Serving schools, students, employers and communities in Benton, Cedar, Iowa, Johnson, Jones, Linn and Washington counties
Workplace Learning Connection (WLC) believes more strongly than ever in the County Regional Center concept! The partnership opportunities, leveraged in this format, are wonderful opportunities for our regional students, school districts, and communities. WLC is very anxious to move the Iowa City staff into the newest Center in the area this summer; it is the Kirkwood Regional Center at University of Iowa.

The year we are celebrating in the 2014-2015 issue of the WLC Annual Report includes a look back to the future! At one time, WLC had a Program Specialist and an office in Cedar County. We had long thought that would be a way to serve our rural counties more deeply. This year, that happened with great success in all five rural counties. We were able to hire three part-time people to serve as School/Business Liaisons in Benton/Iowa, rural Linn/Jones, Cedar/Washington, and one more to coordinate internships in Benton, Cedar, and Iowa counties. Serving in the same counties where WLC staff children go to school and WLC Program Specialists can meet neighbors and partners in casual places has enhanced our ability to make new connections between students and employers!

More changes are in store for WLC for the 2015-2016 school year and beyond. WLC Director, Mary Lou Erlacher is retiring from Kirkwood and WLC at the end of June; she has served in this capacity since June 1, 1998! According to Mary Lou, “The word for this time is bittersweet. I feel like the time is right to leave as we have accomplished much as a Team and we are (all!) ready for opportunities that come with change. I am proud of the work we have done and the differences we have made in many lives in and around our seven-county region and across Iowa. I wish nothing but continued success and all good things going forward for the WLC Team!”

Additionally, we are very pleased to announce that Laurie Worden has been promoted to the position of Associate Director and will lead the WLC Team beginning July 1, 2015 with a period of transition through the month of June. Laurie has been a part of the WLC Team since April 2002 serving in the role of internship coordinator. Under her leadership, the program has grown to include schools in all seven counties and with the greatest increase in participation has occurred. Laurie is a creative, no-nonsense organizer. She is also a joy-filled person. One of her mottos is “It’s all good!” and she lives it. Laurie is well-regarded in the schools, by the employer hosts, and most importantly, by the students she serves and our WLC team. Watch out! Here comes Laurie!

As you will see in the following pages, the WLC Team provided more than 26,000 K-12 career experiences in our Kirkwood Service Area during the 2014-2015 school year; that is an 8% increase over last year. None of this happens in a vacuum, WLC relies heavily on Kirkwood and other partner agencies, school districts, community foundations, employers, and individuals for the collaboration of time, talent, and treasure that provides the foundation of support that keeps the Workplace Learning Connection viable. We thank you for your past and present partnership and encourage your continued support. Because of all of us, the Connection works!

Sincerely,

Dr. Mick Starcevich
President
Kirkwood Community College

Mary Lou Erlacher
Director
Workplace Learning Connection
Workplace Learning Connection uses a diverse funding model that allows all partners to sustain their participation in an equitable manner. Whether the partners' interests are student career development, future workforce development, or the regional economic development, all funds provide age-appropriate, career awareness and exploration - services that match the mission of WLC and the needs of our partners!

**2014-2015 Revenue Sources**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kirkwood Community College (General Fund)</td>
<td>$100,000</td>
<td>15%</td>
</tr>
<tr>
<td>State &amp; Federal Grants (Kirkwood: Perkins, WTED, Intermediary)</td>
<td>$302,609</td>
<td>46%</td>
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<tr>
<td>Grant Wood Area Education Agency</td>
<td>$30,000</td>
<td>5%</td>
</tr>
<tr>
<td>K-12 School Districts Fees for Services</td>
<td>$147,117</td>
<td>23%</td>
</tr>
<tr>
<td>Professional Fees for Services &amp; Projects</td>
<td>$15,500</td>
<td>2%</td>
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<tr>
<td>Contributions, County Supervisors, Local Grants</td>
<td>$58,930</td>
<td>9%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$654,156</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Salary &amp; Administrative Costs</td>
<td>$543,917</td>
<td>83%</td>
</tr>
<tr>
<td>Cost of Services</td>
<td>$80,050</td>
<td>12%</td>
</tr>
<tr>
<td>Overhead/Additional Costs</td>
<td>$30,189</td>
<td>5%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$654,156</td>
<td>100%</td>
</tr>
</tbody>
</table>

The budget of Workplace Learning Connection is heavily weighted toward staffing for service delivery. Mileage, materials, and communication rounds out the actual cost of services; professional development and alignment with others doing intermediary work, keeps Workplace Learning Connection consistently viewed as a state and national exemplar of intermediary practice. Because of YOU...the Connection works! Thank you!
51 BUSINESS HOSTS
Afton Marie Photography
Atkins Elementary School
B & B Seed
Belle Plaine, City of
Belle Plaine Chiropractic
Belle Plaine Police Department
Benton County Attorney - David Thompson
Benton County Conservation - Hannen Park
Benton County Conservation - Rodgers Park
Benton County GIS
Benton County Sheriff Department
Benton Development Group
Cars’ Uss Auto Body Paint & Repair
Cedar Valley Bank & Trust - Vinton
Clickstop, Inc.
DW Zinzer
Edward’s Plumbing & Heating
Families Inc. - Vinton
Farmers Savings Bank & Trust - Vinton
Frontier Co-Op - Norway
Green Branch Farms/Schan-Dale Holsteins
Ideal Industries
Iowa Baseball Museum of Norway
Iowa Mold & Engineering
Kirkwood CC - Benton County Center - Vinton
Kirkwood CC - Tippie-Mansfield Center
Kreative Kuts
Kromminga Motors - Vinton
LaGrange Pharmacy - Virginia Gay Hospital
Linn County Coop - Newhall
Longfellow Elementary - Belle Plaine
McClure Financial Services
Midwest One Bank - Belle Plaine
Mossman and Mossman, L.L.P.
O’Grady Chemical
P&K Midwest - Keystone
Peppy’s Ice Cream
Pizza Hut - Belle Plaine
Sara Stuefen, DDS
Tilford Elementary School
USA Communications
Vinton Lutheran Home Communities
Vinton Newspapers/Vinton Livewire
Vinton Police Department
Vinton Unlimited
Vinton-Shellsburg Community School District
Vinton-Shellsburg High School
Vinton-Shellsburg Middle School
Vinton-Urbana Veterinary Hospital
Virginia Gay Hospital
Windsor Manor

6 SCHOOLS
Belle Plaine Community School District
- Belle Plaine High School
- Belle Plaine Middle School
Benton Community School District
- Benton Community High School
- Benton Community Middle School
Vinton-Shellsburg Community School District
- Vinton-Shellsburg High School
- Vinton-Shellsburg Middle School

WLC BY THE NUMBERS
1477 Career Exploration Experiences
- 1337 in Events –
  Mock Interviews; Financial Literacy
  Fairs; Speaker Days; Worksite Tours;
  Target Your Future; Career Fair
- 14 Internships
- 126 Job Shadows

“I enjoyed my internship a lot. It taught me that you can’t just sit at a computer and work all day, you have to get up and deal with problems as they arise and know how to deal with them. You have to know a lot about a lot!”

Michael Neal – Vinton-Shellsburg High School – Pre-Engineering Intern at Ideal Industries in Vinton

“Work-based learning is an amazing opportunity for students to explore possible job opportunities. There’s no better way for us as a company to invest in today’s youth, and solidify their stay here in Iowa, than to take them under our wing and show them the path to a successful career.”

Ben Schemmel – Keystone Store Manager, P&K Midwest – hosted Ag Job Shadows

“The relationship we have had with Workplace Learning Connection has been extremely positive for our students and their preparation for the future. The job shadow and internship experiences have provided our students with hands-on, real life exposure to careers they may look to pursue in the future. These opportunities have provided the students and school with key information about how we can work together to help them reach their potential and achieve their goals.”

Todd Werner – Principal, Belle Plaine Community Schools
52 BUSINESS HOSTS
Care Pro Tipton Pharmacy
Cedar County Co-Op, Tipton
Cedar County Co-Op, West Branch
Cedar County Economic Development Commission
Cedar County Extension
Cedar Manor Nursing Home
Cedar Poly Recycling LLC
Cedar Ridge Dental
Cedar Valley Stables, Inc.
Citizens Bank - Tipton
Cole Photography
Community Insurance Services
Crock Angus
Cummins Manufacturing, Inc.
Dave's Famous Gourmet Frozen Custard
Epiphany Salon and Spa
Friends of the Animals
Fry Funeral Home
Heartland Sports Complex
Herbert Hoover Presidential Library & Museum
Hoover Elementary School - West Branch
JAB Ink Grafix & Design
Jill's Hair & Design
Kirkwood CC - Cedar County Center-Tipton
LattaHarris LLP - Tipton
Liberty Trust and Savings Bank
Lieser Farm Management
Mercy Family Medicine of Tipton
Mosier Seed Supply Inc
North Cedar Elementary - Mechanicsville
North Cedar Middle School
North Cedar Recycling
Prairie Hills Assisted Living
Progressive Rehab. Assoc., LLC - Tipton
Rotary Club of Tipton
State Farm Insurance
Subway - Tipton
Tiffiny's Tipton Bakery
Tipton, City of
Tipton Adaptive Daycare
Tipton Chamber of Commerce/Economic Development
Tipton Elementary School
Tipton Middle School
Tipton Police Department
Tipton Veterinary Service
USDA Cedar County Soil and Water Conservation Dist
Van Den Berghe Chiropractic
Wal-Mart-Tipton
Weaver's Incorporated
West Branch Animal Clinic
West Branch Times

A Practicum could be one of the best decisions of your life . . . So just give yourself a chance and go out and do something about this. Almost every student you ask that’s gone through job practicum will say it benefited them in some way. Go out and set yourself up for the best future possible and get a real world feel in something that you may do the rest of your life.”

Eric Lenz, Tipton High School – Physical Therapist Intern at Progressive Rehab. Assoc., LLC - Tipton

“I love talking with anybody who is interested in what I do, and if I can help them be better by doing so we all win.”

David Brown, Owner of JAB Ink Grafix and Designs, hosted Job Shadow students

“I think it’s incredibly important to encourage students to think about their future, but in a flexible way. Knowing what their passions and interests are will help them develop skills and personal qualities now that will help them navigate a rapidly changing job market in the future.”

Tyler Strodtman, West Branch Middle School Guidance Counselor

WLC BY THE NUMBERS
1167
Career Exploration Experiences
- 1055 in Events - Financial Literacy Fairs; Speaker Days; Career Fairs; Worksite Tours; STEM Institute; Target Your Future; Mock Interviews
- 25 Internships
- 87 Job Shadows

6 SCHOOLS
North Cedar Community School District
- North Cedar High School
- North Cedar Middle School
Tipton Community School District
- Tipton High School
- Tipton Middle School
West Branch Community School District
- West Branch High School
- West Branch Middle School
7 SCHOOLS

Clear Creek Amana Community School District
- Amana Elementary

English Valleys Community School District
- English Valleys Jr / High School

HLV Community School District
- HLV High School
- HLV Middle School

Iowa Valley Community School District
- Iowa Valley Jr / High School

Williamsburg Community School District
- Williamsburg High School
- Williamsburg Middle School

WLC BY THE NUMBERS

869 Career Exploration Experiences
- 730 in Events –
  Financial Literacy Fairs; Speaker
  Days; Worksite Tours; STEM Institute;
  Career Fairs
- 4 Internships
- 135 Job Shadows

“I have always wanted to do cosmetology but I was afraid that once I started it wouldn’t be for me. Doing this job shadow, I know now that it is the right career for me.”

