

Welcome to the Summer Youth Internship Webinar



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Upcoming Topics:

Thursday, May 12 – Summer Youth Internships – Education and Community Based Models

Thursday, May 26 – Accelerated Training Models 1

Thursday, June 9 – Accelerated Training Models 2

Thursday, June 23 – Really Cool Things You Need to Know About

Thursday, July 7 – Partnerships in Child Care

Thursday, July 21 – Innovations in Healthcare Training

Topics subject to change – registration information coming soon!



Future Ready Iowa

70% of Iowa's workforce with **education or training beyond high school by 2025.**

5 Strategies

- Funding (examples include LDS, Summer Youth Internship)
- Address Barriers
- Work-Based Learning
- 21st Century Skills
- Grassroots

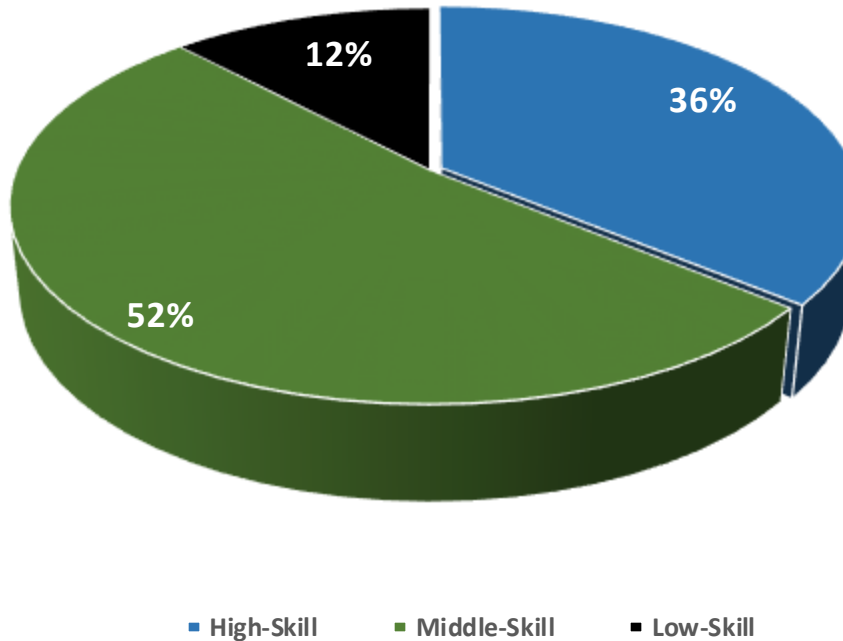


Why Future Ready Iowa?

- It is projected that **68%** of the jobs in Iowa will require training beyond high school by **2025**.
- Close the skills gap in Iowa.
- To better align education and the workforce to meet employer needs.

