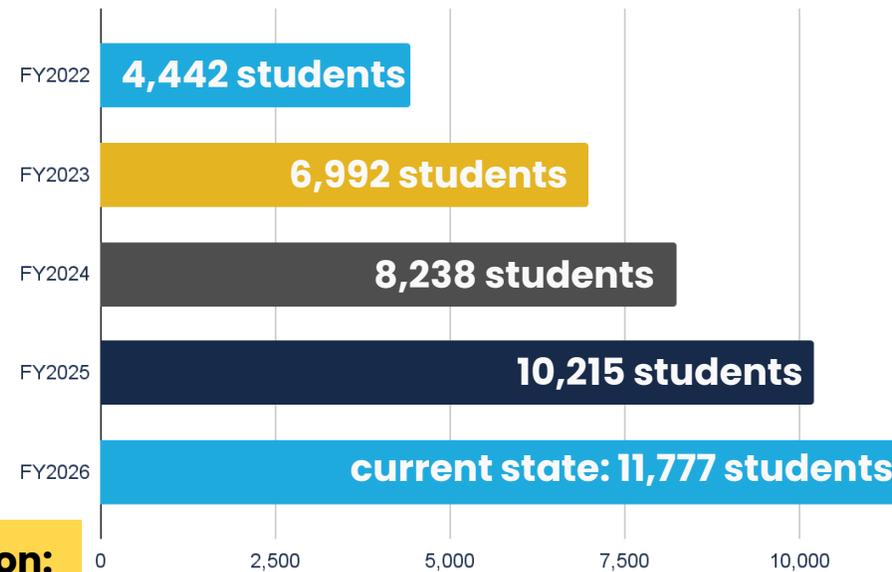


Program Growth



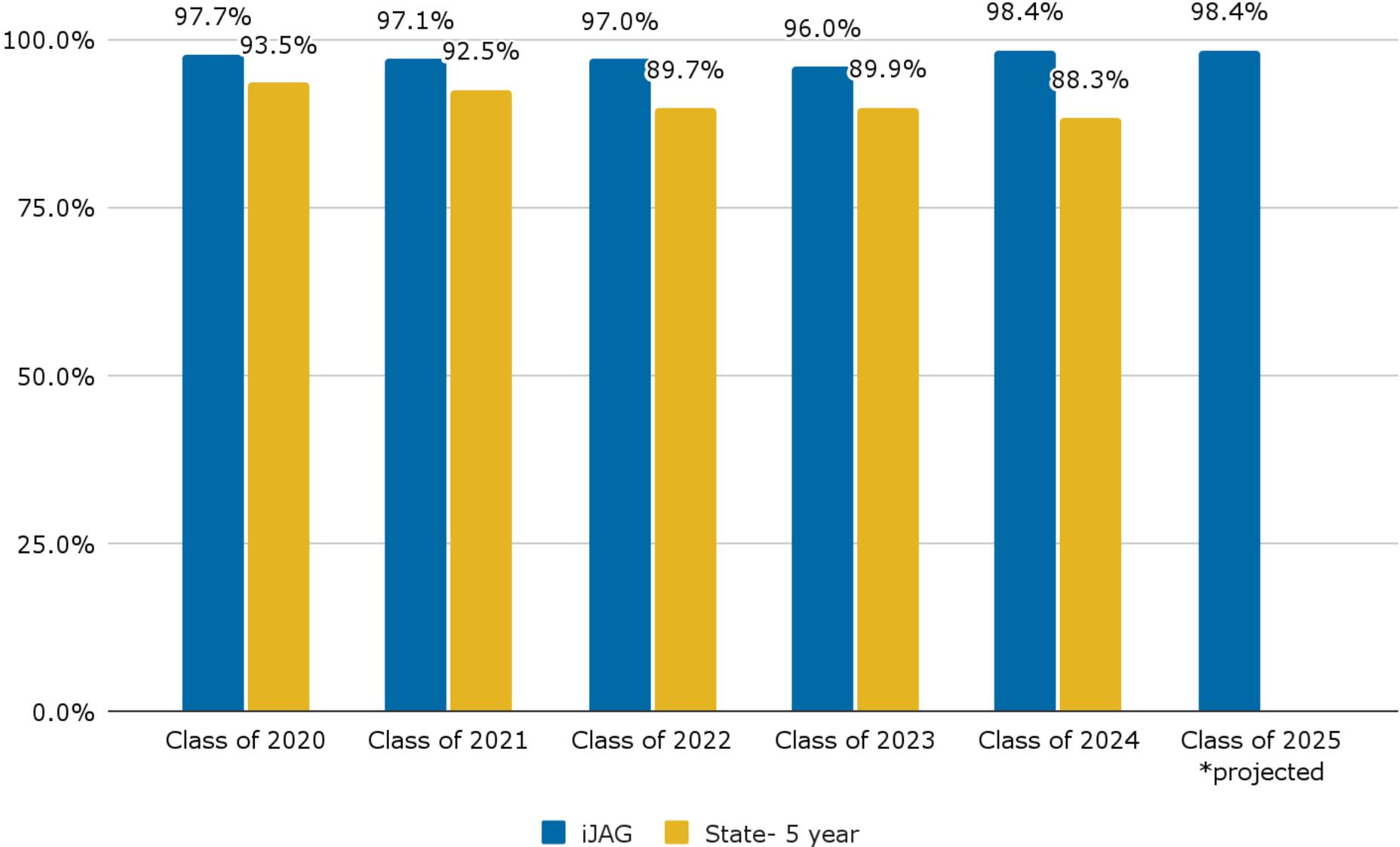
**FY26 Projection:
210 programs**

Students Served

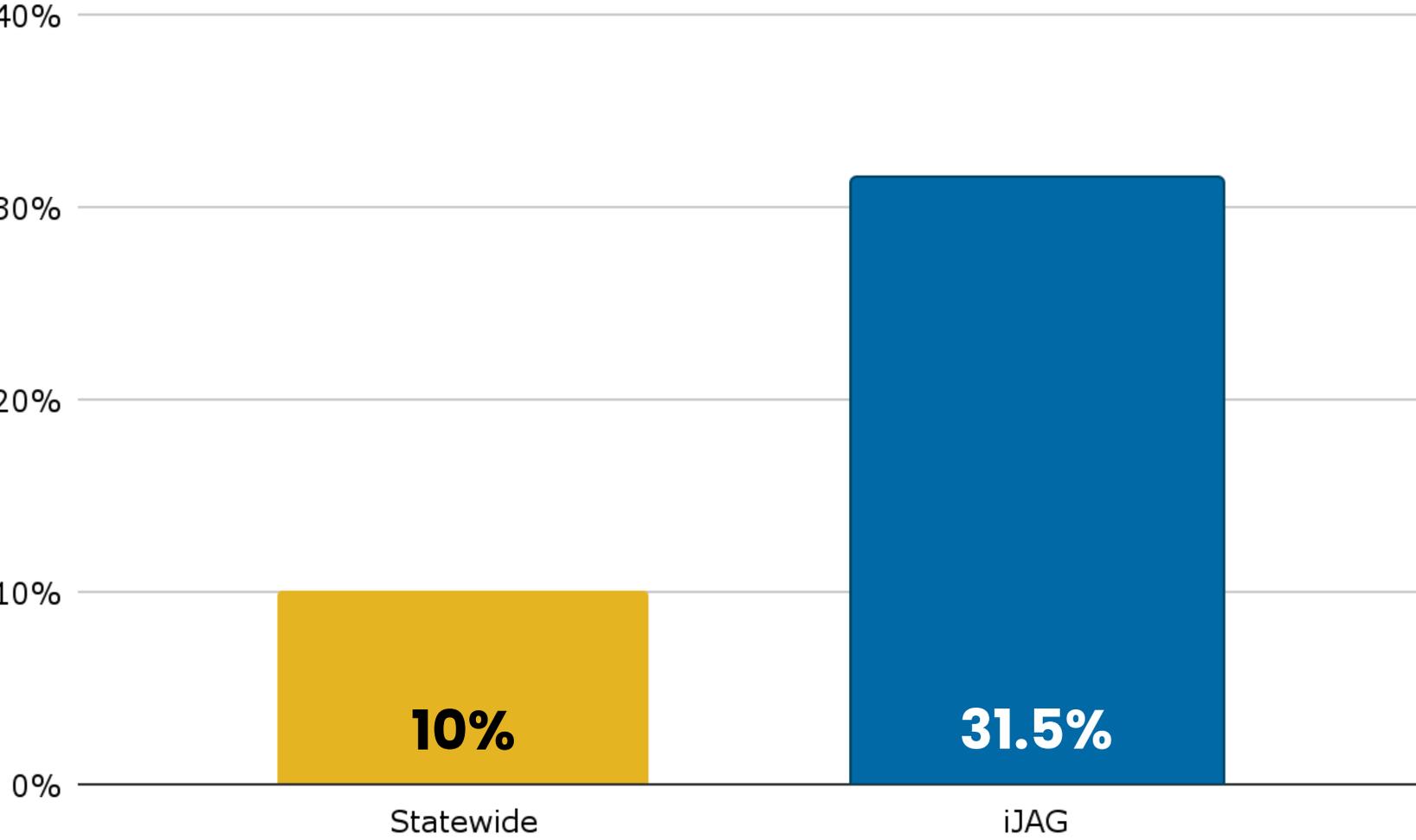


