Circle the Wagons: Collaborative Career Pathways & Work-Based Learning in Iowa

October 9, 2019

NCWE Annual Conference 2019 - San Antonio, TX

COMMUNITY COLLEGES & WORKFORCE PREPARATION
Prosperity Through Education
AGENDA

- Career Pathways & WBL 101
- CP & WBL Initiatives and Resources
- Step-by-Step CP & WBL Process
- Next Steps & Recommendations

Iowa Sector Partnerships

Engage  Connect  Thrive

SectorPartnerships.EducateIowa.gov
INTRODUCTIONS

1. Name
2. Job/Title
3. Organization/Agency/School
4. Knowledge of Career Pathways (Scale 0 - 5)
5. Knowledge of Work-Based Learning (Scale 0 - 5)
JOE’S UNCONVENTIONAL STORY

2000 - 2005
Private sector work

2010 - 2012
Public sector work

2005 - 2010

Private sector work

2013 - Present
Public sector work
An initiative to build Iowa’s talent pipeline

Goal: 70% of Iowa’s workforce possessing postsecondary education and training credentials by 2025

Interactive online portal provides career assessments, occupation information, regional data, education opportunities, employer resources, and much more at www.futurereadyiowa.gov
The partnership acts as a "shared table" for business leaders to collaborate with a range of public partners, and for public partners to work together to align programs to industry needs.
IOWA NEXT GENERATION SECTOR PARTNERSHIP WEBINAR SERIES

- 5-part, 90-minute sessions from July-August 2019 that can be viewed at SectorPartnerships.EducateIowa.gov and the Iowa Sector Connect YouTube channel

  - #1: Next Gen Sector Partnerships: What They Are and Why Now
  - #2: Preparing to Launch & Launching a Next Gen Sector Partnership
  - #3: The Launch and Afterparty
  - #4: Sustaining and Evolving Next Gen Sector Partnerships
  - #5: FAQ & What to Watch For
HOW DO WE LEARN ABOUT CAREER OPPORTUNITIES???
WHAT IS A CAREER PATHWAY?

“A career pathway consists of structured course sequences which organize rigorous and high-quality education, training, and other services related to a targeted industry cluster to meet the education and skill needs of the region and state, and the particular needs of an individual, all in the context of workforce preparation. This is achieved through collaboration between industry partners and support partners within a sector partnership.”

<table>
<thead>
<tr>
<th>GET STARTED (ENTRY LEVEL)</th>
<th>GET QUALIFIED (MID-LEVEL)</th>
<th>GET SPECIALIZED (MASTER LEVEL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>YEARS 1-4</td>
<td>YEARS 5-9</td>
<td>YEARS 10+</td>
</tr>
<tr>
<td>- Assistant</td>
<td>- Supervisor</td>
<td>- Manager</td>
</tr>
<tr>
<td>- Associate</td>
<td>- Technician</td>
<td>- Administrator</td>
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<tr>
<td>- Helper</td>
<td>- Coordinator</td>
<td>- Executive</td>
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<tr>
<td>- Volunteer</td>
<td>- Team Lead</td>
<td>- Master</td>
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<tr>
<td>- Apprentice</td>
<td>- Tradesman</td>
<td>- Journeyman</td>
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EDUCATION, EXPERIENCE & SKILL DEVELOPMENT

SALARY, BENEFITS & COMPENSATION

COMMUNITY COLLEGES & WORKFORCE PREPARATION
WHAT IS A CAREER PATHWAY?

This template is meant to act as a consolidated visualization tool for mapping the path through a specific career or industry. Much more space is likely needed to cover an aggregate of employment data, career transitions, and associated employer feedback.

**TOOL: CAREER PATHWAY TEMPLATE #1**

This is an example of a career pathway meant to help a student or job seeker visualize the interconnections between industries within their intended career path. Workers often transition between careers, and sometimes between entirely different industries.