PROJECTED SKILLS GAP

Iowa's Jobs by Skill Level, 2019

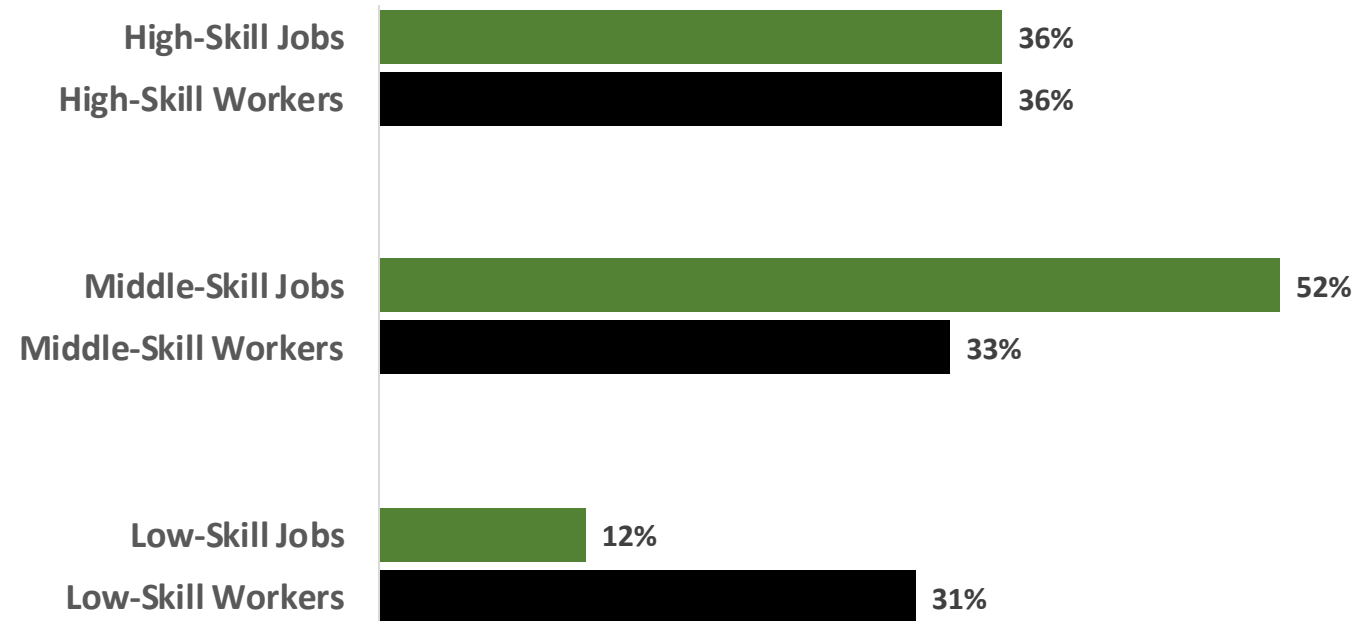


52%

ARE MIDDLE-SKILL JOBS

IOWA IS EXPERIENCING A MIDDLE-SKILL JOB GAP

Iowa's Jobs and Workers by Skill Level, 2019-20



Sources: 2019 Occupational Employment Statistics, Labor Market Information Division, Iowa Workforce Development.
2020 Current Population Survey, U.S. Census Bureau.

Percent of Employers who Perceive they have difficulty filling positions due to:

Applicants lack the **QUALIFICATIONS** needed **56%**

GENERAL lack of Applicants **48%**

Lack of applicants due to **WAGES** offered **28%**

Lack of applicants due to **BENEFITS PACKAGE** provided **21.7%**

Lack of applicants due to **TYPE OF WORK** required **30.7%**

EMPLOYER PERCEPTION OF APPLICANTS



Panelist Introductions

- Ty Reckling
- Director Process Improvement
- Metro Pavers, Inc. - Eastern Iowa Corridor
- ty@metro-pavers.com
- Metro Pavers Inc. builds concrete roads, airport runways, parking lots. They work in private development areas, perform work for IDOT, cities and counties in the corridor area.





Panelist Introductions

- Lori Wildman
- Training Specialist/ IPL Technical Training
- Alliant Energy in Iowa and Wisconsin
- loriwildman@alliantenergy.com
- Alliant Energy provides electric, gas, wind, generation and solar energy.





Panelist Introductions

- Robert Abbott
- Founder
- Innovate 120, Inc. – Maquoketa
- rabbott@innovate120.org
- Innovate 120, Inc. is an innovation and work experience hub in downtown Maquoketa, Iowa.

