

Career Mentor Program Overview

Mentees who participate in the Career Mentoring program will be paired with a caring, responsible, adult who serves as a trusted guide to a community member who needs help achieving their education and career goals. Career mentors will work with a community member that is a client of Muscatine Center for Social Action (MCSA) or a current Muscatine Community College (MCC) HiSET student.

Mentee Responsibilities

- Be able to commit to spending at least 1 year in a relationship with a community member.
- Spend an estimated four- eight hours a month engaged in mutually agreed-upon activities with your mentor. Examples of activities can include but are not limited to setting goals and determining action steps, going with your mentor to learn about financial aid options at Muscatine Community College, and receiving help with resume writing and interviewing skills.
- Communicate with your mentor weekly—by phone, text, or email—to keep in touch about what is going on in your life. Times and method of communication will be scheduled based on mentor and mentee availability.
- Honor all commitments made to the mentor and MCSA or MCC staff.
- Be respectful of the mentor's time, opinions, and ideas.
- Be comfortable and able to establish appropriate boundaries with the mentor.
- Be clear with your mentor about your long and short term goals.
- Take an active role in working on meeting your short and long term goals.
- Check-in with MCSA or MCC staff once a month.
- Complete evaluation surveys as requested by MCSA or MCC.
- Be patient and understand that the mentoring relationship is a process that takes work and time.
- Participate in learning sessions with your mentor as needed.

Qualifications of mentee:

- Be 18 years of age.
- Have a desire to actively work on achieving short and long term goals.

This program is made possible by a partnership between:

MUSCATINE COMMUNITY COLLEGE
One of the  EASTERN IOWA COMMUNITY COLLEGES



AIM
Aligned Impact Muscatine

Common Mentoring Ground Rules

<i>Issue</i>	<i>Ground Rules</i>
Time	Our meetings begin and end on time.
Feedback	We will manage our time well and stay on track. We will put interruptions aside.
Role expectations	We make regular feedback an expectation. Each of us actively participates in the relationship.
Communication	We will honor each other's expertise and experience. Our communication is open,candid,and direct.
Stumbling blocks	We will respect our differences and learn from them.
Closure	If we come up against a stumbling block,we will address it immediately and not wait until the next meeting. In the event that our relationship doesn't work out,we will have a closure conversation and use it as a learning opportunity.

Responses to Crossed Boundaries

<i>Boundary Crossed</i>	<i>What to Do</i>
Mentor demands more time than the mentee is willing to give	Mentor should not "demand"anything.This is a partnership.If more time is needed,the mentoring time agreement should be revisited.
Mentor misses scheduled meetings and does not call to explain	Mentoring is a partnership built on respect for the individual.This includes respect for each other's time.You may need to discuss what you two have agreed upon.
Mentor calls too frequently	Mentor and mentee need to talk about why this is happening and review what you two have agreed upon.

ACEs:

Adverse childhood experiences (ACEs) are traumatic events that can dramatically upset a child's sense of safety and well-being.

BEYOND ACEs:

Building Hope & Resiliency in Iowa



EXECUTIVE SUMMARY
OF IOWA ADVERSE
CHILDHOOD
EXPERIENCES DATA,
2012-2014

8 types of studied ACEs in Iowa

ABUSE

- 1 Physical
- 2 Emotional
- 3 Sexual

HOUSEHOLD DYSFUNCTION

- 4 Substance abuse in home
- 5 Family member with mental illness
- 6 Incarcerated family member
- 7 Separation/divorce
- 8 Domestic violence

Although the Iowa study focuses on eight categories, trauma can occur at any age from many kinds of events including economic hardship, crime in the community, and the loss of a loved one. What is experienced as trauma is personal and influenced by our past experiences, current relationships and the community in which we live.

Adverse Childhood Experiences and Iowa's opportunity to respond

Early experiences shape the quality of our adult lives. The Adverse Childhood Experiences (ACEs) Study revealed how strongly negative experiences in childhood can derail a child's development, and lead to a host of health and social challenges throughout a lifetime. This original study, conducted in California in the mid-1990s, looked at a predominantly white, middle-class, educated population.