Rebecca Phillips, English Valleys High School student - Cosmetology Job Shadow at Impressionz Salon and Spa

“Iowa County Conservation is proud of the WLC program; it allows a greater connection between students and the conservation field! It’s great to have the capabilities to help those interested explore a career in conservation or simply introduce students to the field.”

Shelby Williams, Park Ranger, Iowa County Conservation – hosted Park Ranger Job Shadow

“I enjoyed the opportunity to step back and actually see my day to day activities through someone else's eyes and see how diverse my job actually is.”

Kevin Cline – Kinze Manufacturing, CNC Programmer – hosted Job Shadow

“WLC provides resources that allow students hands-on career exploration learning. They are a great benefit to my elementary guidance program and provide many opportunities for my junior high and high school students.”

Tiffany Thiessen - K-12 Guidance Counselor, Iowa Valley Community School District
65 BUSINESS HOSTS

3ChipMedia Studios Photography
Above and Beyond Home Health Care
Americinn Anamosa Hotel and Suites
Anamosa Area Ambulance
Anamosa Dental Associates
Anamosa Fire Department
Anamosa High School
Anamosa Journal-Eureka
Anamosa State Penitentiary
Anamosa Veterinary Clinic
Baked. Cupcake Bakery & Cafe
Bodensteiner Implement - Monticello
Camp Courageous
Carlson College of Massage Therapy
Citizens Savings Bank - Anamosa
Citizens State Bank - Wyoming
City of Anamosa Water Plant
City of Anamosa Water Waste Plant
Dr. Michael Warner Family Dentistry
F & M Bank
Great Jones County Fair
HCH Real Estate
Infrastructure Technology Solutions
Innovative Ag Services
Iowa State Extension - Jones, Linn & Benton
J & P Cycles
Jones County Attorney
Jones County Conservation Dept.
Jones County Sheriff’s Office
Julin Printing
Kirkwood Jones Regional Education Center
Kriver Kutz
Kromminga Motors - Monticello
La Belle Boutique
MC Industries - Polo Custom Products
Midland Elementary
Midwestern Bio Ag
Monticello Express
Monticello Family Dentistry
Monticello Regional Airport
Monticello Veterinary Clinic
National Motorcycle Museum & Hall of Fame
Norm Zimmerman
Ohnward Bank & Trust
Pioneer Hi Bred International - Monticello
Rairdin Photography
Razor’s Edge
ReConserve of Iowa
Scheerman’s Implement
Shaffer Plumbing & Heating
Shannon Elementary
Stephens Motors
Stickle Farms
Stone City Quarries - Weber Stone
Strawberry Hill Elementary
Telleen Farm - Fan Fare Farm
The Prescription Shoppe
Thou Art Gallery
Triangle Agri-svcs
Twisted Pair Broadcast Productions
Unity Point Health - Jones Regional Medical Center
Wapsi Physical Therapy
Wapsi Valley Archaeology
Wayne Hall Chrysler Jeep Dodge
Wyoming Veterinary Clinic

“This job shadow helped me realize what path I need to take in college classes my first year to get to my goal of becoming an orthodontist.”

Erin Taylor, Anamosa High School – Orthodontist Job Shadow at Monticello Family Dentistry

“We look forward to WLC middle school tours, as they provide a glimpse into the skill sets of our future employees and inspire conversation regarding the technology needs of students and schools in general. Our tour opportunities are not only fun, they provide great insight!”

Leslie Althoff – Director of Marketing, Infrastructure Technology Solutions – hosted tours for middle school

“I strongly encourage all of my students to take advantage of the amazing opportunities that Workplace Learning Connection provides. Internships and job shadows give students access to career paths and occupations that help focus their curricular choices while still in high school. The results of participating are extremely worthwhile!”

