



Inside this Issue

Division Hiring Update 2
Skilled Worker Fund Reports 3
Condition Report Released 3
Faculty Standards Task Force Update 5
Reserve Transfer Advisory Committee 6
Instructor Safety Training 8

Gov. Calls for 70% of Iowans to Have Education Beyond High School by 2025

Governor Terry Branstad and Lieutenant Governor Kim Reynolds are calling for 70 percent of Iowans in the workforce to have education or training beyond high school that meets employer needs by 2025.

A postsecondary degree or certification is "the new minimum" to meet the demands of a changing economy.

Meeting the goal will ensure Iowans are prepared for rewarding careers and businesses have the talent pipeline necessary to meet

projected demand and support economic growth.

The goal was announced in support of Future Ready Iowa - an initiative to develop strategies to align the state's education and training system with employer demand.

According to a recent report by Georgetown University's Center on Education and the Workforce developed in collaboration with the Division of Community Colleges, by 2025, 68 percent of jobs in the state

Continued on Page 6

Statewide Foundation for Sector Partnerships in Place

A report detailing statewide progress toward implementation of sector partnerships and career pathways was released in December.

The report utilizes survey data gathered from Iowa's 15 community colleges and several non-education entities involved in convening and facilitating sector partnerships. According to responses, there are at least 40 sector partnerships, in various stages of implementation,

Continued on Page 4

Points of Interest

- Iowa receives NGA grant to review and enhance work-based learning processes.
Barbara Burrows takes over as new chief of the Bureau of Community Colleges.
FY 2015 community college credit enrollment totaled 138,642.

Iowa Recipient of NGA Work-Based Learning Policy Academy Grant

The State of Iowa has been awarded a National Governors Association (NGA) grant to scale work-based learning that will connect Iowa's youth with STEM (Science, Technology, Engineering and Mathematics) middle-skills careers.

The \$100,000 grant was awarded after the Governor's office submitted a proposal to the NGA Center for Best Practices Policy Academy on Scaling Work-Based Learning. The grant aligns with the efforts

within the Future Ready Iowa initiative. The proposal was submitted in conjunction with the Iowa Department of Education and the Governor's STEM Advisory Council.

This grant offers a unique opportunity for Iowa workforce and education leaders to develop strategies to scale high-quality, work-based learning opportunities for young adults as a part of this ongoing conversation. Iowa will focus on connecting 16 to 29 year-olds with middle-

skills career opportunities in STEM-intensive industries such as advanced manufacturing, health care, information technology, and energy. Work-based learning like internships, externships, and apprenticeships are an effective path to growing Iowa's talent pipeline.

A team of core partners will convene over the next 18 months to develop a statewide plan of action. The team will include representatives from state

Continued on Page 2

### *Cont'd: NGA grant*

#### [Continued from Page 1](#)

education, workforce, and education agencies, the Governor's STEM Advisory Council, trade unions, and business. The group will review topics ranging from intermediary networks to various legal issues

associated with work-based learning.

Five other states will participate in the policy academy on scaling work-based learning. Work-based learning blends work experience and applied learning to develop youth

and young adults' foundational and technical skills to expand their education, career, and employment opportunities.

Contact Pradeep Kotamraju at [pradeep.kotamraju@iowa.gov](mailto:pradeep.kotamraju@iowa.gov) or 515-281-4716 with comments or questions.

## Burrows Appointed Chief; New Hires; Vacancies Posted

**D**r. Barbara Burrows has accepted the position of chief of the Bureau of Community Colleges. She started January 1.

Barbara has been with the division for two years, working with program approval, accreditation, and providing leadership on a variety of academic issues including faculty standards. She has nine years of experience as a community college administrator and 22 years teaching mathematics. She served as provost of Marshalltown Community College before returning to Florida in 2008 to serve as the vice president of instruction at the College of Central Florida.

Barbara has a Ph.D. in educational administration with a specialization in community college leadership from the University of Texas-Austin and degrees in mathematics from the University of Florida.

The community college program quality consultant position will be posted as soon as possible.

Two consultant positions have been filled within the Bureau of Career and Technical Education (CTE) with the hiring of Dr. Zoë Thornton and Lisa Stange. Zoë started Monday, November 9 and Lisa started Wednesday, January 6.

Zoë recently completed her doctorate at Iowa State University and was working as a private consultant where she completed a number of projects for the division. Prior to ISU, she served as registrar at Marshalltown Community College and worked with career academies at Des Moines Area Community College.

