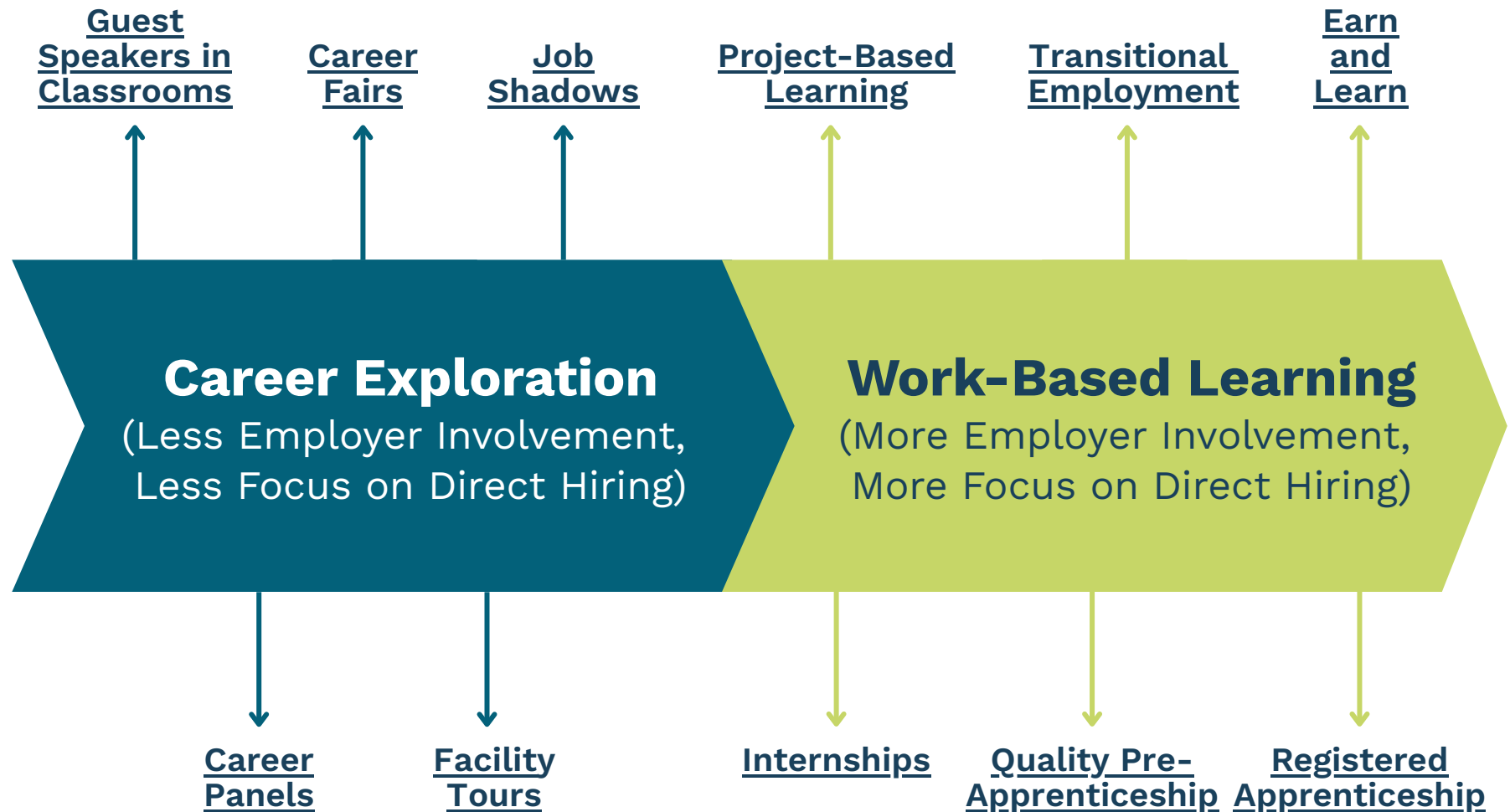


Strategies to Build Your Talent Pipeline

Click on any underlined text below to learn more.



Not sure where to start? Explore Options

Not sure where to start?

What are your workforce goals? Select either A or B below.

A

Relationship Building and Increase Awareness

Lower Lift: Does not
require major planning
time or resources.

B

Structured Experience OR Formal Workforce Program Development

Moderate to Higher Lift:
Requires more time and
resources.

A. Relationship Building and Increase Awareness

Lower Lift: Does not require major planning time or resources.



Level of Commitment:

A

Low Lift

Does not require major planning time or resources

Guest
Speaker

Career
Panels

Career
Fairs

Facility
Tours

Job
Shadows

B. Structured Experience OR Formal Workforce Program Development

Moderate to Higher Lift: Requires more time and resources.



Level of Commitment:



B

Moderate

Requires some planning, supervision and coordination, likely with existing resources

Project-Based Learning

Internships

Quality Pre-Apprenticeship

Transitional Employment

B

Higher Lift

More serious time commitment, planning and resource investment, generally more long-term and strategic.

Earn and Learn

Registered Apprenticeship

Guest Speakers in Classrooms

Career Exploration
(Less Employer Involvement,
Less Focus on Direct Hiring)

Definition

A guest speaker is a professional who presents information about their career, business, or organization to an audience, typically in a classroom setting. Their role is to engage students in learning about potential career options and to facilitate discussions that help them explore their interests and aspirations.