Julie Frankfurt, Social Studies Teacher, Anamosa High School
215 BUSINESS HOSTS

2nd Wind
Accelerated Rehabilitation Center - Iowa City
Accurate Automotive Inc.
ACT*
ALPLA, US
Audrey's Affordable Bookkeeping and Tax Services
Bachmeier Interiors and Carpets
Best Buy-Coralville
Bio-Neos, Inc.
Blank & McCune
Bob's Your Uncle Pizza Cafe
Bread Garden Bakery
Bridge Community Bank
Bright Eyes and Bushy Tails Veterinary Hospital
Carlson Design Team
Centro, Inc.
Chambers Electric
City High School
City of Coralville - Finance
CIVCO Medical Solutions-Coralville
Clark Orthodontics
Clear Channel Media & Entertainment - KXIC
Clear Creek-Amana Elementary School
Colbert & Patterson Design Team
Constable Images
Coralville Center for the Performing Arts
Coralville Fire Department
Coralville Marriott Hotel and Conference Center
Coralville Police Department
Coralville Public Library
Corridor Business Journal
Crisis Center of Johnson County
Debut Dance
DeLuxe Cakes and Pastries
Department of Human Services
DNR - Iowa City
DNR - Iowa Geological Survey
DNR - Lake McBride
Don Hummer Trucking
Dr. Fred Riddle, DDS
Dr. Suzanne Stock Orthodontist
Dursty's Precision Auto
Eastern Iowa Physical Therapy, PC
Eastside Pet Clinic
Ecologist, Inc.
Engelert Civic Theatre, Inc
Enrichment Therapy & Learning Center, P.C.
Family & Sport Chiropractic
Finkbine Golf Course
First Trust and Savings Bank - Coralville
Fitzpatrick Family Chiro
Flip Salon
Forever Green Landscaping
Frontier Co-Op - North Liberty
Gay and Ciba Funeral and Cremation Service
Genesis Pediatric Therapy Center
Great Western Bank
Green Castle Aero Club
Groovy Katz Salon
Gruenwald Mycogen Seed
Halverson Photography
Hart Family Dentistry
Hawkeye Sports Properties, Learfield Sports
Heery Design
Herteen & Stocker Jewelers
Hills Bank and Trust
Hoover Elementary School - Iowa City
Hy-Vee - 1st Avenue
Hy-Vee - Coralville
Hy-Vee - Waterfront
ICAD
Innovative Software Engineering
Integrated DNA Technology
Iowa Army National Guard - Iowa City
Iowa City Animal Care and Adoption Center
Iowa City Community School District
Iowa City Family Practice, a Mercy Services Clinic in Iowa City
Iowa City Motorsports Inc
Iowa City Police Department
Iowa City Press Citizen
Iowa City Public Library
Iowa City/Coralville Area Convention & Visitors Bureau
Iowa Flood Center
Iowa Geological Survey
Iowa Public Radio
Iowa State Extension - Johnson
J. Michel Photography
Jensen Eyecare Center
Jet Air
Jewelry By Harold
JMI Laboratories
Johnson County Ambulance Service
Johnson County Attorney's Office
Johnson County Board of Supervisors
Johnson County Conservation Board
Johnson County Courthouse
Johnson County GIS
Johnson County Historical Society
Johnson County Sheriff's Department
Johnson County Social Services
Kirkwood CC - Iowa City Campus
Kirkwood Elementary
La James International College
La Petite Academy of Iowa City
Lakeview Elementary
Launch Services
Lepic-Kroeger Realtors
Lianne Westcot Fine Art
LL Pelling Co.
Macbride Raptor Project
Manpower - Iowa City
Mark Twain Elementary School
Mayor's Youth Empowerment Program
McNutte Equine
Mercy Hospital - Iowa City
Mergen Orthodontics
Miracles in Motion
MMS Consultants
Monica's
Mortenson Construction
National Advanced Driving Simulator
NCS Pearson - Iowa City
Neumann Monson
New Pioneer Co-op - North Liberty Bakery
New Pioneer Co-op - Iowa City
North Central Junior High
North Liberty Community Library
North Liberty First United Methodist Church
North Liberty Pet Clinic, PLC
Oak Knoll Retirement Residence
OB Gyn Associates of Iowa City & Coralville
Office of the State Archeologist
Olney Electric
Oxford Fire Department
Oxford Veterinary Center
PB Body Shop
Peach Deck
Performance Therapies - Coralville
Pecora - Coralville
Petland
Procter & Gamble
Progressive Rehab. Assn., LLC - Coral West
Progressive Rehab. Assn., LLC - Northgate
Progressive Rehab. Assn., LLC - Towncrest
Public Access Television (PATV)
Radiology Protocols
Rage Grafix
Red's Alehouse
Regina High School
Resto-Rides LLC
Rockwell Collins - Coralville Plant
Ronald McDonald House Charities of Eastern Iowa
Schaeffer Chiropractic
Sculpt
Social Communications Company - Sococo
Solon, City of
Solon Economist
Solon High School
Solon Nursing Care Center
Source Media - Gazette IC
South Slope Cooperative
Southeast Iowa Ambulance Service, Inc.
SportClips
State Hygienic Lab at The University of Iowa
Stew and Lenore Hansen Football Performance Center
Stutsmans
Systems Unlimited, Inc. - Iowa City
Tallgrass Business Resources - Coralville
The Luxe Zone
The Mansion
Towncrest Dental
Towncrest Pharmacy
Towncrest Pharmacy - Solon
U of I - Athletic Office
U of I - Biochemistry Department
U of I - Campus Recreation and Wellness Center
U of I - Center for Computer Aided Design
U of I - Chemical and Biochemical Engineering
U of I - Chemical Engineering
U of I - Chemistry Department
U of I - College of Education
U of I - College of Engineering
U of I - Department of Anatomy & Cell Biology
U of I - Department of Biology (Evolution Group)
U of I - Department of Performing Arts
U of I - Department of Physical Therapy and Rehabilitation Science
U of I - Division of Student Life Marketing & Design
U of I - Earth & Environmental Sciences
U of I - Museum of Natural History
U of I - Nanoscience and Nanotechnology Institute
U of I - Old Capitol Museum
U of I - Pathology
U of I - Press
U of I - Sports Medicine
U of I - Tippie College of Business
UIHC
UIHC - AirCare
United Action for Youth
University Heights, City of
University Heights Police Department
University of Iowa Army ROTC
University of Iowa Health Care
UPS - Coralville Distribution Center
US Army - Coralville
US Army Corps of Engineers
VIDA Diagnostics, Inc.
Walgreens Pharmacy
Weber Elementary
Wells Fargo Advisors - Coralville
West High School
West Music Company - Coralville
Windmill Manor
19 SCHOOLS

Clear Creek - Amana Community School District
- Clear Creek – Amana High School
- Clear Creek – Amana Middle School
- Clear Creek Elementary
- North Bend Elementary

Iowa City Community School District
- City High School
- Elizabeth Tate High School
- Iowa City Home School Assistance Program
- Theodore Roosevelt Education Center (TREC)
- West High School
- North Central Junior High
- Northwest Junior High
- Southeast Junior High

Lone Tree Community School District
- Lone Tree High School
- Lone Tree Middle School

Regina Catholic Education Center
- Regina High School
- Regina Junior High

Solon Community School District
- Solon High School
- Solon Middle School
- Lakeview Elementary School

WLC BY THE NUMBERS

5296 Career Exploration Experiences
- 4702 in Events - Financial Literacy Fairs; Speaker Days; Worksite Tours; STEM Institute; Mock Interviews; Career Caravan; Career Fair;
- 50 Internships
- 544 Job Shadows

“It was very fun being able to come up with my own solutions with the problems and be able to work hands on. I completed an app that will hopefully be on the market later this year.”

