

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!

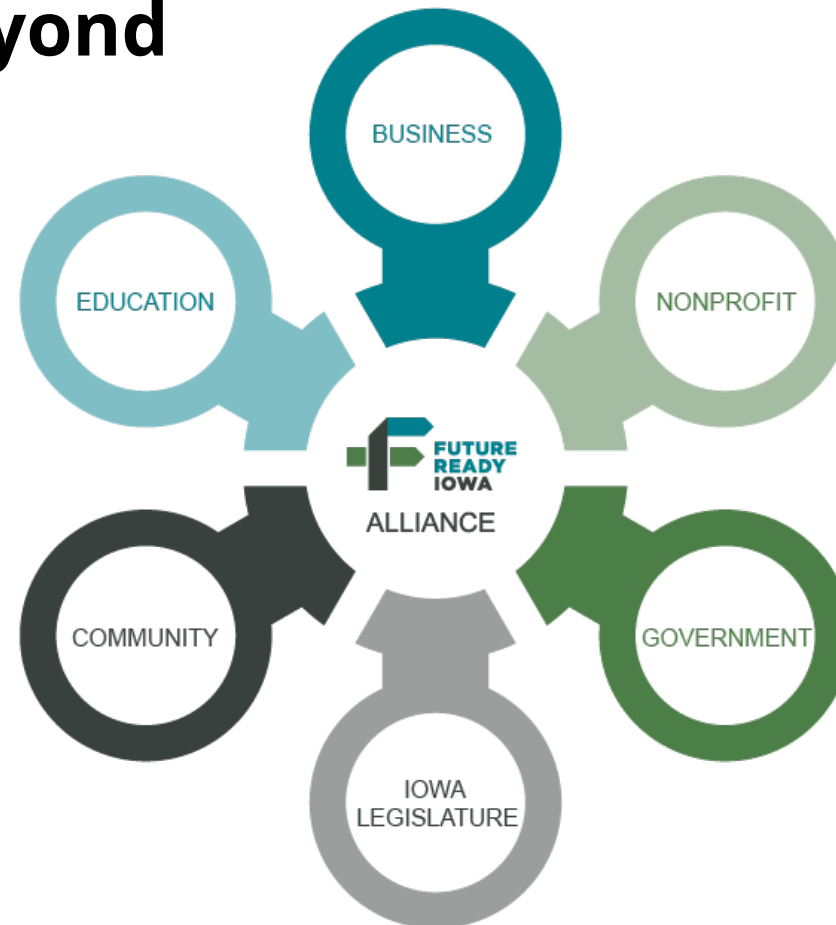


Future Ready Iowa

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

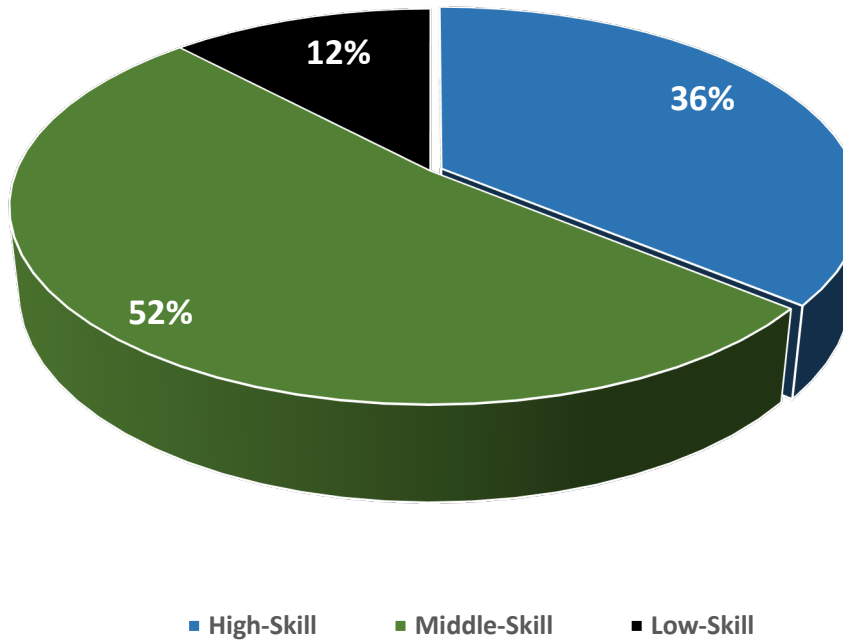


Why Future Ready Iowa?