**FY26 Projection:
11,500 students**

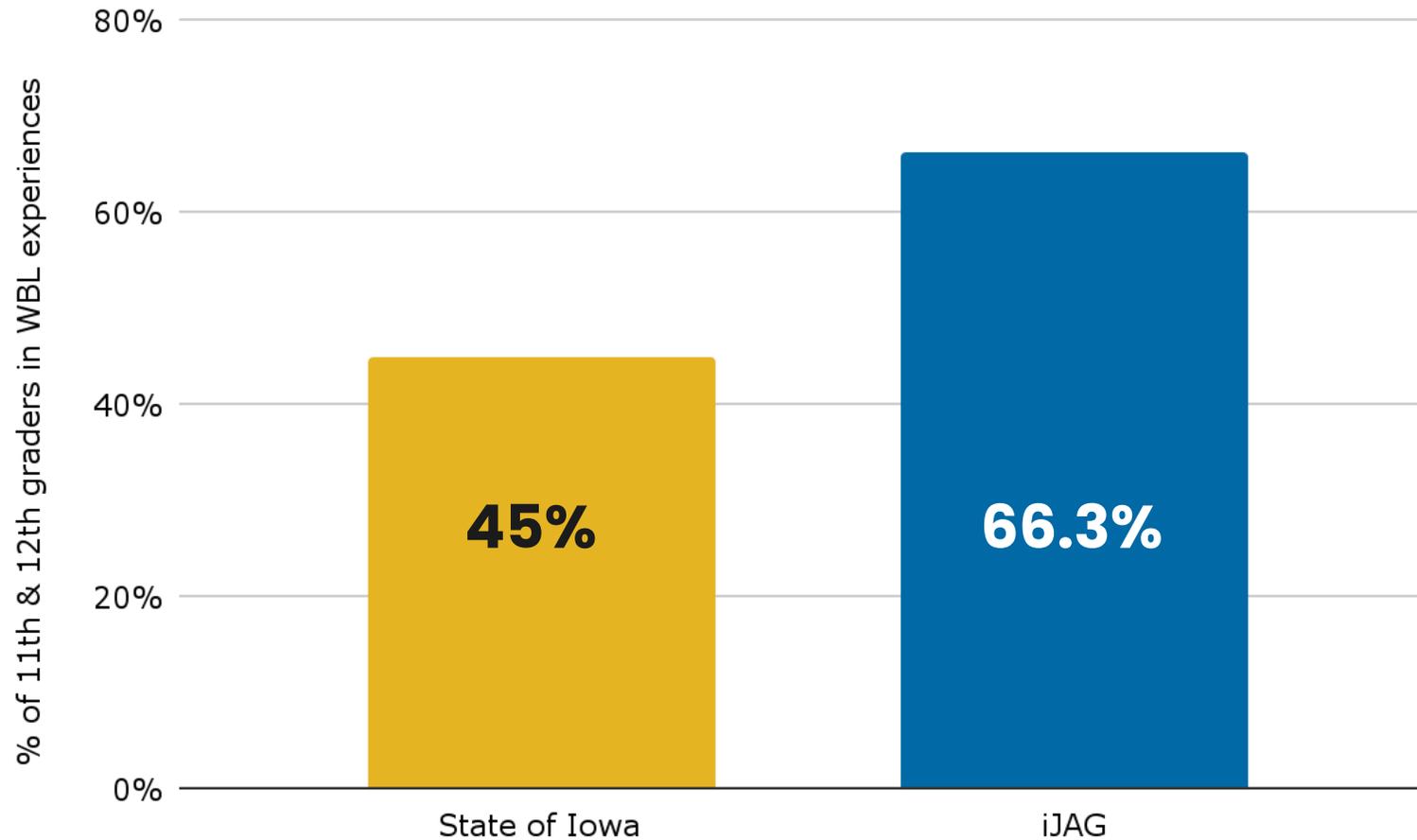
By The Numbers: Graduation Rate



By The Numbers: Improvement in Chronic Absenteeism (2023–24 to 2024–25 school year)



By The Numbers: Students Participating