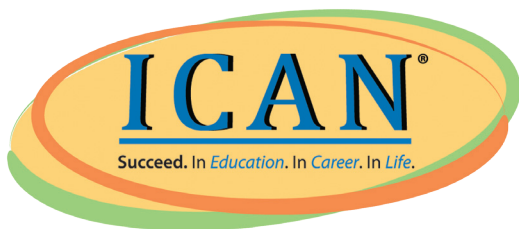




Career & College Planning School Counselor Resource Guide

Presented by



www.ICANsucceed.org



www.IASchoolCounselor.org

ICAN[®]

Succeed. In Education. In Career. In Life.

August 1, 2023

Dear Counselor,

Congratulations on being a vital part of the success of Iowa students! ICAN[®] and the Iowa School Counselors Association (ISCA) recognize how important the job of a school counselor is in helping students succeed in high school and reach their post-secondary goals for both college and career.

Your job can be challenging with its many facets. This resource will assist you with a large part of your new role — helping students prepare for life after high school .

Within these pages you will find ideas and resources for academic planning, career exploration, career and college preparation, college admissions and financial aid. These suggestions should help you develop ideas as you work with fellow counselors, your coworkers, and professional organizations to create the best process for you and your school.

The information listed here also acts as a brief overview of the entire career and college planning and financial aid process. For more assistance with career and college planning, please contact ICAN at (877) 272-4692. ICAN has locations throughout Iowa, staffed with a team of Student Success Advisors ready to help you and your students. ICAN provides a comprehensive suite of career and college readiness programs for students and parents, as well as a website, and training opportunities. ICAN has developed its own career and college readiness curriculum, and online resources for you and your students/parents including the ICAN Tip of the Week video series, Wednesday Webinars, and ICAN grade-level E-Alerts. ICAN offers services virtually for classroom and individual needs. ICAN also has a bilingual team member to assist your Spanish-speaking families, as well as printed and online materials in Spanish.

We also strongly recommend that you join the Iowa School Counselors Association. ISCA is a professional organization dedicated to serving Iowa's school counselors and students with important information and resources. ISCA provides a yearly conference, regular e-newsletter and plenty of professional development and networking opportunities. For more information on ISCA, visit www.iaschoolcounselor.org.

We hope you find this booklet helpful and informational. Additional resources are available in the Resource Zone on the ICAN website www.ICANSucceed.org. If you have questions, feel free to call (877) 272-4692 or e-mail ICAN@ICANSucceed.org.

Have a great year!

Rob Miller

Rob Miller
President
ICAN



The mission of the Iowa School Counselor Association is to provide advocacy for and support to Iowa's school counselors as they implement school counseling programs in line with the ASCA National Model.

August 16, 2023

Hello! Welcome to another school year, whether this is your first year as a school counselor or a veteran here in Iowa. The Iowa School Counselor Association (ISCA) and ICAN have teamed up to provide this booklet to assist you in helping students reach their post-secondary goals. The work you and many school counselors do is so important.

ICAN is a great resource with many professionals you can reach out to. Many school counselors from across the state have found their assistance to be beneficial to their school counseling programs. ICAN has many free resources useful in assisting students and their families through the post-secondary planning process. Working with ICAN allows you the freedom to meet student needs without taking time away from direct counseling services to plan events or find relevant and timely resources.

If you are not a member of the Iowa School Counselor Association, we highly encourage you look into becoming a member. ISCA is Iowa's school counseling professional organization and has been an affiliate of the American School Counselor Association for over 55 years! In becoming a school counselor in the state of Iowa, you have joined over 1,100 school counselors in advancing the academic, career, and social-emotional development of all students. A strong membership allows us to leverage our numbers to advocate for the role of school counselors throughout the state. Please consider ISCA as a resource to help you be an effective school counselor.

Some of the resources that ISCA offers include website up-to-date resources, e-newsletters, legislative advocacy, webinars, and an annual conference. These resources also include support for building an ASCA model program. We hope you will access these resources to build a comprehensive school counseling program in your new school.

The 2023 conference will be held in Des Moines in November. Attending the conference is a great way to hear from other school counselors on what they have found successful in their schools with their comprehensive school counseling program. The conference is also a great time to network with school counselors from throughout the state. There is even a preconference session specifically for those new to the profession. For more information on how you can become an ISCA member and attend our conference, please visit our website at www.iaschoolcounselor.org.

On behalf of the Iowa School Counselor Association Board, welcome to the school counseling profession in the state of Iowa! Good luck in the new school year!

Sincerely,

The Iowa School Counselor Association

Table of Contents

Section 1: Academic Planning

1.1	Four Year Plans	4
1.2	Career Planning	4
1.3	Learning Experience	4
1.4	College Credit	5

Section 2: Career Planning

2.1	Career Planning	6
2.2	Assessments	7
2.3	Post High School Options	7
2.4	Apprenticeships and Trade Programs	8
2.5	Job Shadows and Internships	8
2.6	Getting Involved	9

Section 3: College Search

3.1	Searching for Colleges	9
3.2	Working with Admission Representatives	10
3.3	Campus Visits	10
3.4	College Fairs	10

Section 4: College Admission

4.1	Regent Admission Index	11
4.2	Standardized Admission Tests	11
4.3	Essays and Resumes	12
4.4	Letters of Recommendation	12
4.5	Admission or Scholarship Interviews	12
4.6	Transcripts	12
4.7	Transition to College for Seniors	13
4.8	College Athletics	13
4.9	Additional Resources	13

Section 5: Financial Aid

5.1	What Is Financial Aid?	14
5.2	Understanding College Costs	14
5.3	Applying for Financial Aid	14
5.4	Financial Aid Process	14
5.5	Financial Aid Professional Development	15
5.6	Financial Aid Seminar for Students	15
5.7	LiveStream and Virtual Presentations	16
5.8	Free FAFSA Assistance	16
5.9	Scholarships	17

Section 6: Financial Literacy

6.1	Financial Literacy Resources	18
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Section 7: Career & College Readiness in Action

7.1	Event and Activity Ideas	19
7.2	Online Planning	20

Appendix

Iowa Postsecondary Institutions at a Glance	21
Building Trades Registered Apprenticeships	24
Federal Loan Programs	25
Types of Financial Aid	26

Suggested Timeline and Checklist

This timeline will help you determine what career and college planning topics to cover for each grade level.

Freshman Year

- Meet with students to discuss career goals and college plans and make sure the classes they are taking are preparing them adequately for postsecondary education and training.
- Schedule a freshman transition presentation for 8th grade students in the spring or 9th grade students in the fall to help them understand the connection between activities and lessons in high school and planning for life after high school. Call (877) 272-4692 to discuss scheduling.
- Encourage students to get involved in activities, including those outside of school.
- Review each student's four-year plan with them, ensuring courses align with the student's career assessment pathway results.

Sophomore Year

- Remind students how important their GPA is to graduation and that colleges factor in the cumulative GPA in making admission and merit scholarship decisions. Also have students consider taking the PSAT or PreACT test.
- Encourage students to start thinking about the type of education/training program they want to attend. Remind them to research online and talk to people they know who work in their field of interest.
- Help students clarify their career interests by taking classes, volunteering, and job shadowing.
- Review each student's four-year plan and make sure their schedules are preparing them for their goals.
- Schedule a spring Career and College Planning presentation. Call (877) 272-4692 to discuss scheduling.

Junior Year

- During spring semester, schedule a How to Pay for College: Understanding the Financial Aid Process presentation for students and parents to help them understand the financial aid and scholarship process, as well as the importance of the FAFSA form. Call (877) 272-4692 to discuss scheduling.
- Remind students to take the ACT® or SAT®. Provide resources and tips to help them adequately prepare.
- Encourage students to go on campus and program visits and attend college/career fairs to learn about education/training options. If in-person is not an option, encourage participation in virtual events.
- Review each student's four-year plan and make sure their schedules are preparing them for their career goals.

Senior Year

- Meet with students to remind them how important their senior year is to their career and college goals. Encourage them to sign-up for the ICAN Senior Alerts, a series of tips and reminders to navigate senior year. Follow along through the Senior Alerts Counselor Portal where you'll find email templates, graphics, social media posts, and more to help you assist your seniors throughout their planning process.
- Encourage students to narrow down their list of education/training options to five. Applications should be submitted by **Nov. 1** to ensure they qualify for all institutional scholarship opportunities.
- Advise students to start searching for scholarships early and continue throughout their senior year. Provide a list of local scholarship opportunities for students.
- Provide resources for Free Application for Federal Student Aid (FAFSA) completion assistance. Consider scheduling a FAFSA Ready Iowa event or provide seniors with ICAN's information to assistance.
- Remind students to review and compare financial aid offers and to return any necessary documents in the spring. Suggest an ICAN Financial Aid Package Review session to students/parents.
- Be sure to send students' transcripts to their desired colleges.

Section 1: Academic Planning

1.1 District Career Guidance Plan (Four-Year Plans)

HF 2392 requires Iowa districts to create a District Career Guidance Plan. This plan is to be created by a committee appointed by the Superintendent with at a minimum; teacher, school counselor, administrator, work based learning coordinator, special education teacher and community members. One of the main purposes of this committee is to oversee the implementation of the Individual Career and Academic Plan (ICAP). This plan identifies the specific components of career development and awareness (5 areas) to be completed each year for students 8th-12th grade. This is also the plan that houses the student's eighth grade plan of coursework for graduation from high school as well as preparation for future plans.

1.2 Graduation Requirements - Preparing for the Next Step

Meeting graduation requirements does not automatically translate into a student meeting the requirements for their next step. When reviewing each student's four-year plan with him or her, discuss post-high school goals.

If a student is looking at a career path with education or training through a trade school or apprenticeship, it will be beneficial to discuss trade courses that provide a preview of this training or coursework. You could also suggest a career academy or work-based learning program as an alternative to free periods to increase their preparation for their post-high school pathway.

If a student is looking at a career path that requires a college degree they will need to prepare for college admission requirements when outlining their high school courses. Replacing free periods or elective courses with additional core courses will improve your student's chances of being admitted and more adequately prepare them for college coursework. The chart below lists the core courses recommended by the Iowa Regents for optimum preparation. The chart on page 5 will prepare students for optimum college admissions, however it is important to have students check with individual institutions for specific requirements. In addition to preparing for college-level coursework, course selection is also a large part of the college admission formula so assisting students in course selection based on their intended path is a crucial part of the planning process. See the RAI (Regents' Admission Index) on page 11.

1.3 Learning Experiences

In considering how best to meet the needs of your individual students, alternatives to traditional classroom based learning include work-based learning such as speakers, tours, job shadows, and internships that provide hands-on, real-world experiences, allowing students to gain valuable exposure to future career opportunities.

Iowa Intermediary Network

The Statewide Work-Based Learning Intermediary Network helps prepare students for the workforce by connecting business and the education system through relevant, work-based learning activities. Visit www.iowain.org.

Career Academy

Career academies are designed to prepare students for both college and careers. They are schools within schools that link students with peers, teachers, and community partners in a structured environment that fosters academic success. Learn about career academy opportunities for your students either through your district program or through your local community college career academy program.

Optimum Preparation - Recommended High School Courses*			
Subject Area	Years	Recommendation Reasoning	Sample Courses
English/Language Arts	4 years	Emphasis on communication skills of writing, reading and listening, and the analysis and interpretation of literature. In addition, courses in journalism and media literacy will be valuable.	Advanced Composition, Speech, Communication, Journalism
Math	4 years	One course each year of high school. While advanced courses like calculus and statistics are good, it's more important that you gain a complete understanding of advanced algebra and trigonometry.	Algebra, Geometry, Trigonometry, Calculus, Statistics
Science	4 years	One course each year of high school. To be well prepared, take at least one year of biology, chemistry and physics.	Biology, Earth Science, Chemistry, Physics (with Lab)
Social Studies	3 – 4 years	Three years is essential but four is better. Take at least one year each of US and world history. Additional courses in anthropology, economics, political science, psychology, and sociology provide an important understanding of political, social and economic institