



## 2022 Summer Youth Internship Program Awards

### **African Community Institute** - Des Moines

Award: \$25,760      Number of Participants Served: 5

African Community Institute will recruit five high school youth who are immigrants or refugees or who come from immigrant or refugee families. There will be three parts of the internship which will include general requirements for work, office and organizational experience, and gardening experience. The immigrant and refugee youth are at high risk for not completing high school because of economic reasons as well as their having difficulty in learning in a new culture. The goal of hiring them as interns is to help them learn the skills needed to understand and manage life in a new culture, communicate with employers and other community members, and develop skills that will lead to future jobs and employment in Iowa.

### **All Clear, Inc.** – Cedar Rapids

Award: \$25,038      Number of Participants Served: 5

The Construction Clean-Up project includes recruitment of four to six students to teach them about the construction cleaning industry, both with residential and commercial projects. Areas covered by the internship include window cleaning, power washing, site cleanup, final cleaning, etc. The intent is to interest youth in labor fields to fill the high demand in labor positions.

### **Autism Speaks, Inc.** – Centerville, Ottumwa, Des Moines, Sioux City, and Iowa City

Award: \$65,000      Number of Participants Served: 8

Autism Speaks has created the Iowa Summer Emersion Internship as a six-week program that will hire students with autism and neuro-diversities as well as members of underrepresented communities. The internship activities will prioritize mentoring of participants as they work to implement the Workplace Inclusion Now program at businesses following a successful model project with Lee Container in Iowa. Implementing this program is related to recent trends in the labor market, presenting an opportunity for employers to engage and hire talented individuals on the autism spectrum and those with neurodevelopmental delays. Historically, many neurodiverse youths, while capable of seeking employment, continue to have the poorest employment outcomes among all people with disabilities. This project combines the need for hands-on work opportunities and skill development for youth with disabilities with the opportunity to engage with businesses and increase the future opportunities for those with autism and related disorders.

**Avenue Scholars Iowa** – Audubon, Avoca, Carson, Carter Lake, Crescent, Council Bluffs, Farragut, Glenwood, Hancock, Harlan, Henderson, Imogene, Macedonia, Malvern, McClelland, Minden, Mineola, Missouri Valley, Neola, Northboro, Oakland, Pacific Junction, Persia, Portsmouth, Shelby, Shenandoah, Silver City, Tabor, Treynor, Underwood, and Walnut

Award: \$50,000      Number of Participants Served: 85

CEV operates a summer internship program for low-income, first generation, oftentimes at-risk youth students. These students face extenuating circumstances and the internship program provides students access to paid, eight-to-ten-week internships in high demand, high wage careers, affording the students exposure and experience they otherwise would not have. The program also provides economic and workforce development for Southwest Iowa.

**Belmond Community Hospital dba Iowa Specialty Hospital Belmond – Belmond**

Award: \$79,492      Number of Participants Served: 20

Iowa Specialty Hospitals & Clinics offers a six-to-eight-week paid Summer Youth Internship Program for youth focusing on exposure to work-based, hands-on learning for high demand careers in healthcare. Beginning each year in June, interns have an opportunity for exposure to entry level positions as well as college preparatory careers. The program, which allows 20 participants, includes all 10 Iowa Specialty campuses which consist of critical access hospitals, rural health clinics, and specialty clinics located in primarily rural, low-income communities. The internship allows Iowa Specialty Hospital the opportunity to build relationships with area youth, showcase health related careers, provide a gateway into the immediate workforce, and potentially offer future financial support with post-high school program enrollment.

**Boone CSD – Boone**

Award: \$21,356      Number of Participants Served: 10

The project will place 10 students who have completed 11<sup>th</sup> or 12<sup>th</sup> grade into internships with local partners in welding, electrical, HVAC, construction, and agriculture. The project's goals are for 70% of students placed to be those with disabilities or identified with barriers such as low socio-economic status. Preference will be given to students who meet this demographic and who have graduated from high school and intend to enter the workforce. Intended outcomes are for 100% of interns to complete the 6-week, minimum of 20 hours/week program that includes a 4-hour employability skills course that connects their internship to additional training credential programs through DMACC WTA and apprenticeships. An additional goal is for 60% of participants who are high school graduates to obtain full-time employment after the internship.

**Burlington Community School District - Burlington**

Award: \$16,500      Number of Participants Served: 5

Burlington Community School District (BCSD) is the second largest employer in the city of Burlington and in Des Moines County, representing over 850 employees. This program will provide BCSD funding for five paid youth summer internships in our Grayhound Summer Internship program. The internship's overall goal for the program aligns with our District mission, which is to have a profoundly positive impact on each student's adult quality of life brought about by each student's individual and collective educational experience. The performance measures align with enrolling students in the underrepresented populations (low socio-economic, minorities, and females) with a goal of hiring 80% of the interns meeting this criterion. The second measure is that 80% of student interns will successfully complete the six-week internship and receive one high school credit. At the conclusion of the internship, students will submit their reflection journal and present to the District on their experiences.

**Cardinal Community School District - Eldon**

Award: \$36,300      Number of Participants Served: 15

The Cardinal Youth Summer Internship project will provide student participants paid work experiences through which they will build employability skills for job seeking and job keeping, as well as gain a clearer idea of post-secondary expectations. Student participants will go through the application, interviewing, and hiring process as part of their internship orientation and training. Student internships will involve shadowing, as well as hands-on activities within the specific position and weekly performance evaluations completed by an assigned employee. Employers and school staff will collaborate to target soft skill area weaknesses unique to student participants. Anticipated outcomes include building employability skills for students who have minimal or no work experience and helping them narrow down post-secondary plans.

**Central College** – Pella and Oskaloosa

Award: \$9,099                      Number of Participants Served: 9

Central College proposes the Information Technology (IT) Specialist Certificate of Achievement to prepare students for IT careers through Foundation Skill Attainment, a two-week summer intensive training, a six-week work-based learning experience, and mentor support. The goal is to prepare students with key technology and employability skills identified by local partner employers and then provide them with on-the-job experience to allow them to practice their newfound skills. Learning will be enhanced by guidance from a jobsite mentor as well as engagement from older IT students with the new cohort of students entering the 2022 program. Participants will earn an industry-recognized certificate of achievement, which will advance them toward future employment with local employers. The program seeks students who are at risk of not graduating, are from low-income households, and/or are from communities underrepresented in the Iowa workforce and who face barriers to success. For this specific internship, the college will focus on youth from all Marion County high schools, plus Oskaloosa and Lynnville-Sully. We are actively pursuing the 35% of the population that receives free/reduced lunch and females, who are underrepresented in IT careers, among the 686 juniors at all eight schools. In addition to the pursuit of gender inclusion, the program will also accommodate participants with special needs as identified by individual development plans and in American with Disabilities Act compliance.

**Context Digital, LLC (Innovate 120)** - Maquoketa

Award: \$42,225                      Number of Participants Served: 12

The demand for UX (User Experience) Design has skyrocketed in the last 10 years and is projected to grow by 22% over the next 10 years, with a median salary of \$90,478. It's a career that influences how we interact with everything from digital apps to products. Because the initial entry point does not require high level skills, successful exposure and engagement with students can start now. Innovate120's UX Design internship will actively immerse participants in a 6-week experience to learn about the discipline of User Experience Design through workshop instruction and apply their learnings through hands-on collaboration to understand, explore, design, and present solutions for real client projects. The problem-solving skills they develop can broaden their perspective and elevate their understanding of what is possible. This UX Design Internship will focus on engaging students from four school districts in Jackson County: Maquoketa, Easton Valley, Bellevue, and Bellevue Marquette. A gender-balanced cohort of 12 participants will be selected from applicants across these districts. This is important since many technically oriented fields are male dominated. Representing a more diverse perspective in the planning of user experiences ensures more equity from the start.

**Des Moines Area Community College** – Des Moines and Perry

Award: \$244,204                      Number of Participants Served: 84

This grant will support provision of the Summer Youth Experience Program (SYEP) at both the Evelyn K. Davis Center (EKDC) and the Perry VanKirk Center (Perry Center). SYEP was established in 2013 to serve low-income and minority high school-aged youth (ages 14-21) in central Iowa. Summer participants take part in a 10-week program focused on pre-employment training, internships, and workshop and enrichment activities. It is our goal to serve 84 students through the Future Ready Iowa Summer Youth Internship Program (60 at EKDC and 24 at the Perry Center). We anticipate at least 80% of participants will come from underrepresented populations.

**Energy Association of Iowa Schools** - Clinton, College Springs, Anita, Massena, Carson, Oakland, Eddyville, Blakesburg, Fremont, Greenfield, and Fontanelle

Award: \$70,750                      Number of Participants Served: 20

Energy Association of Iowa Schools will partner with seven school districts across Iowa to offer the Summer Building Operator Pathway Bridge Internship program for 20 students. The paid internships will provide hands-on work experience in the high demand career of building and plant operators. This project will provide continuity for students who have been working in dual credit programs and will invite new students to participate with an opportunity to earn a national Building Operator Pathway Level 1 Training Certificate.

**Forest Avenue Outreach (Good Vibes Movement) - Des Moines**

Award: \$56,760      Number of Participants Served: 20

Forest Avenue Outreach will expose at-risk teens to career exploration, encouraging them to graduate from high school and providing hands-on opportunities in a variety of construction trades with several employers. This program creates an immediate increase of family wages for families in poverty and will improve the workforce pool for construction jobs. Minority youth participants served by Good Vibes Movement residing in the 50314-area code are recruited through Des Moines Community Schools and Community Connections Coordinators. The project intends to serve 80% of youth who are non-white, disadvantaged, and underserved. Program goals include teaching transferrable hard and soft skills, increasing participants employability, and building connections to various companies and professionals.

**Geater Machining & Manufacturing - Independence**

Award: \$120,200      Number of Participants Served: 20

Geater's Summer Program will provide job experience for 20 youth in a high demand industry. These 20 individuals will receive a competitive wage while earning experience in the aerospace, military, and manufacturing fields. The program will give Interns training and experience to prepare for high demand jobs including CNN machining, sheet metal operations, finishing, engineering, and quality. During this time, we will also discuss opportunities for apprenticeship programs and tuition reimbursement options. Our goal is that 60% of our hires will include females, youth in poverty, or minority students.

**Generativity dba The Lakeside Village - Panora**

Award: \$136,000      Number of Participants Served: 21

The Lakeside Legacy Youth Internship program is equipped to host 15 2022 Youth interns and 6 2021 Legacy Interns during the summer of 2022. Interns will be provided eight weeks of on-the-job training as well as complete a certification in their field. High demand careers including managerial/marketing, nursing, dietary manager, activities manager, and maintenance manager in the long-term care profession will be included. Internships would include offering education to the students in CPR, Mandatory Reporter, ServSafe, CNA, OSHA General Industry 10-hr, Jaybird Sales Academy and Dementia Training 8-hr. 2021 Legacy Interns will be directly involved in mentorship, study sessions, and are offered the opportunity to advance training including Advanced CNA, Assisted Living Administrator Certificate, or certificate programs previously not obtained. Working with local guidance counselors at surrounding community high schools, as well as local community referral sources, we will locate 15 qualified candidates ages 14-19 for internship programming. Qualified candidates are youth that are at risk of not graduating, those from low-income households, minorities, children of veterans, and those with barriers to upward mobility in the labor market.

**Genesis Incorporated dba Genesis Youth Foundation – Des Moines**

Award: \$60,750      Number of Participants Served: 15

The Ubuntu Summer Youth Internship Program will expose immigrant and refugee students to technology skills that relate to digital editing, camera work, and sound and lighting for production. Other skills will include marketing skills in market research, market analysis, and digital marketing. With these skills, participants will be more employable in the job market. Students will learn how to do story telling using digital tools for film and television and will be able to write scripts, produce documentaries, and do films that can tell stories about themselves and their culture. Program participants come from first generation African families, whose adult members are usually refugees/immigrants who are not in authority or leadership roles in employment or the local community. In addition, participants have few enrichment experiences, as many live with families with minimal resources.

**Homes of Oakridge Human Services – Des Moines**

Award: \$91,085            Number of Participants Served: 25

The Oakridge Youth Employment Program provides meaningful, paid work experiences for disconnected and underserved youth in high school through college ages 13-21. The program ensures there is a pipeline to essential employment and career aspirations for minority and economically disadvantaged youth, specifically through internships and work-based learning positions. The target participants are placed in paid work positions tailored to their career interests and are immersed in stimulating career exploration/experiential learning opportunities. The demographic focus for the Oakridge Youth Employment Program targets racial and ethnic minorities and economically disadvantaged youth, as well as those students who are at risk of dropping out of school and those with Individualized Education Plans who need assistance. Oakridge also serves an extremely diverse clientele with 86% of students having refugee and/or immigrant status.

**Homestead 1839 - West Burlington**

Award: \$9,000            Number of Participants Served: 10

The Homestead 1839 will be recruiting 10 participants for a six-week summer internship program that will focus on farming, ranching, education, and agriculture. It is anticipated that all participants will be between the ages of 14 and 18 and 100% of the participants will be persons with disabilities, minorities, and /or youth at risk of not graduating from high school. All project interns will be individuals who receive services through 504 plans or Individual Education Plans (IEPs). Homestead 1839's co-directors have observed an increased need for vocational skills training, noting that typical on-the-job training does not offer the support this population requires to be successful in the workplace.

**Interstate Power and Light Company d/b/a Alliant Energy/IPL – Marshalltown, Ames, Grinnell, Cedar Rapids, Ottumwa, Centerville, Washington, Conroy, Burlington, Muscatine, Clinton, Dubuque, Creston, Keokuk, and Fort Madison**

Award: \$44,760            Number of Participants Served: 12

Alliant Energy's online high school program serves as a prerequisite for Alliant's paid summer internships, with students having the advantage of working knowledge of our industry. We can then do more with our internships resulting in a higher success rate. These youths will have already learned about: apprenticeships; gas and generation; electric and wind; utility basics; workplace excellence skills; computer and mechanical skills; Alliant culture and diversity; safety and ergonomics. Alliant will provide interns with industry-specific skills needed for high-demand technical energy careers with internship rotations among electric, gas, wind, generation crews, sourcing/operations, and field engineering. Anticipated outcomes include: early talent identification and development; building relationships while creating pathways into high demand energy careers; serving underrepresented youth with barriers all while representing the communities we serve.

**Iowa Health Foundation d/b/a UnityPoint Health - Des Moines**

Award: \$22,209            Number of Participants Served: 5

UnityPoint Health - Des Moines will implement its first paid summer internship program targeting at-risk youth ages 14-21. The program will focus on five high demand, hard-to-fill healthcare positions with the goal of providing exploratory and interactive learning for interns to connect them with potential future career pathways. Our goal with the program is to have 100% at-risk youth with at least 50% from underrepresented populations. The targeted area for the internship program is youth in the Des Moines metro area. The healthcare industry provides a diverse population of professions. From clinical to non-clinical roles, healthcare needs a wide variety of experience levels and professions to care for the community. For many youth, there is a misconception that healthcare is just nurses and doctors. By exposing them to other high demand positions, their awareness grows at the diverse opportunities for future professions.

**Iowa Jag, Inc.** – Des Moines, Mason City, Atlantic, Red Oak, Cedar Rapids, Davenport/Quad Cities, Dubuque, and Ottumwa

Award: \$50,000            Number of Participants Served: 15

iJAG believes people are more powerful than circumstances and tapping into that power at key crossroads - teaching Iowa youth to find it and use it - can change the trajectory of their lives. iJAG provides mentoring, academic tutoring, job training, and placement for underserved youth; activities which improve graduation rates, help students access living-wage employment, and establish long-term self-sufficiency. Through this project, iJAG will partner with at least five employers to provide a total of 15+ students a summer internship in a high demand field during the summer of 2022. Students will receive paid work experience, on-the-job training, and wraparound support that removes barriers to successful participation.

