IHUM Consortium SME Package Overview

Grant Fiscal Agent: Hawkeye Community College

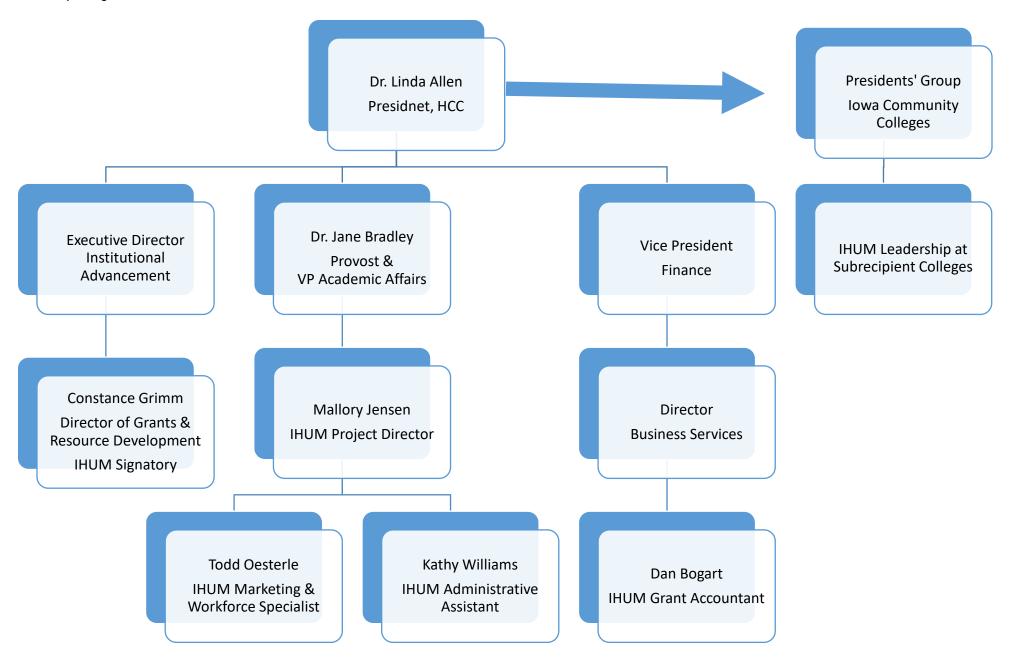
IHUM Consortium Leadership Team at Hawkeye Community College:

- Dr. Linda Allen President, Hawkeye Community College
- Dr. Jane Bradley Provost & Vice President Academic Affairs, Hawkeye Community College
- Mallory Jensen IHUM Project Director
- Todd Oesterle IHUM Marketing & Workforce Specialist
- Kathy Williams IHUM Administrative Assistant
- Dan Bogart IHUM Accountant
- Constance Grimm Director of Grants and Resource Development/IHUM Grant Signatory

IHUM Sub-Recipient Community Colleges:

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

IHUM Reporting Structure



Deliverable 1.4: Letters of Commitment from Employers & Industry Representatives

- Each college uploaded letters of commitment from employers and industry representatives
- Attached are letters from state agencies obtained by the consortium leadership team at the beginning of the grant. (See item 2. Letters)

Milestone 2.3: Create and Distribute Open Educational Resources.

- Todd Oesterle, IHUM Marketing & Workforce Coordinator, is working with colleges to upload materials to Skills Commons
- Please see attached item 3. Memo OER's for progress
- Materials currently uploaded to Skills Commons can be viewed at https://www.skillscommons.org/handle/taaccct/1445
- Contact Todd.Oesterle@hawkeyecollege.edu for any inquiries

Deliverable 2.1: Public Licensing of Curricula and Training Materials

- Todd Oesterle, IHUM Marketing & Workforce Coordinator, is working with colleges to upload materials to Skills Commons
- Hawkeye Community College hosted the 2015 Teaching and Learning Conference on April 7-2018. Guest speaker was Paul Stacey with Creative Commons. The IHUM Consortium attended the presentation to learn how to attach public licensing and understand how Skills Commons works. Mallory Jensen then adapted a PowerPoint presentation for the Consortium's reference about properly attaching the creative commons license.
- Please see attached item 4. CC BY PowerPoint.
- Materials currently uploaded to Skills Commons can be viewed at https://www.skillscommons.org/handle/taaccct/1445
- Contact Todd.Oesterle@hawkeyecollege.edu for any inquiries

Deliverable 2.2: Distribution through Project and Online Repositories

- Todd Oesterle, IHUM Marketing & Workforce Coordinator, is working with colleges to upload materials to Skills Commons
- Best Practices created by the grant were shared at quarterly lead meetings at Hawkeye Community College
- Please see materials currently uploaded to Skills Commons on behalf of the IHUM Consortium as a whole, which can be viewed at https://www.skillscommons.org/handle/taaccct/1445
- Contact Todd.Oesterle@hawkeyecollege.edu for any inquiries

Deliverable 2.5: Development and Publication of a Scorecard that Updates on a Regular Basis

This deliverable was changed by the DOL. See item 6. Round 4 Scorecard Guidance.

- The revised deliverable to create an Employment Results Continuous Improvement Plan is still being developed. This item will be shared with the SME upon completion.
- An internal tool that helped to assess and communicate progress toward IHUM requirements for each of the subrecipients were dashboards to update college leadership on key areas of the grant. The dashboards addressed the following areas on a monthly basis:
 - o Budget
 - Participant Outcomes
 - Deliverables
 - Issues
- Attached see item 7 for an example of a dashboard created for Hawkeye Community College in January 2018.

Milestone 3.1: Implement Specialized Recruitment & Retention Efforts

- The IHUM Consortium Leadership Team helped with statewide recruitment and retention efforts through multiple platforms. Please see attached item 8. Marketing Material Samples created by the consortium.
- Individual recruitment and retention efforts took place at individual colleges tailored to their specific program of study
 - o Recruitment initiatives at the college level included, but were not limited to career fairs, open house events, fliers, mailings, radio advertisements, and news coverings.
 - Retention efforts at the college level included the hiring of tutors, lab coordinators and / or assistants, and student success specialists.
 - Milestone 3.1 is also being reviewed by the SME at the college level.

Milestone 3.2: Improve Student Career Planning

- IHUM has used EMSI Career Coach on a statewide basis to help students with career planning.
- Please see branded and customized implementation of Career Coach at each college:
 - o Des Moines Area Community College: https://dmacc.emsicc.com
 - o Eastern Iowa Community College: https://eicc.emsicc.com
 - o Hawkeye Community College: https://hawkeyecollege.emsicc.com
 - o Iowa Central Community College: https://iowacentral.emsicc.com
 - o Indian Hills Community College: https://indianhills.emsicc.com
 - o Iowa Lakes Community College: https://iowalakes.emsicc.com
 - o Iowa Valley Community College District: https://marshalltown.emsicc.com
 - o Iowa Western Community College: https://iwcc.emsicc.com
 - o Kirkwood Community College: https://kirkwood.emsicc.com
 - Northwest Iowa Community College: https://nwicc.emsicc.com
 - Northeast Iowa Area Community College: https://niacc.emsicc.com
 - o Northeast Iowa Community College: https://nicc.emsicc.com
 - o Southeast Iowa Community College: https://scciowa.emsicc.com
 - o Southwest Iowa Community College: https://swcciowa.emsicc.com
 - o Western Iowa Tech Community College: https://witcc.emsicc.com
- Individualized efforts are being carried out at each college within the signature program to assist with student career planning. Those efforts are being reviewed at the college level as well.

 After the successful implementation of Career Coach at the 15 community colleges under the IHUM grant, the State of Iowa has followed in IHUM's footsteps and created an Iowa Career Coach on the Future Ready Iowa website. See: http://www.iowacareercoach.gov

Deliverable 3.3: Targeted Recruitment Marketing Materials on Multiple Platforms

- Todd Oesterle, Marketing & Workforce Coordinator, worked with the consortium recruitment campaign, as well as individual colleges. The consortium campaign first launched a statewide website for the grant. The website is located at www.enhanceiowa.com
- The website was initially created around the purchase of EMSI Career Coach (deliverable 3.4), to assist potential students in locating training and career opportunities around the state of lowa that may align with their talents and interests. EMSI Career Coach allows students to explore careers and programs, take online assessments, and connect with the community colleges in the state of lowa.
- The Enhance Iowa Website also connects potential students to resources to make their educational journey affordable, as well as connecting to an employer at the completion of their studies.
- Other recruitment / marketing initiatives include:
 - o Mailings
 - o Radio / Pandora Ads
 - Social Media Postings & Recruitment Campaigns
 - o Statewide Campaigns such as Career Fairs, Community Events, and open houses.
 - Please again see item 8. Marketing Material Samples for documents, pictures, radio ads, marketing guidelines, and PowerPoints.

Deliverable 3.4: Implement a Web-Based Tool that can Generate Regional LMI Paired with Applicable Programs of Study

- IHUM purchased EMSI Analyst and Career Coach in year one of the IHUM grant.
- EMSI Analyst was used internally at each of the 15 community colleges to assess labor market trends
- EMSI Career Coach was launched at each of the 15 community colleges. Example page from Hawkeye Community College's Industrial Automation Page:
 - https://hawkeyecollege.emsicc.com/?radius=®ion=Waterloo-Cedar%20Falls%2C%20IA
 - o Career Coach allows students to take career assessment, browse careers, browse programs, and build a resume.
 - o The IHUM Consortium also created a statewide website with all 15 community college Career Coach sites for recruitment and retention purposes: http://www.enhanceiowa.com/career-coach
 - o The Iowa community college career coach pages are also linked to the statewide Future Ready Portal: https://www.futurereadyiowa.gov/career-coach

Milestone 4.1: Develop IHUM Sector Strategy Committee Consisting of Members from IWD, IEDA, Iowa DE, and Four Consortium Members

- Carly Voltz and Mallory Jensen met with Iowa Economic Development and Iowa Workforce Development to discuss project plans on March 16, 2015 (see attached meeting notice, item 9)
- Todd Oesterle and Mallory Jensen attended IHUM Partnerships Meeting December 8, 2015 (see attached meeting notice, item 10)

- Todd Oesterle and Mallory Jensen attended the IT Sector IT Career Pathways / Regional Partnership meeting with state agencies on 7/14/2016. (see attached meeting notice, item 11)
- With the launch of the Future Ready lowa Initiative in 2016, sectors continued to build and expand across
 lowa. The below links showcase the work being done in lowa, as well as the members associated with the
 boards, leadership committees, and progress of sectors in lowa through the Future Ready lowa Initiative.
 Each of these initiatives have a representative present from the community colleges in lowa.
- <a href="https://educateiowa.gov/adult-career-and-community-college/sector-partnerships/sector-partnersh
- https://educateiowa.gov/document-type/sector-partnership-minutes
- https://www.futurereadyiowa.gov/partners
- https://www.futurereadyiowa.gov/sector-partnerships
- https://www.educateiowa.gov/documents/sector-partnership/2017/07/inventory-sector-partnerships-iowa
- Additional information: See Sector Board docs folder

Milestone 4.3: Create Joint Marketing and Outreach Efforts with State Agencies. and Milestone 4.4: Collaborate with State Agencies on a Participant Referral Process.

- Throughout the programmatic period of the grant, IHUM reached out and partnered with the state and regional workforce agencies. Materials were sent to locations throughout the state. Additional locations included:
 - National Guard
 - Chambers of Commerce
 - lowaWorks
 - Vocational Rehabilitation Centers
 - Correctional Facilities
 - o Goodwill
 - Libraries
 - Foodbanks
 - United Way
- September 8, 2016 Program update to the statewide WIOA Directors in Des Moines on the IHUM programs and recruitment efforts (see attached appointment and agenda, items 12 and 13)
- December 15, 2015 IHUM Partnership Meeting in Des Moines
 - o Regional meetings also took place with colleges and their local representatives. Information is being reviewed by individual college SME's.
- Partnership with Future Ready Iowa Due to the partnership with Future Ready Iowa, IHUM initiatives have been sustained after the life of the grant.

Milestone 4.5: Partner with Industry and State Agencies on Job Fairs and Mission-Based Events.

- July 14, 2016 IT Career Pathways / Regional Partnership Meeting
 - o Attached meeting documentation (see attached meeting notice, item 11)

- October 19, 2016 Presentation with Iowa Department of Education on alignment between IHUM initiatives and Future Ready Iowa at EMSI 2016 Conference (see item 14)
- October 27, 2016 Presentation with Jason Crowley from Iowa Workforce Development on the initiatives of IHUM and Future Ready Iowa (see item 15)

Deliverable 4.1: Meeting Minutes from IHUM Sector Strategy Committee and Regional Advisory Committee

- IHUM State Sector Strategy Committee (see item 16)
- Additional Links
 - o https://www.futurereadyiowa.gov/partners
 - o https://www.futurereadyiowa.gov/sector-partnerships
 - o https://www.educateiowa.gov/documents/sector-partnership/2017/07/inventory-sector-partnerships-iowa
- Regional advisory board meetings are being reviewed at each college during the SME process

Deliverable 4.3: IHUM and RAP Materials Developed in Collaboration with State Agencies

- See attached apprenticeship standards from EICC (see item 17)
 - o NICC & KCC utilized this model for apprenticeship and learn and earn models in their region
- https://www.earnandlearniowa.gov/

Deliverable 4.4: Outreach Efforts to Educate WIB's about IHUM Referrals

 Mallory Jensen spoke to statewide and regional WIB's about IHUM, the connection to Future Ready lowa, and training programs at each of the 15 community colleges. Attached are PowerPoints from the meetings (see items 18-20)

Deliverable 4:5: A Minimum of One Event with Industry and State Agencies Annually

- July 29, 2015 EMSI Career Coach & Analyst Certification Training held at Hawkeye Community College (see confirmation email, item 21)
 - o Representatives were present from all 15 community colleges
 - o Representatives were present from previous TAACCCT Consortiums in Iowa
 - Representatives included members from Iowa Workforce Development, Iowa Economic Development Authority, and The Iowa Department of Education
- June 1, 2016 Healthcare Simulation Workshop (see item 22)
 - IHUM, The Iowa Department of Education, and representatives from all 15 community colleges held a Healthcare Simulation Network Training. The workshop was utilized to inform simulation coordinators and faculty of simulation best practices, scenarios, and standards.

- September 7, 2016; September 13, 2016; September 20, 2016; and September 27, 2016 EMSI Analyst and Career Coach Training with representatives from regional and state Iowa Works, Vocational Rehab, Iowa Department of Education, Community College, and University of Northern Iowa.
 - o See agendas (items 23-26)
- April 7, 2017 Healthcare Simulation Workshop in Des Moines (see item 27)
 - Partnership between IHUM, Iowa Department of Education, UnityPoint Health Des Moines, Iowa Community College Simulation Network, and Iowa League for Nursing
- April 11, 2018 Joe Collins with the Iowa Department of Education met with the IHUM leads to review
 updated statewide movement with Sector Partnerships and newly created Sector Partnership Toolkits. This
 information will be communicated back to each college as the sector partnerships will be sustained after the
 completion of the grant. (see items 28-29)
- Additional regional partnership events took place on an ongoing basis with community colleges and local agencies.

Additional Resources:

- About Future Ready Iowa: https://www.futurereadyiowa.gov/about-future-ready-iowa
- Enhance Iowa Website: https://www.enhanceiowa.com
- Iowa Apprenticeship Website based on IHUM sectors: https://www.earnandlearniowa.gov/



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution that received grant funds was required to develop new and/or take to scale successful industry sector strategies. These sector strategies were required to focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinged on deep partnerships with employers and regional industry representatives, and, where appropriate, national industry representatives. To that end, IHUM has required each institution to identify one or more specific industry sectors on which they would focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either were located in each site or agreed to hire individuals from that region. The consortium leadership was responsible for statewide efforts, as well as providing support for the individual colleges within the consortium to ensure all milestones and deliverables were achieved.

Institution Reviewed: Hawkeye Community College – Consortium Leadership

Subject Matter Expert: Catherine Kovacs, MHR

Subject Matter Expert Credentials: Catherine Kovacs is a project management and workforce development specialist, with extensive experience in the administration and oversight of U.S. Department of Labor (DOL) grant programs. She earned her Master's degree in Human Relations and Bachelor's degree in Psychology from the University of Oklahoma. For over ten years she has managed numerous DOL grant programs, including those funded by Trade Adjustment Assistance Community College and Career Training (TAACCCT), Workforce Investment Act (WIA), National Emergency Grants (NEG), and the American Recovery and Reinvestment Act (ARRA). In her roles as Project Manager for a TAACCCT Round 3 grantee and Project Director for a WIA Service Provider, Catherine was responsible for ensuring that performance measures were met or exceeded. This required not only the collection and analysis of data, but also the ability to communicate performance results to stakeholders. She was also responsible for developing, writing, and implementing policies and procedures that were compliant with Federal and State guidelines.

Review Period: 07/20/2018 – 08/14/2018

Synopsis of Findings:
A review of the material presented in the "IHUM Consortium SME Package" indicates that most
consortium-level milestones and deliverables as described in the work plan were successfully achieved.
A few milestones and deliverables are not yet complete, but work in those areas is mostly progressing.
IHUM's greatest successes appear to be 1) the adoption and utilization of Emsi and 2) partnerships that were developed (ex: Future Ready Iowa) to aid in sustainability after the grant ends.
One area for improvement is ADA compliance of grant-funded curriculum deliverables.
Detailed results of the review of each consortium-level milestone and deliverable are below.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
DELIV	ERABLE 1.4: Letters o	f commitment from employers and industry representatives	
STATUS	■ Completed	COMMENTS: LETTERS OF SUPPORT FOR IOWA'S COMMUNITY COLLEGE TAACCCT CONSORTIUM (IHUM) WERE WRITTEN IN MAY AND JUNE 2014.	
	☐ In Progress	TAACCCT CONSORTION (ITTOWN) WERE WRITTEN IN WAT AND JUNE 2014.	
	☐ Attempted		
	☐ Never Started		
QUALITY	■ Satisfactory	COMMENTS: THE LETTERS OF SUPPORT WERE OBTAINED FROM THE GOVERNOR	
	☐ Unsatisfactory	OF IOWA, THE DIRECTOR OF THE IOWA ECONOMIC DEVELOPMENT AUTHORITY, AND THE DIRECTOR OF IOWA WORKFORCE DEVELOPMENT. THE LETTERS	
	□ Unclear	PLEDGED THE SUPPORT OF THE MAJOR WORKFORCE AND ECONOMIC	
		DEVELOPMENT ENTITIES IN THE STATE.	

STRATEGY 2: Advance Online & Technology-Enabled Learning				
MILESTONE 2.3: Create and distribute Open Educational Resources.				
			■ Incomplete	
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	·	
STATUS	□ Completed	COMMENTS: AS OF THE DATE THIS REPORT IS SUBMITTED, IH		
	■ In Progress	PROCESS OF FINALIZING CURRICULUM DELIVERABLES FOR DIS UPLOAD TO SKILLSCOMMONS.	TRIBUTION VIA	
	☐ Attempted			
	☐ Never Started			
QUALITY	■ Satisfactory	COMMENTS: IHUM LEADERSHIP HAS ISSUED CLEAR GUIDANG		
	☐ Unsatisfactory	MEMBERS REGARDING THE NEED TO MARK GRANT DELIVERABI LICENSE TO COMPLY WITH DOL REQUIREMENTS. OF THE DEL		
	□ Unclear	ALREADY POSTED TO SKILLS COMMONS THAT COULD BE REVIE MAJORITY MET LICENSING REQUIREMENTS.	EWED, THE VAST	
	DELIVERABLE 2.2:	Distribution through project and online repositories		
STATUS	□ Completed	COMMENTS: AS OF THE DATE THIS REPORT IS SUBMITTED, IH	IUM IS STILL IN THE	
	■ In Progress	PROCESS OF UPLOADING GRANT DELIVERABLES TO SKILLSCO ONLINE REPOSITORY GRANTEES ARE INSTRUCTED TO UTILIZE.	,	
	☐ Attempted	ONE HE REPORT OF THE PROPERTY		
	☐ Never Started			
QUALITY	☐ Satisfactory	COMMENTS: CURRICULUM DELIVERABLES DEVELOPED THRO		
	■ Unsatisfactory	AND DISTRIBUTED VIA SKILLSCOMMONS ARE REQUIRED BY DO COMPLIANT (AS OUTLINED IN THE SGA), BUT NONE OF IHUM'S		
	☐ Unclear	RESOURCES POSTED IN SKILLS COMMONS PASSES AN ACCESS	SIBILITY CHECK.	
		THERE IS NO SUPPORTING DOCUMENTATION TO INDICATE IHU ISSUED GUIDANCE TO CONSORTIUM COLLEGES REGARDING THE		
DELIVERA	BLE 2.5: Developmen	t and publication of a scorecard that updates on a r		
STATUS	□ Completed	COMMENTS: AS OF THE DATE THIS REPORT IS SUBMITTED, IH		
	■ In Progress	EMPLOYMENT RESULTS SCORECARD CONTINUOUS IMPROVED DEVELOPMENT BUT NOT YET COMPLETE.	MENT PLANTS IN	
	☐ Attempted			
	☐ Never Started			
QUALITY	□ Satisfactory	COMMENTS: WITHOUT THE COMPLETED EMPLOYMENT RESU		
	☐ Unsatisfactory	CONTINUOUS IMPROVEMENT PLAN FOR REVIEW, IT IS NOT POSTITE QUALITY.	SSIBLE TO ASSESS	
	■ Unclear			

STRATEGY 3: Create Expanded & Individualized Student Support Services		
MILESTONE 3.1: Implement specialized recruitment and retention efforts.	■ Complete	
	□ Incomplete	
MILESTONE 3.2: Improve student career planning.	■ Complete	
	□ Incomplete	
DELIVERABLE 3.3: Targeted recruitment marketing materials on multiple platforms		

STATUS	■ Completed□ In Progress□ Attempted□ Never Started	COMMENTS: OUTREACH EFFORTS APPEARED STRATEGIC AND WERE DELIVERED ON MULTIPLE PLATFORMS, INCLUDING BUT NOT LIMITED TO WEBSITES, RADIO ADS, SOCIAL MEDIA (FACEBOOK AND TWITTER), IN-PERSON (COLLEGE AND CAREER FAIRS) AND PRINT (FLYERS, POSTCARDS, POSTERS, ETC.).		
QUALITY	■ Satisfactory □ Unsatisfactory □ Unclear	COMMENTS: OUTREACH MATERIALS WERE DYNAMIC AND ENGAGING AND USED VARIOUS MEDIUMS TO RAISE AWARENESS.		
DELIVERABLE	DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study			
STATUS	■ Completed□ In Progress□ Attempted□ Never Started	COMMENTS: IHUM PURCHASED EMSI ANALYST AND CAREER COACH IN PROGRAM YEAR 1.		
QUALITY	■ Satisfactory □ Unsatisfactory □ Unclear	COMMENTS: EMSI IS A WEB-BASED TOOL THAT ALLOWS USERS TO RESEARCH LABOR MARKET TRENDS IN THEIR REGIONS AS WELL AS ACCESS LIVE JOB POSTINGS AND WAGE DATA. EMSI ALSO PROVIDES USERS WITH INFORMATION ABOUT POST-SECONDARY INSTITUTIONS IN THEIR AREA THAT OFFER PROGRAMS OF STUDY RELATED TO THEIR CHOSEN CAREER PATHS.		

STRATEGY 4: Create & Improve Alignment with Industry & State Agencies			
MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members			□ Complete
industries).	from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries).		
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	■ Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	□ Complete
			■ Incomplete
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-			■ Complete
based events.			□ Incomplete
DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee			
STATUS	☐ Completed	COMMENTS: THERE IS NO EVIDENCE THAT A FORMAL IHUM S	
	☐ In Progress	COMMITTEE WAS EVER FORMED, AND NO RELATED MEETING M PROVIDED FOR REVIEW. HOWEVER THERE IS EVIDENCE OF PAI	
	■ Attempted	WERE DEVELOPED AND/OR MAINTAINED AROUND SECTOR STRA	ATEGIES.
	□ Never Started		
QUALITY	■ Satisfactory	COMMENTS: WHILE NO IHUM SECTOR STRATEGY COMMITTE	_
	☐ Unsatisfactory	MINUTES WERE PROVIDED FOR REVIEW, IT IS APPARENT THAT I ACTIVE ROLE IN SECTOR PARTNERSHIPS: IHUM LEADERSHIP A	
	□ Unclear	SECTOR IT CAREER PATHWAYS/REGIONAL PARTNERSHIP MEE	ETING ON 7/14/16,

		IHUM CONSORTIUM MEMBERS PARTICIPATED IN REGIONAL INDUSTRY MEETINGS (EX: IOWA ENERGY WORKFORCE CONSORTIUM MEETING ON 9/8/17), AND IHUM REPRESENTATIVES PARTICIPATED IN SECTOR PARTNERSHIP MEETINGS LED BY THE IOWA DEPARTMENT OF EDUCATION (EDUCATE IOWA).
STATUS		RAP materials developed in collaboration with state agencies COMMENTS: ONE CONSORTIUM MEMBER'S STANDARDS FOR APPRENTICESHIP
SIAIUS	■ Completed	IN IT WERE APPROVED BY DOL IN JULY 2016. TWO OTHER CONSORTIUM
	☐ In Progress	MEMBERS UTILIZED THE SAME APPRENTICESHIP MODEL IN THEIR REGION. EARN
	☐ Attempted	AND LEARN IOWA (<u>HTTPS://www.earnandlearniowa.gov</u>) is another resource developed.
	☐ Never Started	RESOURCE DEVELOPED.
QUALITY	■ Satisfactory	COMMENTS: THE STANDARDS FOR APPRENTICESHIP IN IT PASSED RIGOROUS
	□ Unsatisfactory	EVALUATION TO BE APPROVED BY THE DOL.
	□ Unclear	
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	□ Completed	COMMENTS: IHUM PROJECT DIRECTOR SPOKE TO STATEWIDE AND REGIONAL
	☐ In Progress	WIBS ABOUT IHUM AND EMSI. THE POWERPOINT PRESENTATIONS DELIVERED AT THOSE MEETINGS WERE PROVIDED FOR REVIEW.
	■ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS: THE DOCUMENTS PROVIDED FOR REVIEW INDICATE THAT
	☐ Unsatisfactory	OUTREACH EFFORTS FOCUSED ON ADVISING WIBS OF THE BENEFITS OF EMSI. THERE IS NO MENTION OF A PROPOSED OR ADOPTED REFERRAL PROCESS IN THE
	■ Unclear	DOCUMENTS PROVIDED FOR REVIEW.
DELI	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	■ Completed	COMMENTS: IHUM LED OR PARTICIPATED IN AT LEAST ONE EVENT WITH
	☐ In Progress	INDUSTRY AND STATE PARTNERS DURING EACH PROGRAM YEAR OF THE GRANT. THESE INCLUDE: EMSI TRAINING 7/29/15; HEALTHCARE SIMULATION WORKSHOP
	☐ Attempted	6/1/16; Emsi training various dates September 2016; Healthcare
	□ Never Started	SIMULATION WORKSHOP 4/7/17; SECTOR MEETING WITH REPRESENTATIVE FROM IOWA DEPT OF EDUCATION 4/11/18.
QUALITY	■ Satisfactory	COMMENTS: DOCUMENTS PROVIDED FOR REVIEW INDICATE THAT THE
	☐ Unsatisfactory	MEETINGS WERE SUBSTANTIVE AND ALIGNED WITH JOINT GOALS.
	□ Unclear	



Statement of Grant Impact: Eastern Iowa Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - O A.A.S. Degree for Programming (Revised)
 - o A.A.S. Augmented Reality (Revised and new name change from Games and Simulations)
 - o A.A.S. Degree for Networking (Revised)

Within the grant period, the program also went through the 3-year Program Review Self Study; and continues to audit and redesign courses and instructional strategies based upon employer input from the IT Sector Board, IT Advisory Committee, Quad City Chamber of Commerce, Professional IT Associations and Meet-Ups, Apprenticeship Partners, Internship Employers, and employers of our graduates.

- Updated college facilities
 - O With the purchase of the new AR/VR equipment, a new center was created within the Advanced Technology Environmental and Energy Center (ATEEC) building to house the Phasespace Motion Capture equipment and to create a virtual reality lab with the IBench 3D Display and head-mounted display (HDM) units. This new space hosted many AR/VR Open Houses, classroom visits, Exploring Post in Computer Programming and Game Design, and the EON Innovation Academy. An additional classroom was converted for the EON Innovation Academy within the ATEEC Building and two classrooms were converted at the Kahl Educational Center Building to house the project-based learning portion of the EON Innovation Academy.
 - O The Testing Center at Kahl Educational Center building was rearranged to comply with Pearson Vue specifications to become a Pearson Vue Testing Center so that students can sit for Microsoft, Cisco, and CompTIA IT Industry Standard Certification Exams on campus.
- Offer new credentials
 - o A.A.S. Web Development Concentration (New)
 - o A.A.S. Database Concentration (New)
 - o A.A.S. Augmented Reality (Revised and new name change from Games and Simulations)
 - o Diploma Programming (New)
 - o CE EON Certificate (New)



- o A.A.S. Hardware/Help Desk Concentration (New)
- O A.A.S. Security and Forensics Concentration (New)
- O A.A.S. Server Administration Concentration (New)
- o Diploma Networking (New)
- o Security Certificate (Credit/Non-credit) (New)
- Established commitment from employers and industry representatives
 - IT Sector Board, IT Advisory Committee, Quad City Chamber of Commerce, Professional IT Associations and Meet-Ups, and Apprenticeship Partners, Internship Employers, and employers of our graduates.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - O Have Registered IT Apprenticeship w/three employers (Cpafilter, Lee Enterprises, and Redstone Content Solutions). Proactively send student resumes and Related Training and Instruction (RTI) Audits to companies. Apprentice paperwork signed 11/30/2017. Apprentice will start at Cipafilter on 1/9/2018.
- Continued PLA progress started in I-AM
 - Have certification mappings for IT-Industry Standard Certifications that will map to IT credit courses.
 - O Have Career Pathway Marketing Piece that explains some of the options for entering the IT Career Path and for obtaining education/employment based upon experience.
- Expand work-based learning experiences
 - O Tour de IT students participate in day-long tour to several companies to explore company culture and employment opportunities
 - O Class Visits instructors take their class to visit an employer
 - Guest Speakers employers are invited into classrooms and to speak at student AITP meetings
 - O Meet-Ups students are made aware of all IT-related Meet-Ups and encouraged to attend
 - Quad City Chamber has IT employers who welcome interactions with students.
- Aligned non-credit offerings with credit courses
 - o Eastern Iowa Community Colleges (EICC) has created an internal articulation agreement from noncredit to credit for students who have completed the noncredit EON program. Through this agreement, students are able to convert their work in the EON program to credit hours towards an EICC Technical Studies Associate of Applied Science degree. The Technical Studies award is a multidisciplinary studies degree and the EON work accomplishes the 24 credit hour core concentration needed for the degree. An additional 22 credit hours of electives, and 18 hours of general education will complete the credit AAS for students. Through an articulation agreement, the EICC Technical



Studies AAS transfers to the University of Northern Iowa Bachelor of Arts Degree in Technology Management, Department of Technology.

Strategy 2 - Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - O Using Packet Tracer in Networking class as a simulator for network configuration.
 - O Using IOS/Android simulators for Mobile App Development class.
 - o EON Innovation Academy Students actually create simulations in 3D AR/VR.
- Expand online and blended course offerings
 - O Programming Diploma offered entirely online.
 - O Four New Blended/Hybrid Classes for the new Security Certificate are on the schedule for offered in Spring 2018. These will be available for credit/non-credit.
 - O As we move to the new Urban Campus, the majority of classes are offered via webconference and/or hybrid.
- Create and distribute Open Educational Resources
 - o Syllabi for 54 courses
 - O Marketing materials to include Career Pathway, Open House Flyers, Newsletters. (18 pieces)
 - O Various course materials will be uploaded to Skills Commons.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - O Held Information Nights for IT and EON Innovation Academy
 - O Exploring Post in Programming and Game Design (BSA).
 - o Held Plant Yourself in STEM during National Computer Science Education Week.
 - Held Women in IT Conference connecting
 - o Held Tour de IT.
 - O Held EON Innovation Academy Reverse Job Fair.
 - o Table at MakeFest.
 - O Lab assistants help students who are struggling in classes.
 - Held Cookies, Cocoa, and Conversation event started to keep students informed of happenings within the department and also to hear any concerns.
- Improve Student Career Planning
 - O Career Navigators assist in all student advising and registration.
 - O CareerCoach sessions held, flier distributed, information on website.
- Implement accelerated and/or contextualized remediation



- O Lab assistants are in place to aid students with peer tutoring and hands-on lab assistance during scheduled lab hours. They also assist with webconferenced and hybrid classes.
- Develop and implement online, modular-based programs
 - o 20 online IT courses available.
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Implemented CareerCoach on district-wide website -- flyer created and distributed, professional development sessions held to inform faculty and advisors.
 - o Institutional Research and Economic Development staff use the EMSI Analyst.

Strategy 4 – Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - O Super Sector Board created to include IT members.
 - o Continued active IT Sector Board
- Strengthen Industry advisory committees
 - o Annual Advisory Committee Meetings.
 - O Committee members are involved in college IT events.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - O Continue to work with IowaWorks and Vocational Rehab.
 - o lowaWorks has been designated to oversee the IT Apprenticeship Program..
 - o lowaWorks oversees our IT Sector Board.
- New Industry partnerships developed during the grant period
 - o Muscatine Power & Water
 - o Deere and Company
 - o MedixDental/Terrostar
 - o Lee Enterprises (Apprenticeship)
 - Redstone Content Solutions (Apprenticeship)
 - o Cipafilter (Apprenticeship)
 - o VonMaur
 - Bowhead Professional Solutions
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o Created Pathways brochure.
 - O EON Reverse Job Fair promotion brochure.

Sustainability



- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - O lowaWorks will continue to oversee the IT Apprenticeship Program and IT Sector Board.
 - Continued Events: Women in IT, Plant Yourself in STEM, Exploring Post in Programming and Game Design, Tour de IT, IT and EON Innovation Academy Information and Enrollment Nights.
 - Lab Assistants will continue to assist students and help facilitate blended-learning classes.
 - O EICC will open a new campus for classes starting Spring 2018 that will house the IT Signature Programs including the EON Innovation Academy.
 - O Expansion of EON to include an Interactive Digital Center.
 - O EICC will continue to keep curriculum up-to-date, keep the equipment state-of-the-art, and continue to offer relevant Signature IT programs to the community.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed:
Eastern Iowa Community College

Signature Programs Reviewed:
Degree tracks in Networking and Programming

A.A.S. Degree for Programming A.A.S. Augmented Reality

A.A.S. Degree for Networking

Subject Matter Expert: Paul Gray

Subject Matter Expert Credentials:

Director of Digital Science, Performance Livestock Analytics, March 2018-present

B.S. Applied Mathematics, University of Iowa, Dec. 1990
Ph. D. Applied Mathematics Michigan State University, 1996
Associate Professor, Department of Computer Science, University of Northern Iowa, 2004-2018
Supercomputing SC08 Education Chair, 2008
Assistant Professor, Department of Mathematics, University of Northern Iowa, 1999-2004

Review Period: 10/01/2014-06/30/2018

Dates Review Conducted:

09/10/2018

Synopsis of Findings:
EICC's curriculum offerings in the IT areas of Computer Networks and Computer Programming have expanded during the funding period and have been adjusted based on input from the Eastern Iowa community and industrial partners.
In this SME review, EICC has directly documented or provided external resources to verify that all strategy items and deliverables of this review have been completed.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

		pand & Enhance Sector-Driven Career Pathways		
MILESTONE 1.1: Align curricula with relevant national standards and			☑ Complete	
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1	MILESTONE 1.2: Align non-credit offerings with credit courses.			
			☐ Incomplete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	☑ Complete	
			☐ Incomplete	
		Technology cluster pathways with	☑ Complete	
• •	ships (EICC, KCC, NIC	<u> </u>	□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.		
	_		☐ Incomplete	
CTATUS		ABLE 1.1: Audited and redesigned curricula		
STATUS	☑ Completed	COMMENTS:		
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	☑ Satisfactory			
	☐ Unsatisfactory			
	□ Unclear			
	DELIVERABLE 1.2: Updated college facilities			
STATUS	☑ Completed	COMMENTS		
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	☑ Satisfactory			
	☐ Unsatisfactory			
	□ Unclear			
		ELIVERABLE 1.3: Offer new credentials		
STATUS	☑ Completed	COMMENTS:		
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	☑ Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			
DELIV	/ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives	

STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	□ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	□ Unsatisfactory		
	□ Unclear		
		evelopment and pilot of RAP (EICC, KCC, NICC only	()
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEON 2: A	Advance Online & Technology-Enabled Learning	
MILESTONE 2		ND SIMULATION INTO COURSES AND TRAININGS.	☑ Complete
IIIILLO I OILL L			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	D BLENDED COURSE OFFERINGS.	☑ Complete
			☐ Incomplete
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	☑ Complete
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	□ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		

	□ Unclear		
	DELIVERABLE 2.2:	Distribution through project and online repositories	3
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERA	ABLE 2.3: Offering online/blended programs	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABL	E 2.4: Incorporation of simulation into courses	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory		
	☐ Unsatisfactory		
	□ Unclear		
		t and publication of a scorecard that updates on a	
STATUS	NOT APPLICABLE	COMMENTS: Responsibility of IHUM Leadership Team	
	0		
MILESTONE 3		Expanded & Individualized Student Support Service lized recruitment and retention efforts.	es ☑ Complete
WILLSTONE	. i. iiipiciiiciit specie	mized recorditinent und retention enorts.	□ Incomplete
MILESTONE 3	.2: Improve student	career planning.	☑ Complete
			□ Incomplete
MILESTONE 3	.3: Implement accele	rated and/or contextualized remediation	☑ Complete
programs.	·		□ Incomplete
	DELIVERABLE 3.1: De	velop and implement online, modular-based progra	
STATUS	☑ Completed	COMMENTS	
	☐ In Progress		

	☐ Attempted			
	□ Never Started			
QUALITY	☑ Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			
DELIVERABI	LE 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and	
STATUS	☑ Completed	utilization of Pathway Navigators COMMENTS:		
SIAIUS	☐ In Progress	COMMENTS.		
	☐ Attempted			
QUALITY	□ Never Started☑ Satisfactory	COMMENTS:		
QUALITY	☐ Unsatisfactory	COMMENTS.		
	□ Unclear			
De		 ted recruitment marketing materials on multiple plat	forme	
STATUS	☑ Completed	Comments:	ioiiis	
	☐ In Progress			
	☐ Attempted			
	□ Never Started			
QUALITY	☑ Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			
DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable				
	1	programs of study		
STATUS	☑ Completed	COMMENTS:		
	☐ In Progress			
	☐ Attempted			
	□ Never Started			
QUALITY	☑ Satisfactory	COMMENTS		
	☐ Unsatisfactory			
	☐ Unclear			
	STRATEON A. Crooks	O language Alignmant with Industry O Ctata Agancia		
MII ESTONE 4		& Improve Alignment with Industry & State Agencie ctor Strategy Committee consisting of members	☑ Complete	
		ur consortium members (representing each of the	□ Incomplete	
industries).				
MILESTONE 4.2: Create or strengthen regional industry advisory committees.		☑ Complete		
Mu ==== 4	2. Omente leie t	aking and autopash off the state of the	□ Incomplete	
WILESTONE 4	.s: Greate joint marke	eting and outreach efforts with state agencies.	☑ Complete	

			☐ Incomplete
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			☑ Complete
			☐ Incomplete
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-			☑ Complete
based event			☐ Incomplete
DELIVERAE	BLE 4.1: Meeting minu	Ites from IHUM Sector Strategy Committee and regi advisory committee	onal industry
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
D		industry partnerships developed during the grant p	eriod
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	□ Unsatisfactory		
	□ Unclear		
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state	e agencies
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	□ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for refer	rals
STATUS	☑ Completed	COMMENTS	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		

DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually			
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	☐ Unclear		
	☐ Unsatisfactory		
	□ Unclear		

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Kirkwood Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Computer Software Development (CSD) AAS
 - Computer Support Specialist (CSS) AAS
 - Customer Service Professional Certificate (CSPC)
 - o Java Certificate (CSD)
 - Medical Office Professional
 - .NET Certificate (CSD)
 - o PC Technician Diploma (CSS)
- Updated college facilities
 - o MacLab Nielsen Hall 232
 - Telephony Lab Kirkwood Lifelong Learning Center (KLIFE)
 - Smart boards Nielsen Hall 213 and 228
- Offer new credentials
 - Database Technologies Certificate (CSD)
 - Desktop Customer Service Diploma (CSS)
 - o Health Information Technology (HIT) Certificate (CSS)
 - Mobile Applications Certificate (CSD)
- Established commitment from employers and industry representatives
 - Continued conversation and commitment from IT Sector Board Participants and Kirkwood Community College (KCC) Advisory Board members.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - Continued conversation on topic with local industry members including:
 - Bios:Neos
 - BluPrairie
 - Circle Computer Resources (CCR)
 - GreatAmerica
 - Leapfrog
 - MediRevv
 - Ovation Networks
 - Rockwell Collins
 - Syncbak



- TaxACT
- Transamerica
- Continued PLA progress started in I-AM
 - Documented procedures and formalized 3rd party credentials to college credit have been created.
- Expand work based learning experiences
 - o Formalized internship program with Collabrance
 - o Employers offering regular internship opportunities to KCC students:
 - Channel Fusion
 - Hibu
 - MSI Moldbuilders
 - Security Coverage
 - ThinkSafe
 - UnityPoint Healthcare
- Aligned non-credit offerings with credit courses
 - Formalized articulation occurring with the Customer Service Professional Certificate (CSPC) and non-credit and credit students participate in the same classroom.
 - Developed curriculum that would teach skills and provide knowledge for 3rd party stackable credentials requiring a 3rd party certification exam after appropriate coursework and expertise in the field include:
 - CompTIA A+ Certification
 - CompTIA Network+ Certification
 - CompTIA Security+ Certification
 - Microsoft Office Specialist (MOS) Access
 - Microsoft Office Specialist (MOS) Excel
 - Microsoft Office Specialist (MOS) PowerPoint
 - Microsoft Office Specialist (MOS) Word

Strategy 2 - Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - Telephony Lab available for Computer Support Specialist (CSS) and Customer Service Professional Certificate (CSPC) students to have a working call center simulation environment.
 - MacLab, mobile devices (Android and IOS) and smart boards available for students in Mobile application certificate to better simulate the application development environment and Computer Support Specialist (CSS) classes to stimulate student participation and active learning.
- Expand online and blended course offerings
 - Database Technologies Certificate has online learning option available.



- o Computer Software Development (CSD) has online learning courses available.
- Create and distribute Open Educational Resources
 - o Materials created by the grant will be available via OER networks.
- Incorporation of simulation into courses
 - Telephony Lab available for Computer Support Specialist (CSS) and Customer Service Professional Certificate (CSPC) students have a working simulation of a call center environment
 - MacLab, mobile devices (Android and IOS) and smart boards available for students in Mobile application certificate to better simulate the application development environment and Computer Support Specialist (CSS) classes to stimulate student participation and active learning.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - Kirkwood Community College (KCC) has created recruitment materials that can be utilized via print, radio, television and social media.
 - Continued conversation with the KCC regional education centers on best ways to engage the "still deciding" high school student.
 - Continued conversation with IowaWORKS on best ways to market and engage with the unemployed and underemployed client.
- Improve Student Career Planning
 - Partnering with the IT Sector Board on ways to create a better pipeline between students and job applicants.
 - Career Development Specialist in place in IT to foster the pipeline between students and employers.
- Implement accelerated and/or contextualized remediation
 - In the creation of the curriculum in the Computer Software Development (CSD) and Computer Support Specialist (CSS) degree programs allotments have been made to help accommodate students within multiple levels of reading, writing and math learning.
- Develop and implement online, modular-based programs
 - Database Technologies Certificate has online learning option available.
 - Computer Software Development (CSD) has online learning courses available.
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Kirkwood Community College (KCC) has created a partnership with Career Coach to provide a web-based real time regional LMI paired job seeking tool.

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

Develop or Enhance IHUM Sector Boards



- Creative Corridor IT Sector Board is operational and has accomplished multiple goals agreed upon by IT Industry partners.
- Strengthen Industry advisory committees
 - Continued evaluation on Kirkwood Community College (KCC) IT advisory boards including providing continued feedback from existing members mixed with referrals on new members.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - Sector partners have continued regular meetings with representatives from IowaWORKS and Community Economic Development groups to discuss future partnership opportunities including:
 - Centralized awareness website
 - Future outreach events such as career fairs, student outreach and industry awareness tours.
- New Industry partnerships developed during the grant period
 - o Formalized internship program with Collabrance
 - Employers offering regular internship opportunities to KCC students:
 - Channel Fusion
 - Hibu
 - MSI Moldbuilders
 - Security Coverage
 - ThinkSafe
 - UnityPoint Healthcare
 - Continued conversation on IT apprenticeship topic with local industry members including:
 - Circle Computer Resources (CCR)
 - GreatAmerica
 - Leapfrog
 - MediRevv
 - Ovation Networks
 - Rockwell Collins
 - TaxACT
 - Transamerica
 - Multiple classroom and onsite visits from employers listed above.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - Collaborated with IowaWORKS, Creative Corridor IT Sector Board and CAEL to create a deliver IT Pathways piece.

Sustainability



- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The technology, simulation and lab space have been embedded in existing KCC programs and will be utilized well into the future.
 - The IT Sector Board is energized and in an emerging phase that should sustain strong partnership opportunities.
 - KCC will evaluation of the Career Development Specialist position for IT programs and how that can continue to build upon exiting work-based learning opportunities (including apprenticeships).
 - Relationships between credit and non-credit faculty and staff have crated communication lines in which continued partnership opportunities will be encouraged.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed:

KCC

Signature Programs Reviewed: Computer Software Development Computer Support Specialist

Computer Software Development (CSD) AAS

Computer Support Specialist (CSS) AAS

Customer Service Professional Certificate/IT Bridge (PACE) - Credit

Apprenticeship Program - Non-Credit/Certificate/Diploma/Degree

Certified Internet Web Professional - Certificate

Desktop Customer Service - Certificate/Diploma

Database Technology - Certificate

Desktop Support - Certificate/Diploma

Experiential/Internship Opportunity - Diploma/Degree

Health Information Technology - Certificate

Health Information Technology - Online - Certificate

Java - Certificate

Mobile Apps - Certificate

.NET - Certificate

CompTIA Network - Non-Credit Certificate

PC Technician - Certificate/Diploma

Voiceover IP - Diploma (addressed in the final paragraphs of the 3rd Party Credentials for IHUM Signature

Programs Computer Support Specialist statement)

Medical Office Professional - Non-Credit Certificate

Microsoft Office Specialist Access - Non-Credit Certificate

Microsoft Office Specialist Excel - Non-Credit Certificate

Microsoft Office Specialist PowerPoint - Non-Credit Certificate

Microsoft Office Specialist Word - Non-Credit Certificate

Subject Matter Expert: Paul Gray, Ph.D.

Subject Matter Expert Credentials:

Director of Digital Science, Performance Livestock Analytics, March 2018-present

B.S. Applied Mathematics, University of Iowa, Dec. 1990
Ph. D. Applied Mathematics Michigan State University, 1996
Associate Professor, Department of Computer Science, University of Northern Iowa, 2004-2018
Supercomputing SC08 Education Chair, 2008
Assistant Professor, Department of Mathematics, University of Northern Iowa, 1999-2004

Review Period: 10/01/2014-06/30/2018

Dates Review Conducted:

09/10/2018

Synopsis of Findings:

KCC's documentation reflects a very active and growing IT program that is responsive to input from the community and industrial partners. Their IT program offerings support a robust collection of online opportunities and possess a rigorous assessment regimen.

KCC has directly documented or provided external resources to verify that all strategy items and deliverables of this review herein have been completed.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

		pand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			☑ Complete
industry/employer recognized credentials.			☐ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			☑ Complete
			☐ Incomplete ☑ Complete
MILESTONE 1	MILESTONE 1.3: Expand and enhance work-based learning experiences.		
			□ Incomplete
	.4: Align Intormation hips (EICC, KCC, NIC	Technology cluster pathways with	☑ Complete
		<u> </u>	□ Incomplete
WILESTONE 1	.5: Strengtnen Prior i	Learning Assessment initiative.	☑ Complete
	Deriver	ARLE 1.1. Audited and redecianed ourricule	☐ Incomplete
STATUS	☑ Completed	ABLE 1.1: Audited and redesigned curricula COMMENTS:	
	□ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
44	□ Unsatisfactory		
	□ Unclear		
		IVERABLE 1.2: Updated college facilities	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress	COMMENTS:	
	☐ Attempted	COMMENTS.	
	□ Never Started		
QUALITY	☑ Satisfactory		
	☐ Unsatisfactory		
	□ Unclear		
		ELIVERABLE 1.3: Offer new credentials	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	T	f commitment from employers and industry represe	entatives
STATUS	☑ Completed	COMMENTS:	

	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.5: D	evelopmentand pilot of RAP (EICC, KCC, NICC only	<u>')</u>
STATUS	☑ Completed	COMMENTS:	,
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
D	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 - TAAC	CCT)
STATUS	☑ Completed	COMMENTS:	,
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	☑ Complete
			☐ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	☑ Complete
			☐ Incomplete
MILESTONE 2.3: Create and distribute Open Education		oute Open Educational Resources.	☑ Complete
			☐ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory		
	☐ Unsatisfactory		

	□ Unclear		
		Distribution through project and online repositorie	S
STATUS	☑ Completed	COMMENTS.	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVER	ABLE 2.3: Offering online/blended programs	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABL	E 2.4: Incorporation of simulation into courses	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERA	BLE 2.5: Developmen	t and publication of a scorecard that updates on a	
STATUS	NOT APPLICABLE	COMMENTS: Responsibility of IHUM Leadership Team	1
	CERATERY 2. Curate	Francisco de al 2 la dividualiza de Charles de Compando Compi	
MILESTONE 3		Expanded & Individualized Student Support Service lized recruitment and retention efforts.	Ges ☑ Complete
WILLSTONE 3		mized recording the and reconding chorts.	□ Incomplete
MILESTONE 3	.2: Improve student	career planning.	☑ Complete
			□ Incomplete
MILESTONE 3	.3: Implement accele	erated and/or contextualized remediation	☑ Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: De	velop and implement online, modular-based progra	
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		

	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as utilization of Pathway Navigators	ssistance, and
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		ed recruitment marketing materials on multiple plat	forms
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
_	□ Unclear		
DELIVERABLE	3.4: Implement a we	b-based tool that can generate regional LMI paired programs of study	with applicable
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	2		
MII ESTONE A		& Improve Alignment with Industry & State Agencie ctor Strategy Committee consisting of members	es ☑ Complete
		ur consortium members (representing each of the	☐ Incomplete
industries).			
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	☑ Complete
1.0			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	☑ Complete

			□ Incomplete
MILESTONE 4	4: Collaborate with s	state agencies on a participant referral process.	☑ Complete
			☐ Incomplete
		stry and state agencies on job fairs and mission-	☑ Complete
based event	S.		□ Incomplete
DELIVERAB	SLE 4.1: Meeting minu	ites from IHUM Sector Strategy Committee and regi advisory committee	onal industry
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
D	ELIVERABLE 4.2: New i	industry partnerships developed during the grant p	eriod
STATUS	☑ Completed	COMMENTS: SHOWN BY ACTIVE INTERNSHIP NUMBERS.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		RAP materials developed in collaboration with state	e agencies
STATUS	☑ Completed	COMMENTS:.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		•
STATUS	DELIVERABLE 4.4: Out ☑ Completed	reach efforts to educate WIBs about IHUM for reference COMMENTS:	rais
JIAIUS	☐ In Progress	COMMENTS.	
	☐ Attempted		
QUALITY	☐ Never Started	COMMENTS:	
QUALIT	☑ Satisfactory	COMMENTS.	
	☐ Unsatisfactory		
	☐ Unclear		

DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually				
STATUS	☑ Completed	COMMENTS:		
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	☑ Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



NICC Information Technology Statement of Grant Impact

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Aligned curricula with relevant national standards and employer/industry recognized credentials for
 - AAS Computer Analyst Business & Web Programming,
 - AAS Computer Analyst Network Administration & Tech Support,
 - Linux/Unix certificate (non-credit)
 - VMWare certificate (non-credit).
 - CompTIA certificate (non-credit)
 - Computer Applications (non-credit)
 - Computer Support Specialist (non-credit)
 - Database Administration (non-credit)
 - Database Technician (non-credit)
 - Database Technology (non-credit)
- Updated college facilities
 - o IHUM funds were used to purchase new computer stations, desks, chairs, and cabling to turn a classroom into a Mac lab on the Peosta campus. This will aid in the Mobile Apps program, as well as the AAS Computer Analyst- Business & Web Programming degree.
 - Videoconference Classroom Supplies-Zoom: hanging ceiling microphones, audio, cables, intensity shuttle & cables, pandit cable sleeve, speaker system, dual mobile cart, (4).
 - o Computer upgrades installed in the Calmar Wilder Center, room 107 for use in the Data Center Technician Certificate program.
 - o Town Clock Center Computer Lab upgrades for non-credit programming in rooms 003 and 105.
 - Student server upgrades to support the Data Center Technician certificates at the Peosta and Calmar campuses
- Offer new credentials
 - Mobile Application Development Certificate (credit)
 - o Data Center Technician Certificate (credit)
 - IT Foundations Core, IT Foundations Networking, IT Foundations Programming certificates (non-credit)
- Established commitment from employers and industry representatives
 - O Restructured Sector Board: Starting in March 2017 a representative from Dubuque Data Services began co-facilitating the enhanced IT sector board meetings. This restructuring with a business leading the co-facilitation model has helped to create a more employer-driven board. Also, both employers (DDS, and Medical Associates) agreed to act as sponsors on all of the marketing materials for the IT marketing campaign.
- Developed and piloted Registered Apprenticeship Programs (IT Only)



- O The IHUM IT Cluster (KCC, EICC and NICC) met to discuss an IT Apprenticeship. It was decided that KCC would take the lead on this idea and NICC would act as a supporting role. All three colleges have had preliminary discussions with DOL RAP representatives. Five businesses expressed interest in meeting quarterly regarding exploring further the IT Apprenticeship idea w/KKC and EICC from a survey taken of business partners. As a result EICC developed and piloted Apprenticeships.
- Vice President of Business and Community Solutions continuing to pursue discussions with local businesses about apprenticeship development and is looking at partnering with IBM indicated interest in Fall 2017
- Continued PLA progress started in I-AM
 - Ocontinued current state initiatives to implement PLA options and realigned signature program curricula. Degree-seeking students who need a math course or desire to take a math course will be required to take the ALEKS placement assessment. Each IT Foundations certificate student's career readiness is assessed with the NCRC.
- Expand work based learning experiences
 - Earn and learn model within IT BCS certificates with local businesses
 (IBM onboarding training half day and work the other half day)
- Aligned non-credit offerings with credit courses
 - Foundations of Information Technology Certificate 47 CPC Contact Hours –
 Equivalent Credit Course=CIS: 197 Fundamentals of Web Design (24/28) 3 credit hours
 - o IT Foundations of Programming 90 CPC Contact Hours Equivalent Credit Course=CIS: 207 Fundamentals of Web Programming (32/32)

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - Not Applicable
- Expand online and blended course offerings
 - o Zoom adoption has enabled online and blended learning with students at difference locations across the 8-county region
- Create and distribute Open Educational Resources
 - As new curriculum developed the IHUM Grant Director uploaded all documents to SharePoint
 - o Public licensing of curricula and training materials
 - Distribution through project and online repositories
- Incorporation of simulation into courses

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o Statewide marketing campaign in Spring 2016
 - o Radio, Pandora, billboards, social media, email blasts, print



- Critical networking with businesses hosted a Spring 2017 business networking opportunity to learn about IT
- Improve Student Career Planning
 - NICC utilized the Career Coach tool and a Student Success Coach for only IT students was funded by IHUM. Grant Director, and Success Coach met with IT faculty to discuss how to best serve credit students through support and referral services to tackle barriers. Additionally, a VMWare vSphere 6.0 Bootcamp training course was offered during the week of Spring Break so that credit students could access the course without interfering with class schedules
- Implement accelerated and/or contextualized remediation
 - o Individual/peer tutoring in the learning center,
 - o Success coaches available to help students access resources
- Develop and implement online, modular-based programs
 - Nothing to Report
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - o Career Coach

Strategy 4 – Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - O An enhanced IT sector board consisting of individuals from 44 organizations in IT, utilities, manufacturing, insurance, medical, financial, gaming, consulting, education, labor management, and community foundation met quarterly. The IT sector board objectives: Increase job placements in IT-related positions, decrease worker turnover, guide educators on career pathway curriculum, guide educators on credentials and skills needs for employment, increase number of credentials awarded to area employees and increase student engagement in IT-related careers
 - Assisted in developing a statewide IT career pathway for the state of Iowa with the Dubuque
- Strengthen Industry advisory committees
 - Part of the IT Sector Board Strategy because of the strong sector board—some members also serve on the CTE advisory board
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - O IHUM Grant Director and NICC Marketing Director worked directly with the HCC IHUM Marketing Coordinator to create exposure and actively participate in the statewide IHUM Marketing Campaign. Monthly emails were sent to the HCC Marketing Coordinator with updates on NICC IHUM related programming so that he could upload to any available media outlets. In addition, the IHUM Grant Director partnered with "Start Up Dubuque" to recruit students and faculty to attend a local Technori event. The event allowed IT entrepreneurs to showcase their ideas and present to the audience. Subcommittees' for high school



engagement/curriculum development and college recruitment/engagement ongoing with local businesses, colleges, and high schools

- New Industry partnerships developed during the grant period
 - o Started an IT Lunch and Learn very successful
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o IHUM and RAP materials developed in collaboration with state agencies
 - Outreach efforts to educate WIBs about IHUM referrals

Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - o Credit programs will be sustained
 - Certificate programs will be sustained but adjusted based on the needs of technology and business needs
 - o Zoom will enable additional hybrid instruction
 - o and Success Model
 - o IT sector board
 - o Earn and Learn



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: NICC

Signature Programs Reviewed: Computer Software Development Computer Support Specialist

Computer Analyst – Business & Web Programming – AAS
Computer Analyst – Networking Administration & Tech Support – AAS
Mobile Applications – Certificate
Storage Area Network Technician Certificate
IT Foundations Certificate – Core
IT Foundations Certificate – Networking

IT Foundations Certificate – Programming Computer Applications – Certificate

Compator Applications Continuate

Computer Support Specialist – Certificate

Data Center Technician - Certificate

Data Administration – Certificate

Database Technician – Certificate

Database Technology - Certificate

Non-Credit Courses embedded into certificate and degree programs include: Storage Area Network Technician Certificate, Comp TIA A+, ITIL, Java, Comp TIA Security +, Comp TIA Network +, ProE, Server Administration, Solid Works, Unix / Intel, VMWare vSphere 6.0 Bootcamp, Linux Security Administration, SharePoint 2013 Bootcamp, Crystal Reports 2013 Level I, Deploying Systems Center 2013 Level I, Deploying System Center 2012 Configuration Manager, IT Project Management, Bridging Communications to the IT Customer, & ITIL Foundations

Subject Matter Expert: Paul Gray, Ph.D.

Subject Matter Expert Credentials:

Director of Digital Science, Performance Livestock Analytics, March 2018-present

B.S. Applied Mathematics, University of Iowa, Dec. 1990

Ph. D. Applied Mathematics Michigan State University, 1996

Associate Professor, Department of Computer Science, University of Northern Iowa, 2004-2018 Supercomputing SC08 Education Chair, 2008

Assistant Professor, Department of Mathematics, University of Northern Iowa, 1999-2004

Review Period: 10/01/2014-06/30/2018

Dates Review Conducted:

09/10/2018

Synopsis of Findings:

NICC's curricular offerings are well aligned with current needs of the lowa workforce and show strong support from regional industrial partners. Their documented efforts relating to the funding goals show a very active and adaptive curricular program.

In this SME review, a majority of strategy items and deliverables have been completed. Each strategy listed as "complete" and each deliverable listed as "completed" have been supported by documents provided by the institution, or have been confirmed through external links to supporting materials as a result of requests for supporting external materials.

Strategy items still listed as "incomplete" and deliverables not yet listed as "completed" show progress toward the final goals of the proposal and show active development over the funding period. However, these grant objectives were not yet at the point where a final assessment could be made.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and	☑ Complete
industry/employer recognized credentials.	□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.	☑ Complete
	□ Incomplete
MILESTONE 1.3: Expand and enhance work-based learning experiences.	☑ Complete
	□ Incomplete
MILESTONE 1.4: Align Information Technology cluster pathways with	☑ Complete
apprenticeships (EICC, KCC, NICC)	□ Incomplete
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative.	☑ Complete
	□ Incomplete

	DELIVER	ABLE 1.1: Audited and redesigned curricula
STATUS	☑ Completed	COMMENTS:
	☐ In Progress	
	☐ Attempted	
	□ Never Started	
QUALITY	☑ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
		IVERABLE 1.2: Updated college facilities
STATUS		COMMENTS:
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☑ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
_		ELIVERABLE 1.3: Offer new credentials
STATUS		COMMENTS:
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☑ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
		f commitment from employers and industry representatives
STATUS	☑ Completed	COMMENTS:
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☑ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
_	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only)
STATUS	☐ Completed	COMMENTS: UNABLE TO ASSESS THE STATUS.
	☐ In Progress	
	☐ Attempted	
	☑ Never Started	

QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	✓ Unclear		
		nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
Mu retour 2		Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	
WILESTONE Z.	. I . ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	□ Complete
MILESTONE 2	2. EVDAND ONLINE AND	D BLENDED COURSE OFFERINGS.	☑ Incomplete
WILLSTONE Z.	.Z. EXPAND ONLINE AND	DELINDED COURSE OF FERINGS.	☐ Complete
MILESTONE 2	3: Create and distrib	oute Open Educational Resources.	☑ Incomplete
IIIILLOTONE L		Talio Opon Lausanional Rossaniosol	☐ Complete ☑ Incomplete
	D=1 0/=0 101 = 0.4.	Dublic licensing of comicula and training protections	
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	DELIVERABLE 2.1: ☑ □ Completed	Public licensing of curricula and training materials COMMENTS:	
STATUS	☑□ Completed		
STATUS	☑□ Completed□ In Progress		
STATUS	☑□ Completed□ In Progress□ Attempted		
	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS:	
STATUS	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory		
	 ☑□ Completed □ In Progress □ Attempted □ Never Started ☑ Satisfactory □ Unsatisfactory 	COMMENTS:	
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QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Deliverable 2.2:	COMMENTS: COMMENTS: Distribution through project and online repositories	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 2.2: ☐ Completed	COMMENTS: COMMENTS: Distribution through project and online repositories	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 2.2: ☐ Completed ☐ In Progress	COMMENTS: COMMENTS: Distribution through project and online repositories	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 2.2: ☐ Completed ☐ In Progress ☐ Attempted	COMMENTS: COMMENTS: Distribution through project and online repositories	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Comments: Distribution through project and online repositories Comments:	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory	COMMENTS: Comments: Distribution through project and online repositories Comments:	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Unclear	COMMENTS: Comments: Distribution through project and online repositories Comments:	
QUALITY	☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☑ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Unclear	COMMENTS: Comments: Distribution through project and online repositories Comments: Comments:	

	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	☑ Unclear		
	DELIVERABLE	E 2.4: Incorporation of simulation into courses	
STATUS	□ Completed	COMMENTS:	
	☑ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS: SIMULATION RELATING TO THE MOBILE APPLI (EMULATED DEVICES?) WOULD SEEM TO BE A CORE FRAM	
	☐ Unsatisfactory	COURSE, AND NOT A NEWLY-INCORPORATED SIMULATION	
	☑ Unclear	INTO THE CURICULUM DURING THE FUNDING PERIOD.	
DELIVERA	BLE 2.5: Developmen	t and publication of a scorecard that updates on a r	egular basis
STATUS	NOT APPLICABLE	COMMENTS: Responsibility of IHUM Leadership Team	
	0		
Mu sozous 2		Expanded & Individualized Student Support Servic	
WIILESTONE 3.	i i impiement specia	lized recruitment and retention efforts.	☑ Complete
Ми гетомг 2	2: Improve student o	paraer planning	☐ Incomplete☐ Complete☐
WIILESTONE 3.	z. improve student c	Jaieei piailillig.	•
MII ESTONE 3	3: Implement accele	rated and/or contextualized remediation	☐ Incomplete☐ Complete☐
programs.	o. implement accere	rated and/or contextualized remediation	□ Incomplete
	DELIVERABLE 3.1. Do	velop and implement online, modular-based progra	
STATUS	□ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☑ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	☑ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and
C=+=ue		utilization of Pathway Navigators COMMENTS:	
STATUS	☐ Completed	COMMENTS	
	☐ In Progress		
	☐ Attempted		
	☑ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	

	☐ Unsatisfactory		
	✓ Unclear		
		ted recruitment marketing materials on multiple plat	tforms
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABLE	3.4: Implement a we	b-based tool that can generate regional LMI paired	with applicable
CTATUO	[7] Completed	Programs of study COMMENTS: IHUM LEVEL	
STATUS	☑ Completed	COMMENTS: IHUM LEVEL	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEON As Create	9 Improve Alignment with Industry 9 State Agenci	•
MILESTONE 4		& Improve Alignment with Industry & State Agenci- ctor Strategy Committee consisting of members	☑ Complete
		ur consortium members (representing each of the	□ Incomplete
industries).			'
MILESTONE 4	.2: Create or strength	nen regional industry advisory committees.	☑ Complete
			□ Incomplete
MILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	☑ Complete
	4.0.11.1.4.141		□ Incomplete
MILESTONE 4	.4: Collaborate with s	state agencies on a participant referral process.	☑ Complete
Mu ==== 4	5. D	the and state and state are lab false and sales are	□ Incomplete
based event		stry and state agencies on job fairs and mission-	☑ Complete
		to a finance HUIM Contain Church and Committee and an air	□ Incomplete
DELIVERAE	BLE 4.1: Meeting minu	ites from IHUM Sector Strategy Committee and regi advisory committee	onal industry
STATUS	☑ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	☑ Satisfactory	COMMENTS:	

	☐ Unsatisfactory	
	□ Unclear	
Г		industry partnerships developed during the grant period
STATUS	☑ Completed	Comments:
	□ In Progress	
	☐ Attempted	
	□ Never Started	
QUALITY	☑ Never Started ☑ Satisfactory	COMMENTS:
40712111	□ Unsatisfactory	
	□ Unclear	
DELIVE		RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS: UNABLE TO ASSESS AT THIS TIME.
	☐ In Progress	
	☐ Attempted ☑ Never Started	
QUALITY		COMMENTS:
40 7 (2 11)	□ Satisfactory	
	☐ Unsatisfactory ☐ Unclear	
		reach efforts to educate WIRs about IHTM for referrals
STATUS	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ
STATUS	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH
STATUS	DELIVERABLE 4.4: Out ☐ Completed ☐ In Progress	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ
STATUS	DELIVERABLE 4.4: Out ☐ Completed ☐ In Progress ☐ Attempted	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH
	DELIVERABLE 4.4: Out ☐ Completed ☑ In Progress ☐ Attempted ☐ Never Started	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED.
STATUS	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH
	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED.
QUALITY	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS:
QUALITY	DELIVERABLE 4.4: Out ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear IVERABLE 4.5: A minim	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS:
QUALITY	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS:
QUALITY	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS:
QUALITY	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress □ Attempted	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS:
QUALITY DEL STATUS	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress □ Attempted □ Never Started	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS: COMMENTS: COMMENTS:
QUALITY	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress □ Attempted □ Never Started ☑ Satisfactory	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS:
QUALITY DEL STATUS	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory ☑ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress □ Attempted □ Never Started ☑ Satisfactory □ Unsatisfactory □ Unsatisfactory	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS: COMMENTS: COMMENTS:
QUALITY DEL STATUS	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory □ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress □ Attempted □ Never Started ☑ Satisfactory □ Unsatisfactory □ Unsatisfactory □ Unclear	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS: COMMENTS: COMMENTS:
QUALITY DEL STATUS	DELIVERABLE 4.4: Out □ Completed ☑ In Progress □ Attempted □ Never Started □ Satisfactory ☑ Unsatisfactory ☑ Unclear IVERABLE 4.5: A minim ☑ Completed □ In Progress □ Attempted □ Never Started ☑ Satisfactory □ Unsatisfactory □ Unsatisfactory	COMMENTS: COMMENTS: ACTIVITIES HAVE BEEN IDENTIFIED (VIZ-A-VIZ BOARD MEETING MINUTES), BUT AN ACTIVE OUTREACH EFFORT WITH REFERRALS IS NOT YET FORMALIZED. COMMENTS: COMMENTS: COMMENTS:

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Iowa Central Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Curricula changes in nursing to concept based has been discussed. Paramedic Portfolio per National Registry Standards. Simulation works with faculty in providing simulation based scenarios to enhance learning with hands on training for the signature programs.
- Updated college facilities
 - The college leases approximately 9,600 square feet of remodeled (previous OB floor) from the local hospital for the new Simulation Center.
- Offer new credentials
 - CPR Healthcare provider courses are credentials that are required for the signature programs. These courses are now offered in the simulation center so the participants are able to practice proper techniques-compression rate and depth on the High-fidelity manikins.
- Established commitment from employers and industry representatives
 - O UnityPoint Trinity Regional Medical Center has been a strong support to the signature programs, several graduates have been hired. The hospital has taken part in requesting specific training for their staff at the center. Friendship Haven (Senior Living facility) has been provided CPR Healthcare provider course. Graduates are also hired at this facility. Other facilities involved in training at the center include: Van Diest Hospital Physicians, UnityPoint at Home IV training for Friendship Haven Nurses.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - Not applicable for Iowa Central
- Continued PLA progress started in I-AM
 - Medic-PN nursing bridge program for Veterans is being developed by Iowa Central faculty.
- Expand work based learning experiences
 - Students in the signature programs have several opportunities during their clinical experience to learn about varying aspects of nursing in several clinical sites/rotations.
 EMT and Paramedic students are provided with work based learning in the pre-hospital setting as well as emergency departments.



- Aligned non-credit offerings with credit courses
 - CPR classes are offered at the center which are a prerequisite for both signature programs-Nursing and EMS. Pre-hospital Trauma Life Support (PHTLS) courses for Paramedics have been held at the center twice.

Strategy 2 - Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - Nursing students in Fundamentals, Lifespan, Adult Healthcare, Mental Health, Maternal Child course from Fort Dodge, Storm Lake and Webster City campuses during their clinical time.
 - EMTs and Paramedic students have incorporated training at the center during their lab time.
- Expand online and blended course offerings
 - o Not applicable for Iowa Central.
- Create and distribute Open Educational Resources
 - New scenarios were not created during the grant period as existing scenarios were utilized from the previous simulation lab.
- Incorporation of simulation into courses
 - Signature Programs under the grant including Nursing, EMT and Paramedic programs have been utilizing the center since opening in January 2016.
 - Non-signature programs that are now utilizing simulation training include: Dental Hygiene, Human Anatomy and Physiology II, Medical Assistant, Medical Laboratory Technician and Radiology Technology.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - Recruitment efforts include faculty calling nights each semester. The simulation center has a very active Facebook page. Numerous tours have been held at the center for students ranging from usually 8th to High School seniors. Retention efforts are handled by Tracy Crippin-Haake on campus who has provided training for faculty including Framework of Student Retention. "Learn what research strongly suggests are the top barriers to student success and the highest related contributions to attrition. Discussion includes the highest rated interventions and what our students are telling us about their college experience at Iowa Central. In addition, we will discuss best practices and how they only work if they work for our institution."



- Improve Student Career Planning
 - Career Coach was added to the college website. Navigate was launched on 3/30/2017 to further assist students in career pathways.
- Implement accelerated and/or contextualized remediation
 - The Academic Resource Center on campus provides individual touring services. Skills testing days have been held in the simulation center for nursing and EMS students.
 Students are referred to simulation if assistance is required in mastery of skills.
- Develop and implement online, modular-based programs
 - Not Applicable for Iowa Central
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Career Coach and Navigate are available on Iowa Central's website to assist students in career and college planning.

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Simulation Network was established with area community colleges offering simulation.
 Face to face meetings are held quarterly at various simulation centers around the state.
 Coordinators share information to help others improve the simulation experience for students utilizing INACSL standards.
- Strengthen Industry advisory committees
 - o Bi-Annual meetings are held with the Simulation Center Advisory committee. Members have varying backgrounds within the healthcare field.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - o WIB will continue to work within the college on referrals to the signature programs.
- New Industry partnerships developed during the grant period
 - Clarion EMS, UnityPoint Trinity Regional Medical Center, Friendship Haven-collaboration with UnityPoint Health, Van Diest Medical Center and Iowa Central East Campus to provide training based on individual needs.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - Not Applicable for Iowa Central.



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The Simulation Center is expected to continue providing scenarios for nursing, EMS and other programs at the college. Classes/scenarios will be offered for other outside healthcare professionals as requested.
 - Outdated Supplies are continually received from area hospitals, home health services and nursing homes. These donations decrease the funding requirements for the center.
 - Several task trainers were donated from DMACC Newton campus. Including catheterization, IV and wound care manikins. These will assist students with perfecting required skills.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Central Community College

Signature Program Reviewed: Practical Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, ICCC utilized the IHUM grant to enhance educational opportunities for students in the PN program by constructing simulation education learning facilities. A pathway for advancement from CNA to obtainment of a BSN is provided. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

ICCC identified the following sustainability plan for the ADN program:

- The Simulation Center is expected to continue providing scenarios for nursing
- Outdated Supplies are continually received from area hospitals, home health services and nursing homes. These donations decrease the funding requirements for the center.
- Donated task trainers will assist students with perfecting required skills.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula	with relevant natio		X Complete	
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete	
			□Incomplete	
MILESTONE 1.3: Expand and en	hance work-based	learning	X Complete	
experiences.			□ Incomplete	
MILESTONE 1.4: Align Informati apprenticeships (EICC, KCC,		ster pathways with	NOT APPLICABLE	
MILESTONE 1.5: Strengthen Price	or Learning Assess	ment initiative.	X Complete	
			□Incomplete	
	ELIVERABLE 1.1: Audi	ted and redesigned cu		
STATUS	□Completed		at of CNA and Advanced CNA prior to rogram is noted. A curriculum map with	
	☐ In Progress		gram completion was provided.	
	X Attempted	Per the Statement of Gra	ant Impact, curricula changes in	
	□ Never Started	nursing to concept based	d has been discussed.	
QUALITY	X Satisfactory		Response document the ADN	
	☐ Unsatisfactory	program requires that students must complete BLS prior to starting the nursing courses.		
	□Unclear	_ otaliting the harding oddin	303.	
		A review of SME Response supporting documents reveals evidence of discussion related to the nursing program curriculum and course alignment with program outcomes.		
		Jpdated college faciliti		
STATUS	X Completed		provided and documents uploaded to do no evidence discussions related to	
	☐ In Progress	revising the curriculum. I	Review of the signature program	
	☐ Attempted	reveals a content-based	nursing curriculum.	
	□ Never Started	The curriculum map provided does not include the expected information for alignment of general education courses and nursing courses with the signature program outcomes. The curriculum map includes course descriptions and course objectives and does not include signature program graduate learning outcomes Only nursing courses are aligned with the program outcomes		
map are		Rows 4, 5, 6, 8, 9,10, and 11 in the PN program curriculum map are course objectives and aligned with the related course only. Rows 7, 12, 13, and 14 in the PN program curriculum map		

		are course descriptions and aligned with the related course only.
QUALITY	X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the Statement of Grant Impact, the new Simulation Center is approximately 9,600 square feet of remodeled healthcare unit space in a local hospital.
	□ Unclear	This space would feasibly represent a realistic healthcare setting and therefor meet simulation best practice guidelines for
	DELIVEDABLE 1.3	fidelity. : Offer new credentials
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response this Deliverable is non- applicable to the signature program. New credentials are
		not required and credentialing has not changed.
DELIVERABLE 1.4: Let	ters of commitment	from employers and industry representatives
STATUS	X Completed	COMMENTS: Documents provided show evidence of work-based learning experiences at a variety of healthcare facilities and
	☐ In Progress	partnering institutions.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact students from the signature program participate in work-based learning
	☐ Unsatisfactory	experiences at the following:
	□Unclear	 UnityPoint Trinity Regional Medical Center Friendship Haven (Senior Living facility)
		Per the Statement of Grant Impact signature program facilities are utilized to provide training for the following: • Van Diest Hospital Physicians, • UnityPoint at Home IV training for Friendship Haven Nurses. • CPR
		Pre-hospital Trauma Life Support (PHTLS) courses
		A review of additional documents provided revealed letters of commitment related to this signature program from • Janet Naset-Payne, Chief Nursing Officer, Van Diest Medical Center • Larry McBain, RWIB, Region 5 and Sara Messerly,
		Workforce Operation Manager, Region 5, lowaWORKS
P	45.0	Jeanie Wright, Director Cedar Valley IowaWORKS
DELIVERABLE STATUS		nd pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA
STATUS	NOT APPLICABLE	COMMENTS. NA
DELIVEDADI E 1 6.		ress started in I-AM (Round 2 – TAACCCT)
STATUS	X Completed	iless started in i-Airi (Nound 2 - IAACCCI)
	•	
	☐ In Progress	

			COMMENTS: A review of decuments pro	vided reveal on	
		☐ Attempted	COMMENTS: A review of documents provided reveal an established pathway for students to apply prior learning in the		
		☐ Never Started	signature program.		
			Per the Statement of Grant Impact, Med	0 0	
			program for Veterans is being develope faculty.	o by Iowa Central	
Q	UALITY	X Satisfactory	COMMENTS: A review of documents pro	vided reveal a clear	
		☐ Unsatisfactory	pathway from PN to ADN to BSN.		
		□Unclear			
			e & Technology-Enabled Learning		
MILESTONE 2.	.1: ENHANCE AND EX	PAND SIMULATION INT	O COURSES AND TRAININGS.	X Complete	
				□ Incomplete	
MILESTONE 2.	.2: EXPAND ONLINE A	ND BLENDED COURSE	OFFERINGS.	Not	
				APPLICABLE	
MILESTONE 2.	3: Create and dist	ribute Open Educa	tional Resources.	X Complete	
				□ Incomplete	
	DELIVERABLE	2.1: Public licensi	ng of curricula and training materia	als	
STATUS	X Completed		ments and training materials utilized for the	he signature program	
	☐ In Progress	are available for p	are available for public download on Skills Commons		
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory		iew of documents posted by ICCC on Ski	illsCommons for this	
	☐ Unsatisfactory	signature program One nurs	sing course syllabi		
	□ Unclear	PN progr	ram overview and complete syllabi		
	DELIVERABLE	2.2: Distribution th	rough project and online repositor	ies	
STATUS	X Completed		oted above documents and training mater or are available for public download on Sk		
	☐ In Progress	Signature program	Tare available for public download on Sk	IIIS COMMONS	
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory		iew of documents posted by ICCC on Ski	illsCommons for this	
□ Unsatisfactory		signature program One nurs	sing course syllabi		
	□ Unclear		ram overview and complete syllabi		
			ing online/blended programs		
STATUS	Not	COMMENTS: NA			
	APPLICABLE				

Deliverable 2.4: Incorporation of simulation into courses				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact simulation	• .	
	☐ In Progress	have been better incorporated into clinical time in the signature program.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Review of documents provided reveal the fol in course syllabi for the signature program:	lowing statements found	
	☐ Unsatisfactory	in course synablinor the signature program.		
	□Unclear	 Application of learned skills and didactic compor completed during clinical practicum and utilization 		
		Simulated Learning Environment (SLE): the senvironment provides students an opportunity to skills appropriate for each course level from now incorporates reliable and valid simulation scenar (cognitive) knowledge, (psychomotor) skills, and gained. The William G. Smith Simulation Center Enabled Learning" experience that corresponds High fidelity simulations allow students to interact or standardized) in scenarios which reflect all standardized scenarios students will be provutilize effective communication, critical thinking the assessments and explore personal responsibility process (post-experience analysis) enhances lesporticipant awareness. This promotes an undersknowledge with a focus on best practice, which changes and improves quality and safety of care	o practice a variety of rice to advanced. SLE rios which measure of affective) attitudes offers a "Technologywith didactic content. It with patients (manikins ages of the lifespan. Vided the opportunities to based on patient ies. The debriefing arning and heightens standing and transfer of can lead to behavioral	
		nent and publication of a scorecard that updates or	n a regular basis	
STATUS	NOT	COMMENTS: NA		
	APPLICABLE			
Mu cctone 2		ate Expanded & Individualized Student Support Se		
WIILESTONE 3	. i. iiiipieilielii specia	lized recruitment and retention efforts.	X Complete	
M 0	0.1		□ Incomplete	
WILESTONE 3	.2: Improve student o	career planning.	X Complete	
			□Incomplete	
MILESTONE 3 programs.	.3: Implement accele	erated and/or contextualized remediation X Complete		
programs.	DELINEDADI E 2 4.	Dayslan and implement online, modular based has	Incomplete	
STATUS		Develop and implement online, modular-based pro COMMENTS: No evidence related to this deliverable was p		
C intibo	☐ Completed	program documents provided or in the documents on Creative Commons.		
	☐ In Progress			
	☐ Attempted			
QUALITY	X Never Started	COMMENTS:		
QUALII I	☐ Satisfactory	OOMINICIALS.		

		<u></u>			
	☐ Unsatisfactory				
	X Unclear				
DELIVER	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on lab	assistance, and		
STATUS	X Completed	utilization of Pathway Navigators			
SIAIUS	COMMENTS: Per the Statement of Grant Impact, faculty train	ining for retention efforts			
	☐ In Progress	is provided by an individual at the college. Resources for individual student assistance is provided.			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, the Acad provides individual touring services and students are reference.			
	□Unsatisfactory	learning environment if assistance is required in mastery o			
	□ Unclear				
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple p			
STATUS	X Completed	 COMMENTS: Per the Statement of Grant Impact, recruitmer Faculty calling nights each semester. 	nt efforts include:		
	☐ In Progress	Simulation center Facebook page.			
	☐ Attempted	Tours of the simulation center			
	□Never Started				
QUALITY	X Satisfactory	Comments: There is a direct link to a webpage that describes the Associate Degree Nursing program from the Enhance lowa webpage. A review of the Simulation Center Facebook page reveals photos that highlight the signature program. A review of additional documents provided demonstrate how the simulation center is utilized by nursing students. Therefore, tours of the simulation could help recruit students provided this information is included as part			
	□Unsatisfactory				
	□ Unclear				
DELIVERA	DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable				
programs of study					
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co	•		
	☐ In Progress	available on the colleges website to assist students in care			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re the abundance of healthcare jobs in the area served by IC			
	☐ Unsatisfactory	college goes directly to a webpage describing the signature			
	□Unclear	in the area.			
STRATEGY 4: Create & Improve Alignment with Industry & State Agencies					
	•	ctor Strategy Committee consisting of members	Not		
industries).	EDA, IOWA DE and for	ur consortium members (representing each of the	APPLICABLE		
	.2: Create or strength	nen regional industry advisory committees.	X Complete		
	□ Incomplete				

MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete	
			□ Incomplete	
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete	
			□ Incomplete	
		stry and state agencies on job fairs and mission-	X Complete	
based event	S.		□Incomplete	
DELIVERABLE	4.1: Meeting minute	s from IHUM Sector Strategy Committee and region committee	nal industry advisory	
STATUS	X Completed	COMMENTS: The Statement of Grant Impact includes inform	nation regarding	
	☐ In Progress	collaborative meetings with other community colleges regar	ording simulation and	
	☐ Attempted	describes the Simulation Center Advisory committee.		
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: The advisory board described in the Statemen	•	
	☐ Unsatisfactory	document is the advisory board for simulation center, not the However, evidence of a nursing advisory board was found		
	□Unclear	provided.		
		The following information was found in the letter of support from Janet Naset-Payne, Chief Nursing Officer, Van Diest Medical Center: Margaret Dingman, RN, Medical Surgical Nurse Manager at Van Diest Medical Center serves on the Nursing Advisory Board to facilitate collaboration and development of curriculum and competencies needed by nursing today.		
	DELIVERABLE 4.2: Ne	w industry partnerships developed during the gran	t period	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact signature putilized to provide training for new industry partners.	orogram facilities are	
	☐ In Progress	unized to provide training for new industry partners.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS : Per the Statement of Grant Impact signature simulation center) are utilized to provide training for the follows:	. •	
	☐ Unsatisfactory	partners.	lowing new industry	
	□ Unclear	 Clarion EMS UnityPoint Trinity Regional Medical Center Friendship Haven-collaboration with UnityPoint Heaview of additional documents provided revealed the foll related to this signature program in the letter of support from Chief Nursing Officer, Van Diest Medical Center: It is in great interest and with great pleasure we parallel community College in providing a rural clinical rotation students within the program. We see the expansion of the great benefit to students as they transition from text leads to the students of the program. 	llowing information om Janet Naset-Payne, artner with lowa Central a experience for nursing a simulation laboratory as	

DEL	IVERABLE 4.3: IHUM ai	nd RAP materials developed in collaboration with state agencies		
STATUS	X Completed	COMMENTS: This deliverable is noted as non-applicable on the Statement of Gra		
	☐ In Progress	Impact document and no information was provided, however there is evidence of collaborative materials development noted in submitted documents.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach		
	☐ Unsatisfactory	webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM		
	□Unclear	grant.		
	DELIVERABLE 4.4: (Outreach efforts to educate WIBs about IHUM for referrals		
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document however evidence of achievement of this deliverable was noted in		
	☐ In Progress	additional documents provided for review.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of additional documents provided revealed the following collaborative efforts with Cedar Valley/Region 5 IowaWORKS related to this		
	□Unsatisfactory	signature program:		
	□ Unclear	 Outreach, Career Information Sessions, and marketing will be done specifically with all customers of the One Stop Center including, PJ, Dislocated Workers and TAA participants in addition to the 5,885 Region 7 members. Support of the Virtual Career Center, including web and pathway tools that will focus on information technology careers and job postings Dedicated WIA Director's participation on region 5's TAACCCT Round Three Steering Committee Ongoing employer engagement and communication regarding NCRC, IT skills, industry-recognized credentials, etc Data collection and evaluation on the number of participants using the Virtual Career Center, digital literacy and employment placement Data analysis and feedback to be provided to the regional Steering Committee to promote program improvement Ongoing outreach, identification, training and referrals of eligible participants 		
		nimum of one event with industry and state agencies annually		
STATUS	X Completed	COMMENTS: Per the SME Response document there are collaborative events related to this signature program occurred during the grant period.		
	☐ In Progress			
	☐ Attempted			
OHALITY	☐ Never Started	COMMENTS: Dor the CMC December decimant		
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document Simulation Center staff provided training at EMS Day by the Lake in		
	□Unsatisfactory	Storm Lake on February 3, 2018. Continued education hours were		
	□ Unclear	 granted by the State. Clark Christensen, Executive Officer at Iowa Department of Public Health, toured the Simulation Center on May 15, 2018. A meeting was held with 		

	 Dr. Kinney, STEMM Dean John Hansen and Simulation staff to discuss the possibilities of taking simulation to critical access hospitals and rural EMS implementing SIM IA. CPR and First Aid classes are taught at the simulation center to local industry Silgan employees.
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SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Central Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, ICCC utilized the IHUM grant to enhance educational opportunities for students in the ADN program by constructing simulation education learning facilities. A pathway for advancement from CNA to obtainment of a BSN is provided. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

ICCC identified the following sustainability plan for the ADN program:

- The Simulation Center is expected to continue providing scenarios for nursing
- Outdated Supplies are continually received from area hospitals, home health services and nursing homes. These donations decrease the funding requirements for the center.
- Donated task trainers will assist students with perfecting required skills.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula	with relevant natio		X Complete	
industry/employer recognized	l credentials.		□ Incomplete	
MILESTONE 1.2: Align non-cred	it offerings with cre	edit courses.	X Complete	
			□Incomplete	
MILESTONE 1.3: Expand and en	hance work-based	learning	X Complete	
experiences.			☐ Incomplete	
MILESTONE 1.4: Align Informati apprenticeships (EICC, KCC,		ster pathways with	NOT APPLICABLE	
MILESTONE 1.5: Strengthen Pri	or Learning Assess	ment initiative.	X Complete	
			□Incomplete	
De	LIVERABLE 1.1: Audi	ted and redesigned cu	rricula	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Requirement of CNA and Advanced CNA prior to entering the signature program is noted. A curriculum map with courses required for program completion was provided. Per the Statement of Grant Impact, curricula changes in nursing to concept based has been discussed. COMMENTS: Per the SME Response document the ADN program requires that students must complete BLS prior to starting the nursing courses. A review of SME Response supporting documents reveals evidence of discussion related to the nursing program curriculum and course alignment with program outcomes.		
	DELIVERABLE 1.2: U	Updated college faciliti		
STATUS	X Completed	COMMENTS: Per the State acquired space for a new	ement of Grant Impact, the college	
	☐ In Progress	acquired space for a flex	v Simulation Center.	
	□ Attempted			
	□ Never Started			
QUALITY	X Satisfactory		rement of Grant Impact, the new	
	☐ Unsatisfactory	Simulation Center is approximately 9,600 square feet		
	☐ Unclear This space would feasibly represent a realistic healthcare setting and therefor meet simulation best practice guidelifidelity.			

	DELIVERABLE 1.3	: Offer new credentials
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response this Deliverable is non-applicable to the signature program. New credentials are not required and credentialing has not changed.
	ters of commitment	from employers and industry representatives
STATUS	X Completed	COMMENTS: Documents provided show evidence of work-based learning experiences at a variety of healthcare facilities and
	☐ In Progress	partnering institutions.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact students from the signature program participate in work-based learning
	☐ Unsatisfactory	experiences at the following:
	□Unclear	UnityPoint Trinity Regional Medical CenterFriendship Haven (Senior Living facility)
		Per the Statement of Grant Impact signature program facilities are utilized to provide training for the following: • Van Diest Hospital Physicians, • UnityPoint at Home IV training for Friendship Haven Nurses. • CPR • Pre-hospital Trauma Life Support (PHTLS) courses A review of additional documents provided revealed letters of commitment related to this signature program from • Janet Naset-Payne , Chief Nursing Officer, Van Diest Medical Center • Larry McBain, RWIB, Region 5 and Sara Messerly, Workforce Operation Manager, Region 5, lowaWORKS
		Jeanie Wright, Director Cedar Valley IowaWORKS
		nd pilot of RAP (EICC, KCC, NICC only)
STATUS	Not	COMMENTS: NA
	APPLICABLE	
	1	ress started in I-AM (Round 2 – TAACCCT)
STATUS	X Completed	COMMENTS: A review of documents provided reveal an established pathway for students to apply prior learning in the
	☐ In Progress	signature program.
	☐ Attempted	Per the Statement of Grant Impact, Medic-PN nursing bridge
	☐ Never Started	program for Veterans is being developed by Iowa Central faculty.
Quality	X Satisfactory	COMMENTS: A review of documents provided reveal a clear pathway from PN to ADN to BSN.
	☐ Unsatisfactory	, , ,
	□ Unclear	

Strategy 2: Advance Online & Technology-Enabled Learning					
MILESTONE 2.1: ENHANCE AND EXPAND SIMULATION INTO COURSES AND TRAININGS.			X Complete		
	☐ Incomplete				
MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS.			Not		
			APPLICABLE		
MILESTONE 2	.3: Create and distrib	ute Open Educational Resources.	X Complete		
			□ Incomplete		
	DELIVERABLE 2	.1: Public licensing of curricula and training materia			
STATUS	X Completed	COMMENTS: Documents and training materials utilized for the signature program are available for public download on Skills Commons			
	☐ In Progress	are available for public download on ordin commons			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by ICCC on Sk signature program revealed:	illsCommons for this		
	☐ Unsatisfactory	Seven nursing course syllabi			
	□ Unclear	RN program overview and complete syllabi			
	Deliverable 2.	2: Distribution through project and online repositor	ies		
STATUS	X Completed	COMMENTS: As noted above documents and training materials utilized for the signature program are available for public download on Skills Commons			
	☐ In Progress	signature program are available for public download on Sk	ilis Commons		
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by ICCC on Sk signature program revealed:	illsCommons for this		
	☐ Unsatisfactory	Seven nursing course syllabi			
	□ Unclear	RN program overview and complete syllabi			
		ERABLE 2.3: Offering online/blended programs			
STATUS	NOT	COMMENTS: NA			
	APPLICABLE				
		BLE 2.4: Incorporation of simulation into courses			
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact simulation have been better incorporated into clinical time in the signal	• .		
	☐ In Progress				
	☐ Attempted	ttempted			
_	☐ Never Started				
QUALITY	X Satisfactory	tisfactory in course syllabi for the signature program:			
☐ Unsatisfactory		seed of has the digitator program.			
	■ Unclear • Application of learned skills and didactic component for pactor completed during clinical practicum and utilization of simulations.				

		Simulated Learning Environment (SLE): the simulated learning environment provides students an opportunity to practice a variety of skills appropriate for each course level from novice to advanced. SLE incorporates reliable and valid simulation scenarios which measure (cognitive) knowledge, (psychomotor) skills, and (affective) attitudes gained. The William G. Smith Simulation Center offers a "Technology-Enabled Learning" experience that corresponds with didactic content. High fidelity simulations allow students to interact with patients (manikins or standardized) in scenarios which reflect all stages of the lifespan. During simulated scenarios students will be provided the opportunities to utilize effective communication, critical thinking based on patient assessments and explore personal responsibilities. The debriefing process (post-experience analysis) enhances learning and heightens participant awareness. This promotes an understanding and transfer of knowledge with a focus on best practice, which can lead to behavioral changes and improves quality and safety of care.		
DELIVE STATUS		nent and publication of a scorecard that updates on Comments: NA	a regular basis	
SIAIUS	NOT	COMMENTS. IVA		
	APPLICABLE			
Mu cotone 2		ate Expanded & Individualized Student Support Ser		
WILESTONE 3.	i. impiement specia	lized recruitment and retention efforts.	X Complete	
			☐ Incomplete	
MILESTONE 3.	2: Improve student of	career planning.	X Complete	
			□Incomplete	
	3: Implement accele	rated and/or contextualized remediation	X Complete	
programs.			Incomplete	
	DELIVERABLE 3.1:	Develop and implement online, modular-based prog		
STATUS	☐ Completed	COMMENTS: No evidence related to this deliverable was program documents provided or in the documents on Creating		
	☐ In Progress	program documents provided of in the documents on orea		
	☐ Attempted			
	X Never Started			
QUALITY	☐ Satisfactory	COMMENTS: NA		
	☐ Unsatisfactory			
	X Unclear			
DELIVER	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on lab	assistance, and	
	T	utilization of Pathway Navigators		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, faculty tra		
	☐ In Progress	efforts is provided by an individual at the college. Resources for individual		
	☐ Attempted	assistance is provided.		
	☐ Never Started			

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, the Aca	
	□Unsatisfactory	provides individual touring services and students are referr learning environment if assistance is required in mastery or	
	☐ Unclear	,	. ••.
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple p	olatforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, recruitment	nt efforts include:
	☐ In Progress	Faculty calling nights each semester.Simulation center Facebook page.	
	☐ Attempted	Tours of the simulation center	
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: There is a direct link to a webpage that descri	
	□Unsatisfactory	Degree Nursing program from the Enhance Iowa webpage	
	□ Unclear	A review of the Simulation Center Facebook page reveals students from the signature program. A review of additional demonstrate how the simulation center is utilized by nursing tours of the simulation could help recruit students provided included as part of the tour.	l documents provided g students. Therefore,
DELIVERAL	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair	ed with applicable
C= +=uo	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	programs of study	ash and Navigate are
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co available on the colleges website to assist students in care	
	☐ In Progress		ar ama aamaga prammiga
	☐ Attempted		
0	☐ Never Started	October 1980	and the formation of the state
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage rether abundance of healthcare jobs in the area served by ICC college goes directly to a webpage describing the signature	
	☐ Unsatisfactory		
	□Unclear	in the area.	
Mu sosovs 4		ate & Improve Alignment with Industry & State Ager	
		ctor Strategy Committee consisting of members ur consortium members (representing each of the	Not
industries).	.DA, IOWA DE AIIG IO	or consortium members (representing each of the	APPLICABLE
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint mark	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
	□ Incomplete		
MILESTONE 4.	X Complete		
based event	□ Incomplete		

DELIVERABLE	DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee				
STATUS	X Completed	COMMENTS: The Statement of Grant Impact includes information regarding			
	☐ In Progress	collaborative meetings with other community colleges regarding simulation and describes the Simulation Center Advisory committee.			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: The advisory board described in the Statement of Grant Impact			
	☐ Unsatisfactory	document is the advisory board for simulation center, not the signature program. However, evidence of a nursing advisory board was found in additional documents			
	□Unclear	provided.			
		The following information was found in the letter of support from Janet Naset-Payne, Chief Nursing Officer, Van Diest Medical Center: Margaret Dingman, RN, Medical Surgical Nurse Manager at Van Diest Medical Center serves on the Nursing Advisory Board to facilitate collaboration and development of curriculum and competencies needed by nursing today.			
CTATUS		www.industry.partnerships developed during the grant period			
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact signature program facilities are utilized to provide training for new industry partners.			
	☐ In Progress				
	☐ Attempted				
0	□Never Started	O			
QUALITY	X Satisfactory	COMMENTS : Per the Statement of Grant Impact signature program facilities (the simulation center) are utilized to provide training for the following new industry			
	☐ Unsatisfactory	partners.			
	☐ Unclear	Clarion EMSUnityPoint Trinity Regional Medical Center			
		Friendship Haven-collaboration with UnityPoint Health			
		Van Diest Medical Center			
		A review of additional documents provided revealed the following information related to this signature program in the letter of support from Janet Naset-Payne,			
		Chief Nursing Officer, Van Diest Medical Center:			
		It is in great interest and with great pleasure we partner with lowa Central			
		Community College in providing a rural clinical rotation experience for nursing students within the program. We see the expansion of the simulation laboratory as			
		great benefit to students as they transition from text learning to simulation, to			
D		bedside nursing care.			
STATUS		nd RAP materials developed in collaboration with state agencies COMMENTS: This deliverable is noted as non-applicable on the Statement of Grant			
	X Completed	Impact document and no information was provided, however there is evidence of			
	☐ In Progress	collaborative materials development noted in submitted documents.			
	☐ Attempted				
QUALITY	□Never Started X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach			
	,	webpage goes directly to a webpage describing the signature program and			
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed as part of the IHUM grant.			
	□Unclear	 			

	DELIVERABLE 4.4: (Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document however evidence of achievement of this deliverable was noted in
	☐ In Progress	additional documents provided for review.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of additional documents provided revealed the following
	□Unsatisfactory	collaborative efforts with Cedar Valley/Region 5 IowaWORKS related to this signature program:
	□ Unclear	 Outreach, Career Information Sessions, and marketing will be done specifically with all customers of the One Stop Center including, PJ, Dislocated Workers and TAA participants in addition to the 5,885 Region 7 members. Support of the Virtual Career Center, including web and pathway tools that will focus on information technology careers and job postings. Dedicated WIA Director's participation on region 5's TAACCCT Round Three Steering Committee. Ongoing employer engagement and communication regarding NCRC, IT skills, industry-recognized credentials, etc. Data collection and evaluation on the number of participants using the Virtual Career Center, digital literacy and employment placement. Data analysis and feedback to be provided to the regional Steering Committee to promote program improvement. Ongoing outreach, identification, training and referrals of eligible participants.
Г	 FLIVERABLE 4.5: A min	nimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the SME Response document there are collaborative
	☐ In Progress	events related to this signature program occurred during the grant period.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document
	□Unsatisfactory	Simulation Center staff provided training at EMS Day by the Lake in Storm Lake on February 3, 2018. Continued education hours were
	□ Unclear	 Storm Lake on February 3, 2018. Continued education hours were granted by the State. Clark Christensen, Executive Officer at lowa Department of Public Health, toured the Simulation Center on May 15, 2018. A meeting was held with Dr. Kinney, STEMM Dean John Hansen and Simulation staff to discuss the possibilities of taking simulation to critical access hospitals and rural EMS implementing SIM IA. CPR and First Aid classes are taught at the simulation center to local industry Silgan employees.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Central Community College

Signature Program Reviewed: Emergency Medical Responder Certificate

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Per SME Reponse document: The EMR program wasn't considered a signature program for the IHUM grant and should not be included.

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings.
- 3.1: Implement specialized recruitment and retention efforts
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided grant funded resources were used to support students in this program. Grant funds were used to construct simulation learning facilities. Program is aligned with national standards. A pathway for advancement from EMR to Paramedic is provided. Targeted recruitment and retention efforts are in place and resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment. Remediation resources are in place.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings.
- 2.3: Create and distribute Open Educational Resources.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

ICCC identified the following sustainability plan for the EMT program:

- The Simulation Center is expected to continue providing scenarios for EMS
- Outdated Supplies are continually received from area hospitals, home health services and nursing homes.
 These donations decrease the funding requirements for the center.
- Donated task trainers will assist students with perfecting required skills.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.			X Complete
industry/employer recognized	credentials.		□Incomplete
MILESTONE 1.2: Align non-cred	it offerings with cre	dit courses.	X Complete
			□Incomplete
MILESTONE 1.3: Expand and en experiences.	hance work-based	learning	NOT APPLICABLE
MILESTONE 1.4: Align Information apprenticeships (EICC, KCC, I		ster pathways with	NOT APPLICABLE
MILESTONE 1.5: Strengthen Price	or Learning Assess	ment initiative.	NOT APPLICABLE
DE	LIVERABLE 1.1: Audi	ted and redesigned cu	rricula
Status	X Completed	COMMENTS: A curriculur	n map was provided. This signature
	☐ In Progress	the national standards.	course. The program is aligned with
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory		rided shows alignment of certificate
	☐ Unsatisfactory		rse that makes up the program. ates that the program aligns with
	□Unclear	requirements from the United States National Highway Traffi Safety Administration and the National Emergency Services Education Standards for the Emergency Medical Responder (EMR)	
		program doesn't requir starting the program. I	e document, EMR certificate re that students have CPR prior to It does however require that CPR If of the EMR certificate program as NREMT testing.
	DELIVERABLE 1.2: U	Jpdated college faciliti	
STATUS	X Completed	COMMENTS: Per the State acquired space for a new	ement of Grant Impact, the college
	☐ In Progress	adquired opucer for a flev	omidiation contor.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, the new Simulation Center is approximately 9,600 square feet of remodeled healthcare unit space in a local hospital.	
	☐ Unsatisfactory		
	□ Unclear	<u> </u>	y represent a realistic healthcare t simulation best practice guidelines for

		DELIVERABLE 1.3	: Offer new credentials	
•	STATUS	NOT Applicable	COMMENTS: Per the SME Response Do is non-applicable for this signature programe not required and credentialing has	ram. New credentials
		COMMENTS: Per the SME Response certificate program doesn't require to CPR prior to starting the program. I require that CPR be obtained by the certificate program as it is a require testing. CPR on manikins with feed offered at the Simulation Center	hat students have t does however end of the EMR ment for NREMT back devices is now	
			from employers and industry repr	
	Status	NOT APPLICABLE	COMMENTS: Per the SME Response Do non-applicable for this signature progra has no clinical rotations required and the no clinical sites utilized by EMR studen	m. The EMR program herefore there would be ts.
		1.5: Development a	nd pilot of RAP (EICC, KCC, NICC o	only)
	Status	NOT Applicable	COMMENTS: NA	
	DELIVERABLE 1.6:		ress started in I-AM (Round 2 – TA	ACCCT)
STATUS NOT APPLICABLE Comments: Per the SME Response Dod deliverable is non-applicable for this sign			Document is	
			e & Technology-Enabled Learning	
MILESTONE 2	2.1: ENHANCE AND EX	PAND SIMULATION INT	O COURSES AND TRAININGS.	NOT APPLICABLE
MILESTONE 2	2.2: EXPAND ONLINE A	AND BLENDED COURSE	OFFERINGS	X Complete
				☐ Incomplete
MILESTONE 2	.3: Create and dist	ribute Open Educa	tional Resources.	NOT APPLICABLE
	DELIVERABLI	E 2.1: Public licensi	ng of curricula and training materia	
STATUS	NOT APPLICABLE	COMMENTS: Per th	ne SME Response Document this progrant so this deliverable is non-applicable	
	DELIVERABLE		rough project and online repositor	
STATUS	NOT Applicable		ne SME Response Document this progra n so this deliverable is non-applicable .	m is not considered a
		INCOADLE 2 2. Offer	ing online/blanded are grame	
STATUS			ing online/blended programs ne SME Response document this program	m is not considered a
	X Completed	signature progran	n so this deliverable is non-applicable, ho	
	☐ In Progress	of completion of the	his deliverable.	
	☐ Attempted	_		
	☐ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: Per the SME Response document students Navigate 2.0 (textbook LMS) which is provided with the EMSTesting.Com for course exams.	
	DELIVERA	BLE 2.4: Incorporation of simulation into courses	j
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document this program so this deliverable is non-applicable of completion of this deliverable.	
		nent and publication of a scorecard that updates	on a regular basis
STATUS	NOT APPLICABLE	COMMENTS: NA	
	_	ate Expanded & Individualized Student Support S	Services
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□ Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
CTATUS		Develop and implement online, modular-based p	
STATUS	X Completed	COMMENTS: This deliverable is listed as NA on the State document, however there is evidence of completion of completion of completion of completion of completion.	•
	☐ In Progress		
	□ Attempted		
QUALITY	□Never Started	COMMENTS: Per the SME Response document student	in the EMD program use
QUALITY	X Satisfactory	Navigate 2.0 (textbook LMS) which is provided with the	
	□Unsatisfactory	EMSTesting.Com for course exams.	
_	□ Unclear		
DELIVER	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on utilization of Pathway Navigators	lab assistance, and
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, faculty	training for retention efforts
	☐ In Progress	is provided by an individual at the college. Resources for	
	☐ Attempted	assistance is provided.	
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, the	
	□Unsatisfactory	provides individual touring services and students are re learning environment if assistance is required in master	
	☐ Unclear		<i>y</i> e. ee.
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multip	le platforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, recruit	ment efforts include:
	☐ In Progress	Faculty calling nights each semester.Simulation center Facebook page.	
	□ Attempted	Tours of the simulation center	

	□Never Started	Per the SME Response document recruitment efforts for E website and career exploration/potential student events.	MS includes a program
QUALITY	X Satisfactory	COMMENTS: A review of the Simulation Center Facebook pa	age reveals photos that
	□Unsatisfactory	may include students from the signature program.	
	□ Unclear	Per the SME Responses document, the EMS webpage is	
		http://www.iowacentral.edu/health_science/ems/index.asp.	
		A review of additional documents submitted with the SME I revealed the following documents describing recruitment e • Agenda for event titled HealthCare Career Opport • Career Discovery Day flyer • HC Career Discovery information • HC Career Discovery, Schedule 2017 • Summer Camp Schedule	vents:
Deliverai	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair programs of study	ed with applicable
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co	
	☐ In Progress	available on the colleges website to assist students in care	er and college planning.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re	
	□Unsatisfactory	the abundance of healthcare jobs in the area served by IC	OO.
	□Unclear	Per the SME Response document, EMR jobs usually aren generally a volunteer EMS level.	t advertised as it is
		ate & Improve Alignment with Industry & State Ager	ncies
		ctor Strategy Committee consisting of members ur consortium members (representing each of the	Not
industries).	DA, IOWA DE AIIU IOI	or consortium members (representing each of the	APPLICABLE
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based event	S		□Incomplete

DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory				
STATUS QUALITY STATUS	X Completed □In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory □Unclear	COMMENTS: The Statement of Grant Impact includes information regarding collaborative meetings with other community colleges regarding simulation and describes the Simulation Center Advisory committee. Per the SME Response document an EMS Advisory Board is in place. COMMENTS: A review of additional documents submitted with the SME Response document revealed: List of EMS Advisory Board members March 28, 2018 EMS Advisory Board Minutes windustry partnerships developed during the grant period COMMENTS: Per the Statement of Grant Impact signature program facilities are utilized to provide training for new industry partners.		
	☐ In Progress☐ Attempted☐ Never Started			
QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: Per the Statement of Grant Impact signature program facilities (the simulation center) are utilized to provide training for the following new industry partners. Clarion EMS UnityPoint Trinity Regional Medical Center Friendship Haven-collaboration with UnityPoint Health Van Diest Medical Center Per the SME Response document providing CPR and First Aid classes to new collaborative industry partnerships expose those participants to the health care related programs such as EMR. Holding classes at the Simulation Center is a recruitment tool.		
	IVERABLE 4.3: IHUM ar	nd RAP materials developed in collaboration with state agencies		
STATUS	NOT Applicable	COMMENTS: NA		
0	I	Outreach efforts to educate WIBs about IHUM for referrals		
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document however evidence of achievement of this deliverable was noted in the SME Response document and additional documents provided for review.		
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document, Dr. Kinney, College President, sits on the Workforce Investment Board. He has been kept current on the accomplishments of the simulation center. Simulation Coordinator and Assistant Coordinator provided information to the College Board of Directors with a powerpoint presentation.		

