



EMPLOYER ROUNDTABLE

IOWA WORKFORCE DEVELOPMENT EMPLOYER ROUNDTABLE

- Welcome
- Quick Introductions
- Addressing Child Care
- Work-Based Learning
- Field Office Resources
- Resources for Building your Workforce
- Dialogue and Discussion – *current needs, gaps, and challenges*



GOVERNOR'S ECONOMIC RECOVERY ADVISORY BOARD RECOMMENDATIONS

February 2021

- Increase short-term credit and non-credit training programs; online platforms, year around, students can begin any time.
- Develop an overall strategic plan that addresses the numerous issues that contribute to the child care barrier to work in Iowa. (Completed)
- Fund and scale successful nonprofit workforce training programs statewide, especially on-site training for adults facing multiple barriers to employment and aggravated by the pandemic. Provide wrap-around services for individuals while in training and transitioning to full-time employment.
- Expand work-based learning initiatives that forge school-business partnerships.

ADDRESSING CHILD CARE

- Iowa has the most dual earner households in the country, thus child care is a necessity for employers and employees.
- Over the past five years, Iowa has lost 33% of its child care businesses and is short 350,000 slots for children younger than 12 years old.
- This crisis hurts more than Iowa families. It also costs the state close to a billion dollars each year in lost tax revenue and employee absences.



CHILD CARE TASK FORCE

Governor Appointed Task Force
Recommendations are Forthcoming.

Four Main Areas to be Addressed:

- Regulatory Barriers & Financing Options
- Expanding Eligibility for Child Care Assistance
- Child Care Workforce Issues
- Increasing Employer Investment and Engagement Oppor
Child Care



WORK-BASED LEARNING

- Work-based learning provides students with real-life, professional experiences allowing them to test drive careers and build skills for the workplace.
- The Governor's Economic Recovery Advisory Board recommended 75% of Iowa school districts will have one or more school-business partnerships by 2023, and all high school students will participate in work-based learning by 2024.



EXPAND WORK-BASED LEARNING EXPERIENCES IN HIGH-DEMAND CAREERS

INCREASE CAREER DEVELOPMENT IN MIDDLE & HIGH SCHOOL

- Quality pre-apprenticeships
- Registered apprenticeships
- Internship programs
- Leverage existing programs,
 - STEM BEST (Businesses Engaging Students and Teachers) program
 - Iowa Jobs for America's Grads (iJAG)



Iowa Intermediary Network

Connect

CTE BUSINESS, FINANCE, MARKETING AND MANAGEMENT



Growth Opportunities Within Iowa Businesses

Learn about opportunities in Iowa that allow for vertical career growth. Students will understand what large organizations in Iowa are looking for in employees and important skills to ensure advancement opportunities.



[GET LINK](#)



Small Business Entrepreneurship Panel

Hear from small business owners across the state and learn about the essential components of successful entrepreneurship in Iowa. Topics covered in this event will cover business standards 31.61 and 12.3.



[GET LINK](#)



Control Your Inventory: Make \$\$\$!

FIFO, LIFO, and weighted-average inventory, oh my! This session will help connect how different inventory methods affect profit margins along with a panel discussion on careers related to inventory and accounting. Learn from experts on the value to control inventory costs to increase organizational profit! This event will connect to business standards 11.63 and 11.10.



[GET LINK](#)



DIGITAL DOWNLOADS

All past statewide events are available here. The downloads are organized by the six career and technical education (CTE) service areas. Please click on the more info button to see which videos are available and to access the download.



Agriculture, Food & Natural Resources

[MORE INFO](#)



Applied Science, Technology, Engineering & Manufacturing

[MORE INFO](#)



Business, Finance, Marketing & Management

[MORE INFO](#)



Family & Consumer Sciences

[MORE INFO](#)



Health Science

[MORE INFO](#)



Information Solutions

[MORE INFO](#)

GET CONNECTED

WITH YOUR
REGIONAL
COORDINATOR

[CONNECT](#)

IOWA
Intermediary
Network

Aligned Regional I Work- Based Learning Services ewid



Iowa Intermediary Network Reporting Chart

	Continuum Level		
	Awareness	Exploration	Workplace
Core Statewide Services			
Worksite Exploratory Event		X	
Worksite Job Shadow - Individual		X	
Career Immersion Experience	X	X	
Internship Support (Business Connections)			X
Educator/District Services			
Educator Worksite Industry Tour	N/A	N/A	N/A
Professional Development & Training	N/A	N/A	N/A
Educator In-The-Workplace	N/A	N/A	N/A
Involvement with District College/Career Readiness Initiatives & CTE	N/A	N/A	N/A
Involvement with RPP	N/A	N/A	N/A
Supporting Regional Services			
Career Classroom Speaker	X		
Interactive Career Event	X		
Mock Interview (In-person or Virtual)	X		
Career/WBL Development Activities	X		
Virtual Services			
Virtual Job Shadow/Informational Interview	X	X	
Virtual Event	X	X	

NICC College & Career Connection CCC Website

A Member of the Iowa Intermediary Network

Employer & Educator Forms and Resources

- [Employer Work-based Learning Checklist](#)
- [WBL Liability Basics for Employers](#)
- [Iowa Work-based Learning Guide](#)
- [High School Outreach Team](#)

Department of Education - Sectors of Opportunity - Iowa Career Pathway Mapping Projects