From 2012-2014, Iowa stakeholders joined other states in studying ACEs data in our population. Our analysis shows that 56 percent of Iowa adults have experienced at least one of eight types of child abuse and household dysfunction. 14.5 percent have experienced four or more.

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As the number of these experiences increases, so does the likelihood of having a wide range

of poor outcomes. Adults with a greater number of ACEs have an increased likelihood of adopting risky behaviors such as smoking, alcoholism and drug use. They also have an increased risk of having health problems including diabetes, heart disease, depression, sexually transmitted diseases and early death. Iowa's findings are in-line with the original study.

The ACEs Study gives us a new way to look at the health and social issues we are working to address in our communities – and is inspiring a movement to respond. **Emerging research shows that building caring connections promotes positive experiences** for children from the start and helps those with a history of trauma heal. Individuals, organizations and communities are implementing trauma-informed strategies that are changing the outcomes we see in the ACEs data.

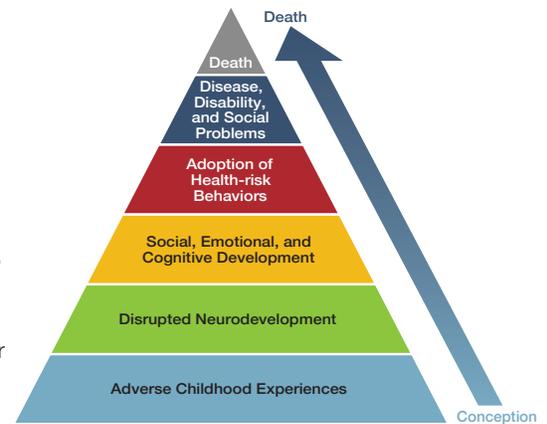
This report summarizes three years of ACEs data gathered through Iowa's Behavioral Risk Factor Surveillance System and shares emerging data tied to this study. We hope these findings inspire individuals, organizations and communities to take action. **Through hope and resiliency we can improve the health and well-being of Iowans and create a brighter future for our communities.**

ACEs among Iowa adults today

► Why are ACEs so **damaging**?

Learning to cope with stress is an important part of child development. If we feel threatened, our bodies help us respond by increasing stress hormones, which raises our heart rate, blood pressure and muscle tone. When a young child experiences stress within an environment of supportive adult relationships, the effects of stress are buffered and naturally brought back down to baseline.

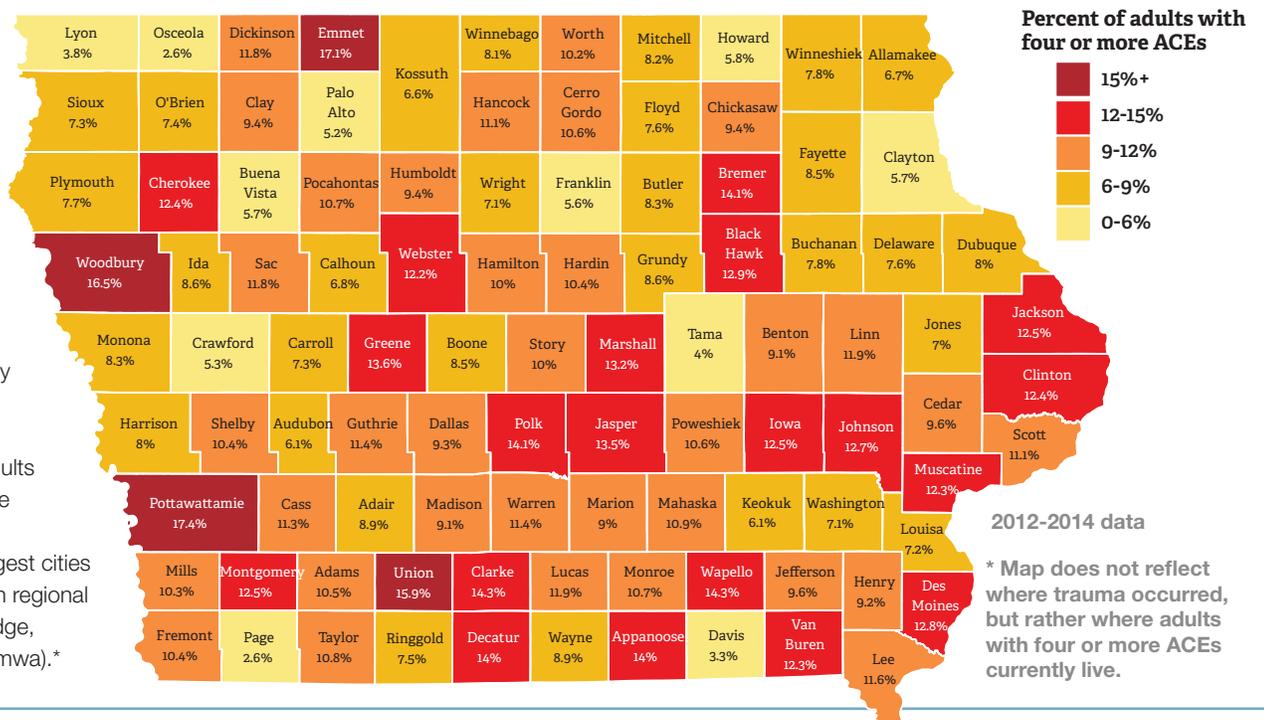
This helps a child develop a healthy response to stress. When a child experiences stress that is powerful, frequent, prolonged and/or unpredictable without adequate adult support, that child's stress response system remains on at all times. This high level of stress can disrupt the development of the brain and other organs, and increase the risk for poor health, learning and social outcomes.