A review of additional documents provided revealed the following collaborative efforts with Cedar Valley/Region 5 IowaWORKS related to this signature program: • Outreach, Career Information Sessions, and marketing will be done specifically with all customers of the One Stop Center including, PJ, Dislocated Workers and TAA participants in addition to the 5,885 Region 7 members Support of the Virtual Career Center, including web and pathway tools that will focus on information technology careers and job postings • Dedicated WIA Director's participation on region 5's TAACCCT Round Three Steering Committee • Ongoing employer engagement and communication regarding NCRC, IT skills, industry-recognized credentials, etc. • Data collection and evaluation on the number of participants using the Virtual Career Center, digital literacy and employment placement • Data analysis and feedback to be provided to the regional Steering Committee to promote program improvement • Ongoing outreach, identification, training and referrals of eligible participants **DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually S**TATUS **COMMENTS:** Per the SME Response document there are collaborative **X** Completed events related to this signature program occurred during the grant period. ☐ In Progress ☐ Attempted □ Never Started **COMMENTS:** Per the SME Response document QUALITY **X** Satisfactory EMS appreciation day was held in collaboration with Trinity Regional □Unsatisfactory Medical Center during EMS week, May 2018. Simulation Center tours were provided and an EMS scholarship was presented to a volunteer □ Unclear EMS department for recruitment of new members. Simulation Center staff provided training at EMS Day by the Lake in Storm Lake on February 3, 2018. Continued education hours were granted by the State. Clark Christensen, Executive Officer at Iowa Department of Public Health, toured the Simulation Center on May 15, 2018. A meeting was held with Dr. Kinney, STEMM Dean John Hansen and Simulation staff to discuss the possibilities of taking simulation to critical access hospitals and rural EMS implementing SIM IA.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Central Community College

Signature Program Reviewed: Emergency Medical Technician Certificate

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided ICCC use the IHUM grant to provide enhanced experiential learning experiences for students in the EMT program. Grant funds were used to construct simulation learning facilities. Program is aligned with national standards. A pathway for advancement from EMT to Paramedic is provided. Targeted recruitment and retention efforts are in place and resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment. Remediation resources are in place.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.5: Strengthen Prior Learning Assessment initiative.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

ICCC identified the following sustainability plan for the EMT program:

- The Simulation Center is expected to continue providing scenarios for EMS
- Outdated Supplies are continually received from area hospitals, home health services and nursing homes.
 These donations decrease the funding requirements for the center.
- Donated task trainers will assist students with perfecting required skills.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized	credentials.		□Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□Incomplete
MILESTONE 1.3: Expand and en	hance work-based	learning	X Complete
experiences.			□Incomplete
MILESTONE 1.4: Align Information apprenticeships (EICC, KCC, I		ster pathways with	NOT APPLICABLE
MILESTONE 1.5: Strengthen Price	or Learning Assess	ment initiative.	NOT APPLICABLE
DE	LIVERABLE 1.1: Audi	ted and redesigned cu	rricula
STATUS	X Completed		n map was provided. This signature course. The program is aligned with
	☐ In Progress	the national standards.	course. The program is anglied with
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory		rided shows alignment of certificate rse that makes up the program.
	☐ Unsatisfactory		ates that the program aligns with
	□Unclear	Safety Administration an	nited States National Highway Traffic d the National Emergency Services the Emergency Medical Responder
		Per the SME Response of students starting the EM	document CPR is required prior to T program
	DELIVERABLE 1.2: U	Jpdated college faciliti	es
STATUS	X Completed	COMMENTS: Per the State acquired space for a new	ement of Grant Impact, the college
	☐ In Progress		omidiation outlier.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory		ement of Grant Impact, the new roximately 9,600 square feet of
	☐ Unsatisfactory		nit space in a local hospital.
	□ Unclear		y represent a realistic healthcare t simulation best practice guidelines for

	DELIVERABLE 1.3	: Offer new credentials	
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response Do non-applicable for this signature progra not required and credentialing has not of	ım. New credentials are
		COMMENTS: Per the SME Response certificate is not a new credential for Community College.	•
DELIVERABLE 1.4: Let	ters of commitment	t from employers and industry repr	esentatives
STATUS	X Completed	COMMENTS: Per the SME Response do for the EMT program are maintained in	cument clinical contacts
	☐ In Progress	Department for all the facilities/services	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of additional docurevealed letters of commitment related	
	☐ Unsatisfactory	program from	to this signature
	□ Unclear	 Larry McBain, RWIB, Region of Workforce Operation Manager IowaWORKS Jeanie Wright, Director Cedar Review of support documents included reveals over 20 different clinical contact students throughout the region in a variable healthcare settings. These include (but Boone County Hospital Clarion Ambulance Fort Dodge Fire Iowa Specialty Hospital Greene County Medical Center Humboldt County Memorial Healthcare Community Hospital Pocahontas Community Hospital 	valley lowaWORKS with the SME Response ts for Paramedic iety of urban and rural not limited to):
Deliverable	1.5: Development a	nd pilot of RAP (EICC, KCC, NICC o	only)
STATUS	NOT APPLICABLE	COMMENTS: NA	
Deliverable 1.6:	Continue PLA prog	ress started in I-AM (Round 2 - TA	ACCCT)
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response deliverable is non-applicable for this	
	Y 2: Advance Onlin	e & Technology-Enabled Learning	
MILESTONE 2.1: ENHANCE AND EX	PAND SIMULATION INT	O COURSES AND TRAININGS. NA	X Complete
			□ Incomplete
MILESTONE 2.2: EXPAND ONLINE	AND BLENDED COURSE	OFFERINGS	X Complete
			□ Incomplete

MILESTONE 2	2.3: Create and distrib	oute Open Educational Resources. NA	X Complete
			□ Incomplete
	DELIVERABLE 2	.1: Public licensing of curricula and training materi	
STATUS	X Completed	COMMENTS: Documents and training materials utilized for tare available for public download on Skills Commons	the signature program
	☐ In Progress	are available for public download on Skille Commons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by ICCC on Sk signature program revealed:	illsCommons for this
	☐ Unsatisfactory	Two EMT course syllabi	
	□Unclear	·	
	DELIVERABLE 2	2: Distribution through project and online repositor	
STATUS	X Completed	COMMENTS: Documents and training materials utilized for tare available for public download on Skills Commons	he signature program
	☐ In Progress	are available for passing devisions on claim continuous	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, a review of documents poster SkillsCommons for this signature program revealed:	ed by ICCC on
	☐ Unsatisfactory	Two EMT course syllabi	
	□Unclear		
	DELIV	ERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the SME Response document this program students in this signature program utilize online resources for program completion.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document students in Navigate 2.0 (textbook LMS) which is provided with the students.	
	☐ Unsatisfactory	EMSTesting.Com for course exams.	adont toxtbook and
	□Unclear		
	Deliver	ABLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact the EMT p simulation center and testing is done at the simulation cen	•
	☐ In Progress	simulation center and testing is done at the simulation cen	ter.
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the SME Response Document, the simular for extraction, OR potient assessment and patient lifting/	
	☐ Unsatisfactory	for extrication, OB, patient assessment and patient lifting/r the grant period for EMT classes. Most frequently the sim	
	□ Unclear	used for patient lifting and moving activities.	
		A review of the Simulation Center Facebook page reveals students from the signature program participating in simula experiences.	-

DELIVE	RABLE 2.5: Developm	ent and publication of a scorecard that updates on a regular basis		
STATUS	Not	COMMENTS: NA		
	APPLICABLE			
	STRATEGY 3: Crea	ate Expanded & Individualized Student Support Services		
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts. X Complete		
•		□ Incomplete		
MILESTONE 3.	2: Improve student o	X Complete		
		□ Incomplete		
	3: Implement accele	rated and/or contextualized remediation X Complete		
programs.		Incomplete		
	DELIVERABLE 3.1:	Develop and implement online, modular-based programs		
STATUS	X Completed	COMMENTS: This deliverable is listed as NA on the Statement of Grant Impact document, however there is evidence of completion of deliverable.		
	☐ In Progress	accument, newersh there is evidence of completion of activities.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document student in the EMT program use Navigate 2.0 (textbook LMS) which is provided with the student textbook and		
	□Unsatisfactory	EMSTesting.Com for course exams.		
	□ Unclear			
DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and				
0		utilization of Pathway Navigators		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, faculty training for retention efforts		
	☐ In Progress	s provided by an individual at the college. Resources for individual student assistance is provided.		
	☐ Attempted	addictation to provided.		
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, the Academic Resource Center provides individual touring services and students are referred to the simulation		
	□Unsatisfactory	learning environment if assistance is required in mastery of skills.		
	□ Unclear			
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple platforms		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, recruitment efforts include:		
	☐ In Progress	Faculty calling nights each semester.Simulation center Facebook page.		
	☐ Attempted	Tours of the simulation center		
	□Never Started	Per the SME Response document recruitment efforts for EMS includes a program website and career exploration/potential student events.		
QUALITY	X Satisfactory	COMMENTS: A review of the Simulation Center Facebook page reveals photos that		
	□Unsatisfactory	may include students from the signature program.		
	□ Unclear	Per the SME Responses document, the EMS webpage is http://www.iowacentral.edu/health_science/ems/index.asp.		

		A review of additional documents submitted with the SME revealed the following documents describing recruitment e • Agenda for event titled HealthCare Career Oppor • Career Discovery Day flyer • HC Career Discovery information • HC Career Discovery, Schedule 2017 • Summer Camp Schedule	vents:
DELIVERAL	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair	ed with applicable
STATUS	X Completed	programs of study COMMENTS: Per the Statement of Grant Impact, Career Co	each and Navigate are
	☐ In Progress	available on the colleges website to assist students in care	•
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re	eveals information about
	□Unsatisfactory	the abundance of healthcare jobs in the area served by IC	CC.
	□Unclear		
		ate & Improve Alignment with Industry & State Age	ncies
from IWD, IE industries).	DA, lowa DE and for	ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□Incomplete
MILESTONE 4.3: Create joint marketing and outreach effort		eting and outreach efforts with state agencies.	X Complete
			□Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
MILESTONE 4. based event		stry and state agencies on job fairs and mission-	X Complete
baseu eveni	5.		□Incomplete
DELIVERABLE	4.1: Meeting minute	es from IHUM Sector Strategy Committee and region committee	nal industry advisory
STATUS	X Completed	COMMENTS: The Statement of Grant Impact includes inforr collaborative meetings with other community colleges regard	
	□In Progress	describes the Simulation Center Advisory committee.	ilding simulation and
	☐ Attempted	Per the SME Response document an EMS Advisory Board	t is in place
	☐ Never Started	The the Sivic Response document an Livio Advisory Board	л в птріасе.
QUALITY	X Satisfactory	COMMENTS: A review of additional documents submitted v	vith the SME Response
	☐ Unsatisfactory	document revealed: • List of EMS Advisory Board members	
	□Unclear	March 28, 2018 EMS Advisory Board Minutes	

	DELIVERABLE 4.2: No	ew industry partnerships developed during the grant period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact signature program facilities are
	☐ In Progress	utilized to provide training for new industry partners.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact signature program facilities
	☐ Unsatisfactory	(the simulation center) are utilized to provide training for the following new industry partners.
	□Unclear	 Clarion EMS UnityPoint Trinity Regional Medical Center Friendship Haven-collaboration with UnityPoint Health Van Diest Medical Center
		Per the SME Response document providing CPR and First Aid classes to new collaborative industry partnerships expose those participants to the health care related programs such as EMR. Holding classes at the Simulation Center is a recruitment tool.
	IVERABLE 4.3: IHUM a	nd RAP materials developed in collaboration with state agencies
STATUS	Not	COMMENTS: NA
	APPLICABLE	
0=+===	1	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document however evidence of achievement of this deliverable was noted in the
	☐ In Progress	SME Response document and additional documents provided for review.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document, Dr. Kinney, College President, sits on the Workforce Investment Board. He has been kept
	☐ Unsatisfactory	current on the accomplishments of the simulation center. Simulation
	□ Unclear	Coordinator and Assistant Coordinator provided information to the College Board of Directors with a powerpoint presentation.
		 A review of additional documents provided revealed the following collaborative efforts with Cedar Valley/Region 5 lowaWORKS related to this signature program: Outreach, Career Information Sessions, and marketing will be done specifically with all customers of the One Stop Center including, PJ, Dislocated Workers and TAA participants in addition to the 5,885 Region 7 members Support of the Virtual Career Center, including web and pathway tools that will focus on information technology careers and job postings Dedicated WIA Director's participation on region 5's TAACCCT Round Three Steering Committee Ongoing employer engagement and communication regarding NCRC, IT skills, industry-recognized credentials, etc. Data collection and evaluation on the number of participants using the Virtual Career Center, digital literacy and employment placement Data analysis and feedback to be provided to the regional Steering Committee to promote program improvement

		Ongoing outreach, identification, training and referrals of eligible participants					
	DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually						
STATUS	X Completed	COMMENTS: Per the SME Response document there are collaborative					
	☐ In Progress	events related to this signature program occurred during the grant period.					
	□ Attempted						
	□ Never Started						
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document					
	□Unsatisfactory	 EMS appreciation day was held in collaboration with Trinity Regional Medical Center during EMS week, May 2018. Simulation Center tours 					
	□ Unclear	 were provided and an EMS scholarship was presented to a volunteer EMS department for recruitment of new members. Simulation Center staff provided training at EMS Day by the Lake in Storm Lake on February 3, 2018. Continued education hours were granted by the State. Clark Christensen, Executive Officer at Iowa Department of Public Health, toured the Simulation Center on May 15, 2018. A meeting was held with Dr. Kinney, STEMM Dean John Hansen and Simulation staff to discuss the possibilities of taking simulation to critical access hospitals and rural EMS implementing SIM IA. 					



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Central Community College

Signature Program Reviewed: Paramedic Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided ICCC use the IHUM grant to provide enhanced experiential learning experiences for students in the Paramedic program. Grant funds were used to construct simulation learning facilities. Program is aligned with national standards. A pathway for advancement from EMT to Paramedic is provided. Targeted recruitment and retention efforts are in place and resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment. Remediation resources are in place.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.5: Strengthen Prior Learning Assessment initiative.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

ICCC identified the following sustainability plan for the Paramedic program:

- The Simulation Center is expected to continue providing scenarios for EMS
- Outdated Supplies are continually received from area hospitals, home health services and nursing homes.
 These donations decrease the funding requirements for the center.
- Donated task trainers will assist students with perfecting required skills.

STRATEGY	STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula	nal standards and	X Complete			
industry/employer recognized	□Incomplete				
MILESTONE 1.2: Align non-cred	MILESTONE 1.2: Align non-credit offerings with credit courses.				
			□Incomplete		
MILESTONE 1.3: Expand and en	hance work-based	learning	X Complete		
experiences.			□Incomplete		
MILESTONE 1.4: Align Information apprenticeships (EICC, KCC, I		ster pathways with	NOT APPLICABLE		
MILESTONE 1.5: Strengthen Price	or Learning Assess	ment initiative.	NOT APPLICABLE		
DE	LIVERABLE 1.1: Audi	ted and redesigned cu	rricula		
STATUS	X Completed		n map was provided. This signature course. The program is aligned with		
	☐ In Progress	the national standards.	course. The program is aligned with		
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	The curriculum map provided shows alignment of			
	☐ Unsatisfactory	outcomes to the one course that makes up the program. Evidence provided indicates that the program aligns with			
	□Unclear requirements Safety Admi		equirements from the United States National Highway Traffic Safety Administration and the National Emergency Services Education Standards for the Emergency Medical Responder EMR).		
		Per the SME Response document CPR is required prior to students starting the EMT program			
	DELIVERABLE 1.2: U	Jpdated college faciliti			
STATUS	X Completed		ement of Grant Impact, the college		
	☐ In Progress	acquired space for a new Simulation Center.			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory		ement of Grant Impact, the new roximately 9,600 square feet of		
	☐ Unsatisfactory		nit space in a local hospital.		
□ Unclear		This space would feasibly represent a realistic healthcare setting and therefor meet simulation best practice guidelines for fidelity.			

	DELIVERABLE 1.3	: Offer new credentials
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response The Paramedic program is not a new credential program for lowa Central Community College. New credentials are not required and credentialing has not changed.
		COMMENTS: Per the SME Response document, CPR, ACLS, PALS, and PHTLS have always been required for the Paramedic program.
DELIVERABLE 1.4: Let	ters of commitment	t from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact UnityPoint Trinity Regional Medical Center has been a strong supporter to
	☐ In Progress☐ Attempted	the signature programs.
	□ Never Started	Per the SME Response document clinical contacts for the EMT program are maintained in the Health Science Department for all the facilities/services.
QUALITY	X Satisfactory	COMMENTS: A review of additional documents provided revealed letters of commitment related to this signature
	□ Unsatisfactory	program from
	□ Unclear	Larry McBain, RWIB, Region 5 and Sara Messerly, Workforce Operation Manager, Region 5, lowaWORKS Jeanie Wright, Director Cedar Valley lowaWORKS Device of support decomposite included with the CME Researce.
_		Review of support documents included with the SME Response reveals over 20 different clinical contacts for Paramedic students throughout the region in a variety of urban and rural healthcare settings. These include (but not limited to): Blank Children's Hospital Cherokee Mental Health Institute Iowa Methodist Medical Center Mason City Fire Dept Unity Point – Marshalltown Van Diest Medical Center Stewart Memorial Hospital Sac County Ambulance
		nd pilot of RAP (EICC, KCC, NICC only)
STATUS	NOT APPLICABLE	COMMENTS: NA
DELIVERABLE 1.6:		ress started in I-AM (Round 2 – TAACCCT)
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response Document is deliverable is non-applicable for this signature program
STRATEO MILESTONE 2.1: ENHANCE AND EX		e & Technology-Enabled Learning o COURSES AND TRAININGS. NA X Complete
		☐ Incomplete

MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS			X Complete		
			☐ Incomplete		
MILESTONE 2.3: Create and distribute Open Educational Resources. NA			X Complete		
			□ Incomplete		
	Deliverable 2	.1: Public licensing of curricula and training materia			
STATUS	X Completed	COMMENTS: Documents and training materials utilized for t are available for public download on Skills Commons	he signature program		
	☐ In Progress	are available for public download on online commone			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by ICCC on Sk signature program revealed:	illsCommons for this		
	☐ Unsatisfactory	Five Paramedic course syllabi			
	□Unclear	·			
	DELIVERABLE 2.	2: Distribution through project and online repositor			
STATUS	X Completed	COMMENTS: Documents and training materials utilized for t are available for public download on Skills Commons	he signature program		
	☐ In Progress	are available for public definitions of extine comments			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: As noted above, a review of documents posted by ICCC on SkillsCommons for this signature program revealed:			
	☐ Unsatisfactory	Five Paramedic course syllabi			
	□Unclear				
	DELIV	ERABLE 2.3: Offering online/blended programs			
STATUS	X Completed	COMMENTS: Per the SME Response prerequisite course m Paramedic students utilize web-based resources to complete			
	☐ In Progress	requirements.	oto program		
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document: • Pre-requite courses and general education cours	eas that are peoded for		
	☐ Unsatisfactory	the Paramedic AAS degree. Examples of online			
	□Unclear	program would be: BIO-168 Human Anatomy & F			
		Medical Terminology, BIO-173 Human Anatomy 105 Composition I, and PSY-111 Introduction to			
		Students in the program use Navigate 2.0 (textbo	ook LMS) which is		
		provided with the student textbook and EMSTest exams and FISDAP for clinical tracking.	ing.Com for course		
DELIVERABLE 2.4: Incorporation of simulation into courses					
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact the EMT pr	•		
	☐ In Progress	simulation center and testing is done at the simulation cen	ter.		
	☐ Attempted				
	□Never Started				

QUALITY	X Satisfactory	COMMENTS: The Signature Program Overview document indicates that the delivery methodology for this program includes <i>Skills acquired during labs an utilization of simulation center.</i>		
	☐ Unsatisfactory			
	□ Unclear	A review of the Simulation Center Ecocheck page reve	ala abataa that may ingluda	
		A review of the Simulation Center Facebook page reveal students from the signature program participating in sim	· ·	
		experiences.	·	
DELIVE	I RABLE 2.5: Developm	l nent and publication of a scorecard that updates	on a regular basis	
STATUS	Not	COMMENTS: NA		
	APPLICABLE			
	STRATEGY 3: Crea	ate Expanded & Individualized Student Support S	ervices	
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete	
•			□ Incomplete	
MILESTONE 3.	2: Improve student of	career planning.	X Complete	
			□ Incomplete	
	3: Implement accele	rated and/or contextualized remediation	X Complete	
programs.			Incomplete	
	DELIVERABLE 3.1:	Develop and implement online, modular-based p	rograms	
STATUS	X Completed ☐ In Progress	COMMENTS: This deliverable is listed as NA on the Statement of Grant Impact document, however there is evidence of completion of deliverable.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the SME Response prerequisite course Paramedic students utilize web-based resources to com	• •	
	□Unsatisfactory	requirements.	ipiete program	
	□ Unclear	 Pre-requite courses and general education courses that are needed for the Paramedic AAS degree. Examples of online courses offered for this program would be: BIO-168 Human Anatomy & Physiology I, HSC-113 Medical Terminology, BIO-173 Human Anatomy and Physiology II, ENG-105 Composition I, and PSY-111 Introduction to Psychology. Students in the program use Navigate 2.0 (textbook LMS) which is provided with the student textbook and EMSTesting.Com for course exams and FISDAP for clinical tracking. 		
DELIVER	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on	lab assistance, and	
STATUS	X Completed	utilization of Pathway Navigators		
	·	COMMENTS: Per the Statement of Grant Impact, faculty is provided by an individual at the college. Resources for	•	
	☐ In Progress	assistance is provided.		
	☐ Attempted ☐ Never Started			
QUALITY	X Satisfactory			
•	☐ Unsatisfactory			

	□ Unclear	COMMENTS: Per the Statement of Grant Impact, the Aca provides individual touring services and students are referr learning environment if assistance is required in mastery of	red to the simulation	
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple p	olatforms	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, recruitme	nt efforts include:	
	☐ In Progress	Faculty calling nights each semester.Simulation center Facebook page.		
	☐ Attempted	Tours of the simulation center		
	□Never Started	Per the SME Response document recruitment efforts for E website and career exploration/potential student events.	MS includes a program	
QUALITY	X Satisfactory	COMMENTS: A review of the Simulation Center Facebook p	age reveals photos that	
	□Unsatisfactory	may include students from the signature program.		
	□ Unclear	Per the SME Responses document, the EMS webpage is http://www.iowacentral.edu/health-science/ems/index.asp.		
		A review of additional documents submitted with the SME revealed the following documents describing recruitment e • Agenda for event titled HealthCare Career Oppor • Career Discovery Day flyer • HC Career Discovery information • HC Career Discovery, Schedule 2017 • Summer Camp Schedule	vents:	
DELIVERAB	LE 3.4: Implement a v	web-based tool that can generate regional LMI paire	d with applicable	
_	T	programs of study		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co available on the colleges website to assist students in care	•	
	☐ In Progress	planning.	ter and conege	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage real about the abundance of healthcare jobs in the area served		
	□Unsatisfactory	,	,	
	□Unclear			
MILESTONE A		te & Improve Alignment with Industry & State Agen		
MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries). NA NOT APPLICABLE				
MILESTONE 4	.2: Create or strengtl	nen regional industry advisory committees.	X Complete	
			□Incomplete	
MILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete	
			□Incomplete	
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete	

			□ Incomplete
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-			X Complete
based events.			□Incomplete
DELIVER	ABLE 4.1: Meeting mir	nutes from IHUM Sector Strategy Committee and re	gional industry
		advisory committee	
STATUS	X Completed	COMMENTS: The Statement of Grant Impact includes inform	
	□In Progress	collaborative meetings with other community colleges regal describes the Simulation Center Advisory committee.	ruing simulation and
	☐ Attempted	Death OME Decrees decreed as EMO Addison Decree	Da Salatara
	□ Never Started	Per the SME Response document an EMS Advisory Board	ris in piace.
QUALITY	X Satisfactory	COMMENTS: A review of additional documents submitted v	vith the SME
	☐ Unsatisfactory	Response document revealed: • List of EMS Advisory Board members	
	□Unclear	March 28, 2018 EMS Advisory Board Minutes	
	DELIVERABLE 4.2: Nev	v industry partnerships developed during the grant	period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact signatu	
	☐ In Progress	are utilized to provide training for new industry partners.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact signature	
	☐ Unsatisfactory	(the simulation center) are utilized to provide training for th industry partners.	e following new
	□Unclear	Clarion EMS	
		UnityPoint Trinity Regional Medical Center Trianglehia Hayan callabaration with Hait Daint H.	
		 Friendship Haven-collaboration with UnityPoint H Van Diest Medical Center 	3aili i
		Per the SME Response document providing CPR and Firs	t Aid classes to new
		collaborative industry partnerships expose those participar	
		related programs such as EMR. Holding classes at the Sir recruitment tool.	nuiation Center is a
DELIV	ERABLE 4.3: IHUM and	d RAP materials developed in collaboration with sta	ite agencies
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	DELIVERABLE 4.4: O	utreach efforts to educate WIBs about IHUM for refe	rrals
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Sta	tement of Grant
	☐ In Progress	Impact document however evidence of achievement of this noted in the SME Response document and additional document.	
	☐ Attempted	review.	
	☐ Never Started		
QUALITY	X Satisfactory		

	□ Unsatisfactory □ Unclear	Comments: Per the SME Response document, Dr. Kinney, College President, sits on the Workforce Investment Board. He has been kept current on the accomplishments of the simulation center. Simulation Coordinator and Assistant Coordinator provided information to the College Board of Directors with a powerpoint presentation. A review of additional documents provided revealed the following collaborative efforts with Cedar Valley/Region 5 lowaWORKS related to this signature program: • Outreach, Career Information Sessions, and marketing will be done specifically with all customers of the One Stop Center including, PJ, Dislocated Workers and TAA participants in addition to the 5,885 Region 7 members. • Support of the Virtual Career Center, including web and pathway tools that will focus on information technology careers and job postings • Dedicated WIA Director's participation on region 5's TAACCCT Round Three Steering Committee • Ongoing employer engagement and communication regarding NCRC, IT skills, industry-recognized credentials, etc. • Data collection and evaluation on the number of participants using the Virtual Career Center, digital literacy and employment placement • Data analysis and feedback to be provided to the regional Steering Committee to promote program improvement
		Ongoing outreach, identification, training and referrals of eligible participants
STATUS		imum of one event with industry and state agencies annually COMMENTS: Per the SME Response document there are collaborative
DIAIUS	X Completed	events related to this signature program occurred during the grant period.
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	0.000
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document
	□Unsatisfactory	Medical Center during EMS week, May 2018. Simulation Center tours
	□ Unclear	 were provided and an EMS scholarship was presented to a volunteer EMS department for recruitment of new members. Simulation Center staff provided training at EMS Day by the Lake in Storm Lake on February 3, 2018. Continued education hours were granted by the State. Clark Christensen, Executive Officer at Iowa Department of Public Health, toured the Simulation Center on May 15, 2018. A meeting was held with Dr. Kinney, STEMM Dean John Hansen and Simulation staff to discuss the possibilities of taking simulation to critical access hospitals and rural EMS implementing SIM IA.

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact : Indian Hills Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

Audited and redesigned curricula

O Nursing curriculum has been, and continues to be, redesigned to include simulation at each level of student education. Simulation has become a tool to aid in student learning, rather than a review of concepts learned in the prior term. Campus and mobile simulation activities have been built, culminating in a capstone simulation involving multiple health sciences departments working with Clinical VII nursing students to respond to a mock motorcycle accident.

Offer new credentials

The Dental Hygiene A.A.S. program was fully developed using IHUM funds. This
development allows graduates of our Commission on Dental Accreditation (CODA)
accredited program allows graduates to sit for national Dental Hygienist board exams.

• Established commitment from employers and industry representatives

 A new advisory committee was developed for the Dental Hygiene Program. This committee consists of both dental hygienist and dentists from the IHCC 10-county region.

• Continued PLA progress started in I-AM

 PLA concepts were used to develop a pathway for Dental Hygiene students. On the job trained, registered dental assistants can use their training to enter the dental hygiene program without completing a one-year dental assisting program. These students take additional courses in dental anatomy, dental radiography and dental materials in Year 1 of the Dental Hygiene program to ensure students are well versed in the topic areas.

• Aligned non-credit offerings with credit courses

 Both non-credit and credit completion of the Certified Nursing Aide (CNA) courses and successful completion of board registration exam are used as part of the Nursing Program entrance criteria. This allows students to have hands our experience with



nursing concepts prior to entering the program, to ensure they are truly interested in nursing as a career path.

Strategy 2 – Advance Online & Technology-Enabled Learning

 Enhance and expand simulation into courses and trainings, Incorporation of simulation into courses

•

As noted above, simulation was been better incorporated into all levels of nursing education. While not an initial goal for Dental Hygiene, focus on using simulation education with nursing led to the usage of simulation in many health sciences programs, including dental hygiene. Dental Hygiene students now use simulation to experience potential patient complications they may see while providing dental care, such as hypoglycemia, seizures, memory loss/dementia, cardiac issues, etc.

Expand online and blended course offerings

The Dental Hygiene Program Director, who has a Master's in Educational Technology, aimed to incorporate online and hybrid style components to her courses whenever possible. This includes recorded trainings for students to view outside of the classroom, expanded function demonstrations and other online educational opportunities.

Create and distribute Open Educational Resources

 All materials created using grant funds will be posted in SkillsCommons, including simulation scenarios designed by IHCC faculty and all Dental Hygiene program materials.

Strategy 3 – Create Expanded & Individualized Student Support Services

• Implement specialized recruitment and retention efforts

Retention rates of nursing students was identified as an issue early in the grant phase. The Project Director developed a Mandatory Advising Plan and implemented the strategies in Years 1 and 2 of the grant. Students were required to meet with their assigned faculty advisor at least once per term, prior to registering for the next term. Coordination of mandatory advising was passed to nursing faculty in year 3, and continues to make a positive impact on student retention.

Improve Student Career Planning

 Advising sessions, as discussed above, also focused on career goals and building pathways to achieving those goals. Career Coach, and other tools, were used to aid students in their job searches as they neared graduation. Additionally, all nursing



students were required to attend the annual Southern Iowa Career Fair, and associated career-preparation speakers.

Implement accelerated and/or contextualized remediation

o Remediation on clinical skills was identified as an issue for nursing students. While not a grant funded employee, the Project Director worked with the Nursing Lab Assistant to identify remediation needs, and help with implementation of a remediation referral plan so that students who were identified as lacking critical skills were referred on to remediation early in the term. These efforts also impacted student retention.

Implement a web-based tool that can generate regional LMI paired with applicable programs of study

 Career Coach was used by both Nursing and Dental Hygiene programs, as well as incorporated into health sciences Employment Preparation courses.

Strategy 4 – Create & Improve Alignment with Industry and State Agencies

• Develop or Enhance IHUM Sector Boards

o Consortium Level Activity

• Strengthen Industry advisory committees

 Advisory boards continue to be strengthened for each program. IHUM Project Director presented for submitted information for presentation to each meeting during the grant.

• Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

 IHUM Project Director worked with the Southern Iowa IWD office to host the Southern Iowa Career Fair. By year 3 of the grant, the event grew to include over 100 regional employers and over 1000 student and community job seekers.

New Industry partnerships developed during the grant period

 Dental Hygiene Advisory Committee created. Partnerships with local dental facilities created as student observation locations.



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - Simulation: Prior to the IHUM grant, one nursing instructor served both as the simulation instructor for nursing programs and primary nursing student tutor. Moving forward, the current IHUM Project Director has assumed administrative and oversight responsibilities for the Simulation Program. One full time and one half time instructor will be funded by the college for simulation. Nursing students will continue to use simulation on campus and through the grant-funded mobile simulation unit each term moving forward. Additionally, simulation has is now being used in other Allied Health programs, which will continue moving forward.
 - o Mandatory advising and career coaching will continue in the Nursing program.
 - Salaries for the Dental Hygiene Program Director, one full-time faculty member and adjunct clinical instructors have are all now funded by the college.
 - The Southern Iowa Career Fair partnership with Iowa Workforce Development –
 SouthernIowa will continue annually.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Indian Hills Community College

Signature Program Reviewed: Dental Hygiene

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

IHCC utilized the IHUM grant to develop the Dental Hygiene AAS degree program. There is a strong alignment between general education courses and program courses. A clear pathway for students to advance their career from dental assisting to obtainment of a bachelor's degree is provided. Existing learning assessment initiatives are utilized. Simulation learning experiences are incorporated into the program. Blended learning experiences are provided. Partnerships with industry to provide workplace learning experiences are evident. Resources developed during the grant period are freely shared via the Creative Commons website. Recruitment efforts are apparent. Collaboration with community partners at an annual career fair provides opportunities for potential post-graduation employment.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IHCC identified the following sustainability plan for the Dental Hygiene program:

- Salaries for the Dental Hygiene Program Director, one full-time faculty member and adjunct clinical instructors are funded by the college.
- The Southern Iowa Career Fair partnership with Iowa Workforce Development Southern Iowa will
 continue annually.

	STRATEGY 1:	Expand & Enhance Sector-Driven Career Pathways		
MILESTONE 1.	X Complete			
industry/em	□Incomplete			
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete	
	☐ Incomplete			
		Technology cluster pathways with	Not	
apprentices	hips (EICC, KCC, NIC	,6)	APPLICABLE	
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete	
			□Incomplete	
	DELIV	ERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact, the Dental fully developed using IHUM grant funds.	nygiene program was	
Out the trans	☐ Never Started	Devices of consistence decreased and the		
QUALITY	X Satisfactory	Review of curriculum documents provided reveals: Alignment of Dental Hygiene courses to meet Incorporation of general education courses to 	t program outcomes.	
	☐ Unsatisfactory		. •	
	□ Unclear	 degree. Documents related to program accreditation from the Commission on Dental Accreditation Syllabi for each course in the Dental Hygiene program Varying options for completion based on level of education/training price to entering the program and obtaining a Bachelor's Degree. 		
		ELIVERABLE 1.2: Updated college facilities		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the Dental fully developed using IHUM grant funds.	Hygiene program was	
	☐ In Progress	is any action post of the second seco		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Although not specifically outlined in document signature program is new to the college and unique labora		
	☐ Unsatisfactory	required it can be assumed that college facilities were upd		
	□Unclear	of this program.		
		Program accreditation documents describe a clinic with 10 laboratory with 16 stations.	dental units and a	

		DELIVERABLE 1.3: Offer new credentials	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the Dental	Hygiene AAS program
	☐ In Progress	is a new credential for the college.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Review of curriculum documents provided reve	eals information for
	□Unsatisfactory	completion of a Dental Hygiene AAS degree.	
	□ Unclear		
DE	LIVERABLE 1.4: Letters	s of commitment from employers and industry repr	esentatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, a new adv	•
	☐ In Progress	developed for the Dental Hygiene Program. This committed hygienist and dentists from the IHCC 10-county region.	e consists of both dental
	☐ Attempted		
	□ Never Started	Program accreditation documents list the following partner Indian Hills Community College Preschool/daycar	
		Ridgewood Nursing Rehabilitation Center	•
		River Hills Community Health Center, Centerville River Hills Community Health Center River Health Center River Riv	
		River Hills Community Health Center, Ottumwa	
QUALITY	☐ Satisfactory	COMMENTS: Although there is evidence of relationships with evidence was provided to indicate letters of commitment from	
	☐ Unsatisfactory	industry partners for this signature program.	om employers and
	X Unclear		
	DELIVERABLE 1.5	: Development and pilot of RAP (EICC, KCC, NICC of	only)
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	DELIVERABLE 1.6: Co	ntinue PLA progress started in I-AM (Round 2 – TA	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, PLA conce develop a pathway for Dental Hygiene students.	epts were used to
	☐ In Progress	develop a patriway for Derital Hygierie Students.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, varying options for completion education/training prior to entering the program and obtain	
	□Unsatisfactory	Degree.	ing a bachelor s
	□ Unclear		
		: Advance Online & Technology-Enabled Learning	
MILESTONE 2.	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
		BLENDED COURSE OFFERINGS.	□ Complete
Lacking evidence		X Incomplete	
MILESTONE 2.3: Create and distribute Open Educational Resources.		X Complete	
			□ Incomplete

	Deliverable 2	.1: Public licensing of curricula and training materials
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature
	☐ In Progress	program are available for public download on Creative Commons
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by IHCC on Creative Commons revealed:
	☐ Unsatisfactory	Dental Hygiene program degree audit and course syllabi
	□ Unclear	Documents submitted to the Commission on Dental Accreditation
	Deliverable 2.	2: Distribution through project and online repositories
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact all material created using grant funds were posted on SkillsCommons.
	☐ In Progress	Turius were posted on Skills-Commons.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by IHCC on Creative Commons revealed:
	☐ Unsatisfactory	Dental Hygiene program degree audit and course syllabi
	□ Unclear	Documents submitted to the Commission on Dental Accreditation
	DELIV	ERABLE 2.3: Offering online/blended programs
STATUS	☐ Completed	COMMENTS: Per the Statement of Grant Impact, the Dental Hygiene Program Director, who has a Master's in Educational Technology, aimed to incorporate
	X In Progress	online and hybrid style components to her courses whenever possible.
	☐ Attempted	
	□Never Started	
QUALITY	☐ Satisfactory	COMMENTS: The following examples for this deliverable were included in the Statement of Grant Impact document:
	□Unsatisfactory	recorded trainings for students to view outside of the classroom,
	X Unclear	expanded function demonstrations other online advectional expert writing
		 other online educational opportunities However, it is unclear if these activities meet the definition of online and
		blended programs at the college or if these are instead examples of web-
		based learning activities incorporated into the program. Information in the
		Summary of Delivery Methodology section of the program overview indicates the program is offered as traditional, classroom -based program.
CTATUS		BLE 2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Dental Hygiene students use simulation to experience potential patient complications they may see while
	☐ In Progress	providing dental care.
	☐ Attempted	
	☐ Never Started	

QUALITY	☐ Satisfactory	COMMENTS: Examples of simulation learning experiences	•
	☐ Unsatisfactory	Statement of Grant Impact include hypoglycemia, seizure: loss/dementia, cardiac issues, etc.	s, memory
	X Unclear	loss/demontal, cardiae issues, etc.	
	21 01101001	A review of documents provided reveal the following learn described as simulation:	ing experiences
		Child Dental Chart (simulation)	
		Mixed Dentition Dental Chart (simulation)	
		Habit control therapy (nail biting, digit sucking, classimulation)	enching, assessment
		No evidence of no evidence of the types of patient compli	
		in the Statement of Grant Impact were found and it is uncl listed adhere to simulation best practice standards.	ear if the simulations
		·	
	RABLE 2.5: Developm	nent and publication of a scorecard that updates on	
STATUS	☐ Completed	COMMENTS: No evidence related to this deliverable was program documents provided or in the documents on Creating	
	☐ In Progress		
	☐ Attempted		
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS: No evidence related to this deliverable was program documents provided or in the documents on Creating	
	X Unsatisfactory	program abouncing provided of in the abouncing on ordi	auve commons.
	□ Unclear		
		ate Expanded & Individualized Student Support Ser	vices
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student	career planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.1:	Develop and implement online, modular-based pro	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the Denta Director, who has a Master's in Educational Technology, a	
	☐ In Progress	online and hybrid style components to her courses whene	•
	☐ Attempted	includes recorded trainings for students to view outside of	•
	☐ Never Started	expanded function demonstrations and other online educa	ational opportunities.
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, recorded view outside of the classroom, expanded function demons	•
	☐ Unsatisfactory	educational opportunities are provided.	adding and outer offillio
	□ Unclear]	

DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and utilization of Pathway Navigators			
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was pr	ovided in the signature
	☐ In Progress	program documents provided or in the documents on Crea	tive Commons.
	☐ Attempted		
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: No evidence related to this deliverable was pr	
	□Unsatisfactory	program documents provided or in the documents on Crea	itive Commons.
	X Unclear		
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple រុ	
STATUS	X Completed	COMMENTS: The following marketing materials are located Commons website:	on the Creative
	☐ In Progress	Public licensing information	
	☐ Attempted	Design for a trade show booth.	
	□Never Started	There is a direct link from the Enhance lowa webpage to a information about healthcare programs at college.	webpage the includes
QUALITY	X Satisfactory	COMMENTS: The trade show booth design includes a ph	oto representing the
	□Unsatisfactory	Dental Hygiene program.	
	□Unclear	The webpage mentioned above describes the Dental Hygi	ene program.
DELIVERA	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair programs of study	ed with applicable
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co	ach is incorporated into
	☐ In Progress	health sciences Employment Preparation courses.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re the abundance of healthcare jobs in the area served by IH	
	☐ Unsatisfactory	college goes directly to a webpage describing the signatur	
	□Unclear	Dental Hygiene jobs in the area.	
		ate & Improve Alignment with Industry & State Age	ncies
		ctor Strategy Committee consisting of members	Not
industries).	:DA, lowa DE and for	ur consortium members (representing each of the	A PPLICABLE
	.2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
	□ Incomplete		

MILESTONE 4.4: Collaborate with state agencies on a participant referral process.		□ Complete	
			X Incomplete
	MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-based events.		
DELIVERABLE	4.1: Meeting minute	es from IHUM Sector Strategy Committee and region committee	nal industry advisory
STATUS	X Completed	COMMENTS: The Statement of Grant Impact includes the	
	☐ In Progress	Activity but no additional information related to this activity	
	☐ Attempted	Per the Statement of Grant Impact, a new advisory commi	
	☐ Never Started	the Dental Hygiene Program. This committee consists of both dental hygienist and dentists from the IHCC 10-county region and that IHUM Project Director	
		presented/submitted information for presentation at advisor	
0		Communication of the last of t	0 1 01 1
QUALITY	☐ Satisfactory	COMMENTS: No evidence of the development of an IHUM Committee as described in the milestone was provided in	•
	☐ Unsatisfactory	documents provided or in the documents on Creative Com	
	X Unclear	There is also no evidence of meeting minutes for the healt	hcare advisory board
		provided in the signature program documents provided or	
		Creative Commons.	
	DELIVERABLE 4.2: Ne	ew industry partnerships developed during the gran	t period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Partnerships with local dental facilities created as student observation locations for this new signature program.	
	A Completed		
	☐ In Progress	ess ess	ion oignataro programi
	☐ In Progress☐ Attempted		on organical oprogramm
			on olghataro programm
QUALITY	☐ Attempted	COMMENTS: Program accreditation documents list the follo	
QUALITY	☐ Attempted ☐Never Started	COMMENTS: Program accreditation documents list the folloorganizations:	owing partnering
QUALITY	□ Attempted □ Never Started X Satisfactory	COMMENTS: Program accreditation documents list the follogorganizations: Indian Hills Community College Preschool/daycar Ridgewood Nursing Rehabilitation Center	owing partnering
QUALITY	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory	COMMENTS: Program accreditation documents list the follo organizations: Indian Hills Community College Preschool/daycar Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville	owing partnering
QUALITY	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory	COMMENTS: Program accreditation documents list the follogorganizations: Indian Hills Community College Preschool/daycar Ridgewood Nursing Rehabilitation Center	owing partnering
QUALITY	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory	COMMENTS: Program accreditation documents list the follo organizations: Indian Hills Community College Preschool/daycar Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville	owing partnering
	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear	COMMENTS: Program accreditation documents list the follogorganizations: Indian Hills Community College Preschool/daycal Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville River Hills Community Health Center, Ottumwa	owing partnering re
	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Program accreditation documents list the follo organizations: Indian Hills Community College Preschool/daycar Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville	owing partnering re tate agencies
DELI	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear VERABLE 4.3: IHUM at X Completed	COMMENTS: Program accreditation documents list the follogorganizations: Indian Hills Community College Preschool/daycar Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville River Hills Community Health Center, Ottumwa	owing partnering re tate agencies rative efforts were found
DELI	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear VERABLE 4.3: IHUM at X Completed □ In Progress	COMMENTS: Program accreditation documents list the follogoganizations: Indian Hills Community College Preschool/daycal Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville River Hills Community Health Center, Ottumwa River Hills Community Health Center, Ottumwa ROMMENTS: Evidence of marketing materials and collaboration with State of the community of the collaboration with State of the collaboration with	owing partnering re tate agencies rative efforts were found
DELI	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear VERABLE 4.3: IHUM at X Completed □ In Progress □ Attempted	COMMENTS: Program accreditation documents list the follogoganizations: Indian Hills Community College Preschool/daycal Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville River Hills Community Health Center, Ottumwa River Hills Community Health Center, Ottumwa ROMMENTS: Evidence of marketing materials and collaboration with State of the community of the collaboration with State of the collaboration with	owing partnering re tate agencies rative efforts were found
DELI	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear VERABLE 4.3: IHUM at X Completed □ In Progress □ Attempted □ Never Started	COMMENTS: Program accreditation documents list the follogoganizations: Indian Hills Community College Preschool/daycal Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville River Hills Community Health Center, Ottumwa River Hills Community Health Center, Ottumwa ROMMENTS: Evidence of marketing materials and collaboration with State of the community of the collaboration with State of the collaboration with	tate agencies rative efforts were found Commons website.
DELI STATUS	□ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear VERABLE 4.3: IHUM at X Completed □ In Progress □ Attempted	COMMENTS: Program accreditation documents list the follogoganizations: Indian Hills Community College Preschool/daycal Ridgewood Nursing Rehabilitation Center River Hills Community Health Center, Centerville River Hills Community Health Center, Ottumwa River Hills Community Health Center, Ottumwa COMMENTS: Evidence of marketing materials and collabor on the Emsi Career Coach webpage and on the Creative Community Communi	tate agencies Tative efforts were found Commons website. Emsi Career Coach ure program and

		The following marketing materials are located on the Creative Commons website: • Design for a trade show booth. This design includes a photo representing the Dental Hygiene program.
	DELIVERABLE 4.4: (Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, IHUM Project Director presented/submitted information for presentation at advisory boards meetings.
	☐ In Progress	presented submitted information for presentation at advisory boards incettings.
	☐ Attempted	
	□ Never Started	
QUALITY	☐ Satisfactory	COMMENTS: There is a lack of information regarding what information is shared with RES groups or how this information related to IHUM and/or referrals.
	☐ Unsatisfactory	with NES groups of now this information related to information reletials.
	X Unclear	
	ELIVERABLE 4.5: A mii	nimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, IHUM Project Director worked with the Southern Iowa IWD office to host the Southern Iowa Career Fair.
	☐ In Progress	the Southern lowa two office to flost the Southern lowa career rail.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, by year 3 of the grant, the event grew to include over 100 regional employers and over 1000 student and
	☐ Unsatisfactory	community job seekers.
	□ Unclear	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Indian Hills Community College

Signature Program Reviewed: Practical Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

IHCC utilized the IHUM grant to enhance educational opportunities for students in the PN program through the integration of high quality simulation learning experiences. There is a strong alignment between credit and non-credit courses. A pathway for advancement from CNA to obtainment of a BSN is provided. Resources developed during the grant period are freely shared via the Creative Commons website. A mandatory advising process is in place to promote student retention. Collaboration with community partners at an annual career fair provides opportunities for potential post-graduation employment.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 2.2: Expand online and blended course offerings.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IHCC identified the following sustainability plan for the ADN program:

- Current IHUM Project Director has assumed administrative and oversight responsibilities for the Simulation Program.
- One full time and one half time instructor will be funded by the college for simulation.
- Nursing students will continue to use simulation on campus and through the grant-funded mobile simulation unit each term moving forward.
- Mandatory advising and career coaching will continue in the Nursing program.
- The Southern Iowa Career Fair partnership with Iowa Workforce Development Southern Iowa will
 continue annually.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
	MILESTONE 1.1: Align curricula with relevant national standards and			
industry/employer recognized credentials.			□Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete	
			□Incomplete	
MILESTONE 1.3: Expand and enhance work-based learning experiences. X Complete			X Complete	
□ Incomplete				
MILESTONE 1.4: Align Information Technology cluster pathways with			Not	
apprentices	hips (EICC, KCC, NIC		APPLICABLE	
MILESTONE 1	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete	
			☐ Incomplete	
	DELIV	ERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact curriculum incorporate simulation learning experiences as a learning review of concepts.	modality rather than a	
QUALITY	X Satisfactory	A review of documents provided reveal the following exam the Summer 2016 semester:	ples threaded through	
	☐ Unsatisfactory	Simulation learning experiences related to patient		
	□ Unclear	 conditions, and nursing interventions provided on Simulation learning experiences related to specifi provided by the mobile simulation unit. Incorporation of simulation learning experiences in 	ic medical conditions	
		 Review of curriculum documents provided reveals: Alignment of PN courses to meet program ou Incorporation of general education courses at to achieve applicable degree. Syllabi for each course in the Practical Nursing preparation. Pathway from CNA, to PN, to ADN, to BSN 	nd non-credit courses	
		DELIVERABLE 1.2: Updated college facilities		
STATUS	□Completed	COMMENTS: Per the Statement of Grant Impact simulation however there is no evidence in documents provided that		
	☐ In Progress	for this signature program	The man man all all all all all all all all all a	
	☐ Attempted			
	X Never Started			

QUALITY	□Satisfactory	COMMENTS: No evidence was found in the documentation college facilities for this signature program were updated.	provided to indicate that
	☐ Unsatisfactory	However, per the sustainability section of the Statement of	Grant is noted that the
	X Unclear	grant-funded mobile simulation unit will continue to be use	ed. It is unclear if the
		mobile simulation unit was purchased with the IHUM grant DELIVERABLE 1.3: Offer new credentials	or some other grant.
STATUS	☐ Completed	COMMENTS: No evidence was found in the documentation	provided to indicate that
	·	new credentials were offered for this signature program.	
	☐ In Progress		
	☐ Attempted		
QUALITY	X Never Started	COMMENTS: No evidence found.	
QUALITY	□ Satisfactory	Odminicitis. No evidence found.	
	X Unsatisfactory		
	□ Unclear		:
STATUS		s of commitment from employers and industry representations: Documents provided show evidence of work-based and the state of the state	
SIAIUS	X Completed	experiences at a variety of healthcare facilities and simulat	
	☐ In Progress	occurring at area healthcare facilities.	•
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS: Documents provided list 14 clinical locations for attending the Summer 2016 semester: Eight different located attending the Summer 2016 semester:	
	☐ Unsatisfactory	learning experiences provided by the mobile simulation un	
	X Unclear	However, no letters of commitment were found in the docu documents on Skills Commons.	mentation provided or in
	DELIVERABLE 1.5	: Development and pilot of RAP (EICC, KCC, NICC of	nly)
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
		ntinue PLA progress started in I-AM (Round 2 – TA	
STATUS	X Completed	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program.	ablished pathway for
	☐ In Progress	otaconto to appi, prior localismig in allo orginataro programi	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: A review of documents provided reveal a clear PN to ADN to BSN.	pathway from CNA to
	☐ Unsatisfactory	FIN to ADIN to BOIN.	
	X Unclear	However, it is unclear if this process is a continuation of a	process started in I-AM.
		2: Advance Online & Technology-Enabled Learning	
MILESTONE 2.	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	Not
			APPLICABLE

MILESTONE 2.3: Create and distribute Open Educational Resources.		X Complete	
			□ Incomplete
	DELIVERABLE 2	.1: Public licensing of curricula and training materia	
STATUS	X Completed	COMMENTS: Documents and training materials developed to program are available for public download on Creative Cor	
	☐ In Progress	program are available for public download on ordative out	Timono
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by IHCC on Cr revealed:	eative Commons
	☐ Unsatisfactory	Nursing program degree audit and course syllabi	
	□ Unclear	Three nursing program simulation related documents	ents
	DELIVERABLE 2.	2: Distribution through project and online repositor	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact all material funds were posted on SkillsCommons.	created using grant
	☐ In Progress	Tanta mara pasta an anima anima na	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted Commons for this signature program revealed:	by IHCC on Creative
	☐ Unsatisfactory	Nursing program degree audit and course syllabi	
	□ Unclear	Three nursing program simulation related docume	ents
	DELIV	ERABLE 2.3: Offering online/blended programs	
STATUS	Not	COMMENTS: NA for this signature program.	
	APPLICABLE		
		BLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact simulation have been better incorporated into all levels of nursing edu	O .
	☐ In Progress	,	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, a review of documents provide examples threaded through the Summer 2016 semester:	ded reveal the following
	☐ Unsatisfactory	Simulation learning experiences related to patient	t populations, medical
	□Unclear	conditions, and nursing interventions provided on	
		 Simulation learning experiences related to specifi provided by the mobile simulation unit. 	c medical conditions
		Incorporation of simulation learning experiences i	nto clinical learning.

DELIVE	RABLE 2.5: Developm	ent and publication of a scorecard that updates on	ı a regular basis		
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was provided in the signature program documents provided or in the documents on Creative Commons.			
	☐ In Progress				
	☐ Attempted				
	X Never Started				
QUALITY	☐ Satisfactory	COMMENTS: No evidence related to this deliverable was program documents provided or in the documents on Creating			
	X Unsatisfactory	program documents provided of in the documents on orea	duve Commons.		
	□ Unclear				
		ate Expanded & Individualized Student Support Ser	vices		
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete		
			□ Incomplete		
MILESTONE 3.	2: Improve student of	career planning.	X Complete		
			□Incomplete		
	3: Implement accele	rated and/or contextualized remediation	X Complete		
programs.			Incomplete		
		Develop and implement online, modular-based pro	grams		
STATUS	NOT	COMMENTS: NA for this signature program.			
	APPLICABLE				
DELIVER	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on lal utilization of Pathway Navigators	DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and		
STATUS	Y Completed				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact • The Project Director developed a Mandatory Adv			
STATUS	☐ In Progress	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the 	ne grant. Students were		
STATUS	☐ In Progress☐ Attempted	COMMENTS: Per the Statement of Grant Impact • The Project Director developed a Mandatory Adv	ne grant. Students were		
STATUS	☐ In Progress	Comments: Per the Statement of Grant Impact The Project Director developed a Mandatory Advisimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advise.	ne grant. Students were sor at least once per		
STATUS	☐ In Progress☐ Attempted	The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the	ne grant. Students were sor at least once per nissue for nursing Project Director worked		
STATUS	☐ In Progress☐ Attempted	The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediation.	ne grant. Students were sor at least once per n issue for nursing Project Director worked ation needs, and help		
STATUS	☐ In Progress☐ Attempted	The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediation implementation of a remediation referral plant.	ne grant. Students were sor at least once per ni issue for nursing Project Director worked ation needs, and help n so that students who		
STATUS	☐ In Progress☐ Attempted	The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediation.	ne grant. Students were sor at least once per issue for nursing e Project Director worked ation needs, and help in so that students who red on to remediation		
STATUS	☐ In Progress☐ Attempted	The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediation with implementation of a remediation referral plant were identified as lacking critical skills were refer.	ne grant. Students were sor at least once per issue for nursing e Project Director worked ation needs, and help in so that students who ared on to remediation ident retention.		
STATUS	☐ In Progress☐ Attempted	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Adving implemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediate with implementation of a remediation referral plan were identified as lacking critical skills were referearly in the term. These efforts also impacted students achieving sessions also focused on career goals a achieving those goals. 	ne grant. Students were sor at least once per issue for nursing e Project Director worked ation needs, and help in so that students who ared on to remediation ident retention.		
STATUS	☐ In Progress☐ Attempted	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediation with implementation of a remediation referral plant were identified as lacking critical skills were refer early in the term. These efforts also impacted students of the term. These efforts also impacted students achieving those goals. Career Coach, and other tools, were used to aid 	ne grant. Students were sor at least once per issue for nursing e Project Director worked ation needs, and help in so that students who ared on to remediation ident retention.		
STATUS	☐ In Progress☐ Attempted	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Adving implemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediate with implementation of a remediation referral plan were identified as lacking critical skills were referearly in the term. These efforts also impacted students achieving sessions also focused on career goals a achieving those goals. 	ne grant. Students were sor at least once per issue for nursing e Project Director worked ation needs, and help in so that students who ared on to remediation ident retention.		
STATUS	☐ In Progress☐ Attempted	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Adving implemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediate with implementation of a remediation referral plan were identified as lacking critical skills were refer early in the term. These efforts also impacted students and the sessions also focused on career goals a achieving those goals. Career Coach, and other tools, were used to aid searches as they neared graduation. COMMENTS: Per the Statement of Grant Impact, coordinal	ne grant. Students were sor at least once per in issue for nursing the Project Director worked ation needs, and help in so that students who ared on to remediation adent retention. In and building pathways to students in their job tion of mandatory		
	☐ In Progress ☐ Attempted ☐ Never Started	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Advimplemented the strategies in Years 1 and 2 of the required to meet with their assigned faculty advisterm, prior to registering for the next term. Remediation on clinical skills was identified as an students. While not a grant funded employee, the with the Nursing Lab Assistant to identify remediate with implementation of a remediation referral plant were identified as lacking critical skills were refer early in the term. These efforts also impacted stue. Advising sessions also focused on career goals a achieving those goals. Career Coach, and other tools, were used to aid searches as they neared graduation. 	ne grant. Students were sor at least once per in issue for nursing the Project Director worked ation needs, and help in so that students who ared on to remediation adent retention. In and building pathways to students in their job tion of mandatory		

	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple p		
STATUS	X Completed	COMMENTS: The following marketing materials are located Commons website:	on the Creative	
	☐ In Progress	Public licensing information		
	□ Attempted	Design for a trade show booth.		
	□Never Started	There is a direct link to a webpage that describes the	Practical Nursing	
		program from the Enhance Iowa webpage.	r radioar rationing	
QUALITY		COMMENTS! Deced on review of the provided decuments is	t is unclear how these	
QUALITY	□ Satisfactory	COMMENTS: Based on review of the provided documents i marketing materials are used to recruit student for this sign		
	□Unsatisfactory	are no photos or words on the trade show design related to	o the nursing program.	
	X Unclear			
DELIVERA	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair programs of study	ed with applicable	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co	each was used by the	
	☐ In Progress	Nursing program, as well as incorporated into health scien	ces Employment	
	☐ Attempted	Preparation courses.		
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re		
	☐ Unsatisfactory	the abundance of healthcare jobs in the area served by IC college goes directly to a webpage describing the signature		
	□Unclear	in the area.	e program and LFN jobs	
		ate & Improve Alignment with Industry & State Age	ncies	
	.1: Develop IHUM Se	ctor Strategy Committee consisting of members	□ Complete	
from IWD, IE industries).	EDA, lowa DE and for	ur consortium members (representing each of the	X Incomplete	
•	nce of the development	of an IHUM Sector Strategy Committee as described	·	
MILESTONE 4	.2: Create or strength			
			X Complete ☐ Incomplete	
MILESTONE 4	.3: Create joint mark		·	
MILESTONE 4	.3: Create joint mark		□ Incomplete	
MILESTONE 4	.4: Collaborate with s	eting and outreach efforts with state agencies.	☐ Incomplete X Complete	
MILESTONE 4 Lacking inform	.4: Collaborate with s	eting and outreach efforts with state agencies. state agencies on a participant referral process. erral process.	☐ Incomplete X Complete ☐ Incomplete	
MILESTONE 4 Lacking inform	.4: Collaborate with s nation regarding the refe .5: Partner with indus	eting and outreach efforts with state agencies.	☐ Incomplete X Complete ☐ Incomplete ☐ Complete	
MILESTONE 4 Lacking inform MILESTONE 4 based event	.4: Collaborate with sometion regarding the reference.5: Partner with industrial.	eting and outreach efforts with state agencies. State agencies on a participant referral process. Erral process. Stry and state agencies on job fairs and mission-	☐ Incomplete X Complete ☐ Incomplete ☐ Complete X Incomplete X Complete ☐ Incomplete	
MILESTONE 4 Lacking inform MILESTONE 4 based event	.4: Collaborate with sometion regarding the reference.5: Partner with industrial.	eting and outreach efforts with state agencies. State agencies on a participant referral process. Estry and state agencies on job fairs and mission- es from IHUM Sector Strategy Committee and region	☐ Incomplete X Complete ☐ Incomplete ☐ Complete X Incomplete X Complete ☐ Incomplete	
MILESTONE 4 Lacking inform MILESTONE 4 based event	.4: Collaborate with snation regarding the reference.5: Partner with industs.	eting and outreach efforts with state agencies. State agencies on a participant referral process. Erral process. Stry and state agencies on job fairs and mission-	☐ Incomplete X Complete ☐ Incomplete ☐ Complete X Incomplete X Complete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Industry advisory	
MILESTONE 4 Lacking inform MILESTONE 4 based event	.4: Collaborate with snation regarding the reference.5: Partner with industs. E 4.1: Meeting minute X Completed	eting and outreach efforts with state agencies. State agencies on a participant referral process. Estry and state agencies on job fairs and mission- es from IHUM Sector Strategy Committee and region committee	☐ Incomplete X Complete ☐ Incomplete ☐ Complete X Incomplete X Complete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Industry advisory	
MILESTONE 4 Lacking inform MILESTONE 4 based event	.4: Collaborate with snation regarding the reference.5: Partner with industs. E 4.1: Meeting minute X Completed In Progress	eting and outreach efforts with state agencies. State agencies on a participant referral process. Estry and state agencies on job fairs and mission- Estry and State agenci	☐ Incomplete X Complete ☐ Incomplete ☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplet	
MILESTONE 4 Lacking inform MILESTONE 4 based event	.4: Collaborate with snation regarding the reference.5: Partner with industs. E 4.1: Meeting minute X Completed	eting and outreach efforts with state agencies. State agencies on a participant referral process. Erral process. Stry and state agencies on job fairs and mission- Es from IHUM Sector Strategy Committee and region committee COMMENTS: The Statement of Grant Impact includes the vision of the statement of Grant Impact includes the statement of Grant Impact includes the vision of the statement of Grant Impact includes the statement of Grant Impact	☐ Incomplete X Complete ☐ Incomplete ☐ Complete X Incomplete X Complete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Industry advisory words Consortium Level ening existing advisory	

QUALITY	☐ Satisfactory	COMMENTS: No evidence of the development of an IHUM Sector Strategy
		Committee as described in the milestone was provided in the signature program
	☐ Unsatisfactory X Unclear	documents provided or in the documents on Creative Commons
	Auticlear	No evidence of meeting minutes for the healthcare advisory board was found in
		the signature program documents provided or in the documents on Creative Commons.
	DELIVERABLE 4.2: No	w industry partnerships developed during the grant period
STATUS	☐ Completed	COMMENTS: Signature program documents provided describe strengthening
	☐ In Progress	existing industry partnerships. No evidence of <u>new</u> industry partnerships for this signature program was found.
	☐ Attempted	
	X Never Started	
QUALITY	☐ Satisfactory	COMMENTS : No evidence of new industry partnerships is evident in the signature program documents provided.
	X Unsatisfactory	program documents provided.
	□ Unclear	
		nd RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Evidence of marketing materials and collaborative efforts were found on the Emsi Career Coach webpage and on the Creative Commons website.
	☐ In Progress	
	☐ Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed as part of the IHUM
	□Unclear	grant.
		The following marketing materials are located on the Creative Commons website:
		Design for a trade show booth.
	DELIVERABLE 4.4: (Dutreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, IHUM Project Director
	☐ In Progress	presented/submitted information for presentation at advisory board meetings.
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS: There is a lack of information regarding what information is shared
	☐ Unsatisfactory	with RES groups or how this information related to IHUM and/or referrals.
	X Unclear	
	ELIVERABLE 4.5: A min	nimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, IHUM Project Director worked with the Southern Iowa IWD office to host the Southern Iowa Career Fair.
	☐ In Progress	and detailed form the smooth floor the detailed form form duried full.
	☐ Attempted	
	□ Never Started	

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, by year 3 of the grant, the event grew to include over 100 regional employers and over 1000 student and
	☐ Unsatisfactory	community job seekers.
	□ Unclear	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Indian Hills Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

IHCC utilized the IHUM grant to enhance educational opportunities for students in the ADN program through the integration of high quality simulation learning experiences. There is a strong alignment between credit and non-credit courses. A pathway for advancement from CNA to obtainment of a BSN is provided. Resources developed during the grant period are freely shared via the Creative Commons website. A mandatory advising process is in place to promote student retention. Collaboration with community partners at an annual career fair provides opportunities for potential post-graduation employment.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 2.2: Expand online and blended course offerings.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IHCC identified the following sustainability plan for the ADN program:

- Current IHUM Project Director has assumed administrative and oversight responsibilities for the Simulation Program.
- One full time and one half time instructor will be funded by the college for simulation.
- Nursing students will continue to use simulation on campus and through the grant-funded mobile simulation unit each term moving forward.
- Mandatory advising and career coaching will continue in the Nursing program.
- The Southern Iowa Career Fair partnership with Iowa Workforce Development Southern Iowa will
 continue annually.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

	STRATEGY 1:	Expand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□Incomplete
MILESTONE 1.	.2: Align non-credit o	fferings with credit courses.	X Complete
			□Incomplete
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)			NOT APPLICABLE
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			☐ Incomplete
	DELIV	ERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact curriculum incorporate simulation learning experiences as a learning review of concepts.	
•	☐ Never Started	A series of decreased and decreased the fellowing	alaa Haaaadad Haaaaah
QUALITY	X Satisfactory	A review of documents provided reveal the following exam the Summer 2016 semester:	ples threaded through
	☐ Unsatisfactory	Simulation learning experiences related to patier	
	□ Unclear	 conditions, and nursing interventions provided on Simulation learning experiences related to specifi provided by the mobile simulation unit. Incorporation of simulation learning experiences i Per the Statement of Grant Impact, nursing students in AD 	c medical conditions nto clinical learning.
		participate in a multi-disciplinary capstone simulation.	
		Review of curriculum documents provided reveals:	nd non-credit courses
	С	ELIVERABLE 1.2: Updated college facilities	
STATUS	□Completed	COMMENTS: Per the Statement of Grant Impact simulation however there is no evidence in documents provided that	
	☐ In Progress	for this signature program	aciiilles were upualed
	☐ Attempted		
	X Never Started		

QUALITY □ Satisfactory Comments: No evidence was found in the documentation provided to indicate college facilities for this signature program were updated. However, per the sustainability section of the Statement of Grant is noted that the grant-funded mobile simulation unit will continue to be used. It is unclear if the mobile simulation unit was purchased with the IHUM grant or some other grant program. STATUS □ Completed □ In Progress □ Attempted In Progress □ Attempted In Satisfactory Image: State of the substainability section of the Statement of Grant is noted that the grant-funded mobile simulation unit will continue to be used. It is unclear if the mobile simulation unit was purchased with the IHUM grant or some other grant on the documentation provided to indicate the mobile simulation unit was purchased with the IHUM grant or some other grant on the documentation provided to indicate the grant of the grant of the mobile simulation unit will continue to be used. It is unclear if the grant of the grant
However, per the sustainability section of the Statement of Grant is noted that if grant-funded mobile simulation unit will continue to be used. It is unclear if the mobile simulation unit was purchased with the IHUM grant or some other grant DELIVERABLE 1.3: Offer new credentials
STATUS
STATUS Completed
□ In Progress □ Attempted X Never Started QUALITY □ Satisfactory X Unsatisfactory □ Unclear DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed Comments: No evidence found. Comments: No evidence found. Comments: No evidence found. Comments: No evidence found.
□ In Progress □ Attempted X Never Started □ Satisfactory X Unsatisfactory □ Unclear DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed Comments: No evidence found.
X Never Started QUALITY Satisfactory X Unsatisfactory Unclear DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed COMMENTS: Documents provided show evidence of work-based learning Comments Co
QUALITY ☐ Satisfactory X Unsatisfactory ☐ Unclear DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed COMMENTS: No evidence found. Comments: No evidence found. Comments: No evidence found.
X Unsatisfactory ☐ Unclear DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed COMMENTS: Documents provided show evidence of work-based learning
□ Unclear DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed COMMENTS: Documents provided show evidence of work-based learning
DELIVERABLE 1.4: Letters of commitment from employers and industry representatives STATUS X Completed Comments: Documents provided show evidence of work-based learning
STATUS X Completed COMMENTS: Documents provided show evidence of work-based learning
The state of the s
experiences at a variety of pealtdcare facilities and simulation learning experiences
☐ In Progress occurring at area healthcare facilities.
☐ Attempted
☐ Never Started
QUALITY Satisfactory COMMENTS: Documents provided list 14 clinical locations for nursing students attending the Summer 2016 semester: Eight different locations for simulation
Unsatisfactory learning experiences provided by the mobile simulation unit were noted.
X Unclear However, no letters of commitment were found in the documentation provided
documents on Skills Commons.
DELIVERABLE 1.5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS COMMENTS: NA
☐ In Progress
☐ Attempted
☐ Never Started
QUALITY
□ Unsatisfactory
□ Unclear
DELIVERABLE 1.6: Continue PLA progress started in I-AM (Round 2 – TAACCCT)
STATUS X Completed COMMENTS: A review of documents provided reveal an established pathway for
0 75
STATUS Completed COMMENTS: A review of documents provided reveal an established pathway for students to apply prior learning in the signature program.
X Completed Comments: A review of documents provided reveal an established pathway for students to apply prior learning in the signature program. □ In Progress □ Attempted □ Never Started □ Never Started
STATUS X Completed □ In Progress □ Attempted □ Never Started □ Never Started COMMENTS: A review of documents provided reveal an established pathway for students to apply prior learning in the signature program. QUALITY □ Satisfactory COMMENTS: A review of documents provided reveal a clear pathway from CNA
STATUS X Completed COMMENTS: A review of documents provided reveal an established pathway for students to apply prior learning in the signature program. ☐ In Progress ☐ Attempted ☐ Never Started Comments: A review of documents provided reveal an established pathway for students to apply prior learning in the signature program. Comments provided reveal an established pathway for students to apply prior learning in the signature program.

		However, no evidence was found in the signature program	
		in the documents on Skills Commons to indicate if this produce a process started in I-AM.	cess is a continuation of
		2: Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2.3: Create and distribute Open Educational Resources.		X Complete	
			□ Incomplete
	DELIVERABLE 2	.1: Public licensing of curricula and training materia	
STATUS	X Completed	COMMENTS: Documents and training materials developed for program are available for public download on Creative Cor	
	☐ In Progress	program are available for public download on orealive our	IIIIOII3
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by IHCC on Crevealed:	eative Commons
	☐ Unsatisfactory	Nursing program degree audit and course syllabi	
	□ Unclear	Three nursing program simulation related docume True ADN level simulation appropriate.	ents
		Two ADN level simulation scenarios	
	DELIVERABLE 2.	2: Distribution through project and online repositor	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact all material funds were posted on SkillsCommons.	created using grant
	☐ In Progress		
	☐ Attempted		
_	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted Commons for this signature program revealed:	by IHCC on Creative
	☐ Unsatisfactory	Nursing program degree audit and course syllabi	
	□ Unclear	 Three nursing program simulation related docume Two ADN level simulation scenarios 	ents
		TWO ADIA ICACI SIMulation Scenarios	
	DFLIV	ERABLE 2.3: Offering online/blended programs	
STATUS	Not	COMMENTS: NA for this signature program.	
	A PPLICABLE		
	DELIVERA	BLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact simulation	• .
	☐ In Progress	have been better incorporated into all levels of nursing edu	ication.
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As noted above, a review of documents provided reveal the following examples threaded through the Summer 2016 semester: Simulation learning experiences related to patient populations, medical conditions, and nursing interventions provided on the Ottumwa campus Simulation learning experiences related to specific medical conditions provided by the mobile simulation unit. Incorporation of simulation learning experiences into clinical learning.	
STATUS	NOT	COMMENTS: NA.	a regular basis
3 1/1133	APPLICABLE		
		ate Expanded & Individualized Student Support Ser	vices
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student of	career planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
DELIVERABLE 3.1: Develop and implement online, modular-based programs			grams
STATUS	NOT APPLICABLE	COMMENTS: NA for this signature program.	and and
DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and utilization of Pathway Navigators			assistance, and
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	 COMMENTS: Per the Statement of Grant Impact The Project Director developed a Mandatory Advising Plan and implemented the strategies in Years 1 and 2 of the grant. Students w required to meet with their assigned faculty advisor at least once per term, prior to registering for the next term. Remediation on clinical skills was identified as an issue for nursing students. While not a grant funded employee, the Project Director wo with the Nursing Lab Assistant to identify remediation needs, and he with implementation of a remediation referral plan so that students we 	
		 were identified as lacking critical skills were referrearly in the term. These efforts also impacted stude. Advising sessions also focused on career goals a achieving those goals. Career Coach, and other tools, were used to aid searches as they neared graduation. 	dent retention. and building pathways to students in their job
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, coordinat	•
	□Unsatisfactory	advising was passed to nursing faculty in year 3, and conti impact on student retention in this signature program.	nues to make a positive
	□ Unclear		

	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple _ا		
STATUS	X Completed	COMMENTS: The following marketing materials are located Commons website:	on the Creative	
	☐ In Progress	Public licensing information		
	☐ Attempted	Design for a trade show booth.		
	□Never Started	There is a direct link to a webpage that describes the	Associate Degree	
		Nursing program from the Enhance lowa webpage.	7 tocociato Dog. oc	
OHALITY		COMMENTS! Deced on review of the provided decuments	it is unclear how the	
QUALITY	□ Satisfactory	COMMENTS: Based on review of the provided documents marketing materials are used to recruit student for this sign		
	□Unsatisfactory	are no photos or words on the trade show design related t		
D=::::===::	X Unclear			
DELIVERA	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair programs of study	ed with applicable	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Coach was used by the		
	☐ In Progress	Nursing program, as well as incorporated into health scien Preparation courses.	ces Employment	
	☐ Attempted	Preparation courses.		
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re		
	☐ Unsatisfactory	the abundance of healthcare jobs in the area served by IC college goes directly to a webpage describing the signature		
	□Unclear	in the area.	,	
STRATEGY 4: Create & Improve Alignment with Industry & State Agencies				
		ctor Strategy Committee consisting of members	Not	
from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries).			APPLICABLE	
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete	
			□ Incomplete	
MILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete	
			☐ Incomplete	
MILESTONE 4	4: Collaborate with s	state agencies on a participant referral process.	X Complete	
			☐ Incomplete	
MILESTONE 4.		stry and state agencies on job fairs and mission-	X Complete	
			□Incomplete	
DELIVERABLE	€ 4.1: Meeting minute	es from IHUM Sector Strategy Committee and region committee	nal industry advisory	
STATUS	X Completed	COMMENTS: The Statement of Grant Impact includes the	words Consortium Level	
	□In Progress	Activity but no additional information about the activity.		
	☐ Attempted	Signature program documents provided describe strength		
	□ Never Started	committees and that IHUM Project Director presented/sub	mitted information for	

QUALITY	□ Satisfactory	COMMENTS: No evidence of meeting minutes for the healthcare advisory board
	☐ Unsatisfactory	was found in the signature program documents provided or in the documents on Creative Commons.
	X Unclear	
	DELIVERABLE 4.2: Ne	w industry partnerships developed during the grant period
STATUS	☐ Completed	COMMENTS: Signature program documents provided describe strengthening existing industry partnerships. No evidence of new industry partnerships for this
	☐ In Progress	signature program was found.
	☐ Attempted	
	X Never Started	
QUALITY	☐ Satisfactory	COMMENTS : No evidence of new industry partnerships is evident in the signature program documents provided.
	X Unsatisfactory	program documents provided.
	□ Unclear	
	VERABLE 4.3: IHUM au	nd RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Evidence of marketing materials and collaborative efforts were found on the Emsi Career Coach webpage and on the Creative Commons website.
	☐ In Progress	an the Emer detect educti wespage and on the creative estimate wester.
	☐ Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed as part of the IHUM
	□Unclear	grant.
		The following marketing materials are located on the Creative Commons website:
		Design for a trade show booth.
	DELIVERABLE 4 4. (Utreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, IHUM Project Director
	,	presented/submitted information for presentation at advisory board meetings.
	☐ In Progress	
	☐ Attempted	
QUALITY	□ Never Started	COMMENTS: There is a lack of information regarding what information is shared
QUALITY	☐ Satisfactory	with RES groups or how this information related to IHUM and/or referrals.
	☐ Unsatisfactory	
_	X Unclear	
		nimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, IHUM Project Director worked with the Southern Iowa IWD office to host the Southern Iowa Career Fair.
	☐ In Progress	
	☐ Attempted	
	□ Never Started	

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact, by year 3 of the grant, the event grew to include over 100 regional employers and over 1000 student and
	☐ Unsatisfactory	community job seekers.
	□ Unclear	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Iowa Western Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Progress is being made towards offering the CNA Program in Atlantic, Shenandoah,
 Harlan, and Clarinda. Nursing is re-aligning curriculum upon IBON's recommendation.
- Updated college facilities
 - We had major purchases towards the Nursing program that helped with the startup and expansion of new CNA Programs at the college.
- Offer new credentials
 - As of fall 2016, the non-credit CNA program can now be completed for credit.
- Established commitment from employers and industry representatives
 - The Director of Nursing, IHUM Grant Coordinator, and Continuing Education Health
 Coordinator met with Methodist Health systems and Jennie Edmundson Hospital to
 discuss the opportunities for students to learn about resumes and professionals directly
 from Human Resource professionals.
- Developed and piloted Registered Apprenticeship Programs (IT Only)

0

- Continued PLA progress started in I-AM
 - IWCC has carefully considered PLA in relation to the HSS programs. However, due to the strict guidelines put in place by the accrediting bodies, it is an option that cannot be pursued.
- Expand work based learning experiences
 - Dr. Pepin is focusing on making the externship, clinical, and preceptorship guidelines more professionally based.
- Aligned non-credit offerings with credit courses
 - Students have been able to complete the Sterile Processing and Nursing Assistant
 Certificates as non-credit programs, allowing for a seamless transition to the Surgical
 Tech and Nursing Credit programs.

Strategy 2 – Advance Online & Technology-Enabled Learning

• Enhance and expand simulation into courses and trainings

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,0000 grant from the Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership



- Dental Hygiene and Dental Assisting have ordered a set of teeth that are anatomically correct but not placed in the tydopont. This helped students see what they were being taught better, this will help with teeth instrumentation.
- Expand online and blended course offerings
 - Not pursuing due to accreditation constraints.
- Create and distribute Open Educational Resources

C

Incorporation of simulation into courses

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Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - On May 24, 2017, Brittni Donahue began working 50% of her time as an IHUM program advisor. She will be helping students complete the prerequisites and plan for signature programs. Various faculty and staff attended high school recruitment events to share about IHUM grant programs.
- Improve Student Career Planning
 - Students continue to access Career Coach from the IWCC website and ROC Advising and Career Planning pates. The director of Advising, Dean of Student Services, TRIO Program Director, and Director of College Success Initiatives attended a Career Coach Training webinar.
- Implement accelerated and/or contextualized remediation
 - After the success of PTA's two part orientation that covered program demands while orienting them to the career field, we adopted the concept with our prep students.
- Develop and implement online, modular-based programs

С

 Implement a web-based tool that can generate regional LMI paired with applicable programs of study

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Strategy 4 – Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - A National Guard representative guest spoke about their Enlist, Education, and Employ initiative in conjunction with Home base lowa.
- Strengthen Industry advisory committees

C

 Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,0000 grant from the Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership



- The local Iowa Workforce Development and Vocational Rehabilitation organizations refer interested students to campus. This is an ongoing relationship that will continue after the grant.
- New Industry partnerships developed during the grant period
 - o Hill Crest Health, Westridge Quality Care, Nebraska Methodist Health System
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)

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Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - Partnership with The Iowa Workforce Development and Vocational Rehabilitation groups.
 - Career/Nursing Fair
 - o Career Coach
 - o Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
 - Aligning noncredit offerings with credit courses
 - o Expanded simulation in courses and trainings
 - o Aligning curriculum with national standards and recognized credentials
 - Work-based learning experiences

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,0000 grant from the Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance learning experiences for students in the ADN program. Simulation learning experiences are integrated into the program. A pathway for advancement from CNA to obtainment of a BSN is provided Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Incomplete Milestones

1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

IWCC also identified plans to sustain the following, however there is a lack of evidence that these items were implemented during the grant period for this signature program.

- Aligning noncredit offerings with credit courses
- Expanded simulation in courses and trainings
- Aligning curriculum with national standards and recognized credentials

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□ Incomplete
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	□ Complete
			X Incomplete
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)			NOT APPLICABLE
MILESTONE 1.	5: Strengthen Prior I	Learning Assessment initiative.	NOT APPLICABLE
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document to curriculum is under revision to re-align curriculum per IBON	
	☐ In Progress	students can complete CNA as a non-credit option for tran-	
	☐ Attempted	program.	
	☐ Never Started		
QUALITY	☐ Satisfactory	A review of signature program documents provided and resources found on the S Commons website reveal no information regarding what revisions to the nursing	
	☐ Unsatisfactory	program are in progress or have been completed.	
	X Unclear	A review of syllabi for courses in the Associate Degree Nurgrant period do not indicate evidence of changes to these frame.	
		A review of signature program documents provided and recommons website reveal no evidence of a non-credit cour prerequisite course for the associate degree nursing prograis listed on the Nursing Course Information document, how college website resulted in locating this information at the fhttps://www.iwcc.edu/future_student/guides/pracnursing.as	se option for CNA as a am. Only the credit course vever a quick search of the following link:
		There is a clear pathway from CNA to PN to ADN identified documents on SkillsCommons reveal information regarding institution on the ADN program information sheet and evide fairs. A review of documents submitted after the initial SME year transfer institutions.	g transfer to a 4-year ence of several transfer
		There is no evidence found on the curriculum map to indicaprerequisite courses, practical nursing courses, or general with ADN program outcomes. Only ADN program courses outcomes.	education courses align
		A review of documents submitted after the initial SME repo curriculum map so the quality of this deliverable remains u	

		DELIVERABLE 1.2: Updated college facilities	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact there were major purchases towards	
	☐ In Progress	the Nursing program that helped with start-up and expansion of CNA programs.	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents provided and resources found	
	☐ Unsatisfactory	on Skills Commons found no evidence to indicate what the major purchases were or how they were utilized for this signature program.	
	X Unclear		
		A review of documents submitted after the initial SME report revealed the following related to this deliverable:	
		November 17, 2016 Nursing Advisory Board minutes – mention of the use of IHUM grant funds for <i>more equipment purchases</i> .	
		No information regarding what items were purchased could be found in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report so the quality of this deliverable is unclear.	
		DELIVERABLE 1.3: Offer new credentials	
STATUS	X Completed	COMMENTS: Per the Statement of Grant, the option of credit CNA program was added.	
	☐ In Progress	auueu.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of signature program documents provided and resources found on the Skills Commons website reveal evidence that a 3.0 credit CNA course is	
	☐ Unsatisfactory	included as a prerequisite for the associate degree nursing program.	
	☐ Unclear		
	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry representatives	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document healthcare program representatives met with individuals from area healthcare facilities to discuss	
	X In Progress	opportunities for students to learn about resumes and professionals directly from	
	☐ Attempted	Human Resource professionals.	
	□ Never Started	In addition, per the Statement of Grant Impact document, Dr. Pepin, Director of Nursing, is focusing on making the externship, clinical, and preceptorship guidelines more professionally based.	
		A review of documents submitted after the initial SME report revealed some additional process towards this deliverable, however, no letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report	
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents provided and resources found	
	X Unsatisfactory	on Skills Commons revealed no evidence to indicate that the described discussions resulted a commitment from these employers.	
	□ Unclear		
	•		

		A review of documents submitted after the initial SME reported to this deliverable: November 17, 2016 Nursing Advisory Board minustry representation: Karen Buman, Myrtue Memorial Hospita Brian Cooley, CHI Health Jenene Vandenburg, Methodist Jennie Edro Diane Lee, CHI Health No letters of commitment were found from employers and/in the initial documentation provided, in documents on Skil documents submitted after the initial SME report	utes includes the following I Edmundson; mundson; or industry representatives
	DELIVERABLE 1.	5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	NOT APPLICABLE	COMMENTS: NA	
	DELIVERABLE 1.6: C	ontinue PLA progress started in I-AM (Round 2 - TA	
STATUS	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact strict guide bodies restrict the option of prior learning assessment and cannot be pursed.	therefore the option
		2: Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2	3: Create and distrib	oute Open Educational Resources.	X Complete
	D	0.4 B 1 !! !!	☐ Incomplete
STATUS		2.1: Public licensing of curricula and training mater COMMENTS: Documents and training materials developed f	
SIAIUS	X Completed	are available for public download on SkillsCommons	or the signature program
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: A review of documents posted on SkillsComm One nursing program tutor schedule 	ons revealed:
	☐ Unsatisfactory	Three ADN marketing documents	
	□ Unclear	21 ADN program course syllabi	
	Deliverable 2	2.2: Distribution through project and online reposito	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons.	all material created using
	☐ In Progress	grant funds were posted on Skinscommons.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory		

	☐ Unsatisfactory☐ Unclear	COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi	on SkillsCommons
STATUS		VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offering	og of on-line and blended
OTATOS	NOT APPLICABLE	course offerings was not pursued due to accreditation con	
	Deliver	ABLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the ADN program was not addressed on the original Statement of Grant Impact document, however information	
	☐ In Progress	related to this deliverable was noted in documents submitt	
	☐ Attempted	report.	
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS: A review of nursing course syllabi reveals the	expectation of attendance
	☐ Unsatisfactory	in simulation lab as part of the Clinical Absence policy.	
	X Unclear	A review of documents submitted after the initial SME report reveal the following related to this deliverable: • November 17, 2016 Nursing Advisory Board Meeting minutes: There will be a new Director of Simulation and the CNA Program starting in January, Ms. Crystal Saulsberry. Simulation lab as part of the clinical absence policy and the hiring of a new director of simulation alone do not assure the incorporation simulation into course, therefore the quality of this deliverable is unclear.	
	ERABLE 2.5: Develop	ment and publication of a scorecard that updates o	n a regular basis
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	STRATEGY 3: Cre	eate Expanded & Individualized Student Support Se	ervices
MILESTONE 3.	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	.2: Improve student of	career planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.1:	Develop and implement online, modular-based pro	
STATUS	NOT APPLICABLE	COMMENTS: As noted in deliverable 2.3, the Statement of of on-line and blended course offerings was not pursued constraints.	

DELIVERABLE	3.2: "Bootcamps", i	ndividual/peer tutoring, individual hands-on lab assistance, and utilization
STATUS	V a i i i	of Pathway Navigators COMMENTS: Per the Statement of Grant Impact document targeted
SIAIUS	X Completed	remediation services are provided for the signature program. Student services
	☐ In Progress	staff attended training on Career Coach software.
	☐ Attempted	 -
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the following support services are available for the ADN program:
	□Unsatisfactory	Advisor for IHUM programs to assist with prerequisites and planning for the
	□ Unclear	signature programs. ROC Advising and Career Planning
		A review of signature program documents provided and program documents on posted on SkillCommons found the following: • Student resources listed in ADN course syllabi: • Access to Cyber Library • Free tutoring and academic assistance
		 Free online tutoring
		 Specialized tutor help for nursing and biology Bookmarks with contact information for health science related course tutor.
	DELIVEDADI E 3 3: Ta	rgeted recruitment marketing materials on multiple platforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document targeted recruitment efforts
	☐ In Progress	have been employed.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document various faculty and staff
	□Unsatisfactory	attended high school recruitment events to share about grant programs and that local IWD and vocational rehab organizations refer students to the college.
	□ Unclear	The following marketing materials related to the ADN program were found on the SkillsCommons website: • Nursing program promotional video • Radio advertisement • ADN program information sheet
		Nursing Career exploration day flyer
		There is a direct link to a webpage that describes the Associate Degree Nursing program from the Enhance Iowa webpage.
DELIVERABLE 3.4: Implement a		a web-based tool that can generate regional LMI paired with applicable programs of study
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact
	☐ In Progress	document, however there is evidence of achievement of this deliverable for the ADN program
	☐ Attempted	, r5
	☐ Never Started	

QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by IWCC and a link to the			
	□Unsatisfactory	college goes directly to a webpage describing the signature			
	□Unclear	the area.	,		
		eate & Improve Alignment with Industry & State Age	ncies		
		ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE		
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete		
			□ Incomplete		
MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete		
			□ Incomplete		
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete		
			□ Incomplete		
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-based events.			X Complete		
			□ Incomplete		
DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee					
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,			
	□In Progress	representative guest spoke about their Enlist, Education, a initiative in conjunction with Home base lowa. There is no			
	☐ Attempted	where or to whom the guest speaker presented.	miormation rogaramig		
	□ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the			
	☐ Unsatisfactory	following documents related to this deliverable: November 16, 2017 Advisory Council meeting min	nutes (first page only)		
	□ Unclear	 April 14, 2016 Nursing Advisory Board Meeting m 	ninutes		
		November 17, 2016 Nursing Advisory Board Mee	ting minutes		
	DELIVERABLE 4.2: N	ew industry partnerships developed during the gra			
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document were developed during the grant period.	, new Industry partnerships		
	☐ In Progress	word developed during the grant period.			
	☐ Attempted				
	□Never Started				
QUALITY	X Satisfactory	COMMENTS : Per the Statement of Grant Impact document facilities are listed as new industry partners.	the following healthcare		
	☐ Unsatisfactory	Hill Crest Health			
	□ Unclear	Westridge Quality CareNebraska Methodist Health System			
DEI	IVERABLE 4.3: IHUM a	and RAP materials developed in collaboration with s	state agencies		
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is clear evidence of marketing materials and collaborative			
	□ In Progress	Tuocument, nowever there is clear evidence of marketing m	ateriais and collaborative		

QUALITY	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website. COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds Several documents also include lowa Workforce Development information.	
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.	
	☐ In Progress	conege to learn more about the signature program.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college.	
	☐ Unsatisfactory	organizations refer students to the conege.	
	□ Unclear		
DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually			
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of a career fair during 2016. A	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:	
	☐ Unsatisfactory	September 21, 2016 Career Fair flyer	
	□Unclear	 October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair 	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Advance Placement Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Synopsis of Findings:

Although listed as a separate program very little information regarding this signature program was provided. Associate Degree Nursing program information was utilized to complete several deliverables.

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance learning experiences for students in the Advance Placement Associate Degree Nursing program. Simulation learning experiences are integrated into the program. A pathway for advancement from PN to obtainment of a BSN is provided Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Incomplete Milestones

1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Expanded simulation in courses and trainings
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
		th relevant national standards and	X Complete	
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.		NOT APPLICABLE		
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	□ Complete	
			X Incomplete	
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		NOT APPLICABLE		
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative.		NOT APPLICABLE		
	DEL	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document curriculum is under revision to re-align curriculum per IBOI		
	☐ In Progress	curricularitis under revision to re-diign curricularit per ibor	Viccommendation.	
	☐ Attempted			
	☐ Never Started			
QUALITY	☐ Satisfactory	A review of signature program documents provided and re Commons website reveal no information regarding what re		
	☐ Unsatisfactory	program are in progress, have been completed, or how the		
	X Unclear	Advanced Placement ADN program.		
		 A review of signature program documents provided and re Commons website reveal very little information about the Aprogram. There is no evidence found on the Advance Place indicate how non-credit or credit prerequisite cour courses align with program outcomes. Only ADN aligned with program outcomes. There is no Nursing Course Information document Placement option so it is unclear what course are signature program. Per the document provided all courses must be completed in order to obtain the 	Advance Placement ADN ement curriculum map to rses or general education program courses are at specific to the Advance required to complete this I PN and general ed ADN AAS degree	
		 A pathway from CNA to PN to Advance Placement Nursing Program Pathway document, however are show only the option to move directly from the conformation. There is no indication students can enter the program as an LPN or care completed their PN program at another school. There is no information about the Advance Place program information sheet found in marketing documents sheet clearly states that students must first beging entering into the PN program before moving into the PN program at an account program account program at an account program account program at an account program at a accou	rrows on this document llege's PN program to the n on the pathway that n enter the program if they ment option on the ADN cuments. The information their nursing career by	

		A review of documents submitted after the initial SME report revealed no revised or additional information so the quality of this deliverable remains unclear.
		DELIVERABLE 1.2: Updated college facilities
STATUS	NOT APPLICABLE	COMMENTS: A review of initial documentation provided indicate that this deliverable is non-applicable to this signature program. Per the Statement of Grant Impact there were major purchases towards the Nursing program that helped with start-up and expansion of CNA program. However, this expansion does not apply to this signature program because all students admitted must be a licensed PN
		DELIVERABLE 1.3: Offer new credentials
STATUS	NOT APPLICABLE	COMMENTS: A review of initial documentation provided indicate that this deliverable is non-applicable to this signature program. Per the Statement of Grant, the option of credit CNA program was added, however this credential does not apply to this signature program because all students admitted must be a licensed PN.
1	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry representatives
STATUS	☐ Completed X In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document healthcare program representatives met with individuals from area healthcare facilities to discuss opportunities for students to learn about resumes and professionals directly from Human Resource professionals.
	□ Never Started	In addition, per the Statement of Grant Impact document, Dr. Pepin, Director of Nursing, is focusing on making the externship, clinical, and preceptorship guidelines more professionally based.
		A review of documents submitted after the initial SME report revealed some additional process towards this deliverable, however, no letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report
QUALITY	☐ Satisfactory X Unsatisfactory	COMMENTS: A review of signature program documents provided and resources found on Skills Commons revealed no evidence to indicate that the described discussions resulted in a commitment from these employers.
	□ Unclear	A review of documents submitted after the initial SME report revealed the following related to this deliverable: • November 17, 2016 Nursing Advisory Board minutes includes the following industry representation: • Karen Buman, Myrtue Memorial Hospital • Brian Cooley, CHI Health • Jenene Vandenburg, Methodist Jennie Edmundson; • Courtney Schmidt, Methodist Jennie Edmundson; • Diane Lee, CHI Health No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report
	DELIVERABLE 1	.5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	NOT APPLICABLE	COMMENTS: NA

	DELIVERABLE 1.6: Continue PLA progress started in I-AM (Round 2 – TAACCCT)			
Status	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact strict guidelines from accreditation bodies restrict the option of prior learning assessment and therefore the option cannot be pursed.		
		2: Advance Online & Technology-Enabled Learning	g	
MILESTONE 2.	1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete	
			□ Incomplete	
MILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	NOT APPLICABLE	
MILESTONE 2.	3: Create and distrib	oute Open Educational Resources.	X Complete	
			□ Incomplete	
	Deliverable	2.1: Public licensing of curricula and training mater	rials	
STATUS	X Completed	COMMENTS: Documents and training materials developed fare available for public download on SkillsCommons	for the signature program	
	☐ In Progress	are available for public download on SkillsCommons		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm	ons revealed:	
	☐ Unsatisfactory	 One nursing program tutor schedule Three ADN marketing documents 		
	□ Unclear	21 ADN program course syllabi		
	DELIVERABLE :	2.2: Distribution through project and online reposite	ories	
		2.2. Distribution timough project and chimic reposit	01163	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document		
STATUS				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document		
STATUS	X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact document		
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted	all material created using	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed:	all material created using	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents	all material created using	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: • One nursing program tutor schedule	all material created using	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents ADN program course syllabi VERABLE 2.3: Offering online/blended programs	all material created using on SkillsCommons	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin	all material created using on SkillsCommons g of on-line and blended	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents ADN program course syllabi VERABLE 2.3: Offering online/blended programs	all material created using on SkillsCommons g of on-line and blended	
QUALITY	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear DEL NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin	all material created using on SkillsCommons g of on-line and blended	
QUALITY	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear DEL NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin course offerings was not pursued due to accreditation constants. RABLE 2.4: Incorporation of simulation into courses COMMENTS: Information related to this deliverable for the A	all material created using on SkillsCommons g of on-line and blended straints.	
QUALITY	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear DELL NOT APPLICABLE DELIVER	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin course offerings was not pursued due to accreditation constants.	all material created using on SkillsCommons g of on-line and blended straints. Advanced Placement ADN Grant Impact document,	
QUALITY	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear DELI NOT APPLICABLE DELIVER X Completed	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin course offerings was not pursued due to accreditation consequences. RABLE 2.4: Incorporation of simulation into courses COMMENTS: Information related to this deliverable for the Approgram was not addressed on the original Statement of Grant Impact, and addr	all material created using on SkillsCommons g of on-line and blended straints. Advanced Placement ADN Grant Impact document,	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVER X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin course offerings was not pursued due to accreditation constant account of the ABLE 2.4: Incorporation of simulation into courses COMMENTS: Information related to this deliverable for the Aprogram was not addressed on the original Statement of Grant Impact, and accreditation constant account of the Approgram was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the original S	all material created using on SkillsCommons g of on-line and blended straints. Advanced Placement ADN Grant Impact document,	
QUALITY	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear DELI NOT APPLICABLE DELIVER X Completed In Progress Attempted	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: One nursing program tutor schedule Three ADN marketing documents 21 ADN program course syllabi VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin course offerings was not pursued due to accreditation constant account of the ABLE 2.4: Incorporation of simulation into courses COMMENTS: Information related to this deliverable for the Aprogram was not addressed on the original Statement of Grant Impact, and accreditation constant account of the Approgram was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the offering course offerings was not addressed on the original Statement of Grant Impact, the original S	all material created using on SkillsCommons g of on-line and blended straints. Advanced Placement ADN Grant Impact document, in documents submitted	

	X Unclear	A review of documents submitted after the initial SME report reveal the following related to this deliverable: • November 17, 2016 Nursing Advisory Board Meeting minutes: There will be a new Director of Simulation and the CNA Program starting in January, Ms. Crystal Saulsberry. Simulation lab as part of the clinical absence policy and the hiring of a new director of simulation do not assure the incorporation simulation into course, therefore the quality of this deliverable is unclear.	
	ERABLE 2.5: Develop	ment and publication of a scorecard that updates o	n a regular basis
STATUS	NOT APPLICABLE	COMMENTS: NA	
MILESTONE 3		eate Expanded & Individualized Student Support Se lized recruitment and retention efforts.	
WILLSTONE 3.	1. Implement specia	inzed recontinient and retention enorts.	X Complete
MII ESTONE 3	2: Improve student o	earner planning	☐ Incomplete
WIILESTONE 3.	z. improve student c	Laieer planning.	X Complete
M::	0.		□Incomplete
programs.	3: Implement accele	rated and/or contextualized remediation	X Complete
programor	DELIVEDADI E 2.4	: Develop and implement online, modular-based pro	Incomplete
STATUS	NOT	COMMENTS: As noted in deliverable 2.3, the Statement of Comments	
• miles	APPLICABLE	on-line and blended course offerings was not pursued due	
ELIVERABLE 3	.2: "Bootcamps", inc	dividual/peer tutoring, individual hands-on lab assis	stance, and utilization of
STATUS	V -	Pathway Navigators COMMENTS: Per the Statement of Grant Impact docum	pont targeted remediation
SIAIUS	X Completed	services are provided for the signature program. Stud	•
	☐ In Progress	attended training on Career Coach software.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: Per the Statement of Grant Impact document, the following support services are available for the Advance Placement ADN program: Advisor for IHUM programs to assist with prerequisites and planning for the 	
	□Unsatisfactory		
	□ Unclear	signature programs. • ROC Advising and Career Planning	
		A review of signature program documents provided and pr posted on SkillCommons found the following: • Student resources listed in ADN course syllabi: • Access to Cyber Library • Free tutoring and academic assistance • Free online tutoring • Specialized tutor help for nursing and bid • Bookmarks with contact information for health sc	blogy

	DELIVERABLE 3.3: Ta	argeted recruitment marketing materials on multiple	platforms
STATUS	□Completed	COMMENTS: Per the Statement of Grant Impact document	targeted recruitment efforts
	X In Progress	have been employed.	
	☐ Attempted		
	□Never Started		
QUALITY	□ Satisfactory	COMMENTS: As noted in Deliverable 1.1, there is no inform	
	☐ Unsatisfactory	Placement option on the ADN program information sheet f documents. The information sheet clearly states that stude	
	X Unclear	nursing career by entering into the PN program before mo	
		No information regarding the Advance Placement option c materials found on the SkillsCommons website.	ould be found in marketing
		There is a direct link to a webpage that describes healthca from the Enhance lowa webpage, however there is no information about the ADN prowording as noted on the ADN program information shee documents.	ormation about the Advance gram includes the same
		No additional information regarding this deliverable w submitted after the initial SME report therefore the qu remains unclear.	
DELIVER	ABLE 3.4: Implement	a web-based tool that can generate regional LMI pa	ired with applicable
	1	programs of study	1 10 11
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of achievement of this deliverable for the	
	☐ In Progress	Advance Placement ADN program	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage reabundance of healthcare jobs in the area served by IWCC	
	□Unsatisfactory	goes directly to a webpage describing the signature progra	
	□Unclear		
		eate & Improve Alignment with Industry & State Ag	encies
from IWD, IE industries).	EDA, lowa DE and fo	ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4	.2: Create or strengt	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4	.4: Collaborate with	state agencies on a participant referral process.	X Complete
			□ Incomplete
			X Complete

	MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-				
based events. Deliverable 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory					
committee					
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, representative guest spoke about their Enlist, Education, a			
	□In Progress	initiative in conjunction with Home base Iowa. There is no			
	☐ Attempted	or to whom the guest speaker presented.			
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reversion following documents related to this deliverable:			
	☐ Unsatisfactory	November 16, 2017 Advisory Council meeting min	nutes (first page only)		
	□ Unclear	 April 14, 2016 Nursing Advisory Board Meeting m 	inutes		
		November 17, 2016 Nursing Advisory Board Mee			
0-,-,-		lew industry partnerships developed during the gra			
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document were developed during the grant period.	, new industry partnerships		
	☐ In Progress	, , ,			
	☐ Attempted				
	□Never Started				
QUALITY	X Satisfactory	COMMENTS : Per the Statement of Grant Impact document the following facilities are listed as new industry partners.			
	☐ Unsatisfactory	Hill Crest Health			
	□ Unclear	Westridge Quality Care Nathanaka Mathadiat Haalth Cartage			
_		Nebraska Methodist Health System			
STATUS		and RAP materials developed in collaboration with COMMENTS: This deliverable was not addressed on the Sta			
SIAIUS	X Completed	document, however there is clear evidence of marketing m	•		
	☐ In Progress	efforts found in the documents provided and on the Emsi C on the Creative Commons website.	Career Coach webpage and		
	☐ Attempted	on the Creative Commons website.			
	□Never Started				
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Er webpage goes directly to a webpage describing the signati			
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed a	. •		
	□Unclear	There are promotional products for this signature program	located on the Creative		
		Commons website. All documents include the Enhance lov			
		developed with grant funds			
		Several documents also include Iowa Workforce Development	nent information.		
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for re	eferrals		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential s			
	☐ In Progress	college to learn more about the signature program.			
	☐ Attempted				

	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college.
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.5: A m	inimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016. A
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:
	☐ Unsatisfactory	September 21, 2016 Career Fair flyer
	□Unclear	 October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October
		30, 2017 Career/Transfer Fair
		 List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Biology Degree Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Synopsis of Findings:

There is very little information on this program

Milestones completed:

- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, it is unclear how IWCC utilized the IHUM grant to enhance educational opportunities for students in the Biology program. Retention efforts are in place. Opportunities to collaborate with area employers is provided.

Incomplete Milestones

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials in adequate information
- 1.3: Expand and enhance work-based learning experiences No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.
- 4.2: Create or strengthen regional industry advisory committees No evidence of an advisory board or
 minutes from advisory board meetings were found in the initial documentation provided, in documents on Skills
 Commons, or in documents submitted after the initial SME report. See associated deliverable for more information.

