

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 wraparound 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 lowa 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)



Lowa Intermediary Network:

BUSINESS, FINANCE, MARKETING AND

Conn MANAGEMENT













Small Business



Make \$\$\$!





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



Agriculture, Food & Natural Resources



Applied Science, Technology, Engineering & Manufacturing



Business. Finance, Marketing & Management



CONNECTED

GET



Family & Consumer Sciences



Health Science



Information Solutions



Intermediary Network

Aligned Regiona I Work-Based Learning Services biwe

Intermediary

Network

Virtual Event

Iowa Intermediary Network Reporting Chart	C t' 11		
	Continuum Level		
Core Statewide Services	Awareness	Exploration	Workplace
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
<u>Supporting Regional Services</u>			
Career Classroom Speaker	X		
Interactive Career Event	X		
Mock Interview (In-person or Virtual)	X		
Career/WBL Development Activities	X		
<u>Virtual Services</u>			
Virtual Job Shadow/Informational Interview	X	Х	
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NICC College & Career Commention

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

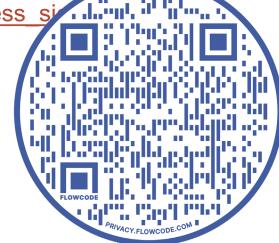
Department of Education - Industry Toolkits

- · Health Science WBL Toolkit
- · Manufacturing WBL Toolkit
- · Transportation Distribution and Logistics (TDL) WBL Toolkit



Work-Based Learning Business Signup

https://nicc.agsprime.net/business_self_sign_up/business_sign_up_module/business_sign_up_module/

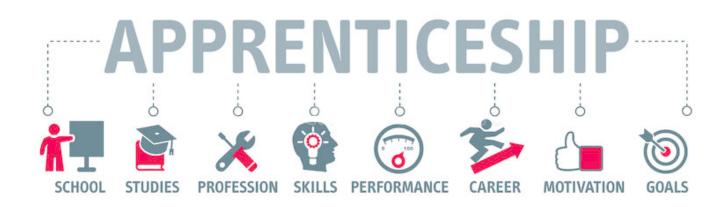


REGISTERED APPRENTICESHIP PROGRAMS IN HIGH SCHOOL

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

Maguoketa 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 <u>connects the dots</u> 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	Busine ss	Transfer- 4 Year
Customized Training- businesses to upskill employees		Х	Х	
Career and Technical Education – credit programs leading to high demand occupations	Х	X	X	X
Career Pathway Certificates – Short Term Customized Training	Х	X	X	
Work-Based Learning Programs – job shadows, tours, internships, work experience	Х	X	X	
Sector Boards – a collaboration of businesses, K-12's, economic development and community colleges	Х	X	Х	Х
Credit Program – (AA, AAS, Diploma, Certificate) with business sponsors	Х	X	X	Х
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)	Х			
Services for Students – assistance with food, transportation, clothing, and utilities to break down barriers	Х	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?