**Iowa Lakes Community College** – Spirit Lake

Award: \$92,082            Number of Participants Served: 20

Career Ready! Youth Summer Internship Program focuses on high school students, giving them a comprehensive experience of working for a business and developing or refining their education path to be successful in their chosen career field, or helping them adjust their career focus. This project is a collaboration with Iowa Lakes Community College, Iowa Workforce Development, Iowa Vocational Rehabilitation, two regional economic development corporations, and over 20 businesses throughout the college district. The project focus is to prepare a minimum of 20 high-risk school students for work in a high demand field. 100% of project enrollments will meet low-income, at-risk student definitions with intentional strategies to encourage minorities and non-traditional career experiences. This program will emphasize career readiness and employee expectations. Technical assessments and additional training will be provided as needed to secure an internship.

**Iowa Solar LLC** - Davenport

Award: \$41,793            Number of Participants Served: 5

Iowa Solar sells and installs photovoltaic solar-power systems for homes and businesses. Through the Solar Technician Internship Program, we intend to introduce the next generation to a future career in electrical and solar work by hiring five interns. These interns will learn solar installation technologies and techniques through field work and video lessons, and they will develop valuable career skills in a career field that is important to the State of Iowa. Iowa Solar intends to target minority and underserved Iowans in this program, emphasizing those underserved youth attending local school districts. Our goal is to engage young students from underrepresented communities including minority and low-income students. We have identified students from Mid-City High School, an alternative school in Davenport, Iowa, as well as students in the iJAG career development programs as potential students we can engage with our project.

**Kemna Auto Center** – Algona and Fort Dodge

Award: \$38,300            Number of Participants Served: 10

Kemna Auto Center intends to create opportunities for youth to experience all aspects of the automotive work environment. Everything from accounting to auto mechanics would be explored to open participants' minds to the various components of the industry. The goal would be to have youth participants take a genuine interest in one of the fields associated with automotive work. In so doing, participants can create a path to future education or job opportunities that may not require secondary schooling. The program's focus is on at-risk youth who may not necessarily want or have the means to attend college. Throughout the summer, these students can experience many well paid and rewarding occupations that don't require extensive post-secondary education. We offer mentorship programs as well as apprenticeships that can open eyes to the future of the auto industry and skills that can also be used beyond our industry.

**Koch Landscaping and Hauling, Inc. - Solon**

Award: \$75,200      Number of Participants Served: 10

Koch Landscaping and Hauling will offer interns on-site training and hands-on experiences in the construction industry and teach the importance of relationships in the construction field and the expectations and skills needed through the Reimagine the Build of Your Future internship program. The program will offer a mentorship for interns and allow for the opportunity to earn and learn at the same time for those willing to put in the work. This program aims to teach and improve the socioeconomic status of our community and focuses on landscape construction.

**Metro Pavers, Inc. – Iowa City**

Award: \$49,679      Number of Participants Served: 5

The intent of the Earn While You Learn Internship Program is to provide opportunities for at-risk, low income, and underrepresented youth to explore and prepare for a high demand career. This program will provide classroom and on-the-job work experience developing valuable soft, financial literacy, and transferrable skills. The goal is to provide an extensive real world learning opportunity balancing theoretical and on-the-job work experiences for five youth that provides credit and non-credit development skills while providing an exceptional earn while you learn wage during the internship. We are targeting participants at risk of not graduating, those from low-income households, and those underrepresented in the Iowa workforce. We are working with our local Iowa Workforce Development office and I-jag school counselors presenting our internship opportunities in the community and to high schools to help us reach our recruitment goals of the targeted population.

**Midwest Partnership Economic Development Corporation - Stuart, Panora, Greenfield, Guthrie Center, and Adair**

Award: \$116,255      Number of Participants Served: 17

Midwest Partnership created a plan where 13 employers are collectively offering a total of 17 internships across two rural counties. Working with area schools, the internships will be provided to students who are at risk of not graduating from high school, represent minorities, and/or are from low-income households. Many interns will be placed at micro businesses (under 10 employees) and will be involved in a wide range of business processes. All interns will take a course in savings and investment basics which will complement the financial literacy course requirement for high school graduation. Businesses participating include occupations in health care, engineering, agriculture, welding, carpentry, CNC, and more.

