



## **2023 Statewide Intermediary Work-Based Learning Grant Awards**

### **Central Iowa Building & Construction Trades Council**

Award: \$96,666

This program model was developed with three goals: 1) Ensure a more diverse Registered Apprenticeship workforce, including more youth, women, and persons of color; 2) Raise awareness for young people and others about career opportunities in the construction trades; and 3) Improve access and outcomes in Registered Apprenticeship programs by establishing a five-week quality pre-apprenticeship during the summer serving youth in the region connecting schools, training programs, and employers.

Coordinated by the Central Iowa Building & Construction Trades Council in partnership with local stakeholders and at least 10 local construction Registered Apprenticeship programs, the Building Pathways program will 1) Provide year-round outreach to high schools to raise awareness about opportunities in the skilled trades and recruit for a summer quality pre-apprenticeship course, reaching hundreds of young people; 2) Conduct a five-week multicraft pre-apprenticeship course utilizing the industry-recognized MultiCraft Core Curriculum (MC3) in May/June 2024; and (3) Build stronger local connections between local high schools and Registered Apprenticeship programs and employers.

Funds will also be utilized for transportation related to tours for teachers, school counselors, and administrators across the region to visit training centers and to convene professional development trainings for educators on pre-apprenticeship, registered apprenticeship, and work-based learning.

### **Des Moines Area Community College**

Award: \$96,666

DMACC's Intermediary Grant program will focus on three main strategies: career exploration, educator professional development, and the development of new internship and apprenticeship programs. Goals and activities will include: 1) Developing high school internship and apprenticeship programs in partnership with schools and employers. DMACC proposes to conduct at least 33 technical assistance meetings with the goal of establishing at least three new apprenticeships and three new internship programs. 2) Providing quality career simulation events and worksite tours for high school students. DMACC proposes to serve students in grades 9-12 with an emphasis on high school juniors and seniors. 3) Providing high quality skill development opportunities for educators. DMACC proposes to provide two workshops for educators. 4) Providing skill development for employers through technical assistance workshops. 5) Providing at least one professional skill development event for high school students focusing on 21st century skills. DMACC plans to re-align the intermediary grant focus to establishing new internships and apprenticeships and will start reaching out to new employers as well as working with our current partners to expand their engagement with WBL.

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## **Eastern Iowa Community College**

Award: \$96,666

The goal of the program is to offer middle and high school students interactive awareness and exploratory experiences that introduce them to careers and help them make decisions about future coursework. Many students are not aware of the myriad of career opportunities available. This project will allow them to experience new opportunities that otherwise may not be received. The funding also will allow for transportation to and from school districts and required training. Professional development on regional priorities will be continuous and will provide opportunities to educate our schools and industry partners in order to establish the needed internship and apprenticeship programs.

## **Indian Hills Community College**

Award: \$96,666

Get Connected, Indian Hills Community College's (IHCC) Work-Based Learning (WBL) Intermediary Network program, aims to maximize WBL opportunities for schools in the college's 10-county region. The program bolsters student preparedness for the workforce by linking the region's business and education systems and facilitates the development of relevant WBL activities for students and teachers. Through its efforts, Get Connected will improve the ability of southeast Iowa's students to make informed decisions about their postsecondary and career plans and help grow a skilled workforce for area employers. The program's goals include: 1) Provide guidance and support to school districts and employers to build WBL capacity and programming in 19 area high schools and 9 area career academies. 2) Coordinate WBL career exploration and soft skills development activities for K-12 students. 3) Serve as a primary point of contact for schools, employers, and partner entities to discuss WBL needs and facilitate new, structured WBL opportunities – including internships, pre-apprenticeships, and Registered Apprenticeships. 4) Coordinate WBL activities and capacity-building services for middle and high school teachers. 5) Facilitate WBL events and activities to help promote advanced manufacturing career pathways to middle and high school students in IHCC's 10-county region. 6) Provide information to all IHCC health science career academy students about the opportunities available through the college's Licensed Practical Nurse RA program.

## **Iowa Valley Community College**

Award: \$96,666

Agriculture and Manufacturing remain among the top industry needs for the Iowa Valley Community College Region. Work-based learning opportunities within these two industries will be shared with students and stakeholders through technical assistance meetings and skill development sessions for internship or apprenticeship preparation, pending the employer needs. A virtual or in-person overview course will host at least 30 students for both manufacturing and agriculture. The course will be developed in partnership with area businesses to introduce to high school students with a series of classes preparing them for an internship/apprenticeship. The two Iowa Valley Community College Intermediaries will first connect with businesses for a skill development session to explain their work-based learning options and work with them to understand their needs and whether an internship or apprenticeship will meet their needs best. As the



employers gain interest and understand how partnering with the intermediaries and local school districts can help fill their workforce needs and as school districts understand how we can assist the students in this connection work-based learning, technical meetings will be scheduled.

