

One Door Many Paths

a WIOA partners' conference

June 27-28, 2016

Partnerships • Innovative Design • Customer Service

#ODMP16

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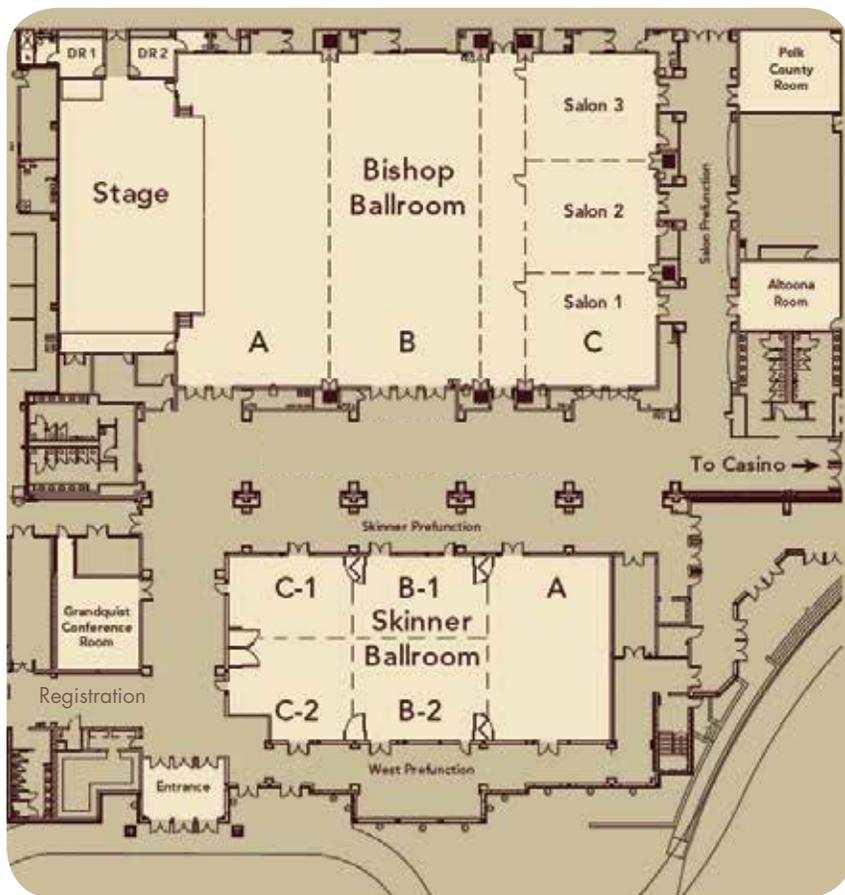
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Prairie Meadows Conference Center



Schedule at a Glance

Sunday, June 26th

Registration
2:00 – 5:00 PM

Monday, June 27th

Registration
8:00 – 9:00 AM
Job Fair
9:00 – 11:30 AM
Keynote Speaker
9:00 – 10:30 AM
Breakout Sessions 1
10:45 AM – 12:00 PM
Lunch
12:00 – 1:30 PM
Break & Networking with Vendors
1:30 PM – 2:00 PM
Breakout Sessions 2
2:00 – 3:15 PM
Break & Networking with Vendors
3:15 – 3:30 PM
Breakout Sessions 3
3:30 – 4:45 PM

Tuesday, June 28th

Registration
7:30 – 9:30 AM
Breakout Sessions 4
8:00 – 9:15 AM
Break
9:15 – 9:30 AM
Breakout Sessions 5
9:30 – 10:45 AM
Break
10:45 – 11:00 AM
Breakout Sessions 6
11:00 AM – 12:15 PM
Lunch
12:15 PM – 1:00 PM
Breakout Sessions 7
1:00 – 2:15 PM
Break
2:15 – 2:30 PM
Capstone Speaker
2:30 – 4:00 PM

Welcome!



Welcome from the WIOA Core Partner Directors

Welcome to Iowa's first joint Workforce Innovation and Opportunity Act (WIOA) conference. While the Opportunity Act brings together several state agencies, additional partners have joined together in support of learning, innovating, and creating. These include Des Moines Area Community College, the Iowa Department on Aging, and Employer Support of the Guard and Reserve, to name a few. The conference committee has been working hard to bring you a wonderful event, both in terms of content and networking opportunities.

The theme of this year's conference, "One Door, Many Paths," is based on the idea of integration, collaboration, and alignment. A broad net has been cast to get as many stakeholders as possible to attend and learn from each other. Under the new Unified State Plan, it is vital that we meet to identify the challenges and opportunities in planning for a Future Ready Iowa. This conference serves as a launch to additional implementation efforts associated with the state and local plans. Each agency is vested in partnering for this conference for the following reasons:

- It is my vision that Iowa Workforce Development be known for excellence in providing employment services for Iowans and helping business owners and individuals match talent to opportunity. Educational institutions, legislators, employers, business organizations, and other state agencies must work together not only to meet current workforce, education, and employment needs but also to predict the resources and opportunities needed in the next decade and beyond. — **Iowa Workforce Development**
- Individuals with disabilities are a vital part of our economy and remain an untapped resource to meet Future Ready Iowa business needs. WIOA provides opportunities to leverage resources, strengthen partnerships, and close employment gaps through innovative and collaborative service delivery. — **Vocational Rehabilitation**
- WIOA places a greater emphasis than ever on collaboration and innovation in providing services to all Iowans. We are happy to join with colleagues from other agencies, employers, and stakeholders from around the state to redesign and improve services to all individuals who seek competitive integrated employment. The IDB believes that the WIOA service delivery model will open doors to previously unavailable services for blind Iowans. We are delighted to collaborate with core partners to make Iowa's workforce system the very best it can be. — **Iowa Department for the Blind**
- Technological advances and globalization are changing Iowa's economy, and the jobs being created require a higher skill level than in the past. Meeting projected demand for skilled and credentialed labor is imperative — to ensure vibrant business growth and the economic security of individuals. WIOA presents an opportunity to prepare a Future Ready Iowa by increasing the educational attainment of adults through stronger partnerships and smarter service delivery. — **Iowa Department of Education, Division of Community Colleges**

National presenters, state specialists, and local practitioners will exceed your professional development needs with sessions that will inform and inspire you as well as provide valuable resources to make the transition to WIOA successful.

Have a wonderful conference.

Beth Townsend
Director, Iowa Workforce Development

David Mitchell
Administrator, Iowa Vocational Rehabilitation Services

Bruce Snethen
Deputy Director, Iowa Department for the Blind

Jeremy Varner
Administrator, Iowa Department of Education



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Conference Schedule

Sunday, June 26

2:00 – 5:00 PM **Registration** Registration

Monday, June 27

8:00 – 9:00 AM **Registration** Registration

9:00 – 11:30 AM **Job Fair** Skinner Room

9:00 – 10:30 AM **Opening Plenary Keynote** Bishop Ballroom *Terry Rich*

10:45 AM – 12:00 PM **Breakout Sessions 1** Bishop Ballroom ▶ Ready, Set, WIOA *Mary Ann Lawrence*

Salon 1 ▶ HiSET for AEL Instructors *Jonna McDonough*

Salon 2 ▶ Career Development for Veterans with Significant Barriers to Employment *Bret Anderson*

Salon 3 ▶ Active Learning in the Multilevel English as a Second Language Classroom: Activities to Enhance Teaching *Gisella M. Aitken-Shadle*

Polk County ▶ Education, Key Factors to Successful Reentry *Panel Discussion*

Altoona ▶ Assistive Technology Supports in the Workplace *Panel Discussion*

12:00 – 1:45 PM **Lunch** Bishop Ballroom

1:45 – 2:00 PM **Break & Networking with Vendors**

2:00 – 3:15 PM **Breakout Sessions 2** Bishop Ballroom ■ IT Employer Panel *Beth Brinly*

Salon 1 ▶ WIOA and Career Pathways: An Introduction pt1 *Michelle Carson*

Salon 2 ▶ Pathways to Success-- A New Approach to Student Intake pt1 *Panel Discussion*

Salon 3 ▶ Enhanced Collaboration with Google pt1 *Martin Moen*

Skinner A ▶ English for Civic Life: Effective EL/Civics Instruction pt1 *DeAnna Coon*

Skinner B1 ▶ Career Pathways pt1 *Mary Ann Lawrence*

Skinner B2 ▶ ■ The Employer Forum *Cassandra Halls*

Skinner C1 ▶ New Beginnings for Offenders Transitioning from Corrections *John Romeo*

Skinner C2 ▶ Local Youth Service Providers Share Their Stories *Panel Discussion*

Polk County ▶ ■ Disability Awareness *Shannon Myers, Mindy Collins*

Altoona ▶ Graphing Linear Equations and Quadratic Equations *Beth Deacon*

Key | ■ Sector Partnership ■ Job Placement Division of Iowa Rehabilitation Association Session
▶ Customer Service ▶ Innovative Design ▶ Partnership



Monday, June 27

3:15 – 3:30 PM	Break & Networking with Vendors		
3:30 – 4:45 PM	Breakout Sessions 3	Bishop Ballroom	■ IT Employer Panel Debrief <i>Beth Brinly</i>
		Salon 1	▶ WIOA and Career Pathways: An Introduction pt2 <i>Michelle Carson</i>
		Salon 2	▶ Pathways to Success – A New Approach to Student Intake pt2 <i>Panel Discussion</i>
		Salon 3	▶ Enhanced Collaboration with Google pt2 <i>Martin Moen</i>
		Skinner A	▶ Shared Successes Through Integrated Services <i>Panel Discussion</i>
		Skinner B1	▶ English for Civic Life: Effective EL/Civics Instruction pt2 <i>DeAnna Coon</i>
		Skinner B2	▶ Career Pathways pt2 <i>Mary Ann Lawrence</i>
		Skinner C1	▶ Reigniting the Passion in Your Work! <i>Bill Corbett</i>
		Skinner C2	▶ Beyond the Binary – Gender Issues <i>Donna Red Wing , Keenan Crow</i>
		Polk County	▶ Experience Required! <i>Wendy Greenman</i>
		Altoona	▶ Employment Retention for Hard-to-Place Job Seekers <i>Bret Anderson</i>

Tuesday, June 28

7:30 – 9:30 AM	Registration	Registration	
8:00 – 9:15 AM	Breakout Sessions 4	Bishop Ballroom	■ Solutions Brainstorm <i>Beth Brinly</i>
		Salon 1	▶ Teaching Mathematics for Reluctant Learners pt1 <i>Cynthia Bell</i>
		Salon 2	▶ Generational Poverty <i>Robert Stensrud, EdD, CRC</i>
		Salon 3	▶ ■ Networking – The Most Valuable Super Hero Power! <i>Cassandra Halls</i>
		Skinner A	▶ Burlington English Career Pathways—Your WIOA Solution! <i>Margo Hernandez</i>
		Skinner B1	▶ ■ Getting Your Team to WILLINGLY Do What Needs to be Done <i>Silver Rose</i>
		Skinner B2	▶ Implementing College and Career Readiness Standards (CCRS) in the Adult Education Classroom <i>Panel Discussion</i>
		Skinner C1	▶ Getting Hard-to-Reach Youth Engaged in Life and Employed <i>Bill Corbett</i>
		Skinner C2	▶ Frameworks for Building Strong, Sustainable Career Pathways Systems: State or Local pt1 <i>Libby Livings-Eassa</i>
		Polk County	▶ Making Connections with the Adult Learner <i>Scott Schneider</i>
		Altoona	▶ Videos, Quizzes, a Blog, and More: Using Technology to Get Results <i>Jason Walker</i>

Conference Schedule continued

Tuesday, June 28

9:15 – 9:30 AM	Break		
9:30 – 10:45 AM	Breakout Sessions 5	Bishop Ballroom	■ Sector Partnerships 101: Characteristics of High-Performing Sector Partnerships <i>Beth Brinly</i>
		Salon 1	▶ Teaching Mathematics for Reluctant Learners pt2 <i>Cynthia Bell</i>
		Salon 2	▶ ■ Integrated Resource Teams <i>Diane Hernandez</i>
		Salon 3	▶ ■ How to Get Employers to WANT to Work with You <i>Silver Rose</i>
		Skinner A	▶ ■ Ethical Ethnic Inclusion <i>Breanne Ward</i>
		Skinner B1	▶ Sector Board Start Up and Engagement <i>Mary Warren</i>
		Skinner B2	▶ Designing Adult English Language Learner Programs Beyond the Standardized Tests <i>Imelda Bangun</i>
		Skinner C1	▶ Adult Education College and Career Readiness Standards and Iowa's 21st Century Employability Skills Standards <i>Michelle Carson</i>
		Skinner C2	▶ Frameworks for Building Strong, Sustainable Career Pathways Systems: State or Local pt2 <i>Libby Livings-Eassa</i>
		Polk County	▶ Customer Service in the Classroom: Working with Adult English Learners <i>Laura Smith-Hill</i>
		Altoona	▶ High School Career Days <i>Mindy Collins</i>
10:45 – 11:00 AM	Break		
11:00 AM–12:15 PM	Breakout Sessions 6	Bishop Ballroom	■ Forming Sector Partnerships <i>Beth Brinly</i>
		Salon 1	▶ Motivational Interviewing <i>Richard Clark</i>
		Salon 2	▶ Iowa's Statewide STEM Program: An Edu-nomic Development Initiative <i>Jeffrey Weld</i>
		Salon 3	▶ ■ Business Relationships – What Comes Next <i>Panel Discussion</i>
		Skinner A	▶ Life Skills in Corrections <i>Jolene Cox, Lanae Greene</i>
		Skinner B1	▶ Many Agencies, One Path <i>Panel Discussion</i>
		Skinner B2	▶ Standards-Based Instruction for Adult Learners of English <i>DeAnna Coon</i>
		Skinner C1	▶ Iowa Adult Education Classroom Observation System <i>Michelle Carson</i>
		Skinner C2	▶ Robust Business Services! Build a Workforce from the Inside Out <i>Emily Ide</i>
		Polk County	▶ ■ Ethics and Career Pathways Coordination <i>Robert Stensrud, EdD, CRC</i>
		Altoona	▶ ■ Collaboration Between High Schools, IVRS, and Employers <i>April Stotz</i>

Key | ■ Sector Partnership ■ Job Placement Division of Iowa Rehabilitation Association Session
 ▶ Customer Service ▶ Innovative Design ▶ Partnership

Tuesday, June 28

12:15 – 1:00 PM	Lunch		
1:00 – 2:15 PM	Breakout Sessions 7	Bishop Ballroom	■ Maintaining Sector Partnerships Over Time <i>Beth Brinly</i>
		Salon 1	▶ Motivational Interviewing Toolbox <i>Panel Discussion</i>
		Salon 2	▶ Work-Based Learning within a World Class Education, World Class Workforce: The Iowa NGA Policy Academy on Work-Based Learning <i>Pradeep Kotamraju, Jeffrey Weld</i>
		Salon 3	▶ Utilizing Public-Private Partnership to Advance Career Pathway Development (Microlevel) <i>Kim Deskin, Diane Hernandez</i>
		Skinner A	▶ Understanding the Millennial Mindset <i>Bill Corbett</i>
		Skinner B1	▶ Reverse Job Fair – What is it and how can you do one? <i>Panel Discussion</i>
		Skinner B2	▶ Indian Hills Community College English Language Learner Center <i>Panel Discussion</i>
		Skinner C1	Registered Apprenticeships <i>Greer Sisson</i>
		Skinner C2	▶ Developing and Managing Industry-Informed Training Pathways <i>Panel Discussion</i>
		Polk County	▶ Student Achievement in Reading (STAR), an Evidence-Based Reading Approach <i>Martha Bell, Cyd Hanson</i>
		Altoona	▶ Adult Education Programs' Impact on the Lives of Immigrants <i>Charles Pratt</i>
2:15 – 2:30 PM	Break		
2:30 – 4:00 PM	Closing Plenary	Bishop Ballroom	<i>Kasey McCurdy</i> <i>State Agencies</i>



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Sessions

Session 1

Monday, June 27 10:45 a.m. – 12:00 p.m.