Milestones Not Addressed- no information provided::

- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 4.3: Create joint marketing and outreach efforts with state agencies

Non-applicable Milestones

 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Expanded simulation in courses and trainings
- Aligning curriculum with national standards and recognized credentials

	STRATEGY '	1: Expand & Enhance Sector-Driven Career Pathway	ys	
		th relevant national standards and	□ Complete	
industry/em	ployer recognized cr	redentials.	X Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE	
MILESTONE 1.3: Expand and enhance work-based learning experiences.		NOT APPLICABLE		
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		•	NOT APPLICABLE	
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative.			NOT APPLICABLE	
	DEL	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	☐ Completed	COMMENTS: Information related to this deliverable for the B addressed on the Statement of Grant Impact document.	iology program was not	
	☐ In Progress	addressed on the Statement of Grant Impact document.		
	X Attempted			
	☐ Never Started			
QUALITY	☐ Satisfactory	A review of signature program documents provided and re		
	X Unsatisfactory	Commons website reveal only a curriculum map for this pr	ogram.	
	□ Unclear	No program information and overview documents, course	information document,	
		syllabi, or program pathways were found.		
		All courses on the curriculum map are matched to courses identified, however no Biology Course Information document was provided so alignment of the actual curriculum to program outcomes cannot be evaluated.		
		No additional documents related to this deliverable we after the initial SME report.	ere submitted for review	
		DELIVERABLE 1.2: Updated college facilities		
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was for	•	
	☐ In Progress	program documents provided or in program documents on No additional documents related to this deliverable we	•	
	☐ Attempted	after the initial SME report.	or sasification to to town	
	X Never Started			
QUALITY	☐ Satisfactory	COMMENTS: NO information provided.		
	□Unsatisfactory			
	☐ Unclear			
		DELIVERABLE 1.3: Offer new credentials		
STATUS	☐ Completed	COMMENTS: No evidence related to this deliverable was for program documents provided or in program documents on	•	
	☐ In Progress	No additional documents related to this deliverable we		
	☐ Attempted	after the initial SME report.		
	X Never Started			

□ Satisfactory □ Unsatisfactory		
□ Unclear		
DELIVERABLE 1.4: Letters of commitment from employers and industry representations.	esentatives	
STATUS Completed COMMENTS: Per the Statement of Grant Impact document healt	ealthcare program	
representatives met with individuals from area healthcare facilit opportunities for students to learn about resumes and profession		
X Attempted Human Resource professionals.	,	
□ Never Started		
QUALITY		
X Unsatisfactory on Skills Commons revealed no evidence to indicate that the de resulted a commitment from these employers.	e described discussions	
□ Unclear		
No letters of commitment were found from employers and industrial the documentation provided or in documents on Skills Common		
documents related to this deliverable were submitted for re		
SME report.		
DELINIEDADLE 4 Ex Devial armount and milet of DAD (EICC MCC NICC on I		
DELIVERABLE 1.5: Development and pilot of RAP (EICC, KCC, NICC only STATUS NOT COMMENTS: NA	oniy)	
APPLICABLE		
	1000T\	
DELIVERABLE 1.6: Continue PLA progress started in I-AM (Round 2 – TAAC		
STATUS — a	nd in the signature	
STATUS Completed COMMENTS: No evidence related to this deliverable was found in program documents provided or in program documents on post	osted on SkillCommons.	
program documents provided or in program documents on post No additional documents related to this deliverable were s	osted on SkillCommons.	
□ In Progress □ Attempted □ Attempted □ In Progress □ Attempted □ Attempted □ In Progress □ Attempted □ Attempted □ In Progress □ In Progre	osted on SkillCommons.	
□ In Progress □ Attempted X Never Started □ Completed program documents provided or in program documents on post No additional documents related to this deliverable were s after the initial SME report.	osted on SkillCommons.	
□ In Progress □ Attempted X Never Started QUALITY □ Satisfactory Completed program documents provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. Comments provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. Comments provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report.	osted on SkillCommons.	
□ In Progress □ Attempted X Never Started □ Satisfactory □ Unsatisfactory □ Unsatisfactory	osted on SkillCommons.	
□ In Progress □ Attempted X Never Started □ Unsatisfactory □ Unclear □ Unclear □ In Progress □ Attempted ■ Comments provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. Comments: No information provided.	osted on SkillCommons.	
□ In Progress □ Attempted X Never Started □ Unsatisfactory □ Unclear □ Unclear □ STRATEGY 2: Advance Online & Technology-Enabled Learning	osted on ŠkillCommons. e submitted for review	
□ In Progress □ Attempted ■ X Never Started □ Unsatisfactory □ Unclear STRATEGY 2: Advance Online & Technology-Enabled Learning MILESTONE 2.1: ENHANCE AND EXPAND SIMULATION INTO COURSES AND TRAININGS. program documents provided or in program documents on post No additional documents related to this deliverable were s after the initial SME report. Comments provided or in program documents on post No additional documents related to this deliverable were s after the initial SME report. Comments provided or in program documents on post No additional documents related to this deliverable were s after the initial SME report. Comments provided or in program documents on post No additional documents related to this deliverable were s after the initial SME report. Comments provided or in program documents on post No additional documents related to this deliverable were s after the initial SME report.	osted on ŠkillCommons. e submitted for review Complete	
□ In Progress □ Attempted ■ X Never Started □ Unsatisfactory □ Unclear STRATEGY 2: Advance Online & Technology-Enabled Learning MILESTONE 2.1: ENHANCE AND EXPAND SIMULATION INTO COURSES AND TRAININGS.	□ Complete X Incomplete	
program documents provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. QUALITY	□ Complete □ Complete □ Complete	
program documents provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. Attempted X Never Started Comments: No information provided. QUALITY Satisfactory Unsatisfactory Unclear Unclear Strategy 2: Advance Online & Technology-Enabled Learning Milestone 2.1: Enhance and expand simulation into courses and trainings. X	□ Complete X Incomplete Complete X Incomplete X Incomplete	
Description Progress Program documents provided or in program documents on post No additional documents related to this deliverable were stafter the initial SME report. Value	□ Complete X Incomplete □ Complete Value Complete □ Complete □ Complete □ Complete □ Complete □ Complete	
program documents provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. Attempted X Never Started	Complete Complete Complete Complete Complete Complete Complete Complete Incomplete Complete Incomplete	
Deliverable	□ Complete X Incomplete □ Complete X Incomplete □ Complete X Incomplete □ Complete X Incomplete □ Complete □ Complete	
program documents provided or in program documents on post No additional documents related to this deliverable were safter the initial SME report. Attempted	Complete Complete Complete Complete Complete X Incomplete Complete X Incomplete Complete X Incomplete Incomplete S Incomplete Incomplete S Incomplete Incomplete S Incomplete	

	X Never Started	
QUALITY	□ Satisfactory	COMMENTS: NO information provided.
	□Unsatisfactory	-
	□ Unclear	-
		2.2: Distribution through project and online repositories
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was found in the signature
	☐ In Progress	program documents provided or in program documents on posted on SkillCommons. No additional documents related to this deliverable were submitted for review
	☐ Attempted	after the initial SME report.
	X Never Started	
QUALITY	□ Satisfactory	COMMENTS: NO information provided.
	□Unsatisfactory	
	□ Unclear	
	DEL	IVERABLE 2.3: Offering online/blended programs
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact, the offering of on-line and blended course offerings was not pursued due to accreditation constraints.
	☐ In Progress	Course offerings was not pursued due to accreditation constraints.
	X Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS: No evidence related to this deliverable was found in the signature program documents provided or in program documents on posted on SkillCommons
	X Unsatisfactory	No additional documents related to this deliverable were submitted for review
	□Unclear	after the initial SME report.
	DELIVE	RABLE 2.4: Incorporation of simulation into courses
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was found in the signature program documents provided or in program documents on posted on SkillCommons.
	☐ In Progress	No additional documents related to this deliverable were submitted for review
	☐ Attempted	after the initial SME report
	X Never Started	
QUALITY	☐ Satisfactory	COMMENTS: NO information provided.
	□Unsatisfactory	
	□ Unclear	
	VERABLE 2.5: Develop	oment and publication of a scorecard that updates on a regular basis
STATUS	□ Completed	COMMENTS: Information related to this deliverable for the Biology program was not addressed on the Statement of Grant Impact document.
	☐ In Progress	- auditosou on the otalomont of orant impact assuments
	☐ Attempted	
_	X Never Started	
QUALITY	□ Satisfactory	COMMENTS: No evidence related to this deliverable was found in the signature program documents provided or in program documents on posted on Skill Commons.
	□Unsatisfactory	program documents provided or in program documents on posted on skill commons.
	□ Unclear	

STRATEGY 3: Create Expanded & Individualized Student Support Services			
MILESTONE 3		lized recruitment and retention efforts.	□ Complete
			X Incomplete
MILESTONE 3.2: Improve student career planning.		□ Complete	
			X Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.1:	Develop and implement online, modular-based pro	
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was for program documents provided or in program documents on	
	☐ In Progress	SkillCommons. No additional documents related to this	
	☐ Attempted	submitted for review after the initial SME report.	
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NO information provided.	
	□Unsatisfactory		
	□ Unclear		
DELIVER	RABLE 3.2: "Bootcamp	os", individual/peer tutoring, individual hands-on la	o assistance, and
	T	utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact docum remediation services are provided for the signature pr	•
	☐ In Progress	ervices staff attended training on Career Coach software.	
	☐ Attempted	g can	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, services are available:	the following support
	□Unsatisfactory	Advisor for IHUM programs to assist with prerequipment.	isites and planning for
	□ Unclear	the signature programs.	
		ROC Advising and Career Planning	
		A review of signature program documents provided and prosted on SkillCommons found bookmarks with contact into	
		science related course tutor.	offilation for fleatin
0	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple	
STATUS	☐ Completed	COMMENTS: Per the Statement of Grant Impact document efforts have been employed.	targeted recruitment
	☐ In Progress		
	X Attempted		
	□ Never Started		

QUALITY	☐ Satisfactory X Unsatisfactory ☐Unclear	COMMENTS: Per the Statement of Grant Impact document attended high school recruitment events to share about grallocal IWD and vocational rehab organizations refer student A review of signature program documents provided, program on SkillCommons, a review of the Enhance lowa website for information for this program. It is unclear if recruitment for to occurred on multiple platforms. web-based tool that can generate regional LMI pair	ant programs and that its to the college. am documents on posted ound found no marketing this signature program
	,	programs of study	
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was for program documents provided or in program documents on	
	☐ In Progress	SkillCommons. No additional documents related to this	
	☐ Attempted	submitted for review after the initial SME report.	
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: NO information provided.	
	□Unsatisfactory		
	□ Unclear		
from IWD, IE industries).	1: Develop IHUM Sec DA, lowa DE and fou	ate & Improve Alignment with Industry & State Age ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	□Complete
			X Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	NOT APPLICABLE
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	□ Complete
based event	S.		X Incomplete
DELIVERABL	E 4.1: Meeting minute	es from IHUM Sector Strategy Committee and region committee	nal industry advisory
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, representative guest spoke about their Enlist, Education, a	
	□In Progress	initiative in conjunction with Home base lowa.	па Епроу
	X Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: There is no information regarding where or to	whom the guest speaker
	X Unsatisfactory	presented.	av Committee oo
□ Unclear No evidence of the development of an IHUM Sector Strategy C described in the milestone was provided in the signature program provided or in the documents on Creative Commons			
		No evidence of an advisory committee for this signature pr documents provided or in the documents posted on SkillsC	

	DELIVERABLE 4.2:	New industry partnerships developed during the grant period
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry
	☐ In Progress	partnerships were developed during the grant period.
	X Attempted	
	□Never Started	
QUALITY	□ Satisfactory	COMMENTS: Per the Statement of Grant Impact document the following healthcare
	□ Unsatisfactory	facilities are listed as new industry partners that could provide workplace learning opportunities for this signature program.
	X Unclear	Hill Crest Health
		Westridge Quality CareNebraska Methodist Health System
		·
		However these clinical sites would not be appropriate for this signature program
	LIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS: Information related to this deliverable for the Biology program was not addressed on the Statement of Grant Impact document.
	☐ In Progress	P
	☐ Attempted	
	X Never Started	
QUALITY	☐ Satisfactory	COMMENTS: No evidence related to this deliverable was found in the signature program documents provided or in program documents on posted on Skill Commons.
	□Unsatisfactory	program documents provided of in program documents on posted on ordin commons.
	□ Unclear	
	DELIVERABLE 4.4	: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.
	☐ In Progress	conege to learn more about the signature program.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college
	☐ Unsatisfactory	relef students to the college
	□ Unclear	
	DELIVERABLE 4.5: A n	ninimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the
	☐ Unsatisfactory	following documents related to this deliverable: • September 21, 2016 Career Fair flyer
	□ Unclear	 October 30, 2017 Career/Transfer Fair flyer
		 List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair

	arinda campus nursing students who attended the October 30, 2017 ransfer Fair
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Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Dental Assisting Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance educational experiences and retention and recruitment efforts for the Dental Assisting program. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Opportunities to collaborate with area employers is provided

Incomplete Milestones

1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Expanded simulation in courses and trainings
- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Aligning curriculum with national standards and recognized credentials

	STRATEGY	1: Expand & Enhance Sector-Driven Career Pathw	ays		
		ith relevant national standards and	X Complete		
industry/en	nployer recognized c	recentials.	□ Incomplete		
MILESTONE 1	.2: Align non-credit	offerings with credit courses.	NOT APPLICABLE		
MILESTONE 1	.3: Expand and enha	ance work-based learning experiences.	□ Complete		
			X Incomplete		
	.4: Align Information ships (EICC, KCC, NI	n Technology cluster pathways with CC)	NOT APPLICABLE		
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	NOT APPLICABLE		
	DE	LIVERABLE 1.1: Audited and redesigned curricula			
STATUS	X Completed	COMMENTS: Information related to this deliverable for the was not addressed on the Statement of Grant Impact do			
	□In Progress	related to this deliverable was found in signature program			
	☐ Attempted	Decuments submitted for review after the initial SMI	= roport provide additional		
	☐ Never Started	Documents submitted for review after the initial SMI support information	E report provide additional		
QUALITY	□ Satisfactory	Pathway document indicates employment is the only option for graduates of this			
	□Unsatisfactory	program			
	X Unclear	Review of the program curriculum map found no evidence ducation courses align with Dental Assisting program Assisting program courses are aligned with program out documents submitted after the initial SME report reveal education courses with the curriculum:: • May 8, 2017 Dental Assisting Advisory Meeting Curriculum Review a. Discussion on new courses and credit Everyone was in agreement that a lab Radiography I. Dr. Markham made a material curriculum as presented and Dr. Hajek approved for a carried motion. b. Discussion on prerequisites for the confagreement that the Fall and Summer of Amanda made a motion to approve the and Dr. Hajek seconded the motion Alimotion. A review of program requirements indicates that alignments.	outcomes. Only Dental comes. However, a review of evidence of auditing general minutes: A review of hours in the core curriculum. needed to be added to notion to approve the new a seconded the motion. All re courses. Everyone was in courses needed prerequisites. The prerequisites as presented approved for a carried		
		A review of program requirements indicates that alignme applicable to this signature program.	nt to non-credit courses is no		

		DELIVERABLE 1.2: Updated college facilities
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Information related to this deliverable for the Dental Assisting program was not addressed on the Statement of Grant Impact document, however a review of documents submitted after the initial SME report provide evidence of updating facilities.
QUALITY	X Satisfactory □Unsatisfactory □ Unclear	COMMENTS: A review of documents submitted after the initial SME report reveal the following updates to the DA facilities: Intraoral Cameras Mixed dentition x-ray mannequins Dental X-ray ScanX machine Diagnodent (Cavity Detection Unit) Electronic Pulp Testers
STATUS	NOT APPLICABLE	DELIVERABLE 1.3: Offer new credentials COMMENTS: A review of documents provided indicates this deliverable is not applicable to this signature program.
	DELIVERABLE 1.4: Lett	ters of commitment from employers and industry representatives
STATUS	☐ Completed X In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact document healthcare program representatives met with individuals from area healthcare facilities to discuss opportunities for students to learn about resumes and professionals directly from Human Resource professionals. A review of documents submitted after the initial SME report revealed some additional process towards this deliverable, however, no letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report
QUALITY	☐ Satisfactory X Unsatisfactory ☐Unclear	COMMENTS: A review of signature program documents provided and resources found on Skills Commons revealed no evidence to indicate that the described discussions resulted a commitment from these employers. A review of documents submitted after the initial SME report revealed the following related to this deliverable: • April 20, 2015 Dental Assistant Program Advisory Board minutes includes the following industry representation: ○ Dr. Maribel Caudillo, Inspired Dental ○ Dr. Caitlin Beresford, Bluffs Family Dentistry • May 8, 2017 Dental Assistant Program Advisory Board minutes includes the following industry representation: ○ Dr. Ryan Hajek, My Pediatric Dentist ○ Dr. Mark Markham, Assistant, School of Dentistry, Creighton University No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report

	Deliverable 1	.5: Development and pilot of RAP (EICC, KCC, NICC	Conly)
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 – 1	TAACCCT)
STATUS	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact strict guide bodies restrict the option of prior learning assessment and be pursed.	
		Reviewer note: Documents submitted after the initial SME this deliverable related to using purchased equipment and assessment and skills, however that information does not	technology to strengthen
	STRATEG	Y 2: Advance Online & Technology-Enabled Learnin	ıg
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	D BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable	2.1: Public licensing of curricula and training mate	
STATUS	X Completed	COMMENTS: Documents and training materials developed to available for public download on SkillsCommons	for the signature program are
	☐ In Progress	available for public download on chiliscommons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: A review of documents posted on SkillsComm Three Dental Assisting program marketing documents 	
	☐ Unsatisfactory	Eight Dental Assisting program course syllabi	icito
	□ Unclear		
	Deliverable	2.2: Distribution through project and online reposit	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons.	all material created using
	☐ In Progress	grant turids were posted on okinsoonimons.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: As noted above, review of documents posted Three Dental Assisting program marketing documents 	
	☐ Unsatisfactory	Eight Dental Assisting program course syllabi	ICIIIO
	□ Unclear		

	DEL	LIVERABLE 2.3: Offering online/blended programs	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offer course offerings was not pursued due to accreditation of the course offerings was not pursued to accreditation of the course of t	
	APPLICABLE	Course offerings was not pursued due to accreditation of	constraints.
	DELIVE	RABLE 2.4: Incorporation of simulation into cours	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact docume	
	☐ In Progress	purchase equipment for simulation learning experience	s for this signature program.
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact docume correct teeth were purchased to provide students a har	
	☐ Unsatisfactory	apply course information.	ius-on learning experience to
		Per documents submitted after the initial SME report, the equipment was also purchased Intraoral Cameras Mixed dentition x-ray mannequins Dental X-ray ScanX machine Diagnodent (Cavity Detection Unit) Electronic Pulp Testers Per the Dental Assistant Program SME Response provide experiential learning opportunities to help provide and the provid	document this equipment will
DELI	VERABLE 2.5: Develop	oment and publication of a scorecard that update	s on a regular basis
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	_	reate Expanded & Individualized Student Suppor	t Services
MILESTONE 3	STRATEGY 3: CI	reate Expanded & Individualized Student Suppor lized recruitment and retention efforts.	X Complete
MILESTONE 3	STRATEGY 3: CI		
MILESTONE 3	STRATEGY 3: Co.1: Implement special. 2: Improve student of	lized recruitment and retention efforts.	X Complete
	STRATEGY 3: Co.1: Implement special. 2: Improve student of	lized recruitment and retention efforts.	X Complete ☐ Incomplete
MILESTONE 3 Lack of evide	STRATEGY 3: Control of the strategy of the str	lized recruitment and retention efforts.	X Complete ☐ Incomplete X Complete
MILESTONE 3 Lack of evide	STRATEGY 3: Control of the strategy of the str	career planning.	X Complete ☐ Incomplete X Complete ☐Incomplete X Complete Incomplete
MILESTONE 3 Lack of evide MILESTONE 3 programs.	STRATEGY 3: Ci .1: Implement special .2: Improve student of ence .3: Implement accele Deliverable 3.	career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-based	X Complete ☐ Incomplete X Complete ☐Incomplete X Complete ☐Incomplete ☐Inc
MILESTONE 3 Lack of evide	STRATEGY 3: Co.1: Implement special concernice Deliverable 3.* NOT	career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-based COMMENTS: Per the Statement of Grant Impact, the offer	X Complete ☐ Incomplete X Complete ☐Incomplete X Complete ☐Incomplete ☐Inc
MILESTONE 3 Lack of evide MILESTONE 3 programs.	STRATEGY 3: Ci .1: Implement special .2: Improve student of ence .3: Implement accele Deliverable 3.	career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-based	X Complete Incomplete X Complete Incomplete X Complete Incomplete
MILESTONE 3 Lack of evide MILESTONE 3 programs. STATUS	STRATEGY 3: Co. 1: Implement special 2: Improve student of the special of the s	career planning. rated and/or contextualized remediation 1: Develop and implement online, modular-based COMMENTS: Per the Statement of Grant Impact, the offer course offerings was not pursued due to accreditation of individual/peer tutoring, individual hands-on lab	X Complete Incomplete X Complete Incomplete X Complete Incomplete
MILESTONE 3 Lack of evide MILESTONE 3 programs. STATUS	STRATEGY 3: Co. 1: Implement special 2: Improve student of the special 3: Implement accele Deliverable 3. NOT APPLICABLE E 3.2: "Bootcamps",	career planning. rated and/or contextualized remediation 1: Develop and implement online, modular-based Comments: Per the Statement of Grant Impact, the offe course offerings was not pursued due to accreditation of Pathway Navigators	X Complete Incomplete X Complete Incomplete X Complete Incomplete
MILESTONE 3 Lack of evide MILESTONE 3 programs. STATUS	STRATEGY 3: Constitution of the content of the cont	career planning. Trated and/or contextualized remediation 1: Develop and implement online, modular-based COMMENTS: Per the Statement of Grant Impact, the offer course offerings was not pursued due to accreditation of Pathway Navigators COMMENTS: Per the Statement of Grant Impact documents of Pathway Navigators COMMENTS: Per the Statement of Grant Impact documents are provided for the signature program. Stude	X Complete Incomplete X Complete Incomplete X Complete Incomplete
MILESTONE 3 Lack of evide MILESTONE 3 programs. STATUS	STRATEGY 3: Constitution of the content of the cont	career planning. Prated and/or contextualized remediation 1: Develop and implement online, modular-based Comments: Per the Statement of Grant Impact, the offic course offerings was not pursued due to accreditation of Pathway Navigators Comments: Per the Statement of Grant Impact documents of Pathway Navigators Comments: Per the Statement of Grant Impact documents.	X Complete Incomplete X Complete Incomplete X Complete Incomplete
MILESTONE 3 Lack of evide MILESTONE 3 programs. STATUS DELIVERABL	STRATEGY 3: Constitution of the content of the cont	career planning. Trated and/or contextualized remediation 1: Develop and implement online, modular-based COMMENTS: Per the Statement of Grant Impact, the offer course offerings was not pursued due to accreditation of Pathway Navigators COMMENTS: Per the Statement of Grant Impact documents of Pathway Navigators COMMENTS: Per the Statement of Grant Impact documents are provided for the signature program. Stude	X Complete Incomplete X Complete Incomplete X Complete Incomplete

QUALITY	X Satisfactory □Unsatisfactory □ Unclear	COMMENTS: Per the Statement of Grant Impact document, the following support services are available: • Advisor for IHUM programs to assist with prerequisites and planning for the signature programs. • ROC Advising and Career Planning A review of signature program documents provided and program documents on posted on SkillCommons found the following: • Student resources listed in Dental Assisting program course syllabi: • Access to Cyber Library • Free tutoring and academic assistance • Free online tutoring • Specialized tutor help for nursing and biology • Bookmarks with contact information for health science related course tutor.
STATUS	DELIVERABLE 3.3: T X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact document targeted recruitment efforts have been employed.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document various faculty and staff attended high school recruitment events to share about grant programs and that local IWD and vocational rehab organizations refer students to the college. The following marketing materials related to the Dental Assisting program were found on the SkillsCommons website: Dental Assisting program promotional video Radio advertisement Dental Assisting program handout Career exploration day flyer There is a direct link to a webpage that describes the Dental Assisting program from the Enhance lowa webpage.
DELIVE	 RABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable
	Las	programs of study
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of achievement of this deliverable for the Dental
	☐ In Progress	Assisting program
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by IWCC and a link to the college
	□Unsatisfactory	goes directly to a webpage describing the signature program and jobs in the area.
	□Unclear	

	STRATEGY 4: C	reate & Improve Alignment with Industry & State Age	encies
		ector Strategy Committee consisting of members our consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4	.2: Create or streng	then regional industry advisory committees.	X Complete
			□Incomplete
MILESTONE 4	.3: Create joint mar	keting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4	.4: Collaborate with	state agencies on a participant referral process.	X Complete
			□ Incomplete
		ustry and state agencies on job fairs and mission-	X Complete
based event	is.		□ Incomplete
DELIVERABI	LE 4.1: Meeting minu	utes from IHUM Sector Strategy Committee and regio	nal industry advisory
CTATUO	V.	COMMENTS: Per the Statement of Grant Impact document,	National Cuard
STATUS	X Completed	representative guest spoke about their Enlist, Education, a	
	□In Progress	initiative in conjunction with Home base Iowa. There is no	information regarding
	□Attempted	where or to whom the guest speaker presented.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: No evidence of an advisory committee for this found in initial documents provided or in the documents po	
	☐ Unsatisfactory	Tourid in initial documents provided of in the documents pe	oted off ormsoonimons.
	□ Unclear	A review of documents submitted after the initial SME report documents related to this deliverable:	ort reveal the following
		April 20, 2015 Dental Assistant Program Advisory	/ Board minutes
		May 8, 2017 Dental Assistant Program Advisory	
	DELIVERABLE 4.2:	New industry partnerships developed during the gra	nt period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	, new Industry partnerships
	☐ In Progress	were developed during the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	
	☐ Unsatisfactory	facilities are listed as new industry partners that could prove opportunities for this signature program.	/ide workplace learning
	□ Unclear	Hill Crest Health	
		Westridge Quality CareNebraska Methodist Health System	
DF	 IVERABI E 4.3: IHUM	and RAP materials developed in collaboration with	state agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State	ement of Grant Impact
	☐ In Progress	document, however there is clear evidence of marketing material efforts found in the documents provided and on the Emsi Ca	
	☐ Attempted	on the Creative Commons website	reer Coacii webpage and
	□ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds Several documents also include lowa Workforce Development information.
	DELIVERABLE 4.	4: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the
	☐ In Progress	college to learn more about the signature program.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations
	☐ Unsatisfactory	refer students to the college
	□ Unclear	
	DELIVERABLE 4.5: A	minimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the
	☐ Unsatisfactory	following documents related to this deliverable: • September 21, 2016 Career Fair flyer
	☐ Unclear	October 30, 2017 Career/Transfer Fair flyer
		 List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair
		List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Dental Hygiene Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance educational experiences and retention and recruitment efforts for the Dental Hygienist program. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Opportunities to collaborate with area employers is provided

Incomplete Milestones

1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Expanded simulation in courses and trainings
- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Aligning curriculum with national standards and recognized credentials

		1: Expand & Enhance Sector-Driven Career Pathwa	ys
		ith relevant national standards and	X Complete
maustry/em	ployer recognized c	redentials.	□ Incomplete
MILESTONE 1	.2: Align non-credit	offerings with credit courses.	NOT APPLICABLE
MILESTONE 1.3: Expand and enhance work-based learning experiences.		□ Complete	
			X Incomplete
	.4: Align Information hips (EICC, KCC, NI	n Technology cluster pathways with CC)	NOT APPLICABLE
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	NOT APPLICABLE
	DEI	LIVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the not addressed on the Statement of Grant Impact docume	
	□In Progress	to this deliverable was found in signature program docume	•
	☐ Attempted	D	
	□ Never Started	Documents submitted for review after the initial SME support information	report provide additional
QUALITY	X Satisfactory	Pathway document indicates employment is the only option for graduates of this program	
	☐ Unsatisfactory		
	□ Unclear	Review of the program curriculum map found no evidence education courses align with Dental Hygiene program of Hygiene program courses are aligned with program outco documents submitted after the initial SME report reveal eventuation courses with the curriculum: April 11, 2016 Dental Hygiene Advisory Meeting minutes recommendations to meet work force requirements. Opportunities for growth and development Exposure to technology. Lasers? Photography – intraoral photography – allows patient to take ownership. Four basic views – retracted, a price of the program of the prophyla of the providing an arrative to assist of the providing an arrative to assist of this signature program.	utcomes. Only Dental mes. However, a review of vidence of auditing general curriculum: Curriculum powerful teaching tools and arch views ha photography package ch procedure/care provided exis visits etc. with reimbursement

		DELIVERABLE 1.2: Updated college facilities
STATUS	☐ Completed	COMMENTS: A review of initial documents submitted, documents on Skills Commons and document submitted after the initial SME report reveal no information regarding
	☐ In Progress	this deliverable.
	☐ Attempted	
	X Never Started	
QUALITY	☐ Satisfactory	COMMENTS: NO INFORMATION PROVIDED
	☐ Unsatisfactory	
	X Unclear	
		DELIVERABLE 1.3: Offer new credentials
STATUS	Not	COMMENTS: A review of documents provided indicates this deliverable is not
	APPLICABLE	applicable to this signature program.
D	LELIVERABLE 1.4: Lette	rs of commitment from employers and industry representatives
STATUS	☐ Completed	COMMENTS: Per the Statement of Grant Impact document healthcare program
	X In Progress	representatives met with individuals from area healthcare facilities to discuss opportunities for students to learn about resumes and professionals directly from
	☐ Attempted	Human Resource professionals.
	□ Never Started	A review of documents submitted after the initial SME report revealed some
		additional process towards this deliverable, however, no letters of commitment
		were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents
		submitted after the initial SME report
QUALITY	☐ Satisfactory	COMMENTS: A review of signature program documents provided and resources
40.12.1		found on Skills Commons revealed no evidence to indicate that the described
	X Unsatisfactory	discussions resulted a commitment from these employers.
	□Unclear	A review of documents submitted after the initial SME report revealed the following related to this deliverable:
		April 1, 2016 Dental Hygiene Program Advisory Board minutes includes
		the following industry representation: o Dr. Cary Jackson
		o Dr. Cary Jackson o Angie Kelly RDH
		 Lindsey Gegzna RDH
		Amy Knauss, RDHMegan Ross, RDH
		Megan Ross, RDHMayra L. Perez Garcia
		 Dr. Kathy DeFord
		No letters of commitment were found from employers and/or industry
		representatives in the initial documentation provided, in documents on Skills
		Commons, or in documents submitted after the initial SME report
	DELIVERARI E 1 F	5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	Not	COMMENTS: NA
	APPLICABLE	
	ALL LIVABLE	

	DELIVERABLE 1.6: Co	ontinue PLA progress started in I-AM (Round 2 – TA	· · · · · · · · · · · · · · · · · · ·
STATUS	Not	COMMENTS: Per the Statement of Grant Impact strict guide	
	A PPLICABLE	bodies restrict the option of prior learning assessment and cannot be pursed.	therefore the option
	2	•	
Mu cotone 2		2: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	1
WILESTONE Z	TENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable 2	2.1: Public licensing of curricula and training materi	
STATUS	X Completed	COMMENTS: Documents and training materials developed f are available for public download on SkillsCommons	or the signature program
	☐ In Progress	are available for public download on SkillsCommons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm	ons revealed:
	☐ Unsatisfactory	 Three Dental Hygiene program documents Two Dental Hygiene marketing documents 	
	□ Unclear	, , ,	
	DELIVERABLE 2	.2: Distribution through project and online repositor	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	all material created using
STATUS	X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons.	all material created using
STATUS	·		all material created using
STATUS	☐ In Progress		all material created using
STATUS	☐ In Progress☐ Attempted	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted	
	☐ In Progress ☐ Attempted ☐ Never Started	grant funds were posted on SkillsCommons.	
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents	
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents FRABLE 2.3: Offering online/blended programs	on SkillsCommons
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents (ERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offering	on SkillsCommons g of on-line and blended
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear Deliv	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents FRABLE 2.3: Offering online/blended programs	on SkillsCommons g of on-line and blended
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIV NOT APPLICABLE	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents (ERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offering	on SkillsCommons g of on-line and blended
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIV NOT APPLICABLE	COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents Two Dental Hygiene marketing documents COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation consuments: PRESENTE: Per the Statement of Grant Impact document of Grant Im	on SkillsCommons g of on-line and blended straints. grant funds were utilized
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVERA DELIVERA	grant funds were posted on SkillsCommons. COMMENTS: As noted above, review of documents posted revealed: Three Dental Hygiene program documents Two Dental Hygiene marketing documents (ERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation constant.	on SkillsCommons g of on-line and blended straints. grant funds were utilized
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVERA X Completed	COMMENTS: As noted above, review of documents posted revealed: ■ Three Dental Hygiene program documents ■ Two Dental Hygiene marketing documents COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation constant COMMENTS: Per the Statement of Grant Impact document to purchase equipment for simulation learning experiences	on SkillsCommons g of on-line and blended straints. grant funds were utilized
QUALITY	□ In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear NOT APPLICABLE Deliver X Completed □ In Progress	COMMENTS: As noted above, review of documents posted revealed: ■ Three Dental Hygiene program documents ■ Two Dental Hygiene marketing documents COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation constant COMMENTS: Per the Statement of Grant Impact document to purchase equipment for simulation learning experiences	on SkillsCommons g of on-line and blended straints. grant funds were utilized
QUALITY	□ In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear Deliver NOT APPLICABLE Deliver X Completed □ In Progress □ Attempted	GOMMENTS: As noted above, review of documents posted revealed: • Three Dental Hygiene program documents • Two Dental Hygiene marketing documents COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation constant to purchase equipment for simulation learning experiences program. COMMENTS: Per the Statement of Grant Impact document to purchase equipment for simulation learning experiences program.	on SkillsCommons g of on-line and blended straints. grant funds were utilized a for this signature
QUALITY STATUS STATUS	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIV NOT APPLICABLE DELIVER/ X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: As noted above, review of documents posted revealed: • Three Dental Hygiene program documents • Two Dental Hygiene marketing documents *CERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation consuments: *BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document to purchase equipment for simulation learning experiences program.	on SkillsCommons g of on-line and blended straints. grant funds were utilized a for this signature

DELIVE	ERABLE 2.5: Developn	nent and publication of a scorecard that updates o	n a regular basis
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	STRATEGY 3: Cre	ate Expanded & Individualized Student Support Se	ervices
MILESTONE 3.	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student o	career planning.	X Complete
			□Incomplete
MILESTONE 3. programs.	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.	D=: ::== : = 2.4.	Development in the second control of the sec	Incomplete
CTATUO		Develop and implement online, modular-based pr COMMENTS: Per the Statement of Grant Impact, the offeri	
STATUS	NOT APPLICABLE	course offerings was not pursued due to accreditation co	•
QUALITY	□ Satisfactory	COMMENTS: NA.	
	☐ Unsatisfactory		
	□ Unclear		
DELIVER	RABLE 3.2: "Bootcamp	os", individual/peer tutoring, individual hands-on l	ab assistance, and
CTATUS	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	utilization of Pathway Navigators	t to reated very adjetion
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact documen services are provided for the signature program. Student	
	☐ In Progress	training on Career Coach software.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact documen services are available:	t, the following support
	□Unsatisfactory	Advisor for IHUM programs to assist with prered	quisites and planning for
	□ Unclear	the signature programs.ROC Advising and Career Planning	
		A review of signature program documents provided and posted on SkillCommons found the following: Student resources listed in Dental Hygiene program of Access to Cyber Library	-
		 Free tutoring and academic assistance Free online tutoring Specialized tutor help for nursing and be Bookmarks with contact information for health stutor. 	piology
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact documen	
	☐ In Progress	efforts have been employed.	
	☐ Attempted		

	□ Never Started								
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document various faculty and staff							
	☐ Unsatisfactory	attended high school recruitment events to share about gra local IWD and vocational rehab organizations refer studen							
	□ Unclear	•	•						
		The following marketing materials related to the Dental Hy found on the SkillsCommons website:	giene program were						
		Dental Hygiene program promotional video							
		Radio advertisementDental Hygiene program handout							
		Career exploration day flyer							
		There is a direct link to a webpage that describes the Dent the Enhance lowa webpage.	tal Hygiene program from						
DELIVERA	DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study								
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impadocument, however there is evidence of achievement of this deliverable for the							
	☐ In Progress	Dental Hygiene program	iis deliverable for the						
	☐ Attempted								
	□ Never Started								
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage returned the abundance of healthcare jobs in the area served by IV							
	□Unsatisfactory	college goes directly to a webpage describing the signature							
	□Unclear	area.							
MILESTONE 4			STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members NOT APPLICABLE						
MILLOTONE T		CIOL SITATEON COMMITTEE CONSISTING OF MEMOETS	NOT ADDITIONALE						
from IWD, IE industries).		ur consortium members (representing each of the	NOT APPLICABLE						
industries).	EDA, lowa DE and for		NOT APPLICABLE X Complete						
industries).	EDA, lowa DE and for	ur consortium members (representing each of the							
industries). MILESTONE 4	EDA, lowa DE and for .2: Create or strength	ur consortium members (representing each of the	X Complete						
industries). MILESTONE 4 MILESTONE 4	EDA, lowa DE and for .2: Create or strength .3: Create joint mark	nen regional industry advisory committees. eting and outreach efforts with state agencies.	X Complete □Incomplete						
industries). MILESTONE 4 MILESTONE 4	EDA, lowa DE and for .2: Create or strength .3: Create joint mark	ur consortium members (representing each of the nen regional industry advisory committees.	X Complete □Incomplete X Complete						
MILESTONE 4 MILESTONE 4 MILESTONE 4	EDA, lowa DE and for .2: Create or strength .3: Create joint marks .4: Collaborate with s	eting and outreach efforts with state agencies. State agencies on a participant referral process.	X Complete □Incomplete X Complete □ Incomplete						
MILESTONE 4 MILESTONE 4 MILESTONE 4	.2: Create or strength .3: Create joint marks .4: Collaborate with s	nen regional industry advisory committees. eting and outreach efforts with state agencies.	X Complete □Incomplete X Complete □ Incomplete X Complete						
MILESTONE 4 MILESTONE 4 MILESTONE 4 MILESTONE 4 based event	EDA, Iowa DE and for .2: Create or strength .3: Create joint marke .4: Collaborate with st.	eting and outreach efforts with state agencies. State agencies on a participant referral process. Stry and state agencies on job fairs and mission-	X Complete □Incomplete X Complete □ Incomplete X Complete □ Incomplete □ Incomplete □ Incomplete □ Incomplete □ Incomplete						
MILESTONE 4 MILESTONE 4 MILESTONE 4 MILESTONE 4 based event	EDA, Iowa DE and for .2: Create or strength .3: Create joint marke .4: Collaborate with st.	ur consortium members (representing each of the nen regional industry advisory committees. eting and outreach efforts with state agencies. state agencies on a participant referral process. etry and state agencies on job fairs and mission-	X Complete □Incomplete X Complete □ Incomplete X Complete □ Incomplete □ Incomplete □ Incomplete □ Incomplete □ Incomplete						
MILESTONE 4 MILESTONE 4 MILESTONE 4 MILESTONE 4 based event	EDA, Iowa DE and for .2: Create or strength .3: Create joint marke .4: Collaborate with st.	eting and outreach efforts with state agencies. State agencies on a participant referral process. Stry and state agencies on job fairs and mission- es from IHUM Sector Strategy Committee and regio	X Complete ☐Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete Incomplete ☐ Incomplete						
MILESTONE 4 MILESTONE 4 MILESTONE 4 MILESTONE 4 based event	.2: Create or strength .3: Create joint mark .4: Collaborate with s .5: Partner with industs.	eting and outreach efforts with state agencies. State agencies on a participant referral process. Stry and state agencies on job fairs and mission- es from IHUM Sector Strategy Committee and regio	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete A Complete Incomplete National Guard Industry advisory National Guard Industry Incomplete Incompl						
MILESTONE 4 MILESTONE 4 MILESTONE 4 MILESTONE 4 based event	EDA, Iowa DE and for .2: Create or strength .3: Create joint marks .4: Collaborate with s .5: Partner with industs . E 4.1: Meeting minute X Completed	eting and outreach efforts with state agencies. State agencies on a participant referral process. Stry and state agencies on job fairs and mission- es from IHUM Sector Strategy Committee and regio	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete A Complete Incomplete National Guard Industry advisory National Guard Industry Incomplete Incompl						

QUALITY	X Satisfactory	COMMENTS: No evidence of an advisory committee for this signature program v	
	☐ Unsatisfactory	found in initial documents provided or in the documents posted on SkillsCommons.	
	□ Unclear	A review of documents submitted after the initial SME report reveal the following	
		documents related to this deliverable: • April 11, 2016 Dental Hygiene Program Advisory Board minutes	
		October 23, 2017 Dental Hygiene Program Advisory Board minutes	
	DELIVERABLE 4.2: I	New industry partnerships developed during the grant period	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry partnerships were developed during the grant period.	
	☐ In Progress	partnerships were developed during the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document the following healthcare	
	☐ Unsatisfactory	facilities are listed as new industry partners that could provide workplace learning opportunities for this signature program.	
	□ Unclear	Hill Crest Health Wastridge Quality Core	
		Westridge Quality CareNebraska Methodist Health System	
DF	 IVFRABI F 4.3: IHUM	and RAP materials developed in collaboration with state agencies	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact	
	☐ In Progress	document, however there is clear evidence of marketing materials and collaborative efforts found in the documents provided and on the Emsi Career Coach webpage and	
	☐ Attempted	on the Creative Commons website	
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage	
	☐ Unsatisfactory	goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.	
	□Unclear		
		There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were	
		developed with grant funds	
		Several documents also include Iowa Workforce Development information.	
	DELINIEDADI E 4.4	Outre on offerto to advicate MIDs about II IIIM for referred	
STATUS	X Completed	: Outreach efforts to educate WIBs about IHUM for referrals COMMENTS: Per the Statement of Grant Impact, potential students are referred to the	
	☐ In Progress	college to learn more about the signature program.	
	☐ In Progress ☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations	
	☐ Unsatisfactory	refer students to the college	
	□ Unclear		
		ninimum of one event with industry and state agencies annually	
STATUS	X Completed		

	☐ In Progress☐ Attempted☐ Never Started	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of a career fair during 2016. A
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable: September 21, 2016 Career Fair flyer October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Medical Assistant Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance retention and recruitment efforts for the Medical Assistant program. Curriculum map shows a clear correlation between general education courses and nursing courses to meet program objectives. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Opportunities to collaborate with area employers is provided

Incomplete Milestones

- 1.3: Expand and enhance work-based learning experiences No letters of commitment were found from
 employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons,
 or in documents submitted after the initial SME report. See associated deliverables for more information.
- 4.2: Create or strengthen regional industry advisory committees No evidence of an advisory board or
 minutes from advisory board meetings were found in the initial documentation provided, in documents on Skills
 Commons, or in documents submitted after the initial SME report. See associated deliverable for more information.

Milestones Not Addressed:

2.1: Enhance and expand simulation into courses and trainings.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Expanded simulation in courses and trainings
- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways					
MILESTONE 1.1: Align curricula with relevant national standards and					
industry/employer recognized credentials.			□ Incomplete		
MILESTONE 1.2: Align non-credit offerings with credit courses. NOT APPLICABLE			NOT APPLICABLE		
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	□ Complete		
X Incomplete			X Incomplete		
	MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA NOT APPLICABLE				
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	NOT APPLICABLE		
	DEL	IVERABLE 1.1: Audited and redesigned curricula			
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Nas not addressed on the Statement of Grant Impact docu			
	□In Progress	related to this deliverable was found in signature program			
	☐ Attempted	No additional documents related to this deliverable we	ere submitted for review		
	□ Never Started	after the initial SME report.			
QUALITY	□ Satisfactory	Review of the program curriculum map found no evidence	J		
	☐ Unsatisfactory	education courses align with Medical Assistant program			
	X Unclear	Only MA program courses are aligned with program outco	omes.		
		Pathway document indicates employment is the only optio program.	n for graduates of this		
		A review of program requirements indicates that alignment applicable to this signature program.	to non-credit courses is not		
		DELIVERABLE 1.2: Updated college facilities			
STATUS	☐ Completed	COMMENTS: A review of initial documents submitted and do			
	☐ In Progress	revel no information regarding this deliverable. No addition this deliverable were submitted for review after the ini			
	☐ Attempted		da. o.m. ropord		
	X Never Started				
QUALITY	□ Satisfactory	COMMENTS: NO INFORMATION PROVIDED			
	☐ Unsatisfactory				
	X Unclear				
	1	DELIVERABLE 1.3: Offer new credentials			
STATUS	Not	COMMENTS: A review of documents provided indicates this to this signature program.	deliverable is not applicable		
	APPLICABLE	to and dignature program.			
	DELIVERABLE 1.4: Lett	ers of commitment from employers and industry re			
STATUS	☐ Completed	COMMENTS: Per the Statement of Grant Impact document representatives met with individuals from area healthcare			
	X In Progress	Topicsontatives met with individuals from area freatuleare	เนอแนเธอ เบ นเฮบนฮฮ		

	☐ Attempted☐ Never Started	opportunities for students to learn about resumes and professionals directly from Human Resource professionals.		
QUALITY	☐ Satisfactory X Unsatisfactory	COMMENTS: A review of signature program documents provided and resources found on Skills Commons revealed no evidence to indicate that the described discussions resulted a commitment from these employers.		
]		
	□Unclear	No letters of commitment were found from employers and in the initial documentation provided or in documents on S additional documents related to this deliverable were the initial SME report.	kills Commons. No	
	DELIVERABLE 1	1.5: Development and pilot of RAP (EICC, KCC, NICC	Conly)	
STATUS	Not	COMMENTS: NA		
	A PPLICABLE			
	Deliverable 1.6:	Continue PLA progress started in I-AM (Round 2 – 1	TAACCCT)	
STATUS	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact strict guide bodies restrict the option of prior learning assessment and be pursed.		
QUALITY	□ Satisfactory	COMMENTS: NA		
	☐ Unsatisfactory			
	□ Unclear			
STRATEGY 2: Advance Online & Technology-Enabled Learning				
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	□ Complete	
			X Incomplete	
		D BLENDED COURSE OFFERINGS.	NOT APPLICABLE	
MILESTONE 2.	.3: Create and distrik	oute Open Educational Resources.	X Complete	
			□ Incomplete	
		2.1: Public licensing of curricula and training mate		
STATUS	X Completed	COMMENTS: Documents and training materials developed favailable for public download on SkillsCommons	for the signature program are	
	☐ In Progress	available for public download of Chillocommone		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm	ons revealed:	
	☐ Unsatisfactory	 Three MA program marketing documents 12 MA program course syllabi 		
	□ Unclear			
	DELIVERABLE	2.2: Distribution through project and online reposit	ories	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	all material created using	
	☐ In Progress	grant funds were posted on SkillsCommons.		
	☐ Attempted			
	☐ Never Started	1		

QUALITY		COMMENTS: As noted above, review of documents posted Three MA program marketing documents 12 MA program course syllabi IVERABLE 2.3: Offering online/blended programs	
STATUS	NOT	COMMENTS: Per the Statement of Grant Impact, the offerin course offerings was not pursued due to accreditation con-	
	APPLICABLE	,	
CT 4 TUO		RABLE 2.4: Incorporation of simulation into courses	und in the ciamature program
STATUS	☐ Completed	COMMENTS: No evidence related to this deliverable was for documents provided or in program documents on posted of	
	☐ In Progress	additional documents related to this deliverable were	
	☐ Attempted	the initial SME report.	
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS: No Information provided	
	☐ Unsatisfactory		
	X Unclear		
		oment and publication of a scorecard that updates of	on a regular basis
STATUS	NOT	COMMENTS: NA	
	APPLICABLE		
M 0		eate Expanded & Individualized Student Support S	
WILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.	D=: ::== : = 0	l. David and discount and a line and delay have de-	Incomplete
STATUS		E: Develop and implement online, modular-based pr COMMENTS: Per the Statement of Grant Impact, the offerin	
OTATOO	NOT APPLICABLE	course offerings was not pursued due to accreditation con-	
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as of Pathway Navigators	sistance, and utilization
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	
	☐ In Progress	services are provided for the signature program. Student s training on Career Coach software.	services starr attended
	☐ Attempted	3 · · · · · · · · · · · · · · · · · · ·	
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	the following support
	□Unsatisfactory	services are available: • Advisor for IHUM programs to assist with prerequ	isites and planning for the
	□ Unclear	signature programs.	notes and planning for the
		ROC Advising and Career Planning	

		A review of signature program documents provided and pron SkillCommons found the following: • Student resources listed in Medical Assistant process to Cyber Library • Access to Cyber Library • Free tutoring and academic assistance • Free online tutoring • Specialized tutor help for nursing and bides and bides are the second acceptance.	rogram course syllabi: blogy ience related course tutor.	
		argeted recruitment marketing materials on multiple		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document have been employed.	targeted recruitment efforts	
	☐ In Progress	Thave been employed.		
	□ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document		
	☐ Unsatisfactory	attended high school recruitment events to share about gra IWD and vocational rehab organizations refer students to t		
	□ Unclear	·	·	
		The following marketing materials related to the Medical Amon the SkillsCommons website:	ssistant program were found	
		Medical Assistant program promotional video		
		Radio advertisement		
		Medical Assistant program handout		
		 Career exploration day flyer There is a direct link to a webpage that describes the Med 	ical Assistant program from	
		the Enhance lowa webpage.	icai Assistant program nom	
DELIVE	 RABLE 3 4: Implement	a web-based tool that can generate regional LMI pa	ired with annlicable	
DELIVE	VADEE O. 4. IIII pionione	programs of study	mod min apphoable	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State document, however there is evidence of achievement of the		
	☐ In Progress	Medical Assistant program	is deliverable for the	
	☐ Attempted	, ,		
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage reabundance of healthcare jobs in the area served by IWCC		
	□Unsatisfactory	goes directly to a webpage describing the signature progra		
	□Unclear			
		reate & Improve Alignment with Industry & State Ag	encies	
		ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE	
	.2: Create or strengtl	hen regional industry advisory committees.	□ Complete	
			X Incomplete	
MILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete	
	□ Incomplete			

MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete	
			□ Incomplete	
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-based events.			X Complete	
based events.			□ Incomplete	
DELIVERA	BLE 4.1: Meeting mi	nutes from IHUM Sector Strategy Committee and regi	onal industry advisory	
STATUS	□ O- malatad	COMMENTS: Per the Statement of Grant Impact document,	National Guard	
OTATOO	☐ Completed	representative guest spoke about their Enlist, Education, a	ind Employ	
	X In Progress	initiative in conjunction with Home base lowa. There is no	information regarding where	
	□Attempted	or to whom the guest speaker presented.		
0	☐ Never Started	Communication of the contraction	· .	
QUALITY	☐ Satisfactory	*	COMMENTS: No evidence of an advisory committee for this signature program was found in initial documents provided or in the documents posted on SkillsCommons	
	X Unsatisfactory			
	□ Unclear	No minutes of adviaory board meetings were found in initial the documents posted on SkillsCommon. No additional do		
		deliverable were submitted after the initial SME report.	cuments related to this	
	DELIVERABLE 4.2	: New industry partnerships developed during the gra	-	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document were developed during the grant period.	, new Industry partnerships	
	☐ In Progress	were developed during the grant period.		
	□ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	•	
	☐ Unsatisfactory	facilities are listed as new industry partners that could provo	ride workplace learning	
	□ Unclear	Hill Crest Health		
		Westridge Quality CareNebraska Methodist Health System		
		,		
STATUS		M and RAP materials developed in collaboration with COMMENTS: This deliverable was not addressed on the State		
OTATOS	X Completed	document, however there is clear evidence of marketing mat	erials and collaborative	
	☐ In Progress	efforts found in the documents provided and on the Emsi Cal the Creative Commons website	reer Coach webpage and on	
	☐ Attempted	the creative confinions website		
0	□Never Started	- Communication		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsgoes directly to a webpage describing the signature program		
	☐ Unsatisfactory	area. The webpage was developed as part of the IHUM gran		
	□Unclear	There are promotional products for this signature program lo	cated on the Creative	
		Commons website. All documents include the Enhance Iowa with grant funds		
		Several documents also include Iowa Workforce Developme	nt information.	

	Deliverable 4	.4: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.
	□ In Progress	college to learn more about the signature program.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college
	☐ Unsatisfactory	Telef Students to the college
	□ Unclear	
	DELIVERABLE 4.5: A	minimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact
	☐ In Progress	document, however there is evidence of a career fair during 2016.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:
	☐ Unsatisfactory	September 21, 2016 Career Fair flyer
	□ Unclear	 October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Nursing Assistant Certificate Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance learning experiences for students in the Nursing Assistant program. Simulation learning experiences are integrated into the program. A pathway for advancement from CNA to obtainment of a BSN is provided Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Incomplete Milestones

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials. No curriculum map was provided to evaluate. See associated deliverable for more information.
- 1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Expanded simulation in courses and trainings
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula with relevant national standards and industry/				
employer recognized credentials. No curriculum map provided			X Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete	
			□ Incomplete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	□ Complete	
			X Incomplete	
	.4: Align Information thips (EICC, KCC, NIC	Technology cluster pathways with CC) - NA	NOT APPLICABLE	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	NOT APPLICABLE	
	DEL	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact progress is offering the NA program in Atlantic, Shenandoah, Harlan,		
	X In Progress	can complete NA as a non-credit option for transition to th		
	☐ Attempted			
	☐ Never Started			
QUALITY	☐ Satisfactory	A review of signature program documents provided and resources found on the Skills Commons website reveal no information regarding what progress has been made or		
	☐ Unsatisfactory	completed	rogross has been made of	
	X Unclear	A review of signature program documents provided and re Commons website reveal no evidence of a non-credit cou a quick search of the college website resulted in locating t following link: https://www.iwcc.edu/future_student/guides/	rse option for CNA, however his information at the	
		There is a clear pathway from CNA to PN to ADN identified documents on SkillsCommons reveal information regarding institution on the ADN program information sheet and evid fairs. A review of documents submitted after the initial SM year transfer institutions.	g transfer to a 4-year lence of several transfer	
		No curriculum map for this program was found in the docuresources found on the Skills Commons website so alignn program outcomes cannot be evaluated.		
		A review of documents submitted after the initial SME repo curriculum map so the quality of this deliverable remains u		
		DELIVERABLE 1.2: Updated college facilities		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact there were the Nursing program that helped with start-up and expans		
	☐ In Progress	The state of program that the part of part of part of part of parts	i ora programo.	
	☐ Attempted			
	□ Never Started			

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Out to the		COMMENTO. A review of cignoture program decuments provided and recourses found
QUALITY	☐ Satisfactory	COMMENTS: A review of signature program documents provided and resources found on Skills Commons found no evidence to indicate what the major purchases were or
	☐ Unsatisfactory	how they were utilized for this signature program.
	X Unclear	A review of documents submitted after the initial SME report revealed the following related to this deliverable: • November 17, 2016 Nursing Advisory Board minutes – mention of the use of IHUM grant funds for <i>more equipment purchases</i> .
		No information regarding what items were purchased could be found in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report so the quality of this deliverable is unclear.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant, the option of credit CNA program was added.
	☐ In Progress	
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of signature program documents provided and resources found on the Skills Commons website reveal evidence that a 3.0 credit CNA course is
	☐ Unsatisfactory	available.
	□ Unclear	
[DELIVERABLE 1.4: Lette	ers of commitment from employers and industry representatives
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document healthcare program representatives met with individuals from area healthcare facilities to discuss
	X In Progress	opportunities for students to learn about resumes and professionals directly from
	□ Attempted	Human Resource professionals.
	□ Never Started	In addition, per the Statement of Grant Impact document, Dr. Pepin, Director of Nursing, is focusing on making the externship, clinical, and preceptorship guidelines more professionally based.
		A review of documents submitted after the initial SME report revealed some additional process towards this deliverable, however, no letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents provided and resources found
	X Unsatisfactory	on Skills Commons revealed no evidence to indicate that the described discussions resulted a commitment from these employers.
	□ Unclear	A review of documents submitted after the initial SME report revealed the following
		related to this deliverable: November 17, 2016 Nursing Advisory Board minutes includes the following industry representation: Karen Buman, Myrtue Memorial Hospital Brian Cooley, CHI Health Jenene Vandenburg, Methodist Jennie Edmundson; Courtney Schmidt, Methodist Jennie Edmundson; Diane Lee, CHI Health

		No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report	
		.5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	NOT APPLICABLE	COMMENTS: NA	
	DELIVERABLE 1.6: C	Continue PLA progress started in I-AM (Round 2 – T	AACCCT)
STATUS	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact strict guide bodies restrict the option of prior learning assessment and be pursed.	therefore the option cannot
14		2: Advance Online & Technology-Enabled Learning	
MILESTONE 2.	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2.	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2.	3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable	2.1: Public licensing of curricula and training mater	
STATUS	X Completed	COMMENTS: Documents and training materials developed f	or the signature program
	☐ In Progress	are available for public download on SkillsCommons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm	ons revealed:
	☐ Unsatisfactory	 One NA program marketing document Two NA program course syllabi 	
	□ Unclear	, ,	
	DELIVERABLE	2.2: Distribution through project and online reposite	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons.	all material created using
	☐ In Progress	grant taries were posted on okinsoonimons.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted revealed:	on SkillsCommons
	☐ Unsatisfactory	One NA program marketing document	
	□ Unclear	Two NA program course syllabi	
	DEL	IVERABLE 2.3: Offering online/blended programs	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offering	•
	APPLICABLE	course offerings was not pursued due to accreditation cons	Suallis.
	DELIVER	RABLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the N	. •
	☐ In Progress	addressed on the original Statement of Grant Impact docu	ment, however information

	☐ Attempted	related to this deliverable was noted in documents submitted after the initial SME report.	
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the	
	☐ Unsatisfactory	following related to this deliverable: • November 17, 2016 Nursing Advisory Board Mee	eting minutes: There will be
	X Unclear	a new Director of Simulation and the CNA Progra	am starting in January, Ms.
		Crystal Saulsberry.	
		The hiring of a new director of simulation alone do not ass	
		simulation into course, therefore the quality of this delivera	ible is unclear.
		ment and publication of a scorecard that updates o	n a regular basis
STATUS	NOT	COMMENTS: NA	
	APPLICABLE		
		eate Expanded & Individualized Student Support Se	
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student of	career planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
STATUS		: Develop and implement online, modular-based processing the Comments: As noted in deliverable 2.3, the Statement of Comments:	
SIAIUS	NOT	on-line and blended course offerings was not pursued due	
	APPLICABLE		
DELIVERABLI	3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	sistance, and utilization
STATUS	V	of Pathway Navigators COMMENTS: Per the Statement of Grant Impact docum	ant targeted remodiation
SIAIUS	X Completed	services are provided for the signature program. Stud	•
	☐ In Progress	attended training on Career Coach software.	
	☐ Attempted		
O	☐ Never Started	COMMENTS: Dor the Statement of Crent Impact decument	the following augment
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, services are available for the NA program:	the following support
	□Unsatisfactory	Advisor for IHUM programs to assist with prerequ	uisites and planning for the
	☐ Unclear	signature programs.ROC Advising and Career Planning	
		A review of signature program documents provided and pr	ogram documents on
		posted on SkillCommons found the following:	ogram accumonto on
		Student resources listed in NA course syllabi:	
		Access to Cyber LibraryFree tutoring and academic assistance	
	1		
		 Free online tutoring 	
		Free online tutoringSpecialized tutor help for nursing and bit	ology

	DELIVERABLE 3.3: Ta	argeted recruitment marketing materials on multiple	e platforms	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document		
	☐ In Progress	have been employed.		
	□ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document		
	□Unsatisfactory	attended high school recruitment events to share about grant IWD and vocational rehab organizations refer students to	. •	
	□ Unclear	The following marketing materials related to the NA prograssills Commons website: Radio advertisement Nursing assistant program information sheet Career exploration day flyer There is a direct link to a webpage that describes the Nursthe Enhance lowa webpage.		
		the Enhance lowa wespage.		
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pa	ired with applicable	
STATUS	X Completed	programs of study COMMENTS: This deliverable was not addressed on the Sta	atement of Grant Impact	
	☐ In Progress	document, however there is evidence of achievement of the	nis deliverable for the NA	
	☐ Attempted	program		
	□ Never Started	-		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re		
	□Unsatisfactory	abundance of healthcare jobs in the area served by IWCC goes directly to a webpage describing the signature progra	-	
	□Unclear	the area.	,	
	STRATEGY 4: CI	reate & Improve Alignment with Industry & State Ag	encies	
	EDA, lowa DE and fo	ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE	
MILESTONE 4	.2: Create or strengt	hen regional industry advisory committees.	X Complete	
			□ Incomplete	
MILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete	
			☐ Incomplete	
MILESTONE 4	.4: Collaborate with	state agencies on a participant referral process.	X Complete	
			□ Incomplete	
MILESTONE 4 based even		stry and state agencies on job fairs and mission-	X Complete	
baseu evell	□ Incomplete			

DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory			
	T = -	committee	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, National Guard representative guest spoke about their Enlist, Education, and Employ	
	□In Progress	initiative in conjunction with Home base lowa. There is no information regarding where	
	☐ Attempted	or to whom the guest speaker presented.	
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:	
	☐ Unsatisfactory	November 16, 2017 Advisory Council meeting minutes (first page only)	
	□ Unclear	April 14, 2016 Nursing Advisory Board Meeting minutes	
		November 17, 2016 Nursing Advisory Board Meeting minutes	
	DELIVERABLE 4.2: N	lew industry partnerships developed during the grant period	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry partnerships were developed during the grant period.	
	☐ In Progress	were developed during the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document the following healthcare	
	☐ Unsatisfactory	facilities are listed as new industry partners. • Hill Crest Health	
	□ Unclear	Westridge Quality Care	
		Nebraska Methodist Health System	
	LIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is clear evidence of marketing materials and collaborative	
	☐ In Progress	efforts found in the documents provided and on the Emsi Career Coach webpage and	
	☐ Attempted	on the Creative Commons website.	
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in	
	☐ Unsatisfactory	the area. The webpage was developed as part of the IHUM grant.	
	□Unclear	There are promotional products for this signature program located on the Creative	
		Commons website. All documents include the Enhance lowa logo and were	
		developed with grant funds	
		Several documents also include Iowa Workforce Development information.	
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.	
	☐ In Progress	- Consider the Control of Control	
	☐ Attempted		
	☐ Never Started		

QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college.
	☐ Unsatisfactory	relet students to the college.
	□ Unclear	
	DELIVERABLE 4.5: A m	ninimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016. A
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:
	☐ Unsatisfactory	September 21, 2016 Career Fair flyer
	□Unclear	 October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Practical Nursing Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance learning experiences for students in the Practical Nursing Diploma program. Simulation learning experiences are integrated into the program. A pathway for advancement from CNA to obtainment of a BSN is provided Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Incomplete Milestones

1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Expanded simulation in courses and trainings
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□ Incomplete
MILESTONE 1.	MILESTONE 1.3: Expand and enhance work-based learning experiences.		
			X Incomplete
	4: Align Information hips (EICC, KCC, NIC	Technology cluster pathways with CC) - NA	NOT APPLICABLE
MILESTONE 1.	5: Strengthen Prior I	Learning Assessment initiative.	NOT APPLICABLE
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document to curriculum is under revision to re-align curriculum per IBON	0.0
	☐ In Progress	students can complete CNA as a non-credit option for trans	
	☐ Attempted	program.	
	☐ Never Started		
QUALITY	☐ Satisfactory	A review of signature program documents provided and resources found on the S Commons website reveal no information regarding what revisions to the nursing	
	☐ Unsatisfactory	program are in progress or have been completed.	
	X Unclear	A review of syllabi for courses in the Practical Nursing Diploma program over the grant period do not indicate evidence of changes to these courses during this time frame.	
		A review of signature program documents provided and recommons website reveal no evidence of a non-credit cours prerequisite course for the PN nursing program. Only the conversing Course Information document, however a quick se resulted in locating this information at the following link: https://www.iwcc.edu/future_student/guides/pracnursing.as	se option for CNA as a credit course is listed on the earch of the college website
		There is a clear pathway from CNA to PN to ADN identified documents on SkillsCommons reveal information regarding institution on the ADN program information sheet and evide fairs. A review of documents submitted after the initial SME year transfer institutions.	g transfer to a 4-year ence of several transfer
		There is no evidence found on the curriculum map to indica prerequisite courses or general education courses align with Only PN program courses are aligned with program outcome following conflicting information was noted: • PNN 151 and 321 are not aligned with any of the ADN 320: Professional Topics IV is listed on the Note that document as a course required to obtain a Diplomatical transfer of the PN program curriculum map	th PN program outcomes. mes. In addition, the PN program outcomes Nursing Course Information

		A review of documents submitted after the initial SME report revealed no revised curriculum map so the quality of this deliverable remains unclear.
		DELIVERABLE 1.2: Updated college facilities
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact there were major purchases towards the Nursing program that helped with start-up and expansion of CNA programs.
	☐ In Progress	the Nursing program that helped with start-up and expansion of CNA programs.
	□ Attempted	
	□ Never Started	
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents provided and resources found
	☐ Unsatisfactory	on Skills Commons found no evidence to indicate what the major purchases were or how they were utilized for this signature program.
	X Unclear	A review of documents submitted after the initial SME report revealed the following related to this deliverable: • November 17, 2016 Nursing Advisory Board minutes – mention of the use of IHUM grant funds for <i>more equipment purchases</i> . No information regarding what items were purchased could be found in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report so the quality of this deliverable is unclear.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant, the option of credit CNA program was added.
	☐ In Progress	
	□ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of signature program documents provided and resources found
	☐ Unsatisfactory	on the Skills Commons website reveal evidence that a 3.0 credit CNA course is included as a prerequisite for the PN program.
	□ Unclear	
	DELIVERABLE 1.4: Lett	ers of commitment from employers and industry representatives
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document healthcare program representatives met with individuals from area healthcare facilities to discuss
	X In Progress	opportunities for students to learn about resumes and professionals directly from
	□ Attempted	Human Resource professionals.
	□ Never Started	In addition, per the Statement of Grant Impact document, Dr. Pepin, Director of Nursing, is focusing on making the externship, clinical, and preceptorship guidelines more professionally based.
		A review of documents submitted after the initial SME report revealed some additional process towards this deliverable, however, no letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report

QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents pro on Skills Commons revealed no evidence to indicate that t	
	X Unsatisfactory	resulted a commitment from these employers.	ne described discussions
	□ Unclear	A review of documents submitted after the initial SME reported to this deliverable: November 17, 2016 Nursing Advisory Board minustry representation: Karen Buman, Myrtue Memorial Hospitatory Brian Cooley, CHI Healthous Brian Cooley, CHI Healthous Brian Cooley, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Schmidt, Methodist Jennie Editory Diane Lee, CHI Healthous Brian Courtney Bria	utes includes the following I Edmundson; mundson; for industry representatives
	DELIVERABLE 1.	5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	NOT	COMMENTS: NA	
	A PPLICABLE		
	DELIVERABLE 1.6: C	ontinue PLA progress started in I-AM (Round 2 – T	AACCCT)
STATUS	Not	COMMENTS: Per the Statement of Grant Impact strict guide	lines from accreditation
	APPLICABLE	bodies restrict the option of prior learning assessment and cannot be pursed.	therefore the option
		2: Advance Online & Technology-Enabled Learning	
MILESTONE 2.	1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2.	3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE	2.1: Public licensing of curricula and training mater	
STATUS	X Completed	COMMENTS: Documents and training materials developed fare available for public download on SkillsCommons	for the signature program
	☐ In Progress	are available for public definitions of Chineses in the	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: A review of documents posted on SkillsComm One nursing program tutor schedule 	ons revealed:
	☐ Unsatisfactory	Two nursing program marketing documents	
	□ Unclear	 One PN program marketing document 167 PN program course syllabi and course relate 	d documents
	Deliverable 2	2.2: Distribution through project and online reposito	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	all material created using
	☐ In Progress	grant funds were posted on SkillsCommons.	

	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted revealed:	on SkillsCommons
	☐ Unsatisfactory	One nursing program tutor schedule	
	□ Unclear	Two nursing program marketing documents	
		 One PN program marketing document 167 PN program course syllabi and course relate 	d documents
		, ,	u documents
STATUS		VERABLE 2.3: Offering online/blended programs COMMENTS: Per the Statement of Grant Impact, the offerin	ug of on-line and blended
JIAIUS	NOT	course offerings was not pursued due to accreditation con	
	APPLICABLE	,	
		ABLE 2.4: Incorporation of simulation into courses	10
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Naddressed on the original Statement of Grant Impact docu	. •
	☐ In Progress	related to this deliverable was noted in documents submitt	
	☐ Attempted	report.	
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS: A review of nursing course syllabi reveals the in simulation lab as part of the Clinical Absence policy.	expectation of attendance
	☐ Unsatisfactory	in simulation lab as part of the officer Absence policy.	
	X Unclear	A review of documents submitted after the initial SME repo	ort reveal the following
		related to this deliverable: • November 17, 2016 Nursing Advisory Board Mee	etina minutes: There will be
		a new Director of Simulation and the CNA Progra	
		Crystal Saulsberry.	
		Simulation lab as part of the clinical absence policy and th	e hiring of a new director of
		simulation alone do not assure the incorporation simulation	n into course, therefore the
		quality of this deliverable is unclear.	
DELIV	ERABLE 2.5: Develop	ment and publication of a scorecard that updates or	n a regular basis
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	STRATEGY 3: Cre	eate Expanded & Individualized Student Support Se	rvices
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
0		: Develop and implement online, modular-based pro	
STATUS	Not	COMMENTS: As noted in deliverable 2.3, the Statement of of on-line and blended course offerings was not pursued d	
	APPLICABLE	constraints.	

DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance	e, and unitation
of Pathway Navigators	ra a ta d
STATUS Completed COMMENTS: Per the Statement of Grant Impact document tall remediation services are provided for the signature program	
□ In Progress staff attended training on Career Coach software.	. Otadoni sorvicos
☐ Attempted	
□ Never Started	
QUALITY X Satisfactory COMMENTS: Per the Statement of Grant Impact document, the foll services are available for the PN program:	owing support
□ Unsatisfactory Advisor for IHUM programs to assist with prerequisites a	nd planning for the
☐ Unclear■ ROC Advising and Career Planning	
A review of signature program documents provided and program posted on SkillCommons found the following: Student resources listed in PN course syllabi: Access to Cyber Library Free tutoring and academic assistance Free online tutoring Specialized tutor help for nursing and biology Bookmarks with contact information for health science re	
Deliverable 3.3: Targeted recruitment marketing materials on multiple platfo	rms
STATUS X Completed COMMENTS: Per the Statement of Grant Impact document targete	d recruitment efforts
□ In Progress have been employed.	
☐ Attempted	
□Never Started	
QUALITY X Satisfactory COMMENTS: Per the Statement of Grant Impact document various	
attended high school recruitment events to share about grant prov	
attended high school recruitment events to share about grant programment in the college of the c	grams and that local
attended high school recruitment events to share about grant proc	grams and that local ege.
□ Unsatisfactory □ Unclear □ Unclea	grams and that local ege. e found on the
attended high school recruitment events to share about grant program vocational rehab organizations refer students to the collection in the following marketing materials related to the PN program were SkillsCommons website: Nursing program promotional video Radio advertisement PN program information sheet Career exploration day flyer There is a direct link to a webpage that describes the PN Nursing Enhance lowa webpage. Deliverable 3.4: Implement a web-based tool that can generate regional LMI paired with the collection of the collection in the collection of the collection in the collection of the	grams and that local ege. e found on the program from the
□ Unsatisfactory □ Unclear □ The following marketing materials related to the PN program were SkillsCommons website:	grams and that local ege. e found on the program from the th applicable t of Grant Impact
□ Unclear □ Nursing materials related to the PN program were SkillsCommons website: • Nursing program promotional video • Radio advertisement • PN program information sheet • Career exploration day flyer □ There is a direct link to a webpage that describes the PN Nursing Enhance lowa webpage. □ DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired wiprograms of study □ STATUS □ X Completed □ L P □ COMMENTS: This deliverable was not addressed on the Statement document, however there is evidence of achievement of this deliverable was not achieved the deliverable was not	grams and that local ege. e found on the program from the th applicable t of Grant Impact
□ Unsatisfactory □ Unclear □ The following marketing materials related to the PN program were SkillsCommons website:	grams and that local ege. e found on the program from the th applicable t of Grant Impact

QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re the abundance of healthcare jobs in the area served by IW	
	□Unsatisfactory	college goes directly to a webpage describing the signature	
	□Unclear	the area.	
		eate & Improve Alignment with Industry & State Age	
from IWD, IE industries).	DA, lowa DE and for	ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			☐ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			☐ Incomplete
MILESTONE 4. based event		stry and state agencies on job fairs and mission-	X Complete
			□ Incomplete
DELIVERABL	.E 4.1: Meeting minut	es from IHUM Sector Strategy Committee and regio	nal industry advisory
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	
	□In Progress	representative guest spoke about their Enlist, Education, a initiative in conjunction with Home base lowa. There is no	
	☐ Attempted	where or to whom the guest speaker presented.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the init	tial SME report reveal the
	☐ Unsatisfactory	following documents related to this deliverable: November 16, 2017 Advisory Council meeting min	nutes (first page only)
	□ Unclear	 April 14, 2016 Nursing Advisory Board Meeting m 	ninutes
		November 17, 2016 Nursing Advisory Board Mee	
	DELIVERABLE 4.2: N	ew industry partnerships developed during the gra	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document were developed during the grant period.	, new Industry partnerships
	☐ In Progress	word developed during the grant period.	
	☐ Attempted		
	□Never Started		_
QUALITY	X Satisfactory	COMMENTS : Per the Statement of Grant Impact document facilities are listed as new industry partners.	the following healthcare
	☐ Unsatisfactory	Hill Crest Health	
	□ Unclear	Westridge Quality CareNebraska Methodist Health System	
DEL	IVERABLE 4.3: IHUM a	and RAP materials developed in collaboration with s	state agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State document, however there is clear evidence of marketing m	atement of Grant Impact
	☐ In Progress	Tuocument, nowever there is clear evidence of marketing m	iateriais and collaborative

	☐ Attempted	efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website.
	□Never Started	and on the Ground Commone Wester.
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
	□Unclear	There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds Several documents also include lowa Workforce Development information.
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.
	☐ In Progress	College to learn more about the signature program.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college.
	☐ Unsatisfactory	organizations relei students to the conege.
	□ Unclear	
	DELIVERABLE 4.5: A m	inimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016. A
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:
	☐ Unsatisfactory	September 21, 2016 Career Fair flyer
	□Unclear	 October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair
		 List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Physical Therapy Assistant Degree Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance retention and recruitment efforts for the PTA program. Curriculum map shows a clear correlation between general education courses and nursing courses to meet program objectives. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Opportunities to collaborate with area employers is provided

Incomplete Milestones

1.3: Expand and enhance work-based learning experiences:
 No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Expanded simulation in courses and trainings
- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	□ Complete
			X Incomplete
	4: Align Information hips (EICC, KCC, NIC	Technology cluster pathways with CC)	NOT APPLICABLE
MILESTONE 1.	.5: Strengthen Prior	Learning Assessment initiative.	NOT APPLICABLE
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the P	. •
	□In Progress	addressed on the Statement of Grant Impact document. Evideliverable is found in the program documents provided.	riderice related to this
	☐ Attempted	No additional documents related to this deliverable we	ere submitted for review
	□ Never Started	after the initial SME report provide additional support	information
QUALITY	☐ Satisfactory	Review of the program curriculum map found no evidence	•
	□Unsatisfactory	education courses align with PTA program outcomes. Or are aligned with program outcomes.	ily PTA program courses
	X Unclear	Pathway document indicates employment is the only option program	n for graduates of this
		A review of program requirements indicates that alignment applicable to this signature program.	to non-credit courses is not
		DELIVERABLE 1.2: Updated college facilities	
STATUS	☐ Completed	COMMENTS: A review of initial documents submitted, docur	nents on Skills Commons
	☐ In Progress	and document submitted after the initial SME report revel r deliverable.	no information regarding this
	☐ Attempted	deliverable.	
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: NO INFORMATION PROVIDED	
	□Unsatisfactory		
	X Unclear		
		DELIVERABLE 1.3: Offer new credentials	
STATUS	Not	COMMENTS: A review of documents provided indicates this	deliverable is not
	APPLICABLE	applicable to this signature program.	
	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry rep	resentatives
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document	healthcare program
	X In Progress	representatives met with individuals from area healthcare f	acinties to discuss

	☐ Attempted	opportunities for students to learn about resumes and prof	fessionals directly from
	•	Human Resource professionals.	
QUALITY	□ Never Started	COMMENTS: A review of signature program documents pro	wided and resources found
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents provided and resources found on Skills Commons revealed no evidence to indicate that the described discussions	
	X Unsatisfactory	resulted a commitment from these employers.	
	□Unclear	A review of documents submitted after the initial SME reported to this deliverable: October 10, 2017 PTA Program Advisory Board of following industry representation: Todd Nierman, DPT- Ex Officio Jeanne Badura, PTA - Ex Officio Eric Lawson, PTA Alisha Baas, PT, DPT Jamee Meysenburg, ATC, PTA Scott Jensen, PT, DPT, OCS Eric Lawson, PTA No letters of commitment were found from employers and in the initial documentation provided, in documents on Ski documents submitted after the initial SME report	minutes includes the
	DELIVEDADI E 1	.5: Development and pilot of RAP (EICC, KCC, NICC	`only\
STATUS	NOT	COMMENTS: NA	o only j
	APPLICABLE		
	DELIVERABLE 1.6: C	Continue PLA progress started in I-AM (Round 2 – T	AACCCT)
STATUS	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact strict guide bodies restrict the option of prior learning assessment and be pursued.	elines from accreditation
STATUS	APPLICABLE	bodies restrict the option of prior learning assessment and be pursued.	elines from accreditation I therefore the option cannot
	APPLICABLE STRATEGY	bodies restrict the option of prior learning assessment and	elines from accreditation I therefore the option cannot
	APPLICABLE STRATEGY	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learnin	elines from accreditation I therefore the option cannot
MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learnin	elines from accreditation I therefore the option cannot
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND	bodies restrict the option of prior learning assessment and be pursued. (2: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS.	X Complete Incomplete NOT APPLICABLE
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS.	X Complete NOT APPLICABLE X Complete
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources.	X Complete NOT APPLICABLE X Complete Incomplete
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib	bodies restrict the option of prior learning assessment and be pursued. (2: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS.	Incomplete X Complete NOT APPLICABLE X Complete Incomplete
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed	bodies restrict the option of prior learning assessment and be pursued. (2: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources.	Incomplete X Complete NOT APPLICABLE X Complete Incomplete
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. 2.1: Public licensing of curricula and training mate COMMENTS: Documents and training materials developed	Incomplete X Complete NOT APPLICABLE X Complete Incomplete
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress Attempted	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. 2.1: Public licensing of curricula and training mate COMMENTS: Documents and training materials developed	Incomplete X Complete NOT APPLICABLE X Complete Incomplete
MILESTONE 2 MILESTONE 2 MILESTONE 2 STATUS	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress Attempted Never Started	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. 2.1: Public licensing of curricula and training mate are available for public download on SkillsCommons	Hines from accreditation I therefore the option cannot
MILESTONE 2 MILESTONE 2	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress Attempted Never Started X Satisfactory	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. 2.1: Public licensing of curricula and training materials developed are available for public download on SkillsCommons COMMENTS: A review of documents posted on SkillsCommons	Hines from accreditation I therefore the option cannot
MILESTONE 2 MILESTONE 2 MILESTONE 2 STATUS	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress Attempted Never Started	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. 2.1: Public licensing of curricula and training mate are available for public download on SkillsCommons COMMENTS: A review of documents posted on SkillsCommons Two PTA program marketing documents One planning guide for the PTA program	A Complete NOT APPLICABLE X Complete Incomplete Incomplete Incomplete Tials for the signature program
MILESTONE 2 MILESTONE 2 MILESTONE 2 STATUS	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress Attempted Never Started X Satisfactory	bodies restrict the option of prior learning assessment and be pursued. (2: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. DISTRIBUTION SIMULATION I	A Complete NOT APPLICABLE X Complete Incomplete Incomplete Incomplete Tials for the signature program
MILESTONE 2 MILESTONE 2 MILESTONE 2 STATUS	APPLICABLE STRATEGY .1: ENHANCE AND EXPA .2: EXPAND ONLINE AND .3: Create and distrib DELIVERABLE X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear	bodies restrict the option of prior learning assessment and be pursued. 72: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. 2.1: Public licensing of curricula and training mate are available for public download on SkillsCommons COMMENTS: A review of documents posted on SkillsCommons Two PTA program marketing documents One planning guide for the PTA program	A Complete Incomplete NOT APPLICABLE X Complete Incomplete In

	☐ In Progress	COMMENTS: Per the Statement of Grant Impact document	all material created using
	☐ Attempted	grant funds were posted on SkillsCommons.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted	on SkillsCommons
	☐ Unsatisfactory	revealed: Two PTA program marketing documents	
	□ Unclear	One planning guide for the PTA program	
		18 PTA program course syllabi and course relate	ed documents
	DEL	IVERABLE 2.3: Offering online/blended programs	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offering	
	A PPLICABLE	course offerings was not pursued due to accreditation cor	istranits.
	DELIVER	RABLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Information related to this deliverable for	
	☐ In Progress	addressed on the Statement of Grant Impact docume evidence of the achievement of this deliverable.	ent, however there is clear
	☐ Attempted	evidence of the demovement of this deliverable.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of signature program documents po	
	☐ Unsatisfactory	revealed the incorporation of simulation learning experiences into PTA Therapeutic Exercise Spring 2015 and Spring 2017	ces into PTA 227:
	□ Unclear	The appears in the second spring in the second spring in the second spring in the second seco	
DELI	VERABLE 2.5: Develop	ment and publication of a scorecard that updates of	on a regular basis
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	STRATEGY 3: Cr	eate Expanded & Individualized Student Support S	ervices
MILESTONE 3		lized recruitment and retention efforts.	X Complete
			□ Incomplete
	.2: Improve student	career planning.	X Complete
Lack of evide	ence		□Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
		: Develop and implement online, modular-based pr	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation cor	
	APPLICABLE		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as of Pathway Navigators	ssistance, and utilization
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	
		services are provided for the signature program. Student	services staff attended
1	☐ In Progress		
	☐ In Progress	training on Career Coach software.	
	☐ In Progress☐ Attempted☐ Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the following support services are available:
	□Unsatisfactory	Advisor for IHUM programs to assist with prerequisites and planning for the
	□ Unclear	signature programs. ROC Advising and Career Planning
		 ROC Advising and Career Planning A review of signature program documents provided and program documents on posted on SkillCommons found the following: Student resources listed in PTA program course syllabi:
	DELIVERARI E 3 3· T	argeted recruitment marketing materials on multiple platforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document targeted recruitment efforts
	☐ In Progress	have been employed.
	☐ Attempted	1
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document various faculty and staff
	☐ Unsatisfactory	attended high school recruitment events to share about grant programs and that local IWD and vocational rehab organizations refer students to the college.
	□ Unclear	The following marketing materials related to the PTA program were found on the SkillsCommons website: PTA program promotional video Radio advertisement PTA program information sheet Career exploration day flyer
		There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage.
DELIVER	ABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable
CTATUO.	V -	programs of study COMMENTS: This deliverable was not addressed on the Statement of Grant Impact
STATUS	X Completed	document, however there is evidence of achievement of this deliverable for the PTA
	☐ In Progress	program
	☐ Attempted	-
QUALITY	□ Never Started	COMMENTS: A map on the Emsi Career Coach webpage reveals information about
QUALITY	X Satisfactory	the abundance of healthcare jobs in the area served by IWCC and a link to the
	□Unsatisfactory	college goes directly to a webpage describing the signature program and jobs in the area.
	□Unclear	

STRATEGY 4: Create & Improve Alignment with Industry & State Agencies					
MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members NOT APPLICABLE					
from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries).					
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete		
			□Incomplete		
MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete		
			□ Incomplete		
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete		
			□ Incomplete		
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-			X Complete		
based even	ts.		□ Incomplete		
DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory					
CTATUO		COMMENTAL Part the Statement of Crant Impact decument	National Cuard		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, representative guest spoke about their Enlist, Education, a			
	□In Progress	initiative in conjunction with Home base Iowa. There is no			
	□Attempted	where or to whom the guest speaker presented.			
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: No evidence of an advisory committee for this found in initial documents provided or in the documents possible.			
	☐ Unsatisfactory	Tourid in initial documents provided of in the documents pe	Sted on okinsoommons.		
	□ Unclear	A review of documents submitted after the initial SME report documents related to this deliverable:	ort reveal the following		
		October 18, 2017 PTA Advisory Board minutes			
DELIVERABLE 4.2: New industry partnerships developed during the grant period					
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	t, new Industry partnerships		
	☐ In Progress	were developed during the grant period.			
	☐ Attempted				
	□Never Started				
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	<u>-</u>		
	☐ Unsatisfactory	facilities are listed as new industry partners that could prove opportunities for this signature program.	/ide workplace learning		
	□ Unclear	Hill Crest Health			
		Westridge Quality CareNebraska Methodist Health System			
DE	I IVERABI E 4 3· IHLIM	and RAP materials developed in collaboration with	state agencies		
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State			
	☐ In Progress	document, however there is clear evidence of marketing mat efforts found in the documents provided and on the Emsi Ca			
	☐ Attempted	on the Creative Commons website	Tool Oodell webpage allu		
	□ Never Started				

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds Several documents also include lowa Workforce Development information.		
DELIVERABLE 4.4: Outreach efforts to educate WIBs about IHUM for referrals				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the		
	☐ In Progress	college to learn more about the signature program.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations		
	☐ Unsatisfactory	refer students to the college		
	□ Unclear			
DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually				
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant		
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the		
	☐ Unsatisfactory	following documents related to this deliverable: • September 21, 2016 Career Fair flyer		
	□ Unclear	October 30, 2017 Career/Transfer Fair flyer		
		 List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair 		
		List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair		



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Sterile Progressing Certificate

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance retention and recruitment efforts for the Sterile Progressing program. Curriculum map shows a clear correlation between general education courses and nursing courses to meet program objectives. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Opportunities to collaborate with area employers is provided

Incomplete Milestones

- 1.3: Expand and enhance work-based learning experiences No letters of commitment were found from employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or in documents submitted after the initial SME report. See associated deliverables for more information.
- 4.2: Create or strengthen regional industry advisory committees No evidence of an advisory board or
 minutes from advisory board meetings were found in the initial documentation provided, in documents on Skills
 Commons, or in documents submitted after the initial SME report. See associated deliverable for more information.

Milestones Not Addressed:

2.1: Enhance and expand simulation into courses and trainings.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Expanded simulation in courses and trainings
- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

- Aligning noncredit offerings with credit courses
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways					
	MILESTONE 1.1: Align curricula with relevant national standards and				
industry/em	industry/employer recognized credentials.				
MILESTONE 1.2: Align non-credit offerings with credit courses. NOT API			NOT APPLICABLE		
MILESTONE 1.3: Expand and enhance work-based learning experiences.			□ Complete		
			X Incomplete		
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) NOT APPLICABLE					
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	NOT APPLICABLE		
	DEI	LIVERABLE 1.1: Audited and redesigned curricula			
STATUS	X Completed	COMMENTS: Information related to this deliverable for the S			
	□In Progress	program was not addressed on the Statement of Grant Imevidence related to the achievement of this deliverable wa			
	☐ Attempted	program documents provided.	5		
	□ Never Started	No additional documents related to this deliverable we after the initial SME report.	ere submitted for review		
QUALITY	X Satisfactory	Review of curriculum documents provided reveals:			
	□Unsatisfactory	 Alignment of all Sterile Processing and general en program outcomes. 	ducation courses to meet		
	□Unclear	Clear pathway from Sterile Processing certificate Progressing degree	to obtainment of Sterile		
		A review of program requirements indicates that alignment applicable to this signature program.	to non-credit courses is not		
		DELIVERABLE 1.2: Updated college facilities			
STATUS	□ Completed	COMMENTS: A review of initial documents submitted and do			
	☐ In Progress	revel no information regarding this deliverable. No additio this deliverable were submitted for review after the ini			
	☐ Attempted				
	X Never Started				
QUALITY	□ Satisfactory	COMMENTS: NO INFORMATION PROVIDED			
	☐ Unsatisfactory				
	X Unclear				
	Las	DELIVERABLE 1.3: Offer new credentials			
STATUS	Not	COMMENTS: A review of documents provided indicates this to this signature program.	deliverable is not applicable		
	A PPLICABLE				
	DELIVERABLE 1.4: Let	ters of commitment from employers and industry re			
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document healthcare program representatives met with individuals from area healthcare facilities to discuss			
	X In Progress	13p. 335 maar 35 mar mar marriada i nom aroa modulodio	asimilas to disouso		

	☐ Attempted	opportunities for students to learn about resumes and prof Human Resource professionals.	essionals directly from
	□ Never Started	Human Resource professionals.	
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents pro on Skills Commons revealed no evidence to indicate that t	
	X Unsatisfactory	resulted a commitment from these employers.	ne described discussions
	□Unclear	No letters of commitment were found from employers and	or industry representatives
		in the initial documentation provided or in documents on S additional documents related to this deliverable were	
		the initial SME report.	submitted for review after
	DELIVERABLE 1	1.5: Development and pilot of RAP (EICC, KCC, NICC	Conly)
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	DELIVERABLE 1.6: (│ Continue PLA progress started in I-AM (Round 2 – 1	TAACCCT)
STATUS	Not	COMMENTS: Per the Statement of Grant Impact strict guide	
	APPLICABLE	bodies restrict the option of prior learning assessment and	therefore the option cannot
	ALLEGABLE	be pursed.	
		y 2: Advance Online & Technology-Enabled Learnin	g
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	□ Complete
			X Incomplete
MILESTONE 2.2: EXPAND ONLINE AND E		BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2.3: Create and distrib		oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable	2.1: Public licensing of curricula and training mate	
STATUS	X Completed	COMMENTS: Documents and training materials developed available for public download on SkillsCommons	for the signature program are
	☐ In Progress	available for passio devisional on civilication	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm One Sterile Processing program marketing docur	
	☐ Unsatisfactory	Two Sterile Processing program course syllabi	nono
	□ Unclear		
	DELIVERABLE	2.2: Distribution through project and online reposit	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document grant funds were posted on SkillsCommons.	all material created using
	☐ In Progress	9. s tance 11010 posterior en en incommendo.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted	
	☐ Unsatisfactory	 One Sterile Processing program marketing docur Two Sterile Processing program course syllabi 	HEHIS
	□ Unclear	, ,	

DELIVERABLE 2.3: Offering online/blended programs			
STATUS	NOT Applicable	COMMENTS: Per the Statement of Grant Impact, the offering of on-line and blended course offerings was not pursued due to accreditation constraints.	
	DELIVE	RABLE 2.4: Incorporation of simulation into courses	
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was found in the signature program	
	☐ In Progress	documents provided or in program documents on posted of additional documents related to this deliverable were	
	☐ Attempted	the initial SME report.	submitted for review after
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: No Information provided	
	☐ Unsatisfactory		
	X Unclear		
DELI	VERABLE 2.5: Develop	ment and publication of a scorecard that updates of	on a regular basis
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	STRATEGY 3: Cr	eate Expanded & Individualized Student Support So	ervices
MILESTONE 3.		lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.	2: Improve student o	areer planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.1	: Develop and implement online, modular-based pr	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offering course offerings was not pursued due to accreditation cons	•
	A PPLICABLE	,	
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	sistance, and utilization
CTATUO	V	of Pathway Navigators COMMENTS: Per the Statement of Grant Impact document	targated remodiation
STATUS	X Completed	services are provided for the signature program. Student s	•
	☐ In Progress	training on Career Coach software.	
	☐ Attempted		
0	☐ Never Started	Community Death Olds and Constitution of the C	the fellowing area and
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, services are available:	the following support
	□Unsatisfactory	 Advisor for IHUM programs to assist with prerequ 	isites and planning for the
	□ Unclear	signature programs. ROC Advising and Career Planning	
		A review of signature program documents provided and pron SkillCommons found the following: Student resources listed in Sterile Progressing Access to Cyber Library	
		 Free tutoring and academic assistance 	

		Free online tutoring	ala
		 Specialized tutor help for nursing and big Bookmarks with contact information for health so 	
0-1-11		argeted recruitment marketing materials on multiple	•
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document have been employed.	targeted recruitment efforts
	☐ In Progress	nave been employed.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	
	☐ Unsatisfactory	attended high school recruitment events to share about grant IWD and vocational rehab organizations refer students to	
	☐ Unclear		•
		The following marketing materials related to the Sterile Pro on the SkillsCommons website:	ocessing program were found
		Radio advertisement	
		Sterile Processing program handout	
		Career exploration day flyer	'' D '
		There is a direct link to a webpage that describes the Ster from the Enhance lowa webpage.	ile Progressing program
D			. 1 .41 . 1. 1.1
DELIVER	RABLE 3.4: Implement	t a web-based tool that can generate regional LMI pa programs of study	aired with applicable
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Sta	atement of Grant Impact
	☐ In Progress	document, however there is evidence of achievement of the	is deliverable for the Sterile
	☐ Attempted	Progressing program	
	□ Never Started	-	
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re	eveals information about the
	□Unsatisfactory	abundance of healthcare jobs in the area served by IWCC	and a link to the college
	□Unclear	goes directly to a webpage describing the signature progra	am and jobs in the area.
		reate & Improve Alignment with Industry & State Ag	encies
MILESTONE 4		ctor Strategy Committee consisting of members	NOT APPLICABLE
from IWD, IE		ur consortium members (representing each of the	THO THE EIGHBEE
industries).	2: Croato or strongt	hen regional industry advisory committees.	
WIILESTONE 4	.z. Create of Strengt	nen regional industry advisory committees.	☐ Complete
Mu 4	0.0	the seal of the se	X Incomplete
WILESTONE 4	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4	MILESTONE 4.4: Collaborate with state agencies on a participant referral process.		
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
pased event	based events. □ Incomplete		

Delivera	BLE 4.1: Meeting mi	nutes from IHUM Sector Strategy Committee and regional industry advisory committee
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, National Guard
	X In Progress	representative guest spoke about their Enlist, Education, and Employ initiative in conjunction with Home base Iowa. There is no information regarding where or to
	□Attempted	whom the guest speaker presented.
	□ Never Started	
QUALITY	□ Satisfactory	COMMENTS: No evidence of an advisory committee for this signature program was
	X Unsatisfactory	found in initial documents provided or in the documents posted on SkillsCommons
	□ Unclear	No minutes of advisory board meetings were found in initial documents provided or in the documents posted on SkillsCommon. No additional documents related to this deliverable were submitted after the initial SME report.
	1	: New industry partnerships developed during the grant period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry partnerships were developed during the grant period.
	☐ In Progress	——————————————————————————————————————
	☐ Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS : Per the Statement of Grant Impact document the following healthcare facilities are listed as new industry partners that could provide workplace learning
	☐ Unsatisfactory	opportunities for this signature program.
	□ Unclear	Hill Crest HealthWestridge Quality Care
		Nebraska Methodist Health System
D	ELIVERABLE 4.3: IHU	M and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is clear evidence of marketing materials and collaborative
	☐ In Progress	efforts found in the documents provided and on the Emsi Career Coach webpage and on
	☐ Attempted	the Creative Commons website
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the
	☐ Unsatisfactory	area. The webpage was developed as part of the IHUM grant.
	□Unclear	There are promotional products for this signature program located on the Creative
		Commons website. All documents include the Enhance lowa logo and were developed with grant funds
		Several documents also include Iowa Workforce Development information.
		deveral decuments also include lowa vvolkloree bevelopment information.
		.4: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.
	☐ In Progress	
	□ Attempted	

	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations
	☐ Unsatisfactory	refer students to the college
	□ Unclear	
	DELIVERABLE 4.5: A	minimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact
	☐ In Progress	document, however there is evidence of a career fair during 2016.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the following documents related to this deliverable:
	☐ Unsatisfactory	September 21, 2016 Career Fair flyer
	□ Unclear	 October 30, 2017 Career/Transfer Fair flyer List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Western Community College

Signature Program Reviewed: Surgical Technician Degree Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.5: Strengthen Prior Learning Assessment initiative
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, IWCC utilized the IHUM grant to enhance retention and recruitment efforts for the Surgical Tech program. Curriculum map shows a clear correlation between general education courses and nursing courses to meet program objectives. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Opportunities to collaborate with area employers is provided

Incomplete Milestones

- 1.3: Expand and enhance work-based learning experiences No letters of commitment were found from
 employers and/or industry representatives in the initial documentation provided, in documents on Skills Commons, or
 in documents submitted after the initial SME report. See associated deliverables for more information.
- 4.2: Create or strengthen regional industry advisory committees No evidence of an advisory board or minutes
 from advisory board meetings were found in the initial documentation provided, in documents on Skills Commons, or
 in documents submitted after the initial SME report. See associated deliverable for more information.

Milestones Not Addressed:

• 2.1: Enhance and expand simulation into courses and trainings.

Non-applicable Milestones:

- 1.2: Align non-credit offerings with credit courses
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

IWCC identified the plan to sustain the following:

- Expanded simulation in courses and trainings
- Partnership with Iowa Workforce Development and Vocational Rehabilitation groups.
- Career/Nursing Fair
- Career Coach
- Partnerships with Methodist Health Systems and Jennie Edmundson Hospital
- Work-based learning experiences

IWCC also identified plans to sustain the following, however there is a lack of evidence that these items were implemented during the grant period for this signature program.

- Aligning noncredit offerings with credit courses
- Aligning curriculum with national standards and recognized credentials

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.			X Complete
•			
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	□ Complete
			X Incomplete
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) NOT APPLICA			NOT APPLICABLE
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□ Incomplete
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the S	
	□In Progress	not addressed on the Statement of Grant Impact documen deliverable is found in the program documents provided.	it. Evidence related to this
	☐ Attempted	No additional documents related to this deliverable we	ere submitted for review
	☐ Never Started	after the initial SME report.	
QUALITY	X Satisfactory	Review of curriculum documents provided reveals:	
	□Unsatisfactory	Alignment of all but one of the Surgical Technici	an courses to meet
	□ Unclear	program outcomes. SUR 320 is not included on the curriculu checkmark in the 3 rd column of the document 2 but no course listed. Alignment of all general education courses to ach Clear pathway from Sterile Processing certificate Technician degree	ment titled Curriculum Map lieve applicable degree. to obtainment of Surgical
		A review of program requirements indicates that alignment applicable to this signature program.	to non-credit courses is not
		DELIVERABLE 1.2: Updated college facilities	
STATUS	□ Completed	COMMENTS: A review of initial documents submitted and do revel no information regarding this deliverable. No addition	
	☐ In Progress	this deliverable were submitted for review after the ini	
	☐ Attempted		•
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NO INFORMATION PROVIDED	
	☐ Unsatisfactory		
	X Unclear		
	T	DELIVERABLE 1.3: Offer new credentials	
STATUS	NOT	COMMENTS: A review of documents provided indicates this to this signature program.	deliverable is not applicable
	A PPLICABLE	J 1 3 -	

	DELIVERABLE 1.4: Lett	ers of commitment from employers and industry re	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document representatives met with individuals from area healthcare	
	X In Progress	opportunities for students to learn about resumes and prof	
	☐ Attempted	Human Resource professionals.	,
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: A review of signature program documents pro	
	X Unsatisfactory	on Skills Commons revealed no evidence to indicate that t resulted a commitment from these employers.	ne described discussions
	□Unclear	No letters of commitment were found from employers and in the initial documentation provided or in documents on S	• •
		additional documents related to this deliverable were the initial SME report.	
	DELIVERABLE 1	l.5: Development and pilot of RAP (EICC, KCC, NICC	Conly)
STATUS	Not	COMMENTS: NA	· ·
	A PPLICABLE		
	Deliverable 1.6:	Continue PLA progress started in I-AM (Round 2 – 1	TAACCCT)
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact strict guidelines from accreditation	
	☐ In Progress	bodies restrict the option of prior learning assessment and be pursed, however evidence related to this deliverable was	•
	☐ Attempted	program documents provided.	do rouna in tho dignatare
	☐ Never Started		
0		COMPUTED A society of decomposite annuited according	and the control of the side
QUALITY	X Satisfactory	COMMENTS: A review of documents provided reveal a cleated Processing certificate to the Surgical Technician degree.	•
	☐ Unsatisfactory	learning assessment credit if the student had complet	
	□Unclear	certificate prior to beginning the Surgical Technician deg	•
	STRATEG	l Y 2: Advance Online & Technology-Enabled Learnin	ıq
MILESTONE 2		ND SIMULATION INTO COURSES AND TRAININGS.	☐ Complete
			X Incomplete
MILESTONE 2	.2: EXPAND ONLINE ANI	BLENDED COURSE OFFERINGS.	NOT APPLICABLE
MILESTONE 2	.3: Create and distrik	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLI	2.1: Public licensing of curricula and training mate	
STATUS	X Completed	COMMENTS: Documents and training materials developed	
	☐ In Progress	available for public download on SkillsCommons	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm	
	□ Unsatisfactory	 Three Surgical Technician program marketing do 12 Surgical Technician program course syllabi 	cuments
	□ Unclear	12 Gurgiour roominolari program Gourse syllabi	

	Deliverable	2.2: Distribution through project and online repos	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact documen grant funds were posted on SkillsCommons.	t all material created using
	☐ In Progress	grant funds were posted on Skins-Commons.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted	
	☐ Unsatisfactory	 Three Surgical Technician program marketing d 12 Surgical Technician program course syllabi 	ocuments
	□ Unclear	- 12 cargical recimician program course symasi	
	DEI	LIVERABLE 2.3: Offering online/blended programs	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offeri	
	A PPLICABLE	course offerings was not pursued due to accreditation co	nstraints.
	DELIVE	RABLE 2.4: Incorporation of simulation into courses	;
STATUS	□ Completed	COMMENTS: No evidence related to this deliverable was for	
	☐ In Progress	documents provided or in program documents on posted additional documents related to this deliverable were	
	☐ Attempted	the initial SME report.	
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: No Information provided	
	☐ Unsatisfactory		
	X Unclear		
DEL	IVERABLE 2.5: Develor	oment and publication of a scorecard that updates	on a regular basis
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	STRATEGY 3: C	reate Expanded & Individualized Student Support S	Services
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student	career planning.	X Complete
			□Incomplete
MILESTONE 3	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.	1: Develop and implement online, modular-based p	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact, the offeri	•
	A PPLICABLE	course offerings was not pursued due to accreditation co	nstraints.
DELIVERABI	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab a	ssistance, and utilization
STATUS	V 0 111	of Pathway Navigators COMMENTS: Per the Statement of Grant Impact documen	t targeted remediation
O IAIOO	X Completed	services are provided for the signature program. Student	_
	☐ In Progress	training on Career Coach software.	
	☐ Attempted	-	
	□ Never Started		

QUALITY	X Satisfactory □Unsatisfactory □ Unclear	COMMENTS: Per the Statement of Grant Impact document, the following support services are available: • Advisor for IHUM programs to assist with prerequisites and planning for the signature programs. • ROC Advising and Career Planning A review of signature program documents provided and program documents on posted on SkillCommons found the following: • Student resources listed in Surgical Tech program course syllabi: • Access to Cyber Library • Free tutoring and academic assistance • Free online tutoring • Specialized tutor help for nursing and biology • Bookmarks with contact information for health science related course tutor.	
0=	2.5	argeted recruitment marketing materials on multiple platforms	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document targeted recruitment efforts have been employed.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document various faculty and staff attended high school recruitment events to share about grant programs and that local	
	☐ Unsatisfactory	IWD and vocational rehab organizations refer students to the college.	
	□ Unclear	The following marketing materials related to the Surgical Tech program were found on the SkillsCommons website: Surgical Technician program promotional video Radio advertisement Surgical Technician program handout Career exploration day flyer	
		There is a direct link to a webpage that describes the Surgical Tech program from the Enhance lowa webpage.	
DELIVE	RABLE 3.4: Implement	t a web-based tool that can generate regional LMI paired with applicable programs of study	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact	
	☐ In Progress	document, however there is evidence of achievement of this deliverable for the Surg	
	☐ Attempted	Tech program	
	☐ Never Started	-	
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage reveals information about the	
		abundance of healthcare jobs in the area served by IWCC and a link to the college	
	□Unsatisfactory	goes directly to a webpage describing the signature program and jobs in the area.	
	□Unclear		

	STRATEGY 4: C	reate & Improve Alignment with Industry & State Age	encies		
	MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the				
industries).		our consortium members (representing each of the			
MILESTONE 4.2: Create or strengthen regional industry advisory committees.					
			X Incomplete		
MILESTONE 4	.3: Create joint mar	keting and outreach efforts with state agencies.	X Complete		
			□ Incomplete		
MILESTONE 4	4.4: Collaborate with	state agencies on a participant referral process.	X Complete		
			☐ Incomplete		
MILESTONE 4 based even		ustry and state agencies on job fairs and mission-	X Complete		
			☐ Incomplete		
DELIVERAB	LE 4.1: Meeting min	utes from IHUM Sector Strategy Committee and regio	onal industry advisory		
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document,	National Guard		
	X In Progress	representative guest spoke about their Enlist, Education, a	and Employ		
		initiative in conjunction with Home base lowa. There is no where or to whom the guest speaker presented.	information regarding		
	☐ Attempted☐ Never Started☐	- more or to whom the guest opeaner presented.			
QUALITY	☐ Never Started ☐ Satisfactory	COMMENTS: No evidence of an advisory committee for this	s signature program was		
	X Unsatisfactory	found in initial documents provided or in the documents po			
	☐ Unclear	No minutes of adviaory board meetings were found in initial	al documents provided or		
	□ Unclear	in the documents posted on SkillsCommon. No additional			
		deliverable were submitted after the initial SME report.			
	DELIVERABLE 4.2.	New industry partnerships developed during the gra	nt neriod		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document			
	☐ In Progress	were developed during the grant period.			
	□ Attempted				
	□Never Started				
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document			
	□ Unsatisfactory	facilities are listed as new industry partners that could prove opportunities for this signature program.	vide workplace learning		
	□ Unclear	Hill Crest Health			
		Westridge Quality Care Nathandia Mathadia Lloubh Cartage			
		Nebraska Methodist Health System			
STATUS		l and RAP materials developed in collaboration with a COMMENTS: This deliverable was not addressed on the State			
CIAIGO	X Completed	document, however there is clear evidence of marketing material	terials and collaborative		
	☐ In Progress	efforts found in the documents provided and on the Emsi Ca on the Creative Commons website	reer Coach webpage and		
	☐ Attempted	on the crodity commons wobsite			
	□Never Started				

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds Several documents also include lowa Workforce Development information.
	DELIVERABLE 4.4	4: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, potential students are referred to the college to learn more about the signature program.
	☐ In Progress	college to learn more about the signature program.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted in deliverable 3.3, local IWD and vocational rehab organizations refer students to the college
	☐ Unsatisfactory	Teler students to the college
	□ Unclear	
	DELIVERABLE 4.5: A	minimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of a career fair during 2016.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents submitted after the initial SME report reveal the
	☐ Unsatisfactory	following documents related to this deliverable: • September 21, 2016 Career Fair flyer
	□ Unclear	October 30, 2017 Career/Transfer Fair flyer
		 List of academic institutions and employers scheduled to attend the October 30, 2017 Career/Transfer Fair
		List of Clarinda campus nursing students who attended the October 30, 2017 Career/Transfer Fair

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Northwest Iowa Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - NCC's nursing curriculum was audited to implement nursing simulation into the curriculum.
 - o NCC specifically added OB simulation to the curriculum to serve as the OB clinical time.
- Updated college facilities
 - NCC purchased high fidelity simulators and remodeled the nursing lab to accommodate
 the new simulators and to create a hospital room, a control room to run simulators, and
 a debriefing room to go over the experience with students.
- Offer new credentials
 - o No new credentials were offered
- Established commitment from employers and industry representatives
 - NCC's industry and employer partners have become more supportive of NCC's nursing program by expanding the number and type of scholarships available for students.
 - Continued donations of equipment and supplies
 - o Commitment to interview and hire graduates of NCC's programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - NCC has formalized its Prior Learning Assessment and the registrar works with academic advisors to note situations where students should consider seeking PLA and guiding them through the process. More students have taken advantage of the availability.
- Expand work based learning experiences
 - o N/A
- Aligned non-credit offerings with credit courses
 - o N/A

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - o NCC purchased three high fidelity simulators (SimMan, SimMom and SimJr) to be used to enhance nursing education through simulation. The college remodeled facilities to



make the simulation lab as hospital realistic as possible. This included the creation of a control room, debriefing room as well as a the actual hospital room.

- Expand online and blended course offerings
 - o N/A
- Create and distribute Open Educational Resources
 - o NCC's open educational resources includes a handful of staff-developed simulation.
- Incorporation of simulation into courses
 - Simulation has been implemented in to the Practical Nursing IA, ADN Nursing IA, ADN Nursing IB, ADN Nursing IIA and ADN Nursing IIB courses and cover topics from post-operative care, COPD, Hypoglycemia, pulmonary embolism, myocardial infarction, vaginal delivery, postpartum hemorrhage and code blue.
 - Due to the rural nature of most of the hospitals NCC's nursing students attend clinical, there is no guarantee students will be on site for a birth or postnatal care of mother and infant. Thus NCC has made the decision focus OB clinical experiences in the simulation lab.

Strategy 3 - Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o N/A
- Improve Student Career Planning
 - o N/A
- Implement accelerated and/or contextualized remediation
 - o N/A
- Develop and implement online, modular-based programs
 - o N/A
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - o N/A

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - NCC has established a Healthcare Sector Board and the board meets on an annual basis at the moment, but there is push to get it to meet more regularly and to discuss needs within the industry and region.
- Strengthen Industry advisory committees
 - NCC's advisory committee for nursing meets regularly and has a quality representation
 of health care facilities. Attendance at the meetings is also high, meaning there is
 significant engagement with NCC and its program.



- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - o N/A
- New Industry partnerships developed during the grant period
 - o No new industry partnerships were created, but they were strengthened.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)

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Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - NCC is committed to the implementation of simulation and technology enabled learning. This will continue.
 - The college will continue to maintain the simulators and the simulation lab.
 - o The simulation coordinator position has been institutionalized and will continue.
 - o The healthcare assistant position has been institutionalized and will continue.
 - o The college will continue to offer PLA.
 - The college will continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.
 - o The college will continue to be involved in the statewide simulation network.



Statement of Grant Impact: Northwest Iowa Community College - Medical Coding

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - o NCC's Medical Coding curriculum is regularly reviewed to meet national standards.
 - As part of the IHUM Grant, NCC adjusted the modality of the Medical Coding Program to be taught online. No new curriculum was developed or redesigned.
- Updated college facilities
 - o N/A
- Offer new credentials
 - No new credentials were offered
- Established commitment from employers and industry representatives
 - NCC's industry and employer partners have become more supportive of NCC's health programs by expanding the number and type of scholarships available for students.
 - Continued donations of equipment and supplies
 - o Commitment to interview and hire graduates of NCC's programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - NCC has formalized its Prior Learning Assessment and the registrar works with academic advisors to note situations where students should consider seeking PLA and guiding them through the process. More students have taken advantage of the availability.
- Expand work based learning experiences
 - o N/A
- Aligned non-credit offerings with credit courses
 - o N/A

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - o N/A
- Expand online and blended course offerings
 - o NCC moved the modality for Medical Coding to an online learning environment.
- Create and distribute Open Educational Resources



- o None were created for the curriculum of the hybrid rad tech program.
- Incorporation of simulation into courses
 - o N/A

Strategy 3 - Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o N/A
- Improve Student Career Planning
 - o N/A
- Implement accelerated and/or contextualized remediation
 - o N/A
- Develop and implement online, modular-based programs
 - o N/A
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - o N/A

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - NCC has established a Healthcare Sector Board and the board meets on an annual basis at the moment, but there is push to get it to meet more regularly and to discuss needs within the industry and region.
- Strengthen Industry advisory committees
 - NCC's advisory committee for Health Information Technology meets regularly and has a quality representation of health care facilities.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - o N/A
- New Industry partnerships developed during the grant period
 - o No new industry partnerships were created, but they were strengthened.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)

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Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The Medical Coding program will continue in an online learning environment.
 - The healthcare assistant position has been institutionalized and will continue.



- o The college will continue to offer PLA.
- The college will continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.



Statement of Grant Impact: Northwest Iowa Community College - Radiologic Technology

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - o NCC's Rad Tech curriculum is regularly reviewed to meet JCERT standards.
 - As part of the IHUM Grant, NCC adjusted the modality of the Radiologic Technology
 Program to be taught online. No new curriculum was developed or redesigned.
- Updated college facilities
 - o NCC a digital x-ray machine that is used by both hybrid rad tech and the face-to-face radiologic technology program.
- Offer new credentials
 - o No new credentials were offered
- Established commitment from employers and industry representatives
 - NCC's industry and employer partners have become more supportive of NCC's health programs by expanding the number and type of scholarships available for students.
 - Continued donations of equipment and supplies
 - o Commitment to interview and hire graduates of NCC's programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - NCC has formalized its Prior Learning Assessment and the registrar works with academic advisors to note situations where students should consider seeking PLA and guiding them through the process. More students have taken advantage of the availability.
- Expand work based learning experiences
 - o N/A
- · Aligned non-credit offerings with credit courses
 - o N/A

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - o NCC purchased and implemented the use of a digital x-ray machine.
- Expand online and blended course offerings



- NCC created a hybrid modality for the radiologic technology program which implemented the face-to-face curriculum in an online learning environment.
- Create and distribute Open Educational Resources
 - None were created for the curriculum of the hybrid rad tech program.
- Incorporation of simulation into courses
 - NCC uses the digital x-ray machine to simulate positioning of patients, and simulating taking x-rays as well as reviewing them for quality and correct position.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o N/A
- Improve Student Career Planning
 - o N/A
- Implement accelerated and/or contextualized remediation
 - o N/A
- Develop and implement online, modular-based programs
 - o N/A
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - o N/A

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - NCC has established a Healthcare Sector Board and the board meets on an annual basis at the moment, but there is push to get it to meet more regularly and to discuss needs within the industry and region.
- Strengthen Industry advisory committees
 - NCC's advisory committee for radiologic technology meets regularly and has a quality representation of health care facilities. Attendance at the meetings is also high, meaning there is significant engagement with NCC and its program.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - o N/A
- New Industry partnerships developed during the grant period
 - o No new industry partnerships were created, but they were strengthened.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)

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Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - NCC is committed to the implementation of simulation and technology enabled learning. This will continue.
 - The college will continue to digital x-ray machine.
 - The full-time rad tech instructor has been institutionalized and maintained.
 - o The healthcare assistant position has been institutionalized and will continue.
 - The college will continue to offer PLA.
 - The college will continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Northwest Iowa Community College

Signature Program Reviewed: Practical Nursing Program -

Diploma Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-09/1/2018

Date of Final Report: 9/26/2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies

NCC utilized the IHUM grant to enhance educational opportunities for students in the PN program through the integration of high quality simulation learning experiences. Curriculum map shows a clear correlation between nursing courses to meet program objectives. A pathway for advancement from PN to obtainment of an advanced nursing degree is provided. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Marketing materials for the PN program were developed with grant funds.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.2: Align non-credit offerings with credit courses
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events

Sustainability

NCC identified the following sustainability plan that applies to the PN program:

- Continue to maintain the simulators and the simulation lab.
- Simulation coordinator position has been institutionalized and will continue.
- Healthcare assistant position has been institutionalized and will continue.
- College will continue to offer PLA.
- Continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.
- Continue to be involved in the statewide simulation network.

