



# IOWA CITY- CEDAR RAPIDS DISCUSSION SUMMARY

More than 200 stakeholders attended the Future Ready Iowa Summit in Hiawatha on November 13, 2018. This document summarizes their ideas and community conversation to address workforce needs.

## POLICIES AND REGULATION BARRIERS IDENTIFIED



- Department of Education does not measure workforce readiness
- 'Ban the Box' for criminal backgrounds
- Seat time requirements vs competency-based
- Funding/insurance for driver's license
- Funding/insurance for ex-offenders
- State regulations within healthcare
- K-12 teacher Certification
- High school work experience is not required
- Soft skills curriculum requirement
- Certification process for alternative teaching
- K12 counselor ratios
- Education funding throughout regions
- Remove back child support due for drivers license attainment
- Funding for Future Ready Iowa
- Foreign to US credentials
- Strict Registered Apprenticeship regulations

## WHERE WE ARE

### CURRENT EFFORTS AND COMMUNITY STRENGTHS



- Apprenticeships
- Workplace Learning Connections
- Sector Boards
- Marion's Community Promise
- IowaBIG
- Internships
- STEM Festival/Project Lead the Way
- Goodwill Light Mfg Certificate
- ESL program at Nordstrom/Goodwill
- Unions Apprenticeship
- Kirkwood Community College Career Academy
- Junior Achievement
- ijAG
- Total Child 2.0
- Jane Boyd PATHS

## WHAT WE ARE DOING

### WORKFORCE- RELATED GAPS AND BARRIERS



- Exposure of careers to K-12 students
- Soft skills learning
- Parent expectations
- K-12 curriculum vs. workforce demands
- Transportation
- Child care
- Attitude on four-year degrees as the only way to employment
- Lack of partner collaboration
- Lack of English proficiency
- Employers visit schools
- Apprenticeship/Earn & Learn
- Some college - no credential
- Public funding for training
- Youth unable to work due to child labor laws
- Early intervention/career exploration
- Access for people with disabilities

### TECHNICAL SUPPORT REQUESTED



- Funding for Navigator/Career Coaches in K-12
- Funding for Future Ready Iowa
- Workplace incentives, such as child care
- Centralized location for information
- Increased two-year occupation certification
- Soft skills curriculum
- State of Iowa code: employment and criminal backgrounds
- Expedited educational pathways
- Virtual/web-based learning
- Transportation funding
- Access to translation resources

# IOWA CITY- CEDAR RAPIDS NEXT STEPS

## INNOVATIVE, CREATIVE IDEAS



- Expand Work Place Learning connections
- Mentor assignments employees/ teachers
- Website for career exploration
- Social media (video-based) career exploration
- Teacher externships
- Occupational skills in K-12
- Access to social services at work
- Child care located at employer
- 2<sup>nd</sup>/3<sup>rd</sup> shift child care
- Expand 2+2 programming in K-12
- Create aligned career pathways
- GAP/KPACE models
- High school real-world simulation
- Night time field trip for off shift occupations
- "Speed dating" career exploration
- Job fair at parent/teacher conference
- Opportunity center
- English as a second language classes at Hiawatha Public Library
- Retirees as mentors/workers
- Alumni spotlight
- Commute funding from Department of Transportation
- Refugee business ownership support
- All high school graduates required to have occupational certificate
- Funding for IT purchases in K-12

## WANT TO GET INVOLVED IN NEXT STEPS?

Contact Kate Pine, Business Marketing Specialist at IowaWORKS in Cedar Rapids, [katherine.pine@iwd.iowa.gov](mailto:katherine.pine@iwd.iowa.gov) or (319) 365-9474 ext. 31185.



## NEXT STEPS



- Marketing campaign
- Workforce one-stop (online too)
- Increase partnership, break down silos
- Business-to-partner, business-to-business conversations
- Info on Registered Apprenticeship
- Career readiness training for teachers
- Reach under-represented populations
- Strategize with employers
- Create regional "Community Promise"
- Create statewide careers pathways
- Create champions from all sectors/locations
- Curriculum change for K-12
- Soft skills training for students
- Legislative priorities
- Conversations with rural counties
- Town hall meetings
- Create common language
- Opportunity center
- Future Ready Iowa messages in all professional conferences
- Create a "governing" group to guide efforts
- Focus groups for continued strategies
- English as a second language/ English language learning programs
- School district representation at sector boards

## WHO NEEDS TO BE AT THE TABLE



- Legislators
- K-12 (Administration, teachers, counselors)
- Employers
- Parents (under-represented and mainstream)
- Students (K-12, two-year/four-year, some college)
- Department of Transportation
- Community Organizations
- Youth
- Higher Ed (all kinds)
- Immigrants
- Economic Development/Chamber
- Judicial
- City Government
- Faith community
- Workers representing their occupation/industry
- Board of Education
- Local Unions
- Early childhood development
- Corrections/law enforcement
- Libraries
- Department of Human Services
- Unemployed/job seekers
- Sector boards
- Small businesses
- Funding/grants
- Retirees
- Disability resources
- Services organizations (Rotary, Lyons, Jr Achievement)
- Veterans affairs
- School boards
- Parent/teacher organizations and booster clubs