Where do Iowa adults with ACEs live now?

All Iowa counties have adults who report experiencing significant adversity in childhood. On average, however, fewer adults with a high percentage of ACEs live in suburban counties, places with high incomes and relatively few social strains.

A greater share of adults reporting four or more ACEs live in counties containing Iowa's largest cities and non-metropolitan regional centers (like Fort Dodge, Burlington, and Ottumwa).*

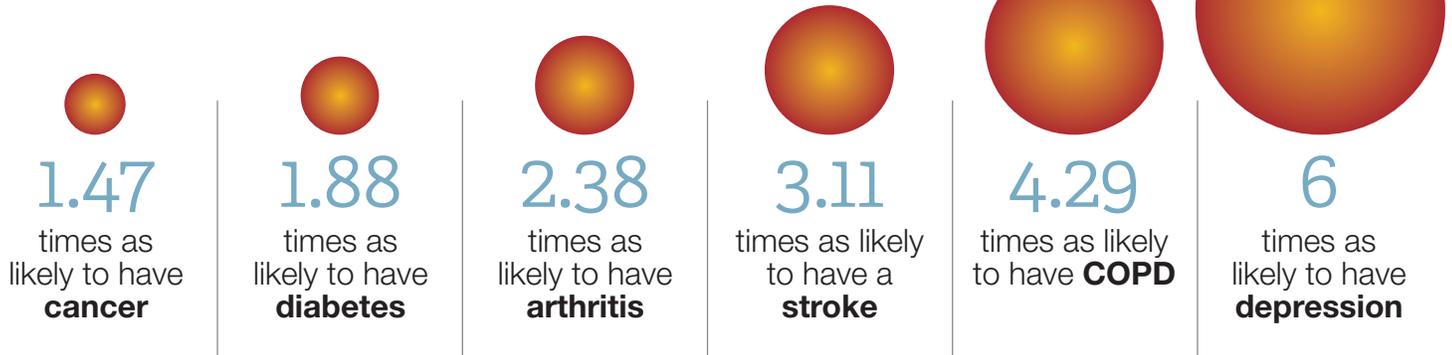


Prevalence of **additional ACEs** among those who experience each category of ACE

Childhood trauma is often not an isolated incident. If an individual experiences one type of ACEs, they are more likely to experience one or more additional ACEs. For example, a child growing up in a home with an incarcerated family member is 85 percent likely to experience at least one additional ACE and 74 percent likely to experience at least two additional ACEs.