► Ready, Set, WIOA [Bishop Ballroom](#)

Presented by Mary Ann Lawrence

As Iowa marches toward full implementation of WIOA, it is time to assess what has been accomplished and learned and to identify the next steps for successful transition. WIOA final regulations should be released sometime mid-2016. What are the changes, if any, in the expectations for Iowa's partnership, system, and workforce centers? With the newly formed joint vision for the one-stop delivery system, how does your regional partnership stack up as a high-quality, one-stop system and center? In this seminar, you will learn what's new in WIOA and the current status of WIOA transition across the country, review the quality standards, rank your progress on each major standard, and identify your region's next steps for continuous improvement. You will leave with specific ideas to capture the full opportunity of WIOA. Ideally, you will attend this seminar with at least your core program partners who are working with you locally to achieve excellence.

► HiSET for AEL Instructors [Salon 1](#)

Presented by Jonna McDonough

Participants will have the opportunity to discuss the HiSET with Jonna McDonough, HiSET client director. Together, we will review HiSET content, instructional resources, and research initiatives. Participants will have the opportunity to discuss the Writing Scoring Guide as it applies to classroom instruction and HiSET preparation. Participants will learn specific strategies to apply the Writing Scoring Guide in their classroom instruction, become aware of existing instructional resources, and leave with an improved understanding of writing scoring, including the essay.

► Career Development for Veterans with Significant Barriers to Employment [Salon 2](#)

Presented by Bret Anderson

Military veterans with significant barriers to employment face myriad difficulties when choosing a career path. One of the hidden difficulties in the transition to civilian occupational success is the ability of the veteran to adopt new or revised relationships, roles, and routines to comply with the civilian workplace that may be in stark contrast to military culture. By the end of this workshop, learners will be able to explain the cultural mismatch in work styles, identify specific skills needed during the transition, and analyze mental health issues facing transitioning military members. Lastly, participants will discuss how formal and informal Social Cognitive Career Theories approaches will help to remedy the gap between military and civilian occupations.

► Active Learning in the Multilevel English as a Second Language Classroom: Activities to Enhance Teaching [Salon 3](#)

Presented by Gisella Aitken-Shadle

Active learning is an approach to teaching that recognizes that students play an active role in their own learning. Active learning is a crucial component for successful ESL education. This presentation will explore what active learning is and how it leads to greater student learning and engagement. It will look at how active learning can improve ESL teaching in a multilevel ESL classroom. The audience will have the opportunity to participate, engage, and get motivated through hands-on activities illustrating these techniques. The immediate practice will allow them to bring these ideas and techniques into the classroom the very next day.

► Education, Key Factors to Successful Reentry (panel discussion) [Polk County](#)

Presented by Sandra Smith, Tim Diesburg, and Marsha L. Kidd

This presentation addresses the various pathway opportunities available during incarceration that lead to better employment possibilities for returning citizens. It will include possible collaborations between agencies and how returning citizens may qualify for various programs. The session will also describe how those who serve this population can be a crucial part of the state's Future Ready Iowa initiative by knowing what job skills are in demand across the state and providing training and opportunities.

► Assistive Technology Supports in the Workplace (panel discussion) [Altoona](#)

Presented by Tracy Keninger, Kim Karwal, and Tony Caldarella

This presentation will demonstrate and describe how assistive technology can be implemented in work situations to allow individuals with disabilities to be independent and gainfully employed. This session will discuss various considerations for workplace accommodations and include a hands-on demonstration of 20 devices, including keyboards and navigations systems, that allow individuals to successfully perform workplace activities. All devices demonstrated are available for further evaluation or a 30-day free trial period loan through the Easter Seals Iowa Assistive Technology Center. There will also be a discussion on requesting reasonable accommodations. Participants will review three case studies for examples of implementation of assistive technology in the workplace, with time at the end for question and answer.

Key

- Sector Partnership
- Job Placement Division of Iowa Rehabilitation Association Session
- Customer Service
- Innovative Design
- Partnership

Session 2

Monday, June 27 2:00 – 3:15 p.m.

■ IT Employer Panel [Bishop Ballroom](#)

Presented by Beth Brinly

Beth Brinly, VP of Workforce Innovation at Maher & Maher, will facilitate an employer panel of businesses from the IT sector to help participants understand what keeps these employers up at night. Through panel discussion, participants will understand current trends, needs, and gaps within the IT sector. The panel will conclude with Q&A from the audience to probe deeper into the concerns and needs identified by employers.

► WIOA and Career Pathways:

An Introduction (part 1) [Salon 1](#)

Presented by Michelle Carson

WIOA ushers in a new era for Iowa workforce partners to move participants along career pathways that lead to good jobs with wages sufficient to sustain themselves and their families. We will take a look at the big picture by considering the landscape and learn the basics about the new law and career pathways. Then we will dive into some details, like regional labor market information and how to translate that information into education and training programs with “stackable credentials” that enable participants to build their skills and advance in careers over time. This session will

provide an overview of WIOA’s career pathways focus and how to begin an implementation strategy. The facilitator will share career pathways promising practices.

► Pathways to Success – A New Approach to Student Intake (part 1) (panel discussion) [Salon 2](#)

Presented by Kelly Scanlon, Marcel Kielkucki, and Marion Patterson

A key goal of many programs is to increase student/customer retention rates. In this session, learn how Kirkwood Community College’s Adult Education program has restructured its intake process at its main site. In this session, learn more about the Pathways to Success course and experience what it’s like to be a Pathways student.

► Enhanced Collaboration with Google (part 1) [Salon 3](#)

Presented by Martin Moen

The state of Iowa is moving to Google Gmail in 2016, which brings new potential for enhanced collaboration to all state employees. Iowa Workforce Development has been working with Google technology for more than two years to improve internal collaboration and offer new services to the citizens of Iowa. This session will highlight several Google technologies that IWD uses today and give participants a hands-on opportunity with several of the products.

► English for Civic Life: Effective EL/Civics Instruction (part 1) [Skinner A](#)

Presented by DeAnna Coon

This presentation prepares educators working with adults at all levels of English proficiency to integrate language learning objectives with content learning objectives. The goal is that learners acquire the knowledge of civic rights and responsibilities and the reading and oral skills they need to become engaged, empowered members of U.S. society. In addition, WIOA requires programs to connect EL/civics instruction with workforce preparation.

► Career Pathways (part 1) [Skinner B1](#)

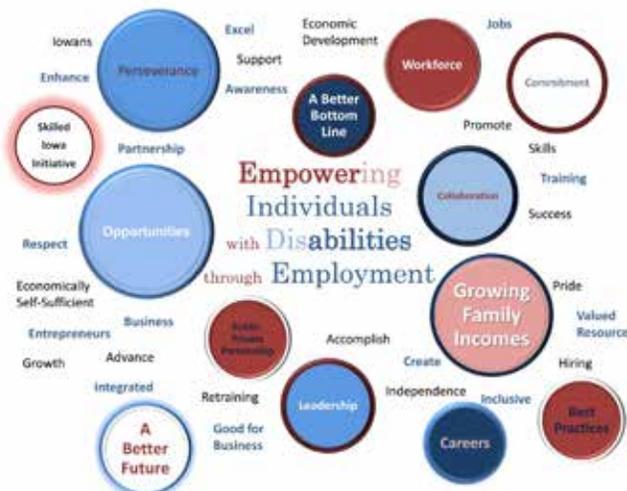
Presented by Mary Ann Lawrence

WIOA changes include an emphasis on career pathways. This initiative is important to business customers and job seeker clients, but it is also vitally important to frontline workforce partners. Career pathways will create talent pipelines to support local and statewide sector partnerships. Frontline workers need to be knowledgeable about how career pathways will impact their case management, navigation, and education decisions needed to prepare job seekers for forecasted career opportunities. This seminar will provide ideas and strategies to help local areas transition to a career pathways methodology in developing a skilled workforce. You will leave with specific ways to identify the roles of programs and partners in pumping the pipeline and promoting careers that will help individuals as well as local economies. Ideally, you will attend this seminar with at least your core program partners who are working with you locally to achieve excellence.



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Session 2 continued

Monday, June 27 2:00 – 3:15 p.m.

▶ ■ The Employer Forum Skinner B2

Presented by Cassandra Halls

Join our panel of employers for an open discussion about how to be an effective partner and help address some of the toughest challenges in recruiting and retaining employees. Hear from the experts on coaching candidates to meet application guidelines, nailing the interview, and meeting workplace expectations. Questions from the audience are welcome to make sure the points discussed are applicable to your efforts. Take this time to ask the employers the questions you have always wanted to ask but never had the opportunity to!

▶ ■ New Beginnings for Offenders Transitioning from Corrections Skinner C1

Presented by John Romeo

John Romeo works for Southeastern Community College as an IowaWORKS team member in Burlington, Iowa. John is the creator and facilitator of a course called New Beginnings for individuals who have the work barrier of a criminal record to overcome. The program focuses on a guided conversation with offenders recognizing and stating their values, motivations, critical thinking, and empathy prior to their offense, as they transition away from corrections and into the future. By the conclusion of the talk, participants will have an understanding of the techniques John uses to focus offenders on success.

▶ ■ Local Youth Service Providers Share Their Stories (panel discussion) Skinner C2

Presented by Michelle Rich, Michele Clark, Emily Ide, Gabrielle Rutledge, Jodi Spargur-Tate, and Allyse Vander Plaats (panel discussion)

Local youth service providers will share their stories related to youth recruitment and retention, best practices in programming, and lessons learned. Participants will have the chance to network with other youth-serving providers to learn what's happening across the state and, most importantly, what's working in youth services. Youth are a major focus of the new WIOA law, especially hard-to-reach out-of-school youth. This panel discussion will give service providers real-world tips on how to serve youth in their regions. All panelists are from workforce regions and have developed unique ways to serve youth.

▶ ■ Disability Awareness Polk County

Presented by Shannon Myers and Mindy Collins

This session will provide information around disability, diversity, and inclusion in the workplace when it comes to serving and working with individuals with disabilities. Attendees will go through a disability simulation to better

understand how their agencies or workplaces can best serve populations that experience barriers. This session will be fun, interactive, and educational. Participants are guaranteed to walk away from this session learning more about an underserved and diverse population.

▶ ■ Graphing Linear Equations and Quadratic Equations Altoona

Presented by Beth Deacon

Class will begin with a discussion of slopes and y-intercepts. We will use the slope-intercept form to graph linear equations. Additionally, as time permits we will continue with graphs of quadratic equations. At the end of lecture, you should be able to identify what the graph of the equation will look like before actually graphing it. Is the graph a horizontal, vertical, oblique line, or parabola? Does the line go up or down? Does the parabola open up or down? Additionally, you will be able to graph linear and quadratic equations.

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Key

- Sector Partnership
- Job Placement Division of Iowa Rehabilitation Association Session
- ▶ Customer Service
- ▶ Innovative Design
- ▶ Partnership

Session 3

Monday, June 27 3:30 – 4:45 p.m.

■ IT Employer Panel Debrief [Bishop Ballroom](#)

Presented by Beth Brinly

In a large group setting, Beth Brinly, VP of Workforce Innovation at Maher & Maher, will debrief what the participants heard from the panelists and facilitate discussion to synthesize employer needs and prioritize areas that can be addressed by workforce partners.

► WIOA and Career Pathways: An Introduction (part 2) [Salon 1](#)

Presented by Michelle Carson

WIOA ushers in a new era for Iowa workforce partners to move participants along career pathways that lead to good jobs with wages sufficient to sustain themselves and their families. We will take a look at the big picture by considering the landscape and learn the basics about the new law and career pathways. Then we will dive into some details, like regional labor market information and how to translate that information into education and training programs with “stackable credentials” that enable participants to build their skills and advance in careers over time. This session will provide an overview of WIOA’s career pathways focus and how to begin an implementation strategy. The facilitator will share career pathways promising practices.

► Pathways to Success — A New Approach to Student Intake (panel discussion) (part 2) [Salon 2](#)

Presented by Kelly Scanlon, Marcel Kielkucki, and Marion Patterson

A key goal of many programs is to increase student/customer retention rates. In this session, learn more how Kirkwood Community College’s Adult Education program has restructured its intake process at its main site. In this session, learn more about the Pathways to Success course and experience what it’s like to be a Pathways student.