Michael Abdo - Iowa City West High School - Software Development Intern at Bio::Neos in Coralville

“It is always a privilege to spend time with high school students and educate them on the operations and function of the fire department.”

Lt. Bill Erb – Coralville Fire Department hosted a Job Shadow

“I truly can’t do justice in words to the benefits Workplace Learning Connections, as a whole, has brought to our community and our students. Through the career exploration activities, fieldtrips, job shadows, internships, etc. WLC has opened eyes and opened doors for students who need it most. WLC is an invaluable resource and an instrumental piece in preparing students for life after high school.”

Shelby Bryce, K-12 Guidance Counselor, Lone Tree Community School District
410 BUSINESS HOSTS

512 Creative
Abbe Center for Community Mental Health-CR
ABC Child Care Center - Central City
Ability Physical Therapy
Abraham's Equine Clinic
Accelerated Rehabilitation Center
Acupuncture Clinic
Aegon
African American Museum of Iowa
Ahmann Companies, LLC
Alburnett Community Schools
Alburnett Fire Department
Alburnett Veterinary Service
All Pets-6th St SW
All Saints Elementary School
All Seasons Weeds Florist
Alliant Energy - Cedar Rapids Operating
Alterfer, Inc.
Ament Design
Animal Care Hospital
Area Ambulance Service
Area Substance Abuse Council
Arthur Elementary School
Bagel Machine and Tool
Bankers Trust
Barb's Fine Art Gallery & Studio
Bergan, Paulsen, & Company, P.C.
Best Buy
Betsy Boo's Boutique
BHFO, Inc.
Big Behr Design Co.
Black Magic Performance
Blooming Acres
Blue Sky Productions
Bob Wolff - Beekeeper
Bosch Financial
Boulder Creek Equestrian Center
Bradley and Riley PC
Brecke Mechanical Contractors
Bricklayers and Allied Crafts
Built By Pros
Brucemore
Campbell Steele Gallery
Capri Cosmetology College-Cedar Rapids
Career Communications Strategies
Carl and Mary Koehler History Center
Cast of Thousands
Cedar Memorial Funeral Home
Cedar Rapids Animal Care and Control
Cedar Rapids Civil Rights Commission
Cedar Rapids Electrical (JATC)
Cedar Rapids Fire Department-Station 1
Cedar Rapids Ice Arena
Cedar Rapids Kernels
Cedar Rapids Medical Education Foundation
Cedar Rapids Metro Economic Alliance
Cedar Rapids Museum of Art
Cedar Rapids Pain Associates
Cedar Rapids Police Department
Cedar Rapids Public Library
Cedar Rapids Rough Riders
Cedar Rapids Titans
Cedar Rapids Toyota
Cedar Rapids/Linn County Solid Waste Agency
Cedar Valley Humane Society
Cedar Valley Steel, Inc.
Center Point-Urban High School
Center Point-Urban Primary School
Central City High School
Chappy's Small Engine Repair
Chiropractic Clinic of Iowa
Christianson Chiropractic
City of Cedar Rapids - Building Services
City of Cedar Rapids - City Hall
City of Cedar Rapids - Mayor's office
City of Cedar Rapids-Water Pollution Control
Cleveland Elementary
Coe College
Coldwell Banker Hedges 1st Ave NE
College Community School District
Collins Community Credit Union
Community Corrections Improvement Association
Community First Credit Union
Coolidge Elementary School
Cornell College
Creative Occasions
Crop Tech Services Inc.
Crystal Group
Culver's Lawn Care & Landscape Nursery
DAD Manufacturing - Hiawatha
de Novo Alternative Marketing
Dental Prosthetics Services
Dental Touch Associates
Department of Correctional Services
Design Engineers
Diamond V - Kirkwood Campus
Diamond V Plant
Doubltreee by Hilton
Dr. David C. Gehring
Driscoll Cabinet & Furniture Company
Dupon
Eastern Iowa Airport
Eastern Iowa Arts Academy
Eastern Iowa Freedom Festival
Eastern Iowa Veterinary Specialty Center
Echo Hill Elementary School
Eclips Salon
Edgewood Animal Hospital
Elite Orthodontics
Erskine Elementary School
ESCO Group
Evergreen Packaging Equipment
Exchange State Bank - Springville
Express - Lindale Mall
Fairfax Greenhouses
Family SmilCare Center, PLC
Farmer's Daughters Market
FBI
Federal Public Defender
Five Rivers Carpenter's Apprenticeship
Forefront Dermatology
Forman Ford
Fosters Heating and Air Conditioning
Foundation 2 Youth Shelter
Franklin Middle School
Fremont-Vector Corporation
Fusion Edge Photography
Gardner Golf Course
GE Capital Vendor Financial Services
General Mills
Gentle Dental
Geometric, LLC
Gleason Electric
Go Daddy Software
Golden Hammer Collision Center
Graf Home Selling Team and Associates
Grant Wood Area Education Agency
Great America Financial Services
Great Harvest Bread Company
Greenbriar Riding Academy
H & W Speed Shop
Hall and Hall Engineers, Inc.
Hand In Hand
Hands Up Communications
Harding Middle School
Heartscape Studios
Hibu
Highway Equipment Company
Honeywell
Hoover Elementary School
Horizons - A Family Service Alliance - CR
Howard R Green Company
Human Services Campus Campus Conference Center
Hy-Vee - Collins Road
Hy-Vee - Edgewood Road
Hy-Vee - Johnson Avenue
Hy-Vee - Marion
Hy-Vee - Mt. Vernon Road
Hy-Vee - Oakland Road
Hy-Vee - Wilson Avenue
Hy-Vee Drugstore - Boyson Road
IBEW/NECA - Electricians Training Center
Informatics
Information Services USA
Innovations Salon and Spa
Insight Vision
International Paper, Cedar River Mill
Involta
Iowa Academy of Creative Arts
Iowa College Access Network (ICAN)
Iowa Eye Center Optical
Iowa Fluid Power
Iowa Laborers' Education & Training
Iowa Operating Engineers Apprenticeship
Iowa Physical Therapy - Mt. Vernon
Iowa Realty - Marion
Iron Leaf Press
Ironworkers Local 89
J W Morton & Associates
Jefferson High School
Jill Christine's Photography
Job Corps
Jodi K's Boutique
JRS Pharma LP
Junie Automotive Group - Cedar Rapids
Junie Automotive Group - Center Point
Kathy's Pies
KCCR Radio
KCRC TV-9
Kennedy High School
KGAN CBS 2/FOX 28
Kieck's Career Apparel
King's Materials, Inc. - Dakota Red Corp
Kirkwood CC - Agricultural Science
Kirkwood CC - Allied Health
Kirkwood CC - Arts and Humanities
Kirkwood CC - Business and Information Technology
Kirkwood CC - Center for Healthcare Simulation
Kirkwood CC - EMT
Kirkwood CC - English Department
Kirkwood CC - Hospitality
Kirkwood CC - Industrial Technologies