	% with 1+ additional ACE	% with 2+ additional ACEs
CHILD ABUSE		
Emotional abuse	69	48
Physical abuse	84	69
Sexual abuse	73	56
HOUSEHOLD DYSFUNCTION		
Substance abuse in home	73	54
Incarcerated family member	85	74
Family member with mental illness	76	58
Domestic violence	86	73
Separation/divorce	71	51

Those experiencing **four or more** ACEs compared to those with **zero** are:



Four or more ACEs indicate a significant level of childhood trauma that greatly increases the risk of poor outcomes.

Hope for a better future

“What is it about my story you might want to hear?” says Yolanda to the community members who have gathered to learn about the impact of childhood trauma. “Do you need to hear the desperation of a kid ‘raised’ in unimaginable conditions? Do you need to hear about how horrific things got for a mother of four children that would allow her to walk into DHS and say, ‘I can’t do it anymore?’ Or what you’re needing to hear is how the girl in front of you begged and pleaded for any relative including dad, grandmas, ex-step dad, even friends’ parents to please come get me out of the children’s shelter because 9-10 months is just too long?”

By age 12, Yolanda’s life had hit rock bottom. Her ACEs score – the total categories of abuse, neglect and household dysfunction she’d experienced as a child – was a “perfect 10” based on the number of categories in the original study. The family dysfunction stemmed generations with both her mother and father having extremely traumatic experiences themselves. Yolanda began drinking and smoking marijuana at a young age. At age 14, she met a boy who claimed to love her and soon became pregnant.

Despite these odds, Yolanda was determined to not let her childhood define her.

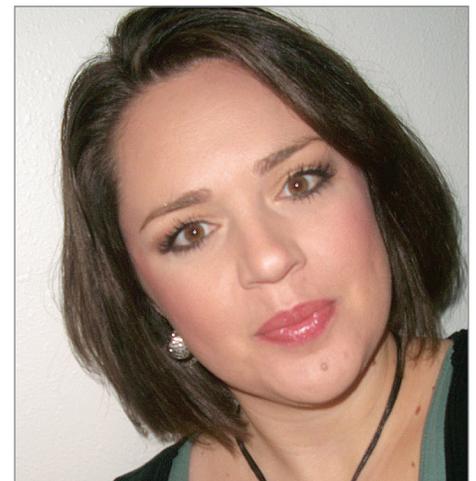
“All I needed was just a tiny bit of hope that things could be different,” she said, “and to

be treated like and talked to as if my future could be whatever I decided it would be. I just needed someone standing at the fork in the road nodding their head in the right direction. I just needed little nudges.”

These nudges began when her 5th grade teacher had her tested for the talented and gifted program. “This was the first time it occurred to me that maybe I am more than I thought,” Yolanda said. Her therapist helped her see that repeat nightmares were the result of her environment, and her 7th grade writing teacher encouraged Yolanda to pour her emotions into her journal. While in foster care, her caseworker listened, advocated for Yolanda to keep her son, and even helped her get the diapers, bedding and clothing she needed when she suddenly decided to keep her son on the day he was born.

“All it takes is the heart of someone in your exact position, whatever you may be, to change the lives of one individual,” she tells the community group. “It takes you remembering that no matter their ACEs score and no matter what is seemingly going on in their life at the moment, it has no bearing on their potential. I want you to know that it wasn’t one person in my life or one event or one program that saved me. It was little nudges all along the way.”

Recently, Yolanda gave up a successful banking career to finish her bachelor’s degree



“All I needed was just a tiny bit of hope that things could be different.”