in Work-Based Learning (24-25 school year)

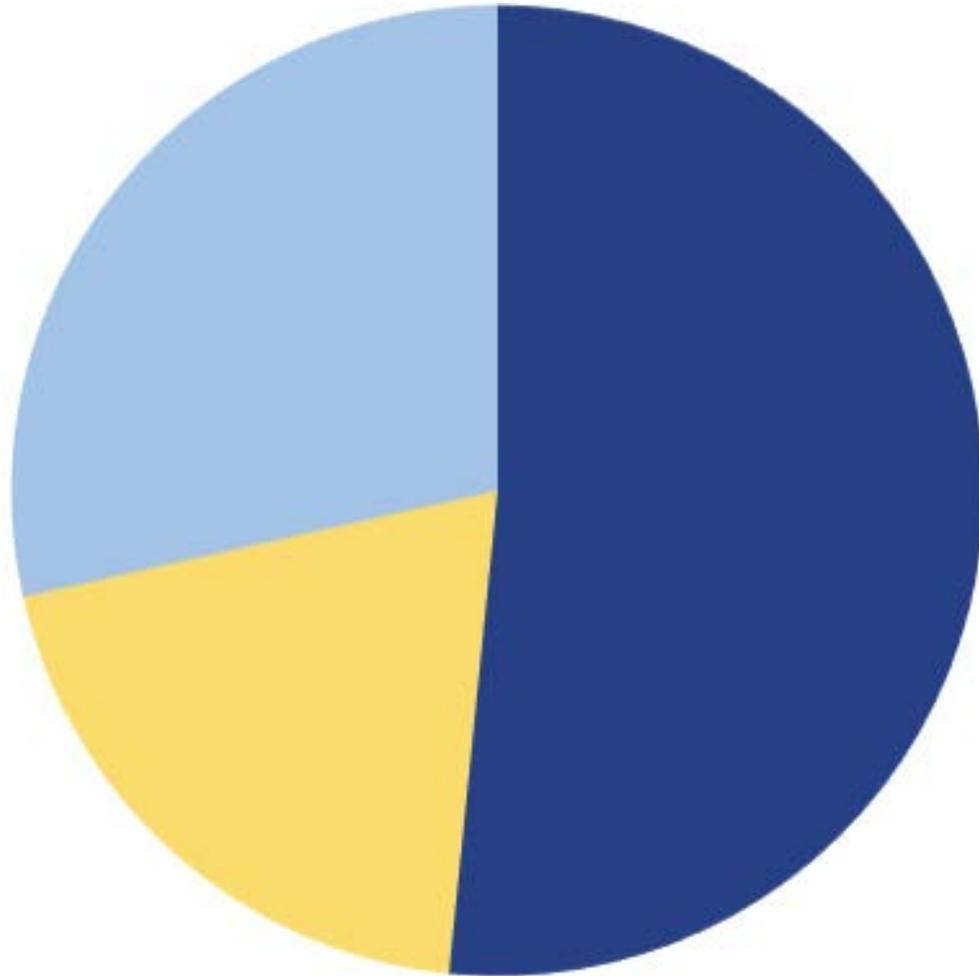


Waukee School District iJAG Programs

- 353 students served in Waukee programs in 24-25
- 83% of 11th and 12th graders completed a WBL experience
- Class of 2024 outcomes
 - 100% graduation
 - 67% employed
 - 58% of those employed are working full time
 - 100% full time positive outcomes
 - 72% further education
 - 100% connectivity