Kirkwood CC - Math & Science Department
Kirkwood CC - Nursing
Kirkwood CC - Transportation Range
Kirkwood Linn County Regional Center
Kirkwood Workforce Investment Act
Klinger Paint Co. Inc.
KZIA 102.9 FM KGYM 1600
La Bella Pet Spa
Landmark Aviation
Lincoln Electric
Linn Animal Hospital
Linn County Conservation
Linn County Coop
Linn County Courthouse
Linn County Public Health
Linn County Sheriff
Linn Grove Elementary
Linn-Mar High School
Lisbon High School
Lisbon - Mount Vernon Ambulance Service
Management Recruiters of Cedar Rapids
Marion, City of
Marion 1st United Methodist Church
Marion Airport
Marion Animal Hospital
Marion Chamber of Commerce
Marion Fire Department
Marion High School
Marion Parks Department
Marion Police Department
Marion Process Solutions
Marion Times
Marion Water Department
Marriott Cedar Rapids
Martin Gardner Architecture P.C.
McEvoy Farms
McGadrey LLP - Cedar Rapids
McGrath Collision Center
MCS - Marketing and Communications Strategies
me2
Mediacom
Medical Pharmacy
MedTouch
Meier Veterinary Clinic
Menee Drywall
Mercy Athletic Republic
Mercy Care - Mount Vernon
Mercy Health Plaza
Mercy Medical Center
Mercy Medical Center - Hall-Perrine Cancer Center
Mercy/St. Luke’s School of Radiologic Technology
MercyCare South
Meth-Wick Community
Metro Studios
Midwest Metal Products
Midwest Motor Express
Miller Family Eyecare
Millwright Local Union 2158
Morgan Creek Park
Mount Mercy University
Mount Vernon Bank & Trust Co.
Mount Vernon High School
Mount Vernon Police Department
Mount Vernon Veterinary Clinic
MSI Mold Builders
Music Speaks, LLC
My Chiro
National Association of Insurance & Financial Advisors
National Czech & Slovak Museum & Library
Nelson Electric Company
Newell Machinery Company
Nickalus Zumsande
Nordstrom Direct
Oak Ridge School
Olmstead Construction
Omnilingua
OPIN Architects, Inc.
Optex Eye Design
Orchestra Iowa
P&I Midwest - Mt. Vernon
Painters and Glaziers Local 447
Palisades-Kepler State Park
Park Towne Animal Hospital
Parks & Schmitt Orthodontics - CR
Parks & Schmitt Orthodontics - Kirkwood Blvd.
Parks & Schmitt Orthodontics - Marion
Pat McGrath Cheyeland
Penford Products
Performance Therapies - Cedar Rapids
Petro - Marion
Petersen Pet Hospital P.C.
Phelan's Interiors
Philip's Diamond Shop
Physician's Clinic of Iowa
Physician's Clinic of Iowa - Physical & Occupational Therapy
Physiotherapy Associates - 1st Avenue
Physiotherapy Associates - SW
Pierce Elementary School
Pinicon Ridge Park
Pioneer Hi-Bred International Inc
Pleasant Creek State Recreation Area Plumbers and Pipefitters Local #125
Prairie Creek Intermediate School
Prairie Creek Veterinary Clinic, PLLC
Prairie Heights Elementary School
Prairie High School
Prairie Hill Elementary
Prairie Ridge Elementary School
Prairie View Elementary School
Premier Dental
Price Industrial Electric, Inc
Primavera
Quaker Oats (PepsiCo)
Quality Auto Rebuilders
RAF Luxury Limousine Service
Ready Wireless - Hiawatha
Ream Auto Body Ltd.
Red Star Yeast
Rejewel Custom Jewelers
Rexco Equipment, Inc.
River Basin Equine Veterinary Service
Robert Peterson - Graphic Artist
Robins Fire Department
Rockwell Collins
Rockwell Collins - Airport
Rockwell Collins Child Development Center
Rockwell Rec Center Physical Therapy
Roofers Local #182 Apprenticeship and Training Center
Ruffalo Noel Levitz
Russ Eagle Studio Gallery
Ryan Companies
Schneider Electric
Security State Bank - Springville
Sheet Metal Workers Local 263 J.A.T.C.
Shive-Hattery Inc - Cedar Rapids
Simmons Perrine Moyer and Bergman
Skyworks Solutions Inc.
Spring Valley Dental Care
Springville, City of
Springville Elementary
Springville Secondary School
Squaw Creek Park
St. Jude Center Holy Family
St. Matthew School
Starry Elementary School
Strand's Arabian Stables
Strellner Agency
Surgery Center Cedar Rapids
Tanager Place
Tax Act
Terracon Consulting Engineering
Terry Lockridge & Dunn World Trend Financial
The Fresh Market
The Gazette Company
The Hotel at Kirkwood Center
The Kettel House Bakery & Cafe
Theatre Cedar Rapids
Town Square Media - KHAK / KDAT / KRNA
Transamerica, an AEGON company
Transamerica, C. ST Location
Travel Advisors
Trees Forever
Truck Country
TrueNorth Companies
TSF Structures Inc.
Unconventional Wisdom
United Fire Group
United Methodist Church of Springville
United States Courthouse
United Way of East Central Iowa
Unity Point Health - Information Technology
Unity Point Health - St. Luke’s Hospital
Unity Point Health - St. Luke’s Therapy
Plus - Marion
Unity Point Health - St. Luke’s Therapy Plus - 1st Avenue
Unity Point Health - St. Luke’s Witwer
Children's Therapy Center - SW side
Unity Point Health - St. Luke’s Witwer
Children's Therapy Center- NE location
Unity Point Health - St. Luke’s Works Well Solutions
University of Iowa Community Credit Union
US Air Force - Cedar Rapids
US Army - Cedar Rapids
US Bank
US Cellular
US Marine Corps - Cedar Rapids
US Navy - Cedar Rapids
US Post Office - 6th Ave S.E.
US Post Office - Marion
US Post Office - NE Postal Station, Cedar Rapids
Usher's Ferry Historic Village
Van Meter Industrial, Inc
Veridian Credit Union
Vernon Research Group
Veterinary Integrative Performance Services
Wade's Auto Collision
Wal-Mart - Marion
Walker State Bank
Washington Elementary - Mount Vernon
Washington High School - Cedar Rapids
wgd communications, inc
Weland Labs
Wells Fargo Bank - Cedar Rapids
West Music - Cedar Rapids
Westfield Elementary
Wickup Hill Outdoor Learning Center
Winifred's Catering
World Class Graphics and Displays
World Class Industries Inc
Wright Elementary School
Wylie Creative Communications
Wright State Bank
“This job shadow was very valuable to me. The job shadow has made my future job to most likely be an Environmental Engineer. Not 100% sure, as I will want to shadow a few more jobs, but this has narrowed down what I will want to be in the future by a whole job field. This was valuable because it has helped me to decide that an Environmental Engineer may just be the right job for me!”