MILESTONE 1.1: Align non-credit offerings with credit courses. NOT APPLICABLE	STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.2: Align non-credit offerings with credit courses. MILESTONE 1.3: Expand and enhance work-based learning experiences. MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. STATUS X Complete DELIVERABLE 1.1: Audited and redesigned curricula	· ·			X Complete	
MILESTONE 1.3: Expand and enhance work-based learning experiences. MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete	industry/employer recognized credentials.			□Incomplete	
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. X Complete Incomplete Incomplete	MILESTONE 1.	MILESTONE 1.2: Align non-credit offerings with credit courses.			
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. X Complete Incomplete Incomplete Incomplete	MILESTONE 1.	3: Expand and enhai	nce work-based learning experiences.	X Complete	
## Accomplete Comments: A review of practical nursing experiences was noted on simulation regarding PN simulation learning experiences was noted on simulation documents from the signature program alignment of non-credit to credit courses is non-applicable to this signature program. STATUS X Completed				□ Incomplete	
STATUS	•			NOT APPLICABLE	
STATUS X Completed	MILESTONE 1.	.5: Strengthen Prior L	earning Assessment initiative.	X Complete	
X Completed				□ Incomplete	
audited to implement nursing simulation into the curriculum. Specifically, OB simulation was added to the curriculum to serve as the OB clinical time. Attempted Never Started Never S		DEL			
□ In Progress	STATUS	X Completed			
QUALITY		☐ In Progress			
Comments: A review of practical nursing syllabi on Skills Commons revealed courses that make-up the PN program Information regarding PN simulation learning experiences was noted on simulation documents found on Skills Commons. There is an established Pathway from NA to PN to ADN to BSN to advance nursing degrees Per additional documents provided this signature program alignment of non-credit to credit courses is non-applicable to this signature program. STATUS X Completed		☐ Attempted			
that make-up the PN program Information regarding PN simulation learning experiences was noted on simulation documents found on Skills Commons. There is an established Pathway from NA to PN to ADN to BSN to advance nursing degrees Per additional documents provided this signature program alignment of non-credit to credit courses is non-applicable to this signature program. DELIVERABLE 1.2: Updated college facilities STATUS X Completed		☐ Never Started			
□ Unclear □ Information regarding PN simulation learning experiences was noted on simulation documents found on Skills Commons. There is an established Pathway from NA to PN to ADN to BSN to advance nursing degrees □ Per additional documents provided this signature program alignment of non-credit to credit courses is non-applicable to this signature program. DELIVERABLE 1.2: Updated college facilities Comments Per the Statement of Grant Impact document, nursing labs were remodeled to accommodate the new simulators and to create a hospital room, a contro room to run simulators, and a debriefing room to go over the experience with students. QUALITY	QUALITY	X Satisfactory		ommons revealed courses	
Unclear Unclear		☐ Unsatisfactory		vas noted on simulation	
Deliverable 1.2: Updated college facilities		□ Unclear			
DELIVERABLE 1.2: Updated college facilities STATUS X Completed □ In Progress □ Attempted □ Never Started QUALITY X Satisfactory □ Unsatisfactory □ Unclear COMMENTS: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. DELIVERABLE 1.3: Offer new credentials STATUS NOT COMMENTS: Per the Statement of Grant Impact document, nursing labs were remodeled to accommodate the new simulators and to create a hospital room, a contro room to run simulators, and a debriefing room to go over the experience with students. COMMENTS: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. COMMENTS: Per the Statement of Grant Impact document no new credentials were			· · · · · · · · · · · · · · · · · · ·		
STATUS X Completed			, , , , , , , , , , , , , , , , , , , ,	alignment of non-credit to	
STATUS X Completed			DELIVERABLE 1.2: Updated college facilities		
□ In Progress □ Attempted □ Never Started ■ Valiable Comments: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. ■ Unclear ■ Deliverable 1.3: Offer new credentials ■ Not Comments: Per the Statement of Grant Impact document no new credentials were	STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,		
□ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear COMMENTS: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. Deliverable 1.3: Offer new credentials STATUS NOT COMMENTS: Per the Statement of Grant Impact document no new credentials were		·			
QUALITY X Satisfactory ☐ Unsatisfactory ☐ Unclear COMMENTS: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. Deliverable 1.3: Offer new credentials STATUS NOT COMMENTS: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. COMMENTS: Per the Statement of Grant Impact document no new credentials were				o oxponence manetadonio.	
QUALITY X Satisfactory COMMENTS: Renovation of the nursing lab to add simulation facilities meets this criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards. □ Unclear DELIVERABLE 1.3: Offer new credentials STATUS NOT COMMENTS: Per the Statement of Grant Impact document no new credentials were					
☐ Unsatisfactory ☐ Unclear ☐ Unclea	QUALITY		1		
□ Unclear DELIVERABLE 1.3: Offer new credentials STATUS NOT COMMENTS: Per the Statement of Grant Impact document no new credentials were			_	ows a commitment to	
STATUS NOT COMMENTS: Per the Statement of Grant Impact document no new credentials were			Simulation best prestice standards.		
			DELIVERABLE 1.3: Offer new credentials		
APPLICABLE COMMENTS: Non-applicable to this signature program	STATUS	_	COMMENTS: Per the Statement of Grant Impact document r developed.	no new credentials were	

	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry rep	resentatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from	
	☐ In Progress	employers and industry.	
	□ Attempted		
	□ Never Started		
QUALITY	□ Satisfactory	COMMENTS: Per the Statement of Grant Impact document i	
	□Unsatisfactory	 partners have become more supportive of the nursing prog Expanding the number and type of scholarships a 	•
	X Unclear	Continued donations of equipment and supplies	
		Commitment to interview and hire graduates of N	. •
		However, no letters of commitment were found in the documents on Skills Commons.	mentation provided or in
	DELIVERABLE 1	.5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 – TA	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there are formalized prior learning assessment processes in place.	here are formalized prior
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, its Prior Learning Assessment and the registrar works with	
	☐ Unsatisfactory	advisors to note situations where students should consider	
	□Unclear	them through the process. More students have taken adva	ntage of the availability.
	STRATEG'	Y 2: Advance Online & Technology-Enabled Learning	
		ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2.	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2.	.3: Create and distrib	ute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE	2.1: Public licensing of curricula and training mater	
STATUS	X Completed	COMMENTS: Documents and training materials developed for available for public download on Creative Commons	or the signature program are
	☐ In Progress	available for public download on orealive commons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NCC on Creative Commons revealed	
	☐ Unsatisfactory	Eight PN program course syllabiTwo PN program level simulation scenarios	
□ Unclear		One document with information about PN simulation learning experiences	

DELIVERABLE 2.2: Distribution through project and online repositories				
STATUS	X Completed	COMMENTS: As noted above, material created using grant for SkillsCommons.	unds were posted on	
	☐ In Progress	SkillsCommons.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by	by NCC on Skils Commons	
	☐ Unsatisfactory	revealed: • Eight PN program course syllabi		
	□ Unclear	Two PN program level simulation scenarios		
		One document with information about PN simulati	on learning experiences	
_	1	IVERABLE 2.3: Offering online/blended programs		
STATUS	X Completed	COMMENTS: Per additional documents provided this signatule learning format.	re program has a blended	
	☐ In Progress	isaning formati		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Simulation supplements clinical time.		
	☐ Unsatisfactory			
	□ Unclear			
	DELIVE	RABLE 2.4: Incorporation of simulation into courses		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, experiences opportunities have been expanded and incorp		
	☐ In Progress	curriculum.		
	☐ Attempted			
_	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, Three high fidelity simulators (SimMan, SimMom	and Sim Ir) have been	
	☐ Unsatisfactory	purchased to be used to enhance nursing education through simulation.		
		 The college facilities have been remodeled to make the simulation lab as realistic as possible. This included the creation of a hospital setting, control 		
		room, debriefing room	a nospital setting, control	
		Simulation has been implemented into PN IA and		
		postoperative care, COPD, Hypoglycemia, pulmo infarction, vaginal delivery, postpartum hemorrha		
		Due to the inconsistent nature of traditional OB clinical opportunities, the		
		OB clinical experiences occur in the simulation la	ıb.	
	IVERABLE 2.5: Develop	ment and publication of a scorecard that updates or	n a regular basis	
STATUS	Not	COMMENTS: NA.		
	APPLICABLE			
Museuma		eate Expanded & Individualized Student Support Se		
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete	
			☐ Incomplete	

MILESTONE 3.2: Improve student career planning.			X Complete	
			□Incomplete	
MILESTONE 3.3: Implement acceler programs.		rated and/or contextualized remediation	NOT APPLICABLE	
	DELIVERABLE 3.1	: Develop and implement online, modular-based pro	grams	
STATUS	X Completed	COMMENTS: Per additional documents provided this signatule learning format.	re program has a blended	
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Simulation supplements clinical time.		
	☐ Unsatisfactory			
	□ Unclear			
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab ass of Pathway Navigators	sistance, and utilization	
STATUS	Not	COMMENTS: Per additional documents provided this De	eliverable is non-	
	APPLICABLE	applicable to this signature program		
	DELIVERABLE 3.3: Ta	 argeted recruitment marketing materials on multiple	platforms	
STATUS	X Completed	COMMENTS: There is evidence of marketing efforts on mul	•	
	□In Progress	signature program.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: There is a direct link to a webpage that descri		
	☐ Unsatisfactory	Nursing program from the Enhance lowa webpage. Per add NCC launched digital marketing campaigns this signature p		
	☐ Unclear	Troo launtined digital marketing earnpaigns this signature p	orogram.	
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pai	red with applicable	
STATUS	W -	programs of study	N program was not	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the P addressed on the Statement of Grant Impact document, ho	. •	
	☐ In Progress	progress towards this deliverable was found Enhance lowards		
	☐ Attempted			
0	☐ Never Started	COMMENTO: A man on the Exhance laws Cover Cooch was	hanna varianta information	
QUALITY	X Satisfactory	COMMENTS: A map on the Enhance lowa Career Coach we about the abundance of healthcare jobs in the area served		
	☐ Unsatisfactory	college goes directly to a webpage describing the signature		
	□Unclear	the area.		
STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members NOT APPLICABLE				
	•	ur consortium members (representing each of the	NOT APPLICABLE	
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete	
			□ Incomplete	

MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete	
			□ Incomplete	
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			NOT APPLICABLE	
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-based events. NOT APPLICABLE				
DELIVERAE	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio	nal industry advisory	
STATUS	Y Completed	committee Comments: Per the Statement of Grant Impact document,	a Health Sector Board has	
GIAIGO	X Completed	been established and a nursing program advisory committee		
	□In Progress			
	☐ Attempted			
OHALITY	☐ Never Started	COMMENTS: Per the Statement of Grant Impact document,	the Healthears Coster Doord	
QUALITY	X Satisfactory	meets on an annual basis but there is push for the board t		
	☐ Unsatisfactory	discuss needs within the industry and region.	,	
	□Unclear	The advisory committee for nursing meets regularly and has a quality representation health care facilities. Attendance at the meetings is also high, meaning there		
	DELIVEDABLE 4 2: N	significant engagement with NCC and its program. New industry partnerships developed during the gra	nt noriod	
STATUS	NOT	COMMENTS: Per additional documents provided this Deliver		
	APPLICABLE	signature program	11	
Di		l and RAP materials developed in collaboration with s	state agencies	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the P		
	☐ In Progress	addressed on the Statement of Grant Impact document, ho		
	☐ Attempted	progress towards this deliverable was found on the Enhance webpage and on the Creative Commons website.	ce Iowa Career Coach	
	□ Never Started	webpage and on the oreative commons website.		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the En	nsi Career Coach webpage	
	☐ Unsatisfactory	goes directly to a webpage describing the signature progra area. The webpage was developed as part of the IHUM gra		
	□Unclear	aroa. The weepage was developed as part of the infem gre	A1 16.	
	DELIVERABLE 4.4	: Outreach efforts to educate WIBs about IHUM for re	eferrals	
STATUS	Nот	COMMENTO, Der additional decuments provided this Deliver		
	INOI	COMMENTS: Per additional documents provided this Deliver	able is non-applicable to this	
	APPLICABLE	signature program	able is non-applicable to this	
	APPLICABLE	•		
STATUS	APPLICABLE	signature program	ies annually	
STATUS	APPLICABLE DELIVERABLE 4.5: A m	signature program ninimum of one event with industry and state agence	ies annually	
STATUS	APPLICABLE DELIVERABLE 4.5: A m X Completed	signature program ninimum of one event with industry and state agence	ies annually	
STATUS	APPLICABLE DELIVERABLE 4.5: A m X Completed In Progress	signature program ninimum of one event with industry and state agence	ies annually	
STATUS	APPLICABLE DELIVERABLE 4.5: A m X Completed In Progress Attempted	signature program ninimum of one event with industry and state agence	i es annually a yearly event.	
	APPLICABLE DELIVERABLE 4.5: A m X Completed In Progress Attempted Never Started	signature program inimum of one event with industry and state agence COMMENTS: Per additional documents provided NCC host a	i es annually a yearly event.	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Northwest Iowa Community College

Signature Program Reviewed: Associate Degree Nursing

Program Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-09/1/2018

Date of Final Report: 9/26/2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events

NCC utilized the IHUM grant to enhance educational opportunities for students in the ADN program through the integration of high-quality simulation learning experiences. Curriculum map shows a clear correlation between nursing courses to meet program objectives. A pathway for advancement from ADN to obtainment of an advanced nursing degree is provided. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Marketing materials for the ADN program were developed with grant funds.

Non-Applicable Milestones:

The following millstones are not applicable to this signature program

- 1.2: Align non-credit offerings with credit courses
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)
- 4.4: Collaborate with state agencies on a participant referral process.

Sustainability

NCC identified the following sustainability plan that applies to the ADN program:

- Continue to maintain the simulators and the simulation lab.
- Simulation coordinator position has been institutionalized and will continue.
- Healthcare assistant position has been institutionalized and will continue.
- College will continue to offer PLA.
- Continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.
- Continue to be involved in the statewide simulation network.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete	
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1	.2: Align non-credit o	fferings with credit courses.	NOT APPLICABLE	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)			NOT APPLICABLE	
MILESTONE 1	.5: Strengthen Prior L	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DEI	LIVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, audited to implement nursing simulation into the curriculum		
	☐ In Progress	was added to the curriculum to serve as the OB clinical tim		
	☐ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	Note: File labeled as NCC_Curriculum Map_Associate Degree Nursing of document titled Signature Program: NCC Practical Nursing, however collisted on this document match courses listed on the document titled		
	□ Unsatisfactory		•	
	□ Unclear	NCC_Course_Information_Associate_Degree_Nursing was used to evaluate the quality of this deliverable.	therefore this document	
		 Review of curriculum documents provided reveals: Alignment of ADN courses only to meet program outcomes. There is revidence found on the curriculum map to indicate how general educatic courses align with ADN program outcomes. Evidence of the presence of simulation learning experiences are found following ADN program syllabi:		
	T = -	DELIVERABLE 1.2: Updated college facilities		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, remodeled to accommodate the new simulators and to creat		
	☐ In Progress	room to run simulators, and a debriefing room to go over the	•	
	☐ Attempted			
_	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Renovation of the nursing lab to add simulation criterion. The inclusion of a dedicated debriefing room should be added to the comment of the nursing lab to add simulation.		
	☐ Unsatisfactory	simulation best practice standards.		
	□ Unclear			

DELIVERABLE 1.3: Offer new credentials						
STATUS	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact document developed.	no new credentials were			
	DELIVERABLE 1.4: Letto	ers of commitment from employers and industry re				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document employers and industry.	there is commitment from			
	☐ In Progress	omployers and industry.				
	☐ Attempted					
	☐ Never Started					
QUALITY	□ Satisfactory	COMMENTS: Per the Statement of Grant Impact document partners have become more supportive of the nursing program.				
	□Unsatisfactory	 Expanding the number and type of scholarships 	-			
	X Unclear	 Continued donations of equipment and supplies Commitment to interview and hire graduates of N 	NCC's programs.			
		However, no letters of commitment were found in the docudents on Skills Commons.	mentation provided or in			
	DELIVERABLE 1.5: Development and pilot of RAP (EICC, KCC, NICC only)					
STATUS	Not	COMMENTS: NA				
	A PPLICABLE					
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 – T				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there are formalized pre-learning assessment processes in place.				
	☐ In Progress	loanning accessment processes in place.				
	☐ Attempted					
	☐ Never Started					
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the college has formalized its Prior Learning Assessment and the registrar works with academic				
	☐ Unsatisfactory	advisors to note situations where students should conside	r seeking PLA and guiding			
	□Unclear	them through the process. More students have taken adva				
		LPN licensure is required for admission to this signature p	rogram.			
	STRATEG'	y 2: Advance Online & Technology-Enabled Learnin	g			
MILESTONE 2		ND SIMULATION INTO COURSES AND TRAININGS.	X Complete			
□ Incomplete		□ Incomplete				
MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS.		BLENDED COURSE OFFERINGS.	X Complete			
		□ Incomplete				
MILESTONE 2	.3: Create and distrib	ute Open Educational Resources.	X Complete			

	Deliverable	2.1: Public licensing of curricula and training materials				
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature program are available for public download on Creative Commons				
	☐ In Progress	available for public download on Creative Commons				
	□ Attempted					
	□ Never Started					
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NCC on Creative Commons revealed:				
	☐ Unsatisfactory	 Seven ADN program course syllabi Six ADN program level simulation scenarios 				
	□ Unclear	One document with information about ADN simulation learning experiences				
	DELIVERABLE	2.2: Distribution through project and online repositories				
STATUS	X Completed	COMMENTS: As noted above, material created using grant funds were posted on				
	☐ In Progress	SkillsCommons.				
	☐ Attempted					
	☐ Never Started					
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by NCC on Creative				
	☐ Unsatisfactory	Commons revealed: • Seven ADN program course syllabi				
	□ Unclear	Six ADN program level simulation scenarios				
		One document with information about ADN simulation learning experiences				
	DELIVERABLE 2.3: Offering online/blended programs					
STATUS	X Completed	COMMENTS: Per additional documents provided this signature program has a blended learning format.				
	☐ In Progress					
	☐ Attempted					
	Never Started					
QUALITY	X Satisfactory	COMMENTS: Simulation supplement preceptor and clinical time.				
	☐ Unsatisfactory					
	□ Unclear					
	DELIVER	ABLE 2.4: Incorporation of simulation into courses				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the nursing				
	☐ In Progress	curriculum.				
	☐ Attempted					
	☐ Never Started					

QUALITY	X Satisfactory	 COMMENTS: Per the Statement of Grant Impact document, Three high fidelity simulators (SimMan, SimMom and SimJr) have been purchased to be used to enhance nursing education through simulation. 		
	☐ Unsatisfactory			
	□ Unclear	The college facilities have been remodeled to make the simulation lab as		
		realistic as possible. This included the creation of a hospital setting, control		
		room, debriefing roomSimulation has been implemented into ADN Nurs	ing IA Nursing IR	
		Nursing IIA and Nursing IIB courses and cover to	pics from postoperative	
		care, COPD, Hypoglycemia, pulmonary embolish		
		 vaginal delivery, postpartum hemorrhage and coo Due to the inconsistent nature of traditional OB cl 		
		OB clinical experiences occur in the simulation la	• •	
DFLIV	 FRABLE 2.5: Developr	l nent and publication of a scorecard that updates on	a regular basis	
STATUS	Not	COMMENTS: NA.	a rogalar saoio	
	APPLICABLE			
		eate Expanded & Individualized Student Support Ser	vices	
MILESTONE 3.		lized recruitment and retention efforts.	X Complete	
	·		·	
MILESTONE 3.	2: Improve student c	career planning.	☐ Incomplete	
MILEOTONE O	z. miprovo otadoni o	areer planning.	X Complete	
Mu cetour 2	2. Implement acceler	rated and/or contactualized remodiation	□Incomplete	
programs.	o. implement accele	rated and/or contextualized remediation	NOT APPLICABLE	
1 0	DELIVERABLE 3.1:	Develop and implement online, modular-based prog	grams	
STATUS	X Completed	COMMENTS: Per additional documents provided this signature program has a blended		
	☐ In Progress	learning format.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Simulation supplement preceptor and clinical ti	me.	
	□Unsatisfactory			
	□ Unclear			
DELIVERABLE	3.2: "Bootcamps", i	ndividual/peer tutoring, individual hands-on lab assi	stance, and utilization	
STATUS	Not	of Pathway Navigators	olivorable is non	
SIAIUS	Not	COMMENTS: Per additional documents provided this De applicable to this signature program	eliverable is non-	
	APPLICABLE			
C=+=:-		rgeted recruitment marketing materials on multiple		
STATUS	X Completed	COMMENTS: There is evidence of marketing efforts on multi signature program.	pie piationns for this	
	□In Progress	ognatoro program.		
	☐ Attempted			
	□ Nover Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: There is a direct link to a webpage that describes the NCC Associate Degree Nursing program from the Enhance lowa webpage. Per additional documents provided NCC launched digital marketing campaigns this signature program.		
DELIVER	ABLE 3.4: Implement a	web-based tool that can generate regional LMI paid programs of study	red with applicable	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the A	. •	
	☐ In Progress	addressed on the Statement of Grant Impact document, he progress towards this deliverable was found Enhance Iowa		
	□ Attempted	progress towards this deliverable was found Elithance lowe	d Career Coach Webpage.	
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: A map on the Enhance lowa Career Coach we about the abundance of healthcare jobs in the area served		
	☐ Unsatisfactory	college goes directly to a webpage describing the signature		
	□Unclear	the area.		
industries). MILESTONE 4	MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries). MILESTONE 4.2: Create or strengthen regional industry advisory committees. MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies. NOT APPLICABI **Complete** Incomplete** X Complete**			
MII ESTONE 4	.4: Collaborate with s	tate agencies on a participant referral process.	□ Incomplete NOT APPLICABLE	
MILESTONE 4	MILESTONE 4.4: Collaborate with state agencies on a participant referral process. MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-based events.		NOT APPLICABLE	
DELIVERAB	LE 4.1: Meeting minut	es from IHUM Sector Strategy Committee and regio committee	nal industry advisory	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, a Health Sector Board		
	□In Progress	has been established and a nursing program advisory com	nmittee is in place.	
	□ Attempted			
	☐ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: Per the Statement of Grant Impact document, the Healthcare Sector Board meets on an annual basis but there is push for the board to meet more regularly and to discuss needs within the industry and region. The advisory committee for nursing meets regularly and has a quality representation of health care facilities. Attendance at the meetings is also high, meaning there is significant engagement with NCC and its program. No information about the make-up of the Health Sector Board is provided. No evidence of meeting minutes for the Health Sector Board or advisory committee were found in the signature program documents provided or in the documents on Creative Commons.
	DELIVERABLE 4.2: N	ew industry partnerships developed during the grant period
STATUS	Not	COMMENTS: Per additional documents provided this Deliverable is non-applicable to
	A PPLICABLE	this signature program
DE	LIVERABLE 4.3: IHUM a	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the ADN program was not
	☐ In Progress	addressed on the Statement of Grant Impact document, however evidence related to
	☐ Attempted	progress towards this deliverable was found on the Enhance Iowa Career Coach webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage
	☐ Unsatisfactory	goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
	□Unclear	5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	Not	COMMENTS: Per additional documents provided this Deliverable is non-applicable to
	A PPLICABLE	this signature program
	DELIVERABLE 4.5: A mi	inimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per additional documents provided NCC host a yearly event.
	☐ In Progress	
	□Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: Every year NCC hosts a job fair and healthcare representatives attend
	☐ Unsatisfactory	
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Northwest Iowa Community College

Signature Program Reviewed: Medical Coding Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-09/1/2018

Date of Final Report: 9/26/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

NCC utilized the IHUM grant to support educational opportunities for students in the Medical Coding program by moving the program to an on-line format. Curriculum map shows a correlation between Medical Coding courses to meet program objectives. A pathway for advancement from Medical Records Certificate to Medical Coding Diploma to HITS Degree is provided. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Marketing materials for the Medical Coding program were developed with grant funds.

Non-Applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)
- 4.4: Collaborate with state agencies on a participant referral process.

Sustainability

NCC_identified then following studies in a biline in the state of the

- Continued utilization of the digital x-ray machine.
- Full-time rad tech instructor has been institutionalized and maintained.
- Healthcare assistant position has been institutionalized and will continue.
- Continue to offer PLA.
- Continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
		th relevant national standards and	X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
		Technology cluster pathways with	□ Complete
apprentices	hips (EICC, KCC, NIC	:C)	□ Incomplete
MILESTONE 1	.5: Strengthen Prior L	earning Assessment initiative.	X Complete
			□ Incomplete
	DEI	LIVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, Coding program are now offered online.	courses in the Medical
	☐ In Progress	Coding program are now onered orinine.	
	□ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	Per the Statement of Grant Impact document, the Medical reviewed regularly to meet national standards.	Coding curriculum ire
	□Unsatisfactory	Teviewed regularly to meet flational standards.	
	□ Unclear	Review of curriculum documents provided reveals:	
		credit courses is non-applicable to this signature program.	
	_	DELIVERABLE 1.2: Updated college facilities	
STATUS	NOT Applicable	COMMENTS: Per additional documents provided this Deliver signature program	able is non-applicable to this
0=+=++		DELIVERABLE 1.3: Offer new credentials	
STATUS	Not	COMMENTS: Per the Statement of Grant Impact document r developed.	no new credentials were
	APPLICABLE	·	
		ers of commitment from employers and industry rep	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document temployers and industry.	nere is commitment from
	☐ In Progress	, ,	
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,			
	□Unsatisfactory	 partners have become more supportive of health programs Expanding the number and type of scholarships a 	•		
	□Unclear	Continued donations of equipment and supplies	Tallable for Gladerile.		
		Commitment to interview and hire graduates of N	CC's programs.		
STATUS		.5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA	only)		
SIAIUS	NOT	COMMENTS. NA			
	APPLICABLE				
0		Continue PLA progress started in I-AM (Round 2 – TA			
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document to learning assessment processes in place.	here are formalized prior		
	☐ In Progress	is a ming assessment pressure in place.			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the college has formalized by Private Assessment and the project of the college has formalized by Private Assessment and the project of the college has formalized by Private Assessment and the project of the College has formalized by Private Assessment and the project of the College has formalized by Private Assessment and the project of the College has formalized by Private Assessment and the Pr			
	☐ Unsatisfactory	its Prior Learning Assessment and the registrar works with advisors to note situations where students should consider			
	□Unclear	them through the process. More students have taken advar	ntage of the availability.		
Mu =o=ou= 0	STRATEGY 2: Advance Online & Technology-Enabled Learning				
MILESTONE 2.1: ENHANCE AND EXPAND SIMULATION INTO COURSES AND TRAININGS. NOT APPLICABLE					
MILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete		
			□ Incomplete		
MILESTONE 2.	3: Create and distrib	ute Open Educational Resources.	X Complete		
			☐ Incomplete		
	DELIVERABLE	2.1: Public licensing of curricula and training mater			
STATUS	X Completed	COMMENTS: Documents and training materials developed for			
	☐ In Progress	available for public download on Creative Commons			
	☐ Attempted				
	□ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NCC on Skill	s Commons revealed		
	☐ Unsatisfactory	Seven Medical Coding program course syllabi			
	□ Unclear				
		2.2: Distribution through project and online reposito	ries		
STATUS	X Completed	COMMENTS: As noted above, material created using grant for			
	☐ In Progress	Commons.			
	☐ Attempted				
	□ Never Started				

QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by revealed Seven Medical Coding program course syllabi	by NCC on Skills Commons	
	☐ Unsatisfactory	Tovalica deven Medical Coding program coding Synabi		
	□ Unclear			
		IVERABLE 2.3: Offering online/blended programs	U M P I O P	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, is now offered on-line.	the Medical Coding program	
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, moved from a classroom-based program to an on-line prog		
	☐ Unsatisfactory	Intoved from a diassiooni-based program to an on-line prog	raiii.	
	□ Unclear			
		RABLE 2.4: Incorporation of simulation into courses		
Status	NOT Applicable	COMMENTS: Per additional documents provided this Deliver signature program		
		ment and publication of a scorecard that updates or	n a regular basis	
STATUS	Not	COMMENTS: NA		
	APPLICABLE			
STRATEGY 3: Create Expanded & Individualized Student Support Services				
MILESTONE 3.1: Implement special		ized recruitment and retention efforts.		
M 0			X Incomplete	
MILESTONE 3.	2: Improve student c	areer planning.	X Complete	
			□Incomplete	
MILESTONE 3. programs.	3: Implement accelei	rated and/or contextualized remediation	NOT APPLICABLE	
	DELIVERABLE 3.1	: Develop and implement online, modular-based pro	ograms	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, is now offered on-line.	the Medical Coding program	
	☐ In Progress	is now offered off-fine.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	.	
	□Unsatisfactory	moved from a classroom-based program to an on-line prog	iaiii.	
	□ Unclear			
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab ass	sistance, and utilization	
STATUS	Not	of Pathway Navigators COMMENTS: Per additional documents provided this Deliver	able is non-applicable to this	
O IAIOO	NOT	signature program	asis to from applicable to tillo	
	A PPLICABLE			

	DELIVERABLE 3.3: Ta	argeted recruitment marketing materials on multiple	platforms
STATUS	X Completed	COMMENTS: There is evidence of marketing efforts on multi	ple platforms for this
	☐ In Progress	signature program	
	□Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: There is a direct link to a webpage that descri	
	□Unsatisfactory	Coding program from the Enhance Iowa webpage. Per add NCC launched digital marketing campaigns this signature p	•
	□ Unclear		
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pai programs of study	red with applicable
STATUS	X Completed	COMMENTS: Information related to this deliverable for the N	
	☐ In Progress	not addressed on the Statement of Grant Impact documer to progress towards this deliverable was found Enhance lo	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Enhance Iowa Career Coach webpage reveals infor	
	☐ Unsatisfactory	about the abundance of healthcare jobs in the area served college goes directly to a webpage describing the signature	
	□Unclear	area.	,
	STRATEGY 4: Create & Improve Alignment with Industry & State Agencies		
		ctor Strategy Committee consisting of members ir consortium members (representing each of the	NOT APPLICABLE
	2: Create or strength	en regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	ting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	tate agencies on a participant referral process.	NOT APPLICABLE
based event	s.	etry and state agencies on job fairs and mission-	NOT APPLICABLE
DELIVERAB	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio	nal industry advisory
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	
	□In Progress	been established and a Radiology Tech program advisory of	committee is in place.
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the Healthcare Sector Board meets on an annual basis but there is push for the board to meet more regularly and to
	☐ Unsatisfactory	discuss needs within the industry and region.
	□Unclear	Advisory committee for Health Information Technology (which includes this signature program) meets regularly and has a quality representation of health care facilities. Attendance at the meetings is also high, meaning there is significant engagement with NCC and its program.
	DELIVERABLE 4.2: N	New industry partnerships developed during the grant period
STATUS	NOT Applicable	COMMENTS: Per the Statement of Grant Impact document, no new industry partners were established during the grant period.
	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Medical Coding program was not addressed on the Statement of Grant Impact document, however evidence related
	☐ In Progress	to progress towards this deliverable was found on the Enhance Iowa Career Coach
	☐ Attempted	webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the
	☐ Unsatisfactory	area. The webpage was developed as part of the IHUM grant.
	□Unclear	
		: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	NOT Applicable	COMMENTS: Per additional documents provided this Deliverable is non-applicable to this signature program
	DELIVERABLE 4.5: A m	ninimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per additional documents provided NCC host a yearly event.
	☐ In Progress	
	□Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: Every year NCC hosts a job fair and healthcare representatives attend
	☐ Unsatisfactory	
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Northwest Iowa Community College

Signature Program Reviewed: Pharmacy Technician Program – Diploma or Certificate

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-09/1/2018

Date of Final Report: 9/26/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.5: Partner with industry and state agencies on job fairs and mission-based events

NCC utilized the IHUM grant to support educational opportunities for students in the Pharmacy Technician program. Course content is delivered on line and work based experiences are provided. Resources developed during the grant period are freely shared via the Creative Commons website and marketing materials were developed with grant funds.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)
- 4.4: Collaborate with state agencies on a participant referral process.

Sustainability

No sustainability plan related to this program was identified

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete	
industry/employer recognized credentials.			□Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE	
MILESTONE 1.	3: Expand and enhar	nce work-based learning experiences.	X Complete	
			□Incomplete	
apprentices	hips (EICC, KCC, NIC	<u>'</u>	NOT APPLICABLE	
MILESTONE 1.	.5: Strengthen Prior L	earning Assessment initiative.	NOT APPLICABLE	
	DEL	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per additional documents provided this signature on-line.	ire program was put entirely	
	☐ In Progress			
	☐ Attempted	Per additional documents provided this signature program credit courses is non-applicable to this signature program.	•	
	□Never Started	Gredit courses is non-applicable to this signature program.		
QUALITY	□Satisfactory	COMMENTS: Per additional documents provided program sy		
	□Unsatisfactory	Sharepoint and Dropbox, however these documents are no	ot available to trils reviewer.	
	X Unclear			
		DELIVERABLE 1.2: Updated college facilities		
STATUS	NOT Applicable	COMMENTS: Per additional documents provided this Deliverable is non-applicable to this signature program		
		DELIVERABLE 1.3: Offer new credentials		
STATUS	Not	COMMENTS: Per additional documents provided this Deliver	able is non-applicable to this	
	A PPLICABLE	signature program		
	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry rep		
STATUS	X Completed	COMMENTS: Per additional documents provided there is supsignature program.	pport from industry for this	
	☐ In Progress	Signature program.		
	□Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per additional documents provided Pharmacy clinical component and are served by area pharmacies.	Tech students have a	
☐ Unsatisfactory		diffical component and are served by area pharmacies.		
	□ Unclear			
		.5: Development and pilot of RAP (EICC, KCC, NICC	only)	
STATUS	Not	COMMENTS: NA		
	APPLICABLE			

DELIVERABLE 1.6: Continue PLA progress started in I-AM (Round 2 – TAACCCT)				
STATUS	Not	COMMENTS: Per additional documents provided this Deliverable is non-applicable to this		
	A PPLICABLE	signature program		
		2: Advance Online & Technology-Enabled Learning		
MILESTONE 2.	1: ENHANCE AND EXPAN	ND SIMULATION INTO COURSES AND TRAININGS.	NOT APPLICABLE	
MILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete	
			□Incomplete	
MILESTONE 2.	3: Create and distrib	ute Open Educational Resources.	X Complete	
			□ Incomplete	
	DELIVERABLE	2.1: Public licensing of curricula and training mater		
STATUS	X Completed	COMMENTS: Documents and training materials developed for available for public download on Skills Commons	or the signature program are	
	☐ In Progress	available to public download on olding commons		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NCC on Creating Three Pharmacy Technician program course sylla		
	☐ Unsatisfactory	• Three Harriacy recrimical program course syna	DI	
	□ Unclear			
	DELIVERABLE	2.2: Distribution through project and online reposito		
STATUS	X Completed	COMMENTS: As noted above, material created using grant for Commons.	using grant funds were posted on Skills	
	☐ In Progress	Gorillions.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted be revealed:	y NCC on Skils Commons	
	☐ Unsatisfactory	Three Pharmacy Technician program course sylla	bi	
	□ Unclear			
	DEL	IVERABLE 2.3: Offering online/blended programs		
STATUS	X Completed	COMMENTS: Per additional documents provided this signature on-line.	re program was put entirely	
	☐ In Progress	on line.		
	☐ Attempted			
	□Never Started			
QUALITY	☐ Satisfactory	COMMENTS: Per additional documents provided program sy Sharepoint and Dropbox, however these documents are no		
	☐ Unsatisfactory	onarcpoint and broppox, nowever these documents are no	t available to trils reviewer.	
	X Unclear			
	DELIVE	RABLE 2.4: Incorporation of simulation into courses		
STATUS	Not	COMMENTS: Per additional documents provided this Deliver signature program	able is non-applicable to this	
	APPLICABLE	Signature program		

DELI	DELIVERABLE 2.5: Development and publication of a scorecard that updates on a regular basis			
STATUS	Not	COMMENTS: NA		
	A PPLICABLE			
	STRATEGY 3: Cr	eate Expanded & Individualized Student Support Se	rvices	
MILESTONE 3		ized recruitment and retention efforts.	X Complete	
			□Incomplete	
MILESTONE 3	.2: Improve student c	areer planning.	X Complete	
			□ Incomplete	
MILESTONE 3	3: Implement acceler	rated and/or contextualized remediation	NOT APPLICABLE	
	DELIVERABLE 3.1	: Develop and implement online, modular-based pro	ngrams	
STATUS	X Completed	COMMENTS: Per additional documents provided this signatu		
	☐ In Progress	on-line.		
	☐ Attempted			
	□Never Started			
QUALITY	□ Satisfactory	COMMENTS: Per additional documents provided program sy		
	□Unsatisfactory	Sharepoint and Dropbox, however these documents are no	ot available to this reviewer.	
	X Unclear			
DELIVERABL		। individual/peer tutoring, individual hands-on lab ass	sistance, and utilization	
	• ′	of Pathway Navigators		
STATUS	Not	COMMENTS: Per additional documents provided this Deliver signature program	able is non-applicable to this	
	APPLICABLE	Signature program		
	DELIVERABLE 3.3: Ta	argeted recruitment marketing materials on multiple		
STATUS	X Completed	COMMENTS: COMMENTS: There is evidence of marketing eff this signature program	orts on multiple platforms for	
	☐ In Progress	and signature program		
	☐ Attempted			
_	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: There is a direct link to a webpage that descri Technician program from the Enhance lowa webpage. Per	•	
	□Unsatisfactory	provided NCC launched digital marketing campaigns this si		
	□ Unclear			
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pai programs of study	red with applicable	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the P	harmacy Technician	
	☐ In Progress	program was not provided, however evidence related to pro	ogress towards this	
	☐ Attempted	deliverable was found.		
	□ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: A map on the Enhance lowa Career Coach we about the abundance of healthcare jobs in the area served college goes directly to a webpage describing the signature jobs in the area.	by NCC and a link to the
		reate & Improve Alignment with Industry & State Ag	encies
		ctor Strategy Committee consisting of members ir consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4.	.2: Create or strength	en regional industry advisory committees.	X Complete
M			□ Incomplete
		eting and outreach efforts with state agencies.	NOT APPLICABLE
		state agencies on a participant referral process.	NOT APPLICABLE
MILESTONE 4. based event		stry and state agencies on job fairs and mission-	X Complete
Deliver	n = 4.4. Ma ating main.	too from IIIIII Cootou Ctuatou. Committee and resi	□Incomplete
DELIVERAE	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio	mai industry advisory
STATUS	X Completed	COMMENTS: Per additional documents provided a Health Se	
	☐ In Progress	established and a Pharmacy Tech program advisory comm	littee is in place.
	☐ Attempted		
	□ Never Started		
QUALITY	□ Satisfactory	COMMENTS: Per additional documents provided program sy	
	☐ Unsatisfactory	Sharepoint and Dropbox, however these documents are no	of available to this reviewer.
	X Unclear		
		New industry partnerships developed during the gra	•
STATUS	NOT Applicable	COMMENTS: Per additional documents provided this Deliver signature program	able is non-applicable to this
Di		and RAP materials developed in collaboration with:	state agencies
STATUS	Not	COMMENTS: Per additional documents provided this Deliver	able is non-applicable to this
	APPLICABLE	signature program	
	DELIVERABLE 4.4	: Outreach efforts to educate WIBs about IHUM for r	
STATUS	Not	COMMENTS: Per additional documents provided this Deliver signature program	able is non-applicable to this
	APPLICABLE	agriature program	
	DELIVERABLE 4.5: A m	ninimum of one event with industry and state agenc	
STATUS	X Completed	COMMENTS: Per additional documents provided NCC host a	a yearly event.
	☐ In Progress		
	□Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Every year NCC hosts a job fair and healthcare	e representatives attend
	☐ Unsatisfactory		
	☐ Unclear		



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Northwest Iowa Community College

Signature Program Reviewed: Radiology Technician Degree Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-09/1/2018

Date of Final Report: 9/26/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies

NCC utilized the IHUM grant to enhance educational opportunities for students in the Radiology Tech program by creating a hybrid program option and integration of simulation-based learning experiences. Curriculum map shows a clear correlation between Radiology Tech courses to meet program objectives. A pathway for advancement from Radiology Tech degree to a 4-year institution is provided. Resources developed during the grant period are freely shared via the Creative Commons website. Relationships with regional employers and industry provide work-place learning opportunities. Marketing materials for the Radiology Tech program were developed with grant funds.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Sustainability

NCC_identified-then followings sustainabilithun lechthat applieable dhe Rankiology sTenheisian perogram:

- Continued utilization of the digital x-ray machine.
- Full-time rad tech instructor has been institutionalized and maintained.
- Healthcare assistant position has been institutionalized and will continue.
- Continue to offer PLA.
- Continue to work to strengthen the healthcare sector board, advisory committees and partner relationships.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1	.2: Align non-credit o	fferings with credit courses.	NOT APPLICABLE
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
			NOT APPLICABLE
MILESTONE 1	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□ Incomplete
	DE	LIVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, program are now offered online or on hybrid format.	courses in the Rad Tech
	☐ In Progress	program are now onered online or on hybrid format.	
	□ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	Per the Statement of Grant Impact document, the Rad Tech curriculum ire reviewe	
	□Unsatisfactory	regularly to meet JCERT standards.	
	□ Unclear	 Review of curriculum documents provided reveals: Alignment of Radiology Technician courses only to meet program outcomes. There is no evidence found on the curriculum map to indicate how general education courses align with Radiology Technician program outcomes. Hybrid option is noted in the following Rad Tech program syllabus:	
		DELIVERABLE 1.2: Updated college facilities	
STATUS	X Completed	COMMENTS: Per the Information provided on the Statement	
	☐ In Progress	for this deliverable is related to the purchase of equipment.	
	□Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: The provided evidence for this deliverable is re	• •
	☐ Unsatisfactory	no evidence of updated college facilities for this signature p	orogram.
	□ Unclear		

		DELIVERABLE 1.3: Offer new credentials	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document r developed.	no new credentials were
	☐ In Progress	developed.	
	□ Attempted		
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: No evidence found.	
	X Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry rep	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document t employers and industry.	here is commitment from
	☐ In Progress	employers and industry.	
	□ Attempted		
	□ Never Started		
QUALITY	□ Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	
	□Unsatisfactory	 partners have become more supportive of health programs Expanding the number and type of scholarships a 	•
	X Unclear	Continued donations of equipment and supplies	
		Commitment to interview and hire graduates of N	CC's programs.
		However, no letters of commitment were found in the docur	mentation provided or in
		documents on Skills Commons.	
	DELIVERABLE 1	.5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 – TA	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there are formalized prior learning assessment processes in place.	
	☐ In Progress	learning assessment processes in place.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, its Prior Learning Assessment and the registrar works with	•
	☐ Unsatisfactory	advisors to note situations where students should consider	
	□Unclear	them through the process. More students have taken advan	ntage of the availability.
	CTDATES.	(2) Advance Online & Technology Enghlad Learning	
MILESTONE 2		Y 2: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete

MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS.			X Complete
			□ Incomplete
MILESTONE 2	.3: Create and distrib	ute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE	2.1: Public licensing of curricula and training mater	
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature program are available for public download on Creative Commons	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NCC on Skill Market materials for the Radiology Technician	s Commons revealed:
	☐ Unsatisfactory	Radiology Technician program Promotional videos	3
	□ Unclear	20 Rad Tech program course syllabi	
	DELIVERABLE	2.2: Distribution through project and online reposito	ries
STATUS	X Completed	COMMENTS: As noted above, material created using grant funds were posted on Ski	unds were posted on Skills
	☐ In Progress	Commons.	
	□ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted be revealed:	by NCC on Skills Commons
	☐ Unsatisfactory	Market materials for the Radiology Technician	
	□ Unclear	Radiology Technician program Promotional videos	3
		20 Rad Tech program course syllabi	
	1	IVERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, the Radiology To program is now offered in a hybrid format.	the Radiology Technician
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	program face-to-face curriculum is now implemented in an environment.	online learning
	☐ Unsatisfactory		
	□ Unclear		
	DELIVE	RABLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document of purchase equipment for simulation learning experiences for	•
	☐ In Progress		and dignostard programm
	☐ Attempted		
	☐ Never Started		

QUALITY DEL STATUS	X Satisfactory ☐ Unsatisfactory ☐ Unclear IVERABLE 2.5: Develop NOT	COMMENTS: Per the Statement of Grant Impact document machine to be used by students attending the face-to-face options. The digital x-ray machine will allow Rad Tech students to patients and taking of x-rays as well as reviewing the x-ray position. The digital x-ray machine will allow Rad Tech students to patients and taking of x-rays as well as reviewing the x-ray position. The digital x-ray machine will allow Rad Tech students to patients and taking of x-rays as well as reviewing the x-ray position.	simulate positioning of s for quality and correct
	APPLICABLE		
	STRATEGY 3: CI	reate Expanded & Individualized Student Support S	ervices
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
	.3: Implement accele	rated and/or contextualized remediation	NOT APPLICABLE
programs.	DELIVERABLE 2	1: Develop and implement online, modular-based pr	ograme
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document	
	☐ In Progress	program is now offered in a hybrid format.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	program face-to-face curriculum is now implemented in an online learning environment.	
	□Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	sistance, and utilization
STATUS	NOT Applicable	of Pathway Navigators COMMENTS: Per additional documents provided this D applicable to this signature program	eliverable is non-
		 argeted recruitment marketing materials on multiple	e platforms
STATUS	X Completed	COMMENTS: Information related to this deliverable for the	Rad Tech program was not
	☐ In Progress	addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found in signature program documents provide	
	□ Attempted		orogram documents provided.
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: There is a direct link to a webpage that descri	•
	☐ Unsatisfactory	Technician program from the Enhance Iowa webpage. In marketing materials are found on the Skills Commons we	•
	□ Unclear	Three web-based Radiology Tech program promotio Two different Radiology Tech program promotio .	notions

DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study			
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Radiology Tech program was	
	☐ In Progress	not addressed on the Statement of Grant Impact documer to progress towards this deliverable was found Enhance lo	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Enhance lowa Career Coach we	
	☐ Unsatisfactory	about the abundance of healthcare jobs in the area served college goes directly to a webpage describing the signature	
	□Unclear	area.	,
		eate & Improve Alignment with Industry & State Age	encies
	•	ctor Strategy Committee consisting of members ir consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4.	2: Create or strength	en regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	ting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			NOT APPLICABLE
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-based events. NOT APPLICABLE			
DELIVERAE	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio committee	nal industry advisory
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	
	□In Progress	been established and a Radiology Tech program advisory of	committee is in place.
	□ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, meets on an annual basis but there is push for the board to	
	☐ Unsatisfactory	discuss needs within the industry and region.	o meet more regularly and to
	□ Unclear	Advisory committee for radiologic technology meets regularly and has a quality representation of health care facilities. Attendance at the meetings is also high, meaning there is significant engagement with NCC and its program.	
	DELIVERABLE 4.2: I	New industry partnerships developed during the gra	nt period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, were established during the grant period.	no new industry partners
	☐ In Progress	were established during the grant period.	
	□Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, were strengthened during the grant period, however there	• • • • •
	☐ Unsatisfactory	regarding how.	no information was provided
	□Unclear		

Di	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Radiology Tech program was
	☐ In Progress	not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance Iowa Career Coach
	☐ Attempted	webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage
	☐ Unsatisfactory	goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
	□Unclear	
	DELIVERABLE 4.4	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	Not	COMMENTS: Per additional documents provided this Deliverable is non-applicable to this
	APPLICABLE	signature program
	DELIVERABLE 4.5: A m	inimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per additional documents provided NCC host a yearly event.
	☐ In Progress	
	□Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: Every year NCC hosts a job fair and healthcare representatives attend
	☐ Unsatisfactory	
	□ Unclear	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: North Iowa Area Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - O The Practical Nursing program (diploma) Associate Degree Nursing Degree (ADN) program: Incorporation of simulation activities in the curriculum enhanced the program and improved transition to clinical practice. During the grant activity the programs reviewed the curriculum to determine need for improvement and identified key activities to enhance learning.
 - O Neonatal Resuscitation Program (NRP): Incorporation of simulation activities in the curriculum, along with video recording enhanced capabilities, helped meet the American Academy of Pediatrics and American Heart Association guidelines. Without enhanced simulation the program would not continue to meet guidelines.
 - O Medical Administrative Assistant Diploma and Degree: These degree options were redesigned for curriculum alignment to better support transition from the diploma to degree and other business administration programs. Use of simulated medical records supported by grant funding improved preparation for the medical office careers.
- Updated college facilities
 - O New simulators, medical equipment and a video recording system for the Health Simulation Center provided simulation activities to meet American Academy of Pediatrics and American Heart Association guidelines and International Nursing Association for Clinical Simulation and Learning (INACSL) standards. These facilities are utilized by PN, NRP, and ADN programs, while the Medical Administrative Assistance program benefitted from grant-funded simulated medical records.
- Offer new credentials: Not applicable as noted in the quarterly reports.
- Established commitment from employers and industry representatives
 - The Health Sector Board provided additional input from employers and industry with a perspective beyond one individual program. Continued commitment from the Nursing, Business and Continuing Education Advisory Committees, along with employers, remains strong. Employers and advisory committee members toured the Health Simulation Center and were included in discussions about curriculum updates with simulation.



- Developed and piloted Registered Apprenticeship Programs (IT Only): Not applicable to NIACC
- Continued PLA progress started in I-AM
 NIACC implemented a Special Topics Course called PLA geared toward helping students develop
 a comprehensive portfolio. The class meets once a week for 8 weeks after which the student can
 submit his or her portfolio for faculty review. The student must meet 80% of the rubric
 requirements developed for the course for which they are seeking credit. The process may
 support students preparing for health programs taking prerequisites and support courses.
- Expand work-based learning experiences
 - O NIACC has improved preparation for work-based learning through expanded simulation utilizing current technology in the workplace. This expansion now includes all signature programs. The room designs and equipment support a realistic work environment including patient monitors, infant care supplies and other items for simulation activities. NIACC also uses preceptorships and extensive clinical rotations to provide work based learning which meets the requirements of both the program and the lowa Board of Nursing.
- Aligned non-credit offerings with credit courses: Not applicable as noted in the quarterly reports.

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - O New simulators, medical equipment and a video recording system for the Health Simulation Center provided new simulation activities to enhance the curriculums of the nursing programs and Neonatal Resuscitation Program. The programs advanced the use of high fidelity simulation. The use of video streaming and playback for review greatly enhanced the potential for student learning during simulation.
 - O Use of simulated medical records supported by grant funding support improved preparation for the medical office.
- Expand online and blended course offerings
 - O The support courses for the nursing programs are online or hybrid courses. Hybrid courses for Anatomy and Physiology I and II were developed during the grant period. These courses are scheduled to coordinate with the ADN course schedule. (These courses were not funded by IHUM dollars.)
 - The Neonatal Resuscitation Program is now a modular program hybrid course with online preparation and a focus on the skills and simulation on site.



- The Medical Administrative Assistant program expanded online course work. HIT: 125 Essentials of Health Records is a new hybrid course in the program. Another course is being developed for the spring semester. HIT420: Legal Aspects of Health Information will be an online course offering.
- O The NIACC ADN Program will sign a new articulation agreement with the University of lowa providing advanced placement in an online RN to BSN program while enrolled in the ADN Program. This curriculum option will highlight the NIACC online/hybrid course options currently available for students. A press conference and reception will be held on the NIACC campus to promote the new articulation agreement Feb. 8, 2018.
- Create and distribute Open Educational Resources
 - O Simulation curriculum developed with the use of IHUM funds, it will be uploaded to Creative Commons. An inventory of all signature program courses was taken to evaluate the percentage of OER they contain. This information was submitted to the IHUM Project Manager.
- Incorporation of simulation into courses
 - Practical Nursing program and Associate Degree Nursing program: Incorporation of simulation activities in the curriculum enhanced the program and improved transition to clinical practice. Expanded simulations include additional pediatric/maternal-child simulation, more diversity, scanning technology with mediation administration, interdisciplinary teamwork and increased emphasis on communication.
 - Neonatal Resuscitation Program (NRP): Incorporation of simulation activities in the curriculum with video recording provided enhanced capabilities to meet the American Academy of Pediatrics and American Heart Association guidelines.
 - Medical Administrative Assistant Diploma and Degree: Use of simulated medical records supported by grant funding support improved preparation for the medical office careers.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - O Many open house and hands on activities have been held in the Health Simulation Center to enhance recruitment during multiple events, including Homecoming, Health Sector Meetings, and the Career Fair. These marketing efforts were geared towards nursing programs.
 - O Health and math tutoring was provided to improve retention.
 - O A new marketing strategy was used to promote success stories of NIACC Health Division graduates who are considered minorities. Success stories (2) included a Latina and male



- veteran alumni. These stories were shared and boosted on social media and the NIACC's website. These marketing efforts were geared towards nursing programs.
- O A billboard and digital campaign urged potential nursing students to begin their prerequisites. Encouraging pre-requisite completion will increase the number of students eligible for the nursing programs.
- o Enhance Iowa materials are being shared with each new student.
- Improve Student Career Planning
 - O CareerCoach sessions held and flier distributed information on website.
 - O Each new signature program student is given an orientation to Career Coach. Career Coach is now being utilized as a tool in NIACC's Student Development course offerings (SDV); flyers have been added to new student orientation packets by the admissions office and are being distributed in the Student Services office. The link to Career Coach was also added to the student portal so it would be more widely used.
- Implement accelerated and/or contextualized remediation
 - O Health tutor was placed in the Health Laboratory area to supports access and use of facilities to promote retention.
 - O Hands on learning activities in the Simulation Center provide contextualized learning with simulating current clinical practice in the workplace. All ADN nursing students are now provided an individual session in the Health Simulation Center providing feedback and remediation prior to starting the acute care rotations.
 - O NIACC offers accelerated remediation programs in math. The ratio of students to instructors is kept low for support and progress and the courses are taken pass/no pass. The range of topics now includes pre-stats and stats which is an immense benefit for the students of the IHUM signature programs to meet the program prerequisites and also continue for advanced degrees.
- Develop and implement online, modular-based programs
 - O Online and hybrid courses in the curriculums are identified as stated previously.
 - A pathway has been identified and promoted in the Health Career Map:
 Certified Nursing Assistant > Licensed Practical Nursing t> Associate Degree Nursing.
 (NRP certification may be added after graduation.)
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - CareerCoach was implemented on district-wide website with professional development sessions held to inform faculty and advisors.



Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - A Health Sector Board has been established. Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource.
- Strengthen Industry advisory committees
 - o The IHUM Grant Coordinator or Health Division Chair attended advisory committees to report on grant activities. The advisory committees are actively working with the faculty to support recruitment and retention. A report from the Health Sector Boards was shared with the advisory committees.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - O lowaWorks is working closely with the Health Sector Board.
 - o IowaWORKS, including IVRS, is disseminating Enhance Iowa materials to dislocated workers who visit their center. IowaWorks is utilizing, promoting and disseminating the healthcare careers map developed by the healthcare sector board. IowaWorks is also promoting Enhance Iowa posts on their social media outlets.
- New Industry partnerships developed during the grant period
 - Multiple health agencies are present at the annual Career Fair on the NIACC Campus.
 Recent agencies offering clinical experience and employment opportunities:
 - Iowa Specialty Hospital
 - Quick Care Urgent Care Clinic
 - Mayo Clinics
 - O Planning of a health career expo is under way in partnership with lowaWorks. The health career expo is a direct result of planning by the health sector partnership.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only): -Not applicable to NIACC

Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - o lowaWorks will continue collaboration and support with the Health Sector Board.
 - Continued Events: Career Fairs and Career Exploration Events.



- Health Tutor will continue to assist students in the Health area and simulation center.
 Math tutoring also continues in the student learning center.
- O Simulation activities will continue in each signature program.
- O Student fees may be increased to support the simulation activities. However, the benefits of simulation are established and will support the addition of this fee.
- O Budgeting to maintain simulators, equipment, and supplies will be in place as the grant period ends.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: North Iowa Area Community College

Signature Program Reviewed: Practical Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

NIACC utilized the IHUM grant to enhance educational opportunities for students in the PN program through the integration of high quality simulation learning experiences and expanded course offerings. Curriculum map shows a clear correlation between general education courses and nursing courses to meet program objectives. A pathway for advancement from PN to obtainment of a BSN is provided. Online and hybrid courses support the program. Resources developed during the grant period are freely shared via the Creative Commons website. Recruitment and retention efforts are in place. Relationships with regional employers and industry provide work-place learning opportunities. Collaboration with community partners at events provides opportunities for potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

NIACC identified the following sustainability plan that applies to the PN program:

- IowaWorks will continue collaboration and support with the Health Sector Board.
- Continued Events: Career Fairs and Career Exploration Events.
- Health Tutor will continue to assist students in the Health area and simulation center.
- Math tutoring continues in the student learning center.
- Simulation activities will continue
- Student fees may be increased to support the simulation activities.
- Budgeting to maintain simulators, equipment, and supplies will be in place

	STRATEGY 1:	Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete		
industry/employer recognized credentials.			□Incomplete		
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE		
MILESTONE 1.3: Expand and enhance work-based learning experiences.			X Complete		
	□ Incomplete				
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)			NOT APPLICABLE		
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative.			X Complete		
			□ Incomplete		
	Deliv	ERABLE 1.1: Audited and redesigned curricula			
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document s incorporated into the signature program to help improve tra			
	☐ In Progress	practice.	irisition to clinical		
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	Review of curriculum documents provided reveals:	taamaa		
	☐ Unsatisfactory	 Alignment of PN courses to meet program out Incorporation of general education courses to 			
	□ Unclear	degree.			
		Syllabi for each course in the Associate Degreel N Dethyway form DN to ADN to BSN	Nursing program		
		 Pathway from PN to ADN to BSN 			
	1	DELIVERABLE 1.2: Updated college facilities			
Status	X Completed	COMMENTS: Per the Statement of Grant Impact facilities an updated to provide simulation learning experiences.	d equipment have been		
	☐ In Progress	apactod to provide simulation is an imag emperiorises.			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of signature program documents proviously found on Skills Commons reveal evidence of simulation lea			
	□ Unsatisfactory	meet best practice standards for fidelity.	arming crivinoriments that		
	□ Unclear	Dor the Statement of Crant Impact document, the simulation	an loorning onvironment		
		Per the Statement of Grant Impact document, the simulation utilizes current technology in the workplace. The room design of the statement of t			
		support a realistic work environment including patient moni			
		supplies and other items for simulation activities.			
		Marketing videos provide evidence of these facilities			

		DELIVERABLE 1.3: Offer new credentials	
Status	Not Applicable	COMMENTS: Per the Statement of Grant Impact document r developed.	
		s of commitment from employers and industry repre	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is a from employers and industry.	nere is commitment
	☐ In Progress	Thom omployers and madealy.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Signature program documents provided inc	
	□Unsatisfactory	experiences take place in a variety of structured settings, p community, or long-term care facilities.	rimarily in acute care,
	Unclear	Per the Statement of Grant Impact document there is a cor Nursing, Business and Continuing Education Advisory Com Preceptorships and extensive clinical rotations provide work Learning. A review of SME Response support documents revealed leteration Dana Young, Clinic Manager, Mason City Cline Pat Nelson, RN, MSN Faculty, University of Iowa College of Nursing Board Chair, NIACC Nursing Advisory Board	nmittees and employers. k based etters of support from:
	Deliverable 1.5	: Development and pilot of RAP (EICC, KCC, NICC or	nly)
STATUS	Not Applicable	COMMENTS: NA	
	DELIVERABLE 1.6: Co	ontinue PLA progress started in I-AM (Round 2 – TAA	
Status	DELIVERABLE 1.6: Co	COMMENTS: A review of documents provided reveal an esta	
Status			
STATUS	X Completed	COMMENTS: A review of documents provided reveal an esta	
Status	X Completed ☐ In Progress	COMMENTS: A review of documents provided reveal an esta	
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear	ablished pathway for
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program.	ablished pathway for
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear	pathway from PN to
Quality	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special To was developed to support students preparing for health proprerequisites and support courses. Advance Online & Technology-Enabled Learning	pathway from PN to
Quality	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special To was developed to support students preparing for health proprerequisites and support courses.	pathway from PN to
Quality	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special To was developed to support students preparing for health proprerequisites and support courses. Advance Online & Technology-Enabled Learning	pathway from PN to pics Course titled PLA ograms taking
QUALITY MILESTONE 2	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear STRATEGY 2	COMMENTS: A review of documents provided reveal an esta students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special To was developed to support students preparing for health proprerequisites and support courses. Advance Online & Technology-Enabled Learning	pathway from PN to pics Course titled PLA ograms taking X Complete
QUALITY MILESTONE 2	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear STRATEGY 2	COMMENTS: A review of documents provided reveal an estal students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special Towas developed to support students preparing for health proprerequisites and support courses. Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	pathway from PN to pics Course titled PLA ograms taking X Complete Incomplete
QUALITY MILESTONE 2	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear STRATEGY 2 2.1: ENHANCE AND EXPANA 2.2: EXPAND ONLINE AND	COMMENTS: A review of documents provided reveal an estal students to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special Towas developed to support students preparing for health proprerequisites and support courses. Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	pathway from PN to pics Course titled PLA grams taking X Complete Incomplete NOT

	Deliverable 2	.1: Public licensing of curricula and training materials
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature
	☐ In Progress	program are available for public download on Creative Commons
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NIACC on Creative Commons
	☐ Unsatisfactory	revealed: • Four nursing program promotion videos
	□ Unclear	Three PN program course syllabi
		Eight documents used for simulation learning experiences
	Deliverable 2.	2: Distribution through project and online repositories
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document all material created using grant funds were posted on SkillsCommons.
	☐ In Progress	using grant tands were posted on stansoonintons.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by NIACC on Creative Commons revealed:
	☐ Unsatisfactory	Four nursing program promotion videos
	□ Unclear	Three PN program course syllabi
		Eight documents used for simulation learning experiences
CTATUC		ERABLE 2.3: Offering online/blended programs
Status	Not	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds
STATUS	NOT Applicable	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds
	NOT APPLICABLE Delivera	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses
STATUS STATUS	NOT APPLICABLE Delivera X Completed	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds
	NOT APPLICABLE Delivera X Completed In Progress	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences
	NOT APPLICABLE Delivera X Completed In Progress Attempted	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences
	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences
STATUS	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started X Satisfactory	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program. COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed eight documents used for simulation learning
STATUS	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program. COMMENTS: As noted above, a review of documents and resources posted on
STATUS	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started X Satisfactory	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program. COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed eight documents used for simulation learning experiences. In addition, there is a promotional video for the simulation learning
STATUS	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program. COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed eight documents used for simulation learning experiences. In addition, there is a promotional video for the simulation learning environment that shows nursing students participating in simulation learning experiences. Per the Statement of Grant Impact document, simulations for the nursing program
STATUS	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program. COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed eight documents used for simulation learning experiences. In addition, there is a promotional video for the simulation learning environment that shows nursing students participating in simulation learning experiences.
STATUS	NOT APPLICABLE DELIVERA X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	COMMENTS: Per the SME Response document no online courses related to this signature program were developed with grant funds BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program. COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed eight documents used for simulation learning experiences. In addition, there is a promotional video for the simulation learning environment that shows nursing students participating in simulation learning experiences. Per the Statement of Grant Impact document, simulations for the nursing program were expanded to include additional pediatric/maternal-child simulation, more diversity, scanning technology with mediation administration,

Delive	RABLE 2.5: Developm	ent and publication of a scorecard that updates on a	a regular basis	
STATUS	Not	COMMENTS: NA		
	A PPLICABLE			
	STRATEGY 3: Crea	nte Expanded & Individualized Student Support Serv	rices	
MILESTONE 3.	1: Implement special	ized recruitment and retention efforts.	X Complete	
			□ Incomplete	
MILESTONE 3.	2: Improve student c	areer planning.	X Complete	
			□Incomplete	
	3: Implement acceler	rated and/or contextualized remediation	X Complete	
programs.			Incomplete	
	DELIVERABLE 3.1: I	Develop and implement online, modular-based prog		
Status	□ Completed	COMMENTS: Per the Statement of Grant Impact document, courses were implemented.	online and hybrid	
	☐ In Progress	courses were implemented.		
	X Attempted			
	□ Never Started			
QUALITY	□ Satisfactory	COMMENTS: The inclusion of online/hybrid general education meet the criteria for this deliverable. No evidence related to		
	X Unsatisfactory	provided in the signature program documents provided or in		
	□ Unclear	Creative Commons.		
Deliver	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on lab	assistance, and	
Статио	\ <u>'</u>	utilization of Pathway Navigators	ont torgotod	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document targeted remediation services are provided for the signature program.	· ·	
	☐ In Progress	Tomound to the second of the signature pro-	o gram.	
	☐ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, services are available for the PN program:	the following support	
	□Unsatisfactory	Health tutor placed in the Health Laboratory area	to supports access and	
	□ Unclear	 use of facilities to promote retention. Hands on learning activities in the Simulation Center provide contextualized learning with simulating current clinical practic workplace. 		
		Health and math tutor to improve retention The following information is listed in PN course syllabi: The Student Learning Center (SLC) provides a place for integroups to study with resources close at hand. Students may make an appointment with an instructor or peer tutor for as areas. The SLC can assist student with study strategies, to taking systems.	ny drop in for help or ssistance in most subject	

	DELIVERABLE 3.3: Targ	geted recruitment marketing materials on multiple platforms
Status	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact document multiple recruitment efforts have been employed.
QUALITY	X Satisfactory □Unsatisfactory □Unclear	 COMMENTS: Per the Statement of Grant Impact document the college has implemented the following recruitment efforts for the PN program Open house and hands on activities held in the Health Simulation Center to enhance recruitment during multiple events, A new marketing strategy was used to promote success stories of NIACC Health Division graduates who are considered minorities. Success stories (2) included a Latina and male veteran alumni. These stories were shared and boosted on social media and the NIACC's website. A billboard and digital campaign urged potential nursing students to begin their prerequisites with the goal of encouraging pre-requisite completion to increase the number of students eligible for the nursing programs. The following marketing materials are located on the Creative Commons website: Five promotional videos depicting nursing students There is a direct link to a webpage that describes the Practical Nursing program from the Enhance lowa webpage.
Delivera	BLE 3.4: Implement a	web-based tool that can generate regional LMI paired with applicable programs of study
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact, Career Coach was implemented on district-wide website with professional development sessions held to inform faculty and advisors.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A map on the Emsi Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by NIACC and a link to the college goes directly to a webpage describing the signature program and LPN jobs in the area.

STRATEGY 4: Create & Improve Alignment with Industry & State Agencies				
	MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members NOT			
industries).		ir consortium members (representing each of the	APPLICABLE	
MILESTONE 4	2: Create or strength	en regional industry advisory committees.	X Complete	
			□ Incomplete	
MILESTONE 4	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete	
			□ Incomplete	
MILESTONE 4.4: Collaborate with state agencies on a participant referral process. Lacking information regarding the referral process.			X Complete	
Lacking inition	lation regarding the refe	mai process.	□ Incomplete	
		stry and state agencies on job fairs and mission-	X Complete	
based event	S.		□Incomplete	
Deliverabli	4.1: Meeting minute	s from IHUM Sector Strategy Committee and regions	al industry advisory	
STATUS	V -	COMMENTS: Dor the Statement of Crent Impact document	a Lloolth Costor Doord	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document has been established and the IHUM Grant Coordinator or F		
	□In Progress	attended advisory committees to report on grant activities.		
	☐ Attempted			
	☐ Never Started			
Quality	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, committees are actively working with the faculty to support		
	☐ Unsatisfactory	retention. A report from the Health Sector Boards was shar		
	□Unclear	committees.		
		A review of SME Response support documents revealed N minutes from: • April 20, 2015 • April 10, 2017 • November 7, 2016 • November 6, 2017	ursing Advisory Board	
		Agendas and supporting documents from the following Heameetings were also found: • July 2016 • August 2016 • October 2016 • November 2016 • December 2016 • April 2017		
CTATUS		w industry partnerships developed during the grant	-	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document, partnerships were developed during the grant period.	new industry	
	☐ In Progress	The second second second and Stand bounds		
	☐ Attempted			
	□Never Started			

QUALITY DEL STATUS	X Satisfactory ☐ Unsatisfactory ☐ Unclear VERABLE 4.3: IHUM ar X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document, recent agencies offering clinical experience and employment opportunities: Iowa Specialty Hospital Quick Care Urgent Care Clinic Mayo Clinics COMMENTS: This deliverable is marked as NA on the Statement of Grant Impact document, however there is evidence of marketing materials and collaborative efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website.
QUALITY	□Never Started X Satisfactory □ Unsatisfactory □Unclear	Comments: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are five promotional videos depicting nursing students located on the Creative Commons website In addition. per the Statement of Grant Impact document, Health Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource.
	Deliverable 4.4: 0	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact, the IHUM Grant Coordinator or Health Division Chair attended advisory committees to report on grant activities.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: A review of SME Response support documents revealed an IHUM report section in each of the following Nursing Advisory Board minutes: • April 20, 2015 • April 10, 2017 • November 7, 2016 • November 6, 2017
	ELIVERABLE 4.5: A mir	imum of one event with industry and state agencies annually
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact document, Multiple health agencies are present at the annual Career Fair on the NIACC Campus.
Quality	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document, planning of a health career expo is under way in partnership with lowaWorks. The health career expo is a direct result of planning by the health sector partnership.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: North Iowa Area Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

NIACC utilized the IHUM grant to enhance educational opportunities for students in the ADN program through the integration of high quality simulation learning experiences and expanded course offerings. Curriculum map shows a clear correlation between general education courses and nursing courses to meet program objectives. A pathway for advancement from ADN to obtainment of a BSN is provided. Online and hybrid courses support the program. Resources developed during the grant period are freely shared via the Creative Commons website. Recruitment and retention efforts are in place. Relationships with regional employers and industry provide work-place learning opportunities. Collaboration with community partners at events provides opportunities for potential post-graduation employment.

Non – applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

NIACC identified the following sustainability plan that applies to the ADN program:

- IowaWorks will continue collaboration and support with the Health Sector Board.
- Continued Events: Career Fairs and Career Exploration Events.
- Health Tutor will continue to assist students in the Health area and simulation center.
- Math tutoring continues in the student learning center.
- Simulation activities will continue
- Student fees may be increased to support the simulation activities.
- Budgeting to maintain simulators, equipment, and supplies will be in place

	STRATEGY 1:	Expand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/em	ployer recognized cr	edentials.	□Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.		NOT APPLICABLE	
MILESTONE 1.	MILESTONE 1.3: Expand and enhance work-based learning experiences.		X Complete
	MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		NOT APPLICABLE
MILESTONE 1.	5: Strengthen Prior L	Learning Assessment initiative.	X Complete
			□ Incomplete
	Deliv	ERABLE 1.1: Audited and redesigned curricula	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document s incorporated into the signature program to help improve tra	
	☐ In Progress	practice.	Histion to clinical
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	Review of curriculum documents provided reveals:	
	☐ Unsatisfactory	 Alignment of ADN courses to meet program o Incorporation of general education courses to 	
	☐ Unclear	degree.	domovo applicable
		Syllabi for each course in the Associate Degreel N	lursing program
		 Pathway from PN to ADN to BSN 	
		Alignment of non-credit course was non-applicable to	this signature
		program	
	С	DELIVERABLE 1.2: Updated college facilities	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact facilities an updated to provide simulation learning experiences.	d equipment have been
	☐ In Progress	updated to provide simulation learning experiences.	
	☐ Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: A review of signature program documents proving an Skills Comment review of signature program documents proving an Skills Comment review of signature program documents proving an action of the signature program documents proving a signature proving a signatur	
	□ Unsatisfactory	found on Skills Commons reveal evidence of simulation lea meet best practice standards for fidelity.	iriling environments that
	☐ Unclear	Dor the Ctatement of Creat Impact decument the circulation	on loorning on vironmont
		Per the Statement of Grant Impact document, the simulation utilizes current technology in the workplace. The room desi support a realistic work environment including patient monits supplies and other items for simulation activities.	gns and equipment
		Marketing videos provide evidence of these facilities	

		Deliverable 1.3: Offer new credentials	
Status	NOT Applicable	COMMENTS: Per the Statement of Grant Impact document developed.	no new credentials were
		s of commitment from employers and industry repr	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document from employers and industry.	there is commitment
	☐ In Progress	Trom employers and mudsiry.	
	☐ Attempted		
	☐ Never Started		
Quality	X Satisfactory	COMMENTS: Signature program documents provided i experiences take place in a variety of structured settings,	
	□Unsatisfactory	community, or long-term care facilities.	primarily in acute care,
	□Unclear	Per the Statement of Grant Impact document there is a conversing, Business and Continuing Education Advisory Converse Preceptorships and extensive clinical rotations provide wo Learning.	mmittees and employers.
		 A review of SME Response support documents revealed I Dana Young, Clinic Manager, Mason City Cli Pat Nelson, RN, MSN Faculty, University of Iowa College of Nursing Board Chair, NIACC Nursing Advisory Board 	nic
	Deliverable 1.5	: Development and pilot of RAP (EICC, KCC, NICC of	only)
STATUS	Not	COMMENTS: NA	
	APPLICABLE	SOMMENTO, THE	
	APPLICABLE	ontinue PLA progress started in I-AM (Round 2 – TA	ACCCT)
STATUS	APPLICABLE	ontinue PLA progress started in I-AM (Round 2 – TA COMMENTS: A review of documents provided reveal an est	
STATUS	APPLICABLE Deliverable 1.6: Co	ontinue PLA progress started in I-AM (Round 2 – TA	
STATUS	APPLICABLE Deliverable 1.6: Co X Completed In Progress	ontinue PLA progress started in I-AM (Round 2 – TA COMMENTS: A review of documents provided reveal an est	
STATUS	APPLICABLE Deliverable 1.6: Co X Completed	ontinue PLA progress started in I-AM (Round 2 – TA COMMENTS: A review of documents provided reveal an est	
STATUS	APPLICABLE DELIVERABLE 1.6: Co X Completed In Progress Attempted Never Started	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clean	tablished pathway for
	APPLICABLE DELIVERABLE 1.6: Co X Completed In Progress Attempted Never Started X Satisfactory	COMMENTS: A review of documents provided reveal an establishments to apply prior learning in the signature program.	tablished pathway for
	APPLICABLE DELIVERABLE 1.6: Co X Completed In Progress Attempted Never Started	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special T was developed to support students preparing for health prior to the statement of the state	tablished pathway for or pathway from PN to opics Course titled PLA
Quality	APPLICABLE Deliverable 1.6: Co X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special T was developed to support students preparing for health preparequisites and support courses. C: Advance Online & Technology-Enabled Learning	tablished pathway for or pathway from PN to opics Course titled PLA
Quality	APPLICABLE Deliverable 1.6: Co X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special T was developed to support students preparing for health proprerequisites and support courses.	tablished pathway for or pathway from PN to opics Course titled PLA
QUALITY MILESTONE 2	APPLICABLE Deliverable 1.6: Co X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear STRATEGY 2.1: ENHANCE AND EXPA	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special T was developed to support students preparing for health preparequisites and support courses. C: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	r pathway from PN to opics Course titled PLA ograms taking
QUALITY MILESTONE 2	APPLICABLE Deliverable 1.6: Co X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear STRATEGY 2.1: ENHANCE AND EXPA	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special T was developed to support students preparing for health preparequisites and support courses. C: Advance Online & Technology-Enabled Learning	tablished pathway for or pathway from PN to opics Course titled PLA ograms taking X Complete
QUALITY MILESTONE 2	APPLICABLE Deliverable 1.6: Co X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear STRATEGY 2.1: ENHANCE AND EXPA	COMMENTS: A review of documents provided reveal an estatudents to apply prior learning in the signature program. COMMENTS: A review of documents provided reveal a clear ADN to BSN. Per the Statement of Grant Impact document, a Special T was developed to support students preparing for health preparequisites and support courses. C: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	r pathway from PN to opics Course titled PLA ograms taking X Complete Incomplete

	Deliverable 2	.1: Public licensing of curricula and training materials
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature
	☐ In Progress	program are available for public download on Creative Commons
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NIACC on Creative Commons revealed:
	☐ Unsatisfactory	Four nursing program promotion videos
	□ Unclear	Four ADN program course syllabi
		Nine documents used for simulation learning experience
STATUS	1	2: Distribution through project and online repositories COMMENTS: Per the Statement of Grant Impact document all material created
SIAIUS	X Completed	using grant funds were posted on SkillsCommons.
	☐ In Progress	
	□ Attempted	
QUALITY	□ Never Started	COMMENTS: As noted above, review of documents posted by NIACC on Creative
QUALITY	X Satisfactory	Commons revealed:
	□ Unsatisfactory	Four nursing program promotion videosFour ADN program course syllabi
	□ Unclear	 Nine documents used for simulation learning experience
	DFLIV	ERABLE 2.3: Offering online/blended programs
Status	Not	COMMENTS: Per the SME Response document no online courses related to this
	A PPLICABLE	signature program were developed with grant funds.
	Delivera	BLE 2.4: Incorporation of simulation into courses
Status	X Completed	COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program.
	☐ In Progress	have been better incorporated into the signature program.
	□ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed nine documents used for simulation learning
	☐ Unsatisfactory	experiences. In addition, there is a promotional video for the simulation learning
	□Unclear	environment that shows nursing students participating in simulation learning experiences.
		Per the Statement of Grant Impact document, simulations for the nursing program were expanded to include additional pediatric/maternal-child simulation, more diversity, scanning technology with mediation administration, interdisciplinary teamwork and increased emphasis on communication.
		The Signature Program Overview document indicates that the delivery methodology for this program includes the statement: <i>nursing courses use a combination of theory, lab, simulation and clinical.</i>

DELIVE	RABLE 2.5: Developm	ent and publication of a scorecard that updates on a	regular basis
Status	Not	COMMENTS: NA	
	A PPLICABLE		
		ate Expanded & Individualized Student Support Serv	ices
MILESTONE 3.	.1: Implement special	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.	.2: Improve student c	areer planning.	X Complete
			□Incomplete
MILESTONE 3.3: Implement accelerated and/or contextualized remediation		X Complete	
programs.			Incomplete
C= 1=110		Develop and implement online, modular-based prog	
Status	Not	COMMENTS: Per the SME Response document no online co signature program were developed with grant funds.	ourses related to this
	APPLICABLE	signature program were developed with grant funds.	
Deliver	ABLE 3.2: "Bootcamp	s", individual/peer tutoring, individual hands-on lab utilization of Pathway Navigators	assistance, and
Status	X Completed	COMMENTS: Per the Statement of Grant Impact docum	ent targeted
	☐ In Progress	remediation services are provided for the signature pro	ogram.
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	the following support
	□Unsatisfactory	services are available for the ADN program:	
	□ Unclear	 Health tutor placed in the Health Laboratory area to use of facilities to promote retention. 	to supports access and
	Unicieal	Hands on learning activities in the Simulation Cen	
		contextualized learning with simulating current clir workplace.	nical practice in the
		Health and math tutor to improve retention	
		The following resources are listed in ADN course syllabi:	
		Assessment Technologies Institute (ATI) Activit SimChart	ies,
		SimChart,HealthStream,	
		Canvas course activities,	
		National League for Nursing (NLN) testing,Evolve website,	
		NIACC Library (online services),	
		Mercy Health Library,	
		textbook online resources.The Student Learning Center services for nursi	na suhiects
	DELIVERABLE 3.3: Tard	geted recruitment marketing materials on multiple p	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document r	
	☐ In Progress	efforts have been employed.	
	☐ Attempted		
	□Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document		
	☐ Unsatisfactory	implemented the following recruitment efforts for the ADN p Open house and hands on activities held in the Ho	· ·	
	☐ Unclear	to enhance recruitment during multiple events,		
		 A new marketing strategy was used to promote su Health Division graduates who are considered mir 		
		(2) included a Latina and male veteran alumni. Th	ese stories were shared	
		 and boosted on social media and the NIACC's we A billboard and digital campaign urged potential n 		
		their prerequisites with the goal of encouraging pr to increase the number of students eligible for the	e-requisite completion	
		The following marketing materials are located on the Creati	01 0	
		Five promotional videos depicting nursing student		
		There is a direct link to a webpage that describes the Asso	ciate Degree Nursing	
		program from the Enhance Iowa webpage.		
Deliveral	BLE 3.4: Implement a	web-based tool that can generate regional LMI paire	d with applicable	
Статис	\ <u>\</u>	programs of study	ach was implemented	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Coon district-wide website with professional development sessional development s		
	☐ In Progress	faculty and advisors.		
	☐ Attempted			
	□ Never Started			
Quality	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re the abundance of healthcare jobs in the area served by NIA		
	☐ Unsatisfactory	college goes directly to a webpage describing the signature		
	□Unclear	in the area.	_	
Mu ectone 4		ate & Improve Alignment with Industry & State Agen ctor Strategy Committee consisting of members		
		ir consortium members (representing each of the	NOT APPLICABLE	
industries).				
MILESTONE 4.	2: Create or strength	en regional industry advisory committees.	X Complete	
			□ Incomplete	
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete	
			□ Incomplete	
MILESTONE 4.	4: Collaborate with s	tate agencies on a participant referral process.	X Complete	
			☐ Incomplete	
MILESTONE 4. based event		stry and state agencies on job fairs and mission-	X Complete	
based event	J.		□Incomplete	

Deliverable	Deliverable 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee			
Status	X Completed ☐In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document a Health Sector Board has been established and the IHUM Grant Coordinator or Health Division Chair attended advisory committees to report on grant activities.		
	□ Never Started			
Quality	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the advisory committees are actively working with the faculty to support recruitment and		
	☐ Unsatisfactory	retention.		
	□Unclear	A report from the Health Sector Boards was shared with the advisory committees. A review of SME Response support documents revealed Nursing Advisory Board minutes from: • April 20, 2015 • April 10, 2017 • November 7, 2016 • November 6, 2017 The following agendas and supporting documents from Health Sector Partnership meetings were found: • July 2016 • August 2016 • October 2016 • November 2016 • December 2016 • April 2017		
	DELIVERABLE 4.2: Ne	l w industry partnerships developed during the grant period		
Status	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact document, new Industry partnerships were developed during the grant period.		
Quality	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document, recent agencies offering clinical experience and employment opportunities: Iowa Specialty Hospital Quick Care Urgent Care Clinic Mayo Clinics		
		nd RAP materials developed in collaboration with state agencies		
Status	X Completed ☐ In Progress ☐ Attempted	COMMENTS: This deliverable is marked as NA on the Statement of Grant Impact document, however there is evidence of marketing materials and collaborative efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website.		
	□Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are five promotional videos depicting nursing students located on the Creative Commons website In addition. per the Statement of Grant Impact document, Health Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource.
	Deliverable 4.4: (Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the IHUM Grant Coordinator or
	☐ In Progress	Health Division Chair attended advisory committees to report on grant activities.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of SME Despense support desuments revealed an ILILIM report section in
	☐ Unsatisfactory	A review of SME Response support documents revealed an IHUM report section in each of the following Nursing Advisory Board minutes:
	□Unclear	• April 20, 2015
		April 10, 2017November 7, 2016
		• November 6, 2017
Г	TELIVEDADIE 15. A mir	nimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, Multiple health agencies
	<u> </u>	are present at the annual Career Fair on the NIACC Campus.
	☐ In Progress	
	□ Attempted	
QUALITY	□ Never Started	COMMENTS: Per the Statement of Grant Impact document, planning of a health
QUALITY	X Satisfactory	career expo is under way in partnership with lowaWorks. The health career expo is
	☐ Unsatisfactory	a direct result of planning by the health sector partnership.
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: North Iowa Area Community College

Signature Program Reviewed: Medical Administrative Assistant Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

NIACC utilized the IHUM grant to enhance educational opportunities for students in the Medical Administration Assistant diploma program through the integration of redesigned course offerings and expanded pathway opportunities. Curriculum map shows a clear correlation between general education courses and Medical Administration Assistant diploma courses to meet program objectives. Pathway from Medical Administration Assistant diploma to obtainment of the Medical Administration Assistant diploma is provided. Online and hybrid courses support the program. Resources developed during the grant period are freely shared via the Creative Commons website. Recruitment efforts are in place. Relationships with regional employers and industry provide work-place learning opportunities. Collaboration with community partners at events provides opportunities for potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

NIACC identified the following sustainability plan that applies to the Medical Administration Assistant diploma program:

- IowaWorks will continue collaboration and support with the Health Sector Board.
- Continued Events: Career Fairs and Career Exploration Events.
- Budgeting to maintain simulators, equipment, and supplies will be in place

	STRATEGY 1:	Expand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.			X Complete
			□Incomplete
MILESTONE 1	.2: Align non-credit o	fferings with credit courses.	NOT APPLICABLE
MILESTONE 1	.3: Expand and enhai	nce work-based learning experiences.	X Complete
			□ Incomplete
	MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		
MILESTONE 1	.5: Strengthen Prior L	earning Assessment initiative.	X Complete
			□ Incomplete
	Deliv	ERABLE 1.1: Audited and redesigned curricula	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document, was redesigned for curriculum alignment to better support	
	☐ In Progress	diploma to degree and other business administration progr	
	☐ Attempted		
	☐ Never Started		
Quality	X Satisfactory	Review of curriculum documents provided reveals: • Alignment of Medical Administrative Assistant dip	loma courses to meet
	☐ Unsatisfactory	program outcomes.	
	□ Unclear	 Incorporation of general education courses to ach Pathway from Medical Administration Assistant di the Medical Administration Assistant AAS degree 	ploma to obtainment of
		Alignment of non-credit to credit courses is non-applicable program.	to this signature
	C	DELIVERABLE 1.2: Updated college facilities	
Status	NOT APPLICABLE	COMMENTS Per the SME Response document this Deliverathis signature program	able is non-applicable to
	1	DELIVERABLE 1.3: Offer new credentials	
Status	NOT Applicable	COMMENTS: Per the Statement of Grant Impact document I developed.	no new credentials were
DE	ELIVERABLE 1.4: Letters	s of commitment from employers and industry repre	esentatives
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document to from employers and industry.	there is commitment
	☐ In Progress	i nom employers and muustry.	
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document there is a commitment from the Nursing, Business and Continuing Education Advisory Committees and employers.	
	□Unsatisfactory		
	□Unclear	Committees and employers.	
		A review of SME Response support documents revealed le	• • •
		Dana Young, Clinic Manager, Mason City ClirPat Nelson, RN, MSN	IIC
		Faculty, University of Iowa College of Nursing	
		Board Chair, NIACC Nursing Advisory Board	
	Deliverable 1.5	: Development and pilot of RAP (EICC, KCC, NICC o	nly)
Status	Not	COMMENTS: NA	
	A PPLICABLE		
	DELIVERABLE 1.6: Co	L Intinue PLA progress started in I-AM (Round 2 – TAA	ACCCT)
Status	X Completed	COMMENTS: A review of documents provided reveal an esta	
	☐ In Progress	students to apply prior learning in the signature program.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents provided reveal a clear	. ,
	☐ Unsatisfactory	Medical Administration Assistant diploma to obtainment of Administration Assistant AAS degree	the Medical
	□Unclear	, and the second	
		Per the Statement of Grant Impact document, a Special Towas developed to support students preparing for health pro	
		prerequisites and support courses.	rgrams taking
Mu sozons 2		Advance Online & Technology-Enabled Learning	
WILLESTONE 2	. I: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
			☐ Incomplete
MILESTONE 2	.3: Create and distrib	ute Open Educational Resources.	X Complete
			□ Incomplete
		1: Public licensing of curricula and training material	
Status	X Completed	COMMENTS: Documents and training materials developed f program are available for public download on Creative Cor	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: A review of documents posted by NIACC on C revealed five program course syllabi	Creative Commons
	☐ Unsatisfactory		
	□ Unclear		

	Deliverable 2.2	: Distribution through project and online repositorie	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document a using grant funds were posted on SkillsCommons.	all material created
	☐ In Progress	using grant lunus were posted on skillscommons.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted I Commons revealed five program course syllabi	oy NIACC on Creative
	☐ Unsatisfactory	Continions revealed live program course syllabl	
	□ Unclear		
	Delive	RABLE 2.3: Offering online/blended programs	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document of course options are available for students in the signature p	
	☐ In Progress	course options are available for students in the signature p	rogram.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Review of the signature program documents produced documents on Creative Commons revealed the following:	provided and
	☐ Unsatisfactory	These courses required for program completion are online	only:
	□ Unclear	HSC 120: Medical Terminology II	orny.
		HSC 121: Medical Terminology I HIT 210: Basic Medical Insurance & Coding	
		These courses required for program completion are h	vhrid (face-to-
		face/online) courses:	ybria (lace to
		HIT-125: Essentials of Health Records ADM 251: Medical Office Procedures	
		Abivi 231. Wedical Office Frocedures	
	Deliverae	BLE 2.4: Incorporation of simulation into courses	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact simulation have been incorporated into the signature program.	learning experiences
	☐ In Progress	have been incorporated into the signature program.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, used to support the use of simulated medical records in thi	
	☐ Unsatisfactory	asea to support the ase of simulated medical records in this	o program.
	□Unclear		
	RABLE 2.5: Developme	ent and publication of a scorecard that updates on a	regular basis
Status	Not	COMMENTS: NA	
	APPLICABLE		
Mil ECTONE 2		te Expanded & Individualized Student Support Servilized recruitment and retention efforts.	
WIILESTONE 3	. i. impiement special	nzed recruitment and retention enorts.	X Complete
Mu cozone 2	2. Improve student s	oroor planning	□Incomplete
WILLESTONE 3	.2: Improve student c	areer planning.	X Complete
			□Incomplete

	3: Implement acceler	rated and/or contextualized remediation	X Complete
programs.			□Incomplete
	DELIVERABLE 3.1: D	evelop and implement online, modular-based progra	ams
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document of	online and hybrid
	☐ In Progress	course options are available for students in the signature p	rogram.
	□Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: Review of the signature program documents p documents on Creative Commons revealed the following:	rovided and
	□Unsatisfactory		anh.
	□ Unclear	These courses required for program completion are online HSC 120: Medical Terminology II	oniy:
		HSC 121: Medical Terminology I	
		HIT 210: Basic Medical Insurance & Coding	
		These courses required for program completion are hy	ybrid (face-to-
		face/online) courses: HIT-125: Essentials of Health Records	
		ADM 251: Medical Office Procedures	
DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and			
STATUS	_ 0	utilization of Pathway Navigators COMMENTS: Per the Statement of Grant Impact document,	targeted remediation
JIAIUS	☐ Completed	services are provided for the signature program.	targeted remediation
	☐ In Progress		
	X Attempted		
	☐ Never Started		
Quality	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, services are available for healthcare students	the following support
	□Unsatisfactory	Health tutor placed in the Health Laboratory area	to supports access
	□Unclear	and use of facilities to promote retention.	
		Health and math tutor to improve retention	
[DELIVERABLE 3.3: Targ	eted recruitment marketing materials on multiple pla	atforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document r	nultiple recruitment
	☐ In Progress	efforts have been employed.	
	☐ Attempted		
	□Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	
	□Unsatisfactory	 implemented the following recruitment efforts for the PN pro Open house and hands on activities held in the He 	
	□Unclear	Center to enhance recruitment during multiple eve	
		A new marketing strategy was used to promote su	
		NIACC Health Division graduates who are conside Success stories (2) included a Latina and male ve	
		stories were shared and boosted on social media website.	and the NIACC's
		There is a direct link to a webpage that describes the Medic Assistant program from the Enhance lowa webpage.	cal Administrative
DELIVERAB	LE 3.4: Implement a v	∟ veb-based tool that can generate regional LMI paired	l with applicable
		programs of study	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Co. on district-wide website with professional development sessional development	
	☐ In Progress	faculty and advisors.	sions neid to inioni
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage reabout the abundance of healthcare jobs in the area served	
	☐ Unsatisfactory	to the college goes directly to a webpage describing the sig	
	□Unclear	the time of this review there were no job postings for Medic	al Administrative
	STRATEGY 4: Create	Assistants in the area served by NIACC. & Improve Alignment with Industry & State Agencie	S
	.1: Develop IHUM Sec	ctor Strategy Committee consisting of members	Not
from IWD, IE industries).		ir consortium members (representing each of the	APPLICABLE
		en regional industry advisory committees.	V
			X Complete
MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete ☐ Incomplete
WILLESTONE 4	.3: Create joint marke	eting and outreach efforts with state agencies.	•
WILLESTONE 4	.3: Create joint marke	eting and outreach efforts with state agencies.	□ Incomplete
	•	eting and outreach efforts with state agencies. etate agencies on a participant referral process.	☐ Incomplete X Complete
	•		☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4 MILESTONE 4	.4: Collaborate with s .5: Partner with indus		☐ Incomplete X Complete ☐ Incomplete X Complete
MILESTONE 4	.4: Collaborate with s .5: Partner with indus	tate agencies on a participant referral process.	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplete
MILESTONE 4 MILESTONE 4 based event	.4: Collaborate with s .5: Partner with industs.	state agencies on a participant referral process. Stry and state agencies on job fairs and mission- tes from IHUM Sector Strategy Committee and regio	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete
MILESTONE 4 MILESTONE 4 based event	.4: Collaborate with s .5: Partner with industs. sc.	state agencies on a participant referral process. Stry and state agencies on job fairs and mission- tes from IHUM Sector Strategy Committee and regio advisory committee	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4 MILESTONE 4 based event	.4: Collaborate with s .5: Partner with industs. s.E.E.4.1: Meeting minu X. Completed	stry and state agencies on job fairs and mission- tes from IHUM Sector Strategy Committee and regio advisory committee Comments: Per the Statement of Grant Impact document Board has been established and the IHUM Grant Coordina	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incom
MILESTONE 4 MILESTONE 4 based event	.4: Collaborate with s .5: Partner with industs. BLE 4.1: Meeting minu X Completed □In Progress	stry and state agencies on job fairs and mission- tes from IHUM Sector Strategy Committee and regio advisory committee COMMENTS: Per the Statement of Grant Impact document	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incom
MILESTONE 4 MILESTONE 4 based event	.4: Collaborate with s .5: Partner with industs. s.E.E.4.1: Meeting minu X. Completed	stry and state agencies on job fairs and mission- tes from IHUM Sector Strategy Committee and regio advisory committee Comments: Per the Statement of Grant Impact document Board has been established and the IHUM Grant Coordina	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incom

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: Per the Statement of Grant Impact document, the advisory committees are actively working with the faculty to support recruitment and retention. A report from the Health Sector Boards was shared with the advisory committees. A review of SME Response support documents revealed the following
		agendas and supporting documents from Health Sector Partnership meetings: • July 2016 • August 2016 • October 2016 • November 2016 • December 2016 • April 2017
		ndustry partnerships developed during the grant period
Status	☐ Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry partnerships were developed during the grant period.
	☐ In Progress	parties silps were developed during the grant period.
	X Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, recent agencies
	☐ Unsatisfactory	offering clinical experience and employment opportunities: • Iowa Specialty Hospital
	□Unclear	Quick Care Urgent Care ClinicMayo Clinics
DELIVE	RABLE 4.3: IHUM and I	RAP materials developed in collaboration with state agencies
Status	X Completed	COMMENTS: This deliverable is marked as NA on the Statement of Grant Impact document, however there is evidence of marketing materials and
	☐ In Progress	collaborative efforts found in the documents provided and on the Emsi Career
	☐ Attempted	Coach webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and
		I WEDDAUE GOES GILECTIA TO A MEDDAUE GESCHDING THE SIGNATURE DIOGRAFIT AND
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed as part of the IHUM
	☐ Unsatisfactory ☐Unclear	
		healthcare jobs in the area. The webpage was developed as part of the IHUM
	□Unclear	healthcare jobs in the area. The webpage was developed as part of the IHUM grant. In addition. per the Statement of Grant Impact document, Health Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource.
STATUS	□Unclear	healthcare jobs in the area. The webpage was developed as part of the IHUM grant. In addition. per the Statement of Grant Impact document, Health Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource. reach efforts to educate WIBs about IHUM for referrals Comments: Per the Statement of Grant Impact, the IHUM Grant Coordinator or
	□Unclear DELIVERABLE 4.4: Out	healthcare jobs in the area. The webpage was developed as part of the IHUM grant. In addition, per the Statement of Grant Impact document, Health Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource.
	□Unclear DELIVERABLE 4.4: Out X Completed	healthcare jobs in the area. The webpage was developed as part of the IHUM grant. In addition. per the Statement of Grant Impact document, Health Career pathway flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource. reach efforts to educate WIBs about IHUM for referrals Comments: Per the Statement of Grant Impact, the IHUM Grant Coordinator or

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A review of SME Response support documents revealed an IHUM report section in each of the following Advisory Board minutes: • April 20, 2015 • April 10, 2017 • November 7, 2016 • November 6, 2017	
DEL	DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually		
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document, Multiple health agencies are present at the annual Career Fair on the NIACC Campus.	
	☐ In Progress	agencies are present at the annual career rail on the MACC campus.	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, planning of a health career expo is under way in partnership with IowaWorks. The health career	
	☐ Unsatisfactory	expo is a direct result of planning by the health sector partnership.	
	□ Unclear		



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: North Iowa Area Community College

Signature Program Reviewed: Medical Administrative Assistant Degree Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

NIACC utilized the IHUM grant to enhance educational opportunities for students in the Medical Administration Assistant AAS degree program through the integration of redesigned course offerings and expanded pathway opportunities. Curriculum map shows a clear correlation between general education courses and Medical Administration Assistant AAS degree courses to meet program objectives. Pathway from Medical Administration Assistant diploma to obtainment of the Medical Administration Assistant AAS degree is provided. Online and hybrid courses support the program. Resources developed during the grant period are freely shared via the Creative Commons website. Recruitment efforts are in place. Relationships with regional employers and industry provide work-place learning opportunities. Collaboration with community partners at events provides opportunities for potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

NIACC identified the following sustainability plan that applies to the Medical Administration Assistant AAS degree program:

- IowaWorks will continue collaboration and support with the Health Sector Board.
- Continued Events: Career Fairs and Career Exploration Events.
- Budgeting to maintain simulators, equipment, and supplies will be in place

	STRATEGY 1:	Expand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.		□Incomplete	
40.40			NOT APPLICABLE
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
	.4: Align Information hips (EICC, KCC, NIC	Technology cluster pathways with CC)	NOT APPLICABLE
MILESTONE 1	.5: Strengthen Prior L	earning Assessment initiative.	X Complete
			□ Incomplete
	Deliv	ERABLE 1.1: Audited and redesigned curricula	·
Status	X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact document, was redesigned for curriculum alignment to better support	transition from the
	☐ Attempted	diploma to degree and other business administration progr	ams.
	□ Never Started		
Quality	X Satisfactory	Review of curriculum documents provided reveals:	C dograd courses to
	☐ Unsatisfactory	 Alignment of Medical Administrative Assistant AA meet program outcomes. 	.5 degree courses to
	□ Unclear	 meet program outcomes. Incorporation of general education courses to achieve applicable degree Pathway from Medical Administration Assistant diploma to obtainment the Medical Administration Assistant AAS degree 	
		Alignment of non-credit to credit courses is non-applicable program.	to this signature
	[DELIVERABLE 1.2: Updated college facilities	
STATUS	NOT APPLICABLE	COMMENTS Per the SME Response document this Deliverathis signature program	able is non-applicable to
	1	DELIVERABLE 1.3: Offer new credentials	
Status	Not	COMMENTS: Per the Statement of Grant Impact document developed.	no new credentials were
	APPLICABLE	developed.	
	ELIVERABLE 1.4: Letters	s of commitment from employers and industry repre	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document from employers and industry.	there is commitment
	☐ In Progress		
	☐ Attempted		
	□ Never Started		

QUALITY	1 /		
	□Unsatisfactory	commitment from the Nursing, Business and Continui Committees and employers.	ng Education Advisory
	□Unclear	Committees and employers.	
		A review of SME Response support documents revealed le	
		Dana Young, Clinic Manager, Mason City ClirPat Nelson, RN, MSN	1IC
		Faculty, University of Iowa College of Nursing	
		Board Chair, NIACC Nursing Advisory Board	
	Deliverable 1.5	: Development and pilot of RAP (EICC, KCC, NICC o	nly)
Status	Not	COMMENTS: NA	•
	A PPLICABLE		
	DELIVERABLE 1.6: Co	L ontinue PLA progress started in I-AM (Round 2 – TAA	ACCCT)
Status	X Completed	COMMENTS: A review of documents provided reveal an esta	
	☐ In Progress	students to apply prior learning in the signature program.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents provided reveal a clear	
	☐ Unsatisfactory	Medical Administration Assistant diploma to obtainment of Administration Assistant AAS degree	the Medical
	□Unclear	Administration Assistant AAS degree	
	Donoical	Per the Statement of Grant Impact document, a Special Topics Course titled PLA	
		was developed to support students preparing for health proprerequisites and support courses.	ograms taking
		: Advance Online & Technology-Enabled Learning	
MILESTONE 2.	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable 2.	1: Public licensing of curricula and training material	
Status	X Completed	COMMENTS: Documents and training materials developed f program are available for public download on Creative Cor	
	☐ In Progress	program are available for public download on orealive our	TITIO113
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by NIACC on C	Creative Commons
	☐ Unsatisfactory	revealed five program course syllabi	
	□ Unclear		

	Deliverable 2.2	!: Distribution through project and online repositorie	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document a using grant funds were posted on SkillsCommons.	all material created
	☐ In Progress	using grant funds were posted on skinscommons.	
	☐ Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: As noted above, review of documents posted be Commons revealed five program course syllabi	by NIACC on Creative
	☐ Unsatisfactory	Commons revealed live program course syllabl	
	□ Unclear		
	Delive	RABLE 2.3: Offering online/blended programs	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document of course options are available for students in the signature p	
	☐ In Progress	course options are available for students in the signature p	rogram.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Review of the signature program documents produced documents on Creative Commons revealed the following:	provided and
	☐ Unsatisfactory	These courses required for program completion are online	only.
	□ Unclear	HSC 120: Medical Terminology II	orny.
		HSC 121: Medical Terminology I HIT 210: Basic Medical Insurance & Coding	
		These courses required for program completion are h	vhrid (face-to-
		face/online) courses:	ybrid (idee to
		HIT-125: Essentials of Health Records ADM 251: Medical Office Procedures	
		ADIVI 251. IVIEUICAI OTIICE PTOCEGUIES	
	Deliverae	BLE 2.4: Incorporation of simulation into courses	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact simulation	learning experiences
	☐ In Progress	have been incorporated into the signature program.	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, used to support the use of simulated medical records in this	
	☐ Unsatisfactory	used to support the use of simulated medical records in this	s program.
	□Unclear		
	RABLE 2.5: Developme	ent and publication of a scorecard that updates on a	regular basis
Status	Not	COMMENTS: NA	
	APPLICABLE		
		te Expanded & Individualized Student Support Servi	ces
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete

MILESTONE 3.3: Implement accelerated and/or contextualized remediation		X Complete	
programs.			□Incomplete
	DELIVERABLE 3.1: D	evelop and implement online, modular-based progra	ams
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document of	
	☐ In Progress	course options are available for students in the signature p	rogram.
	□Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: Review of the signature program documents p	provided and
	□Unsatisfactory	documents on Creative Commons revealed the following:	only.
	□ Unclear	These courses required for program completion are online HSC 120: Medical Terminology II	only:
		HSC 121: Medical Terminology I HIT 210: Basic Medical Insurance & Coding	
			ubrid (face to
		These courses required for program completion are hy face/online) courses:	урна (гасе-то-
		HIT-125: Essentials of Health Records	
DELIVERA	RLF 3.2: "Rootcamps	ADM 251: Medical Office Procedures ", individual/peer tutoring, individual hands-on lab a	assistance and
DELIVERO	bee o.e. Bootoumps	utilization of Pathway Navigators	issistanos, una
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, services are provided for the signature program.	targeted remediation
	☐ In Progress	services are provided for the signature program.	
	X Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, services are available for healthcare students	the following support
	□Unsatisfactory	Health tutor placed in the Health Laboratory area	to supports access
	□Unclear	and use of facilities to promote retention.Health and math tutor to improve retention	
_		'	
STATUS		eted recruitment marketing materials on multiple place COMMENTS: Per the Statement of Grant Impact document re	
SIAIUS	X Completed	efforts have been employed.	numple recruitment
	☐ In Progress	, ,	
	☐ Attempted		
	□Never Started		

	T			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document the college has		
	□Unsatisfactory	 implemented the following recruitment efforts for the PN pro Open house and hands on activities held in the He 		
	□Unclear	Center to enhance recruitment during multiple eve	ents,	
		A new marketing strategy was used to promote su NIACC Health Division graduates who are consider.		
		NIACC Health Division graduates who are conside Success stories (2) included a Latina and male ve		
		stories were shared and boosted on social media a website.		
		There is a direct link to a webpage that describes the Medic Assistant program from the Enhance Iowa webpage.	cal Administrative	
DELIVEDADI	I = 2 1. Implement au	wh based tool that can generate regional LMI paired	l with applicable	
DELIVERABI	LE 3.4. Implement a w	veb-based tool that can generate regional LMI paired programs of study	with applicable	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Coa		
	☐ In Progress	on district-wide website with professional development sess faculty and advisors.	sions held to intorm	
	☐ Attempted	labally and damests.		
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage rev		
	☐ Unsatisfactory	the abundance of healthcare jobs in the area served by NIA college goes directly to a webpage describing the signature		
	□Unclear	of this review there were no job postings for Medical Admini		
	STRATEGY 4: Create	the area served by NIACC. & Improve Alignment with Industry & State Agencie	<u> </u>	
	1: Develop IHUM Sec	ctor Strategy Committee consisting of members ir consortium members (representing each of the	NOT APPLICABLE	
MILESTONE 4.	2: Create or strength	en regional industry advisory committees.	X Complete	
			□ Incomplete	
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete	
			□ Incomplete	
MILESTONE 4.	4: Collaborate with s	tate agencies on a participant referral process.	X Complete	
			□ Incomplete	
MILESTONE 4. based events		stry and state agencies on job fairs and mission-	X Complete	
			□Incomplete	
DELIVERAB	LE 4.1: Meeting minut	tes from IHUM Sector Strategy Committee and region advisory committee	nal industry	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document a	a Health Sector Board	
	□In Progress	has been established and the IHUM Grant Coordinator or H	lealth Division Chair	
	☐ Attempted	attended advisory committees to report on grant activities.		
	☐ Never Started			

Quality	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: Per the Statement of Grant Impact document, the advisory committees are actively working with the faculty to support recruitment and retention. A report from the Health Sector Boards was shared with the advisory committees. A review of SME Response support documents revealed the following agendas and supporting documents from Health Sector Partnership meetings: July 2016 August 2016 October 2016 November 2016 December 2016 April 2017
	ELIVERABLE 4.2: New i	ndustry partnerships developed during the grant period
Status	□ Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry
	☐ In Progress	partnerships were developed during the grant period.
	X Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, recent agencies
	☐ Unsatisfactory	offering clinical experience and employment opportunities: Iowa Specialty Hospital
	□Unclear	Quick Care Urgent Care Clinic Mayo Clinics
DELIVE	ABI F 4 3: IHI IM and I	I RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: This deliverable is marked as NA on the Statement of Grant
	☐ In Progress	Impact document, however there is evidence of marketing materials and collaborative efforts found in the documents provided and on the Emsi Career
	☐ Attempted	Coach webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach
	☐ Unsatisfactory	webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM
	□Unclear	grant.
		In addition, per the Statement of Grant Impact document, Health Career pathway
		flyer/posters were developed and posted to web sites and provided at local
		recruiting events and lowaWorks resource.
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the IHUM Grant Coordinator or Health Division Chair attended advisory committees to report on grant activities.
	☐ In Progress	Thealth Division Chair attended advisory committees to report on grant activities.
	☐ Attempted	
	☐ Never Started	

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A review of SME Response support documents revealed an IHUM report section in each of the following Advisory Board minutes: • April 20, 2015 • April 10, 2017 • November 7, 2016 • November 6, 2017	
DELI	Deliverable 4.5: A minimum of one event with industry and state agencies annually		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, Multiple health agencies are present at the annual Career Fair on the NIACC Campus.	
	☐ In Progress	agencies are present at the annual career rail on the MACC Campus.	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, planning of a health career expo is under way in partnership with IowaWorks. The health career expo	
	☐ Unsatisfactory	is a direct result of planning by the health sector partnership.	
	□ Unclear		



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: North Iowa Area Community College

Signature Program Reviewed: Neonatal Resuscitation Program (NRP) Certificate

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

NIACC utilized the IHUM grant to redesign the NRP certificate program through the integration of high quality simulation learning experiences. Curriculum map shows a clear correlation between required courses and certificate objectives. The certificate consists of online and blended courses. Resources developed during the grant period are freely shared via the Creative Commons website. Recruitment efforts are in place. Collaboration with community partners at events provides opportunities for potential certificate employment.

Non-applicable Milestones

• .4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

No evidence was provided to support achievement of milestone 1.5. Evidence to support achievement is lacking or unclear for milestone. 4.1, (see milestone and associated deliverables for more specific information).