2025-26 iJAG Non-Profit Public/Private Partnerships Funding Model

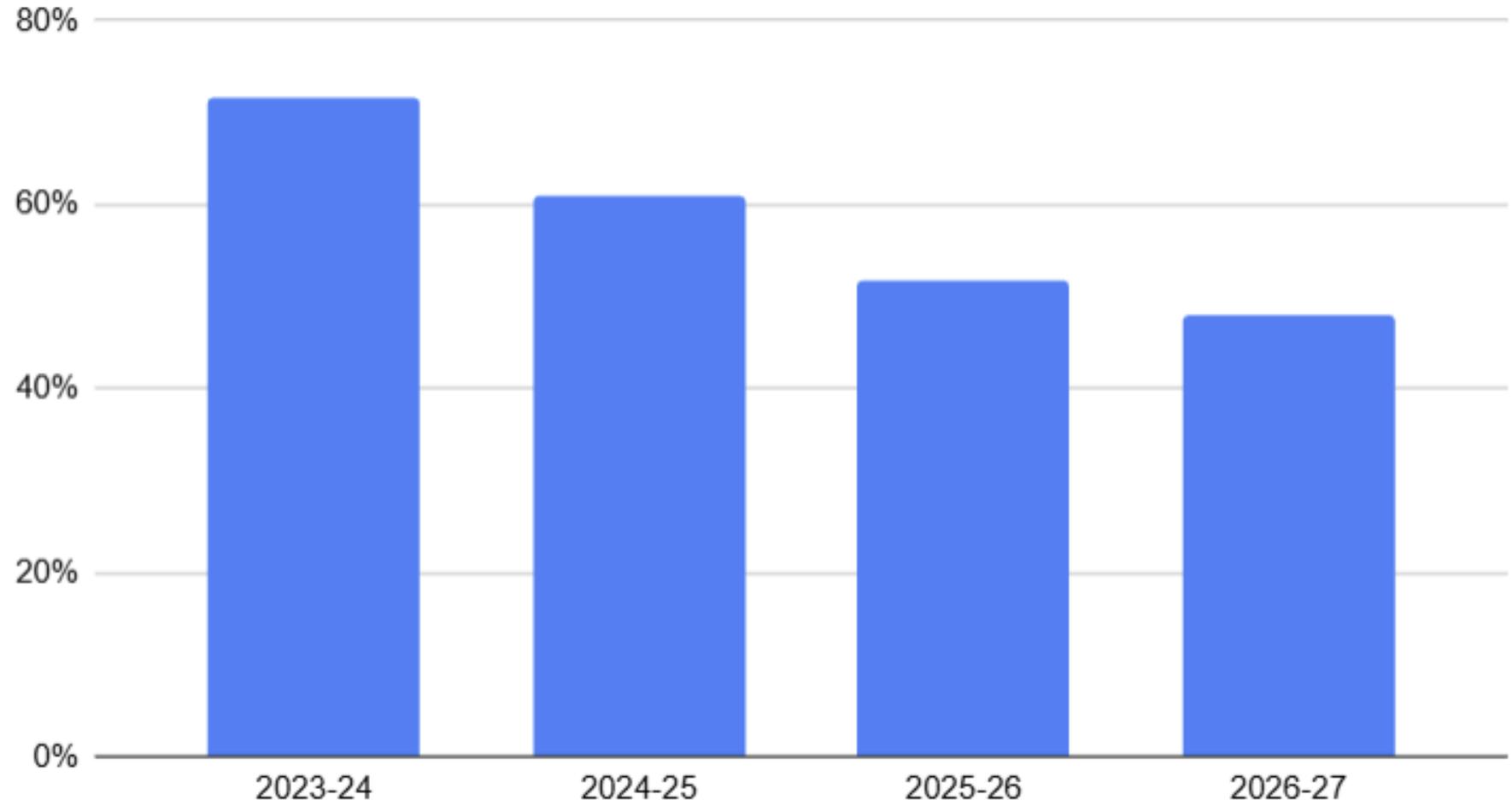


- **51.6% State Appropriation**
- **19.9% Community**
- **28.5% Private Contributions**