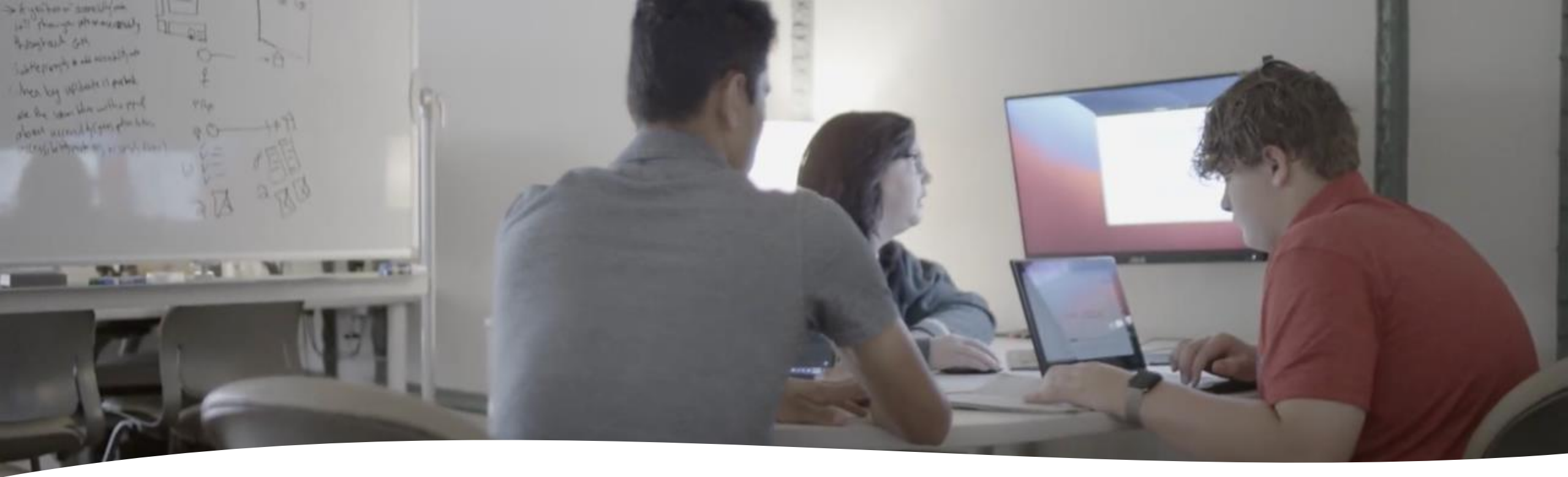


Start with WHY?

Metro Pavers - To introduce our industry and its opportunities to underrepresented youth so they may experience other career options that don't require traditional college.

Alliant Energy - To encourage students in the energy/utility career path. Designed a high school on-line program "Introduction to Energy Basics" as a pre-requisite. Goal was to show the opportunities, explain the technical careers and the skills needed. We strive to encourage students about this amazing career path while establishing a relationship with Alliant Energy – identify early talent to gain and retain employees.

Innovate 120 - In response to the Governor's focus on providing youth with exposure to high tech career paths, we wanted to share our experience and methodologies as UX design and communication design professionals.



Internship Program Model

- **Metro Pavers** 7-week duration - 1-week of classroom and 6-weeks of on-the-job experience.
- **Alliant Energy** Enrollment of participants in our online high school program (designed with internship in mind). This 14 -week program meets during the school day (partnerships). Students completing successfully are eligible to apply for internship program. Internships are 6 weeks and interns are rotated among electric, wind, gas and generation crews fielding engineering and sourcing. Last week intern goes back to area of interest.
- **Innovate 120** 6-week internship that provides a foundation in UX design then engages the students in applying those skills and methodologies to a real client challenge.

Key Steps to Program Creation

- Metro Pavers
 - Identify intern selection criteria
 - Develop industry specific orientation curriculum
 - Create safety orientation
 - Identify a program that consisted of transferable skills
 - Develop a clear outline of the program to help guide us and the interns
 - Develop a fair and attractive wage