Sustainability

NIACC identified the following sustainability plan that applies to the NRP program:

- IowaWorks will continue collaboration and support with the Health Sector Board.
- Continued Events: Career Fairs and Career Exploration Events.
- Simulation activities will continue
- Student fees may be increased to support the simulation activities.
- Budgeting to maintain simulators, equipment, and supplies will be in place

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			□ Complete
Lacking evide	ence		X Incomplete
MILESTONE 1.	MILESTONE 1.3: Expand and enhance work-based learning experiences.		
			X Incomplete
	MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		
	_	Learning Assessment initiative.	☐ Complete
Lacking evide	ence		X Incomplete
	Deliv	ERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, national guidelines.	was redesigned meet
	☐ In Progress	Trational guidelines.	
	☐ Attempted		
	□ Never Started		
Quality	X Satisfactory	Review of curriculum documents provided reveals:	
	☐ Unsatisfactory	 Alignment of NRP courses to meet certificate Alignment with American Academy of Pediatrics a 	
	☐ Unclear	Association guidelines	
		DELIVERABLE 1.2: Updated college facilities	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact facilities and	d equipment have been
	☐ In Progress	updated to provide simulation learning experiences.	
	☐ Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: A review of signature program documents providence of simulation loss	
	□ Unsatisfactory	found on Skills Commons reveal evidence of simulation lea meet best practice standards for fidelity.	iriling environments that
	□ Unclear	Per the Statement of Grant Impact document, the simulation learning environment utilizes current technology in the workplace. The room designs and equipment support a realistic work environment including patient monitors, infant care supplies and other items for simulation activities. Marketing videos provide evidence of these facilities	
		DELIVERABLE 1.3: Offer new credentials	
Status	NOT APPLICABLE	COMMENTS: Per the Statement of Grant Impact document r developed.	no new credentials were

Deliverable 1.4: Letters of commitment from employers and industry representatives				
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document	there is commitment	
	☐ In Progress	from employers and industry.		
	□ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact docu		
	□Unsatisfactory	commitment from the Nursing, Business and Continuing Committees and employers.	ing Education Advisory	
	□Unclear	 A review of SME Response support documents revealed I Dana Young, Clinic Manager, Mason City Clii Pat Nelson, RN, MSN Faculty, University of Iowa College of Nursing Board Chair, NIACC Nursing Advisory Board 		
	Deliverable 1.5	: Development and pilot of RAP (EICC, KCC, NICC of	only)	
Status	NOT APPLICABLE	COMMENTS: NA		
	DELIVERABLE 1.6: Co	ntinue PLA progress started in I-AM (Round 2 – TA	ACCCT)	
Status	□ Completed	COMMENTS: No evidence related to this deliverable was	S .	
	☐ In Progress	program documents provided or in the documents on Crea	ative Commons.	
	☐ Attempted			
	X Never Started			
Quality	☐ Satisfactory	COMMENTS: No evidence related to this deliverable was fo	J	
	☐ Unsatisfactory	program documents provided or in the documents on Crea	ative Commons.	
	X Unclear			
		2: Advance Online & Technology-Enabled Learning		
MILESTONE 2	.1: Enhance and expai	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete	
			□ Incomplete	
MILESTONE 2	.2: Expand online and	BLENDED COURSE OFFERINGS.	X Complete	
			☐ Incomplete	
MILESTONE 2	.3: Create and distrib	ute Open Educational Resources.	X Complete	
			☐ Incomplete	
C=+=++	3.5	.1: Public licensing of curricula and training materia		
Status	X Completed	COMMENTS: Documents and training materials developed to program are available for public download on Creative Co.		
	☐ In Progress	-	-	
	☐ Attempted			
	□ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVERABLE 2. X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: A review of documents posted by NIACC on Creative Commons revealed:
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: A review of documents posted by NIACC on Creative Commons revealed: Copy of NRP course description webpage Three documents used for simulation learning experiences
STATUS		ERABLE 2.3: Offering online/blended programs COMMENTS: Per the SME Response document. This program is a modular
JIAIUS	X Completed	program.
	☐ In Progress	
	☐ Attempted	
QUALITY	☐ Never StartedX Satisfactory	COMMENTS: The Signature Program Overview document indicates that the
QUALITY	☐ Unsatisfactory	delivery methodology for this program includes the statement: A blended learning
	□ Unclear	approach is used for this program. Students must complete the NRP Provider Curriculum prior to attending NIACC's instructor-led event. The Provider Curriculum is accessed through Healthstream and includes a Provider Exam, eSim Cases, and evaluation. Once a student completes the online Provider Curriculum they schedule their Instructor-Led event, which is a face-to-face, hands-on simulation/debriefing.
0		BLE 2.4: Incorporation of simulation into courses
Status	X Completed	COMMENTS: Per the Statement of Grant Impact simulation learning experiences have been better incorporated into the signature program.
	☐ In Progress	
	□ Attempted	
	□ Never Started	
Quality	X Satisfactory	COMMENTS: As noted above, a review of documents and resources posted on SkillsCommons revealed three documents used for simulation learning
	☐ Unsatisfactory	experiences.
	□Unclear	Per the Statement of Grant Impact document, simulation activities are incorporated in the curriculum, along with video recording enhanced capabilities, to meet American Academy of Pediatrics and American Heart Association guidelines. As noted above, the Signature Program Overview document indicates that the delivery methodology for this program includes the statement: <i>Once a student completes the online Provider Curriculum they schedule their Instructor-Led event, which is a face-to-face, hands-on simulation/debriefing.</i>

Delive	RABLE 2.5: Developm	ent and publication of a scorecard that updates on a	regular basis
Status	Not	COMMENTS: NA	
	A PPLICABLE		
	STRATEGY 3: Crea	ate Expanded & Individualized Student Support Serv	rices
	1: Implement special	ized recruitment and retention efforts.	□ Complete
Lacking evide	ence of retention effort		X Incomplete
MILESTONE 3.	2: Improve student c	areer planning.	X Complete
			□Incomplete
MILESTONE 3.3: Implement accelerated and/or contextualized remediation			X Complete
programs.			□Incomplete
	Deliverable 3.1: I	Develop and implement online, modular-based prog	rams
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document to of online and hybrid courses.	his certificate consists
	☐ In Progress	of offilline and fryolid courses.	
	☐ Attempted		
	□ Never Started		
Quality	X Satisfactory	COMMENTS: As noted above, the Signature Program Over	
	□Unsatisfactory	the delivery methodology for this program is a blended lear	0 11
	□ Unclear	Per review of signature program documents this certificate modular based format.	program utilizes a
DELIVER	ABLE 3.2: "Bootcamp:	s", individual/peer tutoring, individual hands-on lab utilization of Pathway Navigators	assistance, and
Status	□ Completed	COMMENTS: Per the Statement of Grant Impact document t	argeted remediation
	☐ In Progress	services are provided for healthcare education students.	
	X Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	the following support
	☐ Unsatisfactory	services are available for healthcare students • Health tutor placed in the Health Laboratory area	to supports access and
	□ Unclear	use of facilities to promote retention.	
		Health and math tutor to improve retention	
		geted recruitment marketing materials on multiple p	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document r efforts have been employed.	nultiple recruitment
	☐ In Progress	Giord have been employed.	
	☐ Attempted		
	□Never Started		

QUALITY	X Satisfactory □Unsatisfactory □ Unclear	 COMMENTS: Per the Statement of Grant Impact document the college has implemented the following recruitment efforts for healthcare students Open house and hands on activities held in the Health Simulation Center to enhance recruitment during multiple events, A new marketing strategy was used to promote success stories of NIACC Health Division graduates who are considered minorities. Success stories (2) included a Latina and male veteran alumni. These stories were shared and boosted on social media and the NIACC's website. There is a direct link to a webpage that describes the NRP certificate program from		
		the Enhance Iowa webpage.	F - 3	
DELIVERA	BLE 3.4: Implement a	web-based tool that can generate regional LMI paire	ed with applicable	
Статио	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	programs of study	and was implemented	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact, Career Coach was implemented on district-wide website with professional development sessions held to inform		
	☐ In Progress	faculty and advisors.		
	□ Attempted			
Out the	☐ Never Started	COMMENTS: A map on the Emsi Career Coach webpage re	wools information about	
Quality	X Satisfactory	the abundance of healthcare jobs in the area served by NI.		
	☐ Unsatisfactory	college goes directly to a webpage describing the signature		
	□Unclear			
	1: Develop IHUM Sec	te & Improve Alignment with Industry & State Agend ctor Strategy Committee consisting of members or consortium members (representing each of the	NOT APPLICABLE	
from IWD, IE	DA, IOWA DE ANG IOU	ar consortium members (representing each or the		
industries).				
industries).		nen regional industry advisory committees.	X Complete	
industries). MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete ☐ Incomplete	
industries). MILESTONE 4.	2: Create or strength		·	
industries). MILESTONE 4.	2: Create or strength 3: Create joint marke	nen regional industry advisory committees. eting and outreach efforts with state agencies.	☐ Incomplete X Complete ☐ Incomplete	
industries). MILESTONE 4. MILESTONE 4.	2: Create or strength 3: Create joint marke 4: Collaborate with s	eting and outreach efforts with state agencies.	☐ Incomplete X Complete ☐ Incomplete	
industries). MILESTONE 4. MILESTONE 4.	2: Create or strength 3: Create joint marke	eting and outreach efforts with state agencies.	☐ Incomplete X Complete	
MILESTONE 4. MILESTONE 4. MILESTONE 4. Lacking inform	2: Create or strength 3: Create joint marke 4: Collaborate with station regarding the refe 5: Partner with indus	eting and outreach efforts with state agencies.	☐ Incomplete X Complete ☐ Incomplete X Complete	
MILESTONE 4. MILESTONE 4. MILESTONE 4. Lacking inform	2: Create or strength 3: Create joint marke 4: Collaborate with station regarding the refe 5: Partner with indus	eting and outreach efforts with state agencies. state agencies on a participant referral process. rral process.	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplete	
MILESTONE 4. MILESTONE 4. MILESTONE 4. Lacking inform MILESTONE 4. based event	2: Create or strength 3: Create joint marke 4: Collaborate with station regarding the refe 5: Partner with industs.	nen regional industry advisory committees. eting and outreach efforts with state agencies. etate agencies on a participant referral process. etry and state agencies on job fairs and mission- nutes from IHUM Sector Strategy Committee and reg	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplete ☐ Incomplete ☐ Incomplete	
MILESTONE 4. MILESTONE 4. MILESTONE 4. Lacking inform MILESTONE 4. based event	2: Create or strength 3: Create joint marke 4: Collaborate with station regarding the refe 5: Partner with industs. ABLE 4.1: Meeting mires.	nen regional industry advisory committees. eting and outreach efforts with state agencies. etate agencies on a participant referral process. etry and state agencies on job fairs and mission- nutes from IHUM Sector Strategy Committee and regardvisory committee	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete	
MILESTONE 4. MILESTONE 4. MILESTONE 4. Lacking inform MILESTONE 4. based event	2: Create or strength 3: Create joint marke 4: Collaborate with station regarding the refe 5: Partner with industs. ABLE 4.1: Meeting mir	eting and outreach efforts with state agencies. State agencies on a participant referral process. First and state agencies on job fairs and mission- Thutes from IHUM Sector Strategy Committee and regadvisory committee COMMENTS: Per the Statement of Grant Impact document has been established and the IHUM Grant Coordinator or	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incom	
MILESTONE 4. MILESTONE 4. MILESTONE 4. Lacking inform MILESTONE 4. based event	2: Create or strength 3: Create joint marke 4: Collaborate with station regarding the refe 5: Partner with industs. ABLE 4.1: Meeting mires.	nen regional industry advisory committees. Setting and outreach efforts with state agencies. Setate agencies on a participant referral process. Setry and state agencies on job fairs and mission- Thutes from IHUM Sector Strategy Committee and regard advisory committee COMMENTS: Per the Statement of Grant Impact document	☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incom	

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	Comments: No evidence of the development of an IHUM Sector Strategy Committee as described in the milestone was provided in the signature program documents provided or in the documents on Creative Commons Per the Statement of Grant Impact document, the advisory committees are actively working with the faculty to support recruitment and retention. A report from the Health Sector Boards was shared with the advisory committees. A review of SME Response support documents revealed the following agendas and supporting documents from Health Sector Partnership meetings: • July 2016 • August 2016 • October 2016 • November 2016 • December 2016 • April 2017	
	DELIVERABLE 4.2: Nev	v industry partnerships developed during the grant period	
Status	X Completed	COMMENTS: Per the Statement of Grant Impact document, new Industry partnerships were developed during the grant period.	
	☐ In Progress	partierships were developed during the grant period.	
	□Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, recent agencies	
	☐ Unsatisfactory	offering clinical experience and employment opportunities: • Iowa Specialty Hospital	
	□Unclear	Quick Care Urgent Care Clinic Maya Clinics	
		Mayo Clinics	
DELIV	ERABLE 4.3: IHUM and	d RAP materials developed in collaboration with state agencies	
STATUS	X Completed	COMMENTS: This deliverable is marked as NA on the Statement of Grant Impact	
	□ In Progress	document, however there is evidence of marketing materials and collaborative efforts found in the documents provided and on the Emsi Career Coach webpage	
	☐ Attempted	and on the Creative Commons website.	
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach	
	☐ Unsatisfactory	webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM	
	□Unclear	grant.	
		In addition, per the Statement of Grant Impact document, Health Career pathway	
		flyer/posters were developed and posted to web sites and provided at local recruiting events and lowaWorks resource.	
	DELIVERABLE 4.4: O	utreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the IHUM Grant Coordinator or Health Division Chair attended advisory committees to report on grant activities.	
	☐ In Progress	The alith Division Chair attended advisory committees to report on grant activities	
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A review of SME Response support documents revealed an IHUM report section in each of the following Nursing Advisory Board minutes: • April 20, 2015 • April 10, 2017 • November 7, 2016 • November 6, 2017	
DE	ELIVERABLE 4.5: A mini	imum of one event with industry and state agencies annually	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, Multiple health agencies are present at the annual Career Fair on the NIACC Campus.	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, planning of a health career expo is under way in partnership with IowaWorks. The health career expo is	
	☐ Unsatisfactory	a direct result of planning by the health sector partnership.	
	□ Unclear		

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit

http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Southeastern Iowa Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

Audited and redesigned curricula

- Health Care Bootcamp was developed to allow pre health students to complete all prerequisites during a 2 day period.
- Respiratory redesigned curriculum to separate classroom from hands-on time. This
 increased time devoted to lab and simulation.
- Second year Respiratory students are now doing a 240 hour Externship in the middle of their final spring semester giving them more hands on and job based experience.
- o Respiratory Care Program Coordinator selected new text book with simulation activities.
- o Respiratory Care selected simulations to match curriculum.
- The Respiratory Care exam format and some exam content changed in Jan 2015. After examining the new test matrix SCC added or increased content areas in several classes. Examples would be disaster preparedness, reading and interpreting research studies and newer methods of ventilation.
- Respiratory Care purchased computerized clinical and exam testing practice software for Respiratory.
- Medical Scribe courses developed and began Spring 2016. One term certificate program complements and overlaps Medical Assistant and Medical Coding and Billing programs.
- SCC now offers Nurse Aide course as non-credit to open additional funding opportunities for students.
- The Nursing program at SCC has continued work on mapping curriculum to the PN and RN NCLEX test plans and looking at consistency of lab experiences and competencies.
- Nursing began to align simulation scenarios with curriculum and improve consistencies by selecting OB and pediatric specific scenarios.
- o Nursing is continuing clinical preceptor experiences and planning additional locations.
- EMT planned changes to lab and simulation time to meet new requirements for National Registry of EMTs 2015 Paramedic Psychomotor Competency Portfolio.

Updated college facilities

 At the time plans for the IHUM grant were submitted SCC was working on plans for expansion to include the Health Professions and the Hall of Sciences buildings on the West Burlington campus. The Health Professions building includes a clinical simulation center which expanded simulation from one room to three patient rooms and an EMS



lab with and ambulance and an apartment. IHUM funds were used to purchase two additional simulators and all peripherals for running, recording and playback of scenarios. The new building also includes separate classroom and lab space for each program.

 Enrollment, Financial Aid, Business office and Student Services at SCC are all now closely located and the spaces received a new more updated look.

Offer new credentials

- EMS began offering certificates for completion of EMT course EMS 201 and Paramedic courses EMS 663, 664 and 665 beginning Fall 16.
- Medical Scribe certificate program approved by DoE May 16 under Medical Assistant Program. Semester long program will begin Spring 17. SCC is awaiting notification from AAPC for the Exam certification.
- Nurse Aide course is offered as non-credit beginning Fall 17.

• Established commitment from employers and industry representatives

- o Letters of support attached
- Employers support the SCC health programs by serving on the Advisory Committee, participating in SCC health fairs and career fairs, providing sites for clinicals, externships, preceptorships.
- Area employers are the primary employers for new SCC graduates in all health programs. SCC program coordinators work with employers to make certain programs meet employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships, preceptorships, etc.

Developed and piloted Registered Apprenticeship Programs (IT Only)

o NA

Continued PLA progress started in I-AM

- o IHUM Program Director met with I-AM Grant Director to discuss progress made at SCC Information from previous SCC Credit for Prior Learning Planning Sessions was reviewed.
- Meeting with IAM Grant Director. No meetings have taken place during IHUM grant.
- SCC Registrar and Dean of Health attended statewide meeting on military PLA in March 2017. No statewide consensus on adoption.
- o IHUM Grant Director participated in webinar on PLA for recruitment in June 17.
- SCC will continue work on PLA with new Registrar in place.

Expand work based learning experiences

o The Respiratory Care program changed the last semester clinicals from 2 days a week for 15 weeks to an 8 week 40hr/week externship beginning Spring 2016. This will provide a more realistic and intensive final hospital experience before graduation.



- Nursing has implemented the Preceptor Experience in ADN 642 (Nursing IV).
 Experiences are limited due to limited preceptors. Approximately 16 students are currently in preceptorships and host sites have been expanded.
- Aligned non-credit offerings with credit courses
 - o All components of SCC's signature programs were previously credit.
 - SCC's Nurse Aide/ Continuing Ed Coordinator got approval to allow a non-credit option for the Nurse Aide course beginning Fall 17. This option will allow students to take advantage of additional funding opportunities such as GAP.

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - o IHUM Grant Project Director hired and started 2/23/15.
 - o IHUM Grant Project Director met with all Health Program Coordinators to assess simulation usage and needs. Held meetings with Nursing Faculty to assess what they have done in simulation and where the gaps and needs are. Results shared in meetings.
 - Simulation Technician position created as part of the IHUM grant. Job description developed for Simulation Technician. Simulation Technician hired July 2015, resigned June 17. New Tech hired July 17 and still in place. Position will be sustained at SCC.

Training

- o IHUM Grant Director and Simulation Technician participated in a variety of webinars and trainings, including debriefing, Simulation technical info, Omnicell simulated medication dispensing, Moulage, low cost simulation etc
- IHUM Grant Project Director and Simulation Technician attended Johnson County Simulation focused on preparing learners 2015
- Simulation Technician attended SIMGHOST, national training 2015, 2016, 2017 and is registered for SUN conference in 2018.
- o EMS/Paramedic faculty member attended Drexel Simulation Certificate program 2015
- IHUM Grant Project Director attended Simulation User Network workshop in Des Moines –
 2015
- Faculty and staff attended state-wide Simulation conference 2015, 2016, 2017.
- Purchased simulation reference books for both SCC libraries based on new Best Practice information.
- Nursing faculty member completed her masters project in simulation 2016

New and existing equipment

Worked with IT to finalize SimView set up and enable campus wide viewing for debriefing.
 Reviewed usage with several faculty. 2015



- Laerdal staff on site with Simulation Technician and IHUM Grant Project Director for Preventive Maintenance on Sim Man Classic (two locations) and software update to LLEAP for instructor laptop. 2015
- Laerdal provided LLEAP operating system training to 7 faculty, Simulation Technician, IHUM
 Grant Project Director.
- o SCC tech request written to expand use of LLEAP technology into classrooms. 2016
- IHUM Completed survey for manufacturer to begin update to new recording/debriefing software for new sim lab.
- Simulation Technician researched and recommended info for new building wiring, camera and equipment set up.
- o IHUM Grant Project Director worked with Business Office to review bids and prepare PO for IHUM equipment purchase, prepared and send out equipment bid requests to vendors.
- o Reviewed of bids, made purchases and coordinated installation and training.
- IHUM Grant Project Director involved in numerous meetings planning move to new building and preparation for simulation lab.
- Contractor installing cameras and mics. Maintenance moving beds, wall mounted items. IT setting up monitors and computers.
- Old sim lab packed and equipment ready to move.
- Laerdal engineers on site three days for setting up SimMom, SimJunior and SimView servers.
 Also testing and set up SimMan in new lab. 2016
- Worked with Business Office on finalizing equipment lists and assets categories.
- New Health Professions building and Clinical Simulation lab Open House October 2016
- Simulation Technician and IT prepped for new simulator in Keokuk. Perkins funds leveraged for purchase. 2017
- New sim training conducted in Keokuk by Laerdal for seven faculty, adjuncts and partners
 2017
- Simulation staff made recommendations for building remodel and simulation purchases on Keokuk campus.
- Sim NewB purchased for WB campus by leveraging WTED funds. Laerdal engineer set up and 8 faculty and partners participated in training. 2018

Simulation Implementation

- Simulation orientation (paperwork and sim lab intro) for students developed 2015
- IHUM intro and data collection and Sim orientations conducted for all nursing programs, EMS,
 Medical Assistants and Respiratory Care
- Presented Best Practices information at Professional Development day and facilitated interdisciplinary simulation for faculty. Aug 17
- o IHUM Grant Project Director provided Simulation Best Practices overview for PN Adjuncts.
- o Simulation Technician provided technical support for all Health Professions programs.



- Simulation Technician assisted with Professional Communications sim, Mental Health sim using standardized patients as actors
- Simulation Technician developed moulaged patient for burn scenario for nursing. This became a favorite annual scenario and was also used by Paramedics.
- Simulation Technician developed moulaged wounds for SCC Professional Development day Active Shooter Drill.
- Simulation Technician assisted in scenario selection and development with faculty and IHUM
 Grant Project Director
- o Simulation Technician developed and maintained simulation calendar and scheduling.
- Simulation Technician provided simulator maintenance.
- Meetings to discuss running and recording Paramedic scenarios to meet new competency standards.
- Faculty discussion begun on SCC's first Interdisciplinary SIM. Mass Casualty event took place in May 2016.
- Nursing Faculty member allowed one day of release time that will be designated for him to work as Simulation Coordinator. 2016
- o Simulation Committee formed and meetings started.
- o Simulation committee worked on Policies and Procedures.
- o Survey developed to allow students feedback electronically following each simulation. 2016
- Student surveys for each term compiled for review by Simulation Committee and Simulation faculty.
- o IHUM Grant Project Director prepared various documents for SCC regarding simulation sustainability, cost of maintenance and planning for new equipment.

Outside SCC

- Simulation Technician attended and presented Moulage workshop for Central Iowa Simulation Network conference. 2016
- IHUM Grant Project Director and Nursing faculty attended Simulation Coordinator meetings.
 SCC hosted meeting in November 2017.
- Survey designed and distributed regarding interest in outside use of sim lab by partner organizations. Great River Health Systems will begin NRP training at SCC March 2018.

Expand online and blended course offerings

- o Health programs adopted Body Visual, a library of 3D interactive models.
- Continuing Ed Coordinator made changes to the prereq "bootcamp" so some of the requirements can be done on-line.
- The Nursing program trialed v-sim, on line simulation, and adopted the Med/Surg component Fall 17 for PN students.
- Nursing and EMS began use of LLEAP lite Spring 17 to enhance student learning by using scenarios to provide a more immersive demonstration when teaching theory such as rhythm analysis in Cardiology or post medication evaluation in Pharmacology.



- Following Iowa legislative changes due to high demand, Nurse Aide course added a hybrid segment with on-line lecture to begin Spring 18.
- Nurse Aide skills videos were being developed for use in on-line course and refresher for all students taking nurse aide or refresher.
- The Medical Assistant Program piloted an on-line EHR program. This program was not adopted however they continue to look for a program to simulate an EHR.

• Create and distribute Open Educational Resources

- o IHUM Grant Director attended Creative Commons workshop and shared information with Health program Coordinators.
- o All marketing materials were approved in advance by IHUM.
- Uploading materials to the Sharepoint site is an ongoing activity.

Incorporation of simulation into courses

- Purchase of SimMom and SimJunior with IHUM funds added to the available simulators at SCC West Burlington campus. Other funds have been used to upgrade SimMan on the Keokuk campus and to purchase SimNewB for West Burlington.
- Addition of the Simulation Technician position has been essential to keep the expanded sim lab up to date and provide support to faculty.
- o Identified IT technical assistance needs that will allow for simulation viewing and debriefing at the West Burlington campus.
- Many positive comments from student feedback survey, including a student who stated "I learned more in one day of simulation than in my entire clinical rotation during first year".
- SimMan at West Burlington campus was upgraded to LLEAP operating system that all new sims will use. During Laerdal onsite training we learned how to enhance student learning by using scenarios to provide a more immersive demonstration when teaching theory such as rhythm analysis in Cardiology or post medication evaluation in Pharmacology. A SCC tech grant was requested to purchase laptops for each program to run the software.
- Nursing has worked throughout the grant to implement "Best Practices" including orientation to simulation, complete debriefing sessions and improvements to selection of scenarios and facilitation.
- Respiratory Care has increased simulation with new scenarios and use of Sim Junior in their lab/classroom.
- In the new facility Medical Assistant program has more space to use Nursing Anne and other simulated and standardized patients. The program has put on a mock clinic each term where all college staff are invited to have their vitals taken.
- EMS has adopted the program to new certification guidelines which require more simulation.
 Spring semester paramedic students use simulation for the bulk of their lab time every
 Monday and Thursday afternoon.

Strategy 3 – Create Expanded & Individualized Student Support Services



Implement specialized recruitment and retention efforts

- Pre-health class pilot (Healthcare Bootcamp) for Mandatory reporter, CPR, HIPAA,
 Bloodborne Pathogens developed. The Bootcamp allows potential students to learn about health and assist enrolled students in meeting their prerequisites in a short time frame.
- Recruitment/outreach planned began by looking at common goals with PACE and WIOA.
- Health Careers outreach group met several times to discuss outreach/marketing specific to health.
- Photos and messages developed for two billboards in SCC service area.
- Production company shot footage for cable commercials and website spots for Medical Assist and Respiratory.
- Billboards promoting EMS and Medical Assistant, Medical Coding & Billing and Medical
 Scribe placed near Burlington and Keokuk.
- o SCC participated in state wide Pandora campaign.
- o Video shorts developed for use on local TV and SCC website via YouTube.
- o IHUM sponsored local radio ads promoting SCC Health programs.
- Burlington Urban System (BUS) ads developed to promote SCC health careers continued.
- o Postcard and social media focused on short term training programs.
- o Simulation Technician and Marketing director attended webinar on social media teams.
- IHUM and PACE worked together to develop Career Pathways and a Career Pathways booklet for use by PACE, enrollment, etc.

• Improve Student Career Planning

- Career Coach was launched on both SCC campuses with staff from Enrollment, PACE, Marketing, Student Services, WIOA, Institutional Research, High School Relations, IT, TRIO and CBIZ assisting with planning. Thirteen SCC staff attended the day long Career Coach certification class put on by IHUM.
- o Input on the programs/jobs mapping was sought from all program coordinators at SCC.
- IHUM Director met many times with marketing to discuss Career Coach and webpage development. SCC program pages were reworked to align with Career Coach and be more user friendly.
- IHUM Grant Project Director provided Career Coach training for Enrollment Services, WIOA, IWD and Promise Jobs staff, Vet Rep, Adult Education Director, High School Counselors, School to Work Coalition and new TRIO staff, additional SCC faculty, PTK Honor society students, Workforce Business Marketing Specialist, Mt. Pleasant Career Exploration for Student Council.
- A Career Coach intro presented to faculty at Professional Development Day in 2015 and 2016, President's Cabinet and SCC board in November 15
- The Burlington Hawkeye newspaper featured article on Career Coach May 16.



- Components of Career Coach were featured in both SCC campus newsletters several times. E:mail was sent to all SCC students promoting job search and resume features in May 16. Posters and handouts developed and distributed on campuses and in communities.
- IHUM Grant Project Director participated in webinar Developing College-Wide Student Success Strategies with Career Coach
- o Career Coach became part of new freshman course "First Year Experience" in Fall 17.
- IHUM Grant Project Director worked with PACE navigator to gain input from program coordinators and develop career maps for signature programs.

o Implement accelerated and/or contextualized remediation

- The Nursing program trialed v-sim, on line simulation, and adopted the Medical/Surgical component for PN students. The tool can be used as practice before or after simulation and provides study aids.
- The nursing program required students to repeat HESI test if not scoring high enough.
 Test is a good indicator of ability to pass boards. Remediation is required prior to retesting.
- Respiratory Care implemented new updated practice exams
- SCC is implementing Drop Detective to assist faculty identifying students who might needing additional assistance.

• Develop and implement online, modular-based programs

Not done at SCC

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

• Develop or Enhance IHUM Sector Boards

- IHUM Grant Project Director met with Region 16 WIA Director and PACE Program Lead Navigator to discuss Sector Boards. The Manufacturing sector just starting in SE IA.
 Workforce board contracting with Regional Planning for another year on Manufacturing.
 Timeline for other sectors not set.
- o IHUM Grant Project Director participating in Health Occupations Business Services group. This groups is made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Department of the Blind, AEL, Economic Development and several departments at SCC. The group sponsored four Health Care Expos for area high school students and visited area employers to get input on jobs and hiring/training needs.

Strengthen Industry advisory committees

- o IHUM Grant Project Director met with I-AM Grant Director to discuss similarities of programs and I-AM best practices that have been successful in Southeast Iowa.
- o IHUM Grant Project Director attended RWIB meetings when available.
- IHUM Grant Project Director attended virtual sessions of One Door Many Paths, WIOA partner's conference on sector partnerships.



- IHUM Grant Project Director distributed survey on usage of new building and technology for Continuing Education with partner employers.
- IHUM Grant Project Director introduced IHUM grant at Medical Assistant and Billing and Coding Advisory meetings. Provided IHUM update at all meetings.
- IHUM Grant Project Director introduced IHUM grant at EMS Advisory meeting. Provided IHUM update at all meetings.
- IHUM Grant Project Director introduced IHUM grant at Nursing Advisory meeting.
 Provided IHUM update at all meetings.
- IHUM Grant Project Director introduced IHUM grant at Nurse Aide Advisory meeting.
 Provided IHUM update at all meetings.
- o IHUM Grant Project Director introduced IHUM grant at Respiratory Care Advisory meeting. Provided IHUM update at all meetings.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - Health staff participated in Lee county Job Fair.
 - o IHUM Grant Project Director and other SCC staff participated in Regional Job Fair.
 - IHUM Grant Project Director attended IWD workshop on Job Development with Diverse Populations.
 - IHUM Grant Project Director participating in Health Occupations Business Services group.
 - o Local newspaper article on Des Moines County Health Expo, including simulation.
 - Local newspaper article on Nursing Education
 - IHUM and Health staff participated in Des Moines County Health Expo with Health Occupations team.
 - IHUM Grant Project Director participating in Health Occupations Business Services group.
 - o Began marketing/recruitment discussion with SCC Marketing.
 - Joint marketing with I-AM Grant planned.
 - IHUM Grant Project Director participating in Health Occupations Business Services group. Career Coach presented at Lee County Health Expo
 - o Continued marketing/recruitment discussion with SCC Marketing.
 - o Recruitment/outreach discussed with PACE and Program Coordinators
 - Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed
 - o Presented EMSI products to Workforce Business Marketing Specialist.
 - IHUM Grant Project Director participating in Health Occupations Business Services group.
 - o Continued marketing/recruitment discussion with SCC Marketing.



- Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. Local newspapers sent info on new Medical Scribe program. Enhance info included in SCC summer promotions.
- Local newspapers were sent info on new Medical Scribe program. Medical Scribe article appeared in The Hawkeye and Daily Democrat.
- o Career Coach presented to Voc Rehab summer program.
- Simulation demonstrated and program information and Career Coach handed out at SCC events: STEMFEST, Investigate Your Future, Upward Bound.
- Information provided to Workforce, WIOA, Promise Jobs, Voc Rehab on new Medical Scribe program
- o Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA.
- IHUM Grant Project Director provided IHUM grant update at EMS Advisory Committee meeting.
- o IHUM Grant Project Director distributed survey on usage of new building and technology for Continuing Education with partner employers.
- o Met with Voc Rehab Work Based Learning Specialist regarding using Career Coach.
- o Marketing on billboards promoting SCC Health programs.
- o Video shorts developed for use on local TV and SCC website via YouTube.
- Burlington Urban System (BUS) ads developed and deployed.

New Industry partnerships developed during the grant period

- The IHUM Grant Project Director and Dean of Health met with Great River Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation.
- The IHUM grant project overview and updates were provided at advisory meetings for Nursing, Respiratory Care, Nurse Aide, EMS, Medical Assistant and Medical Coding and Billing
- Career Coach and Enhance Iowa materials were supplied to SCC staff (Enrollment, CBIZ, WIOA) for layoffs and career fairs in southeast Iowa. IHUM Grant Project Director participated in a number of job fairs during the grant.
- Great River Health Systems Education staff, GRHS Women and Family center and Henry County Health Center staff and multiple area business groups have toured SCC Health Professions building.
- Working on sustainability plan to include employers using sim lab for skills development and recertification. An Outside User policy and fee schedule was developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training.
- Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic
 Development planned tours to local businesses, four Healthcare Expos and a job fair.



- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o NA

Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - SCC has committed to continuing the positions of Simulation Technician after the IHUM grant. This position provides technical and faculty support for the clinical simulation and EMS labs.
 - o SCC has explored a variety of ways to conduct simulation during the IHUM grant. During the 16/17 school term release time was allowed for a Nursing Faculty member to serve as Simulation Coordinator. During Fall 17 nursing faculty agreed on several scenarios that would be used during each term. Day and evening programs on the West Burlington campus increased consistency in how their scenarios were implemented.
 - IHUM Program Director has met with SCC President and SCC Marketing director, SCC
 CFO and faculty to discuss future of Career Coach at SCC. Prepared report on SCC users,
 Career Coach usage including clicks and info comparing SCC to other colleges our size.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Community College

Signature Program Reviewed: Emergency Medical Services AAS Degree, EMT Certificate, Paramedic Certificate Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- •
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SCC utilized the IHUM grant to revise the EMS curriculum to meet national standards, improve learning facilities, and enhance educational opportunities for students in the EMS program through the integration of high quality simulation learning experiences. Curriculum map shows a clear correlation between EMT/Paramedic courses to meet program objectives. A pathway for advancement from the EMT to Paramedic to EMS AAS degree to obtainment of a bachelor's degree is provided. Relationships with regional employers and industry provide work-place learning opportunities. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

There is no evidence of progress towards milestones 1.2, and 2,2. For milestone 4.1, it is unclear if the Health Occupations Business Group that is in place would meet criteria for achievement.

Sustainability

SCC identified the following sustainability plan that applies to the EMS program:

- Committed to continuing the positions of Simulation Technician.
- Continuation of simulation learning experiences utilizing best practice standards for consistency and usage.
- Evaluate usage of Career Coach.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

	STRATEGY	1: Expand & Enhance Sector-Driven Career Pathwa	lys	
	.1: Align curricula wi	ith relevant national standards and	X Complete	
illuusti y/eill	ployer recognized ci	euchilais.	☐ Incomplete	
MILESTONE 1	.2: Align non-credit o	offerings with credit courses. NA	□ Complete	
			□ Incomplete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
		Technology cluster pathways with	□ Complete	
apprentices	hips (EICC, KCC, NIC	CC) - NA	□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DEI	LIVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, and changes made to enhance student learning opportunity		
	☐ In Progress	and changes made to enhance student learning opportuni	11 6 5.	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:		
	□Unsatisfactory	 EMT planned changes to lab and simulation time for National Registry of EMTs 2015 Paramedic Ps 		
	□ Unclear	Portfolio.	or a second of the second	
		Review of curriculum documents provided reveals: Alignment of EMT/Paramedic courses only to meet program outcomes. Per the Program Information and Overview document EMS course content is delivered by lecture, lab, clinical, field internships and on-the-job training Pathway for advancement from the EMT to Paramedic to EMS AAS degree to obtainment of a bachelor's degree. Per the SME Response document no non-credit courses are aligned with this signature program. A review of SME Response support documents reveal an EMS program curriculum map that demonstrations alignment of general education courses to program outcomes.		
STATUS	V	DELIVERABLE 1.2: Updated college facilities COMMENTS: Per the Statement of Grant Impact document,	facilities for students in this	
SIAIUS	X Completed	signature program have been updated.	lacilities for students in this	
	☐ In Progress			
	☐ Attempted			
0	☐ Never Started	COMMENTED Por the Statement of Count Impact description		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document: Health Professions and the Hall of Sciences build		
	☐ Unsatisfactory	campus have been expanded	J	
	□ Unclear			

		 The Health Professions building includes a clinical simulation center which expanded simulation from one room to three patient rooms and an EMS lab with and ambulance and an apartment. Grant funds were used to purchase two additional simulators and all peripherals for running, recording and playback of scenarios. Additional classroom and lab space. Student services relocated so are closer to students. Review of resources posted on Skills Common revealed several promotional videos that show simulation learning facilities.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new credentials were added
	☐ In Progress	to this signature program.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, EMS began offering
	☐ Unsatisfactory	certificates for completion of EMT course EMS 201 and Paramedic courses EMS 663, 664 and 665 beginning Fall 16.
	□ Unclear	
	DELIVERABLE 1.4: Lett	ers of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from
	☐ In Progress	employers and industry.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document
	☐ Unsatisfactory	 Employers support the health programs by serving on the Advisory Committee, participating in SCC health fairs and career fairs, providing sites
	□ Unclear	for clinicals, externships, preceptorships.
		 Area employers are the primary employers for new graduates in all health programs.
		 Program coordinators work with employers to make certain programs meet employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships,
		preceptorships, etc.
		Evidence in the form of a letter of support from Matt Trexel, Fire Chief, Burlington Fire Department
0	DELIVERABLE 1	.5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	☐ Completed	COMMENTS: NA
	☐ In Progress	
	☐ Attempted	
0	☐ Never Started	Communica NA
QUALITY	☐ Satisfactory	COMMENTS: NA
	☐ Unsatisfactory	
	□ Unclear	

	DELIVERABLE 1.6: Continue PLA progress started in I-AM (Round 2 – TAACCCT)			
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, under discussion	plans for PLA processes are	
	☐ In Progress	under discussion		
	☐ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	atan ta dia awa maa amaa	
	☐ Unsatisfactory	 IHUM Program Director met with I-AM Grant Dire made. 	ctor to discuss progress	
	□Unclear	 Information from previous Credit for Prior Learnin 	g Planning Sessions was	
		reviewed. • SCC Registrar and Dean of Health attended state	ewide meeting on military	
		PLA in March 2017.		
		 IHUM Grant Director participated in webinar on P 17. 	LA for recruitment in June	
		Work on PLA with new Registrar in place.		
	STRATEG'	y 2: Advance Online & Technology-Enabled Learnin	g	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete	
			□ Incomplete	
MILESTONE 2.2: EXPAND ONLINE AND		BLENDED COURSE OFFERINGS.	X Complete	
	□ Incomplete			
MILESTONE 2.3: Create and distrib		oute Open Educational Resources.	X Complete	
		□ Incomplete		
	DELIVERABLE	2.1: Public licensing of curricula and training mate		
STATUS	X Completed	COMMENTS: Documents and training materials developed to available for public download on Creative Commons	or the signature program are	
	☐ In Progress	available for public download on creative comment		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SCC on Cre • Seven marketing items that promote the EMS pro		
	☐ Unsatisfactory	Six EMS program information documents	giam	
	□ Unclear	Four EMS program course syllabi FMS Course methylasis.		
		EMS Career pathway		
	1	2.2: Distribution through project and online reposit		
STATUS	X Completed	COMMENTS: As noted above, material created using grant SkillsCommons.	funds were posted on	
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted Commons revealed:	by SCC on Creative	
	□ Unsatisfactory	Commond forodiod.		

	□ Unclear	 Seven marketing items that promote the EMS program Six EMS program information documents Four EMS program course syllabi EMS Career pathway 		
	DEL	IVERABLE 2.3: Offering online/blended programs		
STATUS	X Completed	COMMENTS: Per the SME Response document, EMT/Paramedic program implemented blended and hybrid learning methods through Zoom technology and off-site		
	☐ In Progress	proctors.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document, course materials are available electronically and accessible to students 24/7 through Canvas, SCC s Learning		
	☐ Unsatisfactory	Management System.		
	□ Unclear			
		RABLE 2.4: Incorporation of simulation into courses		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the EMS		
	☐ In Progress	curriculum.		
	☐ Attempted			
0	☐ Never Started	Court Type Day the Otatement of Court Impact de course to be a constitue circulation		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, best practice simulation learning is incorporated into this signature program by:		
	☐ Unsatisfactory	EMS has adapted the program to new certification guidelines which require		
	□Unclear	 more simulation. Spring semester paramedic students use simulation for the bulk of their lab time every Monday and Thursday afternoon. Providing simulation orientation (paperwork and sim lab intro) for students Creating realistic injuries for burn patient scenario and Active Shooter Drill. Utilizing scenarios to provide a more immersive demonstration when teaching theory such as rhythm analysis in Cardiology or post medication evaluation in Pharmacology. Implementation of "Best Practices" including orientation to simulation, complete debriefing sessions and improvements to selection of scenarios and facilitation. 		
		 Quality of implementation ensured through training, sustainability of qualified faculty and staff, equipment purchases, and facilities to meet learning needs. The following occurred during the grant period EMS/Paramedic faculty member attended Drexel Simulation Certificate program Meetings to discuss running and recording Paramedic scenarios to meet new competency standards. IHUM Grant Project Director hired and started 2/23/15. Simulation Technician position created as part of the IHUM grant. Position will be sustained at SCC. Simulation learning reference materials purchased Manikin Preventive Maintenance, software updates, and training. Updating of college hardware and network to support simulation learning technology. Construction of new simulation center. 		

		 Equipment used for simulation learning purchased. Quality evaluation measures put in place and process for ensuring quality improvement based on data put in place. 	
	IVERABLE 2.5: Develor	pment and publication of a scorecard that updates	on a regular basis
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	☐ Attempted		
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	X Unsatisfactory		
	□ Unclear		
		reate Expanded & Individualized Student Support S	ervices
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3	.2: Improve student	career planning.	X Complete
			□Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□Incomplete
DELIVERABLE 3.1: Develop and implement online, modular-based programs			
STATUS	□ Completed	COMMENTS: As noted in Deliverable 2.3, per the SME Response document, EMT/Paramedic program implemented blended and hybrid learning methods	
	☐ In Progress	through Zoom technology and off-site proctors.	J 11 11
	☐ Attempted		
	X Never Started		
QUALITY	□ Satisfactory	COMMENTS: Per the SME Response document, course made electronically and accessible to students 24/7 through Cal	
	X Unsatisfactory	Management System.	rao, coc c zoarning
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and utilization
STATUS	X Completed	of Pathway Navigators Comments: Per the Statement of Grant Impact document	, a pre-health class boot
	☐ In Progress	camp was developed and other remediation/retention, and	d career planning efforts are
	☐ Attempted	in place.	
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	, the boot camp includes
	☐ Unsatisfactory	Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens	
	☐ Unclear	 allows potential students to learn about health and assist enrolled students in meeting their prerequisites in a short time frame. In addition, the following retention efforts were put in place: Implementing Drop Detective to assist faculty identifying students who might needing additional assistance. 	

		Career planning efforts include IHUM and PACE worked together to develop Career Pathways and a Career Pathways booklet for use by PACE, enrollment, etc.		
DELIVERABLE 3.3: Targeted recruitment marketing materials on multiple platforms				
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts		
	☐ In Progress	were developed.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts for this signature program included:		
	☐ Unsatisfactory	Recruitment/outreach plan began by looking at common goals with PACE and		
	□ Unclear	WIOA.		
		 Adds on Pandora Video shorts developed for use on local TV and SCC website via YouTube. IHUM sponsored local radio ads promoting SCC Health programs. Burlington Urban System (BUS) ads developed to promote SCC health careers continued. 		
		A review of resources on Skills Commons and the Enhance lowa website developed for this signature program reveal: • Three videos and four billboards/posters that promote the EMS program and/or depict EMS students • A direct link to a webpage that describes the SCC EMS program from the Enhance lowa webpage.		
DELIVE	RABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable programs of study		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, career planning tools were		
	☐ In Progress	implemented.		
	☐ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, efforts for this signature		
	☐ Unsatisfactory	program include:		
	□Unclear	 Career Coach was launched Career Coach training attended thirteen SCC staff 		
	⊔Unclear	 Career Coach training attended thirteen SCC staff Input on the programs/jobs mapping was sought from all program coordinators at SCC. Components of Career Coach featured in campus newsletters several times. E:mail sent to all students promoting job search and resume features in Posters and handouts developed and distributed on campuses and in communities. Career Coach e part of new freshman course "First Year Experience" starting in Fall 17. IHUM Grant Project Director and PACE navigator gained input from program coordinators and develop career maps for signature programs. 		

		A map on the Enhance Iowa Career Coach webpage reversible abundance of healthcare jobs in the area served by SCC addirectly to a webpage describing the signature program and	and a link to the college goes
		create & Improve Alignment with Industry & State Ag	gencies
MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members			□ Complete
industries).		our consortium members (representing each of the	□ Incomplete
MILESTONE 4	I.2: Create or strengt	hen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4	I.3: Create joint mark	teting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4	I.4: Collaborate with	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based even	its.		□ Incomplete
DELIVERA	BLE 4.1: Meeting min	utes from IHUM Sector Strategy Committee and reg	ional industry advisory
CTATUO	1	committee	Ladia a considera de la constitución de la constitu
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document Health Sector Board have occurred and an EMS program	
	X In Progress	_ place.	,
	☐ Attempted		
	☐ Never Started	COUNTRIES Doe the Clotement of Cront Iron at decimant.	
QUALITY	X □ Satisfactory	 COMMENTS: Per the Statement of Grant Impact document: Meeting held with Region 16 WIA Director and PAC 	
	Unsatisfactory	discuss Sector Boards. Timeline for other sectors n	ot set.
	□ Unclear	 Participation in Health Occupations Business Service made up of WIOA, Promise Jobs, Vocational Rehat Blind, AEL, Economic Development and several de not a Sector Board as defined in milestone 4.1 this required participants and therefore may meet this defined. 	p, PACE, Department of the partments at SCC, although group includes many of the
		Per the SME Response document, the EMS program involution and program involution and procedure discussions, goal-setting, action propolicy and procedure development. Advisory Council mon SCC Hawknet folders.	stry issues and needs lans, program review and
CT 4 TUG		New industry partnerships developed during the gr	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document were explored during the grant period.	i, new industry partnerships
	X In Progress		
	☐ Attempted		
	□Never Started		
QUALITY	☐ Satisfactory	COMMENTS: Per the Statement of Grant Impact document:	
	☐ Unsatisfactory		

	X Unclear	 The IHUM Grant Project Director and Dean of Health met with Great River Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS Women and Family center and Henry County Health Center staff and multiple area business groups have toured SCC Health Professions building. Working on sustainability plan to include employers using sim lab for skills development and recertification. An Outside User policy and fee schedule was developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings. Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Development planned tours to local businesses, four Healthcare Expos and a job fair. 	
	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the EMS program was not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance Iowa Career Coach webpage and on the Creative Commons website.	
	☐ In Progress		
	☐ Attempted		
_	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.	
	☐ Unsatisfactory		
	□Unclear		
	T	: Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to educate WIB occurred during the grant period.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included, • Health staff participated in multiple job fairs	
	☐ Unsatisfactory	IWD workshop on Job Development with Diverse Populations attended.	
	□ Unclear	Local newspaper articles	
		IHUM Grant Project Director participating in Health Occupations Business Convices group	
		Services group. Recruitment/outreach discussed with PACE and Program Coordinators	
		Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates	
		for several health professions interviewed	
		Presented EMSI products to Workforce Business Marketing Specialist.	

		 Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. Career Coach presented to Voc Rehab summer program. 		
0=+=++		ninimum of one event with industry and state agencies annually		
STATUS	X Completed	COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple		
	☐ In Progress	events with industry and state agencies occurred during the grant period.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document events included,		
	☐ Unsatisfactory	 Four Health Care Expos for area high school students Career Coach and Enhance Iowa materials provided at for layoffs and career 		
	□ Unclear	fairs in southeast Iowa.		
		 IHUM Grant Project Director participated in a number of job fairs during the grant. Including, but not limited to: 		
		 Lee county Job Fair. 		
		IHUM Grant Project Director and other SCC staff participated in		
		Regional Job Fair.		
		 Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA. 		



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Medical Coding and Billing Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.
- 2.3: Create and distribute Open Educational Resources.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies

SCC utilized the IHUM grant to revise the Medical Coding and Billing curriculum, improve facilities, and enhance educational opportunities for students. Pathway from Medical Coding and Billing diploma to entrance into the workforce is provided. Medical Scribe certificate option is integrated into program pathway. Relationships with regional employers and industry provide work-place learning opportunities. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

There is no evidence of progress towards milestone 1.2, 2.1, and 2,2. For milestone 4.1, it is unclear if the Health Occupations Business Group that is in place would meet criteria for achievement.

Sustainability

SCC identified the following sustainability plan that applies to the Medical Coding and Billing program:

Evaluate usage of Career Coach.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

		1: Expand & Enhance Sector-Driven Career Pathwa	iys	
MILESTONE 1	X Complete			
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			□ Complete	
			□ Incomplete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
		Technology cluster pathways with	□ Complete	
apprentices	ships (EICC, KCC, NIC	CC) - NA	□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DE	LIVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document to enhance student learning opportunities.	course options were added	
	☐ In Progress	- Commission seeming opportunities		
	☐ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Medical Scribe courses developed and began Spring 2016. The one term certificate program complements and overlaps Medical Coding and Billing program.		
	□Unsatisfactory			
	□ Unclear	Review of curriculum documents provided reveals alignme Billing courses to meet program outcomes.	ent of Medical Coding and	
		There is no evidence found on the curriculum map to indic courses align with program outcomes.	ate how general education	
		No evidence of alignment to non-credit courses was found resources posted on Skills Commons.	in documents provided or	
		Per the Program Information and Overview document Med course content is delivered by lecture, lab, and externship		
		Established pathway from Medical Coding and Billing diploma to entrance into the workforce. Medical Scribe certificate option is integrated into program pathway.		
		DELIVERABLE 1.2: Updated college facilities		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, signature program have been updated.	facilities for students in this	
	☐ In Progress	Signature program have been updated.		
	☐ Attempted			
	□ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document: Health Professions and the Hall of Sciences buildings on the West Burlington campus have been expanded Additional classroom and lab space.
	Officieal	Student services relocated so are closer to students.
		Review of resources posted on Skills Common revealed several promotional videos that show new facilities.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new credentials related to
	☐ In Progress	this signature program were developed.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Medical Scribe certificate program approved by DoE May 2016. Certificate program began in Spring 17.
	☐ Unsatisfactory	program approved by DoE May 2010. Certificate program began in Spring 17.
	□ Unclear	
	DELIVERABLE 1.4: Lett	ters of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from employers and industry.
	☐ In Progress	employers and industry.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document • Employers support the health programs by serving on the Advisory
	☐ Unsatisfactory	Committee, participating in SCC health fairs and career fairs, providing sites
	□ Unclear	for clinicals, externships, preceptorships.
		 Area employers are the primary employers for new graduates in all health programs.
		 Program coordinators work with employers to make certain programs meet employer needs through input received through the Advisory committees as
		well as feedback from students and employers participating in externships, preceptorships, etc.
		Evidence in the form of a letter of support from Anne Abel, Coding Manager, Great River Physician and Clinics
	DELIVERABLE 1	1.5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	☐ Completed	COMMENTS: NA
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS: NA
	☐ Unsatisfactory	
	□ Unclear	

	DELIVERABLE 1.6:	Continue PLA progress started in I-AM (Round 2 – 1	TAACCCT)
		COMMENTS: Per the Statement of Grant Impact document, plans for PLA processes are under discussion	
	☐ In Progress	under discussion	
	□ Attempted		
	□ Never Started		
QUALITY	QUALITY X Satisfactory COMMENTS: Per the Statement of Grant Impact document, IHUM Program Director met with I-AM Grant Director to discuss		
	☐ Unsatisfactory	made.	ctor to discuss progress
	□Unclear	Information from previous Credit for Prior Learnin	g Planning Sessions was
		reviewed. • SCC Registrar and Dean of Health attended state	ewide meeting on military
		PLA in March 2017.	
		 IHUM Grant Director participated in webinar on P 17. 	LA for recruitment in June
		Work on PLA with new Registrar in place.	
MILESTONE 2		Y 2: Advance Online & Technology-Enabled Learnin IND SIMULATION INTO COURSES AND TRAININGS.	Ĭ
WIILES TONE Z	ENHANCE AND EXPA	IND SIMULATION INTO COURSES AND TRAININGS.	□ Complete
Mu cotone 2	2. EVDAND ONLINE AND	DI ENDED COURSE OFFERINGS NA	□ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND		D BLENDED COURSE OFFERINGS. NA	☐ Complete
Mu cotone 2) 2. Croots and distrib	outo Open Educational Baseurasa	□ Incomplete
WIILESTONE Z	Create and distric	oute Open Educational Resources.	X Complete
	DELIVERABLE	5 2 4. Bublic licensing of curricule and training mate	□ Incomplete
STATUS	X Completed	E 2.1: Public licensing of curricula and training mate COMMENTS: Documents and training materials developed	
	☐ In Progress	available for public download on Creative Commons	
	☐ Attempted	-	
	□ Never Started	-	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SCC on Cre	eative Commons revealed:
	☐ Unsatisfactory	One marketing item that promotes the Medical Coding and Billion are promised. The Medical Coding and Billion are promised as a few parts of the promotes are promised as a few parts. The Medical Coding are promised as a few parts of the promotes are promised as a few parts. The Medical Coding are promotes the Medical Coding are promoted as a few parts of the promotes are promised as a few parts.	0. 0.
	□ Unclear	 Two Medical Coding and Billing program informa Medical Assistant/Medical Coding and Billing Pat 	
		2.2: Distribution through project and online reposit	<u> </u>
STATUS	X Completed	COMMENTS: As noted above, material created using grant	
	☐ In Progress	SkillsCommons.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted	by SCC on Creative
	□ Unsatisfactory	Commons revealed:	oding and Rilling program
	□ Unclear	 One marketing item that promotes the Medical Coding and Billing program information 	
		Medical Assistant/Medical Coding and Billing Pat	

	DFI	LIVERABLE 2.3: Offering online/blended programs	
STATUS	☐ Completed	COMMENTS: Information Per the SME Response docur	nent this Deliverable is not
	☐ In Progress	applicable to this signature program. The Medical Scri	
		The course delivery method was not intended to be on a face-to-face course.	i-line but a stackable credential in
	□ Attempted		
QUALITY	□Never Started	COMMENTS: NA	
QUALITI	□ Satisfactory	GOMMENTS. NA	
	☐ Unsatisfactory		
	□ Unclear		
STATUS		RABLE 2.4: Incorporation of simulation into cours COMMENTS: Information related to this deliverable for t	
STATUS	☐ Completed	program was not addressed on the Statement of Gran	
	☐ In Progress		
	□Attempted		
	□Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	VERABLE 2.5: Develop	ment and publication of a scorecard that update	es on a regular basis
STATUS	☐ Completed	COMMENTS: NA	
	☐ In Progress		
	□Attempted		
	□Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
		eate Expanded & Individualized Student Suppo	rt Services
MILESTONE 3.1: Implement specia		lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student of	career planning.	X Complete
			□Incomplete
MILESTONE 3	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□Incomplete
	Deliverable 3.1	: Develop and implement online, modular-based	
STATUS	☐ Completed	COMMENTS: Information Per the SME Response docur	ment this Deliverable is not
	☐ In Progress	applicable to this signature program. The Medical Scri The course delivery method was not intended to be on	
	□Attempted	a face-to-face course.	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
	□Never Started		
		<u>l</u>	

QUALITY	- 0-4:-44	COMMENTS: NA
QOALII I	☐ Satisfactory	- COMMENTO: NA
	☐ Unsatisfactory	_
	□ Unclear	
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab assistance, and utilization of Pathway Navigators
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, a pre-health class boot
	☐ In Progress	camp was developed and other remediation/retention, and career planning efforts are
	□ Attempted	in place.
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the boot camp includes
	☐ Unsatisfactory	Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens training. The Bootcamp allows potential students to learn about health and assist enrolled students in meeting
	□ Unclear	their prerequisites in a short time frame. In addition, the following retention efforts were
		put in place:Implementing Drop Detective to assist faculty identifying students who might
		needing additional assistance.
		Career planning efforts include IHUM and PACE worked together to develop Career Pathways and a Career Pathways healdst for year by PACE.
		Career Pathways and a Career Pathways booklet for use by PACE, enrollment, etc.
	DELIVERABLE 3.3: T	argeted recruitment marketing materials on multiple platforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts
	☐ In Progress	were developed.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts
	☐ Unsatisfactory	for this signature program included: Recruitment/outreach plan began by looking at common goals with PACE and
	□ Unclear	WIOA.
		Adds on Pandora
		 Video shorts developed for use on local TV and SCC website via YouTube. IHUM sponsored local radio ads promoting SCC Health programs.
		Burlington Urban System (BUS) ads developed to promote SCC health
		careers continued.
		A review of resources on Skills Commons and the Enhance lowa website developed for this signature program reveal:
		One billboards/posters that promote the Medical Coding and Billing program
		A direct link to a webpage that describes the SCC Medical Coding and Billing
		program from the Enhance Iowa webpage.
DELIVE	RABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable
		programs of study
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, career planning tools were implemented.
	☐ In Progress	implemented.
	☐ Attempted	

	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, efforts for this signature		
	☐ Unsatisfactory	program include: • Career Coach was launched		
	□Unclear	Career Coach training attended thirteen SCC sta	aff	
		 Input on the programs/jobs mapping was sought 	from all program	
		coordinators at SCC.Components of Career Coach featured in campu	us nowelattors soveral times	
		E:mail sent to all students promoting job search a		
		 Posters and handouts developed and distributed 		
		communities.Career Coach e part of new freshman course "Fi	iret Vaar Evnerience" etarting	
		in Fall 17.	iist real Expendice starting	
		IHUM Grant Project Director and PACE navigate		
		coordinators and develop career maps for signat A map on the Enhance lowa Career Coach webpage revea		
		abundance of healthcare jobs in the area served by SCC a	and a link to the college goes	
	STRATEON A. C.	directly to a webpage describing the signature program and		
MILESTONE 4.		eate & Improve Alignment with Industry & State Ag ctor Strategy Committee consisting of members		
from IWD, IE	DA, lowa DE and for	ur consortium members (representing each of the	□ Completed	
industries).			□ Incomplete	
MILESTONE 4.	2: Create or strength	en regional industry advisory committees.	X Complete	
	-		□ Incomplete	
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete	
			□ Incomplete	
MILESTONE 4.4: Collaborate with s		tate agencies on a participant referral process.	X Complete	
			□ Incomplete	
MILESTONE 4.5: Partner with indus based events.		stry and state agencies on job fairs and mission-	X Complete	
	-		□ Incomplete	
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi- committee	onal industry advisory	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document		
	X In Progress	Health Sector Board have occurred and a program advisor	ry committee is in place.	
	☐ Attempted			
	□ Never Started			
QUALITY	□ Satisfactory	COMMENTS: Per the Statement of Grant Impact document:		
	☐ Unsatisfactory	 Meeting held with Region 16 WIA Director and PAC discuss Sector Boards. Timeline for other sectors no 	<u> </u>	
	X Unclear	Participation in Health Occupations Business Service		
	7	made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Departme Blind, AEL, Economic Development and several departments at SCC, not a Sector Board as defined in milestone 4.1 this group includes man required participants and therefore may meet this deliverable.		

		A Medical Assistant and Billing and Coding Advisory board is in place. IHUM updates provided at all meetings.	
		The Medical Coding/Billing program involves sector membership through Advisory Council participation addressing industry issues and needs through collaborative discussions, goal-setting, action plans, program review and policy and procedure development. Advisory Council meeting minutes are archived on SCC Hawknet folders	
	DELIVERABLE 4.2:	New industry partnerships developed during the grant period	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, new industry partnerships	
	X In Progress	were explored during the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:	
	☐ Unsatisfactory	The IHUM Grant Project Director and Dean of Health met with Great River	
	□Unclear	Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation.	
		Great River Health Systems Education staff, GRHS Women and Family center	
		and Henry County Health Center staff and multiple area business groups have	
		toured SCC Health Professions building.	
		Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic	
		Development planned tours to local businesses, four Healthcare Expos and a job fair.	
		 Working on sustainability plan to include employers using sim lab for skills 	
		development and recertification. An Outside User policy and fee schedule was	
		developed and approved by PEC to allow outside partners to use SCC	
		simulation areas for CEUs or staff training.	
		Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings.	
Di	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Medical Coding and Billing	
	☐ In Progress	program was not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance Iowa	
	☐ Attempted	Career Coach webpage and on the Creative Commons website.	
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the	
	☐ Unsatisfactory	area. The webpage was developed as part of the IHUM grant.	
	□Unclear		
CT 4 THE		: Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to educate WIB occurred during the grant period.	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	 COMMENTS: Per the Statement of Grant Impact document outreach efforts included, Health staff participated in multiple job fairs IWD workshop on Job Development with Diverse Populations attended. Local newspaper articles IHUM Grant Project Director participating in Health Occupations Business Services group. Recruitment/outreach discussed with PACE and Program Coordinators Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed Presented EMSI products to Workforce Business Marketing Specialist. Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. 		
	DELIVERABLE 4.5. A r	Career Coach presented to Voc Rehab summer program. ninimum of one event with industry and state agencies annually		
STATUS	X Completed ☐ In Progress	COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple events with industry and state agencies occurred during the grant period.		
	☐ Attempted ☐ Never Started			
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	 COMMENTS: Per the Statement of Grant Impact document events included, Four Health Care Expos for area high school students Career Coach and Enhance Iowa materials provided at for layoffs and career fairs in southeast Iowa. IHUM Grant Project Director participated in a number of job fairs during the grant. Including, but not limited to: Lee county Job Fair. IHUM Grant Project Director and other SCC staff participated in Regional Job Fair. Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA. 		



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Medical Assistant Diploma Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SCC utilized the IHUM grant to revise the Medical Assistant curriculum, improve facilities, and enhance educational opportunities for students in the Medical Assistant program through the integration of high quality simulation learning experiences. Pathway from Medical Assistant diploma to entrance into the workforce is provided. Medical Scribe certificate option is integrated into program pathway. Relationships with regional employers and industry provide workplace learning opportunities. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SCC identified the following sustainability plan that applies to the Medical Assistant program:

- Committed to continuing the positions of Simulation Technician.
- Continuation of simulation learning experiences utilizing best practice standards for consistency and usage.
- Evaluate usage of Career Coach.

	STRATEGY	1: Expand & Enhance Sector-Driven Career Pathwa	ys	
		th relevant national standards and	X Complete	
industry/employer recognized credentials. MILESTONE 1.2: Align non-credit offerings with credit courses. NA			□ Incomplete	
			□ Complete	
			□ Incomplete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
		Technology cluster pathways with	□ Complete	
apprentices	ships (EICC, KCC, NIC	CC) - NA	□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DE	LIVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document Medical Assistant curriculum to enhance student learning	0	
	☐ In Progress	Wedical Assistant cumedium to emiline student learning	opportunities.	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Medical Scribe courses developed and began Spring 2016. The one term certificate program compleme		
	□Unsatisfactory	and overlaps Medical Assistant program.		
	□ Unclear	Review of curriculum documents provided reveals alignme courses to meet program outcomes.	ent of Medical Assistant	
		Per the Program Information and Overview document Med is delivered by lecture, lab, and clinical externships.	lical Assistant course content	
		Established pathway from Medical Assistant diploma workforce. Medical Scribe certificate option is integrated i		
Per the SME program. The		Per the SME Response document no non-credit courses a program. The Medical Scribe Certificate is a new credit credential as part of the Medical Assistant Program.		
		A review of SME Response support documents reveal a N curriculum map that demonstrations alignment of general e program outcomes.		
		DELIVERABLE 1.2: Updated college facilities		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	facilities for students in this	
	☐ In Progress	signature program have been updated.		
	□ Attempted			
	☐ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	Comments: Per the Statement of Grant Impact document: Health Professions and the Hall of Sciences buildings on the West Burlington campus have been expanded The Health Professions building includes a clinical simulation center which expanded simulation from one room to three patient rooms and an EMS lab with and ambulance and an apartment. Grant funds were used to purchase two additional simulators and all peripherals for running, recording and playback of scenarios. Additional classroom and lab space. Student services relocated so are closer to students. Review of resources posted on Skills Common revealed several promotional videos that show simulation learning facilities.	
0======		DELIVERABLE 1.3: Offer new credentials	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new credentials related to this signature program were developed.	
	☐ In Progress	- and digitatare program note developed.	
	☐ Attempted		
0	☐ Never Started	Company to Death a Clatera and of Crank Inspect de aureant Madical Cariba continue	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Medical Scribe certificate program approved by DoE May 2016 under Medical Assistant Program. Certificate	
	□Unsatisfactory	program began in Spring 17.	
	□ Unclear	Per the SME Response document, the Medical Scribe Certificate is a new credential and is a stackable credential as part of the Medical Assistant Program.	
	DELIVERABLE 1.4: Let	ters of commitment from employers and industry representatives	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from employers and industry.	
	☐ In Progress	employers and modely.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	Comments: Per the Statement of Grant Impact document Employers support the health programs by serving on the Advisory	
	☐ Unsatisfactory	Committee, participating in SCC health fairs and career fairs, providing sites	
	□ Unclear	 for clinicals, externships, preceptorships. Area employers are the primary employers for new graduates in all health programs. Program coordinators work with employers to make certain programs meet employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships, preceptorships, etc. Evidence in the form of a letter of support from Renee Workman – Clinical Manager, 	

	Deliverable 1	.5: Development and pilot of RAP (EICC, KCC, NIC	C only)
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.6:	Continue PLA progress started in I-AM (Round 2 –	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document under discussion	, plans for PLA processes are
	☐ In Progress	under discussion	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	
	☐ Unsatisfactory	 IHUM Program Director met with I-AM Grant Director made. 	ector to discuss progress
	□Unclear	Information from previous Credit for Prior Learnir	ng Planning Sessions was
		 reviewed. SCC Registrar and Dean of Health attended statewide meeting on military PLA in March 2017. IHUM Grant Director participated in webinar on PLA for recruitment in June 17. Work on PLA with new Registrar in place. 	
		Trond and Environmental Marketine and American	
	STRATEG	Y 2: Advance Online & Technology-Enabled Learnir	ng
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
			□Incomplete
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE	2.1: Public licensing of curricula and training mate	
STATUS	X Completed	COMMENTS: Documents and training materials developed available for public download on Creative Commons	for the signature program are
	☐ In Progress	available for public download on Creative Commons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SCC on Cro	
	☐ Unsatisfactory	 Two marketing items that promote the Medical Assistant program Two Medical Assistant program information documents 	
	□ Unclear	Medical Assistant/Medical Coding and Billing Pat	
		J	

	Deliverable	2.2: Distribution through project and online repositories
STATUS	X Completed	COMMENTS: As noted above, material created using grant funds were posted on SkillsCommons.
	☐ In Progress	SkillsCommons.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by SCC on Creative Commons revealed:
	☐ Unsatisfactory	Two marketing items that promote the Medical Assistant program
	□ Unclear	 Two Medical Assistant program information documents Medical Assistant/Medical Coding and Billing Pathway document
	Des	,
STATUS	X Completed	LIVERABLE 2.3: Offering online/blended programs COMMENTS: Per the SME Response document SCC has entered a shared program
	☐ In Progress	agreement with IHCC to explore offering blended course delivery methods
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of SME Response support documents reveal an MOU between
	☐ Unsatisfactory	SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in
	□ Unclear	the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences
	□ Officieal	programs to meet regional workforce demands while maximizing efficiencies within
		a collaborative arrangement".
STATUS		RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, simulation learning
SIAIUS	X Completed	experiences opportunities have been expanded and incorporated into the Medical
	☐ In Progress	Assistant curriculum.
	☐ Attempted	
OHALITY	□ Never Started	COMMENTS: Per the Statement of Grant Impact document, best practice simulation
QUALITY	X Satisfactory	learning is incorporated into this signature program by:
	☐ Unsatisfactory	Providing simulation orientation (paperwork and sim lab intro) for students
	□Unclear	 In the new facility Medical Assistant program has more space to use Nursing Anne and other simulated and standardized patients. The program has put on
		a mock clinic each term where all college staff are invited to have their vitals
		taken.Implementation of "Best Practices" including orientation to simulation,
		complete debriefing sessions and improvements to selection of scenarios and
		facilitation. Quality of implementation ensured through training, sustainability of qualified faculty
		and staff, equipment purchases, and facilities to meet learning needs. The following occurred during the grant period
		IHUM Grant Project Director hired and started 2/23/15.
		 IHUM Grant Project Director met with all Health Program Coordinators to assess simulation usage and needs. Results shared in meetings.

		 Simulation Technician position created as part of be sustained at SCC. IHUM Grant Director, Simulation Technician, and and staff participated in a variety of simulation lear conferences. Simulation learning reference materials purchase Manikin Preventive Maintenance, software updat Updating of college hardware and network to suptechnology. Construction of new simulation center. Equipment used for simulation learning purchase Quality evaluation measures put in place and proimprovement based on data put in place. 	healthcare program faculty arning webinars, trainings and ed es, and training. Sport simulation learning d. cess for ensuring quality
	VERABLE 2.5: Develor	oment and publication of a scorecard that updates of	on a regular basis
STATUS	☐ Completed	COMMENTS: NA	
	☐ In Progress		
	□Attempted		
0	□Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	☐ Unclear		
Mu sasaus 2		reate Expanded & Individualized Student Support S	
WILESTONE 3	.1: implement specia	lized recruitment and retention efforts.	X Complete
Manager 0.0 L			□ Incomplete
WILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
MILESTONE 3 programs.	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□Incomplete
		1: Develop and implement online, modular-based pr	
STATUS	X Completed	COMMENTS: Per the SME Response document, course melectronically and accessible to students 24/7 through	
	☐ In Progress	Management System	3
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document, course melectronically and accessible to students 24/7 through	
	□Unsatisfactory	Management System	carriag, coos Ecarring
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as of Pathway Navigators	ssistance, and utilization
STATUS	X Completed	or runnay navigators	
	☐ In Progress		
i e		i e e e e e e e e e e e e e e e e e e e	

		Occurred Deaths Oldsweet of Occat Learnest Learn
	☐ Attempted	COMMENTS: Per the Statement of Grant Impact document, a pre-health class boot
	□ Never Started	camp was developed and other remediation/retention, and career planning efforts are in place.
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the boot camp includes
	☐ Unsatisfactory	Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens training. The Bootcamp allows potential students to learn about health and assist enrolled students in meeting
	□ Unclear	their prerequisites in a short time frame. In addition, the following retention efforts were
		 put in place: Implementing Drop Detective to assist faculty identifying students who might
		needing additional assistance.
		 Career planning efforts include IHUM and PACE worked together to develop Career Pathways and a Career Pathways booklet for use by PACE,
		enrollment, etc.
		argeted recruitment marketing materials on multiple platforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts were developed.
	☐ In Progress	were developed.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts for this signature program included:
	☐ Unsatisfactory	Recruitment/outreach plan began by looking at common goals with PACE and
	□ Unclear	WIOA.
		Adds on Pandora Video aborts developed for use on least TV and SCC website via YouTube
		 Video shorts developed for use on local TV and SCC website via YouTube. IHUM sponsored local radio ads promoting SCC Health programs.
		Burlington Urban System (BUS) ads developed to promote SCC health
		careers continued.
		A review of resources on Skills Commons and the Enhance Iowa website developed for this signature program reveal:
		One video and one billboards/posters that promote the Medical Assistant
		program
		 A direct link to a webpage that describes the SCC Medical Assistant program from the Enhance lowa webpage.
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable programs of study
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, career planning tools were
	☐ In Progress	implemented.
	☐ In Progress ☐ Attempted	-
	☐ Never Started	-
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, efforts for this signature
	☐ Unsatisfactory	program include:
	□Unclear	 Career Coach was launched Career Coach training attended thirteen SCC staff
		 Input on the programs/jobs mapping was sought from all program
		coordinators at SCC.

Components of Career Coach featured in campus newsletters several times. E:mail sent to all students promoting job search and resume features in Posters and handouts developed and distributed on campuses and in communities. Career Coach e part of new freshman course "First Year Experience" starting in Fall 17. IHUM Grant Project Director and PACE navigator gained input from program coordinators and develop career maps for signature programs. A map on the Enhance Iowa Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by SCC and a link to the college goes directly to a webpage describing the signature program and healthcare jobs in the area. STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members □ Complete from IWD, IEDA, Iowa DE and four consortium members (representing each of the □Incomplete industries). NA MILESTONE 4.2: Create or strengthen regional industry advisory committees. **X** Complete □ Incomplete MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies. **X** Complete □ Incomplete MILESTONE 4.4: Collaborate with state agencies on a participant referral process. **X** Complete □ Incomplete MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-**X** Complete based events. □ Incomplete DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee **S**TATUS **COMMENTS:** Per the Statement of Grant Impact document, discussions regarding a □ Completed Health Sector Board have occurred and a program advisory committee is in place. **X** In Progress □ Attempted □ Never Started QUALITY **COMMENTS:** Per the Statement of Grant Impact document: **X** Satisfactory Meeting held with Region 16 WIA Director and PACE Program Lead Navigator to □ Unsatisfactory discuss Sector Boards. Timeline for other sectors not set. • Participation in Health Occupations Business Services group. This groups is □Unclear made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Department of the Blind, AEL, Economic Development and several departments at SCC, although not a Sector Board as defined in milestone 4.1 this group includes many of the required participants and therefore may meet this deliverable. A Medical Assistant and Billing and Coding Advisory board is in place. IHUM updates provided at all meetings. The EMS involves sector membership through Advisory Council participation addressing industry issues and needs through collaborative discussions, goalsetting, action plans, program review and policy and procedure development. Advisory Council meeting minutes are archived on SCC Hawknet folders

	DELIVERABLE 4.2: N	lew industry partnerships developed during the grant period
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, new industry partnerships
	X In Progress	were explored during the grant period.
	□ Attempted	
	□Never Started	COMMENTS: Per the Statement of Grant Impact document:
	☐ Satisfactory ☐ Unsatisfactory X Unclear	 The IHUM Grant Project Director and Dean of Health met with Great River Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS Women and Family center and Henry County Health Center staff and multiple area business groups have toured SCC Health Professions building. Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Development planned tours to local businesses, four Healthcare Expos and a job fair. Working on sustainability plan to include employers using sim lab for skills
		development and recertification. An Outside User policy and fee schedule was developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training. Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings.
DE	LIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Medical Assistant program
	☐ In Progress	was not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance lowa Career
	☐ Attempted	Coach webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in
	☐ Unsatisfactory	the area. The webpage was developed as part of the IHUM grant.
	□Unclear	
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to
	☐ In Progress	educate WIB occurred during the grant period.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included,
	☐ Unsatisfactory	 Health staff participated in multiple job fairs IWD workshop on Job Development with Diverse Populations attended.
	□ Unclear	Local newspaper articles

		 IHUM Grant Project Director participating in Health Occupations Business Services group. Recruitment/outreach discussed with PACE and Program Coordinators Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed Presented EMSI products to Workforce Business Marketing Specialist. Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. Career Coach presented to Voc Rehab summer program. 	
	DELIVERABLE 4.5: A m	ninimum of one event with industry and state agencies annually	
STATUS	X Completed	COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple events with industry and state agencies occurred during the grant period.	
	☐ In Progress		
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document events included,	
	☐ Unsatisfactory	 Four Health Care Expos for area high school students Career Coach and Enhance lowa materials provided at for layoffs and career 	
	□ Unclear	fairs in southeast lowa.	
		IHUM Grant Project Director participated in a number of job fairs during the	
		grant. Including, but not limited to:	
		 Lee county Job Fair. 	
		 IHUM Grant Project Director and other SCC staff participated in Regional Job Fair. 	
		 Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA. 	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Medical Scribe Certificate Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.
- 2.3: Create and distribute Open Educational Resources.
- 3.2: Improve student career planning
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies

SCC utilized the IHUM grant to revise the Medical Scribe curriculum, improve facilities, and enhance educational opportunities for students. Pathway from Medical Scribe certificate to entrance into the workforce is provided. Medical Scribe certificate option is integrated into program pathway. Relationships with regional employers and industry provide work-place learning opportunities. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

There is no evidence of progress towards milestone 1.2, 2.1, and 2,2. For milestone 4.1, it is unclear if the Health Occupations Business Group that is in place would meet criteria for achievement.

Sustainability

SCC identified the following sustainability plan that applies to the Medical Scribe program:

Evaluate usage of Career Coach.

		1: Expand & Enhance Sector-Driven Career Pathwa	iys	
MILESTONE 1.1: Align curricula with relevant national standards and				
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			□ Complete	
			□ Incomplete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
		Technology cluster pathways with	□ Complete	
apprentices	ships (EICC, KCC, NIC	CC) - NA	□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DE	LIVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document to enhance student learning opportunities.	course options were added	
	☐ In Progress	to enhance student learning opportunities.		
	☐ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Medical Scribe courses developed and began Spring 2016. The one term certificate program complements and overlaps Medical Coding and Billing program.		
	□Unsatisfactory			
	□ Unclear	Review of curriculum documents provided reveals alignment of Medical S courses to meet program outcomes. There is no evidence found on the curriculum map to indicate how general courses align with program outcomes. No evidence of alignment to non-credit courses was found in documents presources posted on Skills Commons.		
		Per the Program Information and Overview document Mer is delivered by lecture, lab, and externships. Medical Scribe certificate option is integrated into Medical program pathway.		
		program pathway.		
STATUS	V	DELIVERABLE 1.2: Updated college facilities COMMENTS: Per the Statement of Grant Impact document,	facilities for students in this	
SIAIUS	X Completed	signature program have been updated.	iacinties for students in this	
	☐ In Progress	,		
	☐ Attempted			
	□ Never Started			

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document: Health Professions and the Hall of Sciences buildings on the West Burlington campus have been expanded Additional classroom and lab space. Student services relocated so are closer to students. Review of resources posted on Skills Common revealed several promotional videos that show new facilities.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new credentials related to
	☐ In Progress	this signature program were developed.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Medical Scribe certificate program approved by DoE May 2016. Certificate program began in Spring 17.
	☐ Unsatisfactory	program approved by Doc May 2010. Certificate program began in Spring 17.
	□ Unclear	
	DELIVERABLE 1.4: Lett	ters of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from employers and industry.
	☐ In Progress	employers and modelly.
	□ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document
	☐ Unsatisfactory	 Employers support the health programs by serving on the Advisory Committee, participating in SCC health fairs and career fairs, providing sites
	□ Unclear	for clinicals, externships, preceptorships.
		 Area employers are the primary employers for new graduates in all health programs.
		Program coordinators work with employers to make certain programs meet
		employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships,
		preceptorships, etc.
		Evidence in the form of a letter of support from Anne Abel, Coding Manager, Great
	DELIVERADI E 1	River Physician and Clinics 1.5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS		Comments: NA
	☐ Completed	-
	☐ In Progress	-
	☐ Attempted	-
QUALITY	□ Never Started	COMMENTS: NA
QUALIT	□ Satisfactory	OUMINIERTS. ITA
	☐ Unsatisfactory	-
	□ Unclear	

	DELIVERABLE 1.6:	Continue PLA progress started in I-AM (Round 2 – 1	,
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, plans for PLA processes are under discussion	
	☐ In Progress	under discussion	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	
	☐ Unsatisfactory	made.	ector to discuss progress
	□Unclear	Information from previous Credit for Prior Learning	g Planning Sessions was
		reviewed. SCC Registrar and Dean of Health attended state	ewide meeting on military
		PLA in March 2017.IHUM Grant Director participated in webinar on P	PLΔ for recruitment in June
		17.	LA 101 recruitment in June
		Work on PLA with new Registrar in place.	
		Y 2: Advance Online & Technology-Enabled Learnin	ıg
MILESTONE 2	.1: ENHANCE AND EXPA	PAND SIMULATION INTO COURSES AND TRAININGS.	
			☐ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND		D BLENDED COURSE OFFERINGS. NA	☐ Complete
			☐ Incomplete
MILESTONE 2.3: Create and distrib		oute Open Educational Resources.	X Complete
			□ Incomplete
		2.1: Public licensing of curricula and training mate	
STATUS	X Completed	COMMENTS: Documents and training materials developed available for public download on Creative Commons	for the signature program are
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: A review of documents posted by SCC on Cree One marketing item that promotes the Medical Science 	
	☐ Unsatisfactory	One Medical Scribe program information docume	. •
	□ Unclear	Medical Assistant/Medical Coding and Billing Pat	hway document
	Deliverable	2.2: Distribution through project and online reposit	
STATUS	X Completed	COMMENTS: As noted above, material created using grant SkillsCommons.	funds were posted on
	☐ In Progress	Oranisooninions.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, a review of documents poste	ed by SCC on Creative
	☐ Unsatisfactory	Commons revealed: One marketing item that promotes the Medical So	cribe program
	□ Unclear	One Medical Scribe program information docume	ent
		 Medical Assistant/Medical Coding and Billing Pat 	hway document

	Deliverable 2.3: Offering online/blended programs			
STATUS	□ Completed	COMMENTS: Information Per the SME Response docume applicable to this signature program. The Medical Scribe		
	☐ In Progress	The course delivery method was not intended to be on-line but a stackable creder		
	□Attempted	a face-to-face course.		
	□Never Started			
QUALITY	□ Satisfactory	COMMENTS: NA		
	☐ Unsatisfactory			
	□ Unclear			
	DELIVE	RABLE 2.4: Incorporation of simulation into courses		
STATUS	□ Completed	COMMENTS: Information related to this deliverable for the not addressed on the Statement of Grant Impact docume	, ,	
	☐ In Progress	not addressed on the statement of Stant Impact docume	ill.	
	□Attempted			
	□Never Started			
QUALITY	☐ Satisfactory	COMMENTS: NA		
	☐ Unsatisfactory			
	□ Unclear			
	DELIVERABLE 2.5: Development and publication of a scorecard that updates on a regular basis			
STATUS	☐ Completed	COMMENTS: NA		
	☐ In Progress			
	□Attempted			
	□Never Started			
QUALITY	☐ Satisfactory	COMMENTS: NA		
	☐ Unsatisfactory			
	□ Unclear			
		reate Expanded & Individualized Student Support	Services	
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete	
			□ Incomplete	
MILESTONE 3	.2: Improve student o	career planning.	X Complete	
			□Incomplete	
	.3: Implement accele	rated and/or contextualized remediation	X Complete	
programs.			□Incomplete	
	DELIVERABLE 3.1	1: Develop and implement online, modular-based p		
STATUS	☐ Completed	COMMENTS: Information Per the SME Response docume applicable to this signature program. The Medical Scribe		
	☐ In Progress	The course delivery method was not intended to be on-line but a stackable credential a face-to-face course.		
	□Attempted			
	□Never Started			
QUALITY	☐ Satisfactory	COMMENTS: NA		

	□ Unsatisfactory		
	□ Unclear		
DELIVERABI	LE 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab assistance, and utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, a pre-health class boot	
	☐ In Progress	camp was developed and other remediation/retention, and career planning efforts are in place.	
	☐ Attempted	an place.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the boot camp includes	
	☐ Unsatisfactory	Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens training. The Bootcamp allows potential students to learn about health and assist enrolled students in meeting	
	□ Unclear	their prerequisites in a short time frame. In addition, the following retention efforts were put in place:	
		Implementing Drop Detective to assist faculty identifying students who might	
		needing additional assistance. • Career planning efforts include IHUM and PACE worked together to develop	
		Career Pathways and a Career Pathways booklet for use by PACE,	
	DELIVERADI E 2 2. T	enrollment, etc.	
STATUS		Targeted recruitment marketing materials on multiple platforms COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts	
SIAIUS	X Completed	were developed.	
	☐ In Progress	_	
	☐ Attempted	-	
QUALITY	□ Never Started	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts	
QOALITI	X Satisfactory	for this signature program included:	
	☐ Unsatisfactory	 Local newspapers sent info on new Medical Scribe program. Medical Scribe article appeared in The Hawkeye and Daily Democrat. 	
	□ Unclear	Billboards promoting Medical Scribe program placed near Burlington and	
		Keokuk. A review of resources on Skills Commons and the Enhance Iowa website developed for	
		this signature program reveal:	
		A direct link to a webpage that describes the SCC Medical Scribe program from the Enhance lowa webpage.	
		Limitine towa weepage.	
DELIVE	RABLE 3.4: Implement	t a web-based tool that can generate regional LMI paired with applicable	
STATUS	X Completed	Programs of study COMMENTS: Per the Statement of Grant Impact document, career planning tools were	
	☐ In Progress	implemented.	
	☐ Attempted		
	☐ Never Started	-	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, efforts for this signature	
	☐ Unsatisfactory	program include:	
	□Unclear	 Career Coach was launched Career Coach training attended thirteen SCC staff 	
i .			

Input on the programs/jobs mapping was sought from all program coordinators at SCC. Components of Career Coach featured in campus newsletters several times. E:mail sent to all students promoting job search and resume features in Posters and handouts developed and distributed on campuses and in communities. Career Coach e part of new freshman course "First Year Experience" starting in Fall 17. IHUM Grant Project Director and PACE navigator gained input from program coordinators and develop career maps for signature programs. A map on the Enhance Iowa Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by SCC and a link to the college goes directly to a webpage describing the signature program and healthcare jobs in the area. STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members □ Completed from IWD, IEDA, Iowa DE and four consortium members (representing each of the □ Incomplete industries). NA MILESTONE 4.2: Create or strengthen regional industry advisory committees. **X** Complete □ Incomplete MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies. **X** Complete □ Incomplete MILESTONE 4.4: Collaborate with state agencies on a participant referral process. **X** Complete □ Incomplete MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-**X** Complete based events. □ Incomplete DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory STATUS **COMMENTS:** Per the Statement of Grant Impact document, discussions regarding a □ Completed Health Sector Board have occurred and a program advisory committee is in place. **X** In Progress □ Attempted □ Never Started **COMMENTS:** Per the Statement of Grant Impact document: QUALITY □ Satisfactory Meeting held with Region 16 WIA Director and PACE Program Lead Navigator to □ Unsatisfactory discuss Sector Boards. Timeline for other sectors not set. • Participation in Health Occupations Business Services group. This groups is X Unclear made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Department of the Blind, AEL, Economic Development and several departments at SCC, although not a Sector Board as defined in milestone 4.1 this group includes many of the required participants and therefore may meet this deliverable. The Medical Scribe program involves sector membership through Advisory Council participation addressing industry issues and needs through collaborative discussions, goal-setting, action plans, program review and policy and procedure

development. Advisory Council meeting minutes are archived on SCC Hawknet folders

	DELIVERABLE 4.2:	New industry partnerships developed during the grant period	
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, new industry partnerships	
	X In Progress	were explored during the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:	
	☐ Unsatisfactory	The IHUM Grant Project Director and Dean of Health met with Great River	
	□Unclear	 Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS Women and Family center and Henry County Health Center staff and multiple area business groups have toured SCC Health Professions building. Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Development planned tours to local businesses, four Healthcare Expos and a job fair. Working on sustainability plan to include employers using sim lab for skills development and recertification. An Outside User policy and fee schedule was developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training. 	
		Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings.	
	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies	
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Medical Scribe program was not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance lowa Career Coach	
	☐ In Progress		
	☐ Attempted	webpage and on the Creative Commons website.	
	□Never Started		
QUALITY			
	☐ Unsatisfactory	goes directly to a webpage describing the signature program and healthcare jobs area. The webpage was developed as part of the IHUM grant.	
	□Unclear		
_	DELIVERABLE 4.4	: Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach effor educate WIB occurred during the grant period.	
	☐ In Progress	Cadeate Wib occurred during the grant period.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included, Health staff participated in multiple job fairs	
	☐ Unsatisfactory	IWD workshop on Job Development with Diverse Populations attended.	
	□ Unclear	 Local newspaper articles IHUM Grant Project Director participating in Health Occupations Business Services group. Recruitment/outreach discussed with PACE and Program Coordinators 	

		 Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed Presented EMSI products to Workforce Business Marketing Specialist. Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. Career Coach presented to Voc Rehab summer program. 	
STATUS		ninimum of one event with industry and state agencies annually COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple	
SIAIUS	X Completed	events with industry and state agencies occurred during the grant period.	
	☐ In Progress	evente with industry and state agentions seemed daring the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document events included,	
	☐ Unsatisfactory	 Four Health Care Expos for area high school students Career Coach and Enhance lowa materials provided at for layoffs and career fairs in southeast lowa. IHUM Grant Project Director participated in a number of job fairs during the 	
	□ Unclear		
	□ Officieal		
		grant. Including, but not limited to:	
		Lee county Job Fair.	
		 IHUM Grant Project Director and other SCC staff participated in 	
		Regional Job Fair.	
		 Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA. 	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Respiratory Care Degree Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SCC utilized the IHUM grant to revise the respiratory care curriculum, improve facilities, and enhance educational opportunities for students in the Respiratory Care program through the integration of high quality simulation learning experiences. A pathway for advancement from the Respiratory Care AAS degree to obtainment of a bachelors or master's degree is provided. Relationships with regional employers and industry provide work-place learning opportunities. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SCC identified the following sustainability plan that applies to the Respiratory Care program:

- Committed to continuing the positions of Simulation Technician.
- Continuation of simulation learning experiences utilizing best practice standards for consistency and usage.
- Evaluate usage of Career Coach.

MILESTONE 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
MILESTONE 1.2: Align non-credit offerings with credit courses. MILESTONE 1.3: Expand and enhance work-based learning experiences. MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. MILESTONE 1.5: Align Information Technology cluster pathways with Information Information Technology cluster pathways with Information Information Information Technology cluster pathways with Information Inf
MILESTONE 1.3: Expand and enhance work-based learning experiences. MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. DELIVERABLE 1.1: Audited and redesigned curricula STATUS X Complete Incomplete COMMENTS: Per the Statement of Grant Impact document, respiratory care curricula was audited and changes were made to enhance student learning opportunities. Attempted Never Started COMMENTS: Per the Statement of Grant Impact document: Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. Respiratory Care Program Coordinator selected new text book with simula activities.
MILESTONE 1.3: Expand and enhance work-based learning experiences. MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. MILESTONE 1.5: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.5: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.4: Align Information Technology with Elemptone plane pla
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. DELIVERABLE 1.1: Audited and redesigned curricula
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC) - NA
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. X Complete
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative. DELIVERABLE 1.1: Audited and redesigned curricula STATUS X Completed □ In Progress □ Attempted □ Never Started QUALITY X Satisfactory □ Unsatisfactory □ Unclear COMMENTS: Per the Statement of Grant Impact document, respiratory care curricula was audited and changes were made to enhance student learning opportunities. COMMENTS: Per the Statement of Grant Impact document: • Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. • Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. • Respiratory Care Program Coordinator selected new text book with simula activities.
DELIVERABLE 1.1: Audited and redesigned curricula STATUS X Completed □ In Progress □ Attempted □ Never Started COMMENTS: Per the Statement of Grant Impact document, respiratory care curricult was audited and changes were made to enhance student learning opportunities. COMMENTS: Per the Statement of Grant Impact document: ■ Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. ■ Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. ■ Respiratory Care Program Coordinator selected new text book with simula activities.
STATUS X Completed ☐ In Progress ☐ Attempted ☐ Never Started QUALITY X Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. ● Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. ● Respiratory Care Program Coordinator selected new text book with simula activities.
X Completed
was audited and changes were made to enhance student learning opportunities. □ In Progress □ Attempted □ Never Started ■ X Satisfactory □ Unsatisfactory □ Unclear □ Unclear □ Unclear □ Unclear □ Was audited and changes were made to enhance student learning opportunities. ■ Comments: Per the Statement of Grant Impact document: ■ Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. ■ Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. ■ Respiratory Care Program Coordinator selected new text book with simula activities.
□ In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory □ Unclear
□ Never Started X Satisfactory □ Unsatisfactory □ Unclear
QUALITY X Satisfactory □ Unsatisfactory • Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. • Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. • Respiratory Care Program Coordinator selected new text book with simula activities.
 Respiratory Care redesigned curriculum to separate classroom from hand time. This increased time devoted to lab and simulation. Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. Respiratory Care Program Coordinator selected new text book with simula activities.
 ☐ Unsatisfactory ☐ Unclear time. This increased time devoted to lab and simulation. Second year Respiratory Care students are now doing a 240 hour Externs in the middle of their final spring semester giving them more hands on and based experience. Respiratory Care Program Coordinator selected new text book with simula activities.
in the middle of their final spring semester giving them more hands on and based experience. Respiratory Care Program Coordinator selected new text book with simula activities.
 based experience. Respiratory Care Program Coordinator selected new text book with simula activities.
Respiratory Care Program Coordinator selected new text book with simula activities.
Respiratory Care selected similations to match curriculum
Respiratory Care program changed the last semester clinicals from 2 days
week for 15 weeks to an 8 week 40hr/week externship beginning Spring 2
This will provide a more realistic and intensive final hospital experience be graduation.
The Respiratory Care exam format and some exam content changed in Jacobs
2015. After examining the new test matrix SCC added or increased conte areas in several classes. Examples would be disaster preparedness, read
and interpreting research studies and newer methods of ventilation.
 Respiratory Care purchased computerized clinical and exam testing practi
i i i i i i i i i i i i i i i i i i i
software for Respiratory. Review of curriculum documents provided reveals:
software for Respiratory.
software for Respiratory. Review of curriculum documents provided reveals: • Alignment of most Respiratory Care courses to meet program outcomes. following courses are not aligned to program outcomes: • RCP 232: Intro to Clinical Practice
software for Respiratory. Review of curriculum documents provided reveals: • Alignment of most Respiratory Care courses to meet program outcomes. following courses are not aligned to program outcomes: • RCP 232: Intro to Clinical Practice • RCP 233: Respiratory Care Modalities
software for Respiratory. Review of curriculum documents provided reveals: • Alignment of most Respiratory Care courses to meet program outcomes. following courses are not aligned to program outcomes: • RCP 232: Intro to Clinical Practice

		Per the Program Information and Overview document RC course content is delivered by lecture, lab, and clinical
		Established pathway from the Respiratory Care AAS degree to obtainment of a bachelors or master's degree.
		Per the SME Response document no non-credit courses are aligned with this signature program. A review of SME Response support documents reveal a Respiratory Care program curriculum map that demonstrations alignment of general education courses to program outcomes.
		DELIVERABLE 1.2: Updated college facilities
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, facilities for students in this signature program have been updated.
	☐ In Progress	signature program nave been updated.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:
	☐ Unsatisfactory	 Health Professions and the Hall of Sciences buildings on the West Burlington campus have been expanded
	□ Unclear	 The Health Professions building includes a clinical simulation center which expanded simulation from one room to three patient rooms and an EMS lab with and ambulance and an apartment. Grant funds were used to purchase two additional simulators and all peripherals for running, recording and playback of scenarios. Additional classroom and lab space. Student services relocated so are closer to students.
		Review of resources posted on Skills Common revealed several promotional videos that show simulation learning facilities.
		DELIVERABLE 1.3: Offer new credentials
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, no new credentials related to
	☐ In Progress	this signature program were offered.
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS: Per the SME Response document this Deliverable is non-applicable to this
	☐ Unsatisfactory	signature program
	□ Unclear	
	DELIVERABLE 1.4: Lett	ers of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from employers and industry.
	☐ In Progress	omployers and madely.
	☐ Attempted	
	□ Never Started	

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	 COMMENTS: Per the Statement of Grant Impact document Employers support the health programs by servin Committee, participating in SCC health fairs and for clinicals, externships, preceptorships. Area employers are the primary employers for ne programs. Program coordinators work with employers to ma employer needs through input received through the well as feedback from students and employers page. 	career fairs, providing sites w graduates in all health ke certain programs meet he Advisory committees as
		preceptorships, etc.	articipating in externatings,
		Evidence in the form of a letter of support from Teresa Col River Health System provided	gan, VP – Nursing, Great
	Deliverable 1	1.5: Development and pilot of RAP (EICC, KCC, NICC	Conly)
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	□ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.6:	Continue PLA progress started in I-AM (Round 2 – 1	,
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, under discussion	plans for PLA processes are
	☐ In Progress	4.140. 4.0000000.1	
	☐ Attempted		
_	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, • IHUM Program Director met with I-AM Grant Dire	
	☐ Unsatisfactory	made.	otor to discuss progress
	□Unclear	 Information from previous Credit for Prior Learnin reviewed. 	g Planning Sessions was
		SCC Registrar and Dean of Health attended state	ewide meeting on military
		PLA in March 2017.IHUM Grant Director participated in webinar on P	I A for recruitment in June
		17.	LA for recruitment in June
		Work on PLA with new Registrar in place.	
	STRATEG	Y 2: Advance Online & Technology-Enabled Learnin	g
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	D BLENDED COURSE OFFERINGS.	X Complete
14			□ Incomplete
MILESTONE 2	.3: Create and distrik	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE	E 2.1: Public licensing of curricula and training mate	rials

STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature program are
	☐ In Progress	available for public download on Creative Commons
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SCC on Creative Commons revealed:
	☐ Unsatisfactory	 Three marketing items that promote the respiratory care program Two Respiratory Care program information documents
	□ Unclear	15 Respiratory Care program course syllabi
		Respiratory Care curriculum map
		2.2: Distribution through project and online repositories
STATUS	X Completed	COMMENTS: As noted above, material created using grant funds were posted on SkillsCommons.
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by SCC on Creative Commons revealed:
	☐ Unsatisfactory	Three marketing items that promote the respiratory care program
	□ Unclear	Two Respiratory Care program information documents The Respiratory Care program courses cylicide
		 15 Respiratory Care program course syllabi Respiratory Care curriculum map
		·
	DFI	IVERABLE 2.3: Offering online/blended programs
STATUS		IVERABLE 2.3: Offering online/blended programs COMMENTS: Per the SME Response document SCC has entered a shared program
STATUS	X Completed	
STATUS	X Completed ☐ In Progress	COMMENTS: Per the SME Response document SCC has entered a shared program
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the SME Response document SCC has entered a shared program
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between
	X Completed □ In Progress □ Attempted □ Never Started X Satisfactory	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in
	X Completed □ In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between
	X Completed □ In Progress □ Attempted □ Never Started X Satisfactory	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within
	X Completed □ In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement". RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, simulation learning
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement".
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear Delive X Completed	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement". RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the Respiratory
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear Delive X Completed ☐ In Progress	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement". RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the Respiratory
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVE X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement". RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the Respiratory Care curriculum.
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear Delive X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME Response document SCC has entered a shared program agreement with IHCC to explore offering blended course delivery methods COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement". RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the Respiratory Care curriculum.

		 Implementation of "Best Practices" including orie complete debriefing sessions and improvements facilitation. 	· · · · · · · · · · · · · · · · · · ·
		Quality of implementation ensured through training, sustain and staff, equipment purchases, and facilities to meet lear occurred during the grant period	
		 IHUM Grant Project Director hired and started 2/23/15. IHUM Grant Project Director met with all Health Program Coordinators to assess simulation usage and needs. Results shared in meetings. Simulation Technician position created as part of the IHUM grant. Position be sustained at SCC. IHUM Grant Director, Simulation Technician, and healthcare program for and staff participated in a variety of simulation learning webinars, training conferences. Simulation learning reference materials purchased Manikin Preventive Maintenance, software updates, and training. Updating of college hardware and network to support simulation learning technology. Construction of new simulation center. Equipment used for simulation learning purchased. Quality evaluation measures put in place and process for ensuring qual improvement based on data put in place. 	
DELI	VERABLE 2.5: Develor	pment and publication of a scorecard that updates	on a regular basis
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
		reate Expanded & Individualized Student Support S	ervices
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student	career planning.	X Complete
			□Incomplete
	.3: Implement accele	erated and/or contextualized remediation	X Complete
programs.			□Incomplete
	DELIVERABLE 3.	1: Develop and implement online, modular-based p	
STATUS	X Completed	COMMENTS: Per the SME Response document SCC has agreement with IHCC to explore offering blended course	
	☐ In Progress	agreement with in 100 to explore one ing pienueu course	aonvory mounda
	☐ Attempted		
	□Never Started		

QUALITY	X Satisfactory □Unsatisfactory □ Unclear E 3.2: "Bootcamps".	COMMENTS: A review of SME Response support documents reveal an MOU between SCC and IHCC with purpose to "enhance the transferability between SCC and IHCC in the Pharmacy Technology, Occupational Therapy Assistant, Medical Assisting, and Respiratory Care programs and increase the Health Professions/Health Sciences programs to meet regional workforce demands while maximizing efficiencies within a collaborative arrangement". individual/peer tutoring, individual hands-on lab assistance, and utilization	
	• ′	of Pathway Navigators	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, a pre-health class boot camp was developed and other remediation/retention, and career planning efforts are	
	☐ In Progress	in place.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, the boot camp includes Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens training. The Bootcamp	
	☐ Unsatisfactory	allows potential students to learn about health and assist enrolled students in meeting	
	□ Unclear	their prerequisites in a short time frame. In addition, the following retention efforts v put in place:	
		 Respiratory Care implemented new updated practice exams Implementing Drop Detective to assist faculty identifying students who might 	
		 needing additional assistance. Career planning efforts include IHUM and PACE worked together to develop Career Pathways and a Career Pathways booklet for use by PACE, 	
	D	enrollment, etc.	
STATUS		argeted recruitment marketing materials on multiple platforms COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts	
	X Completed	were developed.	
	☐ In Progress		
	☐ Attempted☐ Never Started☐		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts	
	☐ Unsatisfactory	for this signature program included:	
	☐ Unclear	 Recruitment/outreach plan began by looking at common goals with PACE and WIOA. 	
		 Adds on Pandora Video shorts developed for use on local TV and SCC website via YouTube. IHUM sponsored local radio ads promoting SCC Health programs. Burlington Urban System (BUS) ads developed to promote SCC health careers continued. A review of resources on Skills Commons and the Enhance lowa website developed for this signature program reveal: One video and two billboards/posters that promote the respiratory care program 	
		 A direct link to a webpage that describes the SCC Respiratory Care program from the Enhance lowa webpage. 	

DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI papers of study	aired with applicable
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	career planning tools were
	☐ In Progress	implemented.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	efforts for this signature
	☐ Unsatisfactory	program include:	-
	□Unclear	 Career Coach was launched Career Coach training attended thirteen SCC state 	aff
	□ Officieal	 Input on the programs/jobs mapping was sought 	
		coordinators at SCC.Components of Career Coach featured in campu	us newslatters several times
		E:mail sent to all students promoting job search	
		Posters and handouts developed and distributed	d on campuses and in
		communities. • Career Coach e part of new freshman course "F	irst Year Experience" starting
		in Fall 17.	·
		 IHUM Grant Project Director and PACE navigate coordinators and develop career maps for signa 	
		A map on the Enhance lowa Career Coach webpage reve	als information about the
		abundance of healthcare jobs in the area served by SCC a directly to a webpage describing the signature program an	
	STRATEGY 4: CI	reate & Improve Alignment with Industry & State Ag	
		ctor Strategy Committee consisting of members	□ Complete
		ctor Strategy Committee consisting of members ur consortium members (representing each of the	
from IWD, IE industries).	EDA, lowa DE and for	ur consortium members (representing each of the	☐ Complete X Incomplete
from IWD, IE industries).	EDA, lowa DE and for		☐ Complete X Incomplete X Complete
from IWD, IE industries). MILESTONE 4.	EDA, lowa DE and for 2: Create or strength	nen regional industry advisory committees.	☐ Complete X Incomplete X Complete ☐ Incomplete
from IWD, IE industries). MILESTONE 4.	EDA, lowa DE and for 2: Create or strength	ur consortium members (representing each of the	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete
from IWD, IE industries). MILESTONE 4.	EDA, lowa DE and for 2: Create or strength	nen regional industry advisory committees.	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
from IWD, IE industries). MILESTONE 4.	EDA, lowa DE and for 2: Create or strength	nen regional industry advisory committees.	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplete X Complete
from IWD, IE industries). MILESTONE 4. MILESTONE 4.	EDA, lowa DE and for 2: Create or strength 3: Create joint marks	nen regional industry advisory committees. eting and outreach efforts with state agencies. state agencies on a participant referral process.	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete ☐ Incomplete
from IWD, IE industries). MILESTONE 4. MILESTONE 4.	2: Create or strength 3: Create joint marks 4: Collaborate with s	nen regional industry advisory committees.	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete X Complete ☐ Incomplete X Complete
MILESTONE 4. MILESTONE 4. MILESTONE 4. MILESTONE 4.	2: Create or strength 3: Create joint marke 4: Collaborate with s 5: Partner with industs.	nen regional industry advisory committees. eting and outreach efforts with state agencies. state agencies on a participant referral process. etry and state agencies on job fairs and mission-	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4. MILESTONE 4. MILESTONE 4. MILESTONE 4.	2: Create or strength 3: Create joint marke 4: Collaborate with s 5: Partner with industs.	nen regional industry advisory committees. eting and outreach efforts with state agencies. state agencies on a participant referral process.	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4. MILESTONE 4. MILESTONE 4. MILESTONE 4.	2: Create or strength 3: Create joint marke 4: Collaborate with s 5: Partner with industs.	nen regional industry advisory committees. eting and outreach efforts with state agencies. etate agencies on a participant referral process. etry and state agencies on job fairs and mission- etes from IHUM Sector Strategy Committee and regions committee COMMENTS: Per the Statement of Grant Impact document	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4. MILESTONE 4. MILESTONE 4. MILESTONE 4. DELIVERAE	2: Create or strength 3: Create joint marke 4: Collaborate with s 5: Partner with industs.	nen regional industry advisory committees. eting and outreach efforts with state agencies. state agencies on a participant referral process. etry and state agencies on job fairs and mission- ates from IHUM Sector Strategy Committee and regions	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4. MILESTONE 4. MILESTONE 4. MILESTONE 4. DELIVERAE	2: Create or strength 3: Create joint marke 4: Collaborate with s 5: Partner with induses. BLE 4.1: Meeting minu	nen regional industry advisory committees. eting and outreach efforts with state agencies. etate agencies on a participant referral process. etry and state agencies on job fairs and mission- etes from IHUM Sector Strategy Committee and regions committee COMMENTS: Per the Statement of Grant Impact document	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 4. MILESTONE 4. MILESTONE 4. MILESTONE 4. DELIVERAE	2: Create or strength 3: Create joint marke 4: Collaborate with s 5: Partner with induses. BLE 4.1: Meeting minutes Completed X In Progress	nen regional industry advisory committees. eting and outreach efforts with state agencies. etate agencies on a participant referral process. etry and state agencies on job fairs and mission- etes from IHUM Sector Strategy Committee and regions committee COMMENTS: Per the Statement of Grant Impact document	☐ Complete X Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete X Complete ☐ Incomplete

	☐ Unsatisfactory X Unclear	 Meeting held with Region 16 WIA Director and PACE Program Lead Navigator to discuss Sector Boards. Timeline for other sectors not set. Participation in Health Occupations Business Services group. This groups is made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Department of the Blind, AEL, Economic Development and several departments at SCC, although not a Sector Board as defined in milestone 4.1 this group includes many of the required participants and therefore may meet this deliverable. A Respiratory Care Advisory board is in place. Per the SME Response document, the Respiratory Care program involves sector membership through Advisory Council participation addressing industry issues and needs through collaborative discussions, goal-setting, action plans, program review and policy and procedure development. Advisory Council meeting minutes are archived on SCC Hawknet folders
	DELIVERABLE 4.2:	New industry partnerships developed during the grant period
STATUS	□ Completed	COMMENTS: Per the Statement of Grant Impact document, new industry partnerships
	X In Progress	were explored during the grant period.
	☐ Attempted	
	□Never Started	
QUALITY	□ Satisfactory	COMMENTS: Per the Statement of Grant Impact document:
	☐ Unsatisfactory	The IHUM Grant Project Director and Dean of Health met with Great River
	X Unclear	Medical Center Director of Corporate Education regarding usage of Sim Man at
		 GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS Women and Family center
		and Henry County Health Center staff and multiple area business groups have
		toured SCC Health Professions building.
		Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Payelonment planned tours to lead by princesses, four Healthcare Expenses and a
		Development planned tours to local businesses, four Healthcare Expos and a job fair.
		Working on sustainability plan to include employers using sim lab for skills
		development and recertification. An Outside User policy and fee schedule was
		developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training.
		Per SME Response document, the Outside User policy and procedure were newly
		created for continuing education offerings.
DE	L ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the Respiratory Care program
	☐ In Progress	was not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance Iowa Career
	☐ Attempted	Coach webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	
	□ Unsatisfactory	

	□Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.	
	DELIVERABLE 4.4	4: Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to educate WIB occurred during the grant period.	
	☐ In Progress	educate Wib occurred during the grant period.	
	□ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included, Health staff participated in multiple job fairs	
	☐ Unsatisfactory	 IWD workshop on Job Development with Diverse Populations attended. 	
	□ Unclear	Local newspaper articles	
		 IHUM Grant Project Director participating in Health Occupations Business Services group. 	
		Recruitment/outreach discussed with PACE and Program Coordinators	
		Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates	
		for several health professions interviewed	
		 Presented EMSI products to Workforce Business Marketing Specialist. Recruitment/outreach discussed with PACE and Health Program 	
		Coordinators. Info provided to local libraries.	
		Career Coach presented to Voc Rehab summer program.	
	DELIVERABLE 4.5: A r	ninimum of one event with industry and state agencies annually	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple events with industry and state agencies occurred during the grant period.	
	☐ In Progress	events with industry and state agencies occurred during the grant period.	
	□ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document events included, • Four Health Care Expos for area high school students	
	☐ Unsatisfactory	Career Coach and Enhance lowa materials provided at for layoffs and career	
	□ Unclear	fairs in southeast Iowa.	
		 IHUM Grant Project Director participated in a number of job fairs during the grant. Including, but not limited to: 	
		 Lee county Job Fair. 	
		 IHUM Grant Project Director and other SCC staff participated in Regional Job Fair. 	
		 Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA. 	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Nursing Assistant Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SCC utilized the IHUM grant to revise the nursing curriculum, improve facilities, and enhance educational opportunities for students in the Nursing Assistant program through the integration of high quality simulation learning experiences. Curriculum map shows a clear correlation between nursing courses to meet program objectives. Program objectives are aligned with non-credit courses. A pathway for advancement from NA to PN to ADN to obtainment of a BSN is provided. Relationships with regional employers and industry provide work-place learning opportunities. Online and hybrid courses support the program. Targeted Recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SCC identified the following sustainability plan that applies to the Nursing Assistant program:

- Committed to continuing the positions of Simulation Technician.
- Continuation of simulation learning experiences utilizing best practice standards for consistency and usage.
- Evaluate usage of Career Coach.

		1: Expand & Enhance Sector-Driven Career Pathwa	ys	
MILESTONE 1 industry/em	X Complete			
	□ Incomplete			
MILESTONE 1	.2: Align non-credit o	offerings with credit courses.	X Complete	
			□ Incomplete	
MILESTONE 1	.3: Expand and enha	Technology cluster pathways with	X Complete	
			□ Incomplete	
			□ Complete	
apprentices	ships (EICC, KCC, NIC		□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	earning Assessment initiative.	X Complete	
			□ Incomplete	
	DEI	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, nursing curriculum was audited and changes were made to enhance student learning opportunities.		
	☐ In Progress	addited and changes were made to emilance student lear	ing opportunities.	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	: nal funding opportunities for	
	☐ Unsatisfactory	students.		
	□ Unclear	Review of curriculum documents provided reveals:		
		 Alignment of Nurse Aide course only to meet program outcomes. Per the Program Information and Overview document nursing course cont 		
		is delivered by lecture, lab, clinicals, preceptor ex		
		simulation		
		Established Pathway from NA to PN to ADN to B:	SN/advance nursing degrees	
0=+=++	Lac	DELIVERABLE 1.2: Updated college facilities	for William for a body and a feet their	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, signature program have been updated.	racilities for students in this	
	☐ In Progress	- agrada program nano soon apostos.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document: • Health Professions and the Hall of Sciences build		
	☐ Unsatisfactory	campus have been expanded		
	□ Unclear	 The Health Professions building includes a clinical expanded simulation from one room to three paties 		
		with and ambulance and an apartment.	THE TOOMS AND AN LING IAD	
		Grant funds were used to purchase two additional peripherals for rupping reporting and playback as		
		peripherals for running, recording and playback oAdditional classroom and lab space.	i scendiios.	
		Student services relocated so are closer to stude	nts.	