► Enhanced Collaboration with Google (part 2) [Salon 3](#)

Presented by Martin Moen

The state of Iowa is moving to Google Gmail in 2016, which brings new potential for enhanced collaboration to all state employees. Iowa Workforce Development has been working with Google technology for more than two years to improve internal collaboration and offer new services to the citizens of Iowa. This session will highlight several Google technologies that IWD uses today and give participants a hands-on opportunity with several of the products.

► Shared Successes Through Integrated Services (panel discussion) [Skinner A](#)

Presented by Keri Kono, Darci Krouse, and Sue Petersen

This session will showcase the benefits of collaborating with organizations and programs that are working with the same people for the same purpose — employment. The lecture will feature scenarios of four actual customers that participated in partner programs such as GAP and PACE Training Programs, Adult Education and Literacy, Vocational

Rehabilitation, PROMISE JOBS, and/or WIOA Dislocated Worker. These examples will show how linking resources for a shared outcome can greatly benefit the customer and move them forward on their career pathway.

► English for Civic Life: Effective EL/Civics Instruction (part 2) [Skinner B1](#)

Presented by DeAnna Coon

This presentation prepares educators working with adults at all levels of English proficiency to integrate language learning objectives with content learning objectives. The goal is that learners acquire the knowledge of civic rights and responsibilities and the reading and oral skills they need to become engaged, empowered members of U.S. society. In addition, WIOA requires programs to connect EL/civics instruction with workforce preparation.

► Career Pathways (part 2) [Skinner B2](#)

Presented by Mary Ann Lawrence

WIOA changes include an emphasis on career pathways. This initiative is important to business customers and job seeker clients, but it is also vitally important to frontline workforce partners. Career pathways will create talent pipelines to support local and statewide sector partnerships. Frontline workers need to be knowledgeable about how career pathways will impact their case management, navigation, and education decisions needed to prepare job seekers for forecasted career opportunities. This seminar will provide ideas and strategies to assist local areas transition to a career pathways methodology in developing a skilled workforce. You will leave with specific ways to identify the roles of programs and partners in pumping the pipeline and promoting careers that will help individuals as well as local economies. Ideally, you will attend this seminar with at least your core program partners who are working with you locally to achieve excellence.

► Reigniting the Passion in Your Work! [Skinner C1](#)

Presented by Bill Corbett

An inspiring and motivational presentation for workforce professional staff. For workforce professionals, the pay is low and the work is extremely difficult at times, but they go to work each day because the chance to change just one person’s life is worth it all. Even still, we see an increasing level of burnout in the field of workforce development. These discouraged professionals are less effective at increasing the employability of the clients they serve.

This inspiring workshop presentation offers a unique perspective for each workforce professional to see how valuable their life and their work is and encourages them not to give up. It also offers some easy-to-implement techniques for reigniting the passion they had when they chose this career.

Session 3 continued

Monday, June 27 3:30 – 4:45 p.m.

► **Beyond the Binary – Gender Issues** [Skinner C2](#)

Presented by Donna Red Wing and Keenan Crow

This session will address sexual orientation terminology and key concepts, facts about the LGBT community, specific challenges and opportunities, and laws protecting LGBT individuals. Participants will learn how to create a welcoming and affirming space for LGBT persons and work within the legal parameters afforded by state and federal protections. Our strongest focus will be on gender identity and expression and the transgender community.

► **Experience Required!** [Polk County](#)

Presented by Wendy Greenman

Have you ever looked at a job description that said, “Entry-level worker needed. 2-4 years of experience required”? Why is it that an entry-level job requires that much experience? From the beginning of time, young people have struggled with the vicious cycle of “you can’t get a job without experience, you can’t get experience without a job.” In this workshop, attendees will learn what experiential learning is, how to spend 20% of their youth budget on experiential learning activities, what’s in it for youth participants and business partners, and how to view experiential learning as a stair step approach — not just another temporary job for youth.

► **Employment Retention for Hard-to-Place Job Seekers** [Altoona](#)

Presented by Bret Anderson

The limbic system controls emotional expression, including the emotional reaction to threat, and is the driving force for most fear-based defensive behaviors (Pinel, 2011). Most certainly fear played a key role in human evolution and our success as a species (Simpson & Beckes, 2010). Perhaps this is why there are redundant neural areas (e.g., the amygdala and the hippocampus) that are stimulated by fear-inducing environmental threats. These threats caused humans to genetically evolve and develop defensive and aggressive behaviors. In essence, environmentally induced fear reactions allowed humans to survive and, thus, may have been genetically conditioned. Today’s living environment is less affected by the immediate need for the described ancestral survival instincts. As a consequence, what is most likely irrational fear may now be induced and perpetuated through social conditions such as chronic stress stimulated by concentrated low socioeconomic status (SES) exposure. Furthermore, irrational fear-based behavior may also impact critical social environments, such as the workplace, and cause an individual to react negatively to minor threatening situations that might commonly occur in a work setting.

Session 4

Tuesday, June 28 8:00 – 9:15 a.m.

■ **Solutions Brainstorm** [Bishop Ballroom](#)

Presented by Beth Brinly, Maher & Maher

Building upon the employer panel held on Monday, participants will form regional teams and use a customer-centered design process to brainstorm solutions to the problems identified by employers.

► **Teaching Mathematics for Reluctant Learners (part 1)**

[Salon 1](#)

Presented by Cynthia Bell

Have you ever heard a student say, “I’m not good at math,” or dealt with students who hate learning mathematics? Teaching and learning mathematics can sometimes be challenging and present classroom management issues. In this session, we will discuss how learners can and should learn mathematics in an effective and meaningful manner that keeps them engaged. You will be given concrete tips and tools for helping your learners to see that math can and does make sense.

► **Generational Poverty** [Salon 2](#)

Presented by Robert Stensrud, EdD, CRC

In today’s competitive workforce, various cultures come together in every workplace. Understanding the “hidden

rules” of any culture is vital to assisting the persons we serve move forward into economic independence. In this session, attendees will learn the hidden rules within the culture of poverty, how this contrasts against the middle-class rules prevalent in educational and employment environments, and strategies to assist persons in becoming “culturally bilingual.” We will also discuss systemic barriers such as the “Cliff Effect” and describe a model of poverty-informed care to break the cycle of generational poverty within our shared customer base.

► **Networking – The Most Valuable Super Hero Power!** [Salon 3](#)

Presented by Cassandra Halls

If you could have one super hero power what would you pick? Would it be the power of networking? Sometimes having critical conversations to build business relationships isn’t always easy, but the good news is networking is a super power you can always practice and improve on in order to achieve your goals. Join us for this unique session to bring new perspective to the power of networking, discuss how to be effective while building and expanding your network, and learn fresh ideas to apply in your crusade to help Iowans gain employment!

Key

■ Sector Partnership ■ Job Placement Division of Iowa Rehabilitation Association Session
► Customer Service ► Innovative Design ► Partnership

▶ **Burlington English Career Pathways — Your WIOA Solution!** [Skinner A](#)

Presented by Margo Hernandez

Get a look at your WIOA solution with the Burlington English — Career Pathways! Career Pathways is designed to help students of all levels explore career clusters, gain workplace skills, and learn about educational opportunities. Participants will learn how teachers can use this new course and the corresponding in-class lessons to integrate Career Pathways into the classroom, lab, and home at an appropriate level for all students. This session is perfect for current users or anyone interested in addressing WIOA.

▶ **Getting Your Team to WILLINGLY Do What Needs to be Done** [Skinner B1](#)

Presented by Silver Rose

Former U.S. President Dwight D. Eisenhower famously said, “Leadership is the art of getting a man to do something because he wants to do it.” If you routinely tear your hair out wondering how to get others moving in the direction you want — or you are one of the chorus asking, “What’s with these millennials? How do we get them to do their jobs?” — then you won’t want to miss this workshop. Although most leaders begrudgingly acknowledge that the days of “command and control” are long gone, they’ve not necessarily figured out what to use instead. Silver Rose will, with humor and grace, reveal the most effective strategies for getting others to do what you want them to — WILLINGLY and RIGHT NOW.

▶ **Implementing College and Career Readiness Standards (CCRS) in the Adult Education Classroom (panel discussion)** [Skinner B2](#)

Presented by Marcela Hermosillo, Jayne Smith, Gisella Aitken-Shadle, Martha Bell, Karinne O’Ram, Robbin Rekemeyer, Teresa Cooley Daniel, Randa Nasereddin, and Marion Patterson

This session will provide participants with an overview of the College and Career Readiness Standards (CCRS) in literacy and mathematics and their implications for adult education. Participants will gain specific ideas, resources, and actions they can implement immediately to create effective pathways for students to emerge ready for college and careers.

▶ **Getting Hard-to-Reach Youth Engaged in Life and Employed** [Skinner C1](#)

Presented by Bill Corbett

This dynamic presentation provides professionals who work with youth (ages 14 – 24) an understanding as to why teens and young adults get stuck in life. It provides step-by-step methods for reaching them at a deeper level and helping them move forward in their own development. The result

will be respectful, engaged youth who are employable and interested in their future.

▶ **Frameworks for Building Strong, Sustainable Career Pathways Systems: State or Local (part 1)** [Skinner C2](#)

Presented by Libby Livings-Eassa

With an effective date of July 1 just around the corner, are you feeling the pressure of WIOA implementation? These back-to-back sessions are designed to help practitioners assess the current landscape at the local or state level with regard to career pathways system development and implementation. Attendees will learn the foundational and critical elements of the U.S. Departments of Labor and Education system-building frameworks. This highly informative and interactive format delivers application of practice via a needs assessment that participants will complete. Using the assessment results, participants will identify next steps and professional development options to support their conference session plan as well as a three-step strategic plan for building capacity in their career pathway system — whether an individual program, institution, local, and/or state system.

▶ **Making Connections with the Adult Learner** [Polk County](#)

Presented by Scott Schneider

Engaging the adult learner takes a special skill set. Because most of us are familiar with the traditional approach to instruction and learning, we often emulate that with which we have the most familiarity when designing our own instructional activities. This session will explore learning theories and best practices that play to the adult learning style. As a bonus, participants will have an opportunity to share some of their own unique practices that help them make meaningful connections with their adult student population.

▶ **Videos, Quizzes, a Blog, and More: Using Technology to Get Results** [Altoona](#)

Presented by Jason Walker

Searching for relevant resources online to prepare students for the post-test in math and the HiSET™ tests in general can be frustrating. In response to the lack of resources, we created a series of Khan-like videos that walk students through HiSET™ practice tests one problem at a time. We also created online quizzes that simulate a post-test with real-time results. Finally, we consolidated all our resources — including all syllabi, lesson plans, and curriculum — in a publicly available Google Drive. These resources are centrally located at the MCC Adult Ed blog. Attendees will get access to all of these resources and learn how to maximize their use for the best results.

Session 5

Tuesday, June 28 9:30 – 10:45 a.m.

■ Sector Partnerships 101: Characteristics of High-Performing Sector Partnerships

Bishop Ballroom

Presented by Beth Brinly

Beth Brinly, VP of Workforce Innovation at Maher & Maher, will spend this session focusing on the characteristics of a high-performing sector partnership.

▶ Teaching Mathematics for Reluctant Learners (part 2) Salon 1

Presented by Cynthia Bell

Have you ever heard a student say, “I’m not good at math,” or dealt with students who hate learning mathematics?

Teaching and learning mathematics can sometimes be challenging and present classroom management issues. In this session, we will discuss how learners can and should learn mathematics in an effective and meaningful manner that keeps them engaged. You will be given concrete tips and tools for helping your learners to see that math can and does make sense.

▶ ■ Integrated Resource Teams Salon 2

Presented by Diane Hernandez

Even as the national and statewide unemployment rates drop, the unemployment rate for many populations continues to rise. Customers who continue to struggle in our current economy are those with the most significant barriers to employment and economic independence. The response to these needs: A new style of case conceptualization and strategic planning is necessary to continue assisting the persons we serve move forward. One such strategy is the use of integrated resource teams, which bring together public and private sector representatives, employers, and service agencies to coordinate resources in order to meet the employment and service needs of our shared customers.

▶ ■ How to Get Employers to WANT to Work with You Salon 3

Presented by Silver Rose

When you meet with potential employers do you turn into the worst sort of salesperson? Do you bombard them with data about all the features and benefits of using your services? Do you spend the majority of the meeting trying to convince them? Do you sometimes feel like you’re drowning while you’re doing it?

Employers don’t want to be sold to; they want to partner with you to acquire the employees they need. In this fun, informative, and interactive workshop, Silver Rose will reveal what the wisest and most effective consultants, salespeople, and coaches all know about uncovering what clients want. It’s incredibly simple, anyone can do it, and it will improve both your stress level and your results.

▶ ■ Ethical Ethnic Inclusion Skinner A

Presented by Breanne Ward

Many of the individuals who come into your office setting have been severely injured as children. Their behaviors, although ineffective, are ways to maintain and cope with toxic stress within their cultural framework. This presentation will provide a safe space to share common experiences regarding clients from different cultures, explain a more trauma-informed way to communicate with all clients, and increase productivity in your office.

▶ Sector Board Startup and Engagement Skinner B1

Presented by Mary Warren

Having trouble getting sector boards started? Or keeping them engaged once they’re up and running? This session will offer tips for bringing people together and strategies for keeping people engaged in the workplace. It will also cover what the different partners get out of the sector strategy efforts. Attendees will be encouraged to share their own successes and strategies.

▶ Designing Adult English Language Learner Programs Beyond the Standardized Tests Skinner B2

Presented by Imelda Bangun

In order to employ a promising program design for adult ELL programs to help students succeed in life beyond the institution, it is imperative to identify the effective curricula and instructional practices used in the field of adult ELL. An effective curriculum should place the needs of learners first (as opposed to the institution or the instructors). It should also allow students and instructors opportunities to interact with each other in a classroom in which the instructional strategies promote authentic materials and activities to help students accomplish their personal and professional goals.

▶ Adult Education College and Career Readiness Standards and Iowa’s 21st Century Employability Skills Standards Skinner C1

Presented by Michelle Carson

What are CCRSs and employability skills standards, and how do you integrate them into your instruction to prepare adult learners for college and careers? This session will provide an introduction to the CCRSs and Iowa’s 21st Century Employability Skills Standards. Participants will learn about the relevant parts of each and identify how to design instruction that prepares learners for careers and/or postsecondary education — while attending adult education classes!

