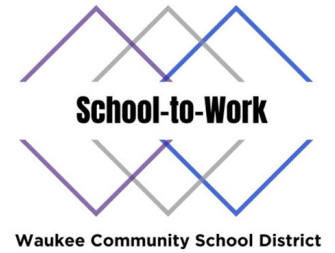


Communities and Businesses Partnering with Education

- Kathleen Sender, [Waukee Community School District](#)
- Whitney Overton, RN, BSN, [Waukee APEX](#)
- Anne Boesen, [Waukee APEX](#)
- Jasmine Almoayyed, [Kirkwood Community College](#)



Bridging Education & Industry:

The Economic Power of Work-

Based Learning

May 14th, 2025



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Presenters



The Workforce Challenge: Portrait of a Graduate



Work-Based Learning in Action: The Waukee Model

May 2024 - Senate File 2411 passed:

- clarified a consistent definition of work-based learning as, “sustained project-based learning in partnership with an employer, simulated work experiences aligned with industry-recognized credentials, high-quality pre-apprenticeships aligned to an apprenticeship, student learner programs, internships, and apprenticeships.
- Over 65% of 2028 class must have WBL experience

Waukee's Career Compass

- Awareness (K-5), Exploration (6-8), Experiences (9-12)
- CTE, Career Services
- Waukee APEX and School to Work

Waukee has been at the forefront of economic development rooted in education...WBL bridges education and employment through APEX.



Waukeee Innovation and Learning Center (WILC)



Waukee Aspiring Professional Experience (APEX)



Innovative programming for college & career readiness
Economic model for quality workforce development
Value added, consultant based collaboration with Industry

Economic Sectors



Engineering

Finance & Insurance

**Business, Technology and
Communications**

Human Services

**Bioscience and Value-Added
Agriculture**



APEX Foundational Skills

Technical and Entrepreneurial Skills

Big Data, Ethics, and Privacy

Career Exploration and Leadership

Servant Leadership

Professional Skills



STUDENT OUTCOMES

- Networking & Mentoring Opportunities
- Industry Recognized Credentials (IRC)
- Knowledge of college and career opportunities
- Value added experience in the workforce
- Learning expectations in a professional environment
- Communication skills & confidence



Value Creation for Business Partners

- Talent Pipeline - Highlighting industry and business for marketing and workforce recruitment
 - DSM Metro/State retention
 - Summer, Part-time, internships
- Develop new leadership within the company when supervising students
- Innovation & Creativity through New Energy
- Networking opportunities with other businesses



Driving Local Impact Together



“Before I started my internship, my plans for the future were pretty undecided until Tyler came to me with this opportunity. I knew I didn’t necessarily want to go to college, so hearing that I could be offered a job straight out of high school was appealing to me. After interning there for 6+ months and seeing the work that I would be doing, and the work culture I had there, I ended up really liking it and accepted their job offer.”

Driving Local Impact Together



“...you get what you put into it. I felt that I could keep putting in without limitation and continue being rewarded.

At the start of my APEX experience, I wondered how far this statement would actually go, knowing that in the back of my head, I was striving to break into the business field and get an internship this summer. I thought surely there is no way I could put in so much and get an internship, and that is exactly what happened. Because I wanted it and was willing to put in the work and get out of my comfort zone, I was able to get it.”

How to get INVOLVED?



- Advisory Boards
- Curriculum Teams
- Host an Intern
- Shadows and Informational Interviews
- Speakers
- Tours
- Project Work
- Soft Skills and Business Culture
- Pre-apprenticeship



Thank you!

Questions?



EMPOWERING ECONOMIC GROWTH THROUGH COMMUNITY COLLEGE PARTNERSHIPS

OUR MISSION

We bridge education with workforce demands—fueling economic vitality across Eastern Iowa.

- Non-credit training, literacy, ESL, and customized workforce education
- Responsive to industry needs and emerging opportunities
- Gateway to further education and credentialing

ECONOMIC INCENTIVES FOR EMPLOYERS

Programs that maximize your training ROI:

- Iowa New Jobs Training Program (260E)
- Iowa Jobs Training Program (260F)
- Workforce Training and Economic Development (WTED)

CORPORATE TRAINING SOLUTIONS

Tailored support for local employers through:

- Customized Training and Coaching
- Business Consortiums and College Liaisons
- Registered Apprenticeships
- State Workforce Incentives & Grants

REGISTERED APPRENTICESHIPS

Industry-driven programs providing:

- Structured on-the-job mentorship
- Progressive wage increases
- Nationally recognized credentials
- Enhanced diversity and worker protections

COMPANY PARTNERSHIP EXAMPLES

- ALPLA Apprenticeship Program Partnership
- BAE 260E Program Partnership
- Sub-Zero Program Partnership
- Proctor & Gamble Training Program Partnership

STRENGTHENING THE TALENT PIPELINE

Programs from adult literacy to career academies:

- High School Completion, ESL, and ABE
- Dual-credit courses & Career Academies
- Career Pathway Mapping + Work-Based Learning

CAREER SERVICES

- Partner with faculty to build industry-aligned pathways
- Host a student for a job shadow or career conversation
- Be a classroom presenter or mock interviewer
- Join resume review sessions or career fairs
- Post jobs and connect via Handshake
- Serve on advisory boards and participate in Industry Insights
- Engage at networking lunches, Careers in the Corridor, and more

WORKPLACE LEARNING CONNECTION

Single point of contact for work-based learning:

- 30,000+ student interactions annually
- Job shadows, internships, industry tours
- Serving 32 districts in 7 counties

Middle School

Classroom speakers
Science, Technology,
Engineering, Arts and Math
(STEAM) Institute
Financial Literacy Fair
Industry Tours

High School

Mock Interviews
Career Fairs
Classroom Speakers
Industry Tours
Job Shadows
Internships



QUESTIONS?