		Review of resources posted on Skills Common revealed several promotional videos that show simulation learning facilities.	
		DELIVERABLE 1.3: Offer new credentials	
STATUS	ATUS X Completed COMMENTS: Per the Statement of Grant Impact document, non-		
	☐ In Progress	added.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Preview of documents provided show evidence that HSC-168 (Nurse Aid)	
	□ Unsatisfactory	can be taken as credit or non-credit.	
	□ Unclear		
	DELIVERABLE 1.4: Lett	ters of commitment from employers and industry representatives	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from employers and industry.	
	☐ In Progress	employers and industry.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document • Employers support the health programs by serving on the Advisory	
	☐ Unsatisfactory	Committee, participating in SCC health fairs and career fairs, providing sites	
	□ Unclear	for clinicals, externships, preceptorships.	
		 Area employers are the primary employers for new graduates in all health programs. 	
		Program coordinators work with employers to make certain programs meet	
		employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships,	
		preceptorships, etc.	
		Evidence in the form of a letter of support from Teresa Colgan, VP – Nursing, Great	
	DELIVERADI E 1	River Health System provided	
STATUS	□ Completed	.5: Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA	
	☐ In Progress	-	
	☐ Attempted	-	
	□ Never Started	-	
QUALITY	□ Satisfactory	COMMENTS: NA	
	□ Unsatisfactory		
	□ Unclear		
		Continue PLA progress started in I-AM (Round 2 – TAACCCT)	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, plans for PLA processes are	
	☐ In Progress	under discussion	
	□ Attempted		
	□ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	 COMMENTS: Per the Statement of Grant Impact document, IHUM Program Director met with I-AM Grant Director to discuss progress made. Information from previous Credit for Prior Learning Planning Sessions was reviewed. SCC Registrar and Dean of Health attended statewide meeting on military PLA in March 2017. IHUM Grant Director participated in webinar on PLA for recruitment in June 17. Work on PLA with new Registrar in place. 		
	STRATEG*	Y 2: Advance Online & Technology-Enabled Learn	ing	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete	
			□ Incomplete	
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete	
			□ Incomplete	
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete	
			□ Incomplete	
	DELIVERABLE	2.1: Public licensing of curricula and training ma		
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature program ar available for public download on Creative Commons		
	☐ In Progress	available for public download on croative commone		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SCC on C this signature program revealed:	reative Commons related to	
	☐ Unsatisfactory	Nursing Assistant program promotional poster.		
	□ Unclear	Nursing Career Pathway document.		
0-1-110		2.2: Distribution through project and online repos		
STATUS	X Completed	COMMENTS: As noted above, material created using gran SkillsCommons.	it tunds were posted on	
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: As noted above, COMMENTS: A review of do Creative Commons related to this signature program rev		
	☐ Unsatisfactory	Nursing Assistant program promotional poster.		
	□ Unclear	Nursing Career Pathway document.		
STATUS.		IVERABLE 2.3: Offering online/blended programs	t colort nursing program	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, select nursing program support courses may be taken in blended format.		
	☐ In Progress			
	☐ Attempted			
	□ Never Started			

QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, Nurse Aide course added a hybrid segment with on-line lecture to begin Spring 18.
	☐ Unsatisfactory	- The second sec
	□ Unclear	
CTATUS		RABLE 2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, simulation learning experiences opportunities have been expanded and incorporated into the nursing
	☐ In Progress	curriculum.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, best practice simulation learning is incorporated into this signature program by:
	☐ Unsatisfactory	Providing simulation orientation (paperwork and sim lab intro) for students
	□Unclear	Facilitating Professional Communications sim, Mental Health sim using
		 standardized patients as actors Creating realistic injuries for burn patient scenario and Active Shooter Drill. Utilizing scenarios to provide a more immersive demonstration when teaching theory such as rhythm analysis in Cardiology or post medication evaluation in Pharmacology. Implementation of "Best Practices" including orientation to simulation, complete debriefing sessions and improvements to selection of scenarios and facilitation.
		Quality of implementation ensured through training, sustainability of qualified faculty and staff, equipment purchases, and facilities to meet learning needs. The following occurred during the grant period
		 IHUM Grant Project Director hired and started 2/23/15. IHUM Grant Project Director met with all Health Program Coordinators to assess simulation usage and needs. Held meetings with Nursing Faculty to assess what they have done in simulation and where the gaps and needs are. Results shared in meetings. Simulation Technician position created as part of the IHUM grant. Position will be sustained at SCC. IHUM Grant Director, Simulation Technician, and healthcare program faculty and staff participated in a variety of simulation learning webinars, trainings and conferences. Simulation learning reference materials purchased Manikin Preventive Maintenance, software updates, and training. Updating of college hardware and network to support simulation learning technology. Construction of new simulation center.
		 Equipment used for simulation learning purchased. Quality evaluation measures put in place and process for ensuring quality improvement based on data put in place.
DELI	VERABLE 2.5: Develor	Diment and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS: NA
	☐ In Progress	
	☐ Attempted	

	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
		reate Expanded & Individualized Student Support S	Services
MILESTONE 3		lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
MILESTONE 3	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□Incomplete
	DELIVERABLE 3.1	: Develop and implement online, modular-based p	
STATUS	X Completed	COMMENTS: Per the SME Response document, the Nurse	
	☐ In Progress	and developed to a hybrid format and is a new and currer	it course offering.
	□ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of SME Response support documer	nts revealed a combination the
	□Unsatisfactory	option of both hybrid and face-to-face NA courses	
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and utilization
0	126	of Pathway Navigators	a ova ha alth alaaa haat
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document camp was developed and other remediation/retention, and	•
	☐ In Progress	in place.	a career planning energe are
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens	•
	☐ Unsatisfactory	allows potential students to learn about health and assist	•
	□ Unclear	their prerequisites in a short time frame. In addition, the fo	ollowing retention efforts were
		put in place:	
		Required students to repeat HESI test if not score Required students to repeat HESI test if not score	• •
		 good indicator of ability to pass boards. Remedia Implementing Drop Detective to assist faculty ide 	
		needing additional assistance.	onthlying students who might
		Career planning efforts include IHUM and PACE	•
		Career Pathways and a Career Pathways bookle	et for use by PACE,
		enrollment, etc.	
0-4		argeted recruitment marketing materials on multipl	e platforms
STATUS	X Completed		

F			
	☐ In Progress	COMMENTS: Per the Statement of Grant Impact document,	targeted recruitment efforts
	☐ Attempted	were developed.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	targeted recruitment efforts
	☐ Unsatisfactory	for this signature program included: Recruitment/outreach plan began by looking at co	ommon goals with PACE and
	□ Unclear	WIOA.	•
		Adds on Pandora	000 I '' ' V T I
		 Video shorts developed for use on local TV and S IHUM sponsored local radio ads promoting SCC Burlington Urban System (BUS) ads developed to careers continued. 	Health programs.
		A review of resources on Skills Commons and the Enhance this signature program reveal a direct link to a webpage the Nursing Assistance program from the Enhance lowa webpage.	at describes the SCC
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pa	aired with applicable
STATUS	W.	programs of study COMMENTS: Per the Statement of Grant Impact document,	career planning tools were
STATUS	X Completed	implemented.	career planning tools were
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		· · · · · · · · · · · · · · · · · · ·
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, program include:	efforts for this signature
	☐ Unsatisfactory	Career Coach was launched	
	□Unclear	Career Coach training attended thirteen SCC states.	
		 Input on the programs/jobs mapping was sought coordinators at SCC. 	from all program
		Components of Career Coach featured in campu	us newsletters several times.
		E:mail sent to all students promoting job search	
		 Posters and handouts developed and distributed communities. 	on campuses and in
		 Career Coach e part of new freshman course "F 	irst Year Experience" starting
		in Fall 17.	, , , , , , , , , , , , , , , , , , ,
		 IHUM Grant Project Director and PACE navigate coordinators and develop career maps for signal 	
	C	A map on the Enhance lowa Career Coach webpage reversible abundance of healthcare jobs in the area served by SCC adirectly to a webpage describing the signature program an	and a link to the college goes d healthcare jobs in the area.
MILESTONE 4		reate & Improve Alignment with Industry & State Ag ctor Strategy Committee consisting of members	
		ur consortium members (representing each of the	□ Complete
industries).	NA	• • • • • • • • • • • • • • • • • • • •	□Incomplete
MILESTONE 4.	.2: Create or strengtl	hen regional industry advisory committees.	X Complete

			□ Incomplete
MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	tate agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based event			□ Incomplete
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi	onal industry advisory
STATUS	V 0 111	COMMENTS: Per the Statement of Grant Impact document	discussions regarding a
OTATOO	X Completed	COMMENTS: Per the Statement of Grant Impact document, discussions regarding a Health Sector Board have occurred and a nursing assistant program advisory	
	□In Progress	committee is in place.	
	□ Attempted		
0	☐ Never Started	Court In the Clatery and of Court In the Cou	
QUALITY	X Satisfactory	 COMMENTS: Per the Statement of Grant Impact document: Meeting held with Region 16 WIA Director and PAC 	
	□Unsatisfactory	discuss Sector Boards. Timeline for other sectors no	ot set.
	□Unclear	 Participation in Health Occupations Business Service made up of WIOA, Promise Jobs, Vocational Rehab Blind, AEL, Economic Development and several dep not a Sector Board as defined in milestone 4.1 this g required participants and therefore may meet this def Per SME Response document, the Nursing Assistant prog membership through Advisory Council participation address collaborative discussions, goal-setting, action plans, progra 	o, PACE, Department of the partments at SCC, although group includes many of the eliverable. Tram involves sector using industry need through
		procedure development. Advisory Council meeting minutes Hawknet folders.	s are archived on SCC
	DELIVERABLE 4.2: N	New industry partnerships developed during the gra	-
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document were explored during the grant period.	, new industry partnerships
	□In Progress	were explored during the grant period.	
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:	
	☐ Unsatisfactory	The IHUM Grant Project Director and Dean of Healt Madical Contant Project Director and Dean of Healt	
	□Unclear	 Medical Center Director of Corporate Education regarded GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS and Henry County Health Center staff and multiple at toured SCC Health Professions building. Working on sustainability plan to include employers development and recertification. An Outside User p 	Women and Family center area business groups have using sim lab for skills

		developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training.
		Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings.
		 Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Development planned tours to local businesses, four Healthcare Expos and a job fair.
DE	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the NA program was not
	☐ In Progress	addressed on the Statement of Grant Impact document, however evidence related to
	☐ Attempted	progress towards this deliverable was found on the Enhance Iowa Career Coach webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage
	☐ Unsatisfactory	goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
	□Unclear	
	DELIVERABLE 4.4	: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to
	☐ In Progress	educate WIB occurred during the grant period.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included,
	☐ Unsatisfactory	 Health staff participated in multiple job fairs IWD workshop on Job Development with Diverse Populations attended.
	□ Unclear	Local newspaper articles
		 IHUM Grant Project Director participating in Health Occupations Business Services group.
		Recruitment/outreach discussed with PACE and Program Coordinators
		 Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed
		 Presented EMSI products to Workforce Business Marketing Specialist.
		Recruitment/outreach discussed with PACE and Health Program
		Coordinators. Info provided to local libraries.
		Career Coach presented to Voc Rehab summer program.
	DELIVERABLE 4.5: A n	ninimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple
	☐ In Progress	events with industry and state agencies occurred during the grant period.
	☐ Attempted	
	□Never Started	

QUALITY	X Satisfactory	 COMMENTS: Per the Statement of Grant Impact document events included, Four Health Care Expos for area high school students Career Coach and Enhance lowa materials provided at for layoffs and career 	
	☐ Unsatisfactory		
	□ Unclear	fairs in southeast lowa.	
		 IHUM Grant Project Director participated in a number of job fairs during the grant. Including, but not limited to: Lee county Job Fair. IHUM Grant Project Director and other SCC staff participated in Regional Job Fair. Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA. 	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Practical Nurse Program - Diploma

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SCC utilized the IHUM grant to revise the nursing curriculum, improve facilities, and enhance educational opportunities for students in the PN program through the integration of high quality simulation learning experiences. Curriculum map shows a clear correlation between nursing courses to meet program objectives. Program objectives are aligned with non-credit courses. A pathway for advancement from PN to obtainment of a BSN is provided. Relationships with regional employers and industry provide work-place learning opportunities. Online and hybrid courses support the program. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SCC identified the following sustainability plan that applies to the Practical Nursing program:

- Committed to continuing the positions of Simulation Technician.
- Continuation of simulation learning experiences utilizing best practice standards for consistency and usage.
- Evaluate usage of Career Coach.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□ Incomplete
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			☐ Incomplete
		Technology cluster pathways with	□ Complete
apprentices	hips (EICC, KCC, NIC	CC) - NA	□ Incomplete
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete
			□ Incomplete
	DEI	LIVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, audited and changes were made to enhance student learn	
	☐ In Progress	addited and changes were made to chinance stadent learn	ing opportunities.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	 COMMENTS: Nurse Aide course as non-credit to o opportunities for students. 	pen additional funding
	☐ Unsatisfactory	 Continued work on mapping curriculum to the PN and looking at consistency of lab experiences and Align simulation scenarios with curriculum and imposelecting OB and pediatric specific scenarios. Continuing clinical preceptor experiences and plan 	and RN NCLEX test plans
	□ Unclear		d competencies.
			prove consistencies by
			nning additional locations.
		Review of curriculum documents provided reveals:	
		 Alignment of PN courses only to meet program or Per the Program Information and Overview docur 	
		is delivered by lecture, lab, clinicals, preceptor ex	•
		simulation	
		 Established Pathway from CNA to PN to ADN to degrees 	BSN/advance nursing
		Evidence of alignment to a non-credit CNA course	
		A review of SME Response support documents reveal a P	N program curriculum man
		that demonstrations alignment of general education course	. •
		DELIVERABLE 1.2: Updated college facilities	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, signature program have been updated.	facilities for students in this
	☐ In Progress	signature program nave been updated.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:	

	☐ Unsatisfactory ☐ Unclear	 Health Professions and the Hall of Sciences buildings on the West Burlington campus have been expanded The Health Professions building includes a clinical simulation center which expanded simulation from one room to three patient rooms and an EMS lab with and ambulance and an apartment.
		 Grant funds were used to purchase two additional simulators and all peripherals for running, recording and playback of scenarios. Additional classroom and lab space. Student services relocated so are closer to students.
		Review of resources posted on Skills Common revealed several promotional videos that show simulation learning facilities.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, non-credit Nurse Aide was
	☐ In Progress	added.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Preview of documents provided show evidence that HSC-168 (Nurse Aid)
	□ Unsatisfactory	can be taken as credit or non-credit.
	□ Unclear	
	DELIVERABLE 1.4: Lett	ters of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from employers and industry.
	☐ In Progress	employers and industry.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document • Employers support the health programs by serving on the Advisory
	☐ Unsatisfactory	Committee, participating in SCC health fairs and career fairs, providing sites
	□ Unclear	for clinicals, externships, preceptorships.
		 Area employers are the primary employers for new graduates in all health programs.
		Program coordinators work with employers to make certain programs meet
		employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships,
		preceptorships, etc. Evidence in the form of a letter of support from Teresa Colgan, VP – Nursing, Great
		River Health System provided
	DELIVERABLE 1	1.5: Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	☐ Completed	COMMENTS: NA
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS: NA

	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 –	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, plans for PLA processes are under discussion	
	☐ In Progress	under discussion	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document • IHUM Program Director met with I-AM Grant Direc	
	☐ Unsatisfactory	made.	ector to discuss progress
	□Unclear	 Information from previous Credit for Prior Learnir reviewed. 	ng Planning Sessions was
		SCC Registrar and Dean of Health attended state	ewide meeting on military
		PLA in March 2017.	-
		 IHUM Grant Director participated in webinar on F 17. 	LA for recruitment in June
		Work on PLA with new Registrar in place.	
		y 2: Advance Online & Technology-Enabled Learnin	ng
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND		D BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2.3: Create and distril		oute Open Educational Resources.	X Complete
			□ Incomplete
STATUS		2.1: Public licensing of curricula and training mate COMMENTS: Documents and training materials developed	
SIAIUS	X Completed	available for public download on Creative Commons	ioi the signature program are
	☐ In Progress		
	☐ Attempted		
OHALITY	☐ Never Started	COMMENTS: A review of documents posted by SCC on Cro	nativo Commone rovealed:
QUALITY	X Satisfactory	Six marketing items that promote the nursing pro	
	☐ Unsatisfactory	Two nursing program information documents	•
	□ Unclear	Five PN program course syllabiPN curriculum map	
		- FN cumculum map	
	DELIVERABLE	2.2: Distribution through project and online reposit	
STATUS	X Completed	COMMENTS: As noted above, material created using grant SkillsCommons.	funds were posted on
	☐ In Progress	ONIIIOUIIIIIUIIS.	
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: As noted above, a review of documents posted by SCC on Creative Commons revealed: Six marketing items that promote the nursing program Two nursing program information documents Five PN program course syllabi PN curriculum map
	DEL	LIVERABLE 2.3: Offering online/blended programs
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document, select nursing program support courses may be taken in blended format.
	□ Never Started	
QUALITY	X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the Statement of Grant Impact document, Nurse Aide course added a hybrid segment with on-line lecture to begin Spring 18.
	□ Unclear	
		RABLE 2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, simulation learning
	☐ In Progress	experiences opportunities have been expanded and incorporated into the nursing curriculum.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, best practice simulation
	□ Unsatisfactory □Unclear	 learning is incorporated into this signature program by: Providing simulation orientation (paperwork and sim lab intro) for students Facilitating Professional Communications sim, Mental Health sim using standardized patients as actors Creating realistic injuries for burn patient scenario and Active Shooter Drill. Utilizing scenarios to provide a more immersive demonstration when teaching theory such as rhythm analysis in Cardiology or post medication evaluation in Pharmacology. Implementation of "Best Practices" including orientation to simulation, complete debriefing sessions and improvements to selection of scenarios and facilitation.
		 Quality of implementation ensured through training, sustainability of qualified faculty and staff, equipment purchases, and facilities to meet learning needs. The following occurred during the grant period IHUM Grant Project Director hired and started 2/23/15. IHUM Grant Project Director met with all Health Program Coordinators to assess simulation usage and needs. Held meetings with Nursing Faculty to assess what they have done in simulation and where the gaps and needs are. Results shared in meetings. Simulation Technician position created as part of the IHUM grant. Position will be sustained at SCC. IHUM Grant Director, Simulation Technician, and healthcare program faculty and staff participated in a variety of simulation learning webinars, trainings and conferences.

		 Simulation learning reference materials purchase Manikin Preventive Maintenance, software update Updating of college hardware and network to sup technology. Construction of new simulation center. Equipment used for simulation learning purchase Quality evaluation measures put in place and pro improvement based on data put in place. 	es, and training. port simulation learning d. cess for ensuring quality
DELI STATUS		oment and publication of a scorecard that updates of Comments: NA	on a regular basis
SIAIUS	☐ Completed	COMMENTS: NA	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
		reate Expanded & Individualized Student Support S	
MILESTONE 3.	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.2: Improve student of		career planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□Incomplete
	DELIVERABLE 3.	1: Develop and implement online, modular-based pr	
STATUS	☐ Completed	COMMENTS: COMMENTS: Per additional documents provide applicable to this signature program	d this Deliverable is non-
	☐ In Progress	approace and eignature program	
	□Attempted		
	□Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as of Pathway Navigators	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	•
	☐ In Progress	camp was developed and other remediation/retention, and in place.	career planning efforts are
	☐ Attempted] ··· piaoo.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	•
	☐ Unsatisfactory	Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens	training. The Bootcamp

	□ Unclear	allows potential students to learn about health and assist enrolled students in meeting their prerequisites in a short time frame. In addition, the following retention efforts were put in place:
		 Required students to repeat HESI test if not scoring high enough. Test is a good indicator of ability to pass boards. Remediation is required prior to retest Implementing Drop Detective to assist faculty identifying students who might needing additional assistance. Career planning efforts include IHUM and PACE worked together to develop Career Pathways and a Career Pathways booklet for use by PACE, enrollment, etc.
	DELIVERABLE 3.3: T	argeted recruitment marketing materials on multiple platforms
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts
	☐ In Progress	were developed.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts
	☐ Unsatisfactory	for this signature program included: Recruitment/outreach plan began by looking at common goals with PACE and
	□ Unclear	WIOA.
		 Adds on Pandora Video shorts developed for use on local TV and SCC website via YouTube. IHUM sponsored local radio ads promoting SCC Health programs. Burlington Urban System (BUS) ads developed to promote SCC health careers continued. A review of resources on Skills Commons and the Enhance lowa website developed for this signature program reveal: Three videos and three billboards/posters that promote the nursing program and/or depict nursing students
		 A direct link to a webpage that describes the SCC Practical Nursing program from the Enhance Iowa webpage.
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable
STATUS	V O amandadad	programs of study COMMENTS: Per the Statement of Grant Impact document, career planning tools were
OTATOS	X Completed	implemented.
	☐ In Progress	-
	☐ Attempted	-
QUALITY	□ Never Started	COMMENTS: Per the Statement of Grant Impact document, efforts for this signature
QUALITY	X Satisfactory	program include:
	☐ Unsatisfactory	Career Coach was launched
	□Unclear	 Career Coach training attended thirteen SCC staff Input on the programs/jobs mapping was sought from all program coordinators at SCC.
		 Components of Career Coach featured in campus newsletters several times.

E:mail sent to all students promoting job search and resume features in Posters and handouts developed and distributed on campuses and in communities. Career Coach e part of new freshman course "First Year Experience" starting in Fall 17. IHUM Grant Project Director and PACE navigator gained input from program coordinators and develop career maps for signature programs. A map on the Enhance Iowa Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by SCC and a link to the college goes directly to a webpage describing the signature program and RN jobs in the area. STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members □ Complete from IWD, IEDA, Iowa DE and four consortium members (representing each of the □Incomplete industries). NA MILESTONE 4.2: Create or strengthen regional industry advisory committees. **X** Complete □ Incomplete MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies. **X** Complete □ Incomplete MILESTONE 4.4: Collaborate with state agencies on a participant referral process. **X** Complete □ Incomplete MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-**X** Complete based events. □ Incomplete DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee **COMMENTS:** Per the Statement of Grant Impact document, discussions regarding a STATUS **X** Completed Health Sector Board have occurred and a nursing program advisory committee is in □In Progress □ Attempted □ Never Started QUALITY **COMMENTS:** Per the Statement of Grant Impact document: **X** Satisfactory • Meeting held with Region 16 WIA Director and PACE Program Lead Navigator to □Unsatisfactory discuss Sector Boards. Timeline for other sectors not set. Participation in Health Occupations Business Services group. This groups is □Unclear made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Department of the Blind, AEL, Economic Development and several departments at SCC, although not a Sector Board as defined in milestone 4.1 this group includes many of the required participants and therefore may meet this deliverable. Per the SME Response document the Practical Nursing program involves sector membership through Advisory Council participation addressing industry issues and needs through collaborative discussions, goal-setting, action plans, program review and policy and procedure development. Advisory Council meeting minutes are archived on SCC's Hawknet folders

	DELIVERABLE 4.2: I	New industry partnerships developed during the grant period
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, new industry partnerships
	□In Progress	were explored during the grant period.
	☐ Attempted	
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:
	☐ Unsatisfactory	The IHUM Grant Project Director and Dean of Health met with Great River
	□Unclear	 Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS Women and Family center and Henry County Health Center staff and multiple area business groups have toured SCC Health Professions building. Working on sustainability plan to include employers using sim lab for skills development and recertification. An Outside User policy and fee schedule was developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training. Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings.
		 Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Development planned tours to local businesses, four Healthcare Expos and a job fair.
	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: Information related to this deliverable for the PN program was not addressed on the Statement of Grant Impact document, however evidence related to
	☐ In Progress	progress towards this deliverable was found on the Enhance Iowa Career Coach
	☐ Attempted	webpage and on the Creative Commons website.
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the
	☐ Unsatisfactory	area. The webpage was developed as part of the IHUM grant.
	□Unclear	
CTATUS		: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to educate WIB occurred during the grant period.
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	Description B. H. Old L. I. Co. III.
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included, • Health staff participated in multiple job fairs
	☐ Unsatisfactory	IWD workshop on Job Development with Diverse Populations attended.
	□ Unclear	Local newspaper articles

	 IHUM Grant Project Director participating in Health Occupations Business Services group. Recruitment/outreach discussed with PACE and Program Coordinators Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed Presented EMSI products to Workforce Business Marketing Specialist. Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. Career Coach presented to Voc Rehab summer program.
DELIVERABLE 4.5: A r	ninimum of one event with industry and state agencies annually
X Completed	COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple
☐ In Progress	events with industry and state agencies occurred during the grant period.
☐ Attempted	
□Never Started	
X Satisfactory	COMMENTS: Per the Statement of Grant Impact document events included,
☐ Unsatisfactory	 Four Health Care Expos for area high school students Career Coach and Enhance Iowa materials provided at for layoffs and career
□ Unclear	fairs in southeast lowa.
	IHUM Grant Project Director participated in a number of job fairs during the
	grant. Including, but not limited to:
	Lee county Job Fair.
	 IHUM Grant Project Director and other SCC staff participated in Regional Job Fair.
	 Tabling event with I-AM, PACE, C-BIZ at Keokuk Veteran's Job Fair sponsored by Workforce and YMCA.
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southeastern Iowa Area Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences.
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SCC utilized the IHUM grant to revise the nursing curriculum, improve facilities, and enhance educational opportunities for students in the ADN program through the integration of high quality simulation learning experiences. Curriculum map shows a clear correlation between nursing courses to meet program objectives. Program objectives are aligned with non-credit courses. A pathway for advancement from ADN to obtainment of a BSN is provided. Relationships with regional employers and industry provide work-place learning opportunities. Online and hybrid courses support the program. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners at events provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SCC identified the following sustainability plan that applies to the Associate Degree Nursing program:

- Committed to continuing the positions of Simulation Technician.
- Continuation of simulation learning experiences utilizing best practice standards for consistency and usage.
- Evaluate usage of Career Coach.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

	STRATEGY	1: Expand & Enhance Sector-Driven Career Pathwa	ys	
	1: Align curricula wi ployer recognized cr	th relevant national standards and	X Complete	
industry/em	pioyer recognized cr	edenidas.	□ Incomplete	
MILESTONE 1.	2: Align non-credit o	fferings with credit courses.	X Complete	
			□ Incomplete	
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	X Complete	
			☐ Incomplete	
		Technology cluster pathways with	☐ Complete	
apprentices	hips (EICC, KCC, NIC	,C) - NA	□ Incomplete	
MILESTONE 1.	5: Strengthen Prior I	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DEI	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, audited and changes were made to enhance student learn		
	☐ In Progress	addited and changes were made to enhance student learn	ing opportunities.	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document: Nurse Aide course as non-credit to open addition		
	☐ Unsatisfactory	students.	ai furfullig opportunities for	
	□ Unclear	 Continued work on mapping curriculum to the PN and looking at consistency of lab experiences and 		
		 Align simulation scenarios with curriculum and improve consistencies selecting OB and pediatric specific scenarios. Continuing clinical preceptor experiences and planning additional loca Implementation of the Preceptor Experience in ADN 642 (Nursing IV). 		
		are currently in preceptorships and host sites hav	to limited preceptors. Approximately 16 students os and host sites have been expanded.	
		Review of curriculum documents provided reveals:		
		 Alignment of ADN courses only to meet program Per the Program Information and Overview docur 		
		is delivered by lecture, lab, clinicals, preceptor ex	•	
		simulationEstablished Pathway from CNA to PN to ADN to	BSN/advance nursing	
		degreesEvidence of alignment to a non-credit CNA cours	Δ	
		, and the second		
		A review of SME Response support documents reveal an amap that demonstrations alignment of general education coutcomes.		

		DELIVERABLE 1.2: Updated college facilities
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, facilities for students in this
	☐ In Progress	signature program have been updated.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document:
	□ Unsatisfactory	 Health Professions and the Hall of Sciences buildings on the West Burlington campus have been expanded
	□ Unclear	 The Health Professions building includes a clinical simulation center which expanded simulation from one room to three patient rooms and an EMS lab with and ambulance and an apartment. Grant funds were used to purchase two additional simulators and all peripherals for running, recording and playback of scenarios. Additional classroom and lab space. Student services relocated so are closer to students. Review of resources posted on Skills Common revealed several promotional videos that show simulation learning facilities.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, non-credit Nurse Aide was
	☐ In Progress	added.
	☐ Attempted	-
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Preview of documents provided show evidence that HSC-168 (Nurse Aid)
	☐ Unsatisfactory	can be taken as credit or non-credit.
	□ Unclear	
		ters of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document there is commitment from
	☐ In Progress	employers and industry.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document
	☐ Unsatisfactory	 Employers support the health programs by serving on the Advisory Committee, participating in SCC health fairs and career fairs, providing sites
	□ Unclear	for clinicals, externships, preceptorships.
		 Area employers are the primary employers for new graduates in all health programs. Program coordinators work with employers to make certain programs meet employer needs through input received through the Advisory committees as well as feedback from students and employers participating in externships, preceptorships, etc. Evidence in the form of a letter of support from Teresa Colgan, VP – Nursing, Great River Health System provided

	DELIVERABLE 1	1.5: Development and pilot of RAP (EICC, KCC, NIC	C only)
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 –	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact documen under discussion	t, plans for PLA processes are
	☐ In Progress	differ discussion	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact documen	· ·
	☐ Unsatisfactory	 IHUM Program Director met with I-AM Grant Dir made. 	ector to discuss progress
	□Unclear	 Information from previous Credit for Prior Learni reviewed. SCC Registrar and Dean of Health attended sta PLA in March 2017. IHUM Grant Director participated in webinar on 17. Work on PLA with new Registrar in place. 	tewide meeting on military
	STRATEG	Y 2: Advance Online & Technology-Enabled Learni	ng
MILESTONE 2		AND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	D BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2	.3: Create and distrik	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE	E 2.1: Public licensing of curricula and training mat	
STATUS	X Completed	COMMENTS: Documents and training materials developed available for public download on Creative Commons	I for the signature program are
	☐ In Progress	available for public download on orealive dominions	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SCC on Ci	
	☐ Unsatisfactory	 Six marketing items that promote the nursing program information documents 	uyranı
	□ Unclear	Five ADN program course syllabiADN curriculum map	

	Deliverable	2.2: Distribution through project and online repositories
STATUS	X Completed	COMMENTS: As noted above, material created using grant funds were posted on
	☐ In Progress	SkillsCommons.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted by SCC on Creative
	☐ Unsatisfactory	Commons revealed: Six marketing items that promote the nursing program
	□ Unclear	Two nursing program information documents
		Five ADN program course syllabiADN curriculum map
	Dei	IVERABLE 2.3: Offering online/blended programs
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, select nursing program
	☐ In Progress	support courses may be taken in blended format.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, Nurse Aide course added a
	□ Unsatisfactory	hybrid segment with on-line lecture to begin Spring 18.
	□ Unclear	
		RABLE 2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, simulation learning
	☐ In Progress	experiences opportunities have been expanded and incorporated into the nursing curriculum.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, best practice simulation
	☐ Unsatisfactory	learning is incorporated into this signature program by: • Providing simulation orientation (paperwork and sim lab intro) for students
	□Unclear	Facilitating Professional Communications sim, Mental Health sim using
		 standardized patients as actors Creating realistic injuries for burn patient scenario and Active Shooter Drill.
		Utilizing scenarios to provide a more immersive demonstration when teaching
		theory such as rhythm analysis in Cardiology or post medication evaluation in Pharmacology.
		Implementation of "Best Practices" including orientation to simulation,
		complete debriefing sessions and improvements to selection of scenarios and facilitation.
		Quality of implementation ensured through training, sustainability of qualified faculty
		and staff, equipment purchases, and facilities to meet learning needs. The following occurred during the grant period
		IHUM Grant Project Director hired and started 2/23/15.
		IHUM Grant Project Director met with all Health Program Coordinators to assess simulation usage and needs. Held meetings with Nursing Faculty to

		 assess what they have done in simulation and Results shared in meetings. Simulation Technician position created as parbe sustained at SCC. IHUM Grant Director, Simulation Technician, and staff participated in a variety of simulation conferences. Simulation learning reference materials purch Manikin Preventive Maintenance, software up Updating of college hardware and network to technology. Construction of new simulation center. Equipment used for simulation learning purch Quality evaluation measures put in place and improvement based on data put in place. 	and healthcare program faculty hearning webinars, trainings and heased bodates, and training. support simulation learning
	VERABLE 2.5: Develor	pment and publication of a scorecard that update	es on a regular basis
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
		reate Expanded & Individualized Student Suppor	
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
programs.	.3: Implement accele	rated and/or contextualized remediation	X Complete
programo			□Incomplete
0-1-11		1: Develop and implement online, modular-based	
STATUS	☐ Completed	COMMENTS: COMMENTS: Per additional documents pro applicable to this signature program	vided this Deliverable is non-
	☐ In Progress		
	□Attempted		
0	□Never Started	Communica NA	
QUALITY	☐ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab	o assistance, and utilization
STATUS	V o	of Pathway Navigators	
DIAIUS	X Completed		

QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact document, a pre-health class boot camp was developed and other remediation/retention, and career planning efforts are in place. COMMENTS: Per the Statement of Grant Impact document, the boot camp includes Mandatory reporter, CPR, HIPAA, Bloodborne Pathogens training. The Bootcamp allows potential students to learn about health and assist enrolled students in meeting their prerequisites in a short time frame. In addition, the following retention efforts were put in place: Required students to repeat HESI test if not scoring high enough. Test is a good indicator of ability to pass boards. Remediation is required prior to retest Implementing Drop Detective to assist faculty identifying students who might needing additional assistance. Career planning efforts include IHUM and PACE worked together to develop Career Pathways and a Career Pathways booklet for use by PACE, enrollment, etc.
	DELIVERABLE 3 2. T	·
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts were developed.
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, targeted recruitment efforts for this signature program included:
	☐ Unsatisfactory ☐ Unclear	 Recruitment/outreach plan began by looking at common goals with PACE and WIOA. Adds on Pandora Video shorts developed for use on local TV and SCC website via YouTube. IHUM sponsored local radio ads promoting SCC Health programs. Burlington Urban System (BUS) ads developed to promote SCC health careers continued. A review of resources on Skills Commons and the Enhance lowa website developed for
		 this signature program reveal: Three videos and three billboards/posters that promote the nursing program and/or depict nursing students A direct link to a webpage that describes the SCC Associate Degree Nursing program from the Enhance lowa webpage.
DELIVE	RABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable
0=,====		programs of study
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, career planning tools were
STATUS	X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact document, career planning tools were implemented.
STATUS	X Completed ☐ In Progress ☐ Attempted	

COMMENTS: Per the Statement of Grant Impact document, efforts for this signature QUALITY **X** Satisfactory program include: □ Unsatisfactory Career Coach was launched Career Coach training attended thirteen SCC staff □Unclear Input on the programs/jobs mapping was sought from all program coordinators at SCC. Components of Career Coach featured in campus newsletters several times. E:mail sent to all students promoting job search and resume features in Posters and handouts developed and distributed on campuses and in communities. Career Coach e part of new freshman course "First Year Experience" starting in Fall 17. IHUM Grant Project Director and PACE navigator gained input from program coordinators and develop career maps for signature programs. A map on the Enhance Iowa Career Coach webpage reveals information about the abundance of healthcare jobs in the area served by SCC and a link to the college goes directly to a webpage describing the signature program and RN jobs in the area. STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members □ Complete from IWD, IEDA, Iowa DE and four consortium members (representing each of the □Incomplete industries). NA **MILESTONE 4.2: Create or strengthen regional industry advisory committees. X** Complete □ Incomplete MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies. **X** Complete □ Incomplete MILESTONE 4.4: Collaborate with state agencies on a participant referral process. **X** Complete □ Incomplete MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-**X** Complete based events. □ Incomplete DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee **S**TATUS **COMMENTS:** Per the Statement of Grant Impact document, discussions regarding a **X** Completed Health Sector Board have occurred and a nursing program advisory committee is in □In Progress place. □ Attempted □ Never Started **COMMENTS:** Per the Statement of Grant Impact document: QUALITY **X** Satisfactory Meeting held with Region 16 WIA Director and PACE Program Lead Navigator to □Unsatisfactory discuss Sector Boards. Timeline for other sectors not set. • Participation in Health Occupations Business Services group. This groups is □Unclear made up of WIOA, Promise Jobs, Vocational Rehab, PACE, Department of the Blind, AEL, Economic Development and several departments at SCC, although not a Sector Board as defined in milestone 4.1 this group includes many of the required participants and therefore may meet this deliverable.

	Deliverable 4.2:	Per the SME Response document the Associate Degree Nursing program involves sector membership through Advisory Council participation addressing industry issues and needs through collaborative discussions, goal-setting, action plans, program review and policy and procedure development. Advisory Council meeting minutes are archived on SCC's Hawknet folders. New industry partnerships developed during the grant period
STATUS	X Completed □In Progress □ Attempted	COMMENTS: Per the Statement of Grant Impact document, new industry partnerships were explored during the grant period.
QUALITY	□ Never Started X Satisfactory □ Unsatisfactory □ Unclear	 COMMENTS: Per the Statement of Grant Impact document: The IHUM Grant Project Director and Dean of Health met with Great River Medical Center Director of Corporate Education regarding usage of Sim Man at GRMC and renewing the partnership for simulation. Great River Health Systems Education staff, GRHS Women and Family center and Henry County Health Center staff and multiple area business groups have toured SCC Health Professions building. Working on sustainability plan to include employers using sim lab for skills development and recertification. An Outside User policy and fee schedule was developed and approved by PEC to allow outside partners to use SCC simulation areas for CEUs or staff training. Per SME Response document, the Outside User policy and procedure were newly created for continuing education offerings. Health Occupations team made up of SCC, WIOA, Voc Rehab and Economic Development planned tours to local businesses, four Healthcare Expos and a job fair.
D	 FLIVERARI E 4 3: IHLIM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Information related to this deliverable for the ADN program was not addressed on the Statement of Grant Impact document, however evidence related to progress towards this deliverable was found on the Enhance Iowa Career Coach webpage and on the Creative Commons website.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact document, multiple outreach efforts to educate WIB occurred during the grant period.

	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document outreach efforts included,	
	□ Unsatisfactory	 Health staff participated in multiple job fairs IWD workshop on Job Development with Diverse Populations attended. 	
	□ Unclear	Local newspaper articles	
		 IHUM Grant Project Director participating in Health Occupations Business Services group. 	
		 Recruitment/outreach discussed with PACE and Program Coordinators Joint TV/web marketing with I-AM Grant planned. RFPs reviewed. Graduates for several health professions interviewed 	
		 Presented EMSI products to Workforce Business Marketing Specialist. Recruitment/outreach discussed with PACE and Health Program Coordinators. Info provided to local libraries. 	
		Career Coach presented to Voc Rehab summer program.	
	DELIVERABLE 4.5: A	minimum of one event with industry and state agencies annually	
STATUS		COMMENTS: COMMENTS: Per the Statement of Grant Impact document, multiple	
STATUS	X Completed		
STATUS	X Completed ☐ In Progress	events with industry and state agencies occurred during the grant period.	
STATUS			
STATUS	□ In Progress		
STATUS	☐ In Progress☐ Attempted	events with industry and state agencies occurred during the grant period. COMMENTS: Per the Statement of Grant Impact document events included,	
	☐ In Progress ☐ Attempted ☐ Never Started	events with industry and state agencies occurred during the grant period. COMMENTS: Per the Statement of Grant Impact document events included, Four Health Care Expos for area high school students	
	☐ In Progress ☐ Attempted ☐Never Started X Satisfactory	events with industry and state agencies occurred during the grant period. COMMENTS: Per the Statement of Grant Impact document events included, Four Health Care Expos for area high school students	
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	Comments: Per the Statement of Grant Impact document events included,	
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	events with industry and state agencies occurred during the grant period. COMMENTS: Per the Statement of Grant Impact document events included,	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Southwestern Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - SWCC has incorporated Simulation in Current Course Curriculum.
 - o Annual evaluation of course curriculum is performed and necessary changes made.
 - o Creating Simulation manual for Faculty/Student Use
- Updated college facilities
 - o Renovation completed to current nursing lab area.
 - 2 Sim Bays, control room, debrief room, and updated nursing
- Offer new credentials
 - o No new credentials offered. Signature programs are PN and ADN.
- Established commitment from employers and industry representatives
 - Greater Regional Medical Center, Ringgold County Hospital, Iowa Works are current stakeholders.
 - Simulation Fee and Structure Price list completed for interested partners in industry.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - SWCC developed and implemented PLA with I-AM Grant. This document will be reviewed and revised as needed.
- Expand work based learning experiences
 - Simulation Lab Coordinator works with Workplace Learning Intermediary Network Coordinator to assist in finding job shadow experiences for students (pre-nursing, nursing) interested in the health field. The nursing program, specifically the ADN students are able to choose and attend observational experiences at different healthcare facilities to assist them in exploring different health occupations as registered nurse.
- Aligned non-credit offerings with credit courses
 - Currently our signature program does not require a Certified Nurse Aide prior to entry into the practical nursing program.

Strategy 2 - Advance Online & Technology-Enabled Learning

Enhance and expand simulation into courses and trainings



- o Simulation has been integrated in both signature programs (RN and PN)
- Annual evaluation of the PN/RN faculty/student handbook will occur and necessary changes will be made as needed.
- Expand online and blended course offerings
 - SWCC is continuing to explore the possibility of online core nursing courses. Currently students can take Nutrition, Psychology, Essentials of Anatomy/Physiology, and Microbiology. Students can take these courses through the Iowa Community Colleges On-Line Consortium.
 - Will continue to explore online courses/hybrid format for signature programs. New course outline for potential evening course presented to administration, faculty and advisory committee March 2018.
- Create and distribute Open Educational Resources
 - o Documents created using IHUM funds will be uploaded to Creative Commons.
- Incorporation of simulation into courses
 - o Simulation has been incorporated into the two signature program (PN & ADN). Our goal was to incorporate classroom theory/concepts in the simulation lab. The PN students do 7 SBE's throughout the course of the year and RN students complete 9 SBE's throughout the course of the year. The PN's simulation focus is medical-surgical while the RN students participate in medical surgical, mental health, OB, pediatrics, and leadership.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - Retention Specialist hired to mentor and provide assistance to students to ensure success in signature programs. Signature program student numbers are tracked and reported monthly at the nursing faculty meetings.
- Improve Student Career Planning
 - SWCC implemented new Jenzabar computer system that enables faculty/staff to identify students at risk students in a timelier manner. This system allows communication with staff so that "up-to-date" student information is readily available.
- Implement accelerated and/or contextualized remediation
 - Retention Specialist hired to mentor and provides assistance to students to ensure success in signature programs. Annual evaluation of this position is completed. Faculty is available to tutor and remediate students based on performance. Retention Specialist grant duties completed 3/31/2018. Due to positive feedback and number of students that utilize Retention Specialist, SWCC will employ Retention Specialist thought the end of the Spring Term 2018.
- Develop and implement online, modular-based programs
 - Will continue to explore online courses/hybrid format for signature programs. New course outline for potential evening course presented to administration, faculty and advisory committee March 2018.



- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - IHUM Consortium purchased EMSI. Promotion continues at SWCC through the College Learning Experience course as well as Admission, Workplace Learning and Allied Health and Science Faculty.

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - SWICC has an active advisory board, but does not currently have a nursing sector board in their region.
- Strengthen Industry advisory committees
 - ICCSN formed consisting of representatives from the IHUM grant, DOE, and 15 area community colleges, Bi-Annual Healthcare Advisory Board meeting held at SWCC in regards to the nursing program. Members provide input and assist in decision making processes that could potentially impact students.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - Collaboration with IWD, SWCC Workplace Learning Network Coordinator and Nursing faculty/staff to share information at RES groups. Also work with Adult and Continuing Education and Pathway navigators for those students enrolled in non-credit courses. A referral process was initiated and will continue after grant period ceases.
- New Industry partnerships developed during the grant period
 - No new partnerships were developed during the grant periods. Will continue with current partnerships and market to outside agencies to help with the cost of soft supplied and manikin maintenance.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o N/A

Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - o Simulation Coordinator will be in charge of simulation and simulation related activities.
 - Simulation will continue after the grant periods ceases for both of the signature programs (PN/ADN).
 - o Simulation supplies will be purchased and charged to the appropriate budget.
 - Simulation will continually be evaluated and potentially expanded based on student numbers/needs.



- Marketing/Outreach to business and industry will be expanded to assist with cost and maintenance of current simulators.
- Simulation budget/ warranties will be kept and re-evaluated annually to ensure manikins/software/viewing equipment is meeting the needs of the community college.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southwest Iowa Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SWCC utilized the IHUM grant to revise the nursing curriculum and enhance educational opportunities for students in the PN program through the integration of high quality simulation learning experiences. Resources developed during the grant period are freely shared via the Creative Commons website. Marketing and recruitment materials promote the signature program and available career planning resources. Retention Specialists and faculty help serve as a resource to promote student success. There is a clear pathway for students to advance their career from PN to obtainment of a BSN. Collaboration with community partners provides opportunities for workplace learning and potential post-graduation employment.

Non-applicable Milestones

4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SWCC identified the following sustainability plan for the PN program:

- Simulation Coordinator will be in charge of simulation and simulation related activities.
- Simulation will continue after the grant periods ceases.
- Simulation supplies will be purchased and charged to the appropriate budget.
- Simulation will continually be evaluated and potentially expanded based on student numbers/needs.
- Marketing/Outreach to business and industry will be expanded to assist with cost and maintenance of current simulators.
- Simulation budget/ warranties will be kept and re-evaluated annually to ensure manikins/software/viewing
 equipment is meeting the needs of the community college.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

MILESTONE 1.1: A	STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways		
		th relevant national standards and	X Complete
industry/employ	yer recognized cr	edentials.	□ Incomplete
		fferings with credit courses.	X Complete
Lacking evidence of alignment between non-credit and credit courses.		n non-credit and credit courses.	□ Incomplete
MILESTONE 1.3: Expand and enhance work-based learning experiences.		X Complete	
			□ Incomplete
		Technology cluster pathways with	□ Complete
apprenticesnips	s (EICC, KCC, NIC	.C) - NA	□ Incomplete
MILESTONE 1.5: S	Strengthen Prior L	earning Assessment initiative.	X Complete
			□ Incomplete
STATUS Y	DELIV	ERABLE 1.1: Audited and redesigned curricula COMMENTS: Per the Statement of Grant Impact curriculum	
QUALITY X	Completed In Progress Attempted Never Started Satisfactory Unsatisfactory Unclear	incorporate simulation learning experiences and an annual performed with changes made as required. Review of curriculum documents reveals the alignmer and PN courses to meet program outcomes. COMMENTS: Per the Statement of Grant Impact: Simulation based learning experiences ae incorporate curriculum PN students complete seven simulation-based learning the course of a year. Simulation-based learning experiences for PN students course curriculum PN students complete seven simulation-based learning experiences for PN students course of a year. Simulation-based learning experiences for PN students course curriculum PNN surgical. The goal is to incorporate classroom/theory /conclude. Incorporation of simulation- based experiences is noted in syllabi: PNN:172 Fundamentals of Nursing II PNN:173 Fundamentals of Nursing II PNN 434 Maternal - Child Health PNN 531 Medical - Surgical Nursing II PNN 532 Medical - Surgical Nursing II Review of documents provided reveals pathway from PN to the syllabic procedures regarding the alignment of non-credit for Nursing II per the SME Response document as a result of the grates two procedures regarding the alignment of non-credit for Nursing II per the SME Response document as a result of the grates two procedures regarding the alignment of non-credit for Nursing II per the SME Response document as a result of the grates two procedures regarding the alignment of non-credit for Nursing II per the SME Response document as a result of the grates two procedures regarding the alignment of non-credit for Nursing II per the SME Response document as a result of the grates the perfect of the grates and perfect of the gr	orated into current earning experiences dents focus on medical- epts in the simulation the following PN course o ADN to BSN ent, the College revised to credit course work. Non-Credit Coursework,

	[DELIVERABLE 1.2: Updated college facilities
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, facilities were updated to add two
	☐ In Progress	sim bays, a control room, and debriefing room. The statement is missing words at the end of the sentence regarding this deliverable. The sentence ends with, "and
	☐ Attempted	updated nursing". However, there is no documentation of what additional nursing
	☐ Never Started	facilities were updated.
QUALITY	X Satisfactory	COMMENTS: Renovation of the nursing lab to add simulation facilities meets this
	☐ Unsatisfactory	criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards.
	□ Unclear	
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the SME Response document the health career academy students are now required to complete the National Career
	☐ In Progress	Readiness Certification exam as part of the curriculum
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document student must earn a bronze, silver, gold, or platinum certificate.
	☐ Unsatisfactory	gold, or platifical certificate.
	□ Unclear	
_		
DE	ELIVERABLE 1.4: Letter	s of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program
		COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development.
	X Completed	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network
	X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and
	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator.
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and Iowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation.
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVERABLE 1.5	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and lowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 1.5 ☐ Completed	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and lowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 1.5 ☐ Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and lowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVERABLE 1.5 ☐ Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and lowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear DELIVERABLE 1.5 ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact, stakeholders in the PN program include two healthcare facilities and lowa Workforce Development. It is also noted that job shadowing experiences are provided for pre-nursing and nursing student in cooperation with the Workplace Learning Intermediary Network Coordinator. COMMENTS: The PN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA

	DELIVERABLE 1.6: Co	ontinue PLA progress started in I-AM (Round 2 – TA	ACCCT)	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the program developed a Price Learning Assessment (PLA) document with the I-AM Grant and that this document		
	☐ In Progress	will be reviewed and revised as needed.	t and that the document	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents provided reveal a clear ADN to BSN.	r pathway from to PN to	
	☐ Unsatisfactory			
	□Unclear	Per the SMR Responses document, Student Services Professional From Prior Learning, was revised June 2015 to improve process.		
		2: Advance Online & Technology-Enabled Learning		
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete	
			☐ Incomplete	
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete	
			□ Incomplete	
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete	
			□ Incomplete	
	DELIVERABLE 2	.1: Public licensing of curricula and training materia		
STATUS	X Completed	COMMENTS: Documents and training materials developed to program are available for public download on Creative Cor	•	
	☐ In Progress	program are available for public download on creative col	Tillions	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SWCC on C revealed:	Creative Commons	
	☐ Unsatisfactory	Three documents for the PN program		
	□ Unclear	Four documents for simulation-based learning ex	periences	
		Three nursing program related documents		
_	DELIVERABLE 2.	2: Distribution through project and online repositor		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document funds are posted on Creative Commons	s created using IHUM	
	☐ In Progress	initias are posted on orealive commons		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: As noted above a review of documents posted Commons revealed:	d by SWCC on Creative	
	☐ Unsatisfactory	Three documents for the PN program		
	□ Unclear	Four documents for simulation-based learning ex	periences	
		Three nursing program related documents		
		ERABLE 2.3: Offering online/blended programs		
STATUS	X Completed			

QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the Statement of Grant Impact students can take several general education classes related to the signature program online. These options were in place prior to the grant period. Per the SME Response document online and blended learning opportunities were enhanced during the grant period. COMMENTS: Per the SME Response document Prior to the grant, the nursing program did not accept online science courses with required lab components. Because of research conducted during the fall 2017 semester, the nursing faculty approved the acceptance of online science credits with lab components. As a result of formal discussions with nursing faulty and distance education staff, the Health Career Academy began utilizing the hybrid instructional format as its formal delivery method in the fall 2017. In the fall 2017, nursing faculty fully implemented blended instruction through the Canvas LMS. During the spring 2018, the college approved the implementation of Assessment Technologies Institute (ATI). ATI is a blended learning system that provides supplemental learning activities, practice exams, closed caption videos, learning modules, case studies, etc. to improve student success. It also provides the nursing program with a secure online testing environment.
STATUS		BLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact simulation learning experiences
O IAIOO	X Completed ☐ In Progress	have been integrated into the PN program.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	Comments: As noted above, per the Statement of Grant Impact: Simulation based learning experiences ae incorporated into current
	☐ Unsatisfactory	course curriculum
	□Unclear	 ADN students complete nine Simulation based learning experiences through the course of a year. The focus of simulation-based learning experiences for ADN students are medical-surgical, mental health, obstetrics, pediatrics, and leadership. The goal is to incorporate classroom/theory /concepts in the simulation lab. Incorporation of simulation- based experiences is noted throughout the ADN curriculum. A search of posted SWCC documents on Creative Commons revealed policies and procedures related to simulation-based learning experiences. Per the Statement of Grant Impact, evaluation of the faculty/student handbook will occur annually and revision will occur as needed. From the documentation

		provided it is unclear how the review and revision of the handbook aligns with this specific deliverable.	
DELIVE	RABLE 2.5: Developm	nent and publication of a scorecard that updates on	a regular basis
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	□Attempted		
	□Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Crea	ate Expanded & Individualized Student Support Ser	vices
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	.2: Improve student o	career planning.	X Complete
			□Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.1:	Develop and implement online, modular-based prog	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, the college	~
	☐ In Progress	explore online courses/hybrid format for this signature. Ne potential evening course was presented to administration,	
	□Attempted	committee March 2018.	
	□ Never Started	Per the SME Response document online and blended lear enhanced during the grant period.	rning opportunities were
QUALITY	X Satisfactory	COMMENTS: As noted in Deliverable 2.3,	
	☐ Unsatisfactory	 Prior to the grant, the nursing program did no science courses with required lab components 	
	□ Unclear	research conducted during the fall 2017 semester, the nursing faculty approved the acceptance of online science credits with lab components. • As a result of formal discussions with nursing faulty and distance education staff, the Health Career Academy began utilizing the hybrid	
		 instructional format as its formal delivery method in the fall 2017. In the fall 2017, nursing faculty fully implemented blended instruction through the Canvas LMS. During the spring 2018, the college approved the implementation of Assessment Technologies Institute (ATI). ATI is a blended learning system that provides supplemental learning activities, practice exams, closed caption videos, learning modules, case studies, etc. to improve student success. It also provides the nursing program with a secure online testing environment. 	

DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and			
		utilization of Pathway Navigators	
STATUS	X Completed	assist students to ensure success in signature programs.	
	☐ In Progress	remediate students based on performance.	·
	☐ Attempted	 Signature program student numbers are tracked and repor	ted monthly at the
	☐ Never Started	nursing faculty meetings.	tou monuny at ano
QUALITY	X Satisfactory	COMMENTS: Based on evaluation of the Retention Special	
	□Unsatisfactory	student outcomes the position will be funded for another year.	ear by the college.
	□ Unclear		
	DELIVERABLE 3.3: Tar	geted recruitment marketing materials on multiple բ	olatforms
STATUS	X Completed	COMMENTS: The following marketing materials are located	
	☐ In Progress	Commons website: • Pre-Nursing Meet and Greet poster	
	☐ Attempted	Career Coach flyer	
	□Never Started		
	- Inever Started	There is a direct link from the Enhance lowa webpage to a	college webpage.
QUALITY	X Satisfactory	COMMENTS: The webpage mentioned above describes the	
	□Unsatisfactory	options and highlights the Associate Degree Nursing progr	ram.
	□ Unclear	l Per the SME Response document The nursing staff alon	ng with the marketing
		department, created pre-nursing meet and greet flyers	
		all prospective pre-nursing students. The prospective st	udent names were
		obtained from the Office of Admissions.	
DELIVERA	BLE 3.4: Implement a	web-based tool that can generate regional LMI pair	ed with applicable
		programs of study	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, promotion	•
	□In Progress	Career Coach software purchased by the IHUM Consortium through the College Learning Experience course as well as	
	☐ Attempted	Learning and Allied Health and Science Faculty.	s Aumission, Workplace
	☐ Never Started	3	
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage re	
	☐ Unsatisfactory	the abundance of healthcare jobs in the area served by SV college goes directly to a webpage describing the signature	
	□Unclear	in the area.	e program and Kiv Jobs
		ate & Improve Alignment with Industry & State Age	ncine
MILESTONE A		ctor Strategy Committee consisting of members	
		ur consortium members (representing each of the	☐ Complete
industries).	NA	· · · · ·	☐ Incomplete
MILESTONE 4	.2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete

MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.		X Complete		
			□ Incomplete	
MILESTONE 4	MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			
	□Incomplete			
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-				
based events.			□ Incomplete	
DELIVERABLE	4.1: Meeting minute	es from IHUM Sector Strategy Committee and region committee	nal industry advisory	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, Bi-Annua	•	
	☐ In Progress	Board meeting held at SWCC in regards to the nursing pro input and assist in decision making processes that could p		
	□Attempted	students.	, p	
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of additional documents uploaded to	•	
	☐ Unsatisfactory	Nursing Advisory Meeting minutes from the following dates • March 15, 2018	S:	
	□Unclear	• October 12, 2017		
		October 15, 2015March 10, 2016		
		• March 16, 2017		
		 October 20, 2016 		
	DELIVERABLE 4.2: Ne	ew industry partnerships developed during the gran	nt period	
STATUS	DELIVERABLE 4.2: Ne X Completed	w industry partnerships developed during the gran COMMENTS: Per the SME Response document new partnerships		
STATUS				
STATUS	X Completed	COMMENTS: Per the SME Response document new partners		
STATUS	X Completed ☐ In Progress	COMMENTS: Per the SME Response document new partners		
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per small p	erships for the signature	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME Response document new partner program were developed.	erships for the signature eriod, the SWCC ace View Residential	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra	erships for the signature eriod, the SWCC ace View Residential	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care	erships for the signature eriod, the SWCC ace View Residential Facility as new	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care industry partners. These partners provide clinical opportunities for students. promoted the use of the simulation lab to regional here.	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers.	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care industry partners. These partners provide clinical opportunities for students.	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers. the simulation lab fee	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care industry partners. These partners provide clinical opportunities for students. promoted the use of the simulation lab to regional her The nursing staff created a promotional flyer outlining structure. SWCC met with area partners promoting the training purposes and offered workshops for building training purposes.	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers. the simulation lab fee simulation lab for aining scenarios.	
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care industry partners. These partners provide clinical opportunities for students. promoted the use of the simulation lab to regional her The nursing staff created a promotional flyer outlining structure. SWCC met with area partners promoting the	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers. the simulation lab fee simulation lab for aining scenarios. ted information	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terral Assisted Living, and Willow Heights Residential Carel industry partners. These partners provide clinical opportunities for students. promoted the use of the simulation lab to regional hear The nursing staff created a promotional flyer outlining structure. SWCC met with area partners promoting the training purposes and offered workshops for building training purposes and IHUM grant coordinator present regarding the simulation lab for various community org Creston Kiwanis, Lenox Rotary, Corning Rotary, and next training Rotary Rotar	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers. the simulation lab fee simulation lab for aining scenarios. ted information panizations including	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terral Assisted Living, and Willow Heights Residential Carel industry partners. These partners provide clinical opportunities for students. promoted the use of the simulation lab to regional her The nursing staff created a promotional flyer outlining structure. SWCC met with area partners promoting the training purposes and offered workshops for building training purposes and indicated the simulation lab for various community orgested the simulation with simulation w	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers. the simulation lab fee simulation lab for aining scenarios. ted information panizations including numerous schools tate agencies	
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terral Assisted Living, and Willow Heights Residential Carel industry partners. These partners provide clinical opportunities for students. promoted the use of the simulation lab to regional hear The nursing staff created a promotional flyer outlining structure. SWCC met with area partners promoting the training purposes and offered workshops for building training purposes and IHUM grant coordinator present regarding the simulation lab for various community org Creston Kiwanis, Lenox Rotary, Corning Rotary, and next training Rotary Rotar	erships for the signature eriod, the SWCC ace View Residential Facility as new SWCC nursing faculty ealth care providers. the simulation lab fee simulation lab for aining scenarios. ted information panizations including numerous schools tate agencies ed by the college, this	

	□Never Started	However, evidence of marketing materials and collaborative efforts were found on the Emsi Career Coach webpage and on the Creative Commons website.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. The following marketing materials are located on the Creative Commons website: • Pre-Nursing Meet and Greet poster • Career Coach flyer
	DELIVERABLE 4.4: (Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact, the college collaborates with IWD, SWCC Workplace Learning Network Coordinator and Nursing faculty/staff to share information at RES groups. Working with Adult and Continuing Education and Pathway navigators for those students enrolled in non-credit courses is also noted. It is also noted that a referral process was initiated and will continue after grant
		period ceases.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document SWCC nursing chair and IHUM grant coordinator partnered with lowa Workforce Development (IWD) during the grant to develop a referral process. When potential students indicate interest in healthcare, IWD representatives refer them to SWCC's pathway navigator. The pathway navigator utilizes career assessment tools to guide the potential students career plan. The navigator directs the student to the health occupation education coordinator for non-credit health opportunities or to the nursing chair to enroll in credit health career programs. The nursing chair and IHUM grant coordinator attended RES (Re-employment services) meetings to promote the nursing program. At these meeting, college faculty presented information about the program including graduation and placement information.
	ELIVERABLE 4.5: A min	nimum of one event with industry and state agencies annually
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME Response document SWICC participates in annual collaborative events to promote this signature program
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	OMMENTS: Per the SME Response document: As part of the grant, SWCC hosted a healthcare job fair on the Creston campus. The SWCC nursing department partnered with the Workplace Learning Network Coordinator, area health care providers and education providers to organize and conduct the event. As part of the event, nursing staff provided tours of the nursing facilities including the new simulation lab. SWCC nursing students and community members participated in this event.

- Career and Technical Education (CTE) Day provides opportunity for future students to come to campus and learn about SWCC's CTE programs. The nursing department was a vital cog in the event bringing in health care professionals to present information on various health careers. A highlight of the day was MercyOne landing on campus and providing tours of the helicopter.
- SWCC also participated in the lowa Community College Simulation Network (ICCSN) that was developed in partnership with the Department of Education, holding simulation conferences on a yearly basis. SWCC's IHUM Grant Coordinator presented at the ICCSN conference regarding the use of the SWCC Drama Club as standardized patients. The use of the Drama Club provides a sustainable process for the future.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Southwest Iowa Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings.
- 2.2: Expand online and blended course offerings 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

SWCC utilized the IHUM grant to revise the nursing curriculum and enhance educational opportunities for students in the ADN program through the integration of high quality simulation learning experiences. Resources developed during the grant period are freely shared via the Creative Commons website. Marketing and recruitment materials promote the signature program and available career planning resources. Retention Specialists and faculty help serve as a resource to promote student success. There is a clear pathway for students to advance their career from PN to obtainment of a BSN. Collaboration with community partners provides opportunities for workplace learning and potential post-graduation employment.

Non-applicable Milestones

4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

SWCC identified the following sustainability plan for the ADN program:

- Simulation Coordinator will be in charge of simulation and simulation related activities.
- Simulation will continue after the grant periods ceases.
- Simulation supplies will be purchased and charged to the appropriate budget.
- Simulation will continually be evaluated and potentially expanded based on student numbers/needs.
- Marketing/Outreach to business and industry will be expanded to assist with cost and maintenance of current simulators.
- Simulation budget/ warranties will be kept and re-evaluated annually to ensure manikins/software/viewing equipment is meeting the needs of the community college.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula with relevant national standards and				
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete	
Lacking evidence of alignment between non-credit and credit courses.			□ Incomplete	
MILESTONE 1.3: Expand and enhance work-based learning experiences.			X Complete	
□ Incomplete				
		Technology cluster pathways with	□ Complete	
apprentices	hips (EICC, KCC, NIC	CC) - NA	□ Incomplete	
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DELIV	ERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact curriculum incorporate simulation learning experiences and an annual performed with changes made as required. Review of curriculum documents reveals the alignment and ADN courses to meet program outcomes.	l evaluation of courses is	
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact:		
	☐ Unsatisfactory	 Simulation based learning experiences ae incorporce course curriculum 	speriences ae incorporated into current	
	□ Unclear	ADN students complete nine Simulation based leads	arning experiences	
		 through the course of a year. The focus of simulation-based learning experience 		
		 medical-surgical, mental health, obstetrics, pediate The goal is to incorporate classroom/theory /conclab. 	•	
		Incorporation of simulation- based experiences is noted in course syllabi:	the following ADN	
		ADN 433: Advanced Maternal-Child Health I		
		 ADN 443: Advanced Maternal-Child Health II ADN 476: Mental Health 		
		ADN 561: Medical Surgical Nursing ADN 562: Open shape in Nursing		
		ADN 563: Comprehensive Nursing		
		Review of documents provided reveals pathway from PN t		
		Per the SME Response document as a result of the grature two procedures regarding the alignment of non-credit	_	
		Instructional Administrative Procedure I-25, Credit for Nas revised in January 2016 to improve and clarify the	Non-Credit Coursework,	
		The Tovisco in Gandary 2010 to improve and dainy to		
		DELIVERABLE 1.2: Updated college facilities		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, facilities w sim bays, a control room, and debriefing room. The statem		
	☐ In Progress	ann says, a control room, and debrioning room. The statem	one is inisoning words at	

	☐ Attempted	the end of the sentence regarding this deliverable. The sentence ends with, "and
	□ Never Started	updated nursing". However, there is no documentation of what additional nursing facilities were updated.
QUALITY	X Satisfactory	COMMENTS: Renovation of the nursing lab to add simulation facilities meets this
	☐ Unsatisfactory	criterion. The inclusion of a dedicated debriefing room shows a commitment to simulation best practice standards.
	□ Unclear	omalation book practice standards.
		DELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: Per the SME Response document the health career academy students are now required to complete the National Career
	☐ In Progress	Readiness Certification exam as part of the curriculum
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document student must earn a bronze, silver, gold, or platinum certificate.
	☐ Unsatisfactory	Silver, gold, or platifical continuate.
	□ Unclear	
	ELIVERABLE 1.4: Letter	s of commitment from employers and industry representatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact, stakeholders in the ADN program include two healthcare facilities and Iowa Workforce Development.
	☐ In Progress	It is also noted that job shadowing experiences are provided for pre-nursing and
	☐ Attempted	nursing student in cooperation with the Workplace Learning Intermediary Network
	□ Never Started	Coordinator.
QUALITY	X Satisfactory	COMMENTS: The ADN program partners with the community to provide discipline
QUALITY	X Satisfactory ☐ Unsatisfactory	COMMENTS: The ADN program partners with the community to provide discipline specific work-based learning experiences for students prior to graduation.
QUALITY	☐ Unsatisfactory ☐ Unclear	specific work-based learning experiences for students prior to graduation.
	☐ Unsatisfactory ☐ Unclear	specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
QUALITY	☐ Unsatisfactory ☐ Unclear	specific work-based learning experiences for students prior to graduation.
	☐ Unsatisfactory ☐ Unclear DELIVERABLE 1.5	specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
	☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 1.5 ☐ Completed	specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 1.5 ☐ Completed ☐ In Progress	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA
	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted	specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only)
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Deliverable 1.6: Co	specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA Ontinue PLA progress started in I-AM (Round 2 – TAACCCT)
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA COMMENTS: NA COMMENTS: Per the Statement of Grant Impact, the program developed a Prior
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Deliverable 1.6: Co	specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA Ontinue PLA progress started in I-AM (Round 2 – TAACCCT)
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 1.6: Co	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA COMMENTS: Per the Statement of Grant Impact, the program developed a Prior Learning Assessment (PLA) document with the I-AM Grant and that this document
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ Unclear ☐ X Completed ☐ In Progress	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA COMMENTS: Per the Statement of Grant Impact, the program developed a Prior Learning Assessment (PLA) document with the I-AM Grant and that this document will be reviewed and revised as needed.
STATUS	☐ Unsatisfactory ☐ Unclear ☐ Completed ☐ In Progress ☐ Attempted ☐ Never Started ☐ Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ DELIVERABLE 1.6: Co X Completed ☐ In Progress ☐ Attempted	Specific work-based learning experiences for students prior to graduation. Development and pilot of RAP (EICC, KCC, NICC only) COMMENTS: NA COMMENTS: NA COMMENTS: Per the Statement of Grant Impact, the program developed a Prior Learning Assessment (PLA) document with the I-AM Grant and that this document

	□Unclear	Per the SMR Responses document, Student Services Profor Prior Learning, was revised June 2015 to improve process.	
MILESTONE 2.		2: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	X Complete ☐ Incomplete
MILESTONE 2	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	☐ Incomplete X Complete
		, <u> </u>	·
MILESTONE 2.	3: Create and distrib	oute Open Educational Resources.	☐ Incomplete
			X Complete
	DELIVERABLE 2	.1: Public licensing of curricula and training materia	│ □ Incomplete
STATUS	X Completed	COMMENTS: Documents and training materials developed t	for the signature
	☐ In Progress	program are available for public download on Creative Cor	mmons
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SWCC on C	reative Commons
	☐ Unsatisfactory	revealed: • Three documents for the ADN program	
	□ Unclear	Four documents for simulation-based learning ex	periences
		Three nursing program related documents	
	Deliverable 2.	2: Distribution through project and online repositor	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document funds are posted on Creative Commons	s created using IHUM
	☐ In Progress	Tanta are posted on Greative Commons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted by SWCC on C revealed:	reative Commons
	☐ Unsatisfactory	Three documents for the ADN program	
	☐ Unclear	 Four documents for simulation-based learning ex Three nursing program related documents 	periences
		• Three marking program related decaments	
	DELIV	ERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact students of	•
	☐ In Progress	education classes related to the signature program online. place prior to the grant period.	i nese options were in
	☐ Attempted		
	□ Never Started	Per the SME Response document online and blended lear enhanced during the grant period.	riirig opportunities were

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	 Prior to the grant, the nursing program did not accept online science courses with required lab components. Because of research conducted during the fall 2017 semester, the nursing faculty approved the acceptance of online science credits with lab components. As a result of formal discussions with nursing faulty and distance education staff, the Health Career Academy began utilizing the hybrid instructional format as its formal delivery method in the fall 2017. In the fall 2017, nursing faculty fully implemented blended instruction through the Canvas LMS. During the spring 2018, the college approved the implementation of Assessment Technologies Institute (ATI). ATI is a blended learning system that provides supplemental learning activities, practice exams, closed caption videos, learning modules, case studies, etc. to improve student success. It also provides the nursing program with a secure online testing environment.
	DELIVERAE	BLE 2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact simulation learning experiences
	☐ In Progress	have been integrated into the ADN program.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: As noted above, per the Statement of Grant Impact:
	☐ Unsatisfactory	Simulation based learning experiences ae incorporated into current course curriculum
	□Unclear	 ADN students complete nine Simulation based learning experiences through the course of a year. The focus of simulation-based learning experiences for ADN students are medical-surgical, mental health, obstetrics, pediatrics, and leadership. The goal is to incorporate classroom/theory /concepts in the simulation lab. Incorporation of simulation-based experiences is noted throughout the ADN curriculum. A search of posted SWCC documents on Creative Commons revealed policies and procedures related to simulation-based learning experiences. Per the Statement of Grant Impact, evaluation of the faculty/student handbook will occur annually and revision will occur as needed. From the documentation provided it is unclear how the review and revision of the handbook aligns with this specific deliverable.

DELIVER	ABLE 2.5: Developme	nt and publication of a scorecard that updates on a	ı regular basis
STATUS	□ Completed	COMMENTS: NA	
	☐ In Progress		
	□Attempted		
	□Never Started		
QUALITY	□ Satisfactory	COMMENTS: NA	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Creat	e Expanded & Individualized Student Support Servi	ices
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student o	areer planning.	X Complete
			□Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			Incomplete
	DELIVERABLE 3.1: D	evelop and implement online, modular-based progr	rams
STATUS	X Completed ☐ In Progress ☐Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact, the college explore online courses/hybrid format for this signature. New potential evening course was presented to administration, committee March 2018. Per the SME Response document online and blended learn were enhanced during the grant period.	w course outline for faculty and advisory
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	 COMMENTS: As noted in Deliverable 2.3, Prior to the grant, the nursing program did not science courses with required lab components research conducted during the fall 2017 seme faculty approved the acceptance of online sciencomponents. As a result of formal discussions with nursing education staff, the Health Career Academy be hybrid instructional format as its formal deliver 2017. In the fall 2017, nursing faculty fully implement instruction through the Canvas LMS. During the spring 2018, the college approved of Assessment Technologies Institute (ATI). A learning system that provides supplemental lear practice exams, closed caption videos, learning studies, etc. to improve student success. It also nursing program with a secure online testing 	s. Because of ester, the nursing ence credits with lab a faulty and distance egan utilizing the ry method in the fall atted blended the implementation arti is a blended erning activities, g modules, case or provides the

DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and utilization of Pathway Navigators			
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the Statement of Grant Impact Retention assist students to ensure success in signature programs. Fremediate students based on performance. Signature program student numbers are tracked and report nursing faculty meetings.	aculty tutor and
QUALITY	X Satisfactory □Unsatisfactory □ Unclear	COMMENTS: Based on evaluation of the Retention Specialist positive student outcomes the position will be funded for an college.	nother year by the
	ELIVERABLE 3.3: Targ	eted recruitment marketing materials on multiple pl	
STATUS	X Completed ☐ In Progress ☐ Attempted ☐Never Started	COMMENTS: The following marketing materials are located Commons website: • Pre-Nursing Meet and Greet poster • Career Coach flyer There is a direct link from the Enhance lowa webpage to a	
		J	3, 3, 3,
QUALITY DELIVERABLE STATUS	X Satisfactory □Unsatisfactory □ Unclear LE 3.4: Implement a v X Completed □In Progress	Comments: The webpage mentioned above describes the nursing program options and highlights the Associate Degree Nursing program. Per the SME Response document The nursing staff along with the marketing department, created pre-nursing meet and greet flyers and mailed them to all prospective pre-nursing students. The prospective student names were obtained from the Office of Admissions. web-based tool that can generate regional LMI paired with applicable programs of study Comments: Per the Statement of Grant Impact, promotion of Emsi Analyst and Career Coach software purchased by the IHUM Consortium continues at SWCC	
	☐ Attempted ☐ Never Started	through the College Learning Experience course as well as Workplace Learning and Allied Health and Science Faculty	
QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: A map on the Emsi Career Coach webpage re about the abundance of healthcare jobs in the area served to the college goes directly to a webpage describing the sig RN jobs in the area.	by SWCC and a link gnature program and
	STRATEGY 4: Creat	te & Improve Alignment with Industry & State Agend	cies
from IWD, IE	DA, Iowa DE and for	ctor Strategy Committee consisting of members ur consortium members (representing each of the	☐ Complete
industries).		san un ni anal in diretur, adrie eur e erre itte e e	· · · · · · · · · · · · · · · · · · ·
WILLESTONE 4.	MILESTONE 4.2: Create or strengthen regional industry advisory committees. X Complete		
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete

		□ Incomplete	
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete
			□Incomplete
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-		X Complete	
based events.			□ Incomplete
DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry			gional industry
STATUS	V a liti	advisory committee Comments: Per the Statement of Grant Impact, Bi-Annual	Healthcare Advisory
OTATOS	X Completed	Board meeting held at SWCC in regards to the nursing pro	
	☐ In Progress	provide input and assist in decision making processes that	
	□Attempted	impact students.	
0	☐ Never Started	O	
QUALITY	X Satisfactory	COMMENTS: A review of additional documents uploaded to Nursing Advisory Meeting minutes from the following dates	•
	☐ Unsatisfactory	 March 15, 2018 	-
	□Unclear	October 12, 2017October 15, 2015	
		March 10, 2016	
		 March 16, 2017 	
		• October 20, 2016	
	DELIVERABLE 4.2: Nev	v industry partnerships developed during the grant	period
STATUS	X Completed	COMMENTS: Per the SME Response document new partner	
Status			
STATUS	X Completed	COMMENTS: Per the SME Response document new partner	
STATUS	X Completed ☐ In Progress	COMMENTS: Per the SME Response document new partner	
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per signature program were developed.	riod, the SWCC
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra	riod, the SWCC ce View Residential
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per signature program were developed.	riod, the SWCC ce View Residential
	X Completed □ In Progress □ Attempted □ Never Started X Satisfactory □ Unsatisfactory	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care from industry partners. These partners provide clinical opportunities for students. faculty promoted the use of the simulation lab to region providers. The nursing staff created a promotional flyer simulation lab fee structure. SWCC met with area partners imulation lab for training purposes and offered works training scenarios.	riod, the SWCC ce View Residential Facility as new SWCC nursing onal health care outlining the ners promoting the nops for building
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care from industry partners. These partners provide clinical opportunities for students. faculty promoted the use of the simulation lab to region providers. The nursing staff created a promotional flyer simulation lab fee structure. SWCC met with area partner simulation lab for training purposes and offered workst training scenarios. The nursing chair and IHUM grant coordinator present regarding the simulation lab for various community organs. Creston Kiwanis, Lenox Rotary, Corning Rotary, and new coordinator controls.	riod, the SWCC ce View Residential Facility as new SWCC nursing conal health care outlining the ners promoting the ners promoting the nops for building med information anizations including umerous schools
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care Friedlich industry partners. These partners provide clinical opportunities for students. faculty promoted the use of the simulation lab to region providers. The nursing staff created a promotional flyer simulation lab fee structure. SWCC met with area partner simulation lab for training purposes and offered works training scenarios. The nursing chair and IHUM grant coordinator present regarding the simulation lab for various community organized Creston Kiwanis, Lenox Rotary, Corning Rotary, and not decrease the supplementary of the simulation of the s	riod, the SWCC ce View Residential Facility as new SWCC nursing conal health care outlining the ners promoting the promoting the ners promoting the promoting the ners promoting the promoting the promoti
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care Frindustry partners. These partners provide clinical opportunities for students. faculty promoted the use of the simulation lab to region providers. The nursing staff created a promotional flyer simulation lab fee structure. SWCC met with area partresimulation lab for training purposes and offered works training scenarios. The nursing chair and IHUM grant coordinator present regarding the simulation lab for various community organs Creston Kiwanis, Lenox Rotary, Corning Rotary, and not RAP materials developed in collaboration with states.	riod, the SWCC ce View Residential Facility as new SWCC nursing conal health care outlining the ners promoting the ners promoting the neps for building med information anizations including umerous schools ate agencies and by the college,
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document new partner signature program were developed. COMMENTS: Per the SME Response during the grant per nursing program added Decatur County Hospital, Terra Assisted Living, and Willow Heights Residential Care Friedlich industry partners. These partners provide clinical opportunities for students. faculty promoted the use of the simulation lab to region providers. The nursing staff created a promotional flyer simulation lab fee structure. SWCC met with area partner simulation lab for training purposes and offered works training scenarios. The nursing chair and IHUM grant coordinator present regarding the simulation lab for various community organized Creston Kiwanis, Lenox Rotary, Corning Rotary, and not decrease the supplementary of the simulation of the s	riod, the SWCC ce View Residential Facility as new SWCC nursing conal health care outlining the ners promoting the ners promoting the neps for building med information anizations including umerous schools ate agencies and by the college,

	□Never Started	However, evidence of marketing materials and collaborative efforts were found on the Emsi Career Coach webpage and on the Creative Commons website.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. The following marketing materials are located on the Creative Commons website: • Pre-Nursing Meet and Greet poster • Career Coach flyer
	DELIVERABLE 4.4: O	utreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed ☐ In Progress	COMMENTS: Per the Statement of Grant Impact, the college collaborates with IWD, SWCC Workplace Learning Network Coordinator and Nursing faculty/staff to share information at RES groups.
	☐ Attempted ☐ Never Started	Working with Adult and Continuing Education and Pathway navigators for those students enrolled in non-credit courses is also noted.
	- Novoi Gtarioù	It is also noted that a referral process was initiated and will continue after grant period ceases.
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document SWCC nursing chair and IHUM grant coordinator partnered with lowa Workforce Development (IWD) during the grant to develop a referral process. When potential students indicate interest in healthcare, IWD representatives refer them to SWCC's pathway navigator. The pathway navigator utilizes career assessment tools to guide the potential students career plan. The navigator directs the student to the health occupation education coordinator for non-credit health opportunities or to the nursing chair to enroll in credit health career programs. The nursing chair and IHUM grant coordinator attended RES (Re-employment services) meetings to promote the nursing program. At these meeting, college faculty presented information about the program including graduation and placement information.
	1	imum of one event with industry and state agencies annually
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the SME Response document SWICC participates in annual collaborative events to promote this signature program
	□ Never Started	
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	Comments: Per the SME Response document: • As part of the grant, SWCC hosted a healthcare job fair on the Creston campus. The SWCC nursing department partnered with the Workplace Learning Network Coordinator, area health care providers and education providers to organize and conduct the event. As part of the event, nursing staff provided tours of the nursing facilities including the new simulation lab. SWCC nursing students and community members participated in this event.

- Career and Technical Education (CTE) Day provides opportunity for future students to come to campus and learn about SWCC's CTE programs. The nursing department was a vital cog in the event bringing in health care professionals to present information on various health careers. A highlight of the day was MercyOne landing on campus and providing tours of the helicopter.
- SWCC also participated in the Iowa Community College Simulation Network (ICCSN) that was developed in partnership with the Department of Education, holding simulation conferences on a yearly basis. SWCC's IHUM Grant Coordinator presented at the ICCSN conference regarding the use of the SWCC Drama Club as standardized patients. The use of the Drama Club provides a sustainable process for the future.

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Western Iowa Tech Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 - Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - *Nursing- simulation is utilized in each nursing course.
 - *Nurse Aide currently utilizing the required state curriculum
 - o Surg Tech- launched a new AAS degree which replaces the diploma program
 - o Pharm Tech- revised curriculum to align curriculum to prepare for national accreditation
 - Med Assisting- faculty collaborated with one of WITCC industry partner to create a
 hybrid section of the MA program. This partnership allows working individuals to
 complete their laboratories competencies in an evening setting while completing the
 didactic content online.
- Updated college facilities
 - o Nursing- mannequins have been ordered and distributed to each campus.
 - o CNA- due to the volume of students, a CNA lab was initiated at the Sioux City campus
 - Pharm tech program has a new laboratory/classroom are to accommodate high school and college students further expansion is scheduled for fall 2018.
- Offer new credentials
 - o Nursing- N/A
 - o CNA- N/A- uses state curriculum
 - Surg Tech move from a 1 year diploma to AAS degree. First graduates will be spring 2019.
- Established commitment from employers and industry representatives
 - Nursing- letters from employers were sent to SharePoint
 - Medical Assisting secured commitment to employers to recruit their employees for new hybrid program.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - o Nursing-N/A
 - CNA- developing a PLA plan to meet the DIA regulations
- Expand work based learning experiences
 - Nursing- through simulation nursing has enhanced work based learning



- Surg Tech program worked with major employers to expand clinical and preceptor experiences. Starting fall 2018.
- Aligned non-credit offerings with credit courses
 - *Nurse Aide offers non-credit courses integrated in with credit courses

Strategy 2 – Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - Surg Tech program incorporated the use of a synthetic cadaver in to lab competencies in their program.
- Expand online and blended course offerings
 - Medical assistant program has expanded its online offerings by fall 2019. All courses in the MA program will be offered either online or hybrid.
- Create and distribute Open Educational Resources
 - Nursing- signed an educational agreement with Med Trans to perform simulation at the WITCC Sioux City campus
 - o Pharm Tech utilizes the PTBC curriculum resources
- Incorporation of simulation into courses
 - Nursing- simulation is utilized in each nursing course.
 - o Surg Tech program incorporated the use of a synthetic cadaver in to lab

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - Surg Tech/PTA/Nursing has dedicated career navigator
 - o Medical Assisting does not have specific navigator at this time
 - Individual student plan is developed for all students
 - WITCC has Welcome Wednesday's for prospective students
- Improve Student Career Planning
 - Career Coach was implemented in Dec 2015. Enhance lowa is on each signature page on the website
- Implement accelerated and/or contextualized remediation
 - *All signature programs- HSC 165 Orientation course for all health programs will be converted to online modules. Students will come one day face to face to complete CPR
- Develop and implement online, modular-based programs

С

 Implement a web-based tool that can generate regional LMI paired with applicable programs of study

С



Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Nursing- Continue to develop the IHUM Sector Strategy Committee. Working on a free simulation with DE for April 7, 2017 Working with IHEA about educational avenues. IHEA conference on June 29-30 in Altoona. IHEA next meeting is May 29 and June 1st.
 - Nursing: Will be attending the Regional Planning committee meeting on April 4, 2018
 - April 5, 2017, Kelli Flack attended a Regional Advisory Committee meeting at the Northwest AEA
- Strengthen Industry advisory committees
 - *Surg Tech-meeting held on May 4th, 2017
 - *Medical Assisting- meeting held 10-27-2016
 - o *PTA-meeting held 5-3-16,
 - *Nursing and C.N.A- In November and December- Sioux City and Denison campus had an advisory board and showed simulators and filled out questionnaire for their needs for industry. Working on spring semester Advisory board. Simulation coordinators are calling facilities to come see the simulation lab.
 - *Pharm Tech coordinator participates in the University of Iowa Practicum Placement meetings
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - *Nursing -Working with Briar Cliff University, St. Luke's Hospital, Mercy Medical Center and Floyd Valley Hospital, Hospice. Meeting set for end of March to have ICU and ER managers see the simulation lab for future use.
 - *Nurse aide is working with Neuro Restorative, Reed House, Pleasant View Nursing Home, Good Samaritan Home for nurse aide training *Nurse Aide Coordinator working with DIA and DHS to submit recommendations for administrative rules to On-line nurse aide course

С

- New Industry partnerships developed during the grant period
 - *Nursing- Med Trans Helicopter crew worked on simulators for two different scenariosone adult and the other pediatric. Brought helicopter to WITCC campus. Six helicopter nurses flew from around the country to do simulation with us- areas include Florida, Texas, North Carolina, Illinois and South Dakota.
 - *Nurse aide & *Pharmacy Tech works with Iowa Work Force for referrals
 - *Pharm Tech coordinator and instructor actively participated on the Iowa Pharmacy
 Technician Curriculum Task Force
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)

С



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The equipment purchased throughout the grant will be utilized in the signature programs
 - o The simulation coordinators are hired as simulation adjuncts.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Western Iowa Tech Community College

Signature Program Reviewed: Nurse Assistant Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, WITCC utilized the IHUM grant to enhance learning experiences for students in the Nursing Assistant program. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

The following sustainability plan items identified by WITCC would apply to this signature program.

Equipment purchased throughout the grant will be utilized

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.	MILESTONE 1.2: Align non-credit offerings with credit courses.		
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
	MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		NOT APPLICABLE
MILESTONE 1.	5: Strengthen Prior I	Learning Assessment initiative.	NOT APPLICABLE
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, utilizes state curriculum.	Nurse Aide Program
	☐ In Progress	dilizes state carriedium.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	Comments: Review of curriculum documents provided rev Alignment of Nurse Aid course to meet program	
	☐ Unsatisfactory	Pathway from NA to PN to ADN to obtainment of	
	□Unclear	Per the Program Information and Overview document nurs	sing assistant course
		instruction occurs by face-to-face delivery, hybrid, clinical,	•
		Per the SME Response document;	
		 no general education courses are part of NA prog Credit and Non-credit courses can be combined f 	
		certificate.	·
		 NA curriculum is state mandated. No curricul during the grant. 	um changes were made
STATUS	X Completed	DELIVERABLE 1.2: Updated college facilities COMMENTS: Per the Statement of Grant Impact grant funds	were used to expand
	☐ In Progress	facilities for this program	
	☐ Attempted☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact due to the	volume of students, a CNA
·	☐ Unsatisfactory	lab was initiated at the Sioux City campus	·
	☐ Unclear		
	L Officied	DELIVERABLE 1.3: Offer new credentials	
STATUS	Not	COMMENTS: Per the SME Response documents there are	no additional credentials
	APPLICABLE	available for NA program.	

[DELIVERABLE 1.4: Letters of commitment from employers and industry representatives			
STATUS	X Completed	COMMENTS: Per the SME Response document there is a c	commitment from employers	
	☐ In Progress			
	□ Attempted			
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted w	ith the SME Response	
	☐ Unsatisfactory	documents revealed letters of support from the following: • Tracy Larson, Vice President Patient Care Service	es/Chief Nursing Officer,	
	□ Unclear	Mercy Medical Center – Sioux City		
		 Lisa Turner, Holy Spirit Retirement Home, Direct Bob Russell, DDS, MPH, Dental Director & C 	•	
		Delivery Systems Bureau lowa Department of	Public Health	
		 Marcia Rosacker, Regional Workforce Investmen Simonsen, Chief Elected Official Chair, Regional 		
		Board Chair		
	Deliverable 1	.5: Development and pilot of RAP (EICC, KCC, NICC	only)	
STATUS	Not	COMMENTS: NA		
	A PPLICABLE			
	DELIVERABLE 1.6: C	Continue PLA progress started in I-AM (Round 2 – T	AACCCT)	
STATUS	Not	COMMENTS: Per the SME Response document due to state curriculum, no PLA i		
	A PPLICABLE	considered.		
	STRATEGY	2: Advance Online & Technology-Enabled Learnin	a	
MILESTONE 2		ND SIMULATION INTO COURSES AND TRAININGS.	NOT APPLICABLE	
MILESTONE 2	.2: EXPAND ONLINE AND	D BLENDED COURSE OFFERINGS.	X Complete	
			□ Incomplete	
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete	
			□ Incomplete	
	Deliverable	2.1: Public licensing of curricula and training mate	·	
STATUS	X Completed	COMMENTS: Documents and training materials developed	for the signature program	
	☐ In Progress	are available for public download on SkillsCommons	nmons	
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm	nons revealed:	
	☐ Unsatisfactory	Nursing Assistant promotional video		
	□Unclear			
	DELIVERABLE	2.2: Distribution through project and online reposit		
STATUS	X Completed	COMMENTS: Training materials developed for the signature public download on SkillsCommons Per the SME respons		
	☐ In Progress	is state mandated. No curriculum changes were made du		
	☐ Attempted			

	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComr	nons revealed:
	☐ Unsatisfactory	Nursing Assistant promotional video	
	□Unclear		
	DEL	VERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the SME Response document hybrid offe	ering for NA was created.
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Program Information and Overview of	
	☐ Unsatisfactory	course instruction occurs by face-to-face delivery, hybrid,	Cililical, and lab.
	□Unclear	A review of supporting document submitted with the SME	Response documents
		revealed the following: • Hybrid test out skills sheet. (2.3: Hybrid Labs). 1	his documents lists nursing
		assistant skills labs for students attending the co	•
	DELIVER	RABLE 2.4: Incorporation of simulation into courses	
STATUS	Not	COMMENTS: A review of supporting document submitted v	
	APPLICABLE	indicate that this deliverable in non-applicable to this signature program.	
DELIV	/ERABLE 2.5: Develop	ment and publication of a scorecard that updates	on a regular basis
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	STRATEGY 3: Cr	eate Expanded & Individualized Student Support S	ervices
MILESTONE 3	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3	2: Improve student of	career planning.	X Complete
			□ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1	: Develop and implement online, modular-based pr	
STATUS	X Completed	COMMENTS: Per the SME Response document hybrid offe	ering for NA was created.
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory		

	☐ Unsatisfactory	COMMENTS: Per the Program Information and Overview document, nursing assistant course instruction occurs by face-to-face delivery, hybrid, clinical, and lab.
	□ Unclear	
		A review of supporting document submitted with the SME Response documents revealed the following:
		Hybrid test out skills sheet. (2.3: Hybrid Labs). This document lists nursing
		assistant skills labs for students attending the course in hybrid format.
DELIVERABLE	E 3.2: "Bootcamps", i	individual/peer tutoring, individual hands-on lab assistance, and utilization
	T	of Pathway Navigators
STATUS	X Completed	COMMENTS: Per the SME response document student support services are in place.
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: Per the SME response document the following support services are available to students in this signature program:
	☐ Unsatisfactory	WITCC Comet Learning Center (CLC) has many offerings for tutoring for
	□ Unclear	students each semester. The tutors consist of past or higher educated
		students with the criteria of a grade of A or B in previous courses and recommended by the faculty.
		The CLC offered math tutoring for the students along with test anxiety
		classes.Hands-on lab experiences are incorporated into the courses.
		The program coordinator admits the students into the program. The program
		coordinator works with each student via phone calls and emails. She is also active in the orientation days with the students.
		active in the orientation days with the students.
0		argeted recruitment marketing materials on multiple platforms
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the NA
	☐ In Progress	program
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: The following marketing materials related to the NA program were found on the Skills Commons website:
	☐ Unsatisfactory	Nursing assistant program promotional videos
	□ Unclear	There is a direct link to a webpage that describes the NA program from the Enhance
		lowa webpage.
Deliver	ABLE 3.4: Implement	a web-based tool that can generate regional LMI paired with applicable
	<u> </u>	programs of study
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of achievement of this deliverable for the NA
	☐ In Progress	program
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	

	□Unsatisfactory	COMMENTS: A map on the Emsi Career Coach webpage revalundance of healthcare jobs in the area served by WITCC	
	□Unclear	goes directly to a webpage describing the signature program	
		eate & Improve Alignment with Industry & State Age	
from IWD, II industries).	EDA, lowa DE and for	ctor Strategy Committee consisting of members ir consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4	.2: Create or strength	en regional industry advisory committees.	X Complete
			□Incomplete
MILESTONE 4	.3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4	.4: Collaborate with s	tate agencies on a participant referral process.	X Complete
			□Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based even	ts.		□ Incomplete
DELIVERAE	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio committee	nal industry advisory
STATUS	X Completed	COMMENTS: Per the SME response document, each seme	
	□In Progress	 combines with the nursing program for two advisory board City campus and the other one is held at the Denison cam 	
	□Attempted		•
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted w	ith the SME Response
	☐ Unsatisfactory	documents revealed minutes of the following meetings:	
	□ Unclear	 Career and Technical Education Advisory: April 6, 2017 October 11, 2017 	
		Regional Advisory Committee October 5, 2017	
	DELIVERABLE 4.2: N	lew industry partnerships developed during the grar	nt period
STATUS	X Completed	COMMENTS: Per the SME response document the signature	
	☐ In Progress	industrial partnerships.	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted w	
	□ Unsatisfactory	reveals a document titled Clinical Sites that lists three (3) c CNA students and 15 clinical sites for Basic NA students in	
	□ Unclear	rural settings,	i a vaniciy oi uibali aliu
DE		and RAP materials developed in collaboration with s	tate agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Sta	atement of Grant Impact
	☐ In Progress	document, however there is clear evidence of marketing m	naterials and collaborative

	1	T	
	☐ Attempted	efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website	
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach	
	☐ Unsatisfactory	webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.	
	□Unclear	There are promotional products for this signature program located on the Creative	
		Commons website. All documents include the Enhance lowa logo and were developed with grant funds	
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals	
STATUS	X Completed	COMMENTS: Per the SME response document, attended a Regional Advisory meeting	
	☐ In Progress	and met with high school principles to discuss health occupations.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of Regional Meeting minutes supporting documents submitted	
	☐ Unsatisfactory	with the SME response document revealed no evidence of sharing of information about healthcare programs, however agenda from the October 11, 2017 Career and	
	☐ Unclear	Technical Advisory Committee included the following agenda items:	
		 Student Showcase - Short presentations from students in several of our programs 	
		Discuss/Review/Approve Program of Study Packet	
	 What are the critical occupations in each progra 		
		 What skills do our graduates need to be successful in your business? How can we best assess these skills? 	
		 What training opportunities should be available or are needed as 	
		this program grows and develops? O What are our next best steps in building this pathway?	
		In addition, the following statement was noted in the letter of support from Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief	
		Elected Official Chair, Regional Workforce Investment Board Chair:	
		As part of this grant our region will assist with continuous outreach, training, and	
		referrals of eligible participants, and we will support the programs that provide training and education to individuals entering into healthcare employment.	
	DELIVERABLE 4.5: A m	inimum of one event with industry and state agencies annually	
STATUS	X Completed	COMMENTS: Per the SME response document, a Career Fair is held yearly for all	
	☐ In Progress	students.	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME response	
	☐ Unsatisfactory	documents revealed a flyer promoting a career fair on April 28, 2016 that include healthcare employment opportunities.	
	□ Unclear		



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Western Iowa Tech Community College

Signature Program Reviewed: Associate Degree Nursing Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-06/30/2018

Review Conducted: September 2018

Synopsis of Findings:

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 2.1: Enhance and expand simulation into courses and trainings
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.
- 4.3: Create joint marketing and outreach efforts with state agencies

Based on documents provided, WITCC utilized the IHUM grant to enhance learning experiences for students in the ADN program. Simulation learning experiences are integrated into the program. A pathway for advancement from CNA to obtainment of a BSN is provided. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.5: Strengthen Prior Learning Assessment initiative.
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

WITCC identify the following sustainability plan for this signature program.

- Equipment purchased throughout the grant will be utilized
- Simulation coordinators are hired as simulation adjuncts.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.	X Complete		
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.		X Complete	
			□ Incomplete
MILESTONE 1.3: Expand and enhance work-based learning experiences.		X Complete	
			□ Incomplete
			NOT APPLICABLE
MILESTONE 1.	5: Strengthen Prior	Learning Assessment initiative. NA	NOT APPLICABLE
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the ADN nursing program	•
	☐ In Progress	oxponences are incorporated into the file file in greater	
	☐ Attempted		
	☐ Never Started	d	
QUALITY	X Satisfactory	COMMENTS: Review of curriculum documents provided rev	
	☐ Unsatisfactory	 Alignment of ADN courses to meet program outcome. Pathway from ADN to obtainment of BSN. 	Jilles.
	□ Unclear	Per the Program Information and Overview document nurs occurs by face-to-face delivery, clinical, lab and simulation	
		 Per the SME Response document: Nursing students can take CNA classes as a non-credit or credit course. Hybrid courses are offered in Nursing III and IV. Preceptorship is the last 7 weeks of the ADN program – the nursing student complete 120 hours of preceptorship at local hospitals. The ADN nursing program has general education courses students take to graduate from the ADN program: Microbiology, English Comp I/II or Speech Math elective, Computer elective, and Sociology. Alignment of these courses to the program outcomes is unclear. 	
		DELIVERABLE 1.2: Updated college facilities	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact manikins w distributed to each campus.	ere purchased and
	☐ In Progress	alouibatoa to odon odinpao.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the SME Response documents, due to bu	
	☐ Unsatisfactory	during the first year of the grant, each college was tasked versult WITCC choose not to update facilities to meet this file.	
	□ Unclear	purchase of educational equipment that remains stationary enhance the learning opportunities at those facilities.	

		DELIVERABLE 1.3: Offer new credentials	
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document this Deliverable is not applicable to the signature program.	
	DELIVERABLE 1.4: Lett	ters of commitment from employers and industry	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact there is	s a commitment from employers.
	☐ In Progress		
	□Attempted	□ Attempted □ Never Started	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted with the SME Response documents revealed letters of support from the following:	
	□Unsatisfactory	Tracy Larson, Vice President Patient Care Se	•
	□ Unclear	 Mercy Medical Center – Sioux City Lisa Turner, Holy Spirit Retirement Home, Director of Nursing Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair 	
	1	1.5: Development and pilot of RAP (EICC, KCC, N	IICC only)
STATUS	NOT APPLICABLE	COMMENTS: NA	
	DELIVERABLE 1.6:	Continue PLA progress started in I-AM (Round 2	
STATUS	NOT Applicable	COMMENTS: Per the SME Response document this Deliverable is not applicable to the signature program.	
		Y 2: Advance Online & Technology-Enabled Lear	
MILESTONE 2	1.1: ENHANCE AND EXPA	AND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	2.2: EXPAND ONLINE ANI	D BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2	2.3: Create and distrib	distribute Open Educational Resources. X Complete	
			□ Incomplete
STATUS		E 2.1: Public licensing of curricula and training m COMMENTS: Documents and training materials develop	
STATUS	X Completed	available for public download on Skills Commons	ed for the signature program are
	☐ In Progress	-	
	☐ Attempted	-	
QUALITY	□ Never Started	COMMENTS: A review of documents posted on Skills Co	ommons revealed:
QUALITY	X Satisfactory	Two nursing program promotional videos	ommons revealed.
□ Unsatisfactory • Five simulating simulat		 Five simulation resource documents 23 nursing simulation scenarios Two ADN program course syllabi 	
		1 WO / LOTA program course symbol	

Deliverable 2.2: Distribution through project and online repositories			
STATUS	X Completed	COMMENTS: Materials created using grant funds were post	ed on SkillsCommons.
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, review of documents posted	on SkillsCommons revealed:
	☐ Unsatisfactory	Two nursing program promotional videosFive simulation resource documents	
	□ Unclear	23 nursing simulation scenarios	
	_	Two ADN program course syllabi	
	DEL	IVERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the SME Response document hybrid cour and IV.	ses are offered in Nursing III
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the SME Response document these coul face- to -face.	ses are a combination of
	☐ Unsatisfactory	lace- to -lace.	
	□Unclear		
	DELIVE	RABLE 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the ADN program.	simulation learning
	☐ In Progress	experiences are incorporated into the ADN program.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Review of documents posted on Skills Commo Five simulation resource documents	ons revealed:
	☐ Unsatisfactory	23 nursing simulation scenarios	
	□ Unclear	, and the second	
		Per the Program Information and Overview document nurs by face-to-face delivery, clinical, lab and simulation learnin	
		,	
		pment and publication of a scorecard that updates of	on a regular basis
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
	STRATEGY 3: CI	reate Expanded & Individualized Student Support S	ervices
MILESTONE 3		lized recruitment and retention efforts.	X Complete
			□Incomplete
MILESTONE 3.2: Improve student career planning.		career planning.	X Complete
			□Incomplete

MILESTONE 3.3: Implement accelerated and/or contextualized remediation		X Complete	
programs.			□Incomplete
	DELIVERABLE 3.1	1: Develop and implement online, modular-based pr	
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document, this Delive signature program. WITCC ADN program already had a hy the I-HUM grant starting.	• •
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as of Pathway Navigators	sistance, and utilization
STATUS	X Completed	COMMENTS: Per the SME response document student sup	port services are in place.
	☐ In Progress		
	☐ Attempted		
	□Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the SME response document the followin	g support services are
	☐ Unsatisfactory	 available to students in this signature program. All health care students have the option to take H 	SC 165 Clinical
	□ Unclear	Requirements 1 credit hour course. This course we HUM grant. This course provided information related such as blood borne pathogen, adult and child materials background checks, and health evaluation clearant. Learning Center (CLC) has many offerings for turn each semester. The nursing tutors consist of past students with the criteria of a grade of A or B in purecommended by the nursing faculty. The CLC offered math tutoring for the Nursing I stanxiety classes. The nursing skills lab is staffed with nursing lab as Monday- Tuesday's and Friday's for students to conskills and hands on learning assistance. Nursing has a pathway navigator. The pathway navigators into the nursing program in Nursing I. The advises the students who repeat Nursing II and purext available spot in nursing. The pathway navigation with the nursing students.	ted to clinical requirements and atory reporter, CPR, noce information. toring for nursing students or higher educated nursing revious courses and tudents along with test assistants. The lab is open on ome and practice nursing avigator admits the nursing avigator admits the nursing the Division Chair of Nursing at them on a "waitlist" for the gator works with each otive in the orientation days
		argeted recruitment marketing materials on multiple	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State document, however there is evidence of progress towards	•
	☐ In Progress	program	uno denverable lei une / Elv
	☐ Attempted		
0	☐ Never Started	Communication of the state of t	ADNI C
QUALITY	X Satisfactory	COMMENTS: The following marketing materials related to the on the Skills Commons website:	he ADN program were found
	☐ Unsatisfactory	Two nursing program promotional videos	
	□ Unclear	There is a direct link to a webpage that describes the ADN lowa webpage.	program from the Enhance

DELIVE	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pai programs of study	red with applicable
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: This deliverable was not addressed on the Stat document, however there is evidence of achievement of this program	
QUALITY	X Satisfactory □Unsatisfactory □Unclear	COMMENTS: A map on the Emsi Career Coach webpage revalundance of healthcare jobs in the area served by WITCC goes directly to a webpage describing the signature program	and a link to the college
		reate & Improve Alignment with Industry & State Age	encies
	EDA, Iowa DE and for	ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4	.2: Create or strength	nen regional industry advisory committees.	X Complete
			☐ Incomplete
MILESTONE 4	.3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4	.4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	□Complete
based even	ts.		X Incomplete
DELIVERAL	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio	onal industry advisory
STATUS	X Completed ☐In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME response document, each seme has two advisory boards. One is held at the Sioux City car held at the Denison campus.	
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted w	ith the SME Response
	☐ Unsatisfactory	documents revealed minutes of the following meetings:	
	□ Unclear	 Career and Technical Education Advisory: April 6, 2017 October 11, 2017 Regional Advisory Committee October 5, 2017 	
	DELIVERABLE 4.2: I	New industry partnerships developed during the gra	
STATUS	X Completed	COMMENTS: Per the SME response document, new partne	rships were developed.
	☐ In Progress		
	☐ Attempted		
	□ Never Started		

QUALITY	X Satisfactory	COMMENTS: Per the SME response document, WITCC worked with Briar Cliff
	☐ Unsatisfactory	University, Mercy Medical Center and Med Trans Helicopter crew.
	□ Unclear	These new industry partnerships were developed. Mercy Medical ICU and ER managers came to WITCC to look at simulation. Med Trans Helicopter came to WITCC simulation quarterly to perform simulation. Briar Cliff University nursing students came to WITCC to do an OB simulation with Victoria Simulator
	ELIVERABLE 4.3: IHUM a	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is clear evidence of marketing materials and collaborative
	☐ In Progress	efforts found in the documents provided and on the Emsi Career Coach webpage and
	☐ Attempted	on the Creative Commons website
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage
	☐ Unsatisfactory	goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
	□Unclear	There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the SME response document, nursing attended a Regional Advisory meeting and met with high school principles to discuss nursing and health
	☐ In Progress	occupations.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of Regional Meeting minutes supporting documents submitted with the SME response document, revealed no evidence of sharing of information
	☐ Unsatisfactory	about healthcare programs, however agenda from the October 11, 2017 Career and
	□ Unclear	 Student Showcase - Short presentations from students in several of our programs Discuss/Review/Approve Program of Study Packet What are the critical occupations in each program? What skills do our graduates need to be successful in your business? How can we best assess these skills? What training opportunities should be available or are needed as this program grows and develops? What are our next best steps in building this pathway? In addition, the following statement was noted in the letter of support from Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair: As part of this grant our region will assist with continuous outreach, training, and referrals of eligible participants, and we will support the programs that provide training and education to individuals entering into healthcare employment.
	DELIVERABLE 4.5: A m	inimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the SME response document, Career Fair held yearly for all nursing
	☐ In Progress	students.

	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME response documents revealed no information regarding a career fair specific to nursing
	☐ Unsatisfactory	students, however a flyer promoting a career fair on April 28, 2016 that include
	□ Unclear	healthcare employment opportunities was found.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Western Iowa Tech Community College

Signature Program Reviewed: Pharmacy Technician Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/204-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.2: Align non-credit offerings with credit courses
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, WITCC utilized the IHUM grant to enhance learning experiences for students in the Pharmacy Tech program. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 2.1: Enhance and expand simulation into courses and trainings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

The following sustainability plan items identified by WITCC would apply to this signature program.