### **Iowa Western Community College**

Award: \$96,666

This project proposal will prepare students for the workforce and create a local talent pipeline through the facilitation and development of work-based learning and career training opportunities. Iowa Western Community College (IWCC) will work with school districts in Region 13 and area employers to support the development of career training models (internships, registered apprenticeships, and pre-apprenticeships), coordinate teacher externships and other educator skill development, and facilitate skill development for businesses. The initial grant focus will include high schools and districts indicating a need for technical support or assistance in starting or implementing a career training program, as well as high school programs that indicate a need or desire to expand their current career training offerings. The Intermediary Network program will facilitate technical assistance meetings with key partners at school districts to understand career training opportunities and barriers in the areas of internships, registered apprenticeships, or pre-apprenticeships, as well as overall development of work-based learning plans. Technical assistance meetings with key business and industry partners will also take place to understand employer needs, barriers to work-based learning and alignment with area schools. IWCC will also coordinate educator skill development, including a week-long summer teacher externship.

### **Junior Achievement of Eastern Iowa**

Award: \$96,666

Junior Achievement's 3DE program will comprehensively meet the needs of the local workforce by bringing relevancy into the classroom through authentic business relationships. The goal is to provide a scalable program so that every student is able to participate in this life choice learning and to provide imbedded support systems that ensure program success. Through district and business partnerships, JA plans to bridge the gap between district needs and community support, allowing for real-world application to in-school education, bringing relevance into the classroom and enabling students to see the value in what they are learning today. A primary objective is to deliver consistent outcomes across a variety of school communities, especially within the key student indicators of Attendance, Academic Performance, Graduation Rates, and PostSecondary Enrollment and Persistence. Through 3DE's cohort structure, all students are provided the opportunity to build competencies and skills for the future. This program will position learners for choice-filled lives by developing key behaviors and competencies through interactive practice and demonstration.

### **Northeast Iowa Community College**

Award: \$96,666

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Program staff will meet with each region high school at least twice a year (total 50 educator technical assistance meetings) to discuss how to expand and enhance work-based learning opportunities for their students. The 2023-2024 year will focus on enrolling more students in the WBL 200 course that includes an internship opportunity and piloting pre-apprenticeship programs. This year, the pre-apprenticeship program of focus will be welding, but once schools have piloted this opportunity NICC will work to expand pre-apprenticeship programming to include other options such as Computer Numerical Control, Commercial Drivers' License, Construction, and Emergency Medical Technician. To expand teachers' knowledge of work-based learning, NICC will host 10 selected educators on CTE Employer Tours during Summer 2024. That same summer, NICC will support four teachers in earning their MOC to enable more schools to offer their students internships. To engage employers, NICC is working to convene community business boards where work-based learning can be explained and encouraged.

## **Northwest Iowa Community College**

Award: \$96,666

Northwest Iowa Community College will host worksite tours, host skill development workshops, and administer work-based learning technical assistance meetings throughout the region. In addition, the program will support the establishment of internships, pre-apprenticeships, and apprenticeships, and provide skill development activities for teachers and employers. The college will redevelop existing partnerships in light of the changes in scope of the Intermediary grant to focus on internships, pre-apprenticeships and apprenticeships. New partnerships will be established and strengthened. Intermediary partners include: all K-12 schools, private schools, Northwest AEA, RPP board, including private schools, IowaWORKS offices, sector boards, economic developers, Iowa STEM Advisory Council, Iowa State University Extension and Outreach, College departments including Transitions and Economic and Workforce Development.

## **Iowa Lakes Community College**

Award: \$96,666

By focusing on and encouraging underrepresented groups of students to participate in STEM-related workplace learning experiences, the program expects that more females and minorities will enter programs of study leading to STEM-related careers and professions. Iowa Lakes Community College (Iowa Lakes) Intermediary project aims to help all schools and businesses in the region build capacity to increase work-based learning (WBL) opportunities, particularly preapprenticeship, registered apprenticeship, and internships. In order to achieve this, Iowa Lakes Intermediary Program will expand career exploration offerings to younger students. The Iowa Lakes Intermediary project will serve 11 public schools and one private school. The program will serve countless businesses by providing valuable information to enhance their current and future workforce. This project will result in new apprenticeship, pre-apprenticeship, and internship opportunities. Located in a rural region with many high school students living in small communities or on farms, Iowa Lakes Intermediary Program will create opportunities for accessibility to resume-worthy career opportunities by exploring remote opportunities and meeting with rural businesses.



### **North Iowa Community College**

Award: \$96,666

NIACC Career Connections plans to create opportunities through the collaboration and partnerships with community, educational, and employer/business partners throughout the region. Program goals include: 1) Increasing the number of work-based learning opportunities available for students to give them ways to explore high-demand career paths they may not have thought they would have an interest in seeking. We plan to offer Career Readiness Speakers, Career Fairs, hands-on events in partnership with an employer from the industry sector being highlighted, simulator events including manufacturing, healthcare, and agriculture/technology, and pre-apprenticeship/apprenticeship events throughout the region. 2) Improve access to individuals in the underserved population working with our EMPOWER program on campus and reaching out to the Alternative High Schools and connecting with Home School populations, and I-JAG. 3) Developing models that meet the needs of diverse learners including partnering with our Pre-Employment Transition Coordinator, Iowa Vocational Rehabilitation, and other resources to offer opportunities for preapprenticeships and internships. 4) Continuing to build partnerships between community organizations, educational institutions, and industry partners to support work-based learning. 5) Providing information about short-term certificates that are available to students as they prepare for graduation and look for training beyond high school to meet the needs of local employers. Examples include Production Welding, Fundamentals of Construction, and C.N.A.