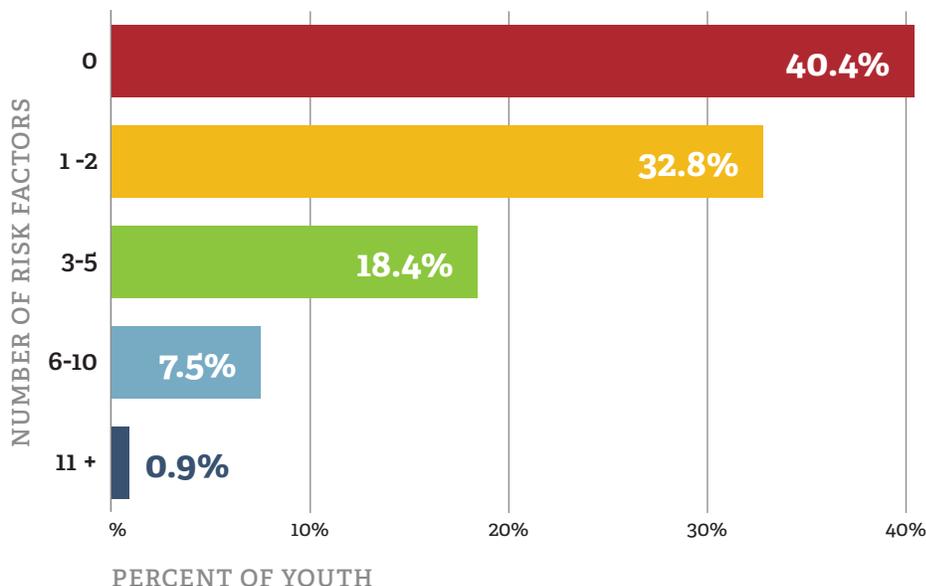
in social work and to serve as an AmeriCorps member with Families Making Connections in northern Iowa, helping support children who face similar situations as her own. Her son has found his passion as well, and now Yolanda enjoys receiving pictures of the dishes her 18-year-old cooks up in culinary school.

“This teenage mom with an ACEs score of a perfect 10 raised a child to have an ACEs score of 3. Only a 3,” she said. “Ideally, we want a zero. But I’ll stand by that 3 proudly and will do everything I can so that his children have an even lower score.”

Risk factors in Iowa youth

While Iowa ACEs data gives a picture of adult health and well-being today, we can gain an understanding of the next generation's health and behavior patterns by looking at youth. The Iowa Youth Survey, conducted by the Iowa Department of Public Health, captures the perceptions, attitudes and behaviors of 6th, 8th and 11th graders. The largest group of Iowa youth reported no risks among 16 questions related to resilience, risky behaviors and school, families and community connections. Nearly one in four students, however, had at least three risk factors and 8 percent had six-plus risk factors, indicating significant levels of stress.

These findings suggest that Iowa children are experiencing adversity at levels similar to those reported by adults in The ACEs Study. **The outcomes we see in adults today won't change in the next generation unless we take greater steps to intervene earlier.**



Source: Iowa Youth Survey, Iowa Department of Public Health, 2013
Data analyzed by Child and Family Policy Center

Iowa's opportunity to

RESPOND

Iowa's ACEs data highlights the significant impact trauma can have on individuals. But we also know, more than ever before, that these outcomes can be prevented. Washington State demonstrated that a comprehensive approach to educating communities and empowering local leaders to take action reduces the rates of childhood trauma and health problems in the next generation. Since 2011, Iowa has taken a national lead in developing its unique response to ACEs.

Change begins by building resiliency. When we respond with compassion to those who have experienced trauma and give families the tools they need to raise healthy children from the start, we develop systems that enable people to thrive, adapt and cope despite trauma. Here's how you can play a role:

► **LEARN:** Become educated about childhood trauma, its impact, and effective response strategies. Share your knowledge with others.

► **CONNECT:** Build caring connections with the children, families and adults you touch. Apply trauma-informed approaches to your personal and professional life.

► **LEAD:** Advocate for prevention and trauma-informed strategies when working on our state's most pressing issues.

For examples of ACEs-response efforts in Iowa and tools to help you with your efforts, please visit www.IowaAces360.org.

THANK YOU to Mid-Iowa Health Foundation for funding the production of this report and to United Way of Central Iowa for funding the coordination of the Central Iowa ACEs 360 Coalition.

Long Term Goal:

Today's Date

Goal Completion Date:

Short Term Goal	Steps to Reach Goal	Plan/Assistance Needed	Date Completed

Pathways to a Better Career

Start Today!