Equipment purchased throughout the grant will be utilized

	STRATEGY '	1: Expand & Enhance Sector-Driven Career Pathway	ys
	.1: Align curricula wi ployer recognized cr	th relevant national standards and	X Complete
industry/em	pioyer recognized ci	edentials.	□ Incomplete
MILESTONE 1.	.2: Align non-credit o	offerings with credit courses.	X Complete
			□ Incomplete
		nce work-based learning experiences.	X Complete
Lack of evide	ence		□ Incomplete
	4: Align Information hips (EICC, KCC, NIC	Technology cluster pathways with CC) - NA	NOT APPLICABLE
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□Incomplete
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, revised.	Pharmacy Technician was
	☐ In Progress	Toviscu.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, curriculum to align curriculum to prepare for national accre	
	☐ Unsatisfactory	Review of curriculum documents provided reveals:	unation
	□Unclear	Alignment of Pharm Tech courses to meet progra	m outcomes.
		No evidence Dethylou from Dharm Tech to the workplace	
		 Pathway from Pharm Tech to the workplace. Per the Program Information and Overview document Pha 	rmany Took course
		instruction is delivered face to face, hybrid, online, clinical,	
		Per the SME Response document there are partnerships v provide non-credit course to GAP funded students that run offerings.	
		A review of support documents submitted with the SME recurriculum map with alignment of general education course degree.	
		DELIVERABLE 1.2: Updated college facilities	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact grant funds	were used to expand
	☐ In Progress	facilities for this program	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document	. •
	□ Unsatisfactory	new laboratory/classroom are to accommodate high school further expansion is scheduled for fall 2018.	i and college students
	□ Unclear		

		DELIVERABLE 1.3: Offer new credentials	
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document the Pharevised to a 35 credit diploma without additional cre	edentials included.
		ers of commitment from employers and industry	
STATUS	X Completed	COMMENTS: Per the SME Response document the Phar utilize industry partners for clinical sites.	m Tech program continues to
İ	☐ In Progress	aumzo maasa, paranore for similar exect.	
İ	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted documents revealed letters of support from the following	•
İ	☐ Unsatisfactory	Tracy Larson, Vice President Patient Care Ser	
	□ Unclear	 Mercy Medical Center – Sioux City Bob Russell, DDS, MPH, Dental Director & Ch Systems Bureau. Iowa Department of Public H Marcia Rosacker, Regional Workforce Investm Simonsen, Chief Elected Official Chair, Region Board Chair 	ealth ent Board Chair and Jeff
	Deliverable 1	.5: Development and pilot of RAP (EICC, KCC, NIC	CC only)
STATUS	Not	COMMENTS: NA	
İ	A PPLICABLE		
	D		
	DELIVERABLE 1.6: (Continue PLA progress started in I-AM (Round 2 –	- TAACCCT)
STATUS	X Completed	COMMENTS: Per the SME Response document, WITCC	has a process to determine
STATUS	1	<u> </u>	has a process to determine . Two classes that we
STATUS	X Completed	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience	has a process to determine . Two classes that we
STATUS	X Completed ☐ In Progress	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience	has a process to determine . Two classes that we
STATUS QUALITY	X Completed ☐ In Progress ☐ Attempted	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document subm	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document submarrance Response reveal a document titled Application for W	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME /ork Experience Credit. This
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document subm	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME //ork Experience Credit. This ork experience, However, it is
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document submark Response reveal a document titled Application for Withdocument outlines the process for receiving credit for when the submark review of supporting document submark review review of supporting document submark review rev	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME /ork Experience Credit. This ork experience, However, it is rogram.
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document submarts Response reveal a document titled Application for Widocument outlines the process for receiving credit for well-	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME /ork Experience Credit. This ork experience, However, it is rogram.
QUALITY MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG A1: ENHANCE AND EXPA	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts Response reveal a document titled Application for Windocument outlines the process for receiving credit for windocument outlines two courses apply to this signature part 2: Advance Online & Technology-Enabled Learn	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. ing
QUALITY MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG A1: ENHANCE AND EXPA	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document submarked Response reveal a document titled Application for Windocument outlines the process for receiving credit for when unclear how these two courses apply to this signature part 2: Advance Online & Technology-Enabled Learn and SIMULATION INTO COURSES AND TRAININGS.	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. Ing NOT APPLICABLE
QUALITY MILESTONE 2 MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG 1.1: ENHANCE AND EXPA	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication COMMENTS: A review of supporting document submarked Response reveal a document titled Application for Windocument outlines the process for receiving credit for when unclear how these two courses apply to this signature part 2: Advance Online & Technology-Enabled Learn and SIMULATION INTO COURSES AND TRAININGS.	itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. Ing NOT APPLICABLE X Complete Incomplete
QUALITY MILESTONE 2 MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG .1: ENHANCE AND EXPA	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts Response reveal a document titled Application for Ward document outlines the process for receiving credit for ward unclear how these two courses apply to this signature part 2: Advance Online & Technology-Enabled Learn and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS.	has a process to determine . Two classes that we ons and Intro. to Keyboarding. itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. ing NOT APPLICABLE X Complete
QUALITY MILESTONE 2 MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG 1.1: ENHANCE AND EXPA 2.2: EXPAND ONLINE AN 3.3: Create and distril	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and document outlines the process for receiving credit for when unclear how these two courses apply to this signature part of the supporting document outlines the process for receiving credit for when unclear how these two courses apply to this signature part of the suppor	itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. Incomplete X Complete Incomplete Incomplete Incomplete Incomplete
QUALITY MILESTONE 2 MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG 1.1: ENHANCE AND EXPA 2.2: EXPAND ONLINE AN 3.3: Create and distril	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training materials developed anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and work experience anticipate and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and training and training materials developed anticipate and training materials developed anticipate and training materials developed anticipate and training materials developed anticipate and training materials developed anticipate and training materials developed anticipate and training materials developed anticipate anticipate anticipate and training materials developed anticipate anticip	itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. Incomplete X Complete Incomplete Incomplete Incomplete Incomplete
QUALITY MILESTONE 2 MILESTONE 2	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEG .1: ENHANCE AND EXPA .2: EXPAND ONLINE AN .3: Create and distril	COMMENTS: Per the SME Response document, WITCC and award credit for prior learning and work experience anticipate especially qualify are Business Communication. COMMENTS: A review of supporting document submarts and document outlines the process for receiving credit for when unclear how these two courses apply to this signature part of the supporting document outlines the process for receiving credit for when unclear how these two courses apply to this signature part of the suppor	itted with the SME /ork Experience Credit. This ork experience, However, it is rogram. Incomplete X Complete Incomplete Incomplete Incomplete Incomplete

	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on Skills Commons revealed:
	□ Unsatisfactory	Three Pharmacy Technician program course syllabi Pharmacy Technician prometional video
	□Unclear	Pharmacy Technician promotional video
	□ Officieal	Reviewer note: Per the SME response Review worksheet for pharmaceuticals, 2.1: BBPharmacology Review Guide" and "2.1 Retail Checklist" were submitted as support documents and additional syllabi were uploaded for PHR 135 and PHR 140 to support this deliverable, however these documents were not found on a public access site. The existing documents listed above will suffice as evidence for this deliverable.
	DELIVERABLE	2.2: Distribution through project and online repositories
STATUS	X Completed	COMMENTS: Training materials developed for the signature program are available for public download on Skills Commons.
	☐ In Progress	public download on okilis commons.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on Skills Commons revealed: Three Pharmacy Technician program course syllabi
	□Unsatisfactory	Pharmacy Technician promotional video
	□Unclear	Reviewer note: Per the SME response Review worksheet for pharmaceuticals, 2.1: BBPharmacology Review Guide" and "2.1 Retail Checklist" were submitted as support documents and additional syllabi were uploaded for PHR 135 and PHR 140 to support this deliverable, however the review does not have access to the Grant Sharepoint site to confirm this information. The existing documents listed above will suffice to provide evidence of this deliverable.
	DEL	IVERABLE 2.3: Offering online/blended programs
STATUS	X Completed	COMMENTS: Per the SME Response document WITCC developed online options for PHR 105 and PHR 140 to be implemented Fall 2018.
	☐ In Progress	THIN 100 and THIN 140 to be implemented than 2010.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME Response reveal a syllabus for PHR 140: Pharmacy Law with the location listed as <i>web</i>
	☐ Unsatisfactory	Teveal a Syllabus for FFIIX 140. Finantiacy Law with the location listed as web
	□Unclear	
	1	RABLE 2.4: Incorporation of simulation into courses
STATUS	Not	COMMENTS: A review of supporting document submitted with the SME Response indicate that this deliverable in non-applicable to this signature program.
	APPLICABLE	material and deniverable in their applicable to the dignature program.
	VERABLE 2.5: Develop	ment and publication of a scorecard that updates on a regular basis
STATUS	Not	COMMENTS: NA
	APPLICABLE	
	1	1

	STRATEGY 3: CI	reate Expanded & Individualized Student Support S	ervices
MILESTONE 3	3.1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3	3.2: Improve student of	career planning.	X Complete
			□ Incomplete
	3.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	Deliverable 3.1	1: Develop and implement online, modular-based pr	
STATUS	X Completed	COMMENTS: Per the SME Response document WITCC development 105 and PHR 140 to be implemented Fall 2018.	veloped online options for
	☐ In Progress	This too and this two to be imponented than 2010.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted reveal a syllabus for PHR 140: Pharmacy Law with the loc	
	☐ Unsatisfactory	Teveal a Syllabus for FTIN 140. Filatiliacy Law Will the loc	ation listed as web
	□ Unclear		
DELIVERABI	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	sistance, and utilization
STATUS	V	of Pathway Navigators COMMENTS: Per the SME response document student sup	anart comicos are in place
SIAIUS	X Completed	COMMENTS. Fer the SIME response document student sup	oport services are in place.
	☐ In Progress		
	☐ Attempted		
	☐ Never Started	D. H. OMF	
QUALITY	X Satisfactory	COMMENTS Per the SME response document the following available to students in this signature program:	support services are
	☐ Unsatisfactory	WITCC Comet Learning Center (CLC) has many	
	□ Unclear	 students each semester. The tutors consist of passtudents with the criteria of a grade of A or B in precommended by the faculty. The CLC offered malong with test anxiety classes. Hands-on lab experiences are incorporated into the The program coordinator admits the students into coordinator works with each student via phone calcative in the orientation days with the students. All health care students have the option to take High Requirements 1 credit hour course. This course with HUM grant. This course provided information related such as blood borne pathogen, adult and child materials. 	revious courses and ath tutoring for the students he courses. The program alls and emails. She is also also lSC 165 Clinical was developed prior to the lated to clinical requirements and atory reporter, CPR, nce information.
CTATUO		argeted recruitment marketing materials on multiple	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State document, however there is evidence of progress of this deliverable.	·
	☐ In Progress	Tech program	
	☐ Attempted		
	□ Never Started	ed	

QUALITY	X Satisfactory	COMMENTS: The following marketing materials related to the	e Pharmacy Technician
	☐ Unsatisfactory	program were found on the Skills Commons website:Pharmacy Technician program promotional videos	
	□ Unclear	There is a direct link to a webpage that describes the Pharr	
		Enhance lowa webpage.	co p. og. c c tc
DELIVER	RABLE 3.4: Implement	a web-based tool that can generate regional LMI pai	red with applicable
		programs of study	
STATUS		COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress towards this deliverable for the	
	☐ In Progress	Pharm Tech program	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A map on the Emsi Career Coach webpage revalundance of healthcare jobs in the area served by WITCC	
	□Unsatisfactory	goes directly to a webpage describing the signature program	<u> </u>
	□Unclear		
		eate & Improve Alignment with Industry & State Age	ncies
from IWD, IE industries).	EDA, Iowa DE and fou	ctor Strategy Committee consisting of members ir consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4.	.2: Create or strength	en regional industry advisory committees.	X Complete
			□Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□Incomplete
MILESTONE 4.	4: Collaborate with s	tate agencies on a participant referral process.	X Complete
			□Incomplete
MILESTONE 4.		stry and state agencies on job fairs and mission-	X Complete
Daseu eveni	.5.		□Incomplete
DELIVERAE	BLE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regio committee	nal industry advisory
STATUS	V 0 111	COMMENTS: Per the SME response document, the program	n holds a yearly advisory
OTATOS	X Completed	meeting	Tholas a yearry advisory
	□In Progress	-	
	☐ Attempted	-	
Out the state of t	☐ Never Started	COMMENTS: A review of supporting documents submitted v	with the CME recogness
QUALITY	X Satisfactory	revealed the following documents related to this deliverable	
	☐ Unsatisfactory	Pharmacy Tech Advisory Committee Membership	
	☐ Unclear	 November 29, 2016 Pharmacy Tech Advisory Co November 27, 2017 Pharmacy Tech Advisory Co 	

	DELIVERABLE 4.2: I	New industry partnerships developed during the grant period
STATUS	X Completed	COMMENTS: Per the SME response document the signature program currently has 24
	☐ In Progress	industrial partnerships and new partnerships were created with ScriptPro and the University of Iowa.
	□ Attempted	Offiversity of lowa.
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME Response
	☐ Unsatisfactory	reveals • A document titled Clinical Sites that lists 24 clinical sites for Pharmacy Tech
	□ Unclear	students in a variety of urban and rural settings Thank you letter to from the University of Iowa Pharmacist program for preceptor sites for their pharmacy students
		A training and equipment checklist for ScriptPro (manufacturer of a pharmacy automation and management systems) was also found. The relationship with this industry partner was not clearly defined, however the 2 documents listed above will suffice to provide evidence of this deliverable.
D	ELIVERABLE 4.3: IHUM	and RAP materials developed in collaboration with state agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is clear evidence of marketing materials and collaborative
	☐ In Progress	efforts found in the documents provided and on the Emsi Career Coach webpage and
	☐ Attempted	on the Creative Commons website
	□Never Started	
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in
	☐ Unsatisfactory	the area. The webpage was developed as part of the IHUM grant.
	□Unclear	There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds
	DELIVERABLE 4.4	: Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the SME response document, attended a Regional Advisory meeting
	☐ In Progress	and met with high school principles to discuss health occupations.
	☐ Attempted	
	☐ Never Started]
QUALITY	X Satisfactory	COMMENTS: A review of Regional Meeting minutes supporting documents submitted
	☐ Unsatisfactory	with the SME response document revealed no evidence of sharing of information about healthcare programs, however agenda from the October 11, 2017 Career and
	□ Unclear	 Technical Advisory Committee included the following agenda items: Student Showcase - Short presentations from students in several of our programs Discuss/Review/Approve Program of Study Packet What are the critical occupations in each program? What skills do our graduates need to be successful in your
		 business? How can we best assess these skills? What training opportunities should be available or are needed as this program grows and develops?

		 What are our next best steps in building this pathway? In addition, the following statement was noted in the letter of support from Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair: As part of this grant our region will assist with continuous outreach, training, and referrals of eligible participants, and we will support the programs that provide training and education to individuals entering into healthcare employment.
	DELIVERABLE 4.5: A m	inimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the SME response document, a Career Fair is held yearly for all students.
	☐ In Progress	Students.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME response
	☐ Unsatisfactory	documents revealed a flyer promoting a career fair on April 28, 2016 that include healthcare employment opportunities.
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Western Iowa Tech Community College

Signature Program Reviewed: Surgical Technician Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, WITCC utilized the IHUM grant to enhance learning experiences for students in the Surgical Tech program. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.2: Expand online and blended course offerings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

The following sustainability plan items identified by WITCC would apply to this signature program.

• Equipment purchased throughout the grant will be utilized

	STRATEGY '	1: Expand & Enhance Sector-Driven Career Pathway	ys
		th relevant national standards and	X Complete
industry/em	ployer recognized ci	redentials.	□ Incomplete
MILESTONE 1.	.2: Align non-credit o	offerings with credit courses.	NOT APPLICABLE
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	X Complete
			☐ Incomplete
apprentices	hips (EICC, KCC, NIC		NOT APPLICABLE
MILESTONE 1.	.5: Strengthen Prior	Learning Assessment initiative.	X Complete
			☐ Incomplete
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, signature program to expand student's opportunities.	revision were made to this
	☐ In Progress	aignature program to expand stadent e opportunities.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	Surg Tech- launched a new
	☐ Unsatisfactory	TV to degree which replaces the diploma program	
STATUS	NOT Applied Diff	AAS degree which replaces the diploma program Review of curriculum documents provided reveals: Alignment of Surg Tech courses to meet program outcomes. No evidence of alignment of general education courses to achieve applicable degree. No evidence of alignment of non-credit courses Pathway from Surg Tech degree to the workplace. Per the Program Information and Overview document Surg Tech course instruction is delivered through lecture, laboratory (hands on), and clinical, and preceptorship Per the SME Response document non-credit options not applicable for the Surg Tech program due to the CAAHEP accreditation. A review of support documents submitted with the SME response reveal an updated curriculum map with alignment of general education courses to achieve applicable degree. Deliverable 1.2: Updated college facilities Comments: Per the SME Response document, due to budget cuts from the DOL	
	APPLICABLE	during the first year of the grant, each college was tasked result WITCC chose not to update facilities to meet this fin	
		DELIVERABLE 1.3: Offer new credentials	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, created for this signature program.	new credentials were
	☐ In Progress	or a control of the dignature program.	
	☐ Attempted		

-	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document,	the Surgical Tech program
	☐ Unsatisfactory	was revised from a one-year diploma to an AAS Degree.	
	□Unclear		
[DELIVERABLE 1.4: Lette	ers of commitment from employers and industry rep	presentatives
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document,	
	☐ In Progress	experiences were expanded for this signature program.	
	□ Attempted	Per the SME Response document:	
	□ Never Started	The Surgical Technician program continues to uti	lize industry partners for
	- Nover Started	clinical sitesThe Surgical Technician program continues to pa	rtner with Mercy Medical
		Center, Unity Point, and Siouxland Surgery Center	er to increase clinical
		rotation for the expanded program.	W # 0145 B
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitted widocuments revealed letters of support from the following:	ith the SME Response
	☐ Unsatisfactory	 Tracy Larson, Vice President Patient Care Servic 	es/Chief Nursing Officer,
	□ Unclear	 Mercy Medical Center – Sioux City Bob Russell, DDS, MPH, Dental Director & Chief, 	Oral & Health Delivery
		Systems Bureau. Iowa Department of Public Hea	
		Marcia Rosacker, Regional Workforce Investment Character Chair Floring Official Chair Pagings 1	
		Simonsen, Chief Elected Official Chair, Regional Board Chair	worklorce investment
		Board Orian	
	DELIVEDARI E 1		conty)
STATUS		5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA	only)
STATUS	Not	5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	NOT APPLICABLE	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA	
	NOT APPLICABLE Deliverable 1.6: 0	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T.	AACCCT)
STATUS STATUS	NOT APPLICABLE Deliverable 1.6: C	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA	AACCCT)
	NOT APPLICABLE Deliverable 1.6: C Completed X Completed	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – To Comments: Per the SME Response document, Surgical To	AACCCT)
	NOT APPLICABLE Deliverable 1.6: C Completed X Completed In Progress	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – To Comments: Per the SME Response document, Surgical To	AACCCT)
STATUS	NOT APPLICABLE Deliverable 1.6: Completed X Completed In Progress Attempted	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T. COMMENTS: Per the SME Response document, Surgical T prior learning conversion.	AACCCT) Technician programs offers
	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – To Comments: Per the SME Response document, Surgical To	AACCCT) Technician programs offers with the SME Response
STATUS	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started X Satisfactory	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T. COMMENTS: Per the SME Response document, Surgical T prior learning conversion. COMMENTS: A review of supporting document submitted w	AACCCT) Technician programs offers with the SME Response and shows alternative courses
STATUS	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T COMMENTS: Per the SME Response document, Surgical T prior learning conversion. COMMENTS: A review of supporting document submitted w revealed a document titled PLA Conversion. This document	AACCCT) Technician programs offers with the SME Response and shows alternative courses
STATUS	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T COMMENTS: Per the SME Response document, Surgical T prior learning conversion. Comments: A review of supporting document submitted w revealed a document titled PLA Conversion. This document and work credit that can be applied to program completion	AACCCT) Technician programs offers with the SME Response nt shows alternative courses
STATUS	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T. COMMENTS: Per the SME Response document, Surgical T prior learning conversion. COMMENTS: A review of supporting document submitted w revealed a document titled PLA Conversion. This documer and work credit that can be applied to program completion 2: Advance Online & Technology-Enabled Learning	AACCCT) Technician programs offers with the SME Response nt shows alternative courses
STATUS	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T COMMENTS: Per the SME Response document, Surgical T prior learning conversion. Comments: A review of supporting document submitted w revealed a document titled PLA Conversion. This document and work credit that can be applied to program completion	AACCCT) Technician programs offers with the SME Response nt shows alternative courses
STATUS QUALITY MILESTONE 2	NOT APPLICABLE DELIVERABLE 1.6: Completed X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory STRATEGY 1: ENHANCE AND EXPA	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T COMMENTS: Per the SME Response document, Surgical T prior learning conversion. COMMENTS: A review of supporting document submitted w revealed a document titled PLA Conversion. This document and work credit that can be applied to program completion 2: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	AACCCT) Technician programs offers with the SME Response nt shows alternative courses
STATUS QUALITY MILESTONE 2	NOT APPLICABLE DELIVERABLE 1.6: Completed X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory STRATEGY 1: ENHANCE AND EXPA	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T. COMMENTS: Per the SME Response document, Surgical T prior learning conversion. COMMENTS: A review of supporting document submitted w revealed a document titled PLA Conversion. This documer and work credit that can be applied to program completion 2: Advance Online & Technology-Enabled Learning	AACCCT) Technician programs offers with the SME Response nt shows alternative courses .
STATUS QUALITY MILESTONE 2	NOT APPLICABLE DELIVERABLE 1.6: C Completed X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory STRATEGY .1: ENHANCE AND EXPA	5: Development and pilot of RAP (EICC, KCC, NICC COMMENTS: NA Continue PLA progress started in I-AM (Round 2 – T COMMENTS: Per the SME Response document, Surgical T prior learning conversion. COMMENTS: A review of supporting document submitted w revealed a document titled PLA Conversion. This document and work credit that can be applied to program completion 2: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	AACCCT) Technician programs offers with the SME Response nt shows alternative courses X Complete Incomplete

	Deliverable	2.1: Public licensing of curricula and training mater	rials
STATUS	X Completed	COMMENTS: Documents and training materials developed fare available for public download on Skills Commons	or the signature program
	☐ In Progress	are available for public download on Skills Continions	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on SkillsComm • Surgical Technician program marketing video	ons revealed:
	☐ Unsatisfactory	Surgical reclinical program marketing video Surg Tech Advisory Board meeting minutes	
	□Unclear	13 Surgical Technician program course syllabi	
	DELIVERABLE	2.2: Distribution through project and online reposite	
STATUS	X Completed	COMMENTS: Training materials developed for the signature public download on Skills Commons.	program are available for
	☐ In Progress	public download on okilla dominaria.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: As noted above, a review of documents poste revealed:	d on SkillsCommons
	□Unsatisfactory	Surgical Technician program marketing video	
	□Unclear	Surg Tech Advisory Board meeting minutes Surgical Technician program course cyllabi	
		13 Surgical Technician program course syllabi	
	115		
CTATUO		IVERABLE 2.3: Offering online/blended programs	able is non applicable to
STATUS	Not	COMMENTS: Per the SME Response document this Deliver this signature program	rable is non-applicable to
STATUS	NOT Applicable	COMMENTS: Per the SME Response document this Deliver this signature program	able is non-applicable to
	NOT APPLICABLE DELIVER	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses	
STATUS STATUS	NOT APPLICABLE DELIVER X Completed	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document,	simulation learning
	NOT APPLICABLE DELIVER	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses	simulation learning
	NOT APPLICABLE DELIVER X Completed	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document,	simulation learning
STATUS	NOT APPLICABLE DELIVER X Completed In Progress	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech progra	simulation learning am.
	NOT APPLICABLE DELIVER X Completed In Progress Attempted	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programments: Per the Statement of Grant Impact document,	simulation learning am. the Surg Tech program
STATUS	NOT APPLICABLE Deliver X Completed In Progress Attempted Never Started	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech progra	simulation learning am. the Surg Tech program
STATUS	NOT APPLICABLE Deliver X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programmer. COMMENTS: Per the Statement of Grant Impact document, incorporated the use of a synthetic cadaver into lab competence.	simulation learning am. the Surg Tech program etencies.
STATUS QUALITY DELIN	NOT APPLICABLE DELIVER X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear /ERABLE 2.5: Develop	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programment. COMMENTS: Per the Statement of Grant Impact document, incorporated the use of a synthetic cadaver into lab compensation. ment and publication of a scorecard that updates of this signature programment.	simulation learning am. the Surg Tech program etencies.
STATUS	NOT APPLICABLE Deliver X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programmer. COMMENTS: Per the Statement of Grant Impact document, incorporated the use of a synthetic cadaver into lab competence.	simulation learning am. the Surg Tech program etencies.
STATUS QUALITY DELIN	NOT APPLICABLE Deliver X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear PERABLE 2.5: Develop NOT APPLICABLE	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programment and publication of a scorecard that updates of COMMENTS: NA	simulation learning am. the Surg Tech program etencies. n a regular basis
STATUS QUALITY DELIV STATUS	NOT APPLICABLE DELIVER X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear PERABLE 2.5: Develop NOT APPLICABLE STRATEGY 3: Cr	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programment and publication of a synthetic cadaver into lab compensation of a scorecard that updates of COMMENTS: NA eate Expanded & Individualized Student Support Section 1.	simulation learning am. the Surg Tech program etencies. n a regular basis
STATUS QUALITY DELIV STATUS	NOT APPLICABLE DELIVER X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear PERABLE 2.5: Develop NOT APPLICABLE STRATEGY 3: Cr	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programment and publication of a scorecard that updates of COMMENTS: NA	simulation learning am. the Surg Tech program etencies. n a regular basis ervices X Complete
STATUS QUALITY DELIN STATUS MILESTONE 3.	NOT APPLICABLE Deliver X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear PERABLE 2.5: Develop NOT APPLICABLE STRATEGY 3: Cr. 1: Implement specia	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programment are incorporated the use of a synthetic cadaver into lab compensation of a scorecard that updates of COMMENTS: NA ment and publication of a scorecard that updates of COMMENTS: NA eate Expanded & Individualized Student Support Section 1.	simulation learning am. the Surg Tech program etencies. n a regular basis rvices X Complete □ Incomplete
STATUS QUALITY DELIN STATUS MILESTONE 3.	NOT APPLICABLE DELIVER X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear PERABLE 2.5: Develop NOT APPLICABLE STRATEGY 3: Cr	COMMENTS: Per the SME Response document this Deliver this signature program RABLE 2.4: Incorporation of simulation into courses COMMENTS: Per the Statement of Grant Impact document, experiences are incorporated into the Surgical Tech programment are incorporated the use of a synthetic cadaver into lab compensation of a scorecard that updates of COMMENTS: NA ment and publication of a scorecard that updates of COMMENTS: NA eate Expanded & Individualized Student Support Section 1.	simulation learning am. the Surg Tech program etencies. n a regular basis ervices X Complete

	STONE 3.3: Implement accelerated and/or contextualized remediation		X Complete
programs.			□ Incomplete
	I	: Develop and implement online, modular-based pro	
STATUS	Not	COMMENTS: Per the SME Response document this Deliver this signature program	able is non-applicable to
	APPLICABLE	tille signature program	
DELIVERABLE	3.2: "Bootcamps", i	individual/peer tutoring, individual hands-on lab as of Pathway Navigators	sistance, and utilization
STATUS	X Completed	COMMENTS: Per the SME response document student sup	port services are in place.
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS Per the SME response document the following available to students in this signature program:	support services are
	☐ Unsatisfactory	WITCC Comet Learning Center (CLC) has many	offerings for tutoring for
	□ Unclear	students each semester. The tutors consist of pas	
		students with the criteria of a grade of A or B in precommended by the faculty. The CLC offered many	
		along with test anxiety classes.	
		 The skills lab is staffed with lab assistants for students skills and hands on learning assistance. 	lents to come and practice
		The Surg Tech program has a pathway navig	ator. The pathway
		navigator admits the students into the program	m. The pathway navigator
		works with each student via phone calls and e	emails. She is also active
		 in the orientation days with the students. All health care students have the option to take H 	SC 165 Clinical
		Requirements 1 credit hour course. This course v	vas developed prior to the I-
		HUM grant. This course provided information rela such as blood borne pathogen, adult and child ma	
		background checks, and health evaluation cleara	
	DELIVERABLE 3.3: Ta	argeted recruitment marketing materials on multiple	
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the State document, however there is evidence of progress of this deliverable.	
	☐ In Progress	Techprogram	silverable for the oding
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: There is a direct link to a webpage that descr from the Enhance lowa webpage.	ibes the Surg Tech program
	☐ Unsatisfactory	·	
	□ Unclear		
DELIVER	ABLE 3.4: Implement	a web-based tool that can generate regional LMI pa programs of study	ired with applicable
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Sta	
	☐ In Progress	document, however there is evidence of progress towards Tech program	uns deliverable for the Sufg
	☐ Attempted		

	□ Never Started		
QUALITY			
	□Unsatisfactory	abundance of healthcare jobs in the area served by WITCC goes directly to a webpage describing the signature program	
	□Unclear		,
		eate & Improve Alignment with Industry & State Age	
	EDA, Iowa DE and for	ctor Strategy Committee consisting of members ur consortium members (representing each of the	NOT APPLICABLE
MILESTONE 4	.2: Create or strength	nen regional industry advisory committees.	X Complete
			□Incomplete
MILESTONE 4	.3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□Incomplete
MILESTONE 4	.4: Collaborate with s	tate agencies on a participant referral process.	X Complete
			□Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based even	ts.		□Incomplete
DELIVERAE	BLE 4.1: Meeting minut	tes from IHUM Sector Strategy Committee and region	onal industry advisory
	T	committee	
STATUS	X Completed	COMMENTS: Per the SME response document, the program holds a yearly committee meeting.	m holds a yearly advisory
	□In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted revealed the following documents related to this deliverab	•
	☐ Unsatisfactory	Surgical Tech Advisory Committee Membership	
	□ Unclear	 May 4, 2017 Surg Tech Advisory Committee Med May 3, 2018 Surg Tech Advisory Committee Med 	•
		, , ,	<u> </u>
		lew industry partnerships developed during the gra	
STATUS	X Completed	COMMENTS: Per the SME response document the Surgica continues to partner with Mercy Medical Center, Unity Poi	
	☐ In Progress	Center to increase clinical rotation for the expanded progr	
	☐ Attempted	partnerships were developed	
	☐ Never Started		W. 4. O. 15 D
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted reveals	with the SME Response
	☐ Unsatisfactory	A document titled Clinical Sites that lists 8 clinical	al sites for Surg Tech
	□ Unclear	students in urban and rural settings	
Di	ELIVERABLE 4.3: IHUM a	and RAP materials developed in collaboration with	state agencies
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the St	atement of Grant Impact
	☐ In Progress	document, however there is clear evidence of marketing r	naterials and collaborative

	□ Attempted	efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website
	□Never Started	and on the creative comments we sent
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach
	☐ Unsatisfactory	webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant.
	□Unclear	There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the SME response document, attended a Regional Advisory meeting and met with high school principles to discuss health occupations.
	☐ In Progress	and thet with high school principles to discuss health occupations.
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of Regional Meeting minutes supporting documents submitted with the SME response document revealed no evidence of sharing of information
	☐ Unsatisfactory	about healthcare programs, however agenda from the October 11, 2017 Career and
	□ Unclear	 Student Showcase - Short presentations from students in several of our programs Discuss/Review/Approve Program of Study Packet What are the critical occupations in each program? What skills do our graduates need to be successful in your business? How can we best assess these skills? What training opportunities should be available or are needed as this program grows and develops? What are our next best steps in building this pathway? In addition, the following statement was noted in the letter of support from Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair: As part of this grant our region will assist with continuous outreach, training, and referrals of eligible participants, and we will support the programs that provide training and education to individuals entering into healthcare employment.
	DELIVERABLE 4.5: A mi	nimum of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Per the SME response document, a Career Fair is held yearly for all students.
	☐ In Progress	Stadonto.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME response documents revealed a flyer promoting a career fair on April 28, 2016 that include
	☐ Unsatisfactory	healthcare employment opportunities.
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Western Iowa Tech Community College

Signature Program Reviewed: Physical Therapy Assistant Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Conducted: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, WITCC utilized the IHUM grant to enhance learning experiences for students in the Physical Therapy Assistant program. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.1: Enhance and expand simulation into courses and trainings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

The following sustainability plan items identified by WITCC would apply to this signature program.

• Equipment purchased throughout the grant will be utilized

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			NOT APPLICABLE
MILESTONE 1.3: Expand and enhance work-based learning experiences.		X Complete	
		□ Incomplete	
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		NOT APPLICABLE	
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	NOT APPLICABLE
	DEL	IVERABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: A review of supporting documents submitted v indicate that the Physical Therapy Assistant program align	
	☐ In Progress	standards and industry/employer recognized credentials.	5 With Televant Hational
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: Review of curriculum documents provided rev Alignment of PTA courses and general educations.	
	☐ Unsatisfactory	program objectives.	in courses to meet
	□Unclear	Pathway from obtainment of PTA degree to the w	orkplace.
		Per the Program Information and Overview document Physicourse instruction is delivered face to face, hybrid, online,	
		Per the SME Response document non-credit options not program due to the program accreditation.	applicable for the PTA
		A review of support documents submitted with the SME recurriculum map with alignment of general education course degree.	•
		DELIVERABLE 1.2: Updated college facilities	
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document, due to bud during the first year of the grant, each college was tasked result WITCC choose not update facilities to meet this final	with reducing costs and a
		DELIVERABLE 1.3: Offer new credentials	
STATUS	Not	COMMENTS: Per the SME Response document the PTA paccredited and therefore no additional credentials ma	
	APPLICABLE	accredited and therefore no additional credentials ma	y be added.
	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry rep	presentatives
STATUS	X Completed	COMMENTS: Per the SME Response document the PTA pro industry partners for clinical sites.	ogram continues to utilize
	☐ In Progress	industry partitions for cliffical sites.	
	☐ Attempted		
	☐ Never Started		

QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: A review of supporting document submitted with the SME Response documents revealed letters of support from the following: Tracy Larson, Vice President Patient Care Services/Chief Nursing Officer, Mercy Medical Center – Sioux City Bob Russell, DDS, MPH, Dental Director & Chief, Oral & Health Delivery Systems Bureau. Iowa Department of Public Health Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair	
	Deliverable 1	.5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	NOT APPLICABLE	COMMENTS: NA	
	DELIVERABLE 1.6: 0	Continue PLA progress started in I-AM (Round 2 – T	<u>, </u>
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document, due to acc place for this signature program.	reditation there is no PLA in
		2: Advance Online & Technology-Enabled Learning	g
MILESTONE 2.	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	NOT APPLICABLE
MILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2.3: Create and distrib		oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable	2.1: Public licensing of curricula and training mater	
STATUS	X Completed	COMMENTS: Documents and training materials developed for the signature program are available for public download on Skills Commons	
	☐ In Progress	are available for public download on exilic commons	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on Skills Comm • Physical Therapy Assistant promotional video	nons revealed:
	☐ Unsatisfactory		unleaded to draphov to
	□Unclear	Reviewer note: Per the SME response PTA syllabus were support this deliverable, however these documents were n	•
		site. The existing document listed above will suffice as evid	dence for this deliverable.
	DELIVERABLE	2.2: Distribution through project and online reposite	ories
STATUS	X Completed	COMMENTS: Training materials developed for the signature	
	☐ In Progress	public download on Skills Commons.	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on Skills Comm	nons revealed:
	□Unsatisfactory	Physical Therapy Assistant promotional video	
	□Unclear	Reviewer note: Per the SME response several syllabi were support documents for this deliverable, however the review	•

		access to the version of dropbox where the support of not have access to a shared project or grant repositor existing document listed above will suffice to provide	ory to confirm this information. The
	DEI	IVERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the Program Information and Oververse Assistant course instruction is delivered face to face,	
	☐ In Progress	service learning.	, . ,
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME Response reveal a syllabus for PTA 104: Introduction to Physical Therapy with the following	
	☐ Unsatisfactory	course description:	
	□Unclear	This course is designed to give the student an overview of the profession of Physical Therapy. The basic concepts of the function of a Physical Therapist and a Physical Therapist Assistant as a member of the health care team will be examined and discussed. This is a hybrid course with live meetings and online assignments.	
	DELIVE	RABLE 2.4: Incorporation of simulation into cour	rses
STATUS	NOT Applicable	COMMENTS: A review of supporting documents submindicate that this deliverable in non-applicable to this	
	IVERABLE 2.5: Develop	pment and publication of a scorecard that upda	tes on a regular basis
STATUS	Not	COMMENTS: NA	
STATUS	NOT APPLICABLE	COMMENTS: NA	
	APPLICABLE STRATEGY 3: C	reate Expanded & Individualized Student Suppo	ort Se <mark>rvices</mark>
	APPLICABLE STRATEGY 3: C		ort Services X Complete
MILESTONE 3	APPLICABLE STRATEGY 3: C 3.1: Implement specia	reate Expanded & Individualized Student Suppo alized recruitment and retention efforts.	
MILESTONE 3	APPLICABLE STRATEGY 3: C	reate Expanded & Individualized Student Suppo alized recruitment and retention efforts.	X Complete
MILESTONE 3	APPLICABLE STRATEGY 3: C 3.1: Implement specia	reate Expanded & Individualized Student Suppo alized recruitment and retention efforts.	X Complete ☐ Incomplete
MILESTONE 3 MILESTONE 3	APPLICABLE STRATEGY 3: C 3.1: Implement special 3.2: Improve student	reate Expanded & Individualized Student Suppo alized recruitment and retention efforts.	X Complete ☐ Incomplete X Complete
MILESTONE 3 MILESTONE 3	APPLICABLE STRATEGY 3: C 3.1: Implement special 3.2: Improve student	reate Expanded & Individualized Student Supportation alized recruitment and retention efforts.	X Complete ☐ Incomplete X Complete ☐ Incomplete
MILESTONE 3 MILESTONE 3 programs.	APPLICABLE STRATEGY 3: C 3.1: Implement special 3.2: Improve student 3.3: Implement accele	reate Expanded & Individualized Student Supportation recruitment and retention efforts. career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-base	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete
MILESTONE 3 MILESTONE 3	APPLICABLE STRATEGY 3: C 3.1: Implement special 3.2: Improve student 3.3: Implement accele	reate Expanded & Individualized Student Supportation recruitment and retention efforts. career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-base COMMENTS: Per the Program Information and Overw	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete
MILESTONE 3 MILESTONE 3 programs.	APPLICABLE STRATEGY 3: C 3.1: Implement specia 3.2: Improve student 3.3: Implement accele Deliverable 3.	reate Expanded & Individualized Student Supportation recruitment and retention efforts. career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-base	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete
MILESTONE 3 MILESTONE 3 programs.	APPLICABLE STRATEGY 3: C 3.1: Implement specia 3.2: Improve student 3.3: Implement accele Deliverable 3. X Completed	reate Expanded & Individualized Student Supportation recruitment and retention efforts. career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-base Comments: Per the Program Information and Overvalsistant course instruction is delivered face to face.	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete
MILESTONE 3 MILESTONE 3 programs.	APPLICABLE STRATEGY 3: C 3.1: Implement specia 3.2: Improve student 3.3: Implement accele DELIVERABLE 3. X Completed In Progress	reate Expanded & Individualized Student Supportation recruitment and retention efforts. career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-base Comments: Per the Program Information and Overvalsistant course instruction is delivered face to face.	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete
MILESTONE 3 MILESTONE 3 programs.	APPLICABLE STRATEGY 3: C 3.1: Implement special 3.2: Improve student 3.3: Implement accele Deliverable 3. X Completed In Progress Attempted	reate Expanded & Individualized Student Supportance recruitment and retention efforts. career planning. crated and/or contextualized remediation 1: Develop and implement online, modular-base Comments: Per the Program Information and Overvales Assistant course instruction is delivered face to face, service learning. COMMENTS: A review of supporting documents subn	X Complete Incomplete X Complete Incomplete X Complete Incomplete
MILESTONE 3 MILESTONE 3 programs. STATUS	APPLICABLE STRATEGY 3: C 3.1: Implement special 3.2: Improve student BLIVERABLE 3. X Completed In Progress Attempted Never Started	reate Expanded & Individualized Student Supportalized recruitment and retention efforts. career planning. erated and/or contextualized remediation 1: Develop and implement online, modular-base Comments: Per the Program Information and Overvales Assistant course instruction is delivered face to face, service learning.	X Complete Incomplete X Complete Incomplete X Complete Incomplete

DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab assistance, and utilization of Pathway Navigators
STATUS	X Completed	COMMENTS: Per the SME response document student support services are in place.
	☐ In Progress	
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS Per the SME response document the following support services are
	☐ Unsatisfactory	 available to students in this signature program: WITCC Comet Learning Center (CLC) has many offerings for tutoring for
	□ Unclear	 students each semester. The tutors consist of past or higher educated students with the criteria of a grade of A or B in previous courses and recommended by the faculty. The CLC offered math tutoring for the students along with test anxiety classes. The PTA program has a pathway navigator. The pathway navigator admits the students into the program. The pathway navigator works with each student via phone calls and emails. She is also active in the
		 orientation days with the students. All health care students have the option to take HSC 165 Clinical Requirements 1 credit hour course. This course was developed prior to the I- HUM grant. This course provided information related to clinical requirements such as blood borne pathogen, adult and child mandatory reporter, CPR,
	D	background checks, and health evaluation clearance information.
STATUS		argeted recruitment marketing materials on multiple platforms
STATUS	X Completed	
STATUS	X Completed ☐ In Progress	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact
STATUS	X Completed ☐ In Progress ☐ Attempted	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: There is a direct link to a webpage that describes the PTA program from
	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage.
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: There is a direct link to a webpage that describes the PTA program from
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. a web-based tool that can generate regional LMI paired with applicable programs of study COMMENTS: This deliverable was not addressed on the Statement of Grant Impact
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ABLE 3.4: Implement	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. a web-based tool that can generate regional LMI paired with applicable programs of study
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ABLE 3.4: Implement X Completed	COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. a web-based tool that can generate regional LMI paired with applicable programs of study COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress towards this deliverable for the PTA
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ABLE 3.4: Implement X Completed ☐ In Progress	COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. a web-based tool that can generate regional LMI paired with applicable programs of study COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress towards this deliverable for the PTA
QUALITY	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ABLE 3.4: Implement X Completed ☐ In Progress ☐ Attempted	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. a web-based tool that can generate regional LMI paired with applicable programs of study COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress towards this deliverable for the PTA program COMMENTS: A map on the Emsi Career Coach webpage reveals information about the
QUALITY DELIVER STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ABLE 3.4: Implement X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress of this deliverable for the PTA program COMMENTS: There is a direct link to a webpage that describes the PTA program from the Enhance lowa webpage. a web-based tool that can generate regional LMI paired with applicable programs of study COMMENTS: This deliverable was not addressed on the Statement of Grant Impact document, however there is evidence of progress towards this deliverable for the PTA program

STRATEGY 4: Create & Improve Alignment with Industry & State Agencies					
	MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the				
	industries). NA				
MILESTONE 4	I.2: Create or strength	en regional industry advisory committees.	X Complete		
			□Incomplete		
MILESTONE 4	MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies. X Complete				
			□Incomplete		
MILESTONE 4	I.4: Collaborate with s	tate agencies on a participant referral process.	X Complete		
			□Incomplete		
		try and state agencies on job fairs and mission-	X Complete		
based even	ts.		□Incomplete		
DELIVERA	BLE 4.1: Meeting minut	tes from IHUM Sector Strategy Committee and region	onal industry advisory		
STATUS	X Completed	COMMENTS: Per the SME response document, the program	m holds an advisory		
	□In Progress	committee meeting twice a year.			
	□ Attempted				
	□ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted			
	☐ Unsatisfactory	revealed the following documents related to this deliverab • Physical Therapy Assistant Advisory Committee			
	□ Unclear	 May 3, 2016 PTA Advisory Committee Meeting r 	ninutes		
		May 4, 2017 PTA Advisory Committee Meeting n			
	DELIVERABLE 4.2: N	lew industry partnerships developed during the gra			
STATUS	X Completed	COMMENTS: Per the SME response document the signature program currently has a significant number of industrial partnerships with no newly developed partnerships			
	☐ In Progress	during the grant period.	developed partitionings		
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted reveals	with the SME Response		
	☐ Unsatisfactory	A document titled Clinical Sites that lists 55 clinical Sites Site	cal sites for PTA students in		
	□ Unclear	a variety of urban and rural settings			
D	ELIVERABLE 4.3: IHUM a	and RAP materials developed in collaboration with	state agencies		
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the St	atement of Grant Impact		
	☐ In Progress	document, however there is clear evidence of marketing r efforts found in the documents provided and on the Emsi			
	☐ Attempted	on the Creative Commons website	and a substitution of the		
	□Never Started				

QUALITY	X Satisfactory ☐ Unsatisfactory ☐Unclear	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and healthcare jobs in the area. The webpage was developed as part of the IHUM grant. There are promotional products for this signature program located on the Creative Commons website. All documents include the Enhance lowa logo and were developed with grant funds Outreach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: Per the SME response document, attended a Regional Advisory meeting
	·	and met with high school principles to discuss health occupations.
	☐ In Progress	
	☐ Attempted	
0	☐ Never Started	CONTINUES. A serious of Decisional Marking uniquely a supporting decouponts as booking
QUALITY	X Satisfactory	COMMENTS: A review of Regional Meeting minutes supporting documents submitted with the SME response document revealed no evidence of sharing of information
	☐ Unsatisfactory	about healthcare programs, however agenda from the October 11, 2017 Career and
	DELIVERABLE 4 5: A m	Technical Advisory Committee included the following agenda items: • Student Showcase - Short presentations from students in several of our programs • Discuss/Review/Approve Program of Study Packet • What are the critical occupations in each program? • What skills do our graduates need to be successful in your business? How can we best assess these skills? • What training opportunities should be available or are needed as this program grows and develops? • What are our next best steps in building this pathway? In addition, the following statement was noted in the letter of support from Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair: As part of this grant our region will assist with continuous outreach, training, and referrals of eligible participants, and we will support the programs that provide training and education to individuals entering into healthcare employment.
STATUS		COMMENTS: Per the SME response document, a Career Fair is held yearly for all
GIAIUS	X Completed	students.
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME response documents revealed a flyer promoting a career fair on April 28, 2016 that include
	☐ Unsatisfactory	healthcare employment opportunities.
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Western Iowa Tech Community College

Signature Program Reviewed: Medical Assistant Program

Subject Matter Expert: Melody Bethards

Subject Matter Expert Credentials: MSN, RN, CNE, CHSE

Review Period: 10/1/2014-6/30/2018

Review Completed: September 2018

Milestones completed:

- 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.
- 1.3: Expand and enhance work-based learning experiences
- 1.5: Strengthen Prior Learning Assessment initiative.
- 2.2: Expand online and blended course offerings
- 2.3: Create and distribute Open Educational Resources.
- 3.1: Implement specialized recruitment and retention efforts.
- 3.2: Improve student career planning
- 3.3: Implement accelerated and/or contextualized remediation programs.
- 4.2: Create or strengthen regional industry advisory committees.
- 4.3: Create joint marketing and outreach efforts with state agencies
- 4.4: Collaborate with state agencies on a participant referral process.
- 4.5: Partner with industry and state agencies on job fairs and mission-based events.

Based on documents provided, WITCC utilized the IHUM grant to enhance learning experiences for students in the Med Assistant program. Relationships with regional employers and industry provide work-place learning opportunities. Targeted recruitment and retention efforts are in place. Resources developed during the grant period are freely shared via the Creative Commons website. Collaboration with community partners provides opportunities for strengthen partnerships and potential post-graduation employment.

Non-applicable Milestones

- 1.2: Align non-credit offerings with credit courses
- 2.1: Enhance and expand simulation into courses and trainings
- 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries)

Sustainability

The following sustainability plan items identified by WITCC would apply to this signature program.

Equipment purchased throughout the grant will be utilized

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula with relevant national standards and industry/employer recognized credentials.		X Complete		
illuusti y/eili	pioyer recognized cr	eueridais.	□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.		NOT APPLICABLE		
MILESTONE 1.3: Expand and enhance work-based learning experiences.		X Complete		
		☐ Incomplete		
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)		NOT APPLICABLE		
MILESTONE 1. NA	5: Strengthen Prior I	Learning Assessment initiative.	X Complete	
IVA			☐ Incomplete	
	DEL	IVERABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document, was revised.	Medical Assisting program	
	□ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact document, Med Assisting- faculty collaborated with one of WITCC industry partner to create a hybrid section of the MA		
	☐ Unsatisfactory	program. This partnership allows working individuals to cor		
	□Unclear	competencies in an evening setting while completing the d	idactic content online.	
		Review of curriculum documents provided reveals:		
		 Alignment of Medical Assisting and general education outcomes. 	ation courses to program	
		No evidence of alignment to non-credit courses	evidence of alignment to non-credit courses	
		 Pathway from Medical Assisting to the workplace. 		
		Per the Program Information and Overview document Med instruction is delivered in a face-to- face, online and hybrid	•	
		Per the SME Response document Non-credit courses options not applicable for the due to the program accreditation MAERB.	medical coding program	
		WITCC has a process to determine and award credit for prior learning and work experience. Two classes that we anticipate especially qualify are Business Communications and Intro. to Keyboarding.		
		DELIVERABLE 1.2: Updated college facilities		
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document, due to bud during the first year of the grant, each college was tasked result WITCC choose not update facilities to meet this final	with reducing costs and a	

DELIVERABLE 1.3: Offer new credentials			
STATUS	NOT APPLICABLE	COMMENTS: Per the SME Response document, Medical A accredited medical assisting program and therefore no adadded.	
	DELIVERABLE 1.4: Lette	ers of commitment from employers and industry re	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact there is a comployers. Per the SME Response document, the Medica	
	☐ In Progress	continues to utilize industry partners for clinical sites.	ii Assisting program
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact Medical Assisting secured	
	☐ Unsatisfactory	commitment to employers to recruit their employees for ne of supporting document submitted with the SME Response	
	□ Unclear	 of supporting document submitted with the SME Response documents revealed letters of support from the following: Tracy Larson, Vice President Patient Care Services/Chief Nursing Officer, Mercy Medical Center – Sioux City Bob Russell, DDS, MPH, Dental Director & Chief, Oral & Health Delivery Systems Bureau. Iowa Department of Public Health Marcia Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair 	
	DELIVERABLE 1	.5: Development and pilot of RAP (EICC, KCC, NICC	only)
STATUS	Not	COMMENTS: NA	
	A PPLICABLE		
	DELIVERABLE 1.6: C	Continue PLA progress started in I-AM (Round 2 – T	AACCCT)
STATUS	X Completed	COMMENTS: Per the SME Response document, WITCC ha	
	☐ In Progress	and award credit for prior learning and work experience. T anticipate especially qualify are Business Communications	
	☐ Attempted		, ,
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of supporting document submitte	
	☐ Unsatisfactory	Response reveal a document titled Application for Wor document outlines the process for receiving credit for work	
	□ Unclear	accomism countries and process for reasoning crountries from	, одранение:
		2: Advance Online & Technology-Enabled Learnin	g
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	NOT APPLICABLE
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
			□ Incomplete
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete
			☐ Incomplete
	DELIVERABLE	2.1: Public licensing of curricula and training mate	rials
STATUS	X Completed		
	□ In Progress		

QUALITY	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: Documents and training materials developed f are available for public download on Skills Commons. Per document, syllabi for this signature program are housed or COMMENTS: A review of documents posted on Skills Comm • Medical Assistant promotional video Share Point is not a public access site and therefore items available for public view.	the SME Response n Share Point. nons revealed:
	Deliverable 2	2.2: Distribution through project and online repositor	
STATUS	X Completed	COMMENTS: Training materials developed for the signature public download on Skills Commons. Per the SME Respor	
	☐ In Progress	this signature program are housed on Share Point.	ioo doodinoni, oyilabi loi
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: A review of documents posted on Skills Comm • Medical Assistant promotional video	nons revealed:
	☐ Unsatisfactory	iviedical Assistant promotional video	
	□ Unclear	A review of supporting documents submitted with the SME following Fall 2017 course syllabi related to this program:	response, revealed the
		Course Number and Section: MAP 333-01, 03,	701, Course Title:
		Fundamentals of Medical Assisting I	
	DEL	VERABLE 2.3: Offering online/blended programs	
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact document implemented for this signature program.	online courses have been
	☐ In Progress	a mpromoned for allo dignature programs	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact Medical as expanded its online offerings by fall 2019. All courses in the	
	☐ Unsatisfactory	offered either online or hybrid.	e ivii i program wiii be
	□Unclear		
		RABLE 2.4: Incorporation of simulation into courses	
STATUS	Not	COMMENTS: A review of supporting document submitted wi indicate that this deliverable in non-applicable to this signa	
	APPLICABLE	indicate that the deriverable in their applicable to the digital	taro program.
DELIV	/ERABLE 2.5: Develop	ment and publication of a scorecard that updates o	n a regular basis
STATUS	Not	COMMENTS: NA	
	APPLICABLE		
		eate Expanded & Individualized Student Support Se	rvices
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student o	career planning.	X Complete
			☐ Incomplete

MILESTONE 3.3: Implement accelerated and/or contextualized remediation			X Complete	
programs.			□ Incomplete	
	Deliverable 3.1	: Develop and implement online, modular-based pro		
STATUS	X Completed	COMMENTS: Per the Statement of Grant Impact online courses have been implemented for this signature program.		
	☐ In Progress			
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: Per the Statement of Grant Impact Medical assistant program has expanded its online offerings by fall 2019. All courses in the MA program will be		
	☐ Unsatisfactory	offered either online or hybrid.	s win program will be	
	□ Unclear			
DELIVERABLE	3.2: "Bootcamps", i	individual/peer tutoring, individual hands-on lab ass	sistance, and utilization	
STATUS	V 0 111	of Pathway Navigators COMMENTS: Per the SME response document student sup	nort services are in place	
OTATOO	X Completed	Comment of the owner coponice document student sup	port services are in place.	
	☐ In Progress			
	☐ Attempted			
QUALITY	□ Never Started	COMMENTS Dor the SME response decument the following	a cupport convices are	
QUALITY	X Satisfactory	COMMENTS Per the SME response document the following support services are available to students in this signature program: • WITCC Comet Learning Center (CLC) has many offerings for tutoring for	support services are	
	☐ Unsatisfactory			
	□ Unclear	students each semester. The tutors consist of pass students with the criteria of a grade of A or B in programmended by the faculty. The CLC offered manalong with test anxiety classes. The Medical Assisting program has a pathway na navigator admits the students into the program. The with each student via phone calls and emails. She orientation days with the students. All health care students have the option to take Hold Requirements 1 credit hour course. This course we HUM grant. This course provided information relation as blood borne pathogen, adult and child manabackground checks, and health evaluation clearants.	revious courses and ath tutoring for the students vigator. The pathway he pathway navigator works is also active in the SC 165 Clinical was developed prior to the Ited to clinical requirements andatory reporter, CPR, nce information.	
C= +=:-	2.0	rgeted recruitment marketing materials on multiple		
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Star document, however there is evidence of progress of this de	•	
	☐ In Progress	program		
	☐ Attempted			
0	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: The following marketing materials related to the Medical Assistant promotional video		
	☐ Unsatisfactory			
	□ Unclear	There is a direct link to a webpage that describes the Med Enhance lowa webpage.	Assist program from the	

DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study					
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: This deliverable was not addressed on the Stat document, however there is evidence of progress towards the Medical Assistant program			
QUALITY	X Satisfactory □Unsatisfactory □Unclear	COMMENTS: A map on the Emsi Career Coach webpage revalundance of healthcare jobs in the area served by WITCC goes directly to a webpage describing the signature program	and a link to the college n and jobs in the area.		
STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members from IWD, IEDA, Iowa DE and four consortium members (representing each of the industries). NA					
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete ☐ Incomplete		
MILESTONE 4	X Complete ☐ Incomplete				
MILESTONE 4	X Complete ☐ Incomplete				
MILESTONE 4	X Complete □Incomplete				
DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry advisory committee					
STATUS	X Completed □In Progress □ Attempted □ Never Started	COMMENTS: Per the SME response document, an advisory signature program	board is in place for this		
QUALITY	X Satisfactory ☐ Unsatisfactory ☐ Unclear	Comments:: A review of supporting documents submitted with the SME response, revealed the following documents related to this deliverable: Medical Office/Medical Assisting Program Advisory Committee Membership list October 26, 2016 Medical Assisting/Office/Advisory Committee Meeting minutes October 31, 2017 Medical Assisting/Office/Advisory Committee Meeting minutes			
DELIVERABLE 4.2: New industry partnerships developed during the grant period					
STATUS	NOT APPLICABLE	COMMENTS: Per the SME response document, WITCC current partnerships with no newly developed partnerships during			

D	ELIVERABLE 4.3: IHUM a	nd RAP materials developed in collaboration with state agencies		
STATUS	X Completed	COMMENTS: This deliverable was not addressed on the Statement of Grant Impact		
	☐ In Progress	document, however there is clear evidence of marketing materials and collaborative efforts found in the documents provided and on the Emsi Career Coach webpage and on the Creative Commons website		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: As indicated in Deliverable 3.4 a link on the Emsi Career Coach webpage goes directly to a webpage describing the signature program and		
	☐ Unsatisfactory	healthcare jobs in the area. The webpage was developed as part of the IHUM grant.		
	□Unclear	There are promotional products for this signature program located on the Creative		
		Commons website. All documents include the Enhance lowa logo and were developed with grant funds		
	DELIVERABLE 4.4:	Outreach efforts to educate WIBs about IHUM for referrals		
STATUS	X Completed	COMMENTS: Per the SME response document, attended a Regional Advisory meeting and met with high school principles to discuss health occupations.		
	☐ In Progress	and thet with high school principles to discuss health occupations.		
	☐ Attempted			
	□Never Started			
QUALITY	X Satisfactory	COMMENTS: A review of Regional Meeting minutes supporting documents submitted with the SME response, revealed no evidence of sharing of information about		
	□Unsatisfactory	healthcare programs, however agenda from the October 11, 2017 Career and		
	□ Unclear	Technical Advisory Committee included the following agenda items:		
		 Student Showcase - Short presentations from students in several of our programs 		
		Discuss/Review/Approve Program of Study Packet		
		 What are the critical occupations in each program? What skills do our graduates need to be successful in your 		
		business? How can we best assess these skills?		
		 What training opportunities should be available or are needed as this program grows and develops? 		
		 What are our next best steps in building this pathway? 		
		In addition, the following statement was noted in the letter of support from Marcia		
		Rosacker, Regional Workforce Investment Board Chair and Jeff Simonsen, Chief Elected Official Chair, Regional Workforce Investment Board Chair:		
		As part of this grant our region will assist with continuous outreach, training, and		
		referrals of eligible participants, and we will support the programs that provide training and education to individuals entering into healthcare employment.		
CTATUO		nimum of one event with industry and state agencies annually		
STATUS	X Completed	COMMENTS: Per the SME response document, a Career Fair is held yearly for all students.		
	☐ In Progress			
	☐ Attempted			
	□Never Started			

QUALITY	X Satisfactory	COMMENTS: A review of supporting documents submitted with the SME response revealed a flyer promoting a career fair on April 28, 2016 that include healthcare
	□Unsatisfactory	employment opportunities.
	□ Unclear	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Iowa Lakes Community College: Electrical Tech Statement of Grant Impact

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Each signature program reviews curriculum each semester, updating coursework to reflect the latest from industry and technology.
- Updated college facilities
 - o NA
- Offer new credentials
 - o NA
- Established commitment from employers and industry representatives
 - Letters of commitment were established prior to grant award, although our advisory groups and industry partners are robust and continue to diversify as a natural progression of our interaction and outreach through credit, noncredit and apprenticeship programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - We are a DoL registered apprenticeship site currently offering HVAC and Electrical programs.
- Continued PLA progress started in I-AM
 - Our navigators, instructor team and success center continuously evaluate participants' prior learning (for example, veterans and prior college or certifications) and develop strategies to remediate where necessary and award credit where applicable for accurate skills placement in signature program activities.
- Expand work based learning experiences
 - o Internships continue to expand and companies work with
- Aligned non-credit offerings with credit courses
 - Credit and non-credit offerings are aligned and modular. Credit for apprenticeship hours is awarded to electrical technology students attending credit courses and apprenticeship courses run in similar sequence for noncredit students.

Strategy 2 – Advance Online & Technology-Enabled Learning

• Enhance and expand simulation into courses and trainings



- Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications.
- Expand online and blended course offerings
 - o NA
- Create and distribute Open Educational Resources
 - o Course Syllabi have been uploaded for information sharing.
- Incorporation of simulation into courses
 - o Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications. In addition, simulation equipment exists for some programs. Simulation software has been incorporated into electron theory training. Multi-sim software enables creation and troubleshooting of electronic circuits and enhances the hands-on lab project completion.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o Through our activities with the NW lowa STEM hub, we are able conduct workshops for instructors and workforce volunteers from around the state to introduce new ways to challenge students in the classroom. Pathway navigators are involved regularly in direct contact with potential program participants and our industry training programmer continually advertises college training opportunities for signature programs.
- Improve Student Career Planning
 - Through our career seminar class, students are connected with industry through faceto-face sessions, networking events and job fairs. They build on-line resume and certification portfolios and through our internship process gain valuable insight on finding a place in the industry.
- Implement accelerated and/or contextualized remediation
 - We have a strong peer and professional tutoring process to assist students where necessary and our success center evaluates all students to determine accommodations and/or remediation strategies to ready students for more rigorous coursework.
- Develop and implement online, modular-based programs
 - o NA
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Pathway navigators, admissions and marketing coordinate extensively with workforce and K-12s to connect qualified people to programming.



Strategy 4 – Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Sector boards are meeting regularly at college facilities to improve their understanding of how we can make workers more durable, diverse, versatile and loyal for the longterm outlook of their businesses.
- Strengthen Industry advisory committees

Our advisory committees continue to grow and diversify, with water quality, a variety of manufacturing, utilities and electrical companies taking advantage of our local resources. October 2017 will see two industry events: IWEA Technical Conference and Vestas Americas Wind Warrior Challenge. Both events promote and utilize grant equipment to promote how we build foundational competencies in entry level technicians across signature programs. From industry conferences, such as last Fall's lowa Wind Energy Conference and Vestas Wind Warrior Challenge, and lowa Skills Competition, we continually look for opportunities to engage employers and state agencies. We hold multi-industry employer panels and networking events and job fairs to ensure employers remain engaged with program participants and instructional development faculty.

 Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

IHUM's reach to the sector boards, workforce development, and municipalities has enabled us to upskill transitioning workers and improve the quality of existing workers through credit and non-credit offerings. Our Enhance Your Future magazine sent to regional businesses drew attention to signature programs and brought companies to understand the improved services, training and education we offer. Career resource center pathway navigators work closely with workforce personnel to coordinate program entry for eligible participants. From Admissions and Marketing of commercials on social media, radio, television and at trade and agricultural shows, the college engages recruitment in multiple ways.

- New Industry partnerships developed during the grant period
 - Industry partnerships continue to improve, with continuing education offerings for companies that have apprentices or workers requiring electrical training on motors, generators and logic controllers. Pure Fishing is an example of a company taking advantage of improve labs and equipment resulting from IHUM.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o NA



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The IHUM equipment and supplies purchased will serve the program long after the period of performance. Industrial benders and test equipment serve educational purposes as durable educational resources.



Iowa Lakes Community College: Engineering Tech Statement of Grant Impact

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Each signature program reviews curriculum each semester, updating coursework to reflect the latest from industry and technology.
- Updated college facilities
 - o NA
- Offer new credentials
 - o NA
- Established commitment from employers and industry representatives
 - Letters of commitment were established prior to grant award, although our advisory groups and industry partners are robust and continue to diversify as a natural progression of our interaction and outreach through credit, noncredit and apprenticeship programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - We are a DoL registered apprenticeship site currently offering HVAC and Electrical programs.
- Continued PLA progress started in I-AM
 - Our navigators, instructor team and success center continuously evaluate participants' prior learning (for example, veterans and prior college or certifications) and develop strategies to remediate where necessary and award credit where applicable for accurate skills placement in signature program activities.
- Expand work based learning experiences
 - o Internships continue to expand and companies work with
- Aligned non-credit offerings with credit courses
 - Credit and non-credit offerings are aligned and modular. Credit for apprenticeship hours is awarded to electrical technology students attending credit courses and apprenticeship courses run in similar sequence for noncredit students.

Strategy 2 – Advance Online & Technology-Enabled Learning

Enhance and expand simulation into courses and trainings



- Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications.
- Expand online and blended course offerings
 - o NA
- Create and distribute Open Educational Resources
 - Course Syllabi have been uploaded for information sharing.
- Incorporation of simulation into courses
 - o Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications. In addition, simulation equipment exists for some programs. Simulation software has been incorporated into electron theory training. Multi-sim software enables creation and troubleshooting of electronic circuits and enhances the hands-on lab project completion.

Strategy 3 - Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o Through our activities with the NW Iowa STEM hub, we are able conduct workshops for instructors and workforce volunteers from around the state to introduce new ways to challenge students in the classroom. Pathway navigators are involved regularly in direct contact with potential program participants and our industry training programmer continually advertises college training opportunities for signature programs.
- Improve Student Career Planning
 - Through our career seminar class, students are connected with industry through faceto-face sessions, networking events and job fairs. They build on-line resume and certification portfolios and through our internship process gain valuable insight on finding a place in the industry.
- Implement accelerated and/or contextualized remediation
 - We have a strong peer and professional tutoring process to assist students where necessary and our success center evaluates all students to determine accommodations and/or remediation strategies to ready students for more rigorous coursework.
- Develop and implement online, modular-based programs
 - o NA
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Pathway navigators, admissions and marketing coordinate extensively with workforce and K-12s to connect qualified people to programming.



Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Sector boards are meeting regularly at college facilities to improve their understanding of how we can make workers more durable, diverse, versatile and loyal for the longterm outlook of their businesses.
- Strengthen Industry advisory committees

Our advisory committees continue to grow and diversify, with water quality, a variety of manufacturing, utilities and electrical companies taking advantage of our local resources. October 2017 will see two industry events: IWEA Technical Conference and Vestas Americas Wind Warrior Challenge. Both events promote and utilize grant equipment to promote how we build foundational competencies in entry level technicians across signature programs. From industry conferences, such as last Fall's lowa Wind Energy Conference and Vestas Wind Warrior Challenge, and lowa Skills Competition, we continually look for opportunities to engage employers and state agencies. We hold multi-industry employer panels and networking events and job fairs to ensure employers remain engaged with program participants and instructional development faculty.

 Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

IHUM's reach to the sector boards, workforce development, and municipalities has enabled us to upskill transitioning workers and improve the quality of existing workers through credit and non-credit offerings. Our Enhance Your Future magazine sent to regional businesses drew attention to signature programs and brought companies to understand the improved services, training and education we offer. Career resource center pathway navigators work closely with workforce personnel to coordinate program entry for eligible participants. From Admissions and Marketing of commercials on social media, radio, television and at trade and agricultural shows, the college engages recruitment in multiple ways.

- New Industry partnerships developed during the grant period
 - Industry partnerships continue to improve, with continuing education offerings for companies that have apprentices or workers requiring electrical training on motors, generators and logic controllers. Pure Fishing is an example of a company taking advantage of improve labs and equipment resulting from IHUM.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o NA



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The IHUM equipment and supplies purchased will serve the program long after the period of performance. Industrial benders and test equipment serve educational purposes as durable educational resources.



Iowa Lakes Community College: HVAC Statement of Grant Impact

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Each signature program reviews curriculum each semester, updating coursework to reflect the latest from industry and technology.
- Updated college facilities
 - o NA
- Offer new credentials
 - o NA
- Established commitment from employers and industry representatives
 - Letters of commitment were established prior to grant award, although our advisory groups and industry partners are robust and continue to diversify as a natural progression of our interaction and outreach through credit, noncredit and apprenticeship programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - We are a DoL registered apprenticeship site currently offering HVAC and Electrical programs.
- Continued PLA progress started in I-AM
 - Our navigators, instructor team and success center continuously evaluate participants' prior learning (for example, veterans and prior college or certifications) and develop strategies to remediate where necessary and award credit where applicable for accurate skills placement in signature program activities.
- Expand work based learning experiences
 - o Internships continue to expand and companies work with
- Aligned non-credit offerings with credit courses
 - Credit and non-credit offerings are aligned and modular. Credit for apprenticeship hours is awarded to electrical technology students attending credit courses and apprenticeship courses run in similar sequence for noncredit students.

Strategy 2 – Advance Online & Technology-Enabled Learning

• Enhance and expand simulation into courses and trainings



- Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications.
- Expand online and blended course offerings
 - o NA
- Create and distribute Open Educational Resources
 - Course Syllabi have been uploaded for information sharing.
- Incorporation of simulation into courses
 - o Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications. In addition, simulation equipment exists for some programs. Simulation software has been incorporated into electron theory training. Multi-sim software enables creation and troubleshooting of electronic circuits and enhances the hands-on lab project completion.

Strategy 3 - Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o Through our activities with the NW Iowa STEM hub, we are able conduct workshops for instructors and workforce volunteers from around the state to introduce new ways to challenge students in the classroom. Pathway navigators are involved regularly in direct contact with potential program participants and our industry training programmer continually advertises college training opportunities for signature programs.
- Improve Student Career Planning
 - Through our career seminar class, students are connected with industry through faceto-face sessions, networking events and job fairs. They build on-line resume and certification portfolios and through our internship process gain valuable insight on finding a place in the industry.
- Implement accelerated and/or contextualized remediation
 - We have a strong peer and professional tutoring process to assist students where necessary and our success center evaluates all students to determine accommodations and/or remediation strategies to ready students for more rigorous coursework.
- Develop and implement online, modular-based programs
 - o NA
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Pathway navigators, admissions and marketing coordinate extensively with workforce and K-12s to connect qualified people to programming.



Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Sector boards are meeting regularly at college facilities to improve their understanding of how we can make workers more durable, diverse, versatile and loyal for the longterm outlook of their businesses.
- Strengthen Industry advisory committees

Our advisory committees continue to grow and diversify, with water quality, a variety of manufacturing, utilities and electrical companies taking advantage of our local resources. October 2017 will see two industry events: IWEA Technical Conference and Vestas Americas Wind Warrior Challenge. Both events promote and utilize grant equipment to promote how we build foundational competencies in entry level technicians across signature programs. From industry conferences, such as last Fall's lowa Wind Energy Conference and Vestas Wind Warrior Challenge, and lowa Skills Competition, we continually look for opportunities to engage employers and state agencies. We hold multi-industry employer panels and networking events and job fairs to ensure employers remain engaged with program participants and instructional development faculty.

 Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

IHUM's reach to the sector boards, workforce development, and municipalities has enabled us to upskill transitioning workers and improve the quality of existing workers through credit and non-credit offerings. Our Enhance Your Future magazine sent to regional businesses drew attention to signature programs and brought companies to understand the improved services, training and education we offer. Career resource center pathway navigators work closely with workforce personnel to coordinate program entry for eligible participants. From Admissions and Marketing of commercials on social media, radio, television and at trade and agricultural shows, the college engages recruitment in multiple ways.

- New Industry partnerships developed during the grant period
 - Industry partnerships continue to improve, with continuing education offerings for companies that have apprentices or workers requiring electrical training on motors, generators and logic controllers. Pure Fishing is an example of a company taking advantage of improve labs and equipment resulting from IHUM.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o NA



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The IHUM equipment and supplies purchased will serve the program long after the period of performance. Industrial benders and test equipment serve educational purposes as durable educational resources.



Iowa Lakes Community College: Water Quality Statement of Grant Impact

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Each signature program reviews curriculum each semester, updating coursework to reflect the latest from industry and technology. Hybridizing courses and offering on-thejob training for laboratory sections of coursework
- Updated college facilities
 - o NA
- Offer new credentials
 - o NA
- Established commitment from employers and industry representatives
 - Letters of commitment were established prior to grant award, although our advisory groups and industry partners are robust and continue to diversify as a natural progression of our interaction and outreach through credit, noncredit and apprenticeship programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - We are a DoL registered apprenticeship site currently offering HVAC and Electrical programs.
- Continued PLA progress started in I-AM
 - Our navigators, instructor team and success center continuously evaluate participants' prior learning (for example, veterans and prior college or certifications) and develop strategies to remediate where necessary and award credit where applicable for accurate skills placement in signature program activities.
- Expand work based learning experiences
 - Internships continue to expand and companies work with students introducing new bacteria sampling technology, spectrophotometers and field/lab water testers.
- Aligned non-credit offerings with credit courses
 - Credit and non-credit offerings are aligned and modular. Credit for apprenticeship hours is awarded to electrical technology students attending credit courses and apprenticeship courses run in similar sequence for noncredit students. Assist with Grade 1 certification test preparation.



Strategy 2 - Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications.
- Expand online and blended course offerings
 - o NA
- Create and distribute Open Educational Resources
 - o Course Syllabi have been uploaded for information sharing.
- Incorporation of simulation into courses
 - o Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications. In addition, simulation equipment exists for some programs. Simulation software has been incorporated into electron theory training. Multi-sim software enables creation and troubleshooting of electronic circuits and enhances the hands-on lab project completion.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - Through our activities with the NW lowa STEM hub, we are able conduct workshops for instructors and workforce volunteers from around the state to introduce new ways to challenge students in the classroom. Pathway navigators are involved regularly in direct contact with potential program participants and our industry training programmer continually advertises college training opportunities for signature programs.
- Improve Student Career Planning
 - Through our career seminar class, students are connected with industry through faceto-face sessions, networking events and job fairs. They build on-line resume and certification portfolios and through our internship process gain valuable insight on finding a place in the industry.
- Implement accelerated and/or contextualized remediation
 - We have a strong peer and professional tutoring process to assist students where necessary and our success center evaluates all students to determine accommodations and/or remediation strategies to ready students for more rigorous coursework.
- Develop and implement online, modular-based programs
 - o NA
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study



 Pathway navigators, admissions and marketing coordinate extensively with workforce and K-12s to connect qualified people to programming.

Strategy 4 – Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Sector boards are meeting regularly at college facilities to improve their understanding of how we can make workers more durable, diverse, versatile and loyal for the longterm outlook of their businesses.
- Strengthen Industry advisory committees

Our advisory committees continue to grow and diversify, with water quality, a variety of manufacturing, utilities and electrical companies taking advantage of our local resources. October 2017 will see two industry events: IWEA Technical Conference and Vestas Americas Wind Warrior Challenge. Both events promote and utilize grant equipment to promote how we build foundational competencies in entry level technicians across signature programs. From industry conferences, such as last Fall's lowa Wind Energy Conference and Vestas Wind Warrior Challenge, and Iowa Skills Competition, we continually look for opportunities to engage employers and state agencies. We hold multi-industry employer panels and networking events and job fairs to ensure employers remain engaged with program participants and instructional development faculty.

 Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

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- New Industry partnerships developed during the grant period
 - Industry partnerships continue to improve, with continuing education offerings for companies that have apprentices or workers requiring electrical training on motors, generators and logic controllers. Pure Fishing is an example of a company taking advantage of improve labs and equipment resulting from IHUM. Estherville wastewater treatment plant, Estherville water processing plant and Lakeside laboratory state hygienic laboratory.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o NA



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The IHUM equipment and supplies purchased will serve the program long after the period of performance. Industrial benders and test equipment serve educational purposes as durable educational resources.



Iowa Lakes Community College: Wind Energy Statement of Grant Impact

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - Each signature program reviews curriculum each semester, updating coursework to reflect the latest from industry and technology.
- Updated college facilities
 - o NA
- Offer new credentials
 - o NA
- Established commitment from employers and industry representatives
 - Letters of commitment were established prior to grant award, although our advisory groups and industry partners are robust and continue to diversify as a natural progression of our interaction and outreach through credit, noncredit and apprenticeship programs.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - We are a DoL registered apprenticeship site currently offering HVAC and Electrical programs.
- Continued PLA progress started in I-AM
 - Our navigators, instructor team and success center continuously evaluate participants' prior learning (for example, veterans and prior college or certifications) and develop strategies to remediate where necessary and award credit where applicable for accurate skills placement in signature program activities.
- Expand work based learning experiences
 - o Internships continue to expand and companies work with
- Aligned non-credit offerings with credit courses
 - Credit and non-credit offerings are aligned and modular. Credit for apprenticeship hours is awarded to electrical technology students attending credit courses and apprenticeship courses run in similar sequence for noncredit students.

Strategy 2 – Advance Online & Technology-Enabled Learning

• Enhance and expand simulation into courses and trainings



- Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications.
- Expand online and blended course offerings
 - o NA
- Create and distribute Open Educational Resources
 - o Course Syllabi have been uploaded for information sharing.
- Incorporation of simulation into courses
 - o Simulation has been integrated into learning labs, from automation and control, to electron theory. Instructors implement simulation through interactive computer courseware in credit classes and non-credit certifications. In addition, simulation equipment exists for some programs. Simulation software has been incorporated into electron theory training. Multi-sim software enables creation and troubleshooting of electronic circuits and enhances the hands-on lab project completion.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - o Through our activities with the NW lowa STEM hub, we are able conduct workshops for instructors and workforce volunteers from around the state to introduce new ways to challenge students in the classroom. Pathway navigators are involved regularly in direct contact with potential program participants and our industry training programmer continually advertises college training opportunities for signature programs.
- Improve Student Career Planning
 - Through our career seminar class, students are connected with industry through faceto-face sessions, networking events and job fairs. They build on-line resume and certification portfolios and through our internship process gain valuable insight on finding a place in the industry.
- Implement accelerated and/or contextualized remediation
 - We have a strong peer and professional tutoring process to assist students where necessary and our success center evaluates all students to determine accommodations and/or remediation strategies to ready students for more rigorous coursework.
- Develop and implement online, modular-based programs
 - o NA
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Pathway navigators, admissions and marketing coordinate extensively with workforce and K-12s to connect qualified people to programming.



Strategy 4 – Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Sector boards are meeting regularly at college facilities to improve their understanding of how we can make workers more durable, diverse, versatile and loyal for the longterm outlook of their businesses.
- Strengthen Industry advisory committees

Our advisory committees continue to grow and diversify, with water quality, a variety of manufacturing, utilities and electrical companies taking advantage of our local resources. October 2017 will see two industry events: IWEA Technical Conference and Vestas Americas Wind Warrior Challenge. Both events promote and utilize grant equipment to promote how we build foundational competencies in entry level technicians across signature programs. From industry conferences, such as last Fall's lowa Wind Energy Conference and Vestas Wind Warrior Challenge, and lowa Skills Competition, we continually look for opportunities to engage employers and state agencies. We hold multi-industry employer panels and networking events and job fairs to ensure employers remain engaged with program participants and instructional development faculty.

 Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

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- New Industry partnerships developed during the grant period
 - Industry partnerships continue to improve, with continuing education offerings for companies that have apprentices or workers requiring electrical training on motors, generators and logic controllers. Pure Fishing is an example of a company taking advantage of improve labs and equipment resulting from IHUM.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o NA



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The IHUM equipment and supplies purchased will serve the program long after the period of performance. Industrial benders and test equipment serve educational purposes as durable educational resources.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Lakes Community College

Signature Program Reviewed: Electrical Technology

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials: Academic Dean at Iowa Western

Review Period: 10/1/2014-6/30/2018

Review Date: 8/26/18 REV. 9/28/18

Synopsis of Findings:

- Upon follow-up explanation was given on audited or redesigned curriculum was provided.
- Only course syllabi distributed.
- Career Seminal Classes and additional career guidance was given to students. Multiple LMI tools used.
- Program had good marketing and recruitment efforts.
- Partnerships were maintained and developed in Electrical.
- Sector board was discussed on a very high level and in different industries.
- Outreach to IWD was prevalent in program.
- Simulation labs have been utilized by both credit and non-credit offerings.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

	STRATEGY 1: Ex	pand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.		X Complete	
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
		Technology cluster pathways with	□ Complete
apprentices	hips (EICC, KCC, NIC	JC)	□ Incomplete
MILESTONE 1	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□ Incomplete
	DELIVERA	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: EACH SEMESTER THEY REVIEW CURRICULUM	
	☐ In Progress	LACH SEMESTER THET REVIEW CORRICOLOM	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: IDENTIFICATION OF AUDITED OR REDESIGNED CURRICULUM	A WAS NOT
	☐ Unsatisfactory	PROVIDED.	I WAS NOT
	□ Unclear		
0=+=++0		IVERABLE 1.2: Updated college facilities	
STATUS	☐ Completed	COMMENTS: FUNDING DID NOT PROVIDE ANY UPDATES TO THE COLLEG	iF.
	☐ In Progress	- Chaire all not the vise full of sales to the obline	
	☐ Attempted		
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
0	Dı	ELIVERABLE 1.3: Offer new credentials	
STATUS	□ Completed	COMMENTS: N/A	
	☐ In Progress		
	☐ Attempted		
_	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	

	☐ Unsatisfactory		
	□ Unclear		
	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: STATED THAT LETTERS WERE PROVIDED AT TIME OF GRAN	IT ADVISORY
	☐ In Progress	BOARDS AND INDUSTRY CONTINUE TO COMMIT TO PROGRA	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	FIONGUIDS WEDE
	☐ Unsatisfactory	NO LETTERS WERE PROVIDED, HOWEVER INDUSTRY RELATED DESCRIBED.	IIONSHIPS WERE
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	y)
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	IVA	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS: Navigators and instructors were trained to evaluate and identify participates for PLA. This includes veterans.	IATE AND
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: ROBUST PLA PROGRAM WAS DESCRIBED.	
	☐ Unsatisfactory	ROBUST FLA PROGRAM WAS DESCRIBED.	
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND		D BLENDED COURSE OFFERINGS.	☐ Complete
			□ Incomplete
MILESTONE 2.3: Create and distrib		bute Open Educational Resources. X Comple	
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	X Completed	COMMENTS:	

	□ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: COURSE SYLLABI HAVE BEEN PROVIDED TO ONLINE REPOSITORIES.
	☐ In Progress	COURSE STELADI HAVE BEEN PROVIDED TO UNLINE REPOSITORIES.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SKILLS COMMONS HAS SYLLABI.
	□ Unclear	
	DELIVERA	ABLE 2.3: Offering online/blended programs
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	☐ X Never Started	
QUALITY	☐ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: EXTENSIVE SIMULATION IN LABS FOR BOTH CREDIT AND NON-CREDIT;
	☐ In Progress	AUTOMATION AND CONTROLS, ELECTRON THEORY, COMPUTER
	☐ Attempted	COURSEWARE
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SIMULATION LABS HAVE BEEN UTILIZED BY BOTH CREDIT AND NON-CREDIT PROGRAMMING. PURE FISHING, AS AN EXAMPLE, IS A COMPANY THAT NOW
	□ Unclear	UTILIZES THE LASS.
		t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	□ Never Started	

QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Create	Expanded & Individualized Student Support Servic	es
MILESTONE 3.	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	.2: Improve student o	career planning.	X Complete
			□ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	□ Completed	COMMENTS:	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABLE 3.2: "Bootcamps", in		individual/peer tutoring, individual hands-on lab as	ssistance, and
		utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: CAREER SEMINAR CLASSES WERE OFFERED. PEER AND	DDOLLGGIONAL
	☐ In Progress	TUTORING WERE AVAILABLE.	PROFESSIONAL
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: DELIVERABLE WAS MET.	
	☐ Unsatisfactory	DELIVERABLE WAS MET.	
	□ Unclear		
DE	LIVERABLE 3.3: Target	ted recruitment marketing materials on multiple pla	tforms
STATUS	X Completed	COMMENTS: PROGRAM HAD MANY DIFFERENT OUTLETS FOR MARKETIN	IC MANY WEDE
	☐ In Progress	FACE TO FACE RECRUITMENT. THE PROGRAM RECRUITED	
	☐ Attempted	COORDINATION WITH NW IOWA STEM HUB, PATHWAY NA	
	□ Never Started	WORKED DIRECTLY WITH WORKFORCE AND K-12'S. JOB ATTENDED. RECRUITMENT ALSO INCLUDED SOCIAL MEDIA TRADE SHOWS.	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	PROGRAM HAD EXTENSIVE OFFERINGS IN MARKETING AND	RECRUITMENT.

	□ Unclear			
DELIVERABLE	3.4: Implement a we	b-based tool that can generate regional LMI paired	with applicable	
	l	programs of study		
STATUS	X Completed	COMMENTS: PROGRAM PAGES HAVE LINKS TO CAREER COACH. IN ADDITION, PATHWA		
	☐ In Progress	NAVIGATORS, ADMISSIONS AND MARKETING WORKED EXTENSIVELY WITH		
	☐ Attempted	THE WORKFORCE TO CONNECT STUDENTS TO WORKFORCE	.	
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS: MULTIPLE WAYS WERE UTILIZED IN CONNECTING STUDENT	S TO CAPEED	
	☐ Unsatisfactory	LMI; CAREERCOACH, A-DOL SPONSORED SITES AND MO		
	□ Unclear			
		& Improve Alignment with Industry & State Agenci		
	•	ctor Strategy Committee consisting of members	X Complete	
from IWD, IE industries).	DA, lowa DE and for	ur consortium members (representing each of the	□ Incomplete	
	2: Create or strength	nen regional industry advisory committees.	X Complete	
			□ Incomplete	
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete	
			□ Incomplete	
MILESTONE 4.4: Collaborate with s		state agencies on a participant referral process.	X Complete	
			□ Incomplete	
		stry and state agencies on job fairs and mission-	X Complete	
based events.			□ Incomplete	
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi	onal industry	
0-1-11	34	advisory committee		
STATUS	X Completed	COMMENTS: REFERRED TO ADVISORY BOARD IMPROVEMENTS INCLUDI	NG SEVERAL	
	☐ In Progress	COMPANIES IN ELECTRICAL WHO NOW TAKE ADVANTAGE O	F THE COLLEGE'S	
	☐ Attempted	RESOURCE. THE SECTOR BOARD, FACILITATED BY BUSINESS AND COMMUNITY RELATIONS DIRECT		
	☐ Never Started	IHUM CONNECTION.	iok, is ouk	
QUALITY	X Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			
	ELIVERABLE 4.2: New i	industry partnerships developed during the grant p	eriod	
STATUS	X Completed	COMMENTS:		
	☐ In Progress	GRANT REPORT MENTIONED THAT THERE WAS NEW INDUS PARTNERSHIPS WITH LOCAL ELECTRICAL COMPANIES AND		
	☐ Attempted	The state of the s		
	☐ Never Started			

QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	IN FOLLOWING UP, IT IS CLEAR THAT IOWA LAKES HAS FURTHER DEVELOPED PARTNERSHIPS DURING THIS TIME PERIOD.
	☐ Unclear	DEVELOTED FARTNEROTH O DOMING THIS TIME I ENGO.
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	☐ Completed	COMMENTS:
	☐ In Progress	INA
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.4: Out	treach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS:
	☐ In Progress	PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY.
	☐ Attempted	MARKETING MATERIAL IS SHARED
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
	☐ Unclear	
	VERABLE 4.5: A minin	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS:
	☐ In Progress	IOWA LAKES HAS A JOINT EVENT UNDER THE UMBRELLA OF SUSTAINABLE ENERGY RESOURCES.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	IOWA LAKES UTILIZES A JOINT EVENT TO BETTER ASSIST WORKFORCE WHO MAY NEED MULTIPLE WORKFORCE NEEDS.
	□ Unclear	THAT REED MOETH LE WORK! ONCE NEEDO.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Lakes Community College

Signature Program Reviewed: Engineering Tech

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials: Academic Dean at Iowa Western

Review Period: 10/1/2014-6/30/2018

Review Date: 8/26/18 REV. 9/28/18

Synopsis of Findings:

- LMI was utilized on multiple platforms
- Industry partnerships were used to develop internships and job opportunities.
- There was no event held with a state organization.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

		pand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.		X Complete	
			□ Incomplete
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
		Technology cluster pathways with	□ Complete
apprentices	hips (EICC, KCC, NIC	.6)	□ Incomplete
MILESTONE 1	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□ Incomplete
	Deliver/	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: EACH SEMESTER THEY REVIEW CURRICULUM	
	☐ In Progress	LACTION STER THE REVIEW CORRIGOROW	
	☐ Attempted		
_	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: EXAMPLES WERE GIVEN AND A PROCESS IS IN PLACE TO R	EVIEW AND
	☐ Unsatisfactory	REVISE CURRICULUM.	EVIEW AND
	□ Unclear		
0-1-11		VERABLE 1.2: Updated college facilities	
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	147.	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	Di	ELIVERABLE 1.3: Offer new credentials	
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	

	☐ Unsatisfactory		
	□ Unclear		
	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: STATED THAT LETTERS WERE PROVIDED AT TIME OF GRAN	T. ADVISORY
	☐ In Progress	BOARDS AND INDUSTRY CONTINUE TO COMMIT TO PROGRA	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: NO LETTERS WERE PROVIDED, HOWEVER INDUSTRY RELAT	TIONELLIDE WEDE
	☐ Unsatisfactory	DESCRIBED AND A LIST OF PARTNERS WAS SUPPLIED.	IONSHIPS WERE
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	()
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	19/4	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS: NAVIGATORS AND INSTRUCTORS WERE TRAINED TO EVALUATE AND	IATE AND
	☐ In Progress	IDENTIFY PARTICIPATES FOR PLA. THIS INCLUDES VETER	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: ROBUST PLA PROGRAM WAS DESCRIBED.	
	☐ Unsatisfactory	ROBUST FLA PROGRAM WAS DESCRIBED.	
	□ Unclear		
		dvance Online & Technology-Enabled Learning	
MILESTONE 2.	1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND		BLENDED COURSE OFFERINGS.	☐ Complete
			☐ Incomplete
MILESTONE 2.3: Create and distrib		ute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	X Completed	COMMENTS:	

	☐ In Progress	DELIVERABLE COMPLETED BY MARKETING AT HAWKEYE FOR
	☐ Attempted	MATERIALS PRODUCED FOR MARKETING OR UPLOADED TO SKILLS COMMONS, SO SHOULD NOT BE RATED AGAINST IOWA
	☐ Never Started	LAKES.
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: COURSE SYLLABI HAVE BEEN PROVIDED TO ONLINE REPOSITORIES.
	☐ In Progress	Course Stllabi have been provided to online repositories.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SKILLS COMMONS HAS SYLLABI.
	□ Unclear	
	DELIVERA	ABLE 2.3: Offering online/blended programs
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	N/A
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS:
	☐ In Progress	EXTENSIVE SIMULATION IN LABS FOR BOTH CREDIT AND NON-CREDIT; AUTOMATION AND CONTROLS, ELECTRON THEORY, COMPUTER
	☐ Attempted	COURSEWARE
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS:
	☐ In Progress	N/A
	☐ Attempted	
	☐ Never Started	

QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Create	Expanded & Individualized Student Support Servic	es
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.	.2: Improve student of	career planning.	X Complete
			□ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	□ Completed	COMMENTS:	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABLE 3.2: "Bootcamps", in		individual/peer tutoring, individual hands-on lab as	ssistance, and
		utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: CAREER SEMINAR CLASSES WERE OFFERED. PEER AND I	DOCESSIONAL
	☐ In Progress	TUTORING WERE AVAILABLE.	PROFESSIONAL
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: DELIVERABLE WAS MET.	
	☐ Unsatisfactory	DELIVERABLE WAS MET.	
	□ Unclear		
DE	LIVERABLE 3.3: Target	ted recruitment marketing materials on multiple plat	forms
STATUS	X Completed	COMMENTS: PROGRAM HAD MANY DIFFERENT OUTLETS FOR MARKETIN	IC MANY WEDE
	☐ In Progress	FACE TO FACE RECRUITMENT. THE PROGRAM RECRUITED	
	☐ Attempted	COORDINATION WITH NW IOWA STEM HUB, PATHWAY NA	
	□ Never Started	WORKED DIRECTLY WITH WORKFORCE AND K-12'S. JOB ATTENDED. RECRUITMENT ALSO INCLUDED SOCIAL MEDIA TRADE SHOWS.	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	PROGRAM HAD EXTENSIVE OFFERINGS IN MARKETING AND	RECRUITMENT.

		T	
	□ Unclear		
DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable			
		programs of study	
STATUS	X Completed	COMMENTS: PROGRAM PAGES HAVE LINKS TO CAREER COACH. IN ADD	NITION DATHWAY
	☐ In Progress	NAVIGATORS, ADMISSIONS AND MARKETING WORKED EXTE	•
	☐ Attempted	THE WORKFORCE TO CONNECT STUDENTS TO WORKFORCE	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: MULTIPLE PLATFORMS WERE USED TO ASSIST STUDENTS. CAREER CO. WAS ONE OF THESE PLATFORMS ALONG WITH A DOL SITE FOR CAREER	
	☐ Unsatisfactory		
	□ Unclear	EXPLORATION.	
		& Improve Alignment with Industry & State Agencie	es
		ctor Strategy Committee consisting of members	□ Complete
industries).	:DA, lowa DE and fol	ur consortium members (representing each of the	X Incomplete
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	□ Complete
			X Incomplete
MILESTONE 4.	3: Create joint mark	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.4: Collaborate with s		state agencies on a participant referral process.	X Complete
			□ Incomplete
MILESTONE 4. based event		stry and state agencies on job fairs and mission-	☐ Complete
			X Incomplete
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi advisory committee	onal industry
STATUS	V a	COMMENTS:	
SIAIUS	X Completed	SUSTAINABLE ENERGY BOARD WAS UTILIZED, AS MANY C	OMPANIES
	☐ In Progress	WOULD BE REPEATED.	
	☐ Attempted		
0	☐ Never Started	0.000	
QUALITY	X Satisfactory	COMMENTS: CLARIFICATION CAME ON THE SECTOR BOARD THAT WAS U	ITII IZED
	☐ Unsatisfactory	CEAN ION TON CAME ON THE SECTION BOARD THAT WAS	JIILIZED.
	☐ Unclear		
	ELIVERABLE 4.2: New	industry partnerships developed during the grant p	eriod
STATUS	X Completed	COMMENTS:	orn Dowe
	☐ In Progress	PARTNERSHIPS THAT INCLUDE MULTIPLE COMPANIES HELI INTERNSHIPS, WORKFORCE LINKS AND JOBS TO STUDENTS	
	□ Attempted		
	☐ Never Started		

QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
DELIVERABLE 4.3: IHUM and RAP materials developed in collaboration with state agencies		
STATUS	☐ Completed	COMMENTS:
	☐ In Progress	IN/A
	□ Attempted	
	□ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
DELIVERABLE 4.4: Outreach efforts to educate WIBs about IHUM for referrals		
STATUS	X Completed	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED
	☐ In Progress	
	□ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
	□ Unclear	
DELIVERABLE 4.5: A minimum of one event with industry and state agencies annually		
STATUS	X Completed	COMMENTS: JOINT EVENTS WERE DONE UNDER THE SUSTAINABLE ENERGY RESOURCES.
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Lakes Community College

Signature Program Reviewed: HVAC Program

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials: Academic Dean at Iowa Western

Review Period: 10/1/2014-6/30/2018

Review Period: 8/26/18 REV 9.28.18

Synopsis of Findings:

- Program HVAC meets DoL standards
- PLA progress was continued and focused on training of pathway navigators to evaluate PLA.
- Internships continued to be expanded; no identification of the expanded work-base learning sites were given.
- Syllabi was shared on Skills Commons.
- Simulation labs were developed for use in many different programs.
- Peer and Professional Tutoring were given.
- Recruitment was very detailed.
- Multiple LMI functions were described.

	STRATEGY 1: Ex	pand & Enhance Sector-Driven Career Pathways	
		th relevant national standards and	X Complete
industry/em	ployer recognized ci	redentials.	□ Incomplete
MILESTONE 1	.2: Align non-credit o	offerings with credit courses.	X Complete
			□ Incomplete
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
		Technology cluster pathways with	□ Complete
apprentices	hips (EICC, KCC, NIC	JC)	□ Incomplete
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete
			□ Incomplete
	DELIVERA	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: EACH SEMESTER IOWA LAKES REVIEWS CURRICULUM	
	☐ In Progress	LACTIONIESTER TOWA EARLO REVIEWS CORRIGOROM	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
STATUS		IVERABLE 1.2: Updated college facilities	
STATUS	□ Completed	COMMENTS: N/A	
	☐ In Progress		
	☐ Attempted		
0	☐ Never Started	0	
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
CTATUO		ELIVERABLE 1.3: Offer new credentials	
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	

	☐ Unsatisfactory		
	□ Unclear		
	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: STATED THAT LETTERS WERE PROVIDED AT TIME OF GRAN	T ADVISORY
	☐ In Progress	BOARDS AND INDUSTRY CONTINUE TO COMMIT TO PROGRA	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: NO LETTERS WERE PROVIDED, HOWEVER INDUSTRY RELATED	TIONSHIPS WEDE
	☐ Unsatisfactory	DESCRIBED.	IONSHIPS WERE
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	y)
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	IVA	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS: NAVIGATORS AND INSTRUCTORS WERE TRAINED TO EVALUATION	IATE AND
	☐ In Progress	IDENTIFY PARTICIPATES FOR PLA. THIS INCLUDES VETER	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: ROBUST PLA PROGRAM WAS DESCRIBED.	
	☐ Unsatisfactory	ROBUST FLA PROGRAM WAS DESCRIBED.	
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	D BLENDED COURSE OFFERINGS.	☐ Complete
			☐ Incomplete
MILESTONE 2	.3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	X Completed	COMMENTS:	

	☐ In Progress	DELIVERABLE COMPLETED BY MARKETING AT HAWKEYE FOR
	☐ Attempted	MATERIALS PRODUCED FOR MARKETING OR UPLOADED TO SKILLS COMMONS, SO SHOULD NOT BE RATED AGAINST IOWA
	□ Never Started	LAKES.
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: COURSE SYLLABI HAVE BEEN PROVIDED TO ONLINE REPOSITORIES.
	☐ In Progress	COURSE STELABI HAVE BEEN PROVIDED TO ONLINE REPOSITORIES.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SKILLS COMMONS HAS SYLLABI.
	□ Unclear	
	Deliver/	ABLE 2.3: Offering online/blended programs
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	IN/A
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	Deliverabli	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS:
	☐ In Progress	EXTENSIVE SIMULATION IN LABS FOR BOTH CREDIT AND NON-CREDIT; AUTOMATION AND CONTROLS, ELECTRON THEORY, COMPUTER
	☐ Attempted	COURSEWARE
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS:
	☐ In Progress	NO COMMENT OF PUBLICATION OF SCORECARD.
	☐ Attempted	
	☐ Never Started	

QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Create	Expanded & Individualized Student Support Servic	es
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.	2: Improve student o	career planning.	X Complete
			□ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	□ Completed	COMMENTS:	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and
		utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: CAREER SEMINAR CLASSES WERE OFFERED. PEER AND I	DOCESSIONAL
	☐ In Progress	TUTORING WERE AVAILABLE.	PROFESSIONAL
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: DELIVERABLE WAS MET.	
	☐ Unsatisfactory	DELIVERABLE WAS MET.	
	□ Unclear		
DE	LIVERABLE 3.3: Target	ted recruitment marketing materials on multiple plat	tforms
STATUS	X Completed	COMMENTS:	IO MANY MEDE
	☐ In Progress	PROGRAM HAD MANY DIFFERENT OUTLETS FOR MARKETIN FACE TO FACE RECRUITMENT. THE PROGRAM RECRUITED	
	☐ Attempted	COORDINATION WITH NW IOWA STEM HUB, PATHWAY NA	
	☐ Never Started	WORKED DIRECTLY WITH WORKFORCE AND K-12'S. JOB ATTENDED. RECRUITMENT ALSO INCLUDED SOCIAL MEDIA TRADE SHOWS.	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	PROGRAM HAD EXTENSIVE OFFERINGS IN MARKETING AND	RECRUITMENT.

		T	
	□ Unclear		
DELIVERABLE	3.4: Implement a we	b-based tool that can generate regional LMI paired	with applicable
_	1	programs of study	
STATUS	X Completed	COMMENTS: PROGRAM PAGES HAVE LINKS TO CAREER COACH. IN ADD	NITION PATHWAY
	☐ In Progress	NAVIGATORS, ADMISSIONS AND MARKETING WORKED EXTE	•
	☐ Attempted	THE WORKFORCE TO CONNECT STUDENTS TO WORKFORCE	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: MULTIPLE PLATFORMS USED TO ASSIST IN CAREER CHOICE	F0
	☐ Unsatisfactory	MULTIPLE PLATFORMS USED TO ASSIST IN CAREER CHOICE	E9
	□ Unclear		
		& Improve Alignment with Industry & State Agencie	es
	• • • • • • • • • • • • • • • • • • •	ctor Strategy Committee consisting of members	X Complete
industries).	:DA, lowa DE and for	ur consortium members (representing each of the	□ Incomplete
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	□ Complete
based event			X Incomplete
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi	onal industry
0-1-11	34	advisory committee	
STATUS	X Completed	COMMENTS: UTILIZED COMMON BOARD UNDER THE UMBRELLA OF SUS	TAINARI F
	☐ In Progress	ENERGY RESOURCES.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: BOARD WAS USED AND DIRECTOR HAD DIRECT LINK TO SE	ECTOP BOARD
	☐ Unsatisfactory	BOARD WAS USED AND DIRECTOR TIAD DIRECT LINK TO GI	ECTOR BOARD
	□ Unclear		
	ELIVERABLE 4.2: New i	industry partnerships developed during the grant p	eriod
STATUS	X Completed	COMMENTS:	/FODOF :://=>-
	☐ In Progress	New Internships sites and direct links to the work discussed. Education requirements were needed f	
	☐ Attempted	SUPERVISORS.	
	X Never Started		

QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	THERE WERE COMMENTS ON PARTNERSHIPS THAT PERTAINED TO OTHER SIGNATURE PROGRAMS, BUT NONE TO HVAC.
	□ Unclear	SIGNATURE PROGRAMS, BUT NONE TO HVAC.
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS:
	☐ In Progress	N/A
	□ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT
	☐ In Progress	STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY.
	☐ Attempted	MARKETING MATERIAL IS SHARED
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
	□ Unclear	
	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS:
	☐ In Progress	MULTIPLE EVENTS WERE IMPRACTICAL FOR EACH PROGRAM, ONE EVENT WAS HELD FOR ALL PROGRAMS.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Lakes Community College

Signature Program Reviewed: Water Quality Program

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials: Academic Dean at Iowa Western

Review Period: 10/1/2014-6/30/2018

Review Date: 8/26/18 REV 9.26.18

Synopsis of Findings:

- Water Quality program redesigned their program to hybrid courses to offer on the job training for lab sections.
- Water Quality program expanded work-base learning new bacteria sampling, spectrophotometers and field testers.
- Syllabi have been shared on Skills Commons.
- Program had a robust simulation lab.
- Water Quality had multi-industry speaker panels.
- Multiple LMI were used to assist students
- New partners include; Estherville wastewater plant, Estherville water processing plant and Lakeside laboratory.

	STRATEGY 1: Ex	pand & Enhance Sector-Driven Career Pathways	
	.1: Align curricula wit	th relevant national standards and	X Complete
industry/em	ployer recognized cr	edentiais.	□ Incomplete
MILESTONE 1.	.2: Align non-credit o	fferings with credit courses.	X Complete
			□ Incomplete
MILESTONE 1.	.3: Expand and enha	nce work-based learning experiences.	X Complete
			☐ Incomplete
		Technology cluster pathways with	☐ Complete
apprentices	hips (EICC, KCC, NIC	.6)	□ Incomplete
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□ Incomplete
	Deliver/	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: EACH SEMESTER IOWA LAKES REVIEWS CURRICULUM. W	ATED QUALITY
	☐ In Progress	PROGRAM REDESIGNED THEIR PROGRAM TO HYBRID COUR	•
	☐ Attempted	THE JOB TRAINING FOR LAB SECTIONS.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: CURRICULUM WAS DISCUSSED AND REVISED OR REDESIGN	JED AS NEEDED
	☐ Unsatisfactory	WATER QUALITY OR	IED AS NEEDED.
	□ Unclear	OUR WATER QUALITY PROGRAM COMPLIES WIT MUNICIPAL REQUIREMENTS AND IS CONDUCTED WITH MUNICIPAL WATER PROCESSING AND WAS PROCESSING FACILITIES, WITH INTERNSHIPS EX ENVIRONMENTAL AGENCIES RESPONSIBLE FOR WATER QUALITY.	D DIRECTLY STEWATER KTENDED TO
		VERABLE 1.2: Updated college facilities	
STATUS	X Completed	COMMENTS: N/A	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		_
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DF	ELIVERABLE 1.3: Offer new credentials	
STATUS	□ Completed	COMMENTS:	

	☐ In Progress	N/A	
	□ Attempted		
	□ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	/ERABLE 1.4: Letters of	of commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: STATED THAT LETTERS WERE PROVIDED AT TIME OF GRAN	IT ADVISORY
	☐ In Progress	BOARDS AND INDUSTRY CONTINUE TO COMMIT TO PROGRA	
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	NO LETTERS WERE PROVIDED, HOWEVER INDUSTRY RELATED DESCRIBED.	IONSHIPS WERE
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	y)
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	INA	
	☐ Attempted		
	□ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	ELIVERABLE 1.6: Conti	inue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS: NAVIGATORS AND INSTRUCTORS WERE TRAINED TO EVALUATION	IATE AND
	☐ In Progress	IDENTIFY PARTICIPATES FOR PLA. THIS INCLUDES VETER	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	ROBUST PLA PROGRAM WAS DESCRIBED.	
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	AND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2	.2: EXPAND ONLINE ANI	D BLENDED COURSE OFFERINGS.	☐ Complete
			☐ Incomplete

MILESTONE 2.	.3: Create and distrib	oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	X Completed	COMMENTS: DELIVERABLE COMPLETED BY MARKETING AT H	AWKEYE FOR
	☐ In Progress	MATERIALS PRODUCED FOR MARKETING OR UP	_
	☐ Attempted	SKILLS COMMONS, SO SHOULD NOT BE RATED A	GAINST IOWA
	☐ Never Started	LAKES.	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 2.2: I	Distribution through project and online repositories	
STATUS	X Completed	COMMENTS: COURSE SYLLABI HAVE BEEN PROVIDED TO ONLINE REPOS	ITODIES
	☐ In Progress	OOKOL STEEABITIAVE BEEN PROVIDED TO ONLINE KEPOS	TORIES.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: SKILLS COMMONS HAS SYLLABI.	
	☐ Unsatisfactory	SKILLS COMMONS HAS STELABI.	
	□ Unclear		
_	Deliver	ABLE 2.3: Offering online/blended programs	
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	1975	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLI	E 2.4: Incorporation of simulation into courses	
STATUS	X Completed	COMMENTS: EXTENSIVE SIMULATION IN LABS FOR BOTH CREDIT AND NO	M-CDEDIT:
	☐ In Progress	AUTOMATION AND CONTROLS, ELECTRON THEORY, COMPU	•
	☐ Attempted	COURSEWARE	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	NIT DDOOD 4210
	☐ Unsatisfactory	SIMULATION LABS WERE FOR BOTH NON-CREDIT AND CRED	JII PRUGRAMS.
	□ Unclear		
DELIVERAL	BLE 2.5: Developmen	t and publication of a scorecard that updates on a re	egular basis

STATUS	☐ Completed	COMMENTS:	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		Expanded & Individualized Student Support Service	es
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student o	career planning.	X Complete
			□ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based program	ns
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	IN/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	sistance, and
	l	utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: CAREER SEMINAR CLASSES WERE OFFERED. PEER AND P	PROFESSIONAL
	☐ In Progress	TUTORING WERE AVAILABLE. WATER QUALITY ALSO HAD	
	☐ Attempted	EMPLOYER PANELS AND NETWORKING EVENTS.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: DELIVERABLE WAS MET WITH HIGH QUALITY AND MULTIPLE	FVENTO
	☐ Unsatisfactory	DELIVERABLE WAS MET WITH HIGH QUALITY AND MULTIPLE	: EVENIS.
	□ Unclear		
	LIVERABLE 3.3: Target	ed recruitment marketing materials on multiple plat	forms
STATUS	X Completed	COMMENTS: PROGRAM HAD MANY DIFFERENT OUTLETS FOR MARKETING	C MANY WEDE
	☐ In Progress	FACE TO FACE RECRUITMENT. THE PROGRAM RECRUITED	
	☐ Attempted	COORDINATION WITH NW IOWA STEM HUB, PATHWAY NA	

	□ Never Started	WORKED DIRECTLY WITH WORKFORCE AND K-12'S. JOB ATTENDED. RECRUITMENT ALSO INCLUDED SOCIAL MEDIA	
0		TRADE SHOWS.	
QUALITY	X Satisfactory	COMMENTS: PROGRAM HAD EXTENSIVE OFFERINGS IN MARKETING AND	RECRUITMENT
	☐ Unsatisfactory	T ROSIGNII IIAD EXTENSIVE OF FERMIOS IN MARKETING AND	TEOROTT MENT
	□ Unclear		
DELIVERABLE	3.4: Implement a we	b-based tool that can generate regional LMI paired programs of study	with applicable
STATUS	X Completed	COMMENTS:	_
	☐ In Progress	PROGRAM PAGES HAVE LINKS TO CAREER COACH. IN ADD NAVIGATORS, ADMISSIONS AND MARKETING WORKED EXTE	
	☐ Attempted	THE WORKFORCE TO CONNECT STUDENTS TO WORKFORCE	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	MULTIPLE PLATFORMS OF LMI WERE UTILIZED.	
	□Unclear		
		& Improve Alignment with Industry & State Agencie	
		ctor Strategy Committee consisting of members ur consortium members (representing each of the	X Complete
industries).	DA, IOWA DE AIIU IOC	or consortium members (representing each of the	□ Incomplete
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based event	S.		□ Incomplete
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi advisory committee	onal industry
STATUS	X Completed	COMMENTS:	
	☐ In Progress	REFERRED TO ADVISORY BOARD IMPROVEMENTS IN WATE SECTOR BOARD DEVELOPMENT. ALSO, NO MENTION OF A	,
	☐ Attempted	STRATEGY COMMITTEE.	SECTOR
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	☐ Unclear		
D	ELIVERABLE 4.2: New i	industry partnerships developed during the grant p	eriod

STATUS	X Completed	COMMENTS: ESTHERVILLE WASTEWATER PLANT, ESTHERVILLE WATER PROCESSING
	☐ In Progress	PLANT AND LAKESIDE LABORATORY WERE ALL NEW PARTNERS THAT WERE
	☐ Attempted	CREATED BECAUSE OF THE IHUM GRANT.
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	THROUGH THE INCREASE IN PARTNERS, WORK BASE EXPERIENCES AND MULTI-INDUSTRY PANELS THIS PROGRAM HAS DEVELOPED MANY NEW
	□ Unclear	PARTNERSHIPS THAT WILL BENEFIT THE PROGRAM.
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS:
	☐ In Progress	N/A
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	□ Unclear	
		reach efforts to educate WIBs about IHUM for referrals
STATUS		COMMENTS:
	DELIVERABLE 4.4: Out	
	X Completed	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT
STATUS	X Completed ☐ In Progress	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED
	X Completed ☐ In Progress ☐ Attempted	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS:
STATUS	X Completed	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unclear	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
STATUS QUALITY DELI	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unclear	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unclear	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. Turn of one event with industry and state agencies annually COMMENTS:
STATUS QUALITY DELI	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear VERABLE 4.5: A minim	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
STATUS QUALITY DELI	DELIVERABLE 4.4: Out X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear VERABLE 4.5: A minim X Completed	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. THE OF THE ORDER THE UMBRELLA OF SUSTAINABLE ENERGY
QUALITY DELI STATUS	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear VERABLE 4.5: A minim X Completed In Progress	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. COMMENTS: HELD EVENTS UNDER THE UMBRELLA OF SUSTAINABLE ENERGY RESOURCES.
STATUS QUALITY DELI	X Completed In Progress Attempted Never Started Verable 4.5: A minim X Completed Description Unclear Completed Attempted Attempted Attempted Attempted Attempted Attempted X Completed Attempted X Completed Attempted Attemp	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. LUM of one event with industry and state agencies annually COMMENTS: HELD EVENTS UNDER THE UMBRELLA OF SUSTAINABLE ENERGY RESOURCES. COMMENTS:
QUALITY DELI STATUS	X Completed In Progress Attempted Never Started X Satisfactory Unsatisfactory Unclear VERABLE 4.5: A minim X Completed In Progress Attempted Never Started Never St	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENT STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY. MARKETING MATERIAL IS SHARED COMMENTS: THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL. COMMENTS: HELD EVENTS UNDER THE UMBRELLA OF SUSTAINABLE ENERGY RESOURCES.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Iowa Lakes Community College

Signature Program Reviewed: Wind Energy Technology

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials: Academic Dean at Iowa Western

Review Period: 10/1/2014-6/30/2018

Review Date: 8/26/18 Revised 9.28.18

Synopsis of Findings:

- Wind Energy Program reviewed curriculum annually and made necessary changes
- Wind Energy Program stated and gave details on increased work-base learning and partnerships.
- Syllabi have been shared on Skills Commons.
- Program had a robust simulation lab.
- Wind Energy program had multi-industry speaker panels.
- Wind Energy held multiple events with IWEA/Wind Warriors and utilized grant equipment.

		pand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and			X Complete
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□ Incomplete
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
	MILESTONE 1.4: Align Information Technology cluster pathways with		
apprentices	hips (EICC, KCC, NIC	JC)	□ Incomplete
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete
			□ Incomplete
	DELIVER	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: EACH SEMESTER IOWA LAKES REVIEWS CURRICULUM	
	☐ In Progress	LACH SEMESTER IOWA LARES REVIEWS CORRICULOM	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: SPECIFIC CURRICULUM CHANGES WERE DESCRIBED.	
	☐ Unsatisfactory	SPECIFIC CURRICULUM CHANGES WERE DESCRIBED.	
	□ Unclear		
0=+=++	DEL	IVERABLE 1.2: Updated college facilities	
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	Di	ELIVERABLE 1.3: Offer new credentials	
STATUS	□ Completed	COMMENTS: N/A	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	

	☐ Unsatisfactory		
	□ Unclear		
	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: STATED THAT LETTERS WERE PROVIDED AT TIME OF GRAN	IT ADVISORY
	☐ In Progress	BOARDS AND INDUSTRY CONTINUE TO COMMIT TO PROGRA	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	FIONGUIDS WEDE
	☐ Unsatisfactory	NO LETTERS WERE PROVIDED, HOWEVER INDUSTRY RELATED DESCRIBED. PARTNERSHIPS CHANGE AND DIVERSIFY OVE	
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	y)
STATUS	□ Completed	COMMENTS: N/A	
	☐ In Progress	IVA	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS: Navigators and instructors were trained to evalu	IATE AND
	☐ In Progress	IDENTIFY PARTICIPATES FOR PLA. THIS INCLUDES VETER	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: ROBUST PLA PROGRAM WAS DESCRIBED.	
	☐ Unsatisfactory	ROBUST FLA PROGRAM WAS DESCRIBED.	
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			□ Incomplete
MILESTONE 2	.2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	☐ Complete
		□ Inc	□ Incomplete
MILESTONE 2.3: Create and distrib		oute Open Educational Resources.	X Complete
			□ Incomplete
	Deliverable 2.1: Public licensing of curricula and training materials		
STATUS	X Completed	COMMENTS:	

	☐ In Progress	DELIVERABLE COMPLETED BY MARKETING AT HAWKEYE FOR
	☐ Attempted	MATERIALS PRODUCED FOR MARKETING OR UPLOADED TO SKILLS COMMONS, SO SHOULD NOT BE RATED AGAINST IOWA
	□ Never Started	LAKES.
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: COURSE SYLLABI HAVE BEEN PROVIDED TO ONLINE REPOSITORIES.
	☐ In Progress	COURSE STELADI HAVE BEEN PROVIDED TO UNLINE REPOSITORIES.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SKILLS COMMONS HAS SYLLABI.
	□ Unclear	
	DELIVERA	ABLE 2.3: Offering online/blended programs
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	IN/A
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	Deliverable	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS:
	☐ In Progress	EXTENSIVE SIMULATION IN LABS FOR BOTH CREDIT AND NON-CREDIT; AUTOMATION AND CONTROLS, ELECTRON THEORY, COMPUTER
	☐ Attempted	COURSEWARE. SIMULATION SOFTWARE HAS BEEN PLACED INTO MULTIPLE
	☐ Never Started	PLACES WITHIN THE CURRICULUM OF WIND ENERGY.
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SIMULATION LABS HAVE BEEN UTILIZED BY BOTH CREDIT AND NON-CREDIT PROGRAMMING. HIGH QUALITY OF SIM LABS HAVE BEEN IMPLEMENTED.
	□ Unclear	The statement of the figure of the control of the c
	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	IN/A
	☐ Attempted	
	☐ Never Started	

QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Create	Expanded & Individualized Student Support Servic	es
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			□ Incomplete
MILESTONE 3.	2: Improve student o	career planning.	X Complete
			□ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	□ Completed	COMMENTS:	
	☐ In Progress	N/A	
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and
		utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: CAREER SEMINAR CLASSES WERE OFFERED. PEER AND	DDOLLGGIONAL
	☐ In Progress	TUTORING WERE AVAILABLE.	PROFESSIONAL
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: DELIVERABLE WAS MET.	
	☐ Unsatisfactory	DELIVERABLE WAS MET.	
	□ Unclear		
DE	LIVERABLE 3.3: Target	ted recruitment marketing materials on multiple pla	tforms
STATUS	X Completed	COMMENTS: PROGRAM HAD MANY DIFFERENT OUTLETS FOR MARKETIN	IC MANY WEDE
	☐ In Progress	FACE TO FACE RECRUITMENT. THE PROGRAM RECRUITED	
	☐ Attempted	COORDINATION WITH NW IOWA STEM HUB, PATHWAY NA	
	□ Never Started	WORKED DIRECTLY WITH WORKFORCE AND K-12'S. JOB ATTENDED. RECRUITMENT ALSO INCLUDED SOCIAL MEDIA TRADE SHOWS.	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	PROGRAM HAD EXTENSIVE OFFERINGS IN MARKETING AND	RECRUITMENT.