Who to Contact

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Career Fairs

Career Exploration
(Less Employer Involvement,
Less Focus on Direct Hiring)

Definition

A career fair is an organized event where employers and job seekers come together to explore job opportunities. During these events, companies set up booths to showcase their organization, advertise open positions, and meet potential candidates.

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Job Shadows

Career Exploration
(Less Employer Involvement,
Less Focus on Direct Hiring)

Definition

Job shadowing is a process where an individual follows and observes a current employee during their workday to learn about their job responsibilities, tasks, and work environment.

Resources

- [Job Shadow Guide](#)

Who to Contact

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Career Panels

Career Exploration
(Less Employer Involvement,
Less Focus on Direct Hiring)

Definition

Career panels are events where students have the opportunity to interact with professionals from various fields. They allow students to learn about different career paths, gain insights into what it takes to succeed in those careers, and ask questions about professional development.

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Facility Tours

Career Exploration
(Less Employer Involvement,
Less Focus on Direct Hiring)

Definition

Facility tours are structured activities that allow students to engage with real world work environments. These tours are designed to provide students with an understanding of various careers, the skills required for those careers, and the workplace culture.

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Project-Based Learning

Work-Based Learning
(More Employer Involvement,
More Focus on Direct Hiring)

Definition

Implementation of developed real world meaningful projects with students, student groups, or internship participants.

Example

- [Work-Based Learning - Sara Blair - Country Maid - West Bend, Iowa](#)

Quick Links

- [Employer Commitment Considerations](#)
- [Characteristics of quality projects, Types of Projects, and Outcome Measures](#)
- [Sample Project Plan: Customer Service Feedback Review and Improvement Recommendations](#)
- [Sample Project Timeline](#)

Resources

- [Project-Based Learning Guide](#)

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Quality Pre-Apprenticeship

Work-Based Learning
(More Employer Involvement,
More Focus on Direct Hiring)

Definition

A pre-apprenticeship program that meets certain requirements and high-quality standards set forth by the United States Department of Labor (USDOL) and administered by the Iowa Office of Apprenticeship (IOA) that leads directly into a Registered Apprenticeship (RA) program.

Example

- [Quality Pre-Apprenticeship – Baker Electric](#)

Resources

- [Quality Pre-Apprenticeship Flyer](#)
- [Quality Pre-Apprenticeship Checklist](#)

Who to Contact

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Earn and Learn

Work-Based Learning
(More Employer Involvement,
More Focus on Direct Hiring)

Definition

Employer constructed programs that provide related training and on-the-job training to employees while paying wages and providing benefits. Goal is to train new hires for specific occupations and/or upscale current employees to fill high demand positions.

Example

- [Mission Employable Podcast: Goldfinch Laboratory: Iowa Lab Saves Wild Money with Earn and Learn](#)

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Transitional Employment

Work-Based Learning
(More Employer Involvement,
More Focus on Direct Hiring)

Definition

Employer partnership with local workforce offices to fill positions with potential employees where the employer provides a structured work experiences or on the job training for individuals with barriers. Funding may be available to offset the cost to employers.

Example

- [Mission Employable: Thompson Solutions – Internship and transitional employment as a hiring strategy.](#)

Resources

- [Comparing Options to Fill Your Workforce Pipeline](#)

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Internships

Work-Based Learning
(More Employer Involvement,
More Focus on Direct Hiring)

Definition

Structured on-the-job training for a limited amount of time. Provide employers an opportunity to impart skills and knowledge for intern participants and test/drive or develop potential employees. Can be paid or unpaid.

Example

- [Team Kline: High School Internship are a Top Retention Tool](#)
- [Mission Employable Podcast: Crawford County Memorial Hospital Internship Program and Retention Strategies](#)

Resources

- [4 Steps to Internship for Employers](#)
- [Work-Based Learning Legal Considerations for Employers](#)
- [Iowa Youth Employment Waiver](#)

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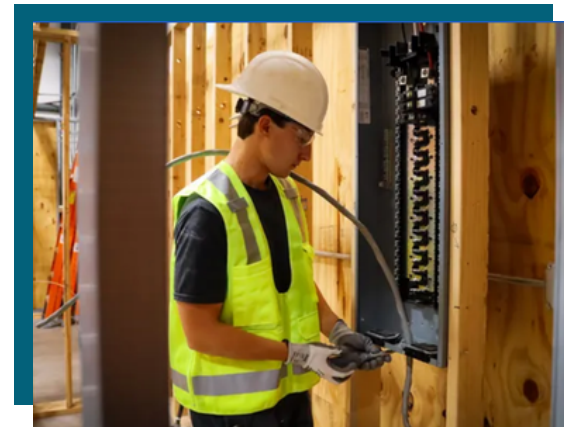


Photo Credit: Team Kline

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Registered Apprenticeship

Work-Based Learning
(More Employer Involvement,
More Focus on Direct Hiring)

Definition

A Registered Apprenticeship is an on-the-job employment program that meets certain requirements and high-quality standards set forth by USDOL and is administered by the Iowa Office of Apprenticeship.

Example

- [Apprentices Reach New Heights in Lineman Program](#)
- [Mission Employable Podcast: Interstates Inc. Grow with Registered Apprenticeship](#)

Resources

- [Build Your Pipeline As an Employer With Registered Apprenticeship](#)

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