**TOOL: CAREER PATHWAY TEMPLATE #2**

This type of map is meant to show the different “pit stops” (i.e., positions) someone might plan to take while pursuing a dream career. A time aspect has been added to each career to help the user better understand and plan for a realistic time frame for achieving longer term goals.
SAMPLE CP PROJECT TIMELINE

Each project generally runs 5-6 months

1. Research
   - Labor market info and data mining
   - Employer survey and logistics/planning

2. Development
   - Building occupation families and pathways
   - Employer focus group for direct feedback from the field

3. Finishing
   - Review and analysis of materials/drafts
   - Final approval, printing, and disbursement
Opportunities in IT:

### Iowa

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Description</th>
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<tbody>
<tr>
<td>Product Development</td>
<td>The Product Development family includes people who design and develop the</td>
</tr>
<tr>
<td></td>
<td>products that people use in their everyday lives. People in this field can</td>
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<tr>
<td></td>
<td>work in research and development to design new products or improve existing</td>
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<tr>
<td></td>
<td>products, or they can work in quality assurance to ensure that products meet</td>
</tr>
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<td></td>
<td>customer needs.</td>
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</table>

### Programming/Development

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Programmer</td>
<td>Programmers write the code that makes software work. They develop, test,</td>
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<tr>
<td></td>
<td>and maintain computer programs. They work on software applications that run</td>
</tr>
<tr>
<td></td>
<td>on desktop or mobile computers. They modify applications to meet users’</td>
</tr>
<tr>
<td></td>
<td>needs.</td>
</tr>
</tbody>
</table>

### Quick Guide to Finding Occupational Families

1. Identify your interests and skills.
2. Research different career paths that align with your interests.
3. Attend industry events and network with professionals in your industry.
4. Consider internships and entry-level positions to gain experience.
5. Keep up with the latest trends and technologies in your field.

### Functions & Key

- **Business Analyst:** Analyzes business processes and data to identify opportunities for improvement.
- **Software Engineer:** Designs, develops, and tests software applications.
- **Network Administrator:** Manages and maintains computer networks.
- **Data Scientist:** Analyzes large sets of data to help organizations make informed decisions.

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OPPORTUNITIES IN ENERGY
OPPORTUNITIES IN BUILDING TRADES

CRAFT & SKILLED TRADES

WHAT BUILDING TRADES MEANS TO ME

Through a career in the building trades, you can impact our society in a very direct way as you work to build our communities. From the design to the final product, you’ll contribute to creating a beautiful, functional, and safe environment for everyone. The building trades are a fast-paced, hands-on industry that offers a variety of career paths.

THE BUILDING PROCESS - FROM DRAFT TO ROOFING

1. CONSTRUCTION

The building process begins with a blueprint and ends with the delivery and installation of materials. The blueprint outlines the design and layout of the building, while the materials, such as wood, metal, and concrete, are selected and ordered.

2. MASONRY

Masonry involves the construction of buildings using materials like brick, stone, and concrete blocks. Masons are responsible for laying these materials to form walls, floors, and other structural elements.

3. MECHANICAL, ELECTRICAL, AND PLUMBING (MEP)

MEP professionals install and maintain the electrical, plumbing, and HVAC systems in buildings. They ensure that these systems function properly and meet safety and efficiency standards.

4. ELECTRICAL

Electrical workers install and maintain the electrical systems in buildings. They are responsible for wiring and installing lighting fixtures, switches, and other electrical components.

5. PLUMBING

Plumbers install and maintain the plumbing systems in buildings. They ensure that these systems function properly and meet safety and efficiency standards.

6. MECHANICAL

Mechanical workers install and maintain the mechanical systems in buildings, such as heating, ventilation, and air conditioning systems.

THE CREATORS

These trades are driven by creativity and innovation. Professionals in the building trades are constantly seeking new ways to improve and optimize their work.

CAREER SPOTLIGHT:

"I was looking for a career that offered challenging work and opportunities for advancement. I found an apprenticeship program to learn the electrical trade. I like that every day is different and offers new challenges. I’ve already begun working on a project that will be featured in a television show. I’m excited about the possibility of training and learning new skills as a journeyman." - John Smith, Apprentice Electrician

FUTURE READY IOWA

Building Iowa - Building America

COMMUNITY COLLEGES & WORKFORCE PREPARATION
OPPORTUNITIES IN TRANSPORTATION, DISTRIBUTION, & LOGISTICS (TDL)