- 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

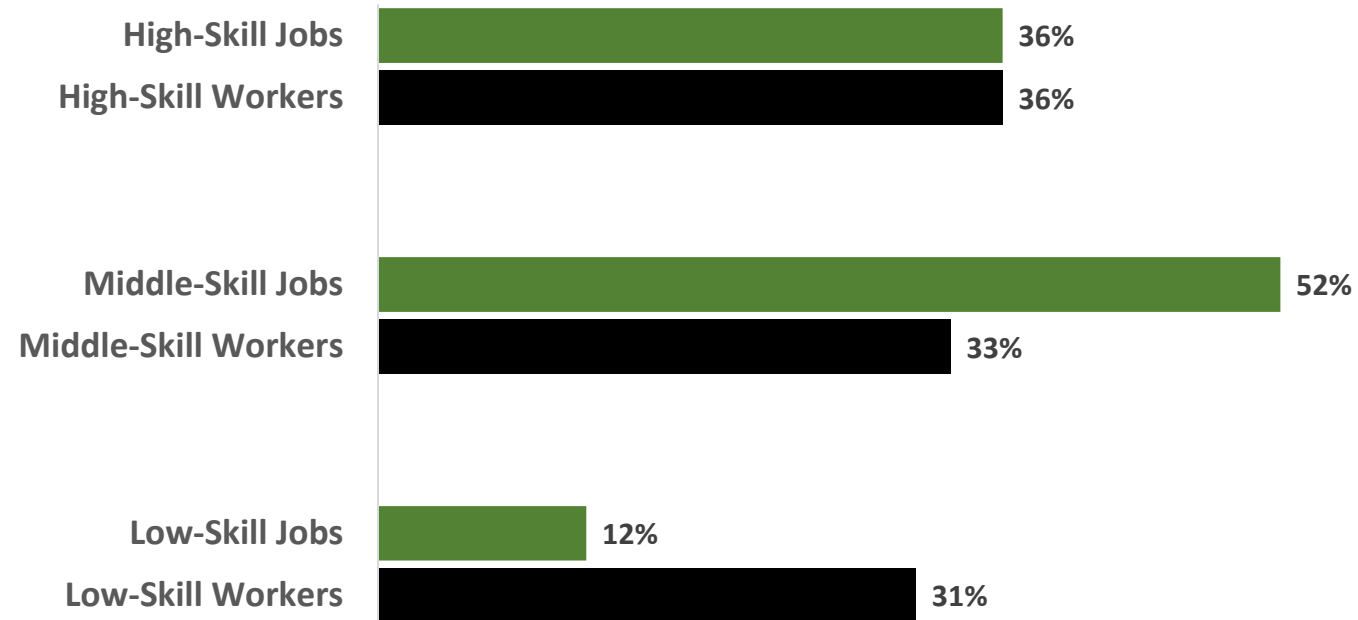


52%

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

- **Cara Cool-Trede**
- **Career EdVantage SWI**
- **cara@careeredvantage.org**
- **Career EdVantage is a nonprofit educational support organization working with youth ages 15 to 24. Our aim is long-term, holistic and individualized mentoring and coaching largely focused on career development and training, human and soft skills for successful employment, and life skills. We work within area high schools and in partnership with area community colleges.**



Panelist Introductions

- Jolene Rogers
- Iowa Lakes Community College
- jrogers@iowalakes.edu
- Iowa Lakes is a two-year, public institution of higher education. Students can complete certificate, diploma or degree programs or partner with businesses through the continuing education division for workforce training, career-focused short-term programs, earn and learn opportunities leading to high demand jobs in the region.

Panelist Introductions

- Jill Janes
- Boone Community School District
- jjanes@boone.k12.ia.us
- Boone CSD serves 2000 students in grades K-12. Our district created our EDGE work-based learning program in 2017. The program has grown to encompass K-12 learning in career awareness and exploration as well as advanced career training and preparation.





Start with WHY?

- **Career EdVantage** – Internships are the opportunities for students to gain real-life, hands-on experiences. Students are able to evaluate the fit of the career industry and position. The creation was to provide students opportunities and bridge the gap between education and business.
- **Iowa Lakes Community College** – Lack of workers – trained or otherwise. There are lots of jobs and not enough people to fill them. To create a sustainable pipeline of workers and to solidify high school students' careers and education plans.
- **Boone High School** – Our partnerships with local employers have blossomed through our work-based learning programs (pre-apprenticeships, job shadows, and school year internships). Many of our employers in high-demand jobs have open employee needs and we felt we could capitalize on the relationships established with students to fill these needs and open more opportunities for high school students.

