



SECTOR PARTNERSHIPS

A Team Approach to Boosting the Economy



Communities Joining Forces

Creating a skilled workforce has been central to Iowa community colleges for 50 years. While partnering with businesses to develop industry-driven training is not new; partnership expansion to further meet workforce challenges is gaining momentum throughout Iowa. Communities are joining forces through sector partnerships to be more competitive in the global market place and boost the economy.

• The Team Approach to Boosting the Economy •



Target a specific industry



Increase opportunities for workforce to build skills needed by employers



Connect skilled workforce with employers



Strong regional economy

EMPLOYER BENEFITS

- Industries collectively find solutions to workforce challenges.
- Improvement of worker skills improves industry competition in a global marketplace.

WORKER BENEFITS

- Training improves ability to find a job or a better one.
- Better paying job encourages spending to boost local economies.

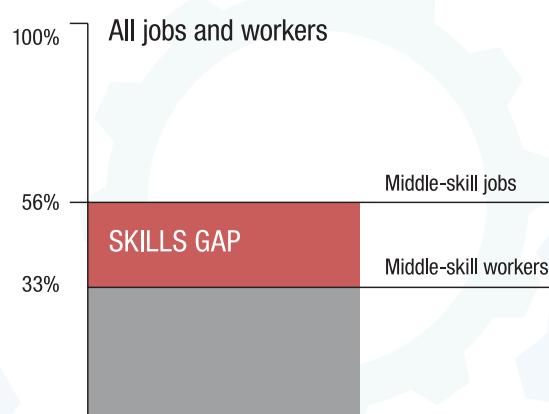


“One of Iowa’s leading industry clusters is advanced manufacturing. A challenge for that industry has been attracting and training a skilled workforce. Rock Valley has a thriving manufacturing base but it’s become increasingly difficult to get graduating students to stay and work in the area.”

Frank DeMilia
Northwest Iowa Community College
Sheldon, Iowa

Closing the Skills Gap

In order to be competitive, businesses need skilled employees to create products and offer services. Currently there is a shortage of qualified applicants for middle-skilled jobs. Middle-skilled jobs make up the majority of jobs in Iowa’s labor market. These jobs require post-secondary training. Only 33 percent of working Iowans likely have the skills and credentials for these types of jobs.

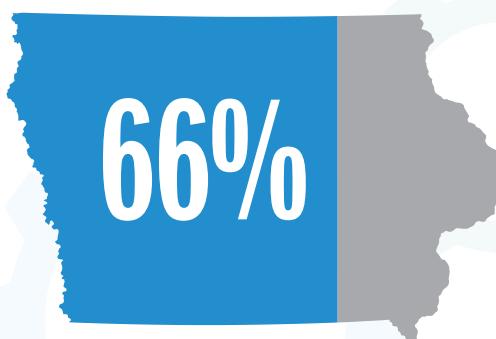


Source: Iowa Workforce Development, 2014



**3 OF EVERY 5 JOBS IN IOWA
WILL REQUIRE EDUCATION/TRAINING
BEYOND HIGH SCHOOL BY 2018**

Source: Georgetown University Center on Education and the Workforce, 2014



**OF IOWA’S 2 MILLION PEOPLE ARE CURRENTLY
25 YEARS OR OLDER
OF THOSE 66% ONLY**

25% HAVE A
BACHELORS DEGREE **35.5%** HAVE AN
ASSOCIATES DEGREE

Source: Condition of Higher Education Report, 2014.



1/2. Business & IT | Des Moines Area Community College Diversity in Application Development program

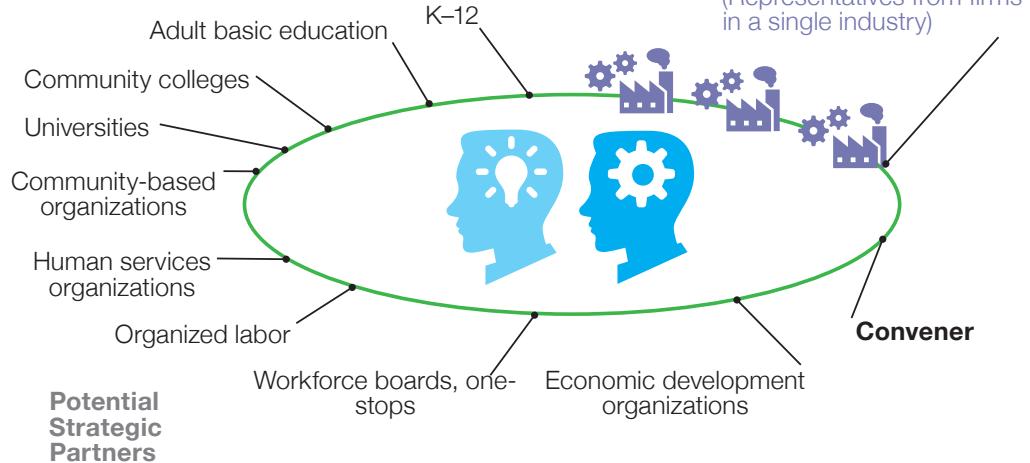
3. Healthcare | Iowa Valley Community College Trauma Situation Job Shadow

4. Manufacturing | Southeastern Community College 160-hour Production Welding Certificate

5. Business & IT | Indian Hills Community College Educators in the Workplace: Understanding Workforce Needs



SECTOR PARTNERSHIP EXAMPLE:



Sector Partnerships

Sector partnerships are increasingly recognized as an effective method for aligning education, economic and workforce development systems to address industry-identified labor market needs. Industry benefits by facilitating the creation of a skilled labor pool and an industry cluster that provides access to shared resources, innovation and markets.

