Earn and Learn

Kirkwood Community College
Secondary Programs

- Earn and Learn programs through Kirkwood are customized grant-funded learning and employment opportunities offered through partnerships with local businesses and organizations
- With these programs, a business shares an identified need within its workforce and Kirkwood partners with them to meet that need by providing customized, contextualized classes at no cost to the business
- Business representatives and the Kirkwood Earn and Learn team meet to identify the needs and goals of the business and establish a contract
- Once needs and goals are identified, Kirkwood's curriculum development specialist participates in a job shadow to assess language, civics, and cultural skills needed for a candidate to be successful in the identified role
- An outline of the scope and sequence of classes and content is created and shared with the business for their edits and approval.
- The business identifies cohort participants, either through recruitment events or incumbent staff members. There are possible recruitment opportunities available through Kirkwood's community English as a Second Language classes
- Per funding requirements, candidates/students participating in the Earn and Learn program must be pre- and post-tested, with scores falling within a range that makes them eligible to receive services
- In successful programs, candidates/students are hired on as regular employees from day one and complete their Earn and Learn training in concert with their normal onboarding/training at the business
- Kirkwood and the Earn and Learn funding source provide an instructor for the class at no cost to the business
- Once a student completes their Earn and Learn training, they continue work as a regular employee

- Cohorts can be run with the established curriculum as frequently as necessary to meet employment needs of the business, or the process may be repeated for employment needs identified in other departments/roles

For more information, please contact:

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