- [Opportunities in Advanced Manufacturing - Iowa Career Pathways](#)
- [Opportunities in Building Trades - Iowa Career Pathways](#)
- [Opportunities in Business & Financial Services](#)
- [Opportunities in Energy - Iowa Career Pathways](#)
- [Opportunities in Health Sciences - Iowa Career Pathways](#)
- [Opportunities in Information Technologies - Iowa Career Pathways](#)
- [Opportunities in Transportation, Distribution, and Logistics- Iowa](#)

Department of Education - Industry Toolkits

- [Health Science WBL Toolkit](#)
- [Manufacturing WBL Toolkit](#)
- [Transportation Distribution and Logistics \(TDL\) WBL Toolkit](#)

Work-Based Learning Business Sign-up

https://nicc.agsprime.net/business_self_sign_up/business_self_sign_up_module/business_sign_up



REGISTERED APPRENTICESHIP PROGRAMS IN HIGH SCHOOL

57 Iowa high schools are currently participating in Registered Apprenticeship programs with

27 Different occupational programs.

160 Apprentices



REGISTERED APPRENTICESHIP PROGRAMS IN 57 HIGH SCHOOLS

Calamus-Wheatland High School

Central Campus Des Moines Public Schools

Ankeny High School

East High School

Hoover High School

Lincoln High School

Roosevelt High School

Scavo Alternative High School

Home Instruction programming

Clear Lake Community School District

Clinton Community School District

Council Bluffs Community School District

Abraham Lincoln High School

Thomas Jefferson High School

Davenport Community School District

Davenport West, Central, North and Mid City

Dubuque Community School District

Dubuque Senior High, Hempstead High School

REGISTERED APPRENTICESHIP PROGRAMS 57 HIGH SCHOOLS PARTICIPATING

Essex Community School District

Forest City Community School District

Greene County Community School District (North Central Career Academy)

Patton Churdan Jr-Sr. High School

Panorama High School

SE Valley High School

Greene Valley High School

Iowa Edge/ Boone High School

Keokuk Community School District

Lakes Area Academy

Estherville-Lincoln Central

Harris- Lake Park

Okoboji

Spirit Lake

Marshalltown Community School District

Marshalltown High School, Marshalltown Learning Academy

Muscatine High School

Nevada Community School District

REGISTERED APPRENTICESHIP PROGRAMS 57 HIGH SCHOOLS PARTICIPATING

North Scott Community School District

North Scott High School

Pleasant Valley High School

Norwalk Community School District

Ottumwa Community School District

Pella Career Academy

Pella High School

Pella Christian

Pleasantville High School

Shenandoah Community School District

Spencer Community School District

Waterloo Community School District (Waterloo Career Connection)

Waterloo East, West, Expo Alternative High School

Waverly Shell Rock Community School District

West Delaware Community School District

West Delaware High School

East Buchanan High School

Maquoketa High School

West Des Moines Community School District

Winterset Community School District

Woodbine Community School District

FIELD OFFICE RESOURCES

- Job Posting – Iowa *WORKS.gov* + national exposure
- Labor Market Information – understand the local market
- Targeted Hiring events – use of the Iowa *WORKS* centers
- Applicant recruitment assistance – dedicated Business Engagement Teams and Iowa *WORKS* partners
- Applicant screening and assessments
- Social Media promotion
- Job Fairs – Virtual, Drive thru, Open air
- Development of work-based learning options to attract a diverse workforce
- Tax Incentives – Work Opportunity Tax Credit, Federal Bonding
- Rapid Response/Layoff Aversion
- RESEA assistance
- Veterans Preference

RESOURCES AVAILABLE FOR BUILDING YOUR WORKFORCE

- Home Base Iowa connects the dots between businesses, communities, higher education and statewide veteran organizations
- Direct connection to veterans, both in-state and those transitioning out across the county, with the skills you need
- Create your Home Base Iowa profile, post jobs and gain access to over 1,500 veteran resumes with skills in your industry
- Benefits for both businesses and communities



RESOURCES AVAILABLE FOR BUILDING YOUR WORKFORCE

- Employer innovation fund
- Child care challenge grant
- Registered apprenticeship start up and ongoing funding
- Summer youth internship grant
- Last dollar scholarship
- RA high school playbook
- Manufacturing 4.0
- Community college resources





Community Colleges Provide Job-Focused Education and Four Year Transfer Opt

	K-12	Adult	Business	Transfer-4 Year
Customized Training- businesses to upskill employees		X	X	
Career and Technical Education – credit programs leading to high demand occupations	X	X	X	X
Career Pathway Certificates – Short Term Customized Training	X	X	X	
Work-Based Learning Programs – job shadows, tours, internships, work experience	X	X	X	
Sector Boards – a collaboration of businesses, K-12’s, economic development and community colleges	X	X	X	X
Credit Program – (AA, AAS, Diploma, Certificate) with business sponsors	X	X	X	X
Registered Apprenticeship (RA) Program		X	X	
College Classes at High Schools	X			
HS Career Academy Programs (Health, Manufacturing, Information Technology, Business, Social Services, Ag, Transportation)	X			
Services for Students – assistance with food, transportation, clothing, and utilities to break down barriers	X	X	X	X

WORKFORCE ASSESSMENTS WE CAN HELP YOU GROW YOUR WORKFORCE

- A team of workforce experts from across state agencies, stem and community colleges will meet with interested employers onsite
- After the assessment meeting, employers will be provided with a tailored recommendation with information about available state resources; individual POCs and technical assistance
- The only cost is your time!
- Let us know today if you are interested in scheduling a workforce assessment

DIALOGUE & DISCUSSION

WHAT DO YOU NEED?





UNLEASHING OPPORTUNITIES TO GET
IOWA FUTURE READY.