**The New Bohemian Innovation Collaborative – Cedar Rapids**

Award: \$47,000      Number of Participants Served: 12

NewBoCo's Delta V code school is partnering with the Workplace Learning Connection and Cedar Rapids School District to provide tuition and wraparound support services for 12 underserved high school students to attend a 5-week Delta V training program that exposes them to high demand technical careers and gives them the hands-on skills and experience to become Health Desk Analysts – a high demand career in Iowa. Students successfully completing the program will earn an industry recognized credential. During the program, students spend a week working on projects suggested by local employers, staff, or other students and then demonstrate their work in a public presentation. Participants who have transportation barriers will be identified ahead of time and transportation will be provided daily by the school district.

**Northwest Iowa Community College - Sheldon**

Award: \$68,703          Number of Participants Served: 35

Northwest Iowa Community College will partner with numerous employers to establish a summer youth internship program which provides paid work experience in manufacturing. The project will provide career exploration in all areas of the manufacturing sector, and students will earn three college transferrable credits in work based learning and complete OSHA 10 Certification. This project will help students recognize the opportunities available in manufacturing in northwest Iowa and will provide a realistic sense of the manufacturing industry.

**Sac and Fox Tribe of the Mississippi - Tama**

Award: \$10,126          Number of Participants Served: 5

Sac and Fox Tribe of the Mississippi in Iowa will provide five high school students an eight-week internship opportunity with the Meskwaki Nation Apprenticeship Program where they will obtain hands-on work experience, career exploration, and work readiness preparation in carpentry, electrical, plumbing, HVAC, and other occupations. The program will also include assessments to help participants gain insight into their math and reading capabilities, where they are related to having the skills needed to be work ready and identify a potential career pathway.

**Scott Enterprises & Consulting PLLC – Des Moines**

Award: \$248,379          Number of Participants Served: 80

Health Tech Associates will provide 80 Iowa youth with an internship opportunity to explore and prepare for high demand careers in healthcare. The interns will earn Certified Nursing Assistant and Advanced CNA certificates, CPR/BLS, and gain work experience caring for others in healthcare facilities while identifying and removing barriers to success in finding ideal jobs. This program partners with numerous long-term care facilities in a 30-mile radius and incorporates mentoring for the interns from “legacy interns” who have previously completed the program.

**St. Anthony Regional Hospital and Nursing Home - Carroll**

Award: \$22,550          Number of Participants Served: 6

Interns will participate in weekly workshops, staff mentorship, and a hybrid curriculum involving online, observation, and hands-on training. Each participant will have a weekly one-on-one debriefing with the project coordinator to identify barriers to success and troubleshoot issues. The curriculum will be centered around healthcare employability skills, healthcare career readiness, and career-specific experience and training.

**University of Northern Iowa – Cedar Falls**

Award: \$88,085          Number of Participants Served: 15

The goal of the Waterloo Summer Internship Academy and the UNI Educational Talent Search Program is to provide a hands-on experience for high school youth to explore and prepare for high demand careers, gain work experience, and develop personal attributes necessary to succeed in the workplace. Participants will work up to 40 hours per week with Fridays being days where they meet with their mentor and complete workshops on soft skills, financial literacy, and career development. Work experiences will be focused on IT, engineering, advance manufacturing, business, management, finance, and education. Barriers will be addressed by allowing participants access to transportation, technology, food, and clothing for work experience.

**Van Buren County Hospital – Keosauqua**

Award: \$32,876            Number of Participants Served: 8

Van Buren County Hospital has designed an internship program that will expose high school youth to a variety of healthcare career fields. Participants will spend time in several areas including the emergency Department (EMT & Paramedic), Laboratory (Medical Lab Technician), Radiology (Radiology Tech). During the last two weeks of the internship the students will pick two areas of highest interest and spend the remaining time in these areas to obtain a more in-depth experience. In addition, they will participate in simulated healthcare procedures, work to increase their employability skills, and take an Emergency Medical Responder Course. Those successfully completing the course will earn the EMR credential. This credential ladders to the EMT credential.

**TOTALS:**

**Total Awards: \$2,160,216**

**Private Investment: \$2,160,216**

**Total Number of Projects: 34**

**Total Number of Participants Served: 649 (based on applicant estimates)**