What is a Sector Partnership?

A sector partnership is comprised of industry and support partners. **Industry partners** are interconnected businesses, suppliers, research and development entities, service providers and associated institutions in a particular field that are linked by common workforce needs. **Support partners** work to meet the skill, recruitment and retention needs of employers and the training, employment and career advancement needs of workers.

ACTIVE SECTOR PARTNERSHIPS 420 EMPLOYERS ENGAGED



Advanced Manufacturing

14



Healthcare

7



Business & IT

5



Biotechnology/
Agriculture

5



Transportation & Logistics

4



Financial Services

3

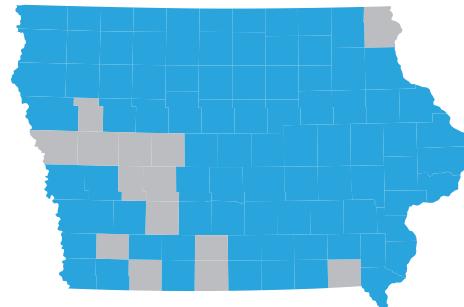


Energy

1

“We are collaborating with Union, Clarke and Montgomery counties to develop a skilled labor pool and industry cluster that provides access to shared resources, innovation and markets.”

Kim Oaks
Southwest Iowa Community College
Creston, Iowa



85 OF 99 IOWA COUNTIES ARE SERVED BY SECTOR PARTNERSHIPS

What is a Sector Strategy?

When sector partners convene they establish goals for the partnership. Sector strategies promote systemic change by restructuring internal and external educational opportunities, employment and business practices, as well as public policy. Objectives may include employer engagement, collectively addressing industry needs, training pathway development, and talent pipeline creation.

Community College Impact

To fill the skills gap community colleges across Iowa have helped create sector partnerships to develop strategies addressing workforce needs. Strategies executed are industry led and vary by community. There are **currently 40 sector partnerships, representing 420 employers engaged** in the design of programs and training pathways.

Sector Tactics Convened by Community Colleges

The following sector tactics align with the objectives outlined in Governor Branstad's Future Ready Iowa initiative.



Objective: To identify and meet employer needs for skilled employees.

"Agriculture is a great industry to begin a career in and there are a lot of opportunities. One of the main reasons we try to get to the schools, 4-H and FFA (Future Farmers of America) chapters as an organization and coop is for the purpose of explaining the importance of agriculture with young people."

Chris Menke
Viafield
Winthrop, Iowa



Iowa Lakes Community College

Northwest Iowa has a shortage of commercial applicators for farm fields. Iowa Lakes convenes an agriculture focused sector partnership for GAP and PACE development.

In tandem with area agriculture retailers, the Commercial Applicator pathway was created. The sector partnership helped produce a promotional video to educate potential students about the career.



Kirkwood Community College

Customer service professionals are needed in eastern Iowa. Representatives from finance, insurance and customer service collaborated to create short-term training. The 13-week training includes online modules so students can specialize in their field of interest to advance their careers.

Objective: To communicate high demand career information to students, parents, teachers, counselors and other influencers.



Iowa Western Community College

To encourage entrepreneurship among future generations, western Iowa high schoolers compete in Minding My Own Business. The competition originated through the financial services sector partnership.



North Iowa Community College

To meet the demands for skilled workers an educational pathway for manufacturing was established. High school counselors are being educated about the training through facility tours. Advertising to area high school students highlight the benefits of incremental training in manufacturing.

Community College Grads Impact Iowa's Economy

The relationship between community colleges, business and industry impacts Iowa's economy. Employer engagement through sector partnerships leverages the return on investment for workforce training. With the high percentage of community college graduates staying in Iowa, providing training for in-demand jobs is paramount.



86,800
IOWANS WERE SERVED BY TRAINING PROGRAMS IN FY2014

84% OF COMMUNITY COLLEGE GRADUATES WORK IN IOWA

Source: Iowa Association of Community College Trustees, 2015



"The IT consortium allowed us to immediately address the need for JavaScript training that existed among our developer staff. As a result of the training, we can better service the needs of our clients and pursue new business development opportunities. By joining forces with other IT companies, we were able to increase the skills of our employees, as well as the satisfaction to our clients."

Teresa Cahill
Redstone Content Solutions
Davenport, Iowa

Sector partnerships continue to be convened by community colleges for industries in need of middle-skill employees. The partnerships allow collaboration on workforce needs and common challenges. Not only are community colleges creating customized training based on industry feedback, businesses within the industries are working together to provide training to current employees to help fill the skills gap.

The system is putting Iowans to work, making companies competitive in the global marketplace and strengthening our economy.

PARTICIPATING COMMUNITY COLLEGES

Des Moines Area Community College • Eastern Iowa Community Colleges • Hawkeye Community College
Kirkwood Community College • Indian Hills Community College • Iowa Central Community College • Iowa Lakes Community College
Iowa Valley Community College • Iowa Western Community College • North Iowa Community College
Northeast Iowa Area Community College • Northwest Iowa Community College • Southeastern Iowa Community College
Southwestern Community College • Western Iowa Tech Community College