▶ Frameworks for Building Strong, Sustainable Career Pathways Systems: State or Local (part 2) Skinner C2

Presented by Libby Livings-Eassa

With an effective date of July 1 just around the corner, are you feeling the pressure with WIOA implementation? These

Key

- Sector Partnership
- Job Placement Division of Iowa Rehabilitation Association Session
- ▶ Customer Service
- ▶ Innovative Design
- ▶ Partnership

back-to-back sessions are designed to help practitioners assess the current landscape at the local or state level with regards to career pathways system development and implementation. Attendees will learn the foundational and critical elements of the U.S. departments of Labor and Education system-building frameworks. This highly informative and interactive format delivers application of practice via a needs assessment that participants will complete. Using the assessment results, participants will identify next steps and professional development options to support their conference session plan as well as a three-step strategic plan for building capacity in their career pathway system — whether an individual program, institution, local, and/or state system.

▶ **Customer Service in the Classroom: Working with Adult English Learners** Polk County
Presented by Laura Smith-Hill

How can we most effectively serve adult English learners as our customers? In order to offer effective and high-quality services to people who speak English as an additional language, we need to recognize their strengths and challenges. We need to couple that knowledge with culturally appropriate strategies for service. In this interactive session, we will discuss the challenges of

language acquisition, common barriers for adult English learners, and the key principles of adult English language instruction. We will also explore strategies for effective classroom and activity management.

▶ **High School Career Days** Altoona
Presented by Mindy Collins

High School Career Days started with a tour of a local business and bloomed into a very educational event for rural high school youth. This program offers local businesses opportunities to hold a career day and provide a positive outlook on a future with their company. A team of partners (including IowaWORKS, Iowa Vocational Rehabilitation Services, local economic development, and businesses) worked together to target various populations (students and adults). It is a way to change the outlook on working locally from “If you don’t straighten up you will end up working here,” to “This is an awesome opportunity that could offer you a great future.” Businesses can speak of hiring needs today to prepare students for hiring needs tomorrow. Students can then work to enhance the skills needed to obtain the job they hope to get. Many times rural communities don’t benefit from big city career days, so we brought the career day to the rural area.

Session 6

Tuesday, June 28 11:00 a.m. – 12:15 p.m.

■ **Forming Sector Partnerships** Bishop Ballroom
Presented by Beth Brinly

How do you start a sector partnership? Who is the convener, and which partners should be involved? Beth Brinly, VP of Workforce Innovation at Maher & Maher, will answer these questions and more as well as share best practice examples from across the country.

▶ **Motivational Interviewing** Salon 1
Presented by Richard Clark

How do you best engage your job candidates? Through meeting them where they are. This presentation will provide an overview of the basics of motivational interviewing. It will outline the key components as well as the topics of interest. Through this process you will learn an engaging method of communicating with job candidates.

▶ **Iowa’s Statewide STEM Program: An Edu-nomic Development Initiative** Salon 2
Presented by Jeffrey Weld

Since 2011, the Iowa Governor’s STEM Advisory Council has delivered world-class STEM (science, technology, engineering, mathematics) learning opportunities to nearly half of all K-12 children in Iowa. At the same time, it has connected schools with businesses and communities through family STEM events, industry partnerships, and redefined learning models. STEM is answering the need for a broader, more diverse, and well-prepared talent pipeline for Iowa’s essential STEM-related career paths

— including agriculture, engineering, finance, advanced manufacturing, health, and more. This session will highlight opportunities ranging from programs to connections for youth programmers, workforce developers, K-12 and higher education stakeholders, and business leaders.

▶ ■ **Business Relationships — What Comes Next (panel discussion)** Salon 3

Presented by Michelle Krefft, Matt Bruinekool, and Kathy Joblinske

You have made initial contact with a business and have a good understanding of what they do. Now what? This session is for anyone who works with businesses to help persons with barriers gain employment. Matt, Michelle and Kathy will explain ways to interact with a business to build a relationship with them that is not based on job development but on gaining their trust, solving problems, and ultimately making long-lasting placements based on good matches.

▶ **Life Skills in Corrections** Skinner A

Presented by Jolene Cox and Lanae Greene

This presentation will demonstrate how the Mt. Pleasant Correctional Facility teaches returning citizens employment skills that meet the Iowa Core 21st Century Skills Standards. It will also detail how we work with WIOA/One Stop Centers to assist with services once a returning citizen has reentered the community. This presentation will also promote discussion as to how community and corrections can partner to provide a more streamlined approach to reentry.

Session 6 continued

Tuesday, June 28 11:00 a.m. – 12:15 p.m.

▶ **Many Agencies, One Path (panel discussion)**

Skinner B1

Presented by Kaylene Page, Terri Amaral, Hugh Irwin, Steven Stott, and Libby Woods

We will provide an overview of the history and development of our region's best practices in strengthening our partnerships with the new implementation of WIOA legislation. Discussion will center on our ongoing process to identify duplication of services, areas of collaboration, and steps leading to our formal referral procedure. Participants will learn examples of how this referral process is implemented when working with customers in our various agencies. The session will end with a panel discussion for questions and clarification on how this has helped to grow our relationships.

▶ **Standards-Based Instruction for Adult Learners of English** Skinner B2

Presented by DeAnna Coon

It is no longer enough for instructors working with adult English language learners to just "teach English." Instructors need to prepare their learners to be successful in their careers and in further study and to meet the College and Career Readiness (CCR) Standards. What does it take to be standards ready? This presentation looks at the speaking and listening strands, language standards, and reading and writing strands. It provides evidence-based strategies and classroom activities to use with adults — at all levels of proficiency — who are learning English.

▶ **Iowa Adult Education Classroom Observation System** Skinner C1

Presented by Michelle Carson

Working on implementing standards-based instruction in your program? How do you know how well it is going? Here's how! Attend this session to learn (or get a refresher) on using the Standards-in-Action: Innovations for Standards-Based Education™ Observation System in your program. Iowa Adult Education has integrated the SIA observation system and its accompanying observation tool into its overall program improvement and professional development system. The observation system is designed to give program directors and instructional leaders an evidence-based profile of current instruction in their program for the purpose of informing program improvement and professional development, whether at a local or state level. Attend this session and you will be equipped to find the answer to how well your program is doing with standards-based instruction implementation.

▶ **Robust Business Services! Build a Workforce from the Inside Out** Skinner C2

Presented by Emily Ide

As unemployment rates drop, the pool of candidates to fill open positions at our business customers is dwindling. It is time to focus on employee retention and developing strong workplace cultures. After multiple discussions with businesses, we discovered there is a huge need for business trainings in our area. Starting in May 2014, we introduced our first training, Stand Out as an Exceptional Employee, at an employer event. We completed three total sessions for more than 80 participants. After this training, businesses came knocking on our door to request us to train their employees on-site. In response, we developed our Tune Your Talent package. We now offer 13 trainings based on employers' requests and customize our material to meet their needs. Since May 2014, we have completed 99 trainings to 159 businesses and have reached 2,177 people. Learn what topics businesses are searching for, what questions to ask businesses to discover their greatest needs, and how to customize your material to meet their requirements. We will share our presentations and talking points with you to introduce to your businesses. We will also provide tips on how to keep employees engaged while completing hands-on and discussion-based activities.

▶ **Ethics and Career Pathways Coordination** Polk County

Presented by Robert Stensrud, Ed.D., CRC

WIOA expects partner agencies to collaborate to provide effective career pathways for eligible job seekers, including people with disabilities. It also expects greater emphasis on youth, which will involve collaboration beyond WIOA partners. This presentation will describe a collaborative process for ongoing support of participants and the ethical issues involved in this level of collaboration, especially if specific services fail to provide the resources needed to stay on career pathways.

▶ **Collaboration Between High Schools, IVRS, and Employers** Altoona

Presented by April A. Stotz

Hear how a partnership between businesses, schools, and IVRS in a rural area transformed opportunities for one community. Through this partnership, the school meets their requirements to connect with area businesses, employers in high need of qualified applicants build their future pool of job candidates, and students learn what they need to prepare now and in the future for jobs of interest to them.

Key

- Sector Partnership
- Job Placement Division of Iowa Rehabilitation Association Session
- ▶ Customer Service
- ▶ Innovative Design
- ▶ Partnership

Session 7

Tuesday, June 28 1:00 – 2:15 p.m.

■ **Maintaining Sector Partnerships Over Time**

Bishop Ballroom

Presented by Beth Brinly

In the final session on employer engagement, Beth Brinly, VP of Workforce Innovation at Maher & Maher, will review the tools to maintain sector partnerships and discuss how they change over time. A portion of the session will be group discussion to troubleshoot current sector partnership challenges that participants may be experiencing.

► **Motivational Interviewing Toolbox (panel discussion)** **Salon 1**

Presented by Lisa Worden, Justin Clark, Patty Galván Ramos, and Jami Schwickerath

Whether you are a beginner or experienced motivational interviewing user, this workshop will equip you with valuable knowledge, skills, and techniques to ensure you maximize your job candidates' engagement. The experienced panel of presenters will discuss the stages of change and how to meet your job candidates where they are. This will be a fun, interactive, and practical session with takeaways you can implement. Staff will share best practices, experiences, and examples.

► **Work-Based Learning within a World Class Education, World Class Workforce: The Iowa NGA Policy Academy on Work-Based Learning** **Salon 2**

Presented by Pradeep Kotamraju and Jeffrey Weld

Building upon Iowa's comprehensive Future Ready Iowa campaign that resulted from funding and support of the NGA Policy Academy to Build the Talent Pipeline, the Work-Based Learning (WBL) Policy Academy carries that work forward. Iowa's WBL Policy Academy will continue the alignment work that began in the Talent Pipeline grant within a key strategy identified in that grant work: Cultivate, develop, and align work-based learning opportunities including school-business partnerships (especially STEM partnerships), student internships, teacher externships, and apprenticeships for individuals through public-private partnerships. When the Future Ready Iowa initiative and the Iowa WBL Policy Academy are completed within the next 18 months, Iowa will be ready to put into motion a singular goal. It calls for 70 percent of Iowans in the workforce to have education or training beyond high school by 2025 so that more Iowans have great career opportunities and employers have the skilled workforce they need. The action plan laid out within the Iowa WBL Policy Academy will ensure that those achieving this "new minimum" will have a WBL experience that makes them career ready for middle-skill STEM occupations.

► ■ **Utilizing Public-Private Partnership to Advance Career Pathway Development (Microlevel)**

Salon 3

Presented by Kim Deskin and Diane Hernandez

To advance in a career pathway in the modern work

environment, individuals must develop outlooks of limitless forward thinking. Careers are no longer dictated by organizations. Individuals are responsible for managing their careers and must continually adapt to remain employable. This session will review how workforce/academic and human resource professionals can develop thriving partnerships on the ground level to aid customers/students/employees in navigating various systems and addressing barriers to doing this successfully.

► **Understanding the Millennial Mindset** **Skinner A**

Presented by Bill Corbett

This presentation starts with an introduction to the psychology of the millennials. They lack urgency, live on their cell phones, and expect high grades with little effort. The list of challenges with this generation goes on, but there are strategies educators and employers can use to gain the attention and cooperation of millennials. This presentation will include a discussion on how parenting and nurturing may have played a role in the construction of their perception of the world.

It's a plan on how to first meet millennials where they are and how to capture their attention to get them engaged. Discussion will include communication skills that connect, setting boundaries and limits, and dynamics that address their various needs to contribute to the organization.

► ■ **Reverse Job Fair — What is it and how can you do one? (panel discussion)** **Skinner B1**

Presented by Michelle Krefft, Cort Brown, Jim Plorins, Becky Coffin, and Lori Buske

It's all about partnering! Together, we created a unique opportunity for Iowans with disabilities. A reverse job fair connects business and industry to candidates who are ready for employment. Instead of the business having a booth, our job candidates showcased and highlighted their skills in a booth so businesses could see the skills and talents of each candidate. We knew for this to be successful our candidates needed preparation. Learn about our boot camps, how we targeted businesses and job candidates, and the outcome of this great innovative event. We had 24 job candidates present as well as more than 50 businesses that were hiring for positions that our candidates had talents in. Learn how IVRS, IowaWORKS, Department on Aging, and our Certified Rehabilitation Providers partnered to create this event.

► **Indian Hills Community College English Language Learning Center (panel discussion)** **Skinner B2**

Presented by Edith Cabrera-Tello, Kimi Hull, and Kate Proctor

The number of English language learner students in the U.S. is increasing, and K-12 school districts face difficulties addressing this problem. In addition to public and private school districts, colleges and universities also seek solutions to support their non-English-speaking students. Indian Hills

Session 7 continued

Tuesday, June 28 1:00 – 2:15 p.m.

Community College (IHCC) is developing a new strategy to reach out to these students. The English Language Learning Center assists international students, non-English-speaking Iowa resident students, and non-English adult speakers from our communities. IHCC ELL Center is becoming a welcome center where credit and non-credit students can improve their English, social, cultural, and civic skills.

▶ Registered Apprenticeships [Skinner C1](#)

Presented by Greer Sisson

Whether you are a growing business, a workforce intermediary helping employers build a skilled workforce, or a community college educating the local workforce, what workforce challenges have you identified? Jobs for which it is difficult to find workers with the right skills? Positions with high turnover? Occupations where a highly skilled workforce is retiring soon? Challenges helping workers keep pace with continuing industry advances? Positions requiring skills that can be learned on the job? Difficulty in attracting new and more diverse talent pools? If the answer is “yes” to any of these questions, then registered apprenticeship is the right strategy to meet your needs for skilled workers.

▶ Developing and Managing Industry-Informed Training Pathways (panel discussion) [Skinner C2](#)

Presented by Mike Williams, Jared Reed, Teresa Tripp, Kay Maher, Judy Stoffel, and Ashley Massa

Business partnerships are critical to designing comprehensive career pathway systems. So how do you get started and maintain business engagement? Three community colleges will highlight strategies used at various stages of development that showcase the value-add for business and the available workforce. Attendees will learn tangible ways to engage businesses in developing a comprehensive career pathway system. The presentation will also provide strategies that have netted results, enhanced business engagement, and evolved the maturity of industry sector boards.