Lisa came to us from Iowa State University where she was an instructor in the Human Services Department, coordinating the family and consumer sciences (FCS) teacher preparation program. Prior to ISU, she served as a secondary CTE teacher and community college adjunct at Waukee High School and several other central Iowa schools. She has a master's degree in Education from

Viterbo University, a master educator's license, and national board certification.

On the CTE team, Zoë and Lisa work with community colleges and school district CTE administrators and faculty, provide leadership on certain CTE issues particularly within the health sciences and family and consumer sciences related disciplines, respectively, and manage certain federal Perkins grant activities.

### **Current Openings**

With regard to other division vacancies, we have completed interviews for the communications consultant position and expect an announcement soon. We are currently seeking candidates for the [program quality, finance, and education research analyst](#) consultant positions.

If you or someone you know may be interested in a position with the division or have any questions about the vacancies, please contact Jeremy Varner at [jeremy.varner@iowa.gov](mailto:jeremy.varner@iowa.gov) or 515-281-8260.

## State Investment in Workforce Training Shows Impact

The programs funded by the Iowa Skilled Worker and Job Creation Fund (skilled worker) and delivered through Iowa's community colleges impacted over 50,000 Iowans in FY 2015.

Iowa's community colleges collectively spent \$38.9 million during the fiscal year on the initiatives which build and promote a highly-skilled, highly-competitive workforce.

These programs include the Workforce Training and Economic Development (WTED) fund, the Gap Tuition Assistance program the Pathways for Academic, Career, and Employment (PACE) program, and the intermediary networks.

The WTED fund, which provides funding for numerous career-oriented programs, is the largest of

the skilled worker programs, accounting for just under \$17 million of the \$38.9 million spent and impacting 25,762 individuals in FY 2015.

The Gap tuition assistance program provides need-based assistance for eligible individuals enrolling in non-credit certificate training programs tied to in-demand occupations. In FY 2015, 1,049 Iowans completed a training program with support from the Gap tuition assistance program. In total, the colleges spent \$2.4 million on the program.

The PACE program aims to implement simplified, streamlined, and comprehensive academic and employment training pathways which are to enable eligible individuals to secure gainful, secure, in-state employment. A total of 6,323 education programs

and employment trainings were completed in FY 2015. Over \$5.7 million was spent on education, personal, and career support services, as well as on various college expenses such as salaries, equipment, and more.

Intermediary networks facilitate work-based learning experiences for students, which range from career fairs to internships. The intermediary networks facilitated over 40,000 work-based learning experiences, and spent over \$1.7 million on expenses associated with delivering these services.

More information, as well as detailed reports on each skilled worker program, is available on the division's [website](#).

Contact Barbara Burrows at [barbara.burrows@iowa.gov](mailto:barbara.burrows@iowa.gov) or 515-281-0319 with comments or questions.

## Annual Condition of Iowa's Community Colleges Report Released

The division released the [Annual Condition of Iowa's Community Colleges 2015 report](#) at the State Board of Education meeting January 21.

The [report](#) provides a comprehensive overview, including fiscal year and trend data on enrollment, credit and noncredit programs, joint enrollment, adult education, online course delivery, human resources, finances, and more.

The data is drawn primarily from the Community College Management

Information System (MIS). The report contains summative statewide information. Data tables with individual college information in multiple formats organized by section can be found on the division's [website](#). The division's [interactive data visualization tools](#) will be updated with the new data over the next several weeks.

### Credit Enrollment

Community college credit enrollment dropped 1.8 percent to 138,642 students in fiscal year (FY) 2015. Despite the continuing

trend, enrollment decline appears to be slowing.

Total credit hour enrollment declined 2.7 percent from the previous year, totaling 1,889,542 credit hours.

The vast majority of students - 70 percent - enrolled in a college parallel program, which are designed to transfer to four-year institutions. Twenty-six percent of students enrolled in a career and technical education program, with the remainder enrolling in either



[Continued on Page 7](#)



## Cont'd: Sector partnership survey

*Continued from Page 1*

across the state. To varying degrees, each community college region is served by at least one sector partnership; by county, 85 of Iowa's 99 counties are served by a sector partnership. Sector partnerships identified with nine of 16 [Career Clusters](#) and 11 of 12 [Battelle Clusters](#). The clusters with which the most sector partnerships identified are associated with advanced manufacturing.

All available information gathered from the survey is included in the report, and is current as of December 2015.

