



**Iowa NGA Policy Academy on Scaling Work-Based Learning
Including Work-Based Learning within
A World Class Education, World Class Workforce**

VISION: A **Future Ready Iowa** that prepares individuals for dynamic careers and lifelong learning, meets employer needs, grows family incomes, and strengthens communities. **Future Ready Iowa** helps more Iowans attain the “new minimum” of high-quality education and training beyond high school by aligning education, workforce, and economic development resources.

MISSION: Cultivate, develop and align work-based learning (WBL) opportunities including, but not limited to, school-business partnerships (especially STEM partnerships), student internships, teacher externships and apprenticeships for individuals through public-private partnerships.

GOAL: To put into motion a singular goal which calls for 70 percent of Iowans in the workforce to have education or training beyond high school by 2025 so that more Iowans have great career opportunities and employers have the skilled workforce they need. The action plan laid out within the Iowa WBL Policy Academy will ensure that those achieving this “new minimum” will have a WBL experience that makes them career ready for middle-skill STEM occupations.

OBJECTIVE 1: Survey the current WBL landscape of across the state – that now exist as a robust but discordant array of programs – that is calling for a measure of quality, consistency, and replication within an un-inhibited policy environment;

OBJECTIVE 2: Setting a standard for high quality WBL by examining a new form of school-business partnerships that are now growing across Iowa, and are known as STEM BEST™ (Businesses Engaging Students and Teachers).

Iowa NGA Policy Academy Action Plan

Action Plan Developed for one Future Ready Iowa (FRI) strategy

Execute the NGA Work-Based Learning Grant – Execute the work of the NGA talent pipeline grant to mature policy alignment and support of work-based learning and improve marketing of “middle skills”. (FRI Strategy #3)

In Progress

Leads:

Pradeep Kotamraju, DE

Jeff Weld,

STEM Council

Overview

The Iowa WBL Policy Academy has targeted one broad area under four of the five NGA strategies – (D)efine; (E)valuate; (E)nhance; and, (M)easure. Together, these four will suggest ways for meeting the fifth NGA strategy – (S)cale. It should be noted while each of these broad areas have been placed under one strategy, there is much overlap across and between strategies.

Iowa NGA Policy Academy Strategies Using the NGA Framework

<p><u>Define</u></p> <p>Iowa has chosen to use the survey approach to arrive at a common definition for WBL. The survey is now being developed by a select members of the WBL CORE Team.</p> <p>The recently approved CTE Redesign Bill has in it a basic definition for WBL: <u>“Work-based learning” means opportunities and experiences that include but are not limited to tours, job shadowing, rotations, mentoring, entrepreneurship, service learning, internships, and apprenticeships.</u></p> <p>Starting with this definition, and combining it the survey results, Iowa intends to more precisely define high quality WBL.</p>	<p>It is anticipated that the survey will be completed in the latter part of the summer and sent to select stakeholders in Fall 2016.</p>
<p><u>Elevate</u></p> <p>The focus is to develop a campaign to re-position the term “middle skills” and make it more attractive for the targeted sub-populations, but specifically the 16-18 year olds. The goal here is to develop a multi-modal message campaign for WBL using new media and to re-imagine “Middle Skill” in favor of a label more likely to inspire and attract young Iowans.</p> <p>Work is already under way with Strategic America, a sub-contractor, gathering baseline information from various key informants from different constituent groups.</p>	<p>April 2016 launch date, deliverables by June, 2017.</p> <p>Conventional and new media presence developed around WBL and re-imagining “middle skill.”</p>
<p><u>Enhance</u></p> <p>Build a framework for viewing apprenticeships within a pathways framework in which students begin at a pre-apprenticeship level, continue on into apprenticeships, and then take advantage of a registered apprenticeship program. While the focus will be on high needs clusters, the framework will have general applicability for all clusters. As part of the ApprenticeshipUSA grant Iowa recently received, funding for developing a data gathering tool for apprenticeships has been requested. The Core Team will have further discussions on this and other items regarding apprenticeship pathways in upcoming meetings.</p>	<p>April 2016 launch date, deliverables by June, 2017.</p> <p>Produce a common WBL data gathering tool for tracking pre-apprenticeship, apprenticeship, and registered apprenticeships</p>
<p><u>Measure</u></p> <p>Through an expansion of the STEM Teacher Externships programs, an instrument for testing the efficacy of a high quality WBL delivery system will be developed. A Scope-of-Work has been mutually developed with the evaluation partner to begin to launch the STEM BEST WBL best practices analysis and recommendations. And, the BEST partners have been convened for briefings on the work to come. Evaluator partner to interview and survey current eight BEST sites for their WBL practices as a foundation to their analysis/ recommendations.</p>	<p>April 2016 launch date, deliverables by September 2016.</p> <p>Interim Report to produced quarterly; Final Report Due June 2017</p>
<p><u>Scale</u></p> <p>Iowa already has strong programs that connect employers to students for WBL experiences through the use of intermediation. Typically, this is done with state agencies acting as intermediaries. Iowa will focus on seeking ways to scale intermediation using different approaches by examining the role of intermediaries through (a) community colleges (b) employer volunteerism and (c) other entities that target specific populations (Vocational Rehab, STEM). The topic will be discussed at the next Core Team Meeting.</p>	<p>April 2016 to June, 2017 deliverables. Deliverables: TBD</p>