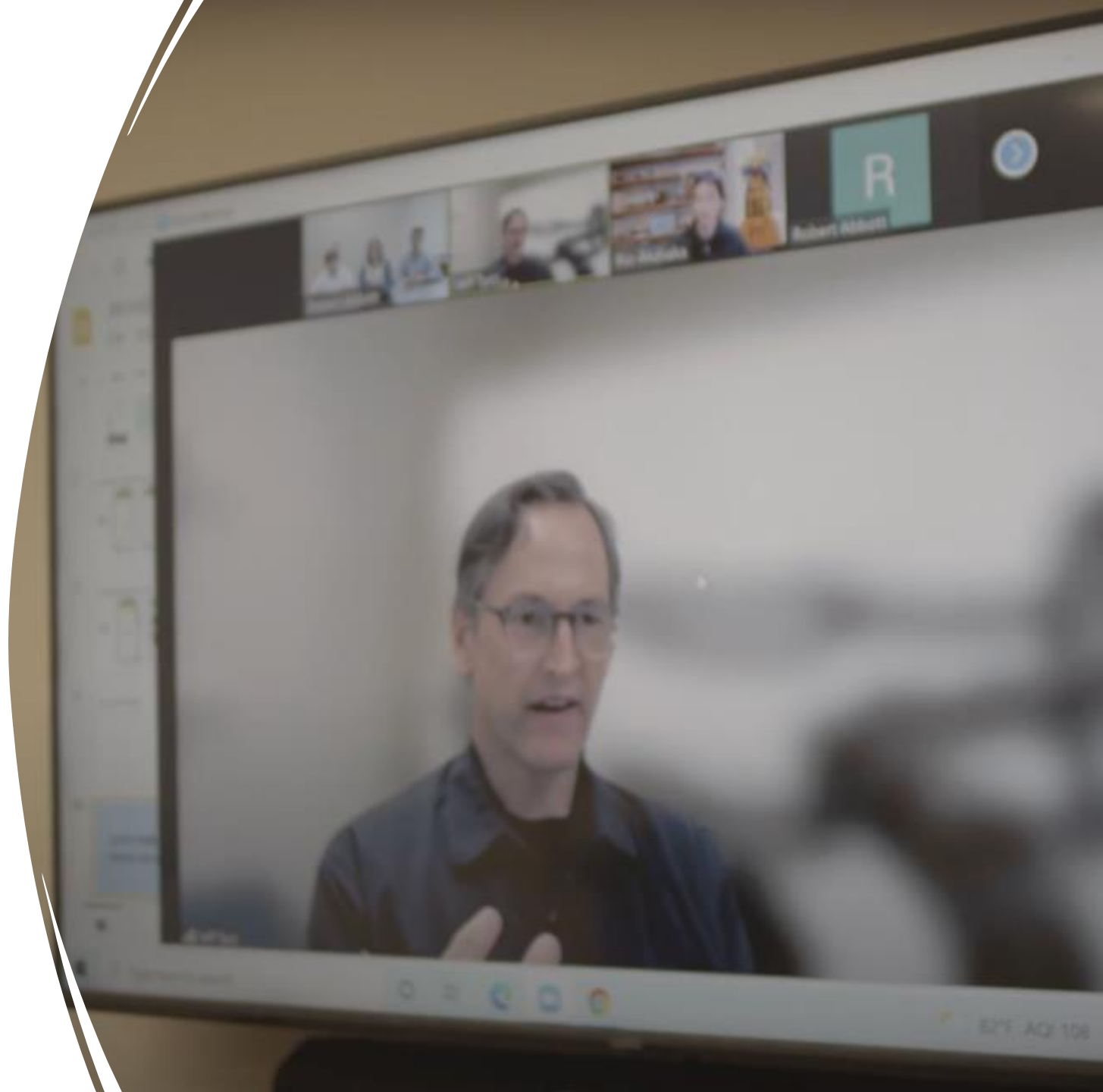


Key Steps to Program Creation

- Alliant Energy
 - Build a sustainable framework – know your purpose
 - Build key relationships and partnerships
 - Have approval, support and “buy-in” from Alliant leadership
 - Be involved with high schools and students
 - Make your program visible to be successful
 - Be willing to talk about the program again and again
 - Be willing to ‘pivot’ quickly to meet needs of students, industry
 - Make it a meaningful experience

Key Steps to Program Creation

- Innovate 120 inc.
 - Develop program marketing materials
 - Recruit students
 - Outline the curriculum and work plan
 - Recruit clients



Program Cost

Metro Pavers

- Depends on the number of interns, mentors and admin costs.