The survey is based on

definitions developed and approved by the Sector Partnership and Career Pathway Advisory Council. The council was tasked with establishing common definitions and expectations for sector partnerships and career pathways aligned with the [Workforce Innovation and Opportunity Act \(WIOA\)](#) and other federal guidelines.

The Division of Community Colleges first convened the Sector Partnership and Career Pathway Advisory Council to address sector partnership and career pathway implementation for the Pathways for Academic Career and Employment (PACE) program. The scope of the council was

broadened following the passage of WIOA to ensure more coordinated statewide efforts related to sector partnerships and career pathways.

Sector partnerships are increasingly recognized as an effective method for aligning education, economic, and workforce development systems to address industry-identified labor market needs. Sector partnerships are a prominent feature of WIOA.

The full report is available on the division's [website](#).

Contact Eric St Clair at [eric.stclair@iowa.gov](mailto:eric.stclair@iowa.gov) or 515-725-0127 with comments or questions.

## First Glimpse of 2015-16 Enrollment Shows Slight Decline

Full enrollment is down slightly from last fall, showing a decline of less than one percent to a total of 93,074.

The 2015 Community College Fall Enrollment Report provides this first snapshot of current academic year enrollment at each of Iowa's 15 community colleges. The report utilizes data submitted to the Division of Community Colleges through the Community College Management Information System (MIS) on the 10<sup>th</sup> business day of the fall semester.

Of the 93,074, just under 56,000 students were enrolled part-time (defined as enrollment in 12 or fewer semester hours). While this

represents a decrease of about 300 students from last fall, part-time enrollment as a percent of total enrollment rose incrementally from 59.5 percent to 59.6 percent.

Accompanying the decline in enrollment was a decline in registered semester hours. Down 1.1 percent, students enrolled in a total of 832,234 in the fall 2015 semester.

College parallel (programs designed to transfer to four-year institutions) comprised 60.7 percent of student enrollment, followed by career and technical education programs at 29.8 percent and career option programs at 1.2 percent.

By career cluster, health

sciences had the largest student enrollment at 10,042, followed by manufacturing at 2,633, and business, management and administration at 2,226.

Online enrollment is an increasingly popular option among community college students. This fall, 28,166 students enrolled in at least one online course – an increase of 2.6 percent from fall 2014. In other words, approximately 30 percent of all community college students enrolled in at least one online course.

The full report is available on the division's [website](#).

Contact Monte Burroughs at [monte.burroughs@iowa.gov](mailto:monte.burroughs@iowa.gov) or 515-281-3853 with comments or questions.



## Faculty Minimum Qualifications Work Ongoing

The Faculty Standards Task Force (FSTF) is continuing work on issues related to changes in faculty credentialing expectations.

Guidance documents and templates needed for colleges to move forward with reviewing faculty qualifications and addressing issues have been completed.

The task force is preparing a guide to serve as a resource for college administrators, faculty, and visiting Higher Learning Commission (HLC) accreditation review teams. The guide will include an overview of HLC criteria, state expectations, and components helpful for

reviewing and documenting qualifications in a consistent and easy-to-follow manner.

An integral component of the guide will be an academic credentials chart — a comprehensive list of the minimum qualifications required to teach within a given discipline. The chart was developed by the FSTF and vetted numerous times by several academic administrative and faculty groups.

The Iowa Association of Community College Presidents (IACCP) pledged to support the task force's implementation efforts and endorsed the faculty qualifications guide in January by signing a

proclamation that will appear in the guide.

The FSTF and its work stem from a recent policy revision related to HLC's faculty qualification criteria. Refer to the [Fall 2015](#) edition of the Community College Leader Bulletin for more information.

This spring, the department plans to propose revisions to the Iowa Administrative Code to align state requirements with the new HLC policy effective September 2017.

Contact Barbara Burrows at [barbara.burrows@iowa.gov](mailto:barbara.burrows@iowa.gov) or 515-281-0319 with comments or questions.



## Final Recommendations Released By CTE Task Force

Formal [recommendations](#) were adopted and released by the Secondary Career and Technical Education (CTE) Task Force.

The recommendations set a vision for the future of secondary career and technical education that ensures all students have the opportunity to pursue rewarding careers. They call for a consistent statewide system with high quality, globally competitive programs aligned with employer and economic demand.

The final recommendations were organized around career guidance, CTE program structure, work-based learning, instructor support and professional

development, and regional partnerships and centers.

At the task force's final meeting, several members provided final thoughts on the recommendations.