Internship Program Model

- Career EdVantage – Eight weeks, minimum of 10 hours per week, all positions are paid.
- Iowa Lakes Community College – This program runs through the summer.
- Boone High School – Six-week internships with our business partners in high demand trades fields. Partners and students must both agree to the match. Interns join the employer's payroll and must work a minimum of 20 hours per week across 6 weeks. Students attend a brief orientation focused on employability skills and building strong relationships through internship. Through the class, they are connected with DMACC's Workforce Training Academy programs for future education support.



Key Steps to Program Creation

Career EdVantage

- Appointment of a staff member to facilitate.
- Development of relationships with business partners. There are mutual benefits for the employer and the student.
- Funding.
- Prepping students, preparing them to be successful interns.



Key Steps to Program Creation

Iowa Lakes Community College

- Strong business partnerships
- Connections to area high schools to help recruit intern candidates



IOWA LAKES COMMUNITY COLLEGE

CAREER READY!
Internship Program

Belen Rodriguez

Estherville Lincoln Central



GRADE

Completed 10th

Belen is an intern at GKN in Estherville and working alongside a STEM teacher extern translating human resource documents and facility signs from English to Spanish.



Key Steps to Program Creation

- Boone High School

- Recruiting business partners
- We let the business partners define the structure of the internship (wage, age, duties etc.)
- Market to students
- Schedule interviews during the school day
- Kick off orientation
- Information packets sent to interns and businesses
- Two – check ins schedule
- Reflection, feedback and evaluation



Program Outcomes

- Career EdVantage- All placed students successfully completed the designated internship opportunity. A few have stayed employed beyond the internship, a few have been hired full-time. One earned a post-secondary credential during the internship.
- Iowa Lakes Community College – 30 students were placed and 28 completed the program. Several have continued to work for the company they interned with and with a second project this summer, companies have requested the same students as last year (although this project targets a different audience).
- Boone High School – Both students and partners found the program to be a success. In the summer of 2021, we placed 11 interns - 8 were high school graduates and 3 were underclassmen. Of the 8 graduates, 6 continued with the employer in full-time employment after the internship ended. The other 2 graduates began postsecondary education programs, one through the DMACC Workforce Training Academy introduced during the internship.

Program Cost

- Career EdVantage
 - \$140,000 (85 students, approximately \$1,600 per student).
- Iowa Lakes Community College
 - Approximately \$2,500 per student (cost varies depending on if training is necessary to help students obtain employment - example: precision ag tech, welders, basic wiring/electrical jobs).
 - Safety equipment is built into cost, flexibility and options built into cost.
- Boone High School
 - Roughly \$21,000. Cost includes intern wage reimbursement and additional contract hours outside contract for our Work-based Learning Coordinator.



How do you manage LIABILITY?

- Career EdVantage
 - The business partners manage the liability. Students complete new hire paperwork as directed by the business.
- Iowa Lakes Community College
 - Employers were responsible. The interns were on their payroll. We reimbursed the companies for the interns with documentation submitted to Iowa Lakes (timesheet and copy of paycheck). Student mileage reimbursement was based on commute distance and work attendance, verified by time sheet.
- Boone High School
 - Most employers have preferred students over the age of 18. Much of this is due to their desire to use interns as a trial period prior to full-time employment. Most who hire students under 18 have been able to do so with their insurance company. If not, the student is covered by the district.



Lessons Learned

Career EdVantage

- Critical lesson is the work we do ahead of time to prepare students – employability skills, communication, workforce etiquette etc.

Iowa Lakes Community College

- Connect with businesses and schools early in January.
- Individual interviews are necessary.

Boone High School

- Students need to understand the value of an internship and making connections in your community across businesses.
- An internship is different than a summer job – students need to know this. This is especially important when considering that an internship may not pay as much as another summer job or be as flexible in hours as youth would like.
- They need to see the benefits beyond wages and summer fun in order to take part.



Amelia Fothergill

North Union High School



GRADE
Completed 9th

Amelia is at Art's Way Manufacturing in Armstrong in the Purchasing department. She is responsible for reporting on parts and vendor tracking.

Her favorite part of the job is creating spreadsheets and analyzing data. Amelia said, "This internship is a great program and provides the experience of the real world."

How do you recruit Participants?

Career EdVantage

- We recruit students into our program during their sophomore year of high school. Students in the program are expected to participate and complete an internship.