Alliant Energy

- Introduction to Energy Basics is free, due to WTED funds.
Internships are also covered and paid for by FRI grant, which covers intern wages and ppe needs.

Innovate 120

- Approximately \$45,000, including wages for students, curriculum and facilitation.

Program Outcomes

- Interns really liked the experience. We have been able to recruit a couple of the interns once they graduated from High School. The program helped us connect with our local high schools and has helped students become aware of our career opportunities (Metro Pavers).
- Summer 2021 – 11 interns, 6 seniors – four went to tech school, one hired into our new pre-apprenticeship program. The four juniors served as ‘ambassadors’ during their senior year, sharing their experience with other students. Outcome of the on-line program is increased knowledge and interest in energy careers (Alliant Energy).
- Very positive. Out of the first co-hort of 12 students, 25% have taken steps toward pursuing UX as a career path. For at least one of our most challenged students, they have greatly improved their academic performance this school year. The clients’ experiences were so positive, they have all requested to come back again this year (Innovate 120).



Lessons Learned

- Set clear expectations with interns up front (examples include attendance and cell phone use).
- Ensure the intern doesn't have a second job.
- Build some fun activities into the program.
- Start recruitment activities early in the year prior to summer.

- Many partnerships must be formed, it is hard to reach your intended audience.
- Administrators, teachers, and counselors must know about your program and be able to convey information to students and parents.
- Our program gained tremendous traction in just the second year.
- We are often requested to speak on the program and do that .

- Teaching high school students is hard.
- Providing them with clear objectives and supporting them to reach the objectives can result in amazing outcomes





I Wish I had Known...

- Lessons learned from other companies.
- What it takes to make a program and/or internship dual-enrolled eligible. What kind of credit a high school student can get for our internship.
- We've found out our internships are excellent workplace experience opportunities and are being recognized as such.
- A couple of Iowa Tech Schools are giving our interns WPE credits.
- Understanding the importance of clear communication plans to recruit participants, especially since we were new to the community.

Partners

Metro Pavers

- [ijAG](#) – Iowa Jobs for America's Graduates
- School Counselors
- [Iowa Workforce Development](#)
- Vocational and Training Organizations

Alliant Energy

- Our training partner is Iowa Valley Continuing Education, part of Iowa Valley Community College District (IVCCD). We are very involved with IVCCD and they are a valued partner.
- [Iowa Intermediary Network](#)
- Schools and Business-Education-Labor Organizations

Innovate 120

- Jackson County Schools
- Jackson County Economic Alliance
- Iowa Workforce Development



How do you manage LIABILITY?

- We follow the employment of minors guidelines and ensure someone is with the interns at all times.
- Summer interns are Alliant Energy employees. It is a job classification within the company, Intern Utility Assistant. The fact that it is a classification is a big deal, as our bargaining unit (unions) also have to approve such classifications and they believe strongly in our program.
- N/A



How do you recruit Participants?

Metro Pavers

- Through our partner organizations, multi media presence, our web site and job boards.

Alliant Energy

- I work directly with high schools throughout Iowa, administrators, teachers, and counselors.
- I lean on the [Iowa Intermediary Network](#) heavily, they have valuable connections to all schools and workplace experience.
- I do informational webinars for students, parents, and teachers.
- Our employees help us recruit.
- iJAG is another valuable partner in recruiting.
- Former interns serve as ambassadors.
- I have a recorded presentation available for those requesting information on the program.

Innovate 120

- Working directly with the administration of Jackson County schools.



Share a success story?



Questions?



Thank You

For more information contact Kathy.Leggett@iwd.iowa.gov



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