Members spoke to the importance of this task force, recognizing that this is a rare opportunity to implement meaningful reforms which update archaic state policies, promote equitable access to high-quality CTE and college credit opportunities for all students, and prepare a globally competitive workforce.

The legislature is currently considering proposals to implement the task force's recommendations.

The Secondary CTE Task

Force was mandated by the legislature in 2013 to review and make recommendations on secondary CTE programs. The group worked for two years to study CTE in Iowa and reach consensus on the vision.

The group included broad representation including representatives of business and industry, organized labor, teachers, school administrators, community colleges, area education agencies, school boards, teacher preparation programs, state agencies, community organizations, and legislators.

Contact Pradeep Kotamraju at [pradeep.kotamraju@iowa.gov](mailto:pradeep.kotamraju@iowa.gov) or 515-281-4716 with comments or questions.



## Committee Convenes to Review Reverse Transfer Process

Representatives of the community colleges and public universities gathered in Marshalltown at the first meeting of the Reserve Credit Transfer Advisory Committee.

Led by co-chairs Robin Lilienthal of Marshalltown Community College and Laura Doering of Iowa State University, the group explored and discussed the opportunities and challenges of a reverse credit transfer process, a mechanism for the retroactive awarding of associate degrees to students who transferred prior to completing their associates degree.

The group identified several areas of focus, including program participation; whether the program should remain “opt-in”, where students have to choose to participate in the

process, or whether an “opt-out” process is possible; credit restrictions, whereby a certain number of credits are required of students in order to participate in the reverse credit transfer process; and promotion and communication, as in how and when to best inform students of the reverse credit transfer process. Several subcommittees were formed to explore and discuss these issues in greater detail.

The committee consists of representatives from Iowa’s community colleges and public institutions, as well the Iowa Department of Education and the Iowa Board of Regents. The Subcommittees will meet this term and the full group will reconvene in April.

A reverse transfer process does exist in Iowa, but is not utilized to the extent hoped

for by several advocates of the process. Currently, students who transfer to a public university prior to completing their associates degree may choose to “opt-in”. Should they do so, the student’s public university transcript is sent to the designated community college free of charge for up to three-terms. The community college then transfers applicable coursework toward the completion of the student’s associate degree requirements .

As a result, any efforts to modify the system will have a foundation to build upon, including the Transfer in Iowa website, one of the clear successes stemming from the initial reverse credit transfer process.

Contact Barbara Burrows at [barbara.burrows@iowa.gov](mailto:barbara.burrows@iowa.gov) or 515-281-0319 with comments and questions.

## Cont’d: Georgetown Report and Future Ready Iowa

[Continued from Page 1](#)

of Iowa will require postsecondary education or training beyond high school.

The report asserts the bulk of jobs over the next decade — 39 percent — will require an associates degree or some postsecondary education, but not necessarily a bachelors degree. Of these occupations, 14 percent will require some college credits with market value including non-credit coursework, 12 percent an associates degree, and the remainder either a certification,

occupational license, or apprenticeship training.

A Future Ready Iowa summit is planned for April 19 at Hy-Vee Hall in Des Moines. The purpose of the summit is to create a statewide conversation about how to close the skills gap including leaders from a broad cross-section of Iowa. The summit is [open to the public](#) but space is limited.

The keynote speaker for the summit is Andreas Schleicher, a global expert on education and skills at the Organization for Economic Cooperation and

Development. Other featured speakers include Jamie Merisotis, president of the Lumina Foundation, Mary Andringa, chair of the board of Vermeer Corp., and Byron Auguste, co-founder of Opportunity@Work. Students, educators, business and labor leaders, and entrepreneurs from around the state and nation are among other speakers and panelists.

Contact Jeremy Varner at [jeremy.varner@iowa.gov](mailto:jeremy.varner@iowa.gov) or 515-281-8260 with comments and questions.



## New Book Commemorates Community College Establishment

A new book titled “Iowa’s Community Colleges: A Collective History of Fifty Years of Accomplishment” was released commemorating the 50th anniversary of the passage of the legislation establishing Iowa’s community college system.

The book provides a comprehensive overview of the community college system, the 15 community colleges, and pioneers of Iowa’s community colleges.

Following the recommendation of a study commissioned by the Iowa Legislature, the Merged Area Schools Act was signed into law by Governor Harold Hughes in 1965. This enacting legislation provided for the basic governance, services, oversight, and funding of each community colleges. By 1967, the 15 merged areas were established, with 12 organized as comprehensive community colleges and three as area vocational institutions.