Ethan Hammer, Cedar Rapids Washington High School – Engineering Job Shadow at Rockwell Collins

“We appreciate the work that you are doing for young men and women who are not sure of their paths after high school. It is important to give them information on access to apprenticeship programs and trade fields. Our business depends on skilled labor and people to grow and learn.”

Guy Schultz, Residential Manager, Menefee Drywall Co. Inc., hosted a Job Shadow

“Our students often don’t know what they want to do after high school, which is okay, but it is crucial for them to explore various careers to gain a better idea. Workplace Learning has been great to help us expose our students to job shadows, internships and career speakers in various fields while in high school.”

Elizabeth Kreher, School Counselor – Linn-Mar High School
"I have always loved animals and this internship gave me a sneak peek on what I want to do. I loved every aspect of the internship! I learned so much that my passion to help animals has increased!"

Breanna Millice – Mid-Prairie High School – Kennel Technician Intern at Paws and More Animal Shelter in Washington

"It’s always good to have local students take time out of their busy schedules to learn more about a career path that they are interested in. A majority of our employees are from the area so it’s good to ‘give back’ to the younger generation."

Eric Svenby, Design Engineer, Bazooka Farmstar, Inc. – hosted a Job Shadow in Engineering

"Highland is very fortunate to be a part of WLC. Our students benefit from the mock interviews, helping them to be better prepared for their first real interview. Working with the staff has been awesome as they are able to meet the needs of our students in a way that we on staff cannot do."

Deb Werning, Guidance Counselor, Highland Community School District

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**WLC BY THE NUMBERS**

**1422**

Career Exploration Experiences
- 1302 in Events - Financial Literacy Fairs; Speaker Days; Worksite Tours;
  Mock Interviews; STEM Institute
- 51 Internships
- 69 Job Shadows

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**WASHINGTON COUNTY**

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**92 BUSINESS HOSTS**

180 Teen Center - Youth Organization
Agriland FS
Ainsworth 4 Corners Fuel
Army National Guard - Washington, Iowa
Bazooka Farmstar, Inc.
BJFS, LLC
Brenneman Pork Farms
C S Auto Body LLC
Cabinet Works
Charlie’s Welding Inc
Chef Mickey’s Catering
CIVCO-Kalona
Coffee Corner
Cost Cutters
DeLong Construction
DJs Casual Cafe
DNR - Lake Darling
DNR - Washington County
Don’s Jewelry & Design
Drish Photography
Duwa Quality Walls Inc
Earl’s Radiator & Repair

Engineered Building Design
Evans Welding
Federation Bank
Greiner Buildings Inc.
Halcyon House
Harris & Harris P.C.
Highland High School
Horak Insurance
Hy-Vee - Washington
Iowa Renewable Energy
Iowa State Extension - Washington
J. W. Vittetoe Park, Ltd.
Jet Physical Therapy - Washington
Jet Physical Therapy - Wellman
Kalona Elementary
Kalona Public Library
Kalona Sales Barn
Kalona Veterinary Clinic
KCI-Radio
Kids Country Club
Kirkwood Washington County Regional Center
Kum & Go
M&M Truck & Auto Body
Main Street Washington
Marshall Furniture and Flooring
McCreedy Ruth Construction, LLC
McDonald’s - Washington
Mid-Prairie Community High School
Mid-Prairie Middle School
Modine Manufacturing Company
Parkview Manor
Paws & More Animal Shelter
Performance Therapies - Kalona
Pharmacy on 8th
Pleasantview Home
Riverside, City of
Riverside Casino & Golf Resort
Riverside Grain and Feed Co. Inc./Kent Feeds
Riverside Travelmart
Ross Auto
Stairway to the Stars
Stumpfl Construction Services Inc
Syngenta
The Looking Glass
The Spa (at Riverside Resort)
The Tile Studio
Vittetoe & Anson DVM