- 1** Pick a Pathway
- 2** Take Classes *within your Pathway*
- 3** Select a Major or Field *within your Pathway*
- 4** Live up to your Potential!



Consider a **Certificate Program**

Earn a **Short-Term Certificate** & GET A JOB

Earn a **1-Year Certificate** & GET A JOB

Or use those classes & keep going to...

Earn an **Associate's Degree** & GET A JOB

Or use those classes & keep going to...

Earn a **Bachelor's Degree** & GET A JOB

Or use those classes & keep going to...

Earn an **Master's Degree** & GET A JOB



Earn an **Associate's Degree** & GET A JOB

Or use those classes & keep going to...

Earn a **Bachelor's Degree** & GET A JOB

Or use those classes & keep going to...

Earn an **Master's Degree** & GET A JOB

Did you know?
You can check with your 4-year college to see if they offer accelerated Master's programs. It can save you time and money!



Apply to an **Apprenticeship Program** & GET A JOB

Or use those classes & keep going to...

Did you know?
An apprenticeship combines on-the-job training with related classroom instruction

Earn an **Associate's Degree** & GET A JOB

Or use those classes & keep going to...

Earn a **Bachelor's Degree** & GET A JOB

Or use those classes & keep going to...

Earn an **Master's Degree** & GET A JOB

Did you know?
Your work experience can be used as credit and be applied to degree programs.



Use your MOS to earn a **Degree or Certificate**

>>

Did you know?
Your MOS (job) in the military can transfer in as college credit!

Earn a **Short-Term or 1-Year Certificate** & GET A JOB

Or use those classes & keep going to...

Earn an **Associate's Degree** & GET A JOB

Or use those classes & keep going to...

Earn a **Bachelor's Degree** & GET A JOB

Or use those classes & keep going to...

Earn a **Master's Degree** & GET A JOB



Financial Aid Resources

Questions?

For more information about what aid you might qualify for, contact your program's financial aid office.

HiSET

HiSET is a low-cost High School Equivalency program.

- Fees can be waived for income eligible students.
- Proteus
- Promise Jobs (tuition, transportation & child care)
- WIOA program

CERTIFICATE

- Gap reskilling program
- WIOA program
- FAFSA
- Workplace discount/payment
- Proteus
- Military tuition assistance
- Department of Human Services (child care assistance)
- Promise Jobs (tuition, transportation & childcare)

ASSOCIATE'S

- Department of Human Services (childcare assistance)
- EICC Connections Scholarships
- EICC Foundation Scholarships
- FAFSA
- HiSET Scholarship
- Military tuition assistance
- Promise Jobs (transportation & child care assistance)
- Proteus
- WIOA Program
- Workplace discount/payment

BACHELOR'S

- FAFSA
- Military tuition assistance
- Promise Jobs (transportation & child care assistance)
- WIOA Program
- Workplace discount/payment

OTHER

- EICC ACCESS Program (transition program)
- Ticket-to-work (for disabled individuals receiving Social Security benefits)
- Vocational Rehab
- Goodwill Supported Employment



Careers

This is just a sample of career options by education level.

HiSET

- Stock Clerk
- Waiter/Waitress
- Retail Sales
- Short Order Cook
- Cashier
- Assembler

CERTIFICATE

- Certified Nurses Assistant
- CNC Programming
- Maintenance Welding
- HVAC Apprentice
- Home Care Aide
- Paralegal

ASSOCIATE'S

- Robotics Technician
- Automotive Collision Repair
- Hospitality Management
- Website Development
- Dental Hygienist
- Engineering Technician

BACHELOR'S

- Nurse
- Accountant
- Elementary School Teacher
- Social Worker
- Engineer
- Human Resources

MASTER'S

- Physical Therapist
- Librarian
- Mental Health Counselor
- Urban Planning
- Nurse Practitioner
- Archaeologist



Annual Wages

Iowa median annual earnings by education level. Wages vary by career.

\$35,000

\$38,010

\$42,000

\$60,015

\$67,824

Created by:

AIM

Aligned Impact Muscatine