Iowa Lakes Community College

- Email
- Media Com program
- Facebook
- In person school visits
- Counselor meetings
- Press releases (so parents know)
- School announcements, newsletter/email to high school parents

Boone High School

- After our success last year, businesses came to us! We let them know that it has to be a match between both them and the student.

Partners

Career EdVantage

- We partner with more than 65 businesses
- School districts – we are embedded in the schools which allows accessibility to work with students

Iowa Lakes Community College

- Iowa Workforce Development
- Iowa Vocational Rehabilitation
- Iowa Lakes Corridor of Opportunity Economic Development
- Palo Alto & Kossuth County Economic Development
- Manufacturing Sector Board members
- Regional businesses that hosted students in job shadows
- Companies who invest in their employees through classes at Iowa Lakes

Boone High School

- Kruck Plumbing and Heating
- Mullenback Construction
- Pritchard Brothers Plumbing and Heating
- Lane Trailers
- Story Construction, Haupert Electric, Enterprise Electric, Boone County Fairgrounds



I Wish I had Known...

- Students need continued support during the internship.
- Make business partners aware they can come to you if they are experiencing struggles or have questions.
- Students can be hard to reach, many didn't answer phone calls, emails, or text messages.
- Starting early in the process matters. Students have incredibly busy summers and many have plans made well before spring.



IOWA LAKES COMMUNITY COLLEGE

CAREER READY

Internship Program

Cade Shirk

Emmetsburg High School



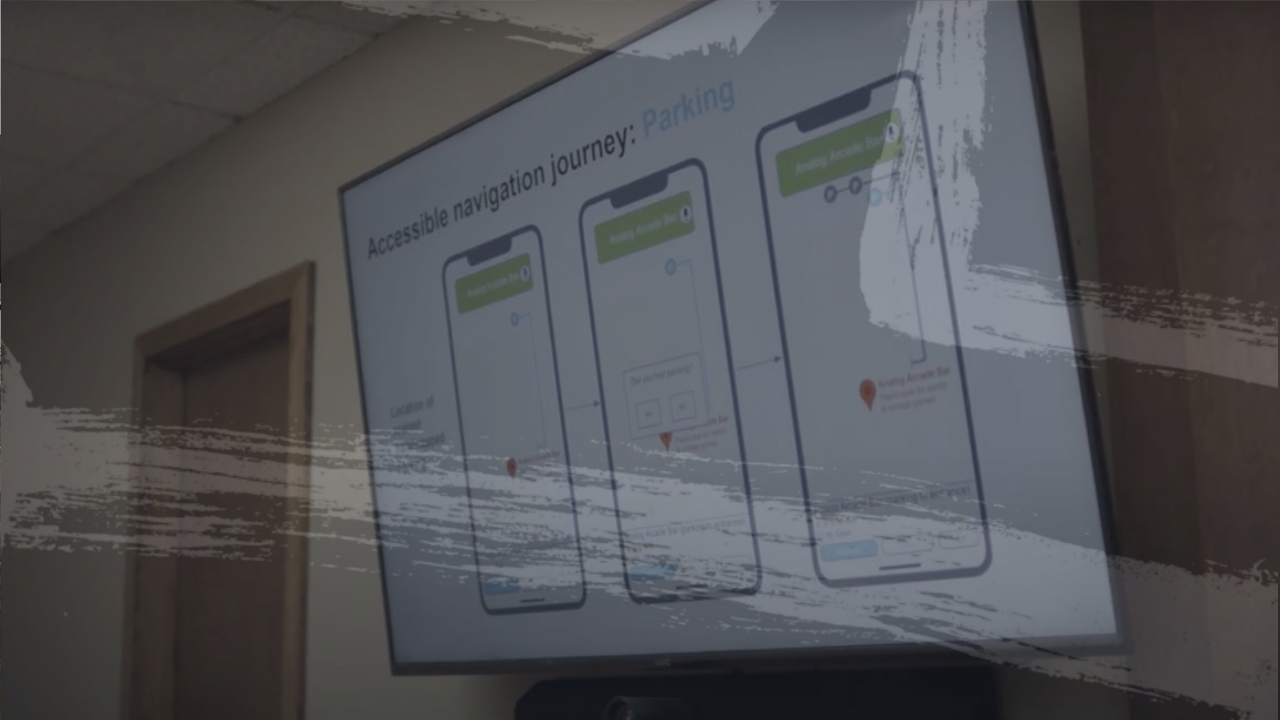
GRADE
Completed 1

Cade is an intern at Architectural Arts in Emmetsburg and building cabinets.

Share a success story?



Questions?



Thank You

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



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