### **Southeastern Community College**

Award: \$96,666

Southeastern Community College's program will focus on priorities including: 1) Increasing awareness among middle and high school students in southeast Iowa related to in-demand, high-wage careers in Iowa; and 2) Strengthening and building additional collaboration amongst the education system, workforce system, and business/industry to minimize duplication, and provide additional pathways to work-based learning opportunities.

The anticipated program outcomes include: 1) Increasing the number of internships, pre-apprenticeships, and registered apprenticeships available to students within the 12 public and two private high schools in the region; 2) Scaling existing internships, preapprenticeships, and registered apprenticeships to other students and/or school districts to expand capacity; and 3) Developing and implementing a WBL sequence, ranging from career awareness to training. The goals will align with the shared vision to enhance career readiness among students in southeast Iowa.

### **Western Iowa Technical Community College**

Award: \$96,666

The primary goal of the Iowa Intermediary Network program is to align high school students' career interests with appropriate postsecondary educational opportunities. The long-term result is to position

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these students for successful career attainment. The program will also provide businesses a way to share the excitement of their company and industry with students and educators; strengthening the local economic growth by showing students they can have a fulfilling career right here in Iowa.

The Western Iowa Tech Community College (WITCC) Intermediary Work-Based Learning Project will support a comprehensive and collaborative program connecting all secondary schools in the region with the extensive network of business and industry partners here in Northwest Iowa and across the state. The project is now well-positioned to champion additional work-based learning priorities guided by the evolving needs of area schools and businesses in the region. The project will work to strengthen local partnerships in order that all students have the opportunity to participate in resume-worthy, hands-on career experiences before high school graduation.

## **Energy Association of Iowa Schools**

Award: \$96,666

The Energy Association of Iowa Schools will expand upon a very successful work-based learning Building Operator Pathway (BOP) program. The BOP pilot was a great success, helping 100% of its participating students graduate high school and receive portable credentials valuable to employers. The work will also address two additional work-based learning priorities for Region 14 that are needed to prepare students for the workforce and make quality connections. These are: 1) Growing the Building Operator Pathway pilot program to fit in-house and academy CTE programming, and 2) Expanding onsite schools as employers for internships and including local business as well as industry internships and apprenticeships. Region 14 has a total student population of about 9,090 students, of which roughly 3,000 will be reached with this project's programming which is focused on middle and high school students.

Facilitated by Energy Association of Iowa Schools (EAIS) in partnership with Southwestern Community College, Region 14 school districts, BOP Advisory Committee, and local stakeholders, this project will implement the following strategies to achieve its goals: A) Facilitate 33 meetings with Region 14 school districts and employers to share building operations information and figure out how to expand BOP into Career and Technical Education offerings, pre-apprenticeships, and Registered Apprenticeship programs; B) Coordinate eight various building operations job shadow opportunities for middle school and high school guidance counselors, high school principals and other student mentors; C) Have eight employer WBL skill development meetings, three signed building operations internship agreements, and three signed pre-apprenticeship or Registered Apprenticeship agreements; D) Create flexible building operator profession presentations, marketing tools, and speakers bureau to implement in Region 14 school districts and communities; E) Coordinate and support seven career sophomore classroom speakers, booths at four career fairs (middle and high school students), eight job shadows and eight worksite tours focused on building operations for sophomore students.

The New Work-Based Learning for Students – Building/Plant Operations project will give students one-on-one contact with multiple potential employers, as well as provide the groundwork for participation in BOP and its internships, expansion into pre-apprenticeships, and future Registered Apprenticeship programs to explore career options and make smart decisions about their futures.



**Hawkeye Community College**

Award: \$96,666

Hawkeye Community College believes that the development and investment of resources into pre-apprenticeships, Registered Apprenticeship programs, and other work-based learning opportunities for youth are a priority locally and across the state. Hawkeye will be providing student awareness, exploration, and preparation services as well as work-based learning training activities. Hawkeye anticipates facilitating five career classroom speakers, two worksite tours, five student skill development opportunities, two simulation events, and a career fair. Hawkeye anticipates facilitating 33 work-based learning technical assistance meetings and five work-based learning agreements, including pre-apprenticeships and Registered Apprenticeships, two skill development or externship opportunities for career and technical instructors, and two skill development opportunities for employers.

Hawkeye understands transportation of students before, during, and after school is a monumental barrier for school districts as well as parents/guardians. Hawkeye intends to leverage its partnerships within industry associations, business groups, individual employers, and local non-profit organizations to facilitate services and opportunities for students within their schools, school districts, and communities. Leveraging these partnerships to eliminate transportation barriers will increase event participation, increase awareness of WBL opportunities, and localize conversations within each community.

**TOTALS:**

**Number of Awards: 15**

**Amount of Funds Awarded: \$1,450,017**