	1		
	□ Unclear		
DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable			
	T	programs of study	
STATUS	X Completed	COMMENTS: PROGRAM PAGES HAVE LINKS TO CAREER COACH. IN ADD	NITION DATHWAY
	☐ In Progress	NAVIGATORS, ADMISSIONS AND MARKETING WORKED EXT	•
	☐ Attempted	THE WORKFORCE TO CONNECT STUDENTS TO WORKFORCE	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	MULTIPLE PLATFORMS WERE UTILIZED TO HELP PROVIDE (GUIDANCE TO STUDENTS AT MULTIPLE POINTS THROUGHO	
	□ Unclear	EDUCATION.	
	STRATEGY 4: Create	& Improve Alignment with Industry & State Agencie	es
		ctor Strategy Committee consisting of members	X Complete
industries).	:DA, lowa DE and fol	ur consortium members (representing each of the	□ Incomplete
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			☐ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based events.			□ Incomplete
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi	onal industry
CTATUS.	V	advisory committee	
STATUS	X Completed	COMMENTS: REFERRED TO ADVISORY BOARD IMPROVEMENTS AND SEC	CTOR BOARDS.
	☐ In Progress	IDENTIFIED THE SECTOR BOARD SUSTAINABLE ENERGY RESOURCES WAS	
	☐ Attempted	THE BOARD TO OVERSEE.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: IT IS CLEAR THAT IOWA LAKES HAS INCREASED ADVISORY	BOARD ACTIVITY
	☐ Unsatisfactory	AND HOLDS SECTOR BOARD MEETINGS, HOWEVER IT IS NO	
	□ Unclear	MUCH OF IT IS RELATED TO WIND ENERGY.	
Deliverable 4.2: New industry partnerships developed during the grant period			
STATUS	X Completed	COMMENTS:	
	☐ In Progress	GRANT REPORT MENTIONED THAT THERE WAS NEW INDUS PARTNERSHIPS.	IKY
	☐ Attempted		
	☐ Never Started		

QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	PARTNERSHIPS WERE EXPANDED AND DEVELOPED WITH SPECIFIC COMPANIES THAT WERE IDENTIFIED.
	□ Unclear	COMPANIES THAT WERE IDENTIFIED.
	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	☐ Completed	COMMENTS:
	☐ In Progress	N/A
	□ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	☐ Unclear	
	DELIVERABLE 4.4: Out	treach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: PATHWAY NAVIGATORS WORK CLOSELY WITH WORKFORCE DEVELOPMENTS OF STAFF TO WORK WITH STUDENTS ON IDENTIFYING A PROGRAM OF STUDY.
	☐ In Progress	
	□ Attempted	MARKETING MATERIAL IS SHARED
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	THIS IS A TYPICAL NAVIGATOR – IWD PARTNERSHIP THAT WORKS WELL.
	□ Unclear	
	VERABLE 4.5: A minin	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS:
	☐ In Progress	TWO EVENTS WERE CREATED WITH IWEA AND VESTAS WIND WARRIOR CHALLENGE. THESE CONFERENCES UTILIZE EQUIPMENT AND SIM LABS
	☐ Attempted	FUNDED BY IHUM.
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	EVENTS WERE HELD WITH GREAT SUCCESS.
	□ Unclear	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Iowa Valley Community College District

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

Audited and redesigned curricula

Course Changes

- O IND 113 Utility Industry Orientation was added to the program as a 1 credit course. Students take this course during the week before classes start in the fall. Students who do not pass this class will not be able to continue in the program. The goal is to give students a broad overview of the industry and skills required in the industry. Those students who are unable to climb poles or who don't think that this program is for them will be able to enroll in another program before the semester starts. A maximum of 40 students will be enrolled in this course while only 30 will be allowed to continue in the program. The best 30 students are chosen from those who pass this class.
- O IND 133 Occupational Safety, Environmental Concerns, Basic Understanding of Utility Industry is added to the program as a 1 credit course. This class replaces IND 115 Occ.Safe/Health/Envir Concerns. The only difference between the two courses is that IND 115 included OSHA training. The problem was that this course had almost enough contact hours to be a 2 credit class. Therefore, the OSHA curriculum is now being taught in a separate class.
- O IND 112 OSHA 10 Hour Utility Industry was added to the program as a 1 credit course. The OSHA curriculum is a requirement of the Department of Education. Previously, this course was a part of the IND 115 course. However, the contact hours were over 16.00 during the semester and were almost enough to make the class a 2 credit class. Therefore, the OSHA part of the curriculum was removed from IND 115 and a separate course was created.
- O IND 131 Read, Interpret, and Create Utility Industry Drawings and Maps replaced IND 135 Print Reading for Process Management in the Natural Gas Technician and Powerline Technician programs. This course continues to be 3 credits. IND 131 was created because the course IND 135 had a curriculum that was not relevant to Utility students. This course number was being used previously because it had already been created and was in the system. However, the new course will have a curriculum that fits better with the Utility industry.

Changes to Program



- IND 115 was removed from the list of required courses for the Utility
 Technician program and IND 117 was added in its place. IND 113 and IND 112
 were added to the list of required courses for the Utility Technician program.
 IND 135 was removed from the list of required courses for the Natural Gas
 Technician program and the Powerline Technician program, and IND 131 was
 be added in its place.
- DSL 837 Commercial Driver's License & Tools was removed from the list of electives and added as a Utility Tech program requirement. This course is already a program requirement in the Natural Gas Technician and Powerline Technician programs. The requirement to take at least 1 program elective is being removed from the Utility Technician, Natural Gas Technician, and Powerline Technician program. Previously, students were required to take at least 1 credit of either IND 911 On-the-job-training which is not an option in the Utility Industry, WEL 116 which is not relevant to the skills needed in the industry, or WEL 300 which is not currently offered. The elective in the Natural Gas Technician program to take ELT 111 Introduction to Electronics which is a 3 credit course was removed. This course is not relevant to the skills needed in the industry. The elective in the Powerline Technician program to take IND 125 Introduction to Process Control which is a 3 credit course was also removed. This course is not relevant to the skills needed in the industry. In conclusion, there are no program electives in the Utility Technician, Natural Gas Technician, or Powerline Technician program.
- These changes resulted in an increase in the number of required credit hours to graduate from (30-30.5) to 32.5 for the Utility Technician program. The Natural Gas Technician and the Powerline Technician program increased the total number of required credit hours to graduate from (64.5 – 66.5) to 65.5.
- Updated college facilities
 - IVCCD did not use any funds to renovate or build new college facilities.
- Offer new credentials
 - This past year is the first year that we have offered 8 new certificates. Students earn a certificate for each semester completed in the Natural Gas Technician program as well as the Powerline Technician program. We added the following certificates:

Natural Gas Technician Program

Term 1: Natural Gas Basics Certificate

Term 2: Natural Gas Advanced Fundamentals Certificate

Term 3: Natural Gas Construction Skills Certificate

Term 4: Natural Gas Customer Service Skills Certificate



Powerline Technician Program

Term 1: Powerline Basics Certificate

Term 2: Powerline Advanced Skills Training Certificate

Term 3: Powerline Construction Skills Training Certificate

Term 4: Powerline Troubleshooting Analysis Certificate

- Established commitment from employers and industry representatives
 - O We have an established commitment from MidAmerican, Black Hill, and Alliant. These groups are not only actively involved in our advisory board and the statewide Utility Sector Board, they also send representatives to talk to prospective and current students during open houses and orientation. In addition, they send representatives to conduct mock interviews with all of our students during the second semester of the first year. The Natural Gas Technician program has a boot camp for students where representatives from each of the companies evaluate each student's performance. Furthermore, Alliant Energy has offered to let us use their training field to provide our students the opportunity to use equipment and supplies that we don't have here at the college. It goes without saying that these three companies are the major employers of the majority of our graduates. Finally, they donate a large amount of equipment and supplies to our program that we otherwise wouldn't be able to purchase with our budget. The commitment from these employers is what keeps our program running.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - O The Board policy draft was created for prior learning assessment on 11/1/2014. The Assistant Registrar and I-HUM Student Success Specialist attended the Credit for Prior Learning Assessment Conference at DMACC on 4/7/2015 and developed a Map for the PLA process at IVCCD. The I-HUM Grant Coordinator and I-HUM Student Success Specialist attended the Credit for Prior Learning Assessment Conference at DMACC on June 22nd where the process Maps were shared with representatives from other institutions. The Credit for Prior Learning Policy was reviewed by the Board on September 9, 2015. This was the first reading of the document. The second reading of the Credit for Prior Learning Board Policy occurred on October 7, 2015 and the Board policy was approved. The Credit for Prior Learning fee schedule was approved by the Board on November 11, 2015. On November 16, a training was held with staff about the Credit for Prior Learning policy implementation. Since that time, a CPL application and checklist was developed. We have used the policy in the Utility Technician, Natural Gas Technician, and Powerline Technician programs to give credit for students



who already have an OSHA card as well as for students who already have their CDL. We have spoken with a couple of students working in the Utility industry who would like to get credit for their work experience. However, these students have not yet applied for Credit for Prior Learning.

• Expand work based learning experiences

Two students were offered apprenticeships at the Fall Bootcamp that was held for our 2nd year Natural Gas Technician students in 2015. These students will begin their apprenticeships in the spring at Black Hills Energy. They will be working on the days they aren't in class. Mock Interviews were held on April 7, 2016 with Northern Natural Gas, Black Hills, MidAmerican, and Alliant with first and second year students. These interviews gave students a chance to speak with potential employers and learn about the job opportunities at their companies. In addition, the students received feedback from the interviewers about their interview skills. A boot camp was held for the 2nd year Natural Gas Technician students in April and representatives from MidAmerican, Alliant Energy, and Black Hills Energy were available to observe the boot camp. The students had the possibility of being offered employment at the end of the boot camp. Students were tested on a variety of skills learned during the course of the boot camp. The Powerline Tech program signed an agreement with Alliant Energy to allow our students to use the Training Field at Alliant starting this spring. This will allow our students to have access to a greater amount of training equipment and tools that they will use in the industry.

- Aligned non-credit offerings with credit courses
 - There was a non-credit Gas supervisory training held on August 3, 4, 5, and 7th that was taught by our Utility Gas faculty member. This class is an opportunity for graduates of our Natural Gas Technician program to receive additional training in their field. Our non-credit course offerings were aligned with our credit course offerings. Students can earn credit for taking the noncredit Welding classes including the Pipe Welding class which is no longer taught as a credit course. At the time that the noncredit courses were aligned with the credit courses, the Welding class was an elective in the program. With the curriculum changes, this class is no longer a part of the program.

Strategy 2 – Advance Online & Technology-Enabled Learning

• Enhance and expand simulation into courses and trainings

Utility Tech Bootcamp was held on May 7, 2015 and several representative from industry partners were in attendance. This was the first boot camp ever held in the Utility program. During the boot camp, employers gave students feedback about the simulation experiences and made notes about which students excelled in different areas. At the conclusion of the boot camp, the faculty, dean, and Grant Coordinator met with the employers to get feedback regarding the boot camp as well as what aspects of training need to be included into the curriculum. It was decided at that



time that it might be beneficial to the students to have a fall and Spring boot camp to assess skills. A Fall Bootcamp was held on October 30, 2015 for 2nd year Natural Gas Technician students. There were three employers present and 2 students were offered apprenticeships which begin in January at the boot camp. The Mandatory Utility Tech New Student Orientation was held on May 5, 2016. Students were able to climb poles and use equipment in the Electric and Gas Training Field to get a taste of what it would be like to be a Utility Technician. A boot camp was held for the 2nd year Natural Gas Technician students in April of 2017and representatives from MidAmerican, Alliant Energy, and Black Hills Energy were available to observe the boot camp. The students had the possibility of being offered employment at the end of the boot camp. Students were tested on a variety of skills learned during the course of the boot camp.

Expand online and blended course offerings

Meetings were held in the fall of 2015 with the provost and IT department head to discuss the type of system that will be used in the A/V Telepresence rooms at our Marshalltown, Iowa Falls, and Grinnell campus. In November, we met with a consultant from CTI who will assist us in the design of the rooms. Also, we held a webinar with Zoom to discuss how their software would work in the A/V rooms. The next step is to bring representatives from across the district to narrow down the software provider and A/V consultant that we want to hire. Meetings were held this in the spring of 2016 with representatives from Marshalltown, Ellsworth, Grinnell, and IT. In addition, our committee visited Iowa Central to look at the A/V teleconference rooms that have been implemented on their campus. Requests for design and consultation proposals for the A/V Telepresence rooms were submitted to AVI Systems, ECS Technologies Inc., and CTS Conference Technologies, Inc. Proposals and bids were received from each of the companies, and we ended up choosing AVI Systems which was the lowest bid. The Retail Sales Agreement has been signed with AVI, and the payment for the services has been sent. The next step in the process is to setup meetings with AVI and representatives from IVCCD to find out what aspects we would like to include in the project. Meetings were held this in the late spring of 2016 with representatives from Marshalltown, Ellsworth, Grinnell, IT, and AVI Systems. AVI presented the design and consultation proposal for the video conferencing rooms to the committee. We had two meetings this quarter with AVI to discuss the proposals. The committee will be meeting in July to discuss what aspects of the proposal we want to keep and what aspects we want to change. The RFP was sent out for the video conferencing rooms in January of 2017, and the vendor was selected. The supplies have been purchased and were installed in the rooms. We are currently working on troubleshooting any issues that pop up as well as training the staff and faculty. In addition, we are looking at how the room will be utilized in the fall. The Video Conferencing Project was completed in March of 2017 and we signed a project sign-off with the vendor on May 15, 2017.



One of our students obtained employment at MidAmerican in Humboldt, IA in the spring of 2016. In order to assist him in finishing his Natural Gas Technician degree, our faculty developed an online course for him. MidAmerican is supervising the hands on activities that are required for the class and our faculty is assisting him in completing the classroom work online. This student was able to finish his Natural Gas Technician degree by taking online and blended classes

During the grant period, our students begin using an online software to learn how to read meters.

- Create and distribute Open Educational Resources
 - The marketing materials as well as curriculum created during the period of the IHUM grant for the signature program will be distributed via the Open Education Resources on Creative Commons.
- Incorporation of simulation into courses
 - In addition to the above information regarding expanding the use of simulation in our Utility program via boot camps, our students also have the opportunity to use the Alliant Training field which has a lot of the equipment and supplies that will be used once employed in the field. In addition, students in the Utility Technician and Natural Gas program use an online software program that has student walk through a building to locate the gas leak and fix it.

Strategy 3 – Create Expanded & Individualized Student Support Services

Implement specialized recruitment and retention efforts

The Student Success Specialist attending career and college fairs where he presented information about all of the Utility programs. In the spring of 2016, the Student Success Specialist moved to 1 on 1 registration with Utility students as well as 1 on 1 periodic meetings with students throughout the term. The goal was to check in with students to ensure that they weren't having any difficulties inside or outside of class and to make sure that they are on track to graduate. This includes ensuring that they have completed their financial aid. The Skilled Trades Open House was held on May 19, 2016 from 5 pm to 7 pm. Students interested in the Utility Tech program or any of the Skilled Trades were able to meet with faculty, potential employers, and advisors to learn about the program and career opportunities available upon graduation. Potential students also had the chance to tour the facilities and receive information about scholarships and credit for prior learning. In the spring of 2017, we ordered Magnetic signs, tabletop banners, and a 10 ft x 10 ft display to advertise the Utility Tech, Powerline Tech, and Natural Gas Tech programs. These items were used in parades, college fairs, and career fairs as recruitment efforts. A billboard was developed and advertised during the month of June 2017 to recruit students to enroll in the Natural Gas Technician program. We advertised our Natural Gas program on several radio stations in July and August of 2017. The Natural Gas Tech faculty



surveyed his students and found that 5 of the students in the program heard about it through those ads. In the spring of 2018, the faculty decided to allow new students to start in the spring. Previously students were only allowed to start in the fall. These students can take general education requirements along with, the CDL class, and IND 131 UT Maps. This change allowed us to gain 1 more student in the program this spring.

Improve Student Career Planning

We contact students at the time of graduation, 6 months after graduation, and 12 months after graduation to determine if these students have found employment in their field of study. Worked with EMSI to develop our personalized Career Coach page. The page went live in September, 2015 on the Career Services page on our website for both of our institutions. The Grant Coordinator attended the annual EMSI conference in Coeur d'Alene, Idaho from 9/21 - 9/24 in 2015 and received Advanced Career Coach training during this trip. After the trip, a committee was formed and worked on ways to utilize the software. A strategic plan was formed with an end goal of using the software to assist students in developing career goals using data on the site. Several trainings were held in December, 2015 for staff. A Career Services Workshop was held on March 23, 2016 which provided an overview of Career Coach and College Central Network for our Utility students. In addition, information was presented on how to put together a resume and cover letter. Career Services Workshops were held on April 5, 2017 and April 22, 2017. The topics of the workshops were "How to dress for your career like you are already famous," and "You're graduating.....now what?" Students learned about professional appearance, soft skills, graduation night, transferring to a four year institution, loan exit counseling, as well as graduate surveys. In addition, the IHUM Grant Coordinator met with several UT students to help them prepare for the Mock Interviews. The IHUM Grant & Career Services Coordinator spoke to the BUS 291 class in the fall of 2016 which consists of Utility Tech students about Career Coach and career planning. The three main utility companies which are Alliant Energy, Black Hills Energy, and MidAmerican Energy came and performed mock interviews with the 1st and 2nd year Utility Tech, Powerline Tech, and Natural Gas Tech students in February and March of 2017. The goal was to give students feedback on their interview skills as well as to give them some information about what interviewing with a Utility Company is actually like. 1st and 2nd Year students were surveyed on April 26th and 27th of 2017 regarding their plans after graduation either to continue their education or obtain employment. Those who had already found jobs were surveyed about those jobs. During the past quarter, there were 2 new companies that contacted our instructors about hiring our graduates. Both companies were out of Arkansas. The Utility Tech Students met with a Student Services Staff member in December 2017 to have a mock interview. The students then received feedback about their interview. The goal was to prepare the students for their mock interviews during the second semester with representatives from the three major utility companies.



• Implement accelerated and/or contextualized remediation

We have developed a 1 credit accelerated orientation class, IND 113, for the Utility Tech students to be held during the week before classes start. The class has been approved by the Curriculum Committee and the Iowa Department of Education. The goal of the class is to give students information about what the program will be like before classes start so that they can switch to another program if they don't think they will be successful. We are hoping to increase retention and enrollment in the program by having this class which will be taken by over 40 students. We will only allow the top 36 students to start the program the next week. If students are not chosen as a part of the 36, they can enroll in the program the next year. The first IND 113 orientation class was held the week before classes started in August. The goal of the class is to give students some hands on training in the Powerline or Natural Gas field so that they better understand what the program is all about. Students who don't think that the program is the right fit are then able to switch to another program on campus before classes start. We did have 3 students switch to the Electro-Mechanical Systems Tech program. There was 1 student who switched from Powerline to Natural Gas. And, one student dropped out of the college. The goal of this class is to increase retention as we typically lose several students during the first semester because the students decide that this is not the right career for them.

Develop and implement online, modular-based programs

Students in the Utility Technician gas program and the Natural Gas Technician program take part in the MEA online training that is modular based. The program is EnergyU and the goal of the curriculum is to assure safety in the transport of hazardous gases and liquids in the nation's pipelines. In order to accomplish this, pipeline operators are required to have individuals who perform covered tasks trained and qualified. By going through the curriculum online, students become Operator Qualified. Students take tests based on the information learned through the modules.

- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - EMSI's Career Coach was launched at our institution for all students with a goal of emphasizing the web-based tool in our signature program. Career Coach was used in the Utility Tech, Natural Gas Tech, and Powerline Tech orientation at the beginning of the year. The IHUM Grant Coordinator gave an overview of the features of the program. When the students take BUS 291 Employment Portfolio, students use the Resume Building Tool to put together their resume. In the second term of all of the programs, students use their resumes during their mock interviews with the three



major utility companies in Iowa which are MidAmerican Energy, Alliant Energy, and Black Hills Energy. Students also learn about the job search features in the program during the Employment Portfolio class.

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

Develop or Enhance IHUM Sector Boards

We joined the Iowa Energy Workforce Consortium in December of 2016 which is the statewide Utility Sector Board. The Iowa Energy Workforce Consortium met on March 6th to discuss the strategic areas of focus as well as workforce gaps. There are four sub committees that have been meeting regularly to discuss Career Awareness & Supply & Demand in the Energy Workforce. The Group 3 subcommittee that Lara Thoms and Ron Estabrook are a part of met on February 10th to develop a crosswalk of institutional CIP codes with SOC occupation codes to identify what jobs students will be eligible for upon graduation from an Energy program. The quarterly Iowa Energy Workforce Consortium meeting was held on September 8th at the Alliant Energy Headquarters in Cedar Rapids, IA. An update was provided on the final Career Pathways product from CAEL. A representative from the lowa Department of Ed talked about the goal of doubling the number of registered apprenticeships in Iowa in the next 5 years. We discussed the plans to put together a new Iowa Energy Office website which could host much of the IEWC information. Task group 1 reported that they are currently developing a survey that will provide supply data on current and future needs from employers. The survey will be distributed to energy companies and will ask about current headcount, as well as future headcount. Task group 2 talked about strategic area of developing a unified, single-source website to identify educators and bring awareness to jobs at IEWC member employers. They are going to utilize social medial to advertise. Jp Jones provided an update for Task Group 3. The goal of this task group is to quantify student supply and increase capacity. At the time of the meeting, the task group had recently distributed a survey to energy educators at the community colleges across the state of Iowa. The purpose of the survey is to link classification of instructional program (CIP) codes with standard occupational codes (SOCs). Responses to the survey are due on Oct 6, and the task group intends to hold its next monthly meeting the following week. The quarterly Iowa Energy Workforce Consortium meeting was held on December 8th at CIPCO in Des Moines, IA. Beth from CEWD introduced the consortium to the Energy Industry Fundamentals Certificate, which is now available as a digital credential for resumes, LinkedIn, etc. JP Jones asked how educational institutions can get involved with this certificate program. The process will require the colleges to obtain a sponsorship from a CEWD member utility, though the energy companies in the room were all amenable to providing the necessary sponsorship. IVCCD is already sponsored by MidAmerican and Black Hills Energy. Task Group 2 presented information about developing a more robust social media presence as well as a website which highlights information about the industry. Task Group 3 noted that they were successful in reaching out to the community colleges to identify the Energy programs in the state.



They will be matching those programs with SOC codes. As we move into 2018, the group wants to be better at defining clear goals and deliverables, and track progress throughout the year. The IEWC Executive Committee will work to define the official goals and deliverables at their next conference call.

- Strengthen Industry advisory committees
 - Our advisory board meets every October, in addition we hold either an in person or email meeting in the spring. The advisory board consists of members from MidAmerican, Alliant, ITC, Q3 Contracting, Northern Natural Gas, Black Hills, Iowa Association of Electric Cooperatives, IBEW Local 204, and IAMU. These individuals provide input on the most recent industry standards and provide guidance on how to implement these changes into the curriculum. The goal is to keep the curriculum of the program current and up to date to match the industry needs so that our graduates have the knowledge and skills that is necessary in the workforce. In addition, members of our advisory board have invited us to participate in the Governor's Declaration of Careers in Energy Week and the Iowa Workforce Energy Consortium during the grant period. They are constantly donating equipment and supplies to the program that we otherwise wouldn't be able to use. In addition, they spend time helping us recruit and market the program. Our program wouldn't be as successful as it is without our advisory board and the commitment that these individuals have to our Utility programs.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners

The Utility Tech program is marketed at the IWD agency and our Student Success Specialist receives referrals from this agency. In addition, the college partnered with IWD do market the Job Fair held on April 6th, 2016. The Student Success Specialist has partnered with Iowa Workforce Development. As a part of this partnership, our Student Success Specialist is available at Iowa Workforce on Mondays to speak with any student interested in the Utility program. Iowa Workforce will also refer those interested in the program to him. The Student Success Specialist set up a booth at IWD during the Heavy Equipment Simulator Week from April 25-29, 2016. Students interested in UT were invited to speak with the Student Success Specialist after using the Heavy Equipment Simulator. The college held a Job Fair on April 6, 2016 in conjunction with IWD. Several Utility Tech companies were invited to participate including Black Hills, Alliant, MidAmerican, Northern Natural Gas, Southern Iowa Electric Coop, and Consumers Energy. Alliant Energy was the only Utility Company that was able to attend the job fair. Students who attended were able to attend employer panels, resume assistance booths, as well as employer booths. Workforce Development and Marshalltown Community College collaborated to create joint marketing for the upcoming Job Fair on April 5, 2017 to include posters, flyers, and radio ads. We partnered with Iowa Workforce Development on October 6, 2017 to



hold the Advanced Manufacturing Day. We invited local business from our region to come and talk to students in a "Speed Dating" fashion. Students talked to each business for 5 to 10 minutes before rotating. The businesses gave information on not only their company but also the types of employment opportunities that they have and the types of employees they are seeking. We invited high school students from around the region to participate as well as individuals working with the Workforce center. The final portion of the day consisted of tours of the Utility Tech labs well as the other skilled trade areas.

New Industry partnerships developed during the grant period

We added a new industry partner to our Advisory Board. Jim Wolfe from Iowa Association of Electric Cooperatives will be involved in our Powerline Technician program. The faculty have continued to reach out to Consumers Energy located in Marshalltown, IA, but this organization isn't interested in being involved in the advisory board at this time. We also added Dave Swanson to our Advisory Board who represents ITC, Iowa Transmission Company. Our goal during the grant was to add more industry partners from the electric side of the business, and we added two.

- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - N/A

Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - The program will be continued after the grant ends. During the grand period, we increased the capacity from 12 in each program to 20 in each program. And, we even allowed more than 20 into our Orientation class.
 - The funds that will be used to purchase equipment and supplies after the grant ends will be Levy Funds, the Perkins Grant, and funds from lab fees.
 - The Student Success Specialist position as well as the IHUM Grant and Career Services
 Coordinator position will not be sustained after the grant ends.
 - We will continue to utilize our relationship with the Workforce Center to coordinate marketing, outreach, and referrals to our programs.
 - The faculty and Dean will continue to serve on the Iowa Workforce Energy Consortium to find ways to meet the demands of the employers. In addition, they will continue to lead the advisory board and look for new industry partners to bring into the board.
 - We will continue to use online curriculum as well as to use accelerated classes and boot camps to teach our students. We hope to one day offer Internships for our students.



- We will constantly evaluate our curriculum to ensure that it reflects the current industry standards.
- We will continue to market the Credit for Prior Learning policy in order to get more
 Utility students to utilize the policy.
- It is uncertain as to whether or not we will be able to afford to continue to subscribe to Career Coach. If we don't, we will utilize our College Central Network which has a lot of the same features as Career Coach to help our students plan their careers.



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: lowa Valley

Signature Program Reviewed: Natural Gas

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials:
Academic Dean at Iowa Western Community College

Review Period: 10/1/2014-06/30/2018

Review Date: 8/24/18 Rev. 9.24.18

Synopsis of Findings:

- Funds were not used for updating facilities, so no evaluation was given for that item.
- Online/Blended courses seem to be a work in progress. Equipment was purchased and installed, however no actual courses were completed. Seems to be the next step in the course offering, however it was not evaluated.
- Courses have not yet been placed on Creative Commons for distribution.
- Workbase learning was minimal. Could improve on that aspect of program. Even though labs at training facility replicate work experiences, no other evidence of WBE were provided.
- Non-credit programs were also credit bearing. This provided a nice pathway for some students.
- Program had deep industry ties, however it did not have addressed all deliverables met, such as creation of a sector board.
- Industry involvement is high, which only helps the students.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways				
MILESTONE 1.1: Align curricula with relevant national standards and				
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete	
			□ Incomplete	
MILESTONE 1.	.3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
		Technology cluster pathways with	□ Complete	
apprentices	hips (EICC, KCC, NIC	(C)	□ Incomplete	
MILESTONE 1.	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	DELIVERA	ABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS:	_	
	☐ In Progress	OVER SEVEN CHANGES WERE MADE TO THE PROGRAM. CURRICULUM REDESIGN, SEQUENCING AND ADDITION ON N		
	☐ Attempted	Outline Land in th	LIV GOCKOLO.	
	□ Never Started	COURSES REDESIGNED: IND 113, IND 133, IND 115, IN IND 135	D 112, IND 131,	
QUALITY	X Satisfactory	COMMENTS:		
	☐ Unsatisfactory	THE CURRICULA CHANGES WERE DONE WELL AND IMPROV PROGRAM. SYLLABI WERE REVIEWED.	ED THE OVERALL	
	□ Unclear	PROGRAM. OTELABITYERE REVIEWED.		
	DELI	IVERABLE 1.2: Updated college facilities		
STATUS	☐ Completed	COMMENTS: N/A		
	☐ In Progress	IN/A Funds were not used for updating college faciliti	ES	
	☐ Attempted			
	☐ Never Started			
QUALITY	□ Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			
	De	ELIVERABLE 1.3: Offer new credentials		
STATUS	X Completed	COMMENTS: IOWA VALLEY CREATED MULTIPLE NEW CREDIT AWARDS	/A COD NATUDAL	
	☐ In Progress	GAS).	(4 FOR NATURAL	
	☐ Attempted			
	□ Never Started	NON-CREDIT TO CREDIT PROGRAMMING WAS CREATED. N PROGRAMMING RELATED TO ALL AWARDS.	NON-CREDIT	

QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	REVIEW OF SYLLABI HAS SHOWN THAT CURRICULUM IS SA	TISFACTORY
	☐ Unclear		
	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: LETTERS WERE NOT PROVIDED BUT COMMITMENT OF EMP	LOVEDS WEDE
	☐ In Progress	EVIDENT THROUGHOUT PROGRAM	LOTERS WERE
	☐ Attempted		
	☐ Never Started	WORKBASE LEARNING SHOULD BE ENHANCED	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	()
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DEV	/EI ODMENT EDOM
	☐ In Progress	THE IAM GRANT WAS EVIDENT.	VELOFINIENT FROM
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
Mu zazawa 0		Advance Online & Technology-Enabled Learning	34
WILLESTONE Z.	1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
M 0	0 F		□ Incomplete
WILESTONE 2.	2: EXPAND ONLINE AND	BLENDED COURSE OFFERINGS.	X Complete
M			☐ Incomplete
WILESTONE 2.	3: Create and distrib	oute Open Educational Resources.	X Complete
			☐ Incomplete
0		Public licensing of curricula and training materials	
STATUS	X Completed	COMMENTS:	

	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: PROGRAM MENTIONS THAT IT WILL BE PROVIDING ALL MATERIAL TO
	☐ In Progress	CREATIVE COMMONS. I PRESUME THIS WILL BE COMPLETED
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	UNCLEAR WAS GIVEN BECAUSE MATERIAL WILL BE GIVEN TO CREATIVE COMMONS.
	□ Unclear	
	DELIVERA	ABLE 2.3: Offering online/blended programs
STATUS	X Completed	COMMENTS: COURSE WAS MOVED TO HYBRID TO ACCOMMODATE STUDENTS.
	☐ In Progress	OCCUSE WAS MOVED TO ITIBILID TO ACCOMMODATE STODERTS.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: SIMULATION OF JOB ACTIVITIES WERE DEVELOPED AND ASSISTED BY
	☐ In Progress	INDUSTRY. THIS WAS UTILIZING MULTIPLE LABS AND WORKBASE LEARNING
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SIMULATION WAS OF HIGH QUALITY
	□ Unclear	
	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	19/7
	☐ Attempted	
	☐ Never Started	

QUALITY	□ Catiata atami	COMMENTS:	
QO/LLII I	□ Satisfactory	- Comments	
	☐ Unsatisfactory		
	☐ Unclear		
		Expanded & Individualized Student Support Servic	
MILESTONE 3.	.1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.	.2: Improve student o	career planning.	X Complete
			☐ Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	X Completed	COMMENTS:	M IN MODIII AD
	☐ In Progress	STUDENTS ARE ABLE TO TAKE PORTIONS OF THE PROGRA	M IN MUDULAR
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	511110 40
	☐ Unsatisfactory	PROGRAM HAS DEVELOPED ONLINE MODULAR BASED LEA APPROPRIATE.	RNING AS
	□ Unclear		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and
STATUS	Va	utilization of Pathway Navigators COMMENTS:	
JIAIUS	X Completed	DEVELOPED AN ORIENTATION CLASS, HAD ONE ON ONE AC	CCESS TO
	☐ In Progress	STUDENT SERVICES WHO PRESENTED PROGRAM AND LABS	
	☐ Attempted	SERVICES PROVIDED ONE ON ONE ASSISTANCE.	
0	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: PROGRAM WAS ACCOMMODATING TO THE NEEDS OF THE S	STUDENTS.
	☐ Unsatisfactory	TROUGHI WAS ASSOCIATED TO THE REEDS S. THE	JIODENIO.
	□ Unclear		
	LIVERABLE 3.3: Target	ted recruitment marketing materials on multiple plat	tforms
STATUS	X Completed	COMMENTS: BILLBOARDS, RADIOS AND PAMPHLETS WERE ALL REFERE	NCED
	☐ In Progress	DILLBOARDS, RADIOS AND PAMPHLETS WERE ALL REPERE	INCED.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	RESULTS WERE POSITIVE INCLUDING RADIO.	
	□ Unclear		

DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study			
STATUS	X Completed	COMMENTS: CAREER COACH WAS IMPLEMENTED.	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	CAREER COACH IS ONE OF THE BEST LMI'S ON THE MARK	ET.
	□ Unclear		
		& Improve Alignment with Industry & State Agencie	es
		ctor Strategy Committee consisting of members	X Complete
industries).	:DA, lowa DE and for	ur consortium members (representing each of the	□ Incomplete
	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete
	□ Incomplete		
		stry and state agencies on job fairs and mission-	X Complete
based events.			□ Incomplete
DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry		onal industry	
STATUS	V a	advisory committee COMMENTS:	
SIAIUS	X Completed	COMMENTS: IOWA VALLEY IS A MEMBER OF THE UTILITY TECH SECTOR	BOARD KNOWN
	☐ In Progress	AS THE IOWA ENERGY WORKFORCE CONSORTIUM.	
	☐ Attempted		
OHALITY	☐ Never Started	Сомитито	
QUALITY	X Satisfactory	COMMENTS: AGENDA AND MINUTES PROVIDED AND REVIEWED.	
	☐ Unsatisfactory		
	☐ Unclear		
STATUS		industry partnerships developed during the grant p COMMENTS:	erioa
SIAIUS	X Completed	MULTIPLE INDUSTRY PARTNERSHIPS WERE CREATED. PAI	RTICIPATED IN
	☐ In Progress	MULTIPLE STATE AND REGIONAL BOARDS.	
	☐ Attempted		
QUALITY	□ Never Started	COMMENTS:	
W UALII I	X Satisfactory	COMMENTS.	
	☐ Unsatisfactory		

	□ Unclear	
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS:
	☐ In Progress	N/A
	☐ Attempted	
	□ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.4: Ou	treach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS: THE PROGRAM IS MARKETED AT MULTIPLE IWD AGENCIES. IWD IS A PART
	☐ In Progress	OF THE RECRUITING PROCESS.
	☐ Attempted	
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	IWD IS A PART OF THE COMMUNICATION PROCESS FOR THIS PROGRAM
	□ Unclear	
	VERABLE 4.5: A minin	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This was met with the Iowa Energy Workforce Consortium.
	☐ In Progress	THIS WAS MET WITH THE IOWA ENERGY WORKFORCE CONSORTIUM.
	☐ Attempted	
	□ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: lowa Valley

Signature Program Reviewed: Powerline

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials:
Academic Dean at Iowa Western Community College

Review Period:10/01/2014-06/30/2018

Review Date: 8/24/18

Synopsis of Findings:

- Funds were not used to renovate or build new college facilities. So that deliverable was not evaluated.
- Letter of support from industry were not provided. Written text of industry collaboration shows that there are good relationships.
- Workbase learning examples are weak but satisfactory. Students get work experience by new lab and training sites. There was no 'on the job' reference, such as internships.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			
industry/employer recognized credentials. □ Incomple			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□ Incomplete
			X Complete
			□ Incomplete
	MILESTONE 1.4: Align Information Technology cluster pathways with		
apprentices	ships (EICC, KCC, NIC	GG)	□ Incomplete
MILESTONE 1	.5: Strengthen Prior	Learning Assessment initiative.	X Complete
			□ Incomplete
	DELIVER	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: OVER SEVEN CHANGES WERE MADE TO THE PROGRAM.	Tule INCLUDES
	☐ In Progress	CURRICULUM REDESIGN, SEQUENCING AND ADDITION ON N	
	☐ Attempted	,	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	VED THE OVERALL
	☐ Unsatisfactory	THE CURRICULA CHANGES WERE DONE WELL AND IMPROV PROGRAM.	ED THE OVERALL
	□ Unclear		
	DEL	IVERABLE 1.2: Updated college facilities	
STATUS	□ Completed	COMMENTS: N/A	
	☐ In Progress	FUNDS WERE NOT USED FOR UPDATING COLLEGE FACILITI	ES
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	D	ELIVERABLE 1.3: Offer new credentials	
STATUS	X Completed	COMMENTS: IOWA VALLEY CREATED MULTIPLE NEW CREDIT AWARDS.	
	☐ In Progress	TOTAL TRANSPORT OF THE PROPERTY ANALOGO	
	□ Attempted	NON-CREDIT TO CREDIT PROGRAMMING WAS CREATED. N	ON-CREDIT
	☐ Never Started	PROGRAMMING RELATED TO ALL AWARDS.	
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		

	□ Unclear	REVIEW OF SYLLABI AND PATHWAYS SHOW THAT CURRICUS SATISFACTORY	ULUM IS
DELIV	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS:	
	☐ In Progress	LETTERS WERE NOT PROVIDED BUT COMMITMENT OF EMP EVIDENT THROUGHOUT PROGRAM	LOYERS WERE
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC onl	y)
STATUS	☐ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
DELIVERABLE 1.6: Continue PLA progress started in I-AM (Round 2 – TAACCCT)			
	ELIVERABLE 1.6: CONTI	1	,CC1)
STATUS	X Completed	COMMENTS:	-
		1	VELOPMENT FROM
	X Completed	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DEV	VELOPMENT FROM
Status	X Completed ☐ In Progress	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY.	VELOPMENT FROM
	X Completed ☐ In Progress ☐ Attempted	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B	VELOPMENT FROM
Status	X Completed ☐ In Progress ☐ Attempted ☐ Never Started	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY.	VELOPMENT FROM
Status	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS:	VELOPMENT FROM
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: dvance Online & Technology-Enabled Learning	VELOPMENT FROM
STATUS	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS:	VELOPMENT FROM
STATUS QUALITY MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A 1: ENHANCE AND EXPA	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	VELOPMENT FROM E GIVEN TO
STATUS QUALITY MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A 1: ENHANCE AND EXPA	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: dvance Online & Technology-Enabled Learning	VELOPMENT FROM E GIVEN TO
QUALITY MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ STRATEGY 2: A 1: ENHANCE AND EXPA 2: EXPAND ONLINE AND	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS. BLENDED COURSE OFFERINGS.	X Complete
QUALITY MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ STRATEGY 2: A 1: ENHANCE AND EXPA 2: EXPAND ONLINE AND	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS.	X Complete Incomplete X Complete
QUALITY MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A 1: ENHANCE AND EXPA 2: EXPAND ONLINE AND 3: Create and distrib	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS. BLENDED COURSE OFFERINGS. DUITE Open Educational Resources.	X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete
QUALITY MILESTONE 2. MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A 1: ENHANCE AND EXPA 2: EXPAND ONLINE AND 3: Create and distrib	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DETTHE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: COMM	X Complete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete Incomplete
QUALITY MILESTONE 2.	X Completed ☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A 1: ENHANCE AND EXPA 2: EXPAND ONLINE AND 3: Create and distrib	COMMENTS: PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning ND SIMULATION INTO COURSES AND TRAININGS. BLENDED COURSE OFFERINGS. DUITE Open Educational Resources.	X Complete Incomplete X Complete Incomplete X Complete Incomplete Incomplete Incomplete Incomplete

	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	COMPLETED BY I-HUM AND UPLOADED TO SKILLS COMMON
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: COMPLETED BY I-HUM AND UPLOADED TO SKILLS COMMON
	☐ In Progress	COMPLETED BY 1-110W AND UPLOADED TO SKILLS COMMON
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: COMPLETED BY I-HUM AND UPLOADED TO SKILLS COMMON
	☐ Unsatisfactory	COMPLETED BY 1-HOW AND UPLOADED TO SKILLS COMMON
	□ Unclear	
	Deliver	ABLE 2.3: Offering online/blended programs
STATUS	X Completed	COMMENTS:
	☐ In Progress	FACULTY HAVE ALLOWED SINGLE STUDENTS TO PARTICIPATE IN ONLINE COURSES. BUS 291 HAS BEEN PLACED IN A HYBRID FORMAT
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	Deliverabli	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: SIMULATION OF JOB ACTIVITIES WERE DEVELOPED AND ASSISTED BY
	☐ In Progress	INDUSTRY. THIS WAS UTILIZING MULTIPLE LABS AND WORKBASE LEARNING
	☐ Attempted	SITES
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: SIMULATION WAS OF HIGH QUALITY
	☐ Unsatisfactory	Simulation was of high quality
	□ Unclear	
	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:

	1	T	
	☐ Unsatisfactory		
	□ Unclear		
		Expanded & Individualized Student Support Service	
MILESTONE 3	3.1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3	.2: Improve student of	career planning.	X Complete
			□ Incomplete
	.3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	X Completed	COMMENTS: STUDENTS ARE ABLE TO TAKE PORTIONS OF THE PROGRA	M IN MODUL AD
	☐ In Progress	FORM. NOT ALL CERTIFICATES HAVE MODULAR COMPONE	
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	PROGRAM HAS DEVELOPED ONLINE MODULAR BASED LEA APPROPRIATE.	RNING AS
	□ Unclear	ALTIGURALE.	
DELIVERABI	LE 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab a	ssistance, and
CTATUO	W	utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: DEVELOPED AN ORIENTATION CLASS, HAD ONE ON ONE AC	CCESS TO
	☐ In Progress	STUDENT SERVICES WHO PRESENTED PROGRAM AND LAB	
	☐ Attempted	SERVICES PROVIDED ONE ON ONE ASSISTANCE.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: PROGRAM WAS ACCOMMODATING TO THE NEEDS OF THE S	STUDENTS
	☐ Unsatisfactory	PROGRAM WAS ACCOMMODATING TO THE NEEDS OF THE S	STUDENTS.
	□ Unclear		
	ELIVERABLE 3.3: Target	ted recruitment marketing materials on multiple pla	tforms
STATUS	X Completed	COMMENTS: BILLBOARDS, RADIOS AND PAMPHLETS WERE ALL REFERE	ENCED
	☐ In Progress	DILLBOARDS, RADIOS AND FAMIFILE IS WERE ALL REFERE	INCED.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	RESULTS WERE POSITIVE INCLUDING RADIO.	
	□ Unclear		
DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study			

STATUS	X Completed	COMMENTS: CAREER COACH WAS IMPLEMENTED.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	CAREER COACH IS ONE OF THE BEST LMI'S ON THE MARK	ET.
	□ Unclear		
		& Improve Alignment with Industry & State Agencie	
	•	ctor Strategy Committee consisting of members ur consortium members (representing each of the	X Complete
industries).	DA, IOWA DE AIIU IOC	or consortium members (representing each of the	□ Incomplete
MILESTONE 4.	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based events.			□ Incomplete
DELIVERAB	DELIVERABLE 4.1: Meeting minutes from IHUM Sector Strategy Committee and regional industry		
STATUS	Y Completed	advisory committee Comments:	
	X Completed	AN IHUM SECTOR STRATEGY COMMITTEE AND REGIONAL	LINDUSTRY
	☐ In Progress	Сомміттее мет.	
	☐ Attempted ☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
4071=111	☐ Unsatisfactory	AGENDA'S AND MINUTES WERE REVIEWED.	
	☐ Unclear		
Di		ndustry partnerships developed during the grant p	eriod
STATUS	X Completed	COMMENTS:	· · · · · · · · · · · · · · · · · · ·
	☐ In Progress	MULTIPLE INDUSTRY PARTNERSHIPS WERE CREATED. PAR	RTICIPATED IN
	☐ Attempted	MULTIPLE STATE AND REGIONAL BOARDS.	
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	☐ Unclear		

DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS:
	☐ In Progress	THE PROGRAM IS MARKETED AT MULTIPLE IWD AGENCIES. IWD IS A PART OF THE RECRUITING PROCESS.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	IWD IS A PART OF THE COMMUNICATION PROCESS FOR THIS PROGRAM
	□ Unclear	
	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This was deliverable met with the Iowa Energy Workforce
	☐ In Progress	PARTNERSHIP.
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: lowa Valley

Signature Program Reviewed: Powerline

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials:
Academic Dean at Iowa Western Community College

Review Period: 10/1/2014-6/30/2018

Review Date: 8/24/18 Rev. 9.28.18

Synopsis of Findings:

- Funds were not used to renovate or build new college facilities. So that deliverable was not evaluated.
- Letter of support from industry were not provided. Written text of industry collaboration shows that there are good relationships.
- Workbase learning examples are weak but satisfactory. Students get work experience by new lab and training sites. There was no 'on the job' reference, such as internships. This was explained because of the liability.
- Program had deep industry ties, however it did not have addressed all deliverables, such as creation of a sector board.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.1: Align curricula with relevant national standards and			
industry/employer recognized credentials.			□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete
			□ Incomplete
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	X Complete
			□ Incomplete
		Technology cluster pathways with	□ Complete
apprenticesi	hips (EICC, KCC, NIC	(6)	□ Incomplete
MILESTONE 1.	5: Strengthen Prior I	Learning Assessment initiative.	X Complete
			□ Incomplete
	Deliver/	ABLE 1.1: Audited and redesigned curricula	
STATUS	X Completed	COMMENTS: OVER SEVEN CHANGES WERE MADE TO THE PROGRAM.	Tule INCLUDES
	☐ In Progress	CURRICULUM REDESIGN, SEQUENCING AND ADDITION ON N	
	☐ Attempted	, , , , , , , , , , , , , , , , , , , ,	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	ED THE OVERALL
	☐ Unsatisfactory	THE CURRICULA CHANGES WERE DONE WELL AND IMPROV PROGRAM.	ED THE OVERALL
	□ Unclear		
	DELI	VERABLE 1.2: Updated college facilities	
STATUS	☐ Completed	COMMENTS:	
	☐ In Progress	FUNDS WERE NOT USED FOR UPDATING COLLEGE FACILITI	ES
	☐ Attempted		
	X Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DE	ELIVERABLE 1.3: Offer new credentials	
STATUS	X Completed	COMMENTS: NOWA VALLEY CREATED MULTIPLE NEW CREDIT AWARDS.	
	☐ In Progress	TOTAL TALLET STEEL MOETILE HEN STEEL AWARDS.	
	☐ Attempted	NON-CREDIT TO CREDIT PROGRAMMING WERE CREATED.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	

	□ Unsatisfactory	REVIEW OF SYLLABI AND PATHWAYS SHOW THAT CURRIC	ULUM IS
	□ Unclear	SATISFACTORY	
	ERABLE 1.4: Letters	f commitment from employers and industry repres	entatives
STATUS	X Completed	COMMENTS:	L OVERO WERE
	☐ In Progress	LETTERS WERE NOT PROVIDED BUT COMMITMENT OF EMP EVIDENT THROUGHOUT PROGRAM	LOYERS WERE
	□ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC onl	y)
STATUS	□ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
D	ELIVERABLE 1.6: Cont	inue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS:	
	7 Completed		VEL ORMENT EDOM
	☐ In Progress	PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DET THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B	
	,	PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DETAILED THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD BE STUDENTS WHO QUALIFY.	
	☐ In Progress	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B	
QUALITY	☐ In Progress ☐ Attempted	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B	
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY.	
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY.	
QUALITY	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY.	
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: I	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS:	
	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: I	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning	E GIVEN TO
MILESTONE 2	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A.1: ENHANCE AND EXPA	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning	X Complete
MILESTONE 2	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A.1: ENHANCE AND EXPA	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning and Simulation into courses and trainings.	X Complete
MILESTONE 2	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A.1: ENHANCE AND EXPA	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning and Simulation into courses and trainings.	X Complete □ Incomplete X Complete
MILESTONE 2	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A.1: ENHANCE AND EXPA	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning and Simulation into Courses and Trainings. D BLENDED COURSE OFFERINGS.	X Complete □ Incomplete X Complete □ Incomplete
MILESTONE 2 MILESTONE 2	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A. 1: ENHANCE AND EXPA	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources. Public licensing of curricula and training materials	X Complete Incomplete X Complete Incomplete Incomplete Incomplete Incomplete
MILESTONE 2	☐ In Progress ☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear STRATEGY 2: A. 1: ENHANCE AND EXPA	THE IAM GRANT WAS EVIDENT. POWELINE PLA COULD B STUDENTS WHO QUALIFY. COMMENTS: Advance Online & Technology-Enabled Learning and SIMULATION INTO COURSES AND TRAININGS. D BLENDED COURSE OFFERINGS. Dute Open Educational Resources.	X Complete Incomplete X Complete Incomplete X Complete Incomplete X Complete Incomplete

	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	□ Unclear	
_	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	☐ In Progress	BOSSMENTO TIAVE BEEN OF EGABLE TO SKILLS SOMMONS
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	☐ Unsatisfactory	DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	□ Unclear	
	DELIVERA	ABLE 2.3: Offering online/blended programs
STATUS	X Completed	COMMENTS: STEPS HAVE BEEN TAKEN TO CREATE AN ONLINE/BLENDED FORAMT IN THE
	☐ In Progress	FUTURE. BUS 291 WAS PLACED ONLINE TO ASSIST STUDENTS.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	IT IS YET TO BE SEEN HOW ONLINE/BLENDED WILL BE OFFERED TO ALL STUDENTS
	□ Unclear	
	DELIVERABLE	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: SIMULATION OF JOB ACTIVITIES WERE DEVELOPED AND ASSISTED BY
	☐ In Progress	INDUSTRY. THIS WAS UTILIZING MULTIPLE LABS AND WORKBASE LEARNING
	☐ Attempted	SITES
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SIMULATION WAS OF HIGH QUALITY
	□ Unclear	
	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS:

		-		
	☐ Unsatisfactory			
	□ Unclear			
		Expanded & Individualized Student Support Service		
MILESTONE 3	.1: Implement specia	lized recruitment and retention efforts.	X Complete	
	□ Inc			
MILESTONE 3.2: Improve student career planning.			X Complete	
			□ Incomplete	
MILESTONE 3.3: Implement accelerated and/or contextualized remediation			X Complete	
programs.			□ Incomplete	
	DELIVERABLE 3.1: De	velop and implement online, modular-based progra	ms	
STATUS	X Completed	COMMENTS: STUDENTS ARE ABLE TO TAKE PORTIONS OF THE PROGRA	M IN MODIII AD	
	☐ In Progress	FORM. NOT ALL CERTIFICATES HAVE MODULAR COMPONE		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS:	DAUNO AO	
	☐ Unsatisfactory	PROGRAM HAS DEVELOPED ONLINE MODULAR BASED LEA APPROPRIATE.	KNING AS	
	□ Unclear			
DELIVERABI	DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and			
STATUS	V Campulated	utilization of Pathway Navigators COMMENTS:		
0171100	X Completed	DEVELOPED AN ORIENTATION CLASS, HAD ONE ON ONE AG	CCESS TO	
	☐ In Progress	STUDENT SERVICES WHO PRESENTED PROGRAM AND LABS	S. STUDENT	
	☐ Attempted	SERVICES PROVIDED ONE ON ONE ASSISTANCE.		
QUALITY	□ Never Started	COMMENTS:		
QUALITY	X Satisfactory	PROGRAM WAS ACCOMMODATING TO THE NEEDS OF THE	STUDENTS.	
	☐ Unsatisfactory			
	☐ Unclear		46	
STATUS		ted recruitment marketing materials on multiple pla COMMENTS:	ITORMS	
	X Completed	BILLBOARDS, RADIOS AND PAMPHLETS WERE ALL REFERE	ENCED.	
	☐ In Progress			
	☐ Attempted			
QUALITY	□ Never Started	COMMENTS:		
QUALITY	X Satisfactory	RESULTS WERE POSITIVE INCLUDING RADIO.		
	☐ Unsatisfactory			
DELIVERANT	☐ Unclear	b based tool that one governts we visual LR#L visual	with applicable	
DELIVERABLE	: 3.4: implement a we	eb-based tool that can generate regional LMI paired programs of study	ж ин аррисавіе	

STATUS	X Completed	COMMENTS: CAREER COACH WAS IMPLEMENTED.	
	☐ In Progress		
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	CAREER COACH IS ONE OF THE BEST LMI'S ON THE MARK	ET.
	□ Unclear		
		& Improve Alignment with Industry & State Agencie	es
	•	ctor Strategy Committee consisting of members	X Complete
industries).	DA, IOWA DE ANG TOL	ur consortium members (representing each of the	□ Incomplete
	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based events.			□ Incomplete
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regions and incomments and regions and incomments and regions and incomments and regions and regions and regions and regions and regions and regions are regions.	onal industry
STATUS	Y Completed	advisory committee Comments:	
5 171100	X Completed	AN IHUM SECTOR STRATEGY COMMITTEE AND REGIONA	l Industry
	☐ In Progress	ADVISORY BOARD MET	
	☐ Attempted		
QUALITY	□ Never Started	COMMENTS:	
QUALITI	X Satisfactory	AGENDA AND MINUTES WERE REVIEWED	
	☐ Unsatisfactory		
D	☐ Unclear	ndustry partnerships developed during the grant pe	eriod
STATUS	X Completed	Comments:	Cilou
	☐ In Progress	MULTIPLE INDUSTRY PARTNERSHIPS WERE CREATED. PAR	RTICIPATED IN
	☐ Attempted	MULTIPLE STATE AND REGIONAL BOARDS.	
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	•		
	□ Unclear		

DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS:
	☐ In Progress	THE PROGRAM IS MARKETED AT MULTIPLE IWD AGENCIES. IWD IS A PART OF THE RECRUITING PROCESS.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	IWD IS A PART OF THE COMMUNICATION PROCESS FOR THIS PROGRAM
	□ Unclear	
	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS:
	☐ In Progress	THIS WAS DELIVERABLE MET WITH THE IOWA ENERGY WORKFORCE PARTNERSHIP.
	□ Attempted	
	☐ Never Started	
QUALITY	□ Satisfactory	COMMENTS:



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: lowa Valley

Signature Program Reviewed: Utility Tech

Subject Matter Expert: Matt Mancuso

Subject Matter Expert Credentials:
Academic Dean at Iowa Western Community College

Review Period: 10/1/2014-6/30/2018

Synopsis of Findings:

- Funds were not used to renovate or build new college facilities. So that deliverable was not evaluated.
- Letter of support from industry were not provided. Written text of industry collaboration shows that there are good relationships.
- Workbase learning examples are weak but satisfactory. Students get work experience by new lab and training sites. There was no 'on the job' reference, such as internships.
- Online/Blended courses seem to be a work in progress. Equipment was purchased and installed, however no actual courses were completed. BUS 291 was placed online for easier access of students.

	STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways			
MILESTONE 1.	X Complete			
industry/employer recognized credentials.			□ Incomplete	
MILESTONE 1.	2: Align non-credit o	fferings with credit courses.	X Complete	
			□ Incomplete	
MILESTONE 1.	3: Expand and enha	nce work-based learning experiences.	X Complete	
			□ Incomplete	
		Technology cluster pathways with	□ Complete	
apprenticesi	hips (EICC, KCC, NIC	(6)	□ Incomplete	
MILESTONE 1.	5: Strengthen Prior I	Learning Assessment initiative.	X Complete	
			□ Incomplete	
	Deliver/	ABLE 1.1: Audited and redesigned curricula		
STATUS	X Completed	COMMENTS:	Tura may up to	
	☐ In Progress	OVER SEVEN CHANGES WERE MADE TO THE PROGRAM. CURRICULUM REDESIGN, SEQUENCING AND ADDITION ON N		
	☐ Attempted		EW GOOKGES!	
	□ Never Started			
QUALITY	X Satisfactory	COMMENTS:		
	☐ Unsatisfactory	THE CURRICULA CHANGES WERE DONE WELL AND IMPROV PROGRAM.	ED THE OVERALL	
	□ Unclear			
DELIVERABLE 1.2: Updated college facilities				
STATUS	□ Completed	COMMENTS:		
	☐ In Progress	FUNDS WERE NOT USED FOR UPDATING COLLEGE FACILITI	ES	
	☐ Attempted			
	X Never Started			
QUALITY	☐ Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			
	DE	ELIVERABLE 1.3: Offer new credentials		
STATUS	X Completed	COMMENTS: NOWA VALLEY CREATED MULTIPLE NEW CREDIT AWARDS.		
	☐ In Progress	TOWA VALLET ORLATED MOLTIFEE NEW ORLDIT AWARDS.		
	☐ Attempted	NON-CREDIT TO CREDIT PROGRAMMING WAS CREATED.		
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS:		

	☐ Unsatisfactory	REVIEW OF SYLLABI AND PATHWAYS SHOW THAT CURRICU	JLUM IS
	□ Unclear	SATISFACTORY	
		VERY CREATIVE AWARD OFFERING OF UTILITY TECH DEG	
		f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS: LETTERS WERE NOT PROVIDED BUT COMMITMENT OF EMP	OYERS WERE
	☐ In Progress	EVIDENT THROUGHOUT PROGRAM	EOTERO WERE
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	()
STATUS	☐ Completed	COMMENTS:	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
D	ELIVERABLE 1.6: Conti	inue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS:	/E/ ADMENT EDAM
	☐ In Progress	PLA WAS DEVELOPED INTO THE PROGRAM. FURTHER DEVIDENT. THE IAM GRANT WAS EVIDENT. UTILITY TECH PLA COULT	
	□ Attempted	STUDENTS WHO QUALIFY.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS.		X Complete	
			□ Incomplete
MILESTONE 2.3: Create and distribu		oute Open Educational Resources.	X Complete
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	
STATUS	X Completed	COMMENTS:	

	☐ In Progress	DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	□ Unclear	
	DELIVERABLE 2.2: I	Distribution through project and online repositories
STATUS	X Completed	COMMENTS: DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	☐ In Progress	DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	DOCUMENTS HAVE BEEN UPLOADED TO SKILLS COMMONS
	□ Unclear	
	DELIVERA	ABLE 2.3: Offering online/blended programs
STATUS	X Completed	COMMENTS: STEPS HAVE BEEN TAKEN TO CREATE AN ONLINE/BLENDED FORAMT IN THE
	☐ In Progress	FUTURE. FACULTY HAVE ALLOWED SINGLE STUDENTS TO PARTICIPATE IN
	☐ Attempted	ONLINE COURSES. BUS 291 HAS BEEN CREATED ONLINE/HYBRID
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	Deliverabli	2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS:
	☐ In Progress	SIMULATION OF JOB ACTIVITIES WERE DEVELOPED AND ASSISTED BY INDUSTRY. THIS WAS UTILIZING MULTIPLE LABS AND WORKBASE LEARNING
	☐ Attempted	SITES
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	SIMULATION WAS OF HIGH QUALITY
	□ Unclear	
DELIVERA	BLE 2.5: Developmen	t and publication of a scorecard that updates on a regular basis
STATUS	☐ Completed	COMMENTS:
	☐ In Progress	N/A
	☐ Attempted	
	☐ Never Started	

QUALITY	□ Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	STRATEGY 3: Create	Expanded & Individualized Student Support Servic	es
MILESTONE 3.	1: Implement specia	lized recruitment and retention efforts.	X Complete
			☐ Incomplete
MILESTONE 3.	2: Improve student of	career planning.	X Complete
			☐ Incomplete
	3: Implement accele	rated and/or contextualized remediation	X Complete
programs.			□ Incomplete
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms
STATUS	X Completed	COMMENTS:	M IN MODUL AD
	☐ In Progress	STUDENTS ARE ABLE TO TAKE PORTIONS OF THE PROGRA FORM. NOT ALL CERTIFICATES HAVE MODULAR COMPONE	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	DNING 40
	☐ Unsatisfactory	PROGRAM HAS DEVELOPED ONLINE MODULAR BASED LEA APPROPRIATE.	RNING AS
	□ Unclear		
DELIVERABI	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	ssistance, and
2	\ > a	utilization of Pathway Navigators	
STATUS	X Completed	COMMENTS: DEVELOPED AN ORIENTATION CLASS, HAD ONE ON ONE AC	CCESS TO
	☐ In Progress	STUDENT SERVICES WHO PRESENTED PROGRAM AND LABS	
	☐ Attempted	SERVICES PROVIDED ONE ON ONE ASSISTANCE.	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: PROGRAM WAS ACCOMMODATING TO THE NEEDS OF THE S	STUDENTS
	☐ Unsatisfactory		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	□ Unclear		_
DE	LIVERABLE 3.3: Target	ted recruitment marketing materials on multiple plat	tforms
STATUS	X Completed	COMMENTS:	NOED
	☐ In Progress	BILLBOARDS, RADIOS AND PAMPHLETS WERE ALL REFERE	:NCED.
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS: RESULTS WERE POSITIVE INCLUDING RADIO.	
	☐ Unsatisfactory	NEGOLIO WERE POSITIVE INCLUDING RADIO.	
	☐ Unclear		

DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study			
STATUS	X Completed	COMMENTS: CAREER COACH WAS IMPLEMENTED.	
	☐ In Progress		
	☐ Attempted		
	□ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	CAREER COACH IS ONE OF THE BEST LMI'S ON THE MARK	ET.
	□ Unclear		
		& Improve Alignment with Industry & State Agencie	es
		ctor Strategy Committee consisting of members	X Complete
industries).	:DA, lowa DE and for	ur consortium members (representing each of the	□ Incomplete
	2: Create or strength	nen regional industry advisory committees.	X Complete
			□ Incomplete
MILESTONE 4.	3: Create joint marke	eting and outreach efforts with state agencies.	X Complete
			□ Incomplete
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete
			□ Incomplete
		stry and state agencies on job fairs and mission-	X Complete
based event	S.		☐ Incomplete
DELIVERABLE 4.1: Meeting minu		tes from IHUM Sector Strategy Committee and regi	onal industry
STATUS	V a	advisory committee Comments:	
SIAIUS	X Completed	AN IHUM SECTOR STRATEGY COMMITTEE AND REGIONAL	L INDUSTRY
	☐ In Progress	ADVISORY BOARD HAS MET	
	☐ Attempted		
OHALITY	☐ Never Started	COMMENTO	
QUALITY	X Satisfactory	COMMENTS: AGENDA AND MINUTES HAVE BEEN REVIEWED	
	☐ Unsatisfactory		
	☐ Unclear		
STATUS		industry partnerships developed during the grant p COMMENTS:	erioa
SIAIUS	X Completed	MULTIPLE INDUSTRY PARTNERSHIPS WERE CREATED. PAI	RTICIPATED IN
	☐ In Progress	MULTIPLE STATE AND REGIONAL BOARDS.	
	☐ Attempted		
QUALITY	□ Never Started	COMMENTS:	
W UALII I	X Satisfactory	COMMENTS.	
	☐ Unsatisfactory		

	□ Unclear	
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS: N/A
	☐ In Progress	
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS:
	☐ In Progress	THE PROGRAM IS MARKETED AT MULTIPLE IWD AGENCIES. IWD IS A PART OF THE RECRUITING PROCESS.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: IWD IS A PART OF THE COMMUNICATION PROCESS FOR THIS PROGRAM
	☐ Unsatisfactory	TWO IS A PART OF THE COMMUNICATION PROCESS FOR THIS PROGRAM
	□ Unclear	
	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: This was deliverable met with the Iowa Energy Workforce
	☐ In Progress	PARTNERSHIP.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: IWD IS A PART OF THE COMMUNICATION PROCESS FOR THIS PROGRAM
	☐ Unsatisfactory	
	□ Unclear	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Des Moines Ara Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - The new equipment purchased through this grant allowed us to update our curriculum to reflect what is used in industry today. The equipment being used prior to this grant was not up to date with current industry standards.
 - Documentation was created for each program credential to more clearly show all requirements necessary to earn the award. This documentation will be used by advisors when working with potential and existing students to ensure students' understanding of the program requirements for each credential offered.
- Updated college facilities
 - The grant funded new equipment that otherwise would not have been purchased.
 - Tool and Die:
 - Zeiss Duramax CMM machine DMACC used IHUM funds to purchase a new Zeiss Duramax CMM that has a retail cost of \$90,000. Zeiss started an education division to package a high-end CMM machine for a greatly discounted price. The package price was about \$50,000 and included popular accessories and training to make it a turnkey package for education.

We replaced a 12-year-old Zeiss CMM that was a touch-trigger machine that only made contact with the part being measured with 25 to 75 data points. This older technology was not as accurate because the new technology of scanning allows us to take 10,000 data points in the same amount of time. The machine came with extra seats of software to allow students to interact with the easier user interface.

The importance of this technology in the manufacturing industry is paramount. All manufacturing companies that are tiered suppliers to other companies must prove their quality with a non-bias method of inspection. Our manufacturing students need exposure to these systems to be competitive. In the second



year of our tool & die program, students are taught to operate the machine independently. They will be graded by the outcome of this unbiased inspection report, which holds them to an industry-accepted method of inspecting quality. Without the grant we would not have this modern CMM machine.

• Mitsubishi MV-1200R wire EDM machine – DMACC used IHUM funds to purchase a new Mitsubishi wire EDM that has a retail cost of over \$130,000. Mitsubishi has a similar education discount program to other machine tool manufacturers like Haas and Zeiss to name a few, where the machines are deeply discounted. The cost to us was \$77,500 which included a \$5,000 tooling allowance credit with the company for tooling or supplies.

We replaced a 20-year-old wire EDM machine that is no longer made or supported. The technology evolution with the machine allows for faster cutting, improved accuracy, and more automated- functionally, which allows for unattended operation. We are able to teach with a new technology that is required in the die building industry to remain competitive.

This impacts the second year of our tool & die program, by allowing us to produce high quality tooling that rivals our manufacturing companies throughout the United States. Employers are impressed with students that possess skills on equipment that parallels their equipment. The outdated equipment, which we replaced, were lower quality educational models, which did not represent industry quality.

- Robotics and Electronics:
 - Levil WL-400 CNC Mill Allows parts to be made in-house.
 - Robot w/ R-30lib Controller & Training Cart The purchase of this
 robot allows DMACC students to utilize the same technology that
 they will use in an industry environment.
- Offer new credentials
 - OSHA 10-hour General Industry Training Course The 10-hour General Industry
 Outreach Training Program is intended to provide an entry level worker's general awareness on recognizing and preventing hazards in a general industry setting.
 - NIMS Over 60 NIMS credentials are offered, ranging from Basic Hydraulic Systems to a Level 2 Machining course in Turning.
- Established commitment from employers and industry representatives
 - o DMACC received donations from several companies throughout the course of this grant.



- Hole Popping Machine Accumold
- Grinders Accumold
- Miscellaneous Supplies Donated by Kreg Tool
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - Not Applicable
- Continued PLA progress started in I-AM
 - Project Coordinator is the main point of contact for students within signature programs
 who would like to apply for alternative credit. She meets with all students to explain
 process and options and acts as a liaison between the students, faculty and the
 Registrar. The Industry and Technology department is planning a info session to inform
 faculty of the PLA process at DMACC and how to educate students of their
 opportunities.
- Expand work based learning experiences
 - o Industry visits to programs Bringing representatives from applicable industries into the classroom to discuss information with the students regarding career opportunities and company information.
 - Program tours of industry Setting up tours of applicable workplaces, giving students the opportunity to see working environments first-hand and gain information about the particular opportunities at these locations.

Strategy 2 - Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - o Not Applicable
- Expand online and blended course offerings
 - Not Applicable
- Create and distribute Open Educational Resources
 - Not Applicable
- Incorporation of simulation into courses
 - Not Applicable

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - This grant made it possible to hire a Lab Coordinator for Tool and Die, as well as a Pathway Navigator for Tool and Die, Electronics, and Robotics programs. A review of student retention number shows an increase beginning at the same time as the Pathway Navigator and Lab Coordinator were hired.



- Feedback from students directly impacted by the Pathway Navigator and Lab Coordinator has been entirely positive. Students are more likely to approach the Lab Coordinator with questions or comments than their instructors. The Pathway Navigator position has provided a single point of contact for student issues.
- The programs' Pathway Navigator coordinated signature program involvement in the following events:
 - Engineering Technology Career Discovery Days
 - Adding Tool and Die and Robotics programs to this event
 - IT Career Discovery Day
 - Added the Robotics program to this event
- Specialized orientations were created for signature programs that better integrated the faculty and facilities to incoming students.
- "SDV 108 (College Experience) Express" was held once a week for the first 8 weeks of the fall semester. The competencies from the College Experience course were implemented into MFG 276 (Hand and Bench Machine Tools) to simplify scheduling and save students' time.
- All Early Alert Referrals were directed to the programs' Pathway Navigator. This allowed
 for better coordination of efforts to help students work through obstacles encountered
 as they progressed through the program.
- Improve Student Career Planning
 - The Pathway Navigator for the grant impacted programs coordinated the following events:
 - Career Fairs Allowing recruiters and potential employers the opportunity to meet with students with the purpose of exchanging information about available positions and their companies in general.
 - Industry Visits to Programs Bringing representatives from applicable industries into the classroom to discuss information with the students regarding career opportunities and company information.
 - Program tours of industry Setting up tours of applicable workplaces, giving students the opportunity to see working environments first-hand and gain information about the particular opportunities at these locations.
- Implement accelerated and/or contextualized remediation
 - One-on-one tutoring for Algebra and Trigonometry was offered to students in the Robotics and Electronics programs.
 - One-on-one tutoring for Applied Math I and Applied Math II was offered to students in the Tool and Die program.



- o Industry specific problems were added to the Tool and Die Applied Math II course to tie the course competencies to real world examples.
- Develop and implement online, modular-based programs
 - Not Applicable
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - Not Applicable

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - The manufacturing sector board in central Iowa was put on hold for a few years as leadership was changing. Recently, the Department of Education has put resources towards starting up the sector board again. The IHUM Coordinator has been active in those meetings and plans to continue to lead efforts for DMACC's participation in the activities.
- Strengthen Industry advisory committees
 - The signature programs have advisory boards who meet twice a year, once in the fall and once in the spring. They are well attended and industry provides feedback on curriculum, equipment purchases, donations, specialized training, etc. Pathway Navigator and Coordinator attend each of these meetings.
- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - Coordinator visits Iowa Workforce office on regular basis to speak to public and potential students about manufacturing in Iowa and the signature programs, specifically.
- New Industry partnerships developed during the grant period
 - o DMACC is consistently working to strengthen and build on Industry partnerships. Our signature programs work very closely with industry in terms of the advisory boards that meet twice a year, training sessions, hiring our graduates and internship programs. During the grant period, we were able to focus on preparing our students for employment by meeting with industry and ensuring our curriculum was up to date and that our students had ample opportunities to tour facilities and meet with potential employers. In the 2017/2018 academic year, we had approximately 20+ employers who came to visit our signature program students on campus to recruit them. For the signature programs, we have consistently had 7 or more jobs available per graduate.
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - Not Applicable



Sustainability

- Please provide information on the aspects of the IHUM grant that will be sustained beyond the period of performance.
 - New equipment purchased using grant funds will continue to be utilized by Tool and Die, Robotics, and Electronics programs.
 - The Pathway Navigator and Lab Coordinator positions will continue, and will be sustained by non-grant funds.



Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Des Moines Area Community College

Signature Program Reviewed: Tool & Die (CNC, Machinist, Die making, AAS), Robotics & Control Systems Engineering Technology AAS, Robotic Welding Non-Credit Certificate

Subject Matter Expert: Wes James

Subject Matter Expert Credentials:

President of TechWorks Campus, a former tractor factory being redeveloped to facilitate advanced manufacturing research/acceleration projects and to support the regional manufacturing supply chain.

Former Adjunct Instructor, Clarke University, teaching Operations Management and Project Management. Developed targeted hybrid course curriculum combining classroom lectures, active in-class simulations, and online web-based training for MBA's, adult learners, and undergraduates.

Former Associate Director, University of Northern Iowa's National Ag-Based Lubricants Center, designed multi-year field research with three transportation industry partners resulting in over \$1M annual cost savings, secured over \$3.8M funding through 25 proposals and 15 funded research projects, co-inventor on microwave grease patent.

Review Period: 10/01/2014-06/30/2018

Dates Review Conducted: 8/15/2018 – 9/18/2018

Synopsis of Findings:

lowa's Information Technology Healthcare Utilities and Manufacturing Network (IHUM), a consortium of all 15 of the State's Community Colleges, was developed to provide education and training for Trade Adjustment Act eligible and other workers in high-growth industries including health, information, manufacturing, and utilities.

Materials provided for review indicate Des Moines Area Community College (DMACC) has redesigned signature program curricula to align with current practices in industry, and purchased significant equipment including CMM, EDM, and Robotics. Continued investment in current technology and industry practices is vital for institutional success, since employers expect new hires to fill an immediate need in the workplace. Providing this hands-on experience creates confidence in students and maintains value in program credentials. Maintaining alignment of curriculum and hands-on experience with current industry practices benefits students, DMACC, and employers – a favorite example was use of modeling software exam milestone as criteria as grading criteria.

DMACC supported student outcomes with addition of new Lab Coordinator and Pathway Navigator positions for signature programs, positively impacting student retention, coordinating recruitment, and hosting career exploration events. Accelerated remediation including peer tutoring, pathway navigators, and a career pathway approach with stacked credential requirements, career planning, and alignment with industry will help more students succeed in the workplace.

It is difficult to capture the full impact of a long-term grant on an institution, or the students and employers who may benefit. DMACC's investment in relevant training equipment and aligning course work/credentials with industry needs, however, coupled with mechanisms to support student outcomes and provide clear career pathways, will provide solid ROI for the region's economy.

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways	
MILESTONE 1.1: Align curricula with relevant national standards and	X Complete
industry/employer recognized credentials.	□ Incomplete
MILESTONE 1.2: Align non-credit offerings with credit courses.	X Complete
	□ Incomplete
MILESTONE 1.3: Expand and enhance work-based learning experiences.	X Complete
	□ Incomplete
MILESTONE 1.4: Align Information Technology cluster pathways with apprenticeships (EICC, KCC, NICC)	NOT Applicable
MILESTONE 1.5: Strengthen Prior Learning Assessment initiative.	X Complete
	□ Incomplete

	DELIVER	ABLE 1.1: Audited and redesigned curricula
STATUS	X Completed	COMMENTS:
	☐ In Progress	Coursework is on target, uses appropriate & recognized industry standard texts and materials.
	☐ Attempted	otandara toxte and materials.
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	Excellent use of Solidworks exam (CSWA) in Tool & Die coursework.
	□ Unclear	
	DEL	IVERABLE 1.2: Updated college facilities
STATUS	X Completed	COMMENTS: Upgrading obsolete CMM to modern unit was a wise investment.
	☐ In Progress	Opgrading obsolete Civily to modern drift was a wise investment.
	☐ Attempted	
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	Industry expectation is experience in current technology, though even employers who have the technologies struggle to keep up with this.
	□ Unclear	3 33 1 1
	D	ELIVERABLE 1.3: Offer new credentials
STATUS	X Completed	COMMENTS: OSHA 10 hour is broadly required.
	☐ In Progress	OSTIA TO Hour is broadly required.
I	III Togrood	1
	☐ Attempted	
QUALITY	☐ Attempted	COMMENTS: Program has a wide range of NIMS credentials available.
QUALITY	☐ Attempted ☐ Never Started	COMMENTS: Program has a wide range of NIMS credentials available.
QUALITY	☐ Attempted ☐ Never Started X Satisfactory	COMMENTS: Program has a wide range of NIMS credentials available.
DELIV	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	f commitment from employers and industry representatives
	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear	f commitment from employers and industry representatives COMMENTS:
DELIV	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear CERABLE 1.4: Letters of	f commitment from employers and industry representatives COMMENTS: Employers and industry commitment to program is clearly demonstrated by donations of equipment and supplies, program visits
DELIV	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear CERABLE 1.4: Letters of X Completed	F commitment from employers and industry representatives COMMENTS: Employers and industry commitment to program is clearly
DELIV STATUS	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ☐ CERABLE 1.4: Letters of X Completed ☐ In Progress	f commitment from employers and industry representatives COMMENTS: Employers and industry commitment to program is clearly demonstrated by donations of equipment and supplies, program visits to industry, and industry visits to programs.
DELIV	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ERABLE 1.4: Letters of X Completed ☐ In Progress ☐ Attempted	COMMENTS: Employers and industry representatives Comments: Employers and industry commitment to program is clearly demonstrated by donations of equipment and supplies, program visits to industry, and industry visits to programs. Comments:
DELIV STATUS	☐ Attempted ☐ Never Started X Satisfactory ☐ Unsatisfactory ☐ Unclear ERABLE 1.4: Letters of X Completed ☐ In Progress ☐ Attempted ☐ Never Started	f commitment from employers and industry representatives COMMENTS: Employers and industry commitment to program is clearly demonstrated by donations of equipment and supplies, program visits to industry, and industry visits to programs.

DELIVERABLE 1.5: Development and pilot of RAP (EICC, KCC, NICC only)			
STATUS	NOT APPLICABLE	COMMENTS: N/A	
QUALITY	NOT APPLICABLE	COMMENTS: N/A	
D	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAACCCT)	
STATUS	X Completed	Comments:	
	☐ In Progress	Project Coordinator acts as main point of contact.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		

		Advance Online & Technology-Enabled Learning	
MILESTONE 2	NOT Applicable		
MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS.			NOT APPLICABLE
MILESTONE 2.3: Create and distribute Open Educational Resources.			X Complete
			□ Incomplete
	DELIVERABLE 2.1:	Public licensing of curricula and training materials	·
STATUS	X Completed	COMMENTS:	e easily found
	☐ In Progress	IHUM institution course materials and information were and downloaded from Skills Commons web site.	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 2.2:	Distribution through project and online repositories	
STATUS	X Completed	COMMENTS:	
	☐ In Progress	All 15 community colleges in the IHUM consortium have up materials to Skills Commons online repository.	ve uploaded
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	□ Unsatisfactory		
	□ Unclear		

DELIVERABLE 2.3: Offering online/blended programs				
STATUS	NOT APPLICABLE	COMMENTS: N/A		
QUALITY	NOT APPLICABLE	COMMENTS: N/A		
Deliverable 2.4: Incorporation of simulation into courses				
STATUS	NOT APPLICABLE	COMMENTS: N/A		
QUALITY	NOT APPLICABLE	COMMENTS: N/A		
DELIVERABLE 2.5: Development and publication of a scorecard that updates on a regular basis				
STATUS	NOT APPLICABLE	COMMENTS: Responsibility of IHUM Leadership Team		

STRATEGY 3: Create Expanded & Individualized Student Support Services				
MILESTONE 3.1: Implement specialized recruitment and retention efforts.			X Complete	
	□ Incomplete			
MILESTONE 3.	2: Improve student o	career planning.	X Complete	
			☐ Incomplete	
	3: Implement accele	rated and/or contextualized remediation	X Complete	
programs.			□ Incomplete	
	DELIVERABLE 3.1: De	velop and implement online, modular-based progra	ms	
STATUS	NOT APPLICABLE	COMMENTS: N/A		
QUALITY	NOT APPLICABLE	COMMENTS: N/A		
DELIVERABL	E 3.2: "Bootcamps",	individual/peer tutoring, individual hands-on lab as	sistance, and	
	T	utilization of Pathway Navigators		
STATUS	X Completed	COMMENTS: A Lab Coordinator and a Pathway Navigator were hired for Tool & D	nd for Tool & Dio	
	☐ In Progress	and Robotics Signature Programs.	ta loi 100i & Die	
	☐ Attempted	One on one student tutoring was offered in signature	programs.	
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS:	£	
	☐ Unsatisfactory	Increased student retention at same time as new pos Student feedback has been 100% positive.	sitions added.	
	□ Unclear			
DE	LIVERABLE 3.3: Target	ed recruitment marketing materials on multiple plat	forms	
STATUS	X Completed	COMMENTS:		
	☐ In Progress	Pathway Navigator coordinated career fairs, industry visits programs, and program tours of industry.		
	☐ Attempted			
	☐ Never Started			
QUALITY	X Satisfactory	COMMENTS:		
	☐ Unsatisfactory			
	□ Unclear			

DELIVERABLE 3.4: Implement a web-based tool that can generate regional LMI paired with applicable programs of study			
STATUS	X Completed	COMMENTS:	
	☐ In Progress	EMSI Career Coach implemented 2015 by all 15 consortium members	
	☐ Attempted		
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory	EMSI Career Coach helps students explore programs, careers, a tied to Enhance lowa for recruiting students to IHUM signature	
	□ Unclear	programs.	

STRATEGY 4: Create & Improve Alignment with Industry & State Agencies				
MILESTONE 4	X Complete			
from IWD, IE industries).	□ Incomplete			
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete	
	□ Incomplete			
MILESTONE 4.3: Create joint marketing and outreach efforts with state agencies.			X Complete	
	□ Incomplete			
MILESTONE 4.4: Collaborate with state agencies on a participant referral process.			X Complete	
			□ Incomplete	
MILESTONE 4.5: Partner with industry and state agencies on job fairs and mission-			X Complete	
based event			□ Incomplete	
DELIVERAB	BLE 4.1: Meeting minu	Ites from IHUM Sector Strategy Committee and regingly advisory committee	onal industry	
STATUS	V o	Comments:		
O IA IOO	X Completed	IHUM Coordinator attending recent re-start of manufa	cturing sector	
	☐ In Progress	board. Coordinator and Pathway Navigator are active	e in advisory	
	☐ Attempted	boards for signature programs. Meeting minutes refle	ect active	
	☐ Never Started	signature program advisory boards.		
QUALITY	X Satisfactory	COMMENTS:		
	☐ Unsatisfactory	A solid selection of meeting minutes was provided.		
	□ Unclear			
D	ELIVERABLE 4.2: New	industry partnerships developed during the grant p	eriod	
STATUS	X Completed	COMMENTS:	to roomuit	
	☐ In Progress	20 employers visited signature programs on campus to students.	o reciuit	
	☐ Attempted			
	☐ Never Started			

QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	NOT APPLICABLE	COMMENTS: N/A
QUALITY	NOT APPLICABLE	COMMENTS: N/A
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS:
	☐ In Progress	Coordinator regularly visits lowa Workforce office to speak to public and potential students about manufacturing in lowa and the signature
	☐ Attempted	programs, specifically.
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS:
	☐ In Progress	Pathway Navigator coordinated signature program involvement in events, student tours of working environments, and industry visits to
	☐ Attempted	classrooms.
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	☐ Unsatisfactory	
	□ Unclear	

This workforce solution is funded by the IHUM Consortium which is 100% financed through a \$15,000,000 grant from the U.S. Department of Labor's Employment & Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This work is licensed under the Creative Commons Attribution 4.0 International License. To view a copy of this license, visit http://creativecommons.org/licenses/by/4.0/.



Statement of Grant Impact: Hawkeye Community College

The purpose of this section is to show the full scope of the grant activities in a narrative form so that the reviewer understands the full impact of the IHUM grant on each signature program. Below is a checklist of each activity that should be addressed. Please provide any additional information you see fit as this checklist does not cover every activity over the past three years. Please take time to review the grant Technical Proposal as part of this process.

Strategy 1 – Expand and Enhance Sector-Driven Career Pathways

- Audited and redesigned curricula
 - In April 2015, Hawkeye Community College made updates to the curriculum that passed the advisory board committee. The following courses were added (meeting notes & curriculum attached):
 - ELT 239 Advanced Electrical Systems
 - ELT 315 Digital Logic for Industrial Applications or PLTW
 - EGT 149 Fluid Power Systems II
 - IND 145 Mechanical Power Transfer
 - ELT 120 Schematics for Electromechanical Techs
 - ELT 216 D-C Control Circuits
 - ELT 532 Semiconductors
 - MFG 365 General CNC Lathe Maintenance
 - ELE 218 Motion Controls
 - ELT 444 Industrial Networks
 - MFG 366 General CNC Mill Maintenance
 - O Jerome Amos, Additive Manufacturing Curriculum Developer, was hired in 2016 to create curriculum for Additive Manufacturing. The course includes 16 hours of lecture, and 64 hours of lab / clinic hours. The course will introduce students to designing parts using AutoCAD Inventor software in addition to digitizing and 3-D printer technology. The course also includes a basic overview of 3-D software capabilities.
- Updated college facilities
 - Hawkeye Community College did not do a renovation through the IHUM grant.
 However, through the purchase of equipment and non-consumable supplies, Hawkeye's training labs were updated and expanded to offer real-life training scenarios similar to those in industry.
- Offer new credentials
 - Hawkeye Community College added Additive Manufacturing in the fall of 2017. Additive Manufacturing is a non-credit certificate.
- Established commitment from employers and industry representatives



- In 2014, Hawkeye Community College received letters of support for Iowa Economic Development Association, Iowa Workforce Development, and the Office of the Governor.
- Hawkeye Community College also received letters of support from the Region 7
 Advanced Manufacturing Sector Board, Hartwig Inc., and Target Distribution.
- Developed and piloted Registered Apprenticeship Programs (IT Only)
 - o N/A
- Continued PLA progress started in I-AM
 - Faculty work with students on a case by case basis to review any previous courses taken in different programs or institutions, request syllabi for those courses, and award credit when applicable.
 - The non-credit Industrial Maintenance, and the credit Industrial Automation program aligned the following courses:

Non Credit Course Number	Non Credit Course Title	Non Credit Credits	Credit Course Number	Credit Course Title	Credits Applied
7900001	Electrical Systems	3	ELT139	Electrical Systems I	3
7900002	Advanced Electrical Systems	3	ELT239	Advanced Electricity	3
7700003	Fluid Power II	3	ELT149	Fluid Power Systems II	3
7700002	Fluid Power I	2	EGT140	Fluid Power EGT	2
7700004	Basic Mechanical Systems	2	IND100	Basic Mechanical Systems	2
7700005	Motors and Controls	2	ELT215	Motors and Controls	2
7700006	Instrumentation	2	ELT736	Instrumentation & Control	2
7700007	PLC Programming	2	ELT234	PLC's Level I	2
7700008	Mechanical Systems II	2	IND145	Mechanical Power Transfer	2
1700023	Welding	3	WEL339	Electromechanical Maintenance	3

Expand work based learning experiences



- Students had the opportunity to expand their work based learning opportunities while going through the Industrial Maintenance, Industrial Automation, and Additive Manufacturing programs. Learning experiences included:
 - Tours of businesses
 - Internships
 - Hiring of students after the completion of the grant funded program of study
 - Employers leveraging resources to provide students with learning scenarios similar to that in the workplace
 - Purchasing of new supplies and equipment
 - Employment of retired industrial automation tech to assist with lab development
- Aligned non-credit offerings with credit courses
 - The non-credit Industrial Maintenance course is aligned with the credit Industrial Automation program. Students completing the non-credit course can transition into the credit program.
 - The Additive Manufacturing program is aligned with portions of the credit course
 MFG452 Moldmaking in the CNC & Toolmaking Technology Program.

Strategy 2 - Advance Online & Technology-Enabled Learning

- Enhance and expand simulation into courses and trainings
 - Hawkeye purchased the following equipment which increased the hands on training offered in the programs:
 - Fluid Power Trainers
 - MakerBot 3-D Printers
 - Robotic Controllers
 - CNC machines
 - Okuma Lathe
 - Businesses also donated equipment and supplies for lab experiences
- Expand online and blended course offerings
 - Hawkeye Community College offered online OSHA certifications
- Create and distribute Open Educational Resources
 - Todd Oesterle, Marketing and Workforce Coordinator, has worked closely with all 15 community colleges to uploaded information to Skills Commons
- Incorporation of simulation into courses
 - With the purchase of equipment robots, lathes, and CNC machines, students completing the Industrial Automation program were able expand their hands on lab training while going through the program.
 - Hawkeye Community College also added an Additive Manufacturing program in 2017.
 Hawkeye purchased new 3-D printers to offer a new non-credit training. The training



was also embedded into the CNC Tool & Die Program, and expanded the hands on learning opportunities for students in this program.

Strategy 3 – Create Expanded & Individualized Student Support Services

- Implement specialized recruitment and retention efforts
 - All 15 community colleges in the IHUM grant implemented EMSI Career Coach. Career Coach was utilized with IHUM students in the following ways:
 - Recruitment EMSI Career Coach was utilized for recruitment purposes.
 Students could explore careers and programs in the region or throughout the state.
 - Advising Advisors can utilize career coach to help students with resume building, and also exploring careers and programs that would be a fit for the student. EMSI Career Coach has online assessment tools to help students match their talents with a training program
 - Hirring Students can utilize Career Coach to locate jobs, as well as update resumes for employers
- Improve Student Career Planning
 - Hawkeye Community College hired a lab assistant to help students with hands on learning in the training labs
 - Hawkeye Community College also hired Student Success Specialists for each building on campus. This position supports students to ensure they are successful and stay retained in the program.
- Implement accelerated and/or contextualized remediation
 - Hawkeye created and Industrial Automation Boot Camp. The pilot boot camp was used for developmental math. Admission requirements: Pre- Algebra 24, ARI40, or EA45;
 Read 82 or AC76; Write 65 or AC82.
 - The purposes of the boot camp is to help students not meeting admission requirements work on their basic skills in math, reading, and writing in order to meet math admission requirements and build literacy skills.
 - Students identified with low math/reading/writing placement scores will be given the opportunity to take a 15 hour math boot camp and / or 15 hour literacy boot camp before the fall semester starts.
 - At the end of the boot camps, students will retest in Accuplacer and take a written assessment of math skills.
 - Students who complete and raise their placement score in math or test at least 80% on the written math assessment will be given the opportunity to be admitted to the program in the fall semester even if they still have low reading and writing scores.
 - o For students who attend less than 100% of the boot camp, completion of the boot camp is left to the discretion of the instructor and dean, and the student must complete the



written math assessment. There is no credit earned for completion of the program or grade earned.

- Develop and implement online, modular-based programs
 - Implemented online OSHA
 - General Education Courses can be taken online
- Implement a web-based tool that can generate regional LMI paired with applicable programs of study
 - o Implemented EMSI Career Coach in the summer of 2015.
 - Career Coach is utilized at the institution to help students explore programs, careers, and resume building.
 - Career Coach is also tied to Enhance Iowa to recruit students into IHUM signature programs.

Strategy 4 - Create & Improve Alignment with Industry and State Agencies

- Develop or Enhance IHUM Sector Boards
 - Hawkeye Community College had a manufacturing sector board prior to the IHUM grant, however, initiatives
- Strengthen Industry advisory committees
 - Hawkeye's Industrial Automation Advisory Board meets on a bi-annual basis. Members include:

Hawkeye Representatives	Business & Industry Partners
Kendra Wyatt	Idex Corporation
Dan Utley	John Deere
Doug Kruger	Target Distribution
David Grunklee	Mitas-Tires
Dr. Jane Bradley	I-Paper
Mallory Jensen	University of Northern Iowa

- Create joint marketing, outreach, and referral efforts with businesses, WIB's, and state agency partners
 - Through the IHUM consortium's Enhance Iowa campaign; Hawkeye Community College worked closely with the Iowa Workforce Development Center located on their campus.
 Printed brochures, posters, bookmarks and table tents were available at all Iowa Works



- locations near Hawkeye, with information about in-demand training options available through Hawkeye's IHUM programs.
- O Hawkeye also worked closely with the Future Ready Iowa campaign by providing the Future Ready Iowa website program and course mapping information already performed on Hawkeye Community College's Career Coach through the IHUM grant. This allowed visitors on the Future Ready Iowa website to easily find in-demand careers located in Hawkeye's service area, then receive information about training that is available at Hawkeye Community College that will qualify them for the desired occupation.
- Hawkeye Community College had a presence at career fairs held by businesses, chambers, and Iowa Workforce Development. Talking to individuals one-on-one about IHUM training opportunities that will lead to in-demand, local careers.
- New Industry partnerships developed during the grant period
 - o Conagra
 - o Eaton Corp.
 - o Kerry Foods
 - o General Mills
 - Bay Valley Foods
 - o Precision of New Hampton
 - o Flint Hills Resources
 - East Penn Manufacturing
 - Midwest Overhead Crane
- IHUM and RAP materials developed in collaboration with state agencies (IT Only)
 - o N/A



SUBJECT MATTER EXPERT REVIEW REPORT

Each institution receiving grant funds is required to develop new and/or take to scale successful industry sector strategies. These sector strategies must focus on addressing employers' workforce needs by expanding or improving applicants' education and training programs based on the use of both traditional and real-time labor market information.

Effective sector strategies hinge on deep partnerships with employers and regional industry representatives, and where appropriate national industry representatives. To that end, successful institutions will identify one or more specific industry sectors on which they will focus and involve at least two employers, and a regional industry representative, for each targeted sector in each site location served by the program. These employers either would be located in each site or would hire individuals from that region.

Institution Reviewed: Hawkeye Community College

Signature Program Reviewed: Industrial Maintenance Non-Credit Certificate, Industrial Automation (Diploma, Degree), Additive Manufacturing Non-Credit Certificate

Subject Matter Expert: Wes James

Subject Matter Expert Credentials:

President of TechWorks Campus, a former tractor factory being redeveloped to facilitate advanced manufacturing research/acceleration projects and to support the regional manufacturing supply chain.

Former Adjunct Instructor, Clarke University, teaching Operations Management and Project Management. Developed targeted hybrid course curriculum combining classroom lectures, active in-class simulations, and online web-based training for MBA's, adult learners, and undergraduates.

Former Associate Director, University of Northern Iowa's National Ag-Based Lubricants Center, designed multi-year field research with three transportation industry partners resulting in over \$1M annual cost savings, secured over \$3.8M funding through 25 proposals and 15 funded research projects, co-inventor on microwave grease patent.

Review Period: 10/01/2014-06/30/2018

Dates Review Conducted: 8/15/2018 – 9/18/2018

Synopsis of Findings:

lowa's Information Technology Healthcare Utilities and Manufacturing Network (IHUM), a consortium of all 15 of the State's Community Colleges, was developed to provide education and training for Trade Adjustment Act eligible and other workers in high-growth industries including health, information, manufacturing, and utilities.

As IHUM's lead institution, Hawkeye Community College (HCC) shows success in each of the strategies. Curricula was audited and 11 new courses were added, expanding sector-driven career pathways, in addition to a new non-credit course in additive manufacturing. Stackable credentials with clear career pathways to further education or existing workplace opportunity are attractive to students and employers, as evidenced by strong work-based learning opportunities in Industrial Maintenance, Industrial Automation, and Additive Manufacturing programs.

Of particular significance, Hawkeye has excelled in embedding technology-enabled learning throughout signature programs. Investments in Fluid Power Trainers, MakerBot 3-D Printers, Robotic Controllers, CNC Machines, Okuma Lathe, and equipment donated by industry partners provide hands-on lab training that gives students confidence in their abilities, and that gives value to signature program credentials for employers. This is a strong point for Hawkeye Community College, and deserves recognition.

With the IHUM project Hawkeye has implemented uncommonly comprehensive student support services, including active targeted recruiting efforts and partnerships. Student retention efforts recognize the value of helping a current student complete their coursework, and provide an array of resources to keep students on track, including a pilot Industrial Automation Boot Camp and effective career coaching systems.

It is difficult to capture the full impact of a long-term grant on an institution, or the students and employers who may benefit. Hawkeye Community Colleges' investment in relevant training equipment and aligning course work/credentials with industry needs, however, will provide solid ROI for the region's economy. Their strong investment in mechanisms to create positive student outcomes, to help students through the steps of a career pathway, though, will provide an even better ROI for the region's future.

REVIEW OF GRANT DELIVERABLES AND MILESTONES

STRATEGY 1: Expand & Enhance Sector-Driven Career Pathways					
MILESTONE 1	X Complete				
industry/em	□ Incomplete				
MILESTONE 1.2: Align non-credit offerings with credit courses.			X Complete		
			□ Incomplete		
MILESTONE 1	.3: Expand and enha	nce work-based learning experiences.	X Complete		
			□ Incomplete		
		Technology cluster pathways with	□ Complete		
apprentices	hips (EICC, KCC, NIC	;C)	□ Incomplete		
MILESTONE 1	.5: Strengthen Prior I	Learning Assessment initiative.	X Complete		
			□ Incomplete		
	DELIVERA	ABLE 1.1: Audited and redesigned curricula			
STATUS	X Completed	COMMENTS: Added multiple new courses and redesigned others to	oward program		
	☐ In Progress	outcomes.			
	☐ Attempted				
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS: Revised curriculum is well targeted for current industr	y poods in the		
	☐ Unsatisfactory	region.	y needs in the		
□ Unclear					
DELIVERABLE 1.2: Updated college facilities					
STATUS	X Completed	COMMENTS: Investments in training equipment is well placed. Hands-o	nds-on 3-D		
	☐ In Progress	printers, CNC machines, lathes, robots, and hydraulic	c trainers, etc.		
	☐ Attempted	provide increased institutional capacity and increase			
0	☐ Never Started	credentials to employers.			
QUALITY	X Satisfactory	COMMENTS: This is now a program strength, with in-demand traini	•		
	☐ Unsatisfactory	utilizing current technologies, mirroring equipment in			
	□ Unclear	industry shops.			
0=	DELIVERABLE 1.3: Offer new credentials				
STATUS	X Completed	COMMENTS: Additive Manufacturing Certificate			
	☐ In Progress	, radiave manadaming continuate			
	☐ Attempted				
_	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS:			

	U Olisalistacioty		
	□ Unclear		
	ERABLE 1.4: Letters o	f commitment from employers and industry represe	entatives
STATUS	X Completed	COMMENTS:	
	☐ In Progress	lowa Economic Development Authority, Iowa Workfor Development, Office of the Governor, Region 7 Adva	
	☐ Attempted	Manufacturing Sector Board, Hartwig Inc., Target Dis	
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
	DELIVERABLE 1.5: D	evelopment and pilot of RAP (EICC, KCC, NICC only	y)
STATUS	☐ Completed	COMMENTS: N/A	
	☐ In Progress	IVA	
	☐ Attempted		
	☐ Never Started		
QUALITY	☐ Satisfactory	COMMENTS:	
	☐ Unsatisfactory	N/A	
	□ Unclear		
	ELIVERABLE 1.6: Conti	nue PLA progress started in I-AM (Round 2 – TAAC	CCT)
STATUS	X Completed	COMMENTS:	
	☐ In Progress	Faculty review coursework on case by case basis. Industrial Maintenance (non-credit) and Industrial Aut	omation (credit)
	☐ Attempted	programs aligned 10 courses.	,
	☐ Never Started		
QUALITY	X Satisfactory	COMMENTS:	
	☐ Unsatisfactory		
	□ Unclear		
		Advance Online & Technology-Enabled Learning	
MILESTONE 2	.1: ENHANCE AND EXPA	ND SIMULATION INTO COURSES AND TRAININGS.	X Complete
			☐ Incomplete
MILESTONE 2.2: EXPAND ONLINE AND BLENDED COURSE OFFERINGS.			X Complete
		□ Incomplete	

DELIVERABLE 2.1: Public licensing of curricula and training materials

MILESTONE 2.3: Create and distribute Open Educational Resources.

X Complete

 \square Incomplete

STATUS	X Completed ☐ In Progress	COMMENTS: IHUM institution course materials and information were easily found and downloaded from Skills Commons web site.
	☐ Attempted	
QUALITY	☐ Never Started Y Setisfactory	COMMENTS:
QO/LETT	X Satisfactory	
	☐ Unsatisfactory ☐ Unclear	
		Distribution through project and online repositories
STATUS	X Completed	COMMENTS:
	□ In Progress	All 15 community colleges in the IHUM consortium have uploaded
	□ Attempted	materials to Skills Commons online repository.
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	Deliver	ABLE 2.3: Offering online/blended programs
STATUS	X Completed	Comments: Online OSHA certification courses were implemented, and Hawkeye Community College general education courses are available for
	☐ In Progress	
	☐ Attempted	distance learners (online).
	☐ Never Started	
QUALITY	X Satisfactory	Congress Ed requirements for degrees can be taken enline
	☐ Unsatisfactory	General Ed requirements for degrees can be taken online.
	□ Unclear	
	DELIVERABL	E 2.4: Incorporation of simulation into courses
STATUS	X Completed	COMMENTS: This is a notable accomplishment. Increased hands-on experience
	☐ In Progress	through active simulations improves student confidence with
	☐ Attempted	technology and increases institutional capacity.
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS: New equipment purchased and incorporated in to curriculum is well
	☐ Unsatisfactory	selected and relevant to industry.
	□ Unclear	·
		t and publication of a scorecard that updates on a regular basis
STATUS	NOT APPLICABLE	COMMENTS: Responsibility of IHUM Leadership Team

STRATEGY 3: Create Expanded & Individualized Student Support Services					
MILESTONE 3.1: Implement specialized recruitment and retention efforts.			X Complete		
	□ Incomplete				
MILESTONE 3.2: Improve student career planning.			X Complete		
			☐ Incomplete		
MILESTONE 3.3: Implement accelerated and/or contextualized remediation			X Complete		
programs.			□ Incomplete		
	DELIVERABLE 3.1: Dev	velop and implement online, modular-based progra	ms		
STATUS	X Completed	COMMENTS:	or Cooole wood		
	☐ In Progress	All 15 consortium members implemented EMSI Caree by IHUM students for recruitment, career exploration,			
	☐ Attempted	assessment tools, and to update resumes for employe	•		
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS:	200 010		
	☐ Unsatisfactory	Hawkeye Community College general education cour available for distance learners.	ses are		
	□ Unclear				
DELIVERABI	DELIVERABLE 3.2: "Bootcamps", individual/peer tutoring, individual hands-on lab assistance, and				
STATUS	V -	utilization of Pathway Navigators COMMENTS:			
SIAIUS	X Completed	Industrial Automation Bootcamp, hands-on lab assista	ant hired for		
	☐ In Progress	training labs, and Student Success Specialists hired f			
	☐ Attempted	on campus.			
Outstand	☐ Never Started	Computer	_		
QUALITY	X Satisfactory	COMMENTS:			
	☐ Unsatisfactory				
	□ Unclear				
	LIVERABLE 3.3: Target	ed recruitment marketing materials on multiple plat	forms		
STATUS	X Completed	COMMENTS: Multiple targeted recruitment/marketing materials wer	e placed across		
	☐ In Progress	platforms recruiting for signature programs. i.e. printer	•		
	☐ Attempted	posters, bookmarks, table tents, web and traditional a			
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS:			
	☐ Unsatisfactory				
	□ Unclear				
DELIVERABLE	3.4: Implement a we	b-based tool that can generate regional LMI paired programs of study	with applicable		
STATUS	Y Completed	COMMENTS:			
	X Completed				

	☐ In Progress ☐ Attempted	EMSI Career Coach implemented 2015 by all 15 consortium members
	□ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	EMSI Career Coach helps students explore programs, careers, and tied to Enhance lowa for recruiting students to IHUM signature
	□ Unclear	programs.

	STRATEGY 4: Create & Improve Alignment with Industry & State Agencies MILESTONE 4.1: Develop IHUM Sector Strategy Committee consisting of members X Complete				
	X Complete				
from IWD, IE industries).	□ Incomplete				
MILESTONE 4.2: Create or strengthen regional industry advisory committees.			X Complete		
			□ Incomplete		
MILESTONE 4.	.3: Create joint mark	eting and outreach efforts with state agencies.	X Complete		
			□ Incomplete		
MILESTONE 4.	4: Collaborate with s	state agencies on a participant referral process.	X Complete		
			□ Incomplete		
		stry and state agencies on job fairs and mission-	X Complete		
based event	S.		□ Incomplete		
DELIVERAB	LE 4.1: Meeting minu	tes from IHUM Sector Strategy Committee and regi	onal industry		
CTATUS		advisory committee			
STATUS	X Completed	COMMENTS: Meeting minutes provided.			
	☐ In Progress	Weeting minutes provided.			
	☐ Attempted				
	□ Never Started				
QUALITY	X Satisfactory	COMMENTS:	المسيمة مسام		
	☐ Unsatisfactory	Attendees represent regional manufacturing industry	Juster Well.		
	□ Unclear				
	ELIVERABLE 4.2: New i	industry partnerships developed during the grant p	eriod		
STATUS	X Completed	COMMENTS: Conagra, Eaton Corp., Kerry Foods, General Mills, Ba	y Valloy Foods		
	☐ In Progress	Precision of New Hampton, Flint Hills Resources, Eas			
	☐ Attempted	Manufacturing, Midwest Overhead Crane			
	☐ Never Started				
QUALITY	X Satisfactory	COMMENTS:			
	☐ Unsatisfactory				

	□ Unclear	
DELIVE	RABLE 4.3: IHUM and	RAP materials developed in collaboration with state agencies
STATUS	□ Completed	COMMENTS: N/A
	☐ In Progress	IN/A
	☐ Attempted	
	☐ Never Started	
QUALITY	☐ Satisfactory	COMMENTS: N/A
	☐ Unsatisfactory	IV/A
	□ Unclear	
	DELIVERABLE 4.4: Out	reach efforts to educate WIBs about IHUM for referrals
STATUS	X Completed	COMMENTS:
	☐ In Progress	Hawkeye worked with Iowa Workforce Development through the IHUM consortium held Enhance Iowa campaign, distributing
	☐ Attempted	marketing & outreach materials at all regional lowa Works locations,
	□ Never Started	and partnered with Future Ready Iowa campaign.
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	VERABLE 4.5: A minim	num of one event with industry and state agencies annually
STATUS	X Completed	COMMENTS: Hawkeye Community College was represented at career fairs and
	☐ In Progress	events held by businesses, chambers of commerce, and lowa
	☐ Attempted	Workforce Development.
	☐ Never Started	
QUALITY	X Satisfactory	COMMENTS:
	☐ Unsatisfactory	
	□ Unclear	
	☐ Unsatisfactory	
	□ Unclear	