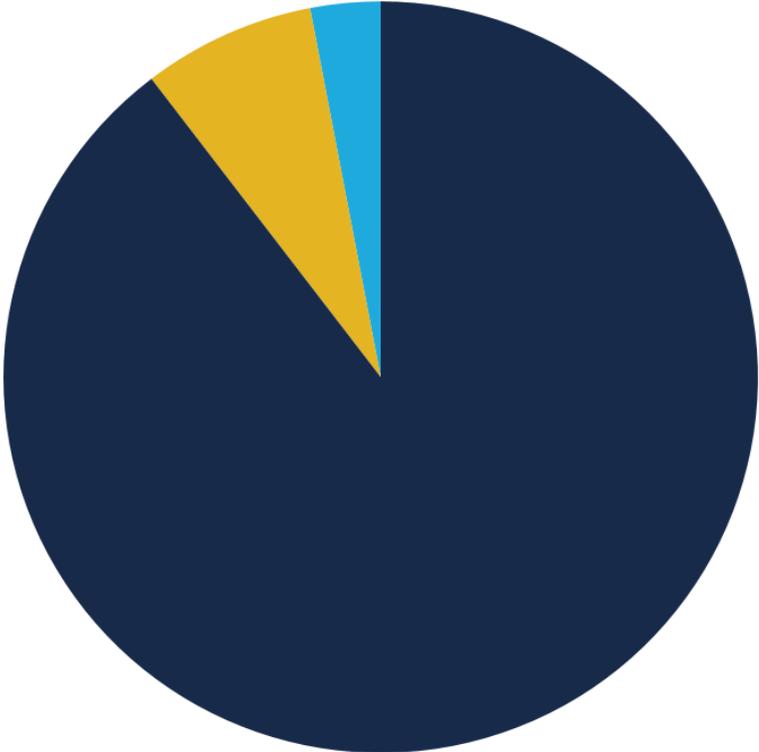
89.6% of total expenses go directly toward operating iJAG programs. Administration costs are 7.4% of total expenses and include salaries, related costs, and overhead for administrative (finance, HR, etc.) personnel. Fundraising costs consist of 3.0% of total expenses and cover salaries and related costs for staff involved directly in fundraising efforts.



Percent of Total Expenses Paid by State Appropriation



iJAG Non-Profit Public/Private Partnerships Expense Model



- 89.6% Programs
- 7.4% Administration
- 3.0% Fundraising (0% paid by State)

89.6% of total iJAG expenses go directly toward operating iJAG programs. Administration costs are 7.4% of total expenses and include salaries, related costs, and overhead for administrative (finance, HR, etc.) personnel. Fundraising costs consist of 3.0% of total expenses and cover salaries and related costs for staff involved directly in fundraising efforts.

Receive \$9.9 million from state appropriation



Apollo Opportunity Foundation (“AOF”)

\$100m* Philanthropic Capital Committed at Launch to Invest Over Next Decade



Mission

The Apollo Opportunity Foundation expands opportunity in communities where we live and work around the globe by deploying our capital and engaging our people to invest in career education, workforce development and economic empowerment for all.



Approach

The Apollo Opportunity Foundation harnesses our collective resources to amplify impact and reach. We recognize our responsibility to drive positive change in society, and we are leveraging the entire Apollo ecosystem to create long-lasting value. Leading with an employee-driven approach, we will partner with organizations that are championed by our people to advance economic prosperity and expand opportunity for all.



Pillars

Career Education

Provide early exposure and preparation for careers in finance and high growth industries through educational programs, mentorship, and financial literacy

Workforce Development

Expand career pathways through professional development, upskilling/reskilling, and coaching

Economic Empowerment

Offer leadership development and network-building for emerging leaders, and access to capital for entrepreneurs

*Based off APO share price on September 12, 2022.