- **Project Timeline**: August – December *(Live now!)*
- **Project Focus**: Highlight the careers involved in the movement and storage of goods, resources, and people across air, rail, road, and water
- **Project partners**: Iowa Department of Transportation, Iowa Motor Truck Association, APICS-Central Iowa, & Iowa Wholesale Beer Distributors Association
TDL EMPLOYER FOCUS GROUPS

Register now @ SectorPartnerships.EducateIowa.gov

- Wednesday, 09/25 9 AM - 12 PM  Sioux City
- Thursday, 09/26 9 AM - 12 PM  Des Moines
- Friday, 09/27 9 AM - 12 PM  Fort Dodge
- Thursday, 10/03 2 PM - 4 PM  Cedar Rapids
- Friday, 10/04 2 PM - 4 PM  Quad Cities
Dedicated and trained work-based learning professionals stationed across Iowa

Newly launched site www.IowaIN.org and unified voice through social media outlets
Convene
Intermediaries convene local, regional and/or state leaders, practitioners, and customers across sectors to ensure youth success.

Intermediaries
- Identify and engage leaders
- Convene a leadership body around issues, opportunities, and actions
- Convene practitioners to share quality practices
- Build and sustain a common vision among key stakeholders
- Engage constituents across sectors and communities
- Create a forum for building a connected, comprehensive system

Connect
Intermediaries broker and provide services to youth, public and private partners, families, and neighborhoods to ensure high-quality opportunities for youth.

Intermediaries
- Create demand and build awareness
- Address partner needs and support involvement
- Provide training and professional development
- Map services and support cross-agency collaboration
- Place and support youth in appropriate developmental experiences
- Promote quality work-based and classroom learning
- Provide the communications link and ensure quality

Sustain
Intermediaries sustain effective practices through advocacy and progressive policies.

Intermediaries
- Build public awareness and support
- Influence national, state, and local policies
- Connect and align local youth-serving systems
- Align workforce development, economic development, and educational improvement efforts.
- Generate, leverage, and distribute resources
- Promote the long-term commitment to supporting youth success

Measure
Intermediaries measure effectiveness and ensure the quality and impact of youth-serving efforts.

Intermediaries
- Set goals and measure success
- Build partner capacity
- Use data to improve performance and promote equity
- Set quality standards based on promising practices
- Conduct regular, formal reviews, and external evaluations
- Share and apply research, strategies, and results
WORK-BASED LEARNING TOOLKITS

A series of industry-specific toolkits are being developed to help increase work-based learning opportunities in Iowa.

- General guide available at www.EducateIowa.gov
- Health Science – July 2019
- Advanced Manufacturing – October 2019

More industries to follow, likely as part of new career pathways project timelines.
Each project generally runs 3-4 months

1. **Research**  
   - Federal/State rules, laws, regulations, code, etc...  
   - Review with Iowa Intermediary Network

2. **Development**  
   - Identify examples to highlight and begin working with employers/educators to gather info & pics  
   - Pilot initial drafts with employers/educators

3. **Finishing**  
   - Review and analysis of materials/drafts  
   - Final approval, printing, and disbursement
New website launched that allows employers to post work-based learning opportunities/projects for students across Iowa!

Clearinghouse.FutureReadyIowa.gov

Initial focus is project-based learning opportunities, but may expand to additional in-person options. Working with the IIN to connect employers and educators.

Includes an employer directory for those who have expressed interest in work-based learning that can be sorted by location, industry, and other variables.
NEXT STEPS & RECOMMENDATIONS

Stay updated and access reports, toolkits, and additional resources online at SectorPartnerships.EducateIowa.gov

Follow @jcollinsdsm on twitter & the Iowa Intermediary Network @iowaintermediarynetwork on Instagram, Facebook, and LinkedIn

Check out the Next Generation Sector Partnerships and USDOL sites for great FREE resources on career pathways and sector partnerships

Let Joe and Gena know your thoughts and how we can do a better job in Iowa based on your findings/experiences

“R&D” (rip-off and duplicate) our career pathways and other resources for your state!
Joe Collins
Education Consultant
Iowa Department of Education
Division of Community Colleges & Workforce Preparation
515-725-0646
Joe.Collins@iowa.gov

Gena Gesing
Director of Career Services
Northeast Iowa Community College
Northeast Iowa Career Learning Link
800-728-2256, Ext. 452
GesingG@nicc.edu