▶ Student Achievement in Reading (STAR), an Evidence-Based Reading Approach [Polk County](#)

Presented by Martha Bell and Cyd Hanson

Do you work with struggling readers? Are you looking for new approaches to help serve your students with new reading skills? The session will provide an overview of Student Achievement in Reading (STAR) for individuals interested in the program and provide networking opportunities for current STAR instructors and programs. This will be a time to share best practices and identify areas for improvement in instruction of STAR and EBRI in Iowa.

▶ Adult Education Programs’ Impact on the Lives of Immigrants [Altoona](#)

Presented by Charles Pratt

Immigrants come to the U.S. seeking a better life but face obstacles of many types. Adult basic education can be a first step to help immigrants overcome obstacles to success and happiness. ABE can be a cornerstone for them to prepare for and then demonstrate eligibility for U.S. citizenship. Citizenship offers benefits that will help immigrants realize the success they seek. Some of these benefits extend to family members, who might obtain even more benefits than the original person seeking citizenship. Learn more about how ABE can have farther-reaching results than you might imagine.

Packager Technicians
Direct Hire
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Manpower
Here's what we do.
What do you do?
Engineering Support Clerk
Contract Welders
Material Handler Web Developer
IT Billing Clerk Data Entry CPA
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Contract-To-Hire
Fabrication Assistants Inventory Clerk
Production Machine Operator
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Assembly Machine Operator

Key

■ Sector Partnership

■ Job Placement Division of Iowa Rehabilitation Association Session

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Terry Rich

International Speaker & Author

Opening Speaker

Monday, June 27, 9:00 AM



Terry Rich is a successful CEO, international speaker and author. Currently, he serves as the CEO of the Iowa Lottery, a \$300 million enterprise. Prior to that, he was CEO of the Blank Park Zoo (that's right... a "Zoo Dude"); President and CEO of Rich Heritage Inc., a national marketing and

television production company which produced shows for HBO, ESPN and Comcast, among others; and Vice President of Marketing for Heritage Communications Inc.

His current book, "Dare to Dream, Dare to Act" ties directly to his inspirational keynotes.

As an entrepreneur, Terry developed Rich Heritage

Inc., along with four other companies including radio station KBBM, US Digital Video, Newsletter Ease, and the World Championship Soccer League, LLC.

He has appeared on national television in many roles, including a lottery industry expert on ABC, NBC, CBS, CNN Sirius XM and Fox News; movie host on Starz!; and as a panel guest on the "Tonight Show."

Terry has won numerous entrepreneurial and leadership awards in television production and marketing, has a Bachelor of Science in Speech from Iowa State University, is Governor Emeritus at ISU and Director Emeritus of the Blank Park Zoo. He also serves on the board of Powerball and is Past President of the North American Lottery Association.

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Closing Plenary

Tuesday, June 28, 2:30 PM

Kasey McCurdy

Vice President of Engineering, Bunchball

Kasey McCurdy is an insomniac who has somehow managed to bottle up his lightning and solve problems for some of the largest companies in the world. He combines a mix of technical savvy with a prevailing concern for how people create and use technology. Kasey is a consummate team builder, first starting in his basement, then growing the team to over 15 people in Iowa. He is currently Vice President of Engineering at Bunchball, a Silicon-Valley based software company dedicated to motivating people through data (colloquially known as gamification). Kasey is presently focused on the growth of teams in Iowa and California and ensuring they have the best possible place to work, hack, and grow. He's been featured in multiple publications regionally as well as nationally.

Kasey has worked for companies such as Adobe, Verizon, E&J Gallo Wineries, MTV, NBC Universal, Jive Software, Salesforce, and Coca-Cola to produce everything from compelling designs to custom software implementations and solutions. While not an author (yet), his designs have made it to the top of the New York Times bestseller list with "Loyalty 3.0" by Rajat Paharia...so that's gotta count

for something, right?

Currently an active mentor for the Global Insurance Accelerator as well as the Graphic Design and Web Technology programs at DMAACC, he provides guidance to everyone from startups to students and faculty. Kasey loves to stay active and enjoys rock climbing, CrossFit, and 12+ hour endurance events. He's played guitar since the age of 12 and loves to combine his love of music with his visual background in various amateur filmmaking projects. He continually strives to stay plugged in to the latest developments in technology.

Kasey lives just north of Des Moines, and somehow convinced an amazing woman named Mandy to marry him. They have a son and daughter together, as well as a cat that thinks it's a dog.

Connect with Kasey on LinkedIn (www.linkedin.com/in/kaseymccurdy) or Twitter (@pyroblue).



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Presenters

Gisella M. Aitken-Shadle Gisella M. Aitken-Shadle is the Adult Education and Literacy director for Northeast Iowa Community College. She has worked in the field of adult education and literacy at NICC since 2009. She earned her master's in public administration at the University of Dayton in 2005.

Maria Alonzo Diaz Maria Alonzo-Diaz is a counselor/advocate who has worked with victims of crime through Polk County Crisis and Advocacy Services since 1999. She specializes in serving the Latino immigrant community in central Iowa. Maria also has extensive experience working with and empowering crime victims since 1996. Maria holds a bachelor's degree in social work from Iowa State University and a master's degree in counseling from Drake University. Maria is active in her community. She developed a children and women's soccer program that has nearly 30 teams in Des Moines. She also has taken on the hat of fundraising to assist individuals in our community who face extreme financial hardship.

Terri Amaral Terri Amaral has been the Adult Education and Literacy coordinator at Iowa Western Community College since 1998. Prior to this, she taught ESL, literacy, adult basic education, and adult secondary education classes at various locations and settings throughout Council Bluffs.

Bret Anderson Bret Anderson is the owner of h2 Communication, LLC®, a job readiness training company. Bret has also worked for the National Veterans Training Institute for more than 25 years. He specializes in researching and facilitating discourse related to case management, intensive service, and specialized services for incarcerated veterans and non-veterans. Bret has completed all but his dissertation for his doctorate in counseling psychology. Additionally, Bret works as a contractor for the National Institute of Corrections and the National Coalition for Homeless Veterans through his business, h2 Communication, LLC.

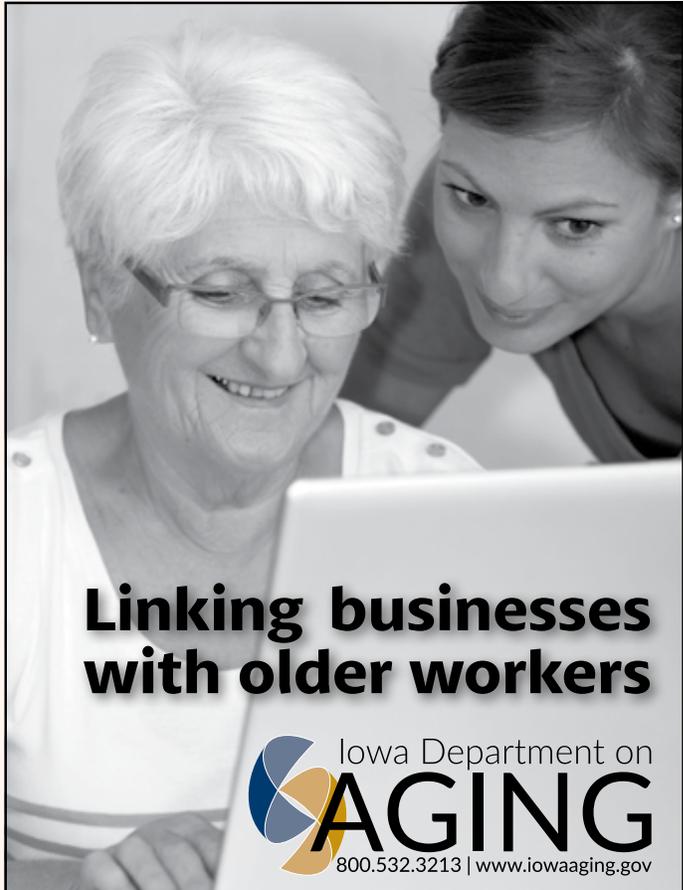
Imelda Bangun Imelda Bangun is the ELL coordinator and instructor at Muscatine Community College (MCC), one of the Eastern Iowa Community Colleges (EICC). She is also an adjunct for the ELL credit program at MCC. Imelda has been involved in the adult English program since 2006. Her passion for language, culture, and education began when she was teaching English to adult learners in Indonesia. She continued to pursue her passion in 2013 by getting her master's degree in educational and interdisciplinary studies focusing on language, culture, and education and her post-baccalaureate certificate in Teaching English to Speakers of Other Languages (TESOL) from Western Illinois University.

Cynthia Bell Cynthia Bell is a numeracy and youth specialist at the Literacy Assistance Center. She develops curriculum and specializes in the College and Career Readiness Standards for mathematics.

Cynthia conducts numeracy workshops for adult basic education and out-of-school youth instructors. She also provides trainings in implementing the standards for high school equivalency (HSE) instructors. When she's not training she is coaching instructors in the best practices of teaching and learning mathematics. She has presented at international, national, state, and regional conferences and is an active board member of the Adult Numeracy Network and an affiliate delegate of the National Council of Teachers of Mathematics.

Martha Bell Martha Bell is a STAR state trainer for the Iowa Department of Education, Division of Community Colleges. She has assisted other state trainers in certifying AEL instructors to use STAR and evidence-based reading instruction techniques in the past two fiscal years.

Martha is an adult education and literacy program lead instructor at Southeastern Community College. She teaches STAR and HSE reading classes, writing, mathematics, science, and social studies. She also



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works on program projects, such as revising an instructor's handbook, building and co-teaching a math academy, creating a bridge class and curriculum outlines, and implementing College and Career Readiness Standards in instruction.

Martha holds a bachelor's degree in English from Iowa Wesleyan College and is completing the final requirement for her master's degree in adult education from Pennsylvania State University.

Beth Brinly Beth Brinly, Maher & Maher vice president of workforce innovation, has significant experience leading large planning initiatives for local, state, and regional workforce, education and economic development collaboratives. She is currently coaching three Workforce Innovation Fund grantees and facilitating regional sector work in South Carolina. Beth is a transformational leader and a significant advocate nationally for regional approaches. Her experience spans 28 years of state and federal service, including projects in statewide and regional workforce asset mapping, sector strategy development, school to work partnerships, and talent pipeline development.

Most recently, Beth served as deputy secretary of the Kentucky State Education and Workforce Development Cabinet. She also served as commissioner of the Kentucky Department of Workforce Investment and was the division chief of workforce investment in the U.S. Department of Labor's Philadelphia regional office. Beth holds a bachelor's degree from the University of Louisville and master's in education from Pennsylvania State University.

Cort Brown Cort Brown is the team leader of vocational services for Easter Seals Iowa and has been an employee of Easter Seals for four years. In his role, he supervises prevocational services and the EmployAbility Program, DMACC Project SEARCH, and Mercy Project SEARCH.

Matt Bruinekool Dr. Matt Bruinekool is an assistant professor and director of the National Rehabilitation Institute at Drake University. He has over 18 years' experience teaching undergraduate and graduate courses on career counseling, understanding employers and their needs, and leadership. As a consultant, he advises state agencies on systems change projects and program development. His consulting work for private industry includes topics such as public-private partnerships, the multigenerational workforce, workplace culture, leadership, and building relationships with education. He has given over 80 presentations at the state and national level on a wide range of topics related to assisting individuals and employers with the labor exchange process.

Lori Buske Lori Buske is a rehabilitation assistant at Iowa Vocational Rehabilitation Services in Des Moines. She graduated from Simpson College with bachelor's

degrees in sociology and criminal justice in 2009. Lori has been working with youth and people with disabilities for nine years, including previous roles at South Central Youth and Family Services, Easter Seals Iowa Hourly, and 24-Hour Supported Community Living. She has a desire to help those in need gain the opportunity to live an accomplished life.

Edith Cabrera-Tello Edith Cabrera-Tello was born in Guatemala City, Guatemala. In her 20s, she immigrated to New Jersey. She completed her associate's degree in business accounting at Essex Country College. Edith understands the limitations that immigrants and/or non-English speakers might have. She has experience working with ELL students in the school district, ELL adults, and community outreach. She works at IHCC as the ELL Center coordinator. Edith has a bachelor's degree in science business accounting and a master's degree in business administration. She currently lives in Fairfield, Iowa, with her husband and her 15-year-old son.

Tony Caldarella Tony Caldarella is currently a rural rehabilitation and Assistive Technology Center support professional at Easter Seals Iowa. Tony supports farm family members with disabilities and provides assistive technology support statewide for children and adults with disabilities and special needs. Tony holds a bachelor's degree from Truman State University.

Michelle Carson Michelle Carson possesses more than 20 years of experience in the fields of adult, career, and technical education; workforce development; and higher education at the local, state, and national levels. Currently, she is the managing partner of Carson Consulting & Training, LLC and is a consultant and professional developer for several state projects. Michelle is a U.S. Department of Education national trainer for LINCS in College and Career Readiness Standards, program management, and career pathways.

Michelle specializes in assisting states, organizations, and local programs with adult education and workforce development implementation and design. She is currently working with Arkansas, Illinois, Iowa, and Kentucky on year-long professional development initiatives. She is accomplished in project management, strengths-based performance program development, and virtual and face-to-face e-learning curriculum and professional development. Michelle holds a master's degree in adult and continuing education from Kansas State University.

Justin Clark Justin Clark is a transition counselor with Iowa Vocational Rehabilitation Services. He obtained a master's degree in social work from St. Ambrose University. Justin primarily works with high-school-aged job candidates to develop and achieve their vocational goals. He was initially trained in the use of motivational interviewing techniques while working as a substance misuse coordinator for transition-aged youth with Essex County Council in Colchester, England. Over the past 10 years he has used motivational interviewing skills

in a variety of settings, including substance abuse, child welfare, targeted case management, and now vocational rehabilitation services. He currently serves as the Davenport office's representative for the IVRS motivational interviewing focus group.

Michele Clark Michele Clark is the WIOA youth team lead as of October 2013 and prior to that a workforce development specialist for the WIA Youth Program since 2004. She has over 17 years of service with HCC working with job training programs. Michele began her work under JTPA in November 1998 where she worked with adults, dislocated workers, and youth. She went on to work with a variety of other job training programs, such as National Emergency Grants, Emergency Public Jobs, and The Trade Act. She also provided contract services under the Family Service League & Community Housing Initiative. Michele is certified in many work-readiness curriculums, including Bring Your A Game to Work, Workin' It Out, and Real Colors. She has an undergraduate degree in social work from the University of Northern Iowa.

Richard Clark, MA, CPM Richard Clark is a resource manager for Iowa Vocational Rehabilitation Services. He has been with the agency for 11 years in the role of a counselor, supervisor, and now resource manager. He is the lead for quality assurance within the agency and is a co-lead for the MI workgroup at IVRS. Richard received his master's degree in counseling from Seton Hall University and his certified public management certificate from Drake University.

Becky Coffin Becky Coffin has worked with people with disabilities for nearly 23 years by raising two sons, both with disabilities. Becky advocates as a parent to raise awareness of the lack of carryover living options for medically fragile young adults. She has worked for Heartland AEA as a parent coordinator for six years and Iowa Vocational Rehabilitation Services since 2014. Becky is very passionate about empowering people with disabilities and helping them obtain employment.

Mindy Collins Mindy Collins is a counselor with Iowa Vocational Rehabilitation Services in the Sioux City area office. Mindy has more than 15 years of experience working with the differently able population in various aspects. Mindy primarily has been in high schools over the last few years helping students transition into postsecondary training then employment or directly into employment. Assisting job candidates to define their abilities and interests, while gaining work skills to apply to business and industry, has been a strong focus for Mindy. Mindy has worked with many employers to form partnerships and help alleviate the stigma around employing the differently able population. She has partnered with many community rehabilitation providers, AEA, IEP teams, partners, and various committees around northwest Iowa to enhance service connections.

Teresa Cooley-Daniel Teresa Cooley-Daniel has a bachelor's degree in speech communication from the University of Nebraska at Omaha. For the last 16 years she has worked full time in adult education in a variety of capacities. Having attended numerous workshops throughout this period of time, she has also trained and mentored new instructors. Additionally, she taught adult English as a second language part-time for 12 years. She really enjoys working with the Adult Education and Literacy HiSET and ESL students and teachers.

DeAnna Coon DeAnna Coon is project manager for adult English language education at the Center for Applied Linguistics (CAL). She supports all of CAL's adult English language learning project development and implementation activities. She also performs program management work for CAL's English for Heritage Language Speakers program, which enables naturalized citizens to develop professional proficiency in English to obtain employment with the federal government.

DeAnna offers frequent training for programs and practitioners on providing standards-based instruction to prepare adult English learners for success in higher education or the workforce. She holds a bachelor's degree in Spanish and Latin American studies from the University of Virginia, Charlottesville, master's degrees in TESOL and international relations from American University, and a continuing education professional certificate in principles and practices of online instruction from TESOL. She is a member of the American Council on the Teaching of Foreign Languages, the Commission on Adult Basic Education, and Teachers of English to Speakers of Other Languages.

Bill Corbett Bill Corbett is an international speaker, presenter, and expert adviser on children, youth, parenting, and caregiver education. He is the author of numerous award-winning books on youth and behavior and the creator of the parent education program Love, Limits, and Lessons currently being researched at the University of Connecticut.

Bill has a degree in clinical psychology and is an on-air contributor to ABC and NBC networks on matters of parenting, family, and child behavior. He provides youth coaching, workshops, classes, and keynote presentations to organizations and professional audiences across the country.

Jolene Cox Jolene Cox has 25 years of teaching experience. She spent 21 years of her career teaching in a juvenile rehabilitation center for youth with felony and misdemeanor charges who were receiving treatment for substance abuse, behavior, and mental health issues. For the past two years, she has been teaching at the Mt. Pleasant Correctional Facility as an AEL/life skills instructor.

Keenan Crow Keenan Crow has been active in Iowa public policy work since 2010 when he interned with Chris Hall's campaign for Iowa state representative.

Since then, he has been involved with several nonprofit organizations, including Planned Parenthood of the Heartland and Cedar Valley Citizens for Undoing Racism. He was also involved in One Iowa's campus group at the University of Northern Iowa. Keenan obtained a bachelor's degree in political communications and a master's degree in public policy from the University of Northern Iowa.

Beth Deacon Beth Deacon was educated at Michigan Technological University with a bachelor's degree in mathematics and a minor in science. She continued her education at Northern Michigan University, where she earned a master's degree in school administration. She taught some middle school math and science; however, her main focus has been teaching secondary mathematics for the past 21 years. She moved from Michigan to Iowa in August 2014 and has been teaching HiSET students at the Iowa State Penitentiary since her move.

Kim Deskin Kim Deskin has worked in the recruiting field for over 15 years, and 10 of those recent years have been at Wells Fargo. Through those years Kim has conducted numerous resume and interview skills workshops for both internal and external candidates, and she works closely with the disabled and military communities. Currently Kim hires entry level positions in the Des Moines area and supports Wells Fargo's retail

services division, which serves customers who have private-label credit cards.

Tim Diesburg Tim Diesburg has worked in corrections for 34 years. He was a correctional officer for six and a half years (as well as on the gas team and a trainer) and was promoted to Iowa Prison Industries in 1988. He was later promoted through the ranks at IPI to supervisor in 1997, supervising the metal furniture, HVAC filter, license plate and laundry/warewash divisions. In July 2014, he became the administrator of a pilot apprenticeship program at Anamosa State Penitentiary. In July 2015, he became the IDOC apprenticeship coordinator.

Patty Galván Ramos Patty Galván Ramos is a rehabilitation counselor at Iowa Vocational Rehabilitation Services. Patty holds a master's degree in mental health counseling from Drake University.

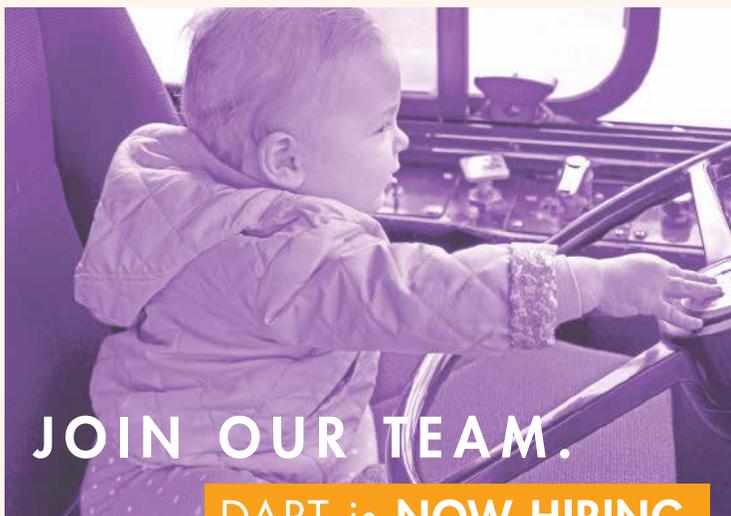
As a rehabilitation counselor, she provides services to individuals with disabilities to prepare for, enter, engage in, and retain gainful employment. She is the team leader in her office facilitating motivational interviewing trainings for staff.

Patty's professional experience includes being a workforce advisor for Iowa Workforce Development, an outpatient counselor at a treatment and recovery facility, and a facilitator for a community-based program that encourages Latino youth to graduate high school and prepare for higher education. In each of her versatile roles, she incorporates motivational interviewing techniques, allowing her to distinguish between "dancing and wrestling" and "meeting stakeholders where they are."

Lanae Greene Lanae Greene is the disability resource coordinator with IowaWORKS in Burlington. She helps job seekers with disabilities gain and sustain employment. Her work includes locating community resources that assist individuals in finding employment. Lanae also offers work incentives counseling to SSI and SSDI beneficiaries. She holds a bachelor's degree in communications from Iowa Wesleyan College.

Wendy Greenman Wendy Greenman is a graduate of Iowa State University majoring in child, adult, and family services. She has worked within a One-Stop center for more than seven years. During this time, Wendy served as a youth employment specialist within the WIA Youth program for six of those years. She also served as a business services representative creating links between our regional workforce and local business sectors. Most recently, Wendy has taken on the role of youth workforce program coordinator for Iowa Workforce Development, working to develop and implement WIOA policy within Title I programming.

Cassandra Halls Cassandra Halls has worked in the Midwest for the past seven years as a workforce development consultant. During the span of her career, she has worked with individuals in career search by helping redesign resumes, polishing interview skills, and



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assisting with networking. She also provided project management to several initiatives impacting workforce development, including the Evelyn Davis Center for Working Families, Central IowaWORKS, and Central Iowa Careers in Financial Services. Halls has experience working in local government and nonprofits, recently serving as vice president for Goodwill of Central Iowa. She is also familiar with corporate environments, as she has also served as vice president of business development for ATW Training Solutions. Cassandra's diverse background is a tremendous benefit to job seekers and employers, as she understands multiple perspectives when it comes to gaining and retaining employment. Halls holds a bachelor's degree in public administration from William Penn University.

Cyd Hanson Cyd Hanson is an instructor and HSED program coordinator for Kirkwood Community College. Her primary area of instruction is her STAR classroom. She also works with students that are completing their high school diplomas, and she teaches a math class.

Cyd joined Kirkwood Community College four years ago at the Cedar Rapids campus. She works with the outlying areas on instruction and support for students working toward their high school equivalency diplomas. She is also instrumental in implementing College and Career Readiness Standards. Her professional experience includes working as a reading consultant for the state of Iowa with the STAR program. She has been involved in training for the past two years. She presented at COABE in Denver and the AEL conference in Ames.

Cyd has a master's degree in educational leadership from Loras College and an undergraduate degree from Coe College in elementary education with a reading endorsement for K-8 and 5-12.

In her free time, she enjoys golfing and traveling with her family.

Marcela Hermosillo-Tarin Marcela Hermosillo-Tarin is the adult English language acquisition consultant for the Iowa Department of Education (IDOE). Previously, Marcela was the community engagement consultant and Latino outreach coordinator at the Iowa College Student Aid Commission and adjunct faculty at Des Moines Area Community College. Marcela is currently finishing work on a master's degree from Drake University, is a published author for Spanish-language journals, and brings experience with instruction and outreach to the underrepresented community. In Marcela's position with IDOE, she provides leadership to the state-funded English as a Second Language grant, the federally funded EL/civics grant, and the professional development needs of the state's adult education programs as enrollment and outreach efforts continue to grow in serving English language acquisition participants.

Diane Hernandez Diane Hernandez is the disability resource coordinator through Iowa Employment Solutions at DMACC. In this position, Diane is responsible for the

implementation of the Disability Employment Initiative activities for Region 11 in Iowa. She also serves as a WIOA employability services specialist. In both positions, she provides services to persons facing a variety of barriers to employment. Diane also had a previous career as a public relations executive with a concentration on consumer accounts and the travel and tourism industry.

Margo Hernandez Margo Hernandez earned a bachelor's degree in business finance at the University of Maryland and a master's in educational leadership and policy studies at the University of Texas at San Antonio. She is certified as an ESL teacher, regular education teacher (Pre-K to 6), and a principal with the state of Texas.

Currently a Burlington English customer manager, Margo manages sales of educational software to adult education programs and oversees the implementation of these educational products to meet the needs of an array of diverse ESOL communities.

Her professional experience as a community educational leader includes training K-12 and adult education staff at Region XX. She also works with the Texas Association for Literacy and Adult Education board as president and a professional development trainer at state conferences.



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Additionally, she serves as TextESOL state chairperson and as a member of Texas Teachers of English to Speakers of Other Languages (TextESOL II and International TESOL).

Kimi Hull Kimi Hull works as an ELL instructor at Indian Hills Community College. This is a new position for Kimi in the education system. She holds a bachelor's degree in education and a master's degree in special education. She also has endorsements in science and middle school curriculum. Prior to Indian Hills she taught seventh-grade science as well as special education for 10 years. For the past four years Kimi has volunteered as a Kidsight vision coordinator and screener for the Ottumwa Noon Lions. She coaches U12 soccer in spring and fall and referees middle school volleyball in southeast Iowa. Kimi lives in Ottumwa with her husband, Tom, and her twin boys, Quintin and Trey, who are 11.

Emily Ide Emily Ide is an employment specialist in the Region 14 youth program. She has a bachelor's degree in administration and great customer service experience. She has presented in front of the Department of Labor, which resulted in an invitation to present innovative youth services at the 2015 Youth Symposium in Chicago. She has experience in researching and understanding labor market information, can provide appropriate assessments to job-seeker customers, and can guide them into appropriate skills training or employment opportunities.

Emily knows how to communicate at a level that youth can easily relate to, and she gets them to be engaged in planning their future career pathways. She has been especially successful with work-based learning opportunities that can connect youth to a position quickly. She provides youth with training options and soft skills, and she knows how to help them navigate their way to employment and develop career pathways for a vision of their future.

Hugh Irwin (MS, CRC, LMHP, CVRC, LPC) Hugh Irwin has been a rehabilitation counselor since 1982 and has worked for various employers including Goodwill, Travelers Insurance, and his own private practice. He has been with Iowa Vocational Rehabilitation Services since 2012. Prior to 2012, he worked 15 years at Iowa Western Community College, where he was the head of student assistance, overseeing the departments of disability services, counseling, advising, career services, and academic support.

Kathy Joblinske Kathy Joblinske is a regional director for Manpower. She began her career with Manpower — a Fortune 500, global workforce solution company — 16 years ago as a recruiter in Waterloo. She is currently responsible for branch operations across parts of Iowa, southern Minnesota, Illinois, and South Dakota. Kathy graduated with her bachelor's degree in psychology from Iowa State University and earned her master's degree in community counseling from Indiana State University.

Kathy is a member of the State Rehabilitation Council for Iowa, the Greater Cedar Valley Alliance Chamber Council, and the Diversity & Inclusion Taskforce; and she is a Leadership Iowa graduate. Kathy thrives on helping her clients and her team win, and she is passionate about impacting change through innovative solutions. She sponsors the Access2Ability program in Iowa, a partnership between Iowa Vocational Rehabilitation Services and Manpower, creating job opportunities for people with disabilities.

Kim Karwal Kim Karwal is currently a rural rehabilitation and Assistive Technology Center support professional at Easter Seals Iowa. Kim supports farm family members with disabilities and provides assistive technology support statewide for children and adults with disabilities and persons with special needs. Kim holds a bachelor's degree from Iowa State University.

Tracy Keninger Tracy Keninger is currently a director at Easter Seals Iowa, where she is involved with overseeing services for farm family members with disabilities, veterans, and various statewide assistive technology services for children and adults with disabilities and special needs. Keninger holds a bachelor's degree in education as well as her master's degree in rehabilitation counseling from Minnesota State University. Additionally, she is a certified assistive technology practitioner through the RESNA.

Marsha L. Kidd Marsha Lynn Kidd is a life skills program specialist and education coordinator at the Iowa Correctional Institution for Women in Mitchellville, Iowa. She has worked in corrections for 14 years with federal and state offenders.

Now a Des Moines Area Community College employee in partnership with the Iowa Correctional Institution for Women, Marsha continues to use her master's degree in justice administration and criminal security to help returning citizens leave the prison with additional cognitive and prosocial skills to be successful in their communities. Marsha is also a Correctional Education Association member, high school equivalency test (HiSet) administrator, a registered examination proctor for the apprenticeship program at ICIW, and a certified instructor of Dr. Steve Pareses' cognitive-behavioral soft-skills and employability program for non-traditional employees, called "Workin It Out."

Marcel Kielkucki Marcel Kielkucki is the director of high school completion programs for Kirkwood Community College. He has worked for the college since 2006 in the adult education program and leads Kirkwood's efforts to help adults improve their basic skills, learn the English language, and earn a high school diploma. With his team of instructors and staff, Marcel leads the college's efforts in adult basic education, non-credit ESL courses, ABE/HSED courses, correctional education, high school distance learning, and alternative high school programming. He recently completed his master's degree in educational

administration from the University of South Dakota. He also has a bachelor's degree in secondary education and social science from Mount Mercy University.

Keri Kono Keri Kono is a career pathway navigator at Hawkeye Community College. She previously worked as a workforce development specialist with the PROMISE JOBS program. Prior to her work at Hawkeye, Keri was the site manager for Big Brothers Big Sisters of Northeast Iowa. She has bachelor's degrees in child, adult, and family services and psychology from Iowa State University. Her biggest strengths are being adaptable in various situations and learning new information as it comes. Keri lives in Fairbank, Iowa, with her husband, Jonathan, daughter, Blakely, and two dogs, Marley and Ruby.

Pradeep Kotamraju Dr. Pradeep Kotamraju is currently the bureau chief of the Career and Technical Education, Division of Community Colleges, at the Iowa Department of Education. As Iowa's state director for career and technical education (CTE), he has leadership responsibility in managing those secondary and community college CTE programs that are funded through the Carl D. Perkins federal program. Besides his CTE responsibilities, Dr. Kotamraju has supervisory responsibility over the National Crosswalk Center, dual enrollment program management, and military and veterans education. Dr. Kotamraju frequently advises staff across the Division on projects that interrelate community colleges' curriculum, employment outcomes, and student success. He is part of the senior management team within the overall Division of Community Colleges as well as part of the Management Council for the entire Department of Education. Dr. Kotamraju has worked on several research, policy, and administrative projects in three states that not only involve secondary and postsecondary CTE but the broader K-16 sector, workforce development, and adult education.

Before working in the public sector, Dr. Kotamraju taught college- and university-level economics and statistics at several higher education institutions in Minnesota and Kentucky. Dr. Kotamraju holds a Ph.D. in economics from the University of Illinois. He received his master's degree in economics from George Washington University and his bachelor's in economics from the University of Delhi, India.

Michelle Krefft Michelle Krefft, MS, is the business consultant for Iowa Vocational Rehabilitation Services, working with business and industry to help them understand the benefits of having a diverse workforce, specifically persons with disabilities. Michelle began at IVRS in 2001 as a counselor in North Iowa. During this time, she was awarded numerous awards from Chambers of Commerce, Iowa Rehabilitation Association and the National Rehabilitation Association for her work with business and industry. Michelle led the state of Iowa in outcomes for several years, helping persons with

disabilities with their employment goals. She received her master's degree from Drake University. Michelle has served in her current position for the past two years.

Darci Krouse Darci Krouse has worked in various positions within the workforce center over 13 years, including GAP/PACE, WIA Youth, and Disability Program navigator. She attended the University of Northern Iowa, earning her bachelor's degree in psychology and master's degree in organizational communication. Her job responsibilities include convening sector boards and promoting new program ideas for GAP. Her strengths are working with change and seeing possibilities. Darci enjoys spending time with family and traveling.

Mary Ann Lawrence Mary Ann Lawrence is the CEO of PowerNotes, LLC. She has extensive experience in workforce development with more than 36 years in leadership positions at the local, state, and national levels of the system.

Mary Ann has worked to train and provide technical assistance to U.S. Department of Labor employees in continuous improvement efforts at both the national level and regional offices. She played a significant role in the initial design and delivery of USDOL One-Stop training, including linking the work done from state to state related to occupational learning objectives for staff working in the One-Stop environment. She serves as an executive coach in helping the workforce system and executives develop and enhance strategies for successful WIOA deployment.

Mary Ann has a business administration degree and is also certified in task analysis and curriculum design. She has extensive experience in nonprofit leadership. She recently began PowerNotes, LLC to showcase coaching and training. She serves on the National Association of Workforce Professionals board of directors as chair.

Libby Livings-Eassa Libby Livings-Eassa is a founding partner of The Divergent Group and a nationally recognized speaker and subject matter expert for comprehensive career pathways systems analysis, development, and capacity building. She has extensive expertise in all aspects of career pathways systems, adult education, workforce development, leadership development, staff development, linkages between secondary and postsecondary institutions, community engagement, partnerships with business, industry and labor, and curriculum development.

In 2011, Libby received an appointment to the U.S. Department of Education to work with the Office of Career, Technical and Adult Education (OCTAE).

Kay Maher Kay Maher is an employment training specialist with DMACC's Workforce Training Academy. Kay has worked in higher education for 20 years. She has worked with various programs, all with the common thread of assisting people who face multiple barriers to employment. She has been with DMACC's Workforce Training Academy since its inception in 2007. DMACC's

Workforce Training Academy provides tuition assistance to qualified students for short-term skills training through GAP and PACE. Kay has her master's degree in rehabilitation counseling.

Ashley Massa Ashley Massa is the chair of the Advanced Manufacturing Sector Board and the business process and analysis manager for Highway Equipment Company in Cedar Rapids. At Highway since 2008, she has worked in many roles, including technical writing and project management. She now oversees a department responsible for analyzing the business state and developing processes and systems to keep the company moving forward with its strategic objectives. Ashley has been with the board for nearly five years, acting as vice chair then chair since 2014. She has her bachelor's degree from Iowa and her master's degree from the University of Texas Austin. She is working on her MBA from Iowa.

Jonna McDonough Jonna McDonough, HiSET director, serves as a client contact for the HiSET program to implement the computer- and/or paper-based assessment. Prior to ETS, Jonna taught reading and English to at-risk youth in grades six through eight at Judson ISD in San Antonio, Texas. Prior to teaching, Jonna worked within California's health and human services delivery system, creating access to vocational and community services on behalf of adults with

developmental disabilities. She earned her bachelor's degree in therapeutic recreation/recreation administration from Sacramento State University.

Martin Moen Martin Moen is the interim CIO at Iowa Workforce Development and has been part of the IWD IT team for more than 10 years. Martin is one of the pioneers for Google technology usage in the state of Iowa, establishing the Chromebox for meetings infrastructure at IWD as well as creating the IWD mobile office concept. Martin has a degree in computer engineering from Iowa State University and completed the CPM program at Drake University. Martin enjoys spending his free time with his wife, Emily, and their two daughters in Ankeny, Iowa.

Shannon Myers Shannon Myers, MS, certified rehabilitation counselor, is an employment specialist for the Iowa Department for the Blind in central Iowa. She collaborates with businesses, VR counselors, core partners, schools, colleges, AEAs, CRPs, and individuals seeking employment. Prior to becoming an employment specialist, she worked as a transition vocational rehabilitation counselor and job developer. Shannon spent a decade in the business world as an executive doing business development, sales, training, and assistive technology. She has also been a small business owner. She has worked with individuals ranging in age from 14 to retirement on their employment goals in a variety of settings. Shannon has experience working with the following populations: transition-aged youth, veterans, mental health, substance abuse and addiction, supported employment, individuals with disabilities, vision impairments, and blindness. She is passionate about systems change and collaboration. Shannon believes that employment and having a purpose can be therapeutically healing.

Randa Nasereddin Randa Nasereddin is a mathematics instructor at the Des Moines Area Community College (DMACC), teaching on the college side and for the High School Equivalency Test program (HiSET). Randa is also a mathematics tutor at DMACC and enjoys spending her time helping students overcome math hurdles. Randa recently joined a leadership committee at DMACC in the hopes of developing curriculum for HiSET students who are also English language learners (ELLs). This new program is intended to assist ELLs with earning their high school equivalency diplomas at a more appropriate pace. HiSET and ESL instructors, along with community leaders, are working collaboratively in the hopes of creating a new program that will greatly impact our community and enable non-native English speakers to better their lives and futures. Randa's passion for math education is undeniable, and she hopes to instill her love for the subject in students as she continues to provide a fun and safe environment for them to learn and grow.

Karinne O'Ram Karinne O'Ram is an adult literacy instructor at Northwest Iowa Community College. Though currently the math teacher, she has also taught ESL and



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reading and writing classes. She trains her colleagues on implementing the CCR Standards as well. Her six years teaching high school have been good experience, but adult literacy is her niche! When she's not at work, you'll find her at home with her husband and two young kids or with her nose in a book.

Kaylene Page Kaylene Page has been a career counselor with the WIOA program in Council Bluffs since May 2013. She works primarily with low-income youth who have barriers to employment to guide and facilitate the obtainment of successful careers. Prior to her current position, she worked as an education and academic success coordinator with Boys and Girls Clubs of the Midlands and a residential counselor for Boys Hope Girls Hope of Illinois. She has been providing case management and career counseling to low-income and minority youth populations since 2011.

Marion Patterson Marion Patterson has been an adult education instructor at Kirkwood Community College since 2012. Marion has a variety of teaching responsibilities, including working with students enrolled in the customer service professional certificate program via the KPACE program. She also serves as co-facilitator of the Pathways to Success Course. Outside of Kirkwood, Marion is a certified labyrinth facilitator, performs healing energy work, and co-owns Winding Pathways with her husband, where the pair encourages people to create wondrous yards. Marion has bachelor's degrees in physical education and elementary education as well as a master's degree in environmental education from the "Real U of I"—the University of Idaho.

Sue Petersen Sue Petersen has more than 20 years' experience with the workforce center. She started with job service in the resource center, worked as a Promise Jobs specialist, and then went to Hawkeye Community College as a specialist in the WIA Adults and Dislocated Workers Program. She has worked with the Gap program for the past two and a half years. Sue graduated from Wartburg College. Her strengths include customer service and developing methods to streamline processes. Sue lives with her cat, Pesky, in Sumner, Iowa.

Jim Plorins Jim Plorins is a graduate of the Drake University Rehabilitation Administration Graduate Program. He is a certified employment support professional and holds a Boston University certificate in Iowa Options Counseling/ADRC/Lifelong Links Staff Core. He has supported individuals with disabilities to obtain competitive employment for over four years and has worked in the social work field for more than 20 years.

Charles Pratt In March 2010, Chuck Pratt became a community relations officer for the Kansas City district office, which includes seven states within the Midwest. In his work, he has provided numerous presentations

and trainings and has met with state and local governmental representatives, community members and their representatives, organizations, and civic leaders. He provides outreach to help the public to more clearly understand USCIS laws, programs, and processes.

Formerly, Chuck has served as an adjudication officer for the Immigration Naturalization Service, immigration law instructor, and immigration officer and team leader for the United States Citizenship & Immigration Service. He has a bachelor's degree in science from the University of Nebraska — Omaha.

Kate Proctor Kate Proctor lives on a farm with her husband, Scott, and enjoys taking care of their blended family of six kids. She has taught junior high and high school English for nine years. Teaching at the same school her boys attend has been very rewarding, since she has the same schedule and the ability to be part of their education. She has a major in secondary English and a reading endorsement. Kate's passion is helping ELLs attain their independence through language skills and citizenship.

Donna Red Wing Donna Red Wing is the executive director of One Iowa, the largest LGBT organization in the state. Its mission is to support full equality for LGBT individuals living in Iowa through grassroots efforts and education. She served as executive director of grassroots leadership and as chief of staff at Interfaith Alliance,

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Walter Cronkite's organization in Washington, D.C. She was co-chair of Obama for America 2008's LGBT Leadership Council and was Howard Dean's outreach liaison to the LGBT communities. Donna has also held leadership positions at the Gill Foundation, Human Rights Campaign, and the Gay & Lesbian Alliance Against Defamation. While directing the Lesbian Community Project, Red Wing was featured in a Sundance Award-winning film about the 1992 struggle against the radical right and their Ballot Measure 9.

Jared Reed Jared Reed is the lead navigator for the PACE program at Southeastern Community College in West Burlington, Iowa. Previously, Jared was a pre-employment training facilitator with the Workforce Investment Act. He has more than two years of experience in adult education and workforce development. Jared holds a master's degree from Western Illinois University and a bachelor's degree from Central Michigan University.

Robbin Rekemeyer Robbin Rekemeyer has been an instructor in the Adult High School Completion Program at Kirkwood Community College for two years. Robbin's varied work career includes employment in healthcare, in retail management, and at the IRS before returning to school to earn secondary education endorsements in marketing, management, economics, and mathematics. She taught middle school and high school before employment at Kirkwood as a business/IT adjunct, health IT grant manager, and high school completion instructor. Robbin earned a bachelor's degree in industrial administration from Iowa State University and an MBA from the University of Iowa. In 2002, she gained teaching certifications from Cornell College.

Michelle Rich As senior program manager at State Public Policy Group (SPPG), Michelle Rich leads high-profile projects and serves as a key member of SPPG's leadership. Michelle offers skills in the areas of public engagement, media relations, strategic communications, and coalition building. She provides leadership in projects concerning education policy and, as a facilitator, guides groups through goal-oriented processes that achieve results unique to the issues and stakeholders involved. Michelle uses her skills outside SPPG with partner organizations, having served as president of the Iowa Community Education Association and the Communities in Schools Iowa boards of directors. Michelle is a 2012 - 2013 White-Riley-Peterson Fellow and received her bachelor's degrees from Tulane University in American policy and politics and communications and her master's degree in public administration with an emphasis on public policy from Drake University.

John Romeo John Romeo is an offender workforce development specialist (OWDS) for Southeastern Community College as an IowaWORKS team member in Burlington, Iowa. As an OWDS, John's duties include helping men and women transitioning from corrections

enter into the workforce by helping them prepare for job opportunities. He is trained to assist transitioning offenders to deal with barriers to success through work assessments, job development, writing résumés, soft skills development, and support services.

Silver Rose Silver Rose, CCS, is an employee engagement thought leader who provides organizations with strategies for (1) re-energizing employees, (2) increasing profitability, and (3) freeing leadership from the necessity of micromanaging results. Her specific expertise lies in teaching others how to use the power of questions to increase engagement at all levels.

A sought-after speaker in the corporate arena and workforce development since 1997, Silver takes her work seriously but not herself. She learned this from doing more than 100 standup comedy club presentations. Drawing on her vast experience, she approaches serious subjects with a light touch. She immediately connects with the audience, talking with them — not at them — in a relaxed, fun, and easy style. They leave feeling upbeat and good about themselves.

Cabrielle Rutledge Cabrielle Rutledge graduated from Buena Vista University with a double major in business administration and management with a human resource emphasis. She has a passion for helping others and has demonstrated that in working with the public for the last six years. She started in the banking field, then assisted low-income mothers before working with young adults in the WIOA youth program for the last three years.

She has presented in front of the Department of Labor, which resulted in an invitation to present innovative youth services at the 2015 Youth Symposium in Chicago.

She is knowledgeable about the labor market conditions in the area to guide customers to job opportunities or training options when they need new or additional skills. Cabrielle has participated in youth leadership as well as adult leadership initiatives in the area and has easily made the transition to work-based learning models for the new focus under WIOA.

Kelly Scanlon Kelly Scanlon has worked for Kirkwood Community College as a career counselor/transition specialist since 2014, recently being promoted to the position of high school pathway navigator. Kelly works with fellow instructors and staff on providing students with a positive student intake experience; tools to assist them with their transition to further education, training, and employment; and also support services while enrolled in adult education. Kelly has a master's degree in school counseling from Canisius College.

Scott Schneider Scott Schneider serves as the dean of adult education at Eastern Iowa Community Colleges. In his position, he oversees the operations of the adult education and literacy programs, including adult basic education, high school equivalency, and English as a Second Language. Scott has served in faculty and administrative positions in adult higher education settings

nearly his entire career. His experience includes private and public, credit and non-credit, and face-to-face and distance learning models. He holds a master certification as a prior learning assessment administrator from the Council for Adult and Experiential Learning. Scott is in the dissertation phase of a Ph.D. in postsecondary and adult education. His research is exploring student and faculty perceptions of quality of learning outcomes in classroom and hybrid courses. Scott and his wife, Donna, have been married for 31 years. They have two children. Scott is a guitarist and a stage actor at his local community theater.

Jami Schwickerath Jami Schwickerath is a counselor at Iowa Vocational Rehabilitation Services in the Decorah office. She has worked for the agency for nine years. She obtained her master's degree in rehabilitation counseling from San Diego State University in 2011 and her undergraduate degree from Viterbo University in 2003. She is currently the president of the Iowa Rehabilitation Association.

Prior to working for IVRS, she worked in the substance-abuse field helping individuals to overcome addictions and obstacles in their lives. She was trained as an undergraduate with motivational interviewing and the stages of change to assist individuals with substance use issues to make positive changes and help them obtain and maintain sobriety. Her master's degree studies also focused on learning to use one's motivation to help them make changes and incorporating motivational interviewing into rehab counseling. In her current role, she helps train other staff in the office in understanding and applying motivational interviewing techniques to the rehabilitation process. She is a leader in her office in successful job placements for candidates with whom she works.

Greer Sisson Greer L. Sisson serves as the state director for the USDOL/Office of Apprenticeship. She and her staff are responsible for and oversee the Registered Apprenticeship system in Iowa. She and her staff ensure Registered Apprenticeship exemplifies high standards, instructional rigor, and quality training in a variety of traditional and nontraditional apprenticeship occupations. Greer serves as an ex-officio member on the Iowa Workforce State Board and serves on numerous teams and committees throughout the state. Greer also proudly served 20 years in the USAF as an air traffic controller. Greer was born and raised in Baltimore, Maryland, and has lived and worked all over the world prior to her retirement from the USAF.

Jayne Smith Jayne Smith is the adult basic education consultant for the Iowa Department of Education. Previously, Jayne served as director of sponsored programs and grant management at Drake University. Prior to Drake, she served at DMACC for 18 years in various roles, including director of grants, contracts, and federal relations. Jayne has a Juris Doctor from Drake

University Law School. She has extensive experience with grants management, is a licensed teacher, and has a passion for the mission of community colleges. In her position with the IDOE, Jayne provides leadership to the implementation of key elements of the WIOA for adult education and literacy programs, grant and fiscal management, and professional development for programs and instructors.

Sandra Smith Sandra Smith is currently the director of correctional education for the Iowa Department of Corrections. The mission of Iowa's correctional education is "to provide incarcerated individuals with educational opportunities and skills necessary to function successfully and responsibly in society upon their release."

While at the Iowa Department of Corrections, Sandra has served as a member of the selection committee in identifying a new state test to replace the GED. Sandra helped establish standards for computer-based testing within a prison facility. As director, Sandra provides staff development for correctional educators to improve best practices in instruction, vocational programming opportunities, and understanding and appreciating diversity, just to name a few. Sandra's philosophy is, "Learning is a life-long journey from zero to infinity."

Sandra holds bachelor's degrees in elementary education and human relations psychology, a master's degree in behavior science (Special education K-12), and an endorsement in school administration.

Laura Smith-Hill Laura Smith-Hill is the education program coordinator for the Lutheran Social Services of South Dakota Center for New Americans, where she has taught English language acquisition for the past 15 years. She is a member of the South Dakota Adult Education and Literacy Professional Development Team for English Language Acquisition and Civics Education. In this role she facilitates the English Language Instructor Development Program for the South Dakota Department of Labor and Regulation. In addition to program coordination, supervising instructors, and supporting statewide professional development, Laura teaches English language classes eight hours per week. She is certified to teach the English language to adults through the Cambridge CELTA program and holds a degree in English. She has 18 years of experience teaching English language acquisition and six years of experience in adult English language program administration. Laura has been instrumental in enhancing LSS-CNA educational programming to prepare immigrant adults for the workforce. Laura is passionate about sharing best practices in our field and preparing adult English learners to achieve their goals.

Jodi Spargur-Tate Jodi Spargur-Tate graduated from Drake University with a master's degree in mental health counseling with specialization in serving agencies, facilitating group practices, substance abuse treatment

centers, hospitals, residential treatment centers, and employee assistance programs. Over the course of her career, she has served both juvenile and adult sexual offenders as well as juvenile and adult offenders and ex-offenders who are currently serving or recently released from the Department of Corrections. She is a member of the State Re-entry Task Force Subcommittee for Education & Employment. She is currently the program director for the Title 1 Youth Program at Children & Families of Iowa (CFI). She has been employed with CFI for a total of 10 years, serving as an FSRP provider, youth service provider at Cornerstone Recovery, and supervisor for the financial management services program Protective Payee until moving into her current position.

Robert Stensrud Robert Stensrud, Ed.D., is a professor of education at Drake University and a nationally recognized researcher on disability, including disability in higher education and public institutions, disability and the health care delivery system, and disability employment. In 1988, Dr. Stensrud joined the faculty at Drake, where he teaches courses in counselor education, rehabilitation counseling, and mental health counseling. He also served as director of Drake's National Rehabilitation Institute, overseeing all operations of the Institute, grant writing and management, student recruitment, student tracking,

and accreditation maintenance. Dr. Stensrud has worked in the field of counseling and disability for more than 30 years as a counselor, consultant, and professor. His current research focuses on social network analysis and the development of social capital as a way for people with disabilities to improve their integration into work and community settings.

Judy Stoffel Judy Stoffel is the student access program developer at Kirkwood Community College. She has dedicated the past 12 years of her career to advancing opportunities for low-income individuals to access training, earn credentials to increase their marketability in the workforce, and obtain employment that provides financial stability. Judy co-leads the PACE program, leads two local industry sector boards, and manages grant programs related to career pathways.

Steven Stott (MS, CRC) Steven Stott has been with Iowa Vocational Rehabilitation Services for seven years assisting people with disabilities to become gainfully employed. Prior to that, he worked for the past 20 years with various employers ranging from Iowa Department of Human Services, Heartland Family Services, and Community Alliance. Populations assisted and served include incarcerated youth, the homeless, and individuals with disabilities.

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April A. Stotz April Stotz graduated from Iowa State University with an undergraduate degree in psychology then completed her master's degree from Drake University in rehabilitation counseling. She started with Iowa Vocational Rehabilitation Services in January 2006 as a rehabilitation associate and in 2008 became a rehabilitation counselor in the northwest corner of Iowa.

Teresa Tripp Teresa Tripp is a pathway navigator for the Des Moines Area Community College (DMACC). As well as being a graduate of DMACC, she received her master's degree from Iowa State University in educational leadership and policy studies. With 18 years of experience working in student services, she brings a diverse background to her current position, adding a layer of support to students as they pursue the network technology telecom/data communications degree. In addition, Teresa, along with the Iowa Communications Alliance, has been instrumental in the development, implementation, and assessment of the Next-Gen/IT Scholars program with the goal of meeting the unique workforce needs of Iowa's 130+ independent rural network technology telecommunications providers.

Jason Walker Jason Walker earned bachelor's degrees in international relations and French from Morningside College and a master's degree in public administration from Western Illinois University. He taught English in Madagascar as a Peace Corps volunteer and has experience working as a community organizer and as a supervisor in corrections and human services settings. He currently works as the lead teacher for ABE/HSE/ELL at Muscatine Community College. While waiting for test results to come back from students, he enjoys running, biking, CrossFit, and spending time with his wife and two-year-old son.

Allyse Vander Plaats Allyse Vander Plaats graduated with her bachelor's degree from Central College. She then served four terms of national service through the AmeriCorps program Volunteers in Service to America. After her service, she joined the Children & Families of Iowa's Connect 2 Careers program (formerly known as Youth Work Readiness Program). She has been on the team since CFI obtained the WIA (now WIOA) grant back in 2012 and has helped to develop the program from the ground up.

Breanne Ward Breanne Ward is a certified sexual assault counselor through the Iowa Coalition Against Sexual Assault (Iowa CASA) and a nationally recognized certified rehabilitation counselor with the Commission on Rehabilitation Counselor Certification. She is also the founder and owner of ForWard Consulting, LLC. She has provided numerous trainings to Iowa CASA, Iowa's 5th Judicial Department of Corrections, Drake University, and Simpson College.

Her graduate alma mater is Drake University, where she earned a master's degree in counseling. Her undergraduate degree was obtained at Iowa State

University, where she received a bachelor's degree in child, adult, and family services with a specialization in youth. Nationally, Ward is a certified rehabilitation counselor equipped to assist people with disabilities seeking employment, education opportunities, or vocational training. Ward has her temporary license to provide mental health counseling for the state of Iowa. She has great faith that she will continue to be a vessel to carry out the work of her community and welcomes new opportunities to strengthen and empower others.

Mary Warren Mary Warren is the owner of M. Warren Consulting, which specializes in planning, research, and coordination of workforce-related efforts. Much of her career was spent in the workforce development department at Iowa Western Community College, where she directed state and federal employment and training programs in southwest Iowa. Mary believes a highly skilled workforce is crucial to a community's economic prosperity, and to achieve that we must align education, workforce, and economic development efforts to meet the needs of the business community.

Jeffrey Weld Jeffrey Weld, Ph.D., is the executive director of the Iowa Governor's STEM Advisory Council. He also holds a faculty position as associate professor in biology at the University of Northern Iowa in Cedar Falls. Jeff has directed the Iowa Governor's STEM Advisory



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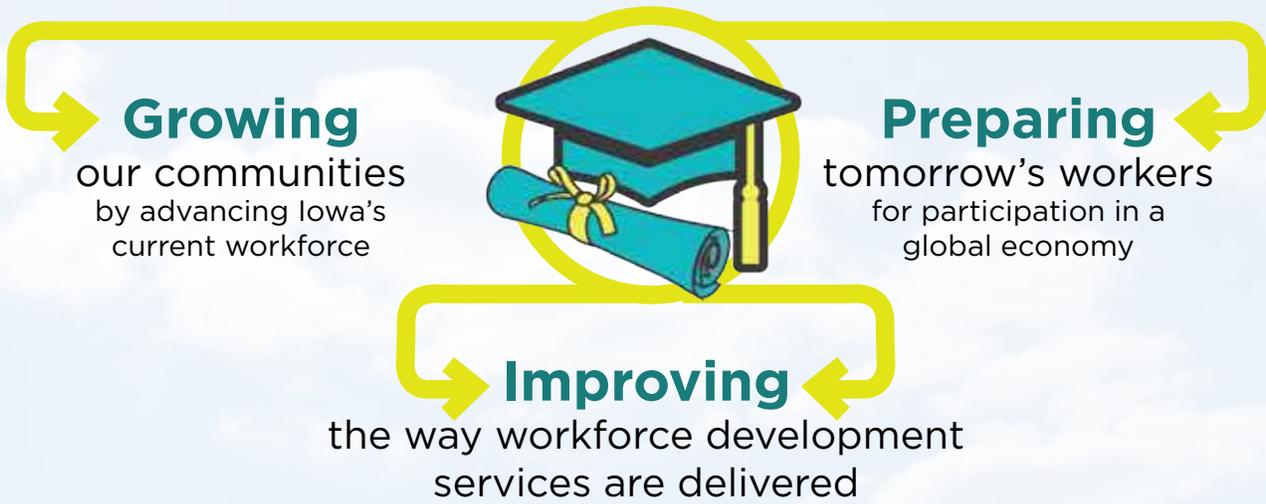
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