Wal-Mart Super Store - Washington
Washington, City of
Washington Chamber of Commerce
Washington Community Schools
Washington Community YMCA
Washington County Ambulance
Washington County Conservation
Washington County Engineer’s Office
Washington County Hospital and Clinics
Washington County Public Health
Washington County Sheriff’s Department
Washington Free Public Library
Washington Police Department
Washington State Bank
Washington Veterinary Clinic
WCDC, Inc.
WEDG
Wellman, City of
Wellman Advance
Wellman Automotive
Wellman Elementary
Wellman Produce
Wellman YMCA

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**8 SCHOOLS**

Highland Community School District
- Highland High School
- Highland Middle School

Mid-Prairie Community School District
- Mid-Prairie High School
- Mid-Prairie Middle School

Washington Community School District
- Washington High School
- Washington Middle School

Washington County Regional Center – Kirkwood

Washington Community Alternative Program
WLC STAFF

Ann Brendes
Events Coordinator

Mary Lou Erlacher
Director

Alicia Harper
Cedar / Washington County Liaison

Robin Henessee
Linn County Business Liaison

Lashonda Kennedy
Johnson County Liaison

Laura Kowalski-Bliss
Internship Coordinator

Tris Langdon
Jones / Rural Linn County Liaison

Laura Miner
Benton / Iowa County Liaison

Gwen Montag
Office Associate – Iowa City

Cindy Murphy
Office Associate – Hiawatha

Sue Neil
Linn County Business Liaison

Mariann Ryan
Linn County Metro-area School Liaison

Rochelle Sowers
Internship Coordinator

Laurie Worden
Internship Coordinator

Nanci Young
Department Coordinator
“Overall the whole day was great. I learned a lot about many different career paths one can choose in the health field that the WCHC offers. I learned that there is always a pretty big demand for all careers in the health field. I learned the schooling, hours of work, ways of living, and many other things about a surgeon.”

Makenna Goodwin – Washington Community High School – Health Care Job Shadow at Washington County Hospitals and Clinics

“West High School is very appreciative of the services provided by Workplace Learning Connection. The Job Shadow and Internship opportunities provide our students with real world experiences that can’t be offered in a classroom. These experiences are valuable activities that help our students make better informed career decisions!”

Russ Johnson, Career Coordinator, Iowa City West High School

“It was fantastic. Any high school student should do this. It’s the best decision they can make.”

Leneasa Power – Marion Home School Assistance Program – Stable Hand Internship at Otter Creek Stables in Alburnett

“It was nice to see in these kids the same spark and energy that I had toward the subject when I was that age.”

Blake Baxter - Sports Editor, Vinton Newspapers – manned a booth at the Vinton-Shellsburg High School Career Fair

“This job shadow was one that I enjoyed and it helped me to confirm that I want to live in Iowa and work in a small clinic”

Haley Poula, West Branch High School – Job Shadowed at Mercy Medical Center of Tipton

“I loved to get to apply some of the concepts that the student is learning in her class to work on a real company!”

Luke Haverkamp – CEO, Launch Services hosted an Accounting Job Shadow

“West High School is very appreciative of the services provided by Workplace Learning Connection. The Job Shadow and Internship opportunities provide our students with real world experiences that we would not be able to offer without their support. The many different career services that Workplace Learning Connection provides are essential in helping our students make informed decisions in choosing and preparing for a future career.”

Jaci Hilmer, School Counselor - North Linn Community School District

“Love the fact our students get exposure to a wide variety of experiences and careers they might not have thought of before.”

Ben Macumber- Principal, Amana Elementary

“It was fantastic. Any high school student should do this. It’s the best decision they can make.”

Leneasa Power – Marion Home School Assistance Program – Stable Hand Internship at Otter Creek Stables in Alburnett

“Workplace Learning Connection is a great asset to our students at North Linn. The opportunities that Workplace Learning Connection provides our students in terms of job shadowing is something that we would not be able to offer without their support. The many different career services that Workplace Learning Connection provides are essential in helping our students make informed decisions in choosing and preparing for a future career.”

Jaci Hilmer, School Counselor - North Linn Community School District

STUDENTS EVALUATE THEIR JOB SHADOW / INTERNSHIP EXPERIENCE

<table>
<thead>
<tr>
<th></th>
<th>2014-2015 Academic Year</th>
<th>Job Shadows only</th>
<th>Internships only</th>
</tr>
</thead>
<tbody>
<tr>
<td>(# of surveys returned)</td>
<td></td>
<td>843</td>
<td>212</td>
</tr>
<tr>
<td>Formed a connection between high school and world of work</td>
<td>76%</td>
<td>77%</td>
<td></td>
</tr>
<tr>
<td>Impacted choice of high school classes</td>
<td>56%</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>Influenced selection of career field</td>
<td>65%</td>
<td>73%</td>
<td></td>
</tr>
<tr>
<td>Helped select college major</td>
<td>73%</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td>Increased awareness of local career opportunities</td>
<td>88%</td>
<td>87%</td>
<td></td>
</tr>
<tr>
<td>Positively influenced decision to live / work in Iowa</td>
<td>69%</td>
<td>67%</td>
<td></td>
</tr>
</tbody>
</table>
Why we do what we do

We believe in a vibrant community with a workforce ready for a changing world, and we support the next generation as they navigate and connect to our shared future.

What we do

We are connecting today’s students to tomorrow’s careers through high quality, age-appropriate work-based learning opportunities.

WLC thanks Zephyr Printing & Design for their in-kind donation of design and printing of this annual report