The book was produced by faculty and graduate students at Iowa State University, and is available for purchase on their [website](#).

The 50th anniversary of Iowa’s community college system will be commemorated at the [2016 Iowa Association of Community College Trustees Conference](#).

## Cont’d: Condition Report

[Continued from Page 2](#)

a career option program or a combination of programs.

Online course enrollment increased 7.3 percent from the previous year.

The number of high school students accessing college coursework through Iowa’s community colleges continued to rise. In FY 2015, just over 44,000 students were jointly enrolled — a 2.4 percent increase from the previous year.

### Developmental Education

In FY 2015, 16,859 students enrolled in developmental coursework. This constitutes 12.2 percent of total enrollment. These students enrolled in a total of 85,709 credit hours of developmental coursework, an average of 5.1 credit hours per student. Of 2015 high school graduates

enrolling in Fall 2015, 29.4 percent took at least one developmental course.

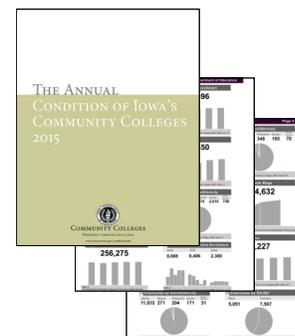
### Noncredit Enrollment

Noncredit enrollment including adult basic education, recertification and re-licensure, customized job training, and other training offerings decreased 3.7 percent from the prior year to 232,480 students. Despite the decline in enrollment, total contact hours slightly increased to 29.4 per student.

### Human Resources

Collectively, Iowa’s community colleges employed a total of 13,935 individuals in FY 2015. Of this total, 49.4 percent are faculty— down 1.5 percent from the prior year.

Contact Jeremy Varner at [jeremy.varner@iowa.gov](mailto:jeremy.varner@iowa.gov) or 515-281-8260 with comments or questions.



## Division Supports Elevate Iowa Campaign

The division signaled support for the Elevate Advanced Manufacturing through a \$50,000 contract with Northeast Iowa Community College.

The funding will go towards a marketing campaign aimed at changing the perception of careers in advanced manufacturing. The campaign is geared toward secondary students and their parents, school faculty and staff, and other key influencers. It includes several activities such as the distribution of an educational curriculum focusing on career

opportunities in the advanced manufacturing field, outreach materials and events for teachers, implementation of an ambassador program to train a cadre of individuals to work within their communities to educate target populations, and more.

The full amount of this grant will go towards supporting the educational perception campaign.

Contact Pradeep Kotamraju at [pradeep.kotamraju@iowa.gov](mailto:pradeep.kotamraju@iowa.gov) or 515-281-4716 with comments or questions.

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The Community College Leader Update is a quarterly publication of the Iowa Department of Education, Division of Community Colleges.

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## DE Supporting Safety Training for Instructors

The Iowa Department of Education (DE) is supporting a statewide safety initiative to assist full-time community college industrial technology program instructors in completing the Occupational Safety and Health Administration (OSHA) 30-hour safety training, and developing/implementing safety education and training throughout the career and technical education (CTE) program curriculum.

[Eligible trainings](#) are offered online through the University of South Florida and [CareerSafe™](#), and are approved by the U.S. Department of Labor (USDOL) –OSHA. The DE will support the cost of the OSHA 30-hour training offered through the University of South Florida and the Professional Development Program (PDP) for industrial technology teachers offered through

CareerSafe™.

Instructors must submit an application to the DE and be approved before instructors register for the courses. Total cost will be reimbursed by the DE upon successful completion of both courses. When teachers register, they must choose either the General Industry or Construction Industry track. Instructors who completed the OSHA 30-hour training within the past year will not

be required to retake the training and are eligible to receive reimbursement for the PDP course.

This safety initiative expands on the recommendation from a committee of industry safety experts that includes representatives from the DE, EMC Insurance, Iowa Occupational Safety and Health Consultation, Iowa

Illinois Safety Council, Iowa Workforce Development–State Youth Workforce, University of Northern Iowa Industrial Technologies, Master Builders of Iowa Safety Training–Safety and Health Operations, Rockwell - Collins Environmental Safety and Health Operations, University of Iowa Heartland Center of Occupational Education, and safety specialists from two of Iowa's community colleges.



For more information on the professional development opportunities and optional college credit for licensure renewal, please visit the department's [website](#).

Contact Andrew Wermes at [andrew.wermes@iowa.gov](mailto:andrew.wermes@iowa.gov) or 515-281-8353 with comments or questions.

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