Apollo Opportunity Foundation Pillars

AOF Invests in Non-Profit Organizations that Expand Pathways to Economic Prosperity Across Three Pillars



CAREER EDUCATION

Foundational Skills

- Provide education in finance-adjacent fields (ex: math, econ) in high school and college
- Classroom and after-school

Financial Literacy

- Offer learning on personal financial management
- Share tools to teach about budgeting and investing

Career Preparation

- Expose to industry careers and professional mentoring
- Introduce job-readiness skills (ex: interviewing, networking)



WORKFORCE DEVELOPMENT

Apprenticeship

- Offer early paid professional experiences for students and young adults
- Fellowship programs

Expanded Pathways

- Create new pathways to careers for non-traditional and/or diverse candidates
- Expand existing pathways

Reskilling & Upskilling

- Reskill non-traditional candidates to enter our industry
- Upskill workers with new skills to close talent gaps



ECONOMIC EMPOWERMENT

Entrepreneurship

- Bolster entrepreneurs with training, capacity building, networks, and capital

Leadership Development

- Leadership training and professional growth programs
- Bolster access and placement to corporate & private board seats

Access to Capital

- Eliminate barriers to capital
- Allow entrepreneurs to grow their businesses and impact

Spotlight on iJAG (Iowa Jobs for American Graduates)



Apollo/Athene's partnership with iJAG is a strategic investment in the next generation by equipping students with leadership skills, career guidance and real-world experiences, ensuring every student is prepared for a successful future.

iJAG helps students, including many who are first-generation graduates or come from low-income backgrounds, graduate, gain real-world career skills, and access opportunities they might not otherwise have. Organizations that support iJAG strengthen the local workforce, promote equity, and contribute to long-term community growth

98.4%

of iJAG students graduate from high-school
Iowa Average: Only 88% of graduate high-school

12

additional schools serving 720+ students served thanks to AOF Grant

Grantee Snapshot



Number Served
10,323 students



AOF Grantee Since
August 2024



Annual Budget
>\$18 million



AOF Grant Size
\$250,000



Geographic Focus
Iowa, USA



Key Grant Purpose
General Operating Support

Partnership Leaders

iJAG



Wendy Mihm-Herold
President/CEO



Allyson Vukovich
Vice President

Apollo/Athene Deal Team



Sandy Stokley
Insurance Operations



Ashley Prine
Human Resources



Angie Applegate
Finance



Matt McDonald
Human Resources



Eric Martens
Finance



Brad Patz
Actuarial



Lee Prince
Insurance Regulatory and Government Relations



Adam Rich
Human Capital



Amanda Steward
Marketing

Indicates Board Membership

Indicates Deal Team Captain



Impact in Action: Our Journey So Far

2024-2025 Partnership Highlights:

>>Recipient of High Performer Business Partner Award from JAG (Jobs for American Graduates) National

Increased Employee Mentorship Participation

32 Athene Employees participated in active student and advisor engagement over **339 Hours**

- Athene **employee volunteers** participated in iJAG conferences for statewide students
- Athene **Deal Team** has been highly engaged, meeting monthly and supporting events and programming
- Athene **Employee SME's** sharing valuable insight and collaboration
- **EVP support** through board membership and 25th Anniversary attendance
- Sandy Stokley, EVP of Operations at Athene, **joined the iJAG Board** and Deal Team, actively participating in board orientation, meetings, and our 25th Anniversary celebration.

Strategic Collaboration

Leadership Development

9 Athene Employees over **90 Hours**

Athene employees facilitated **onsite leadership training for 30 iJAG advisors**, focusing on communication, motivation and values, culminating in the creation of personalized Operator Manuals to define each advisor's leadership style.

Marketing & Communications

3 Athene Employees over **15 Hours**

Athene's Marketing team provided **strategic guidance, document reviews and campaign recommendations**; appointed a marketing expert to the new iJAG marketing committee' and committed to supporting future press releases to support the partnership's visibility.

Program & Curriculum Development

2 Athene Employees over **10 Hours**

Actively **revising and streamlining** the 2025-2026 **financial literacy curriculum**, aligning it with iJAG's 2025 strategic goals and enhancing student readiness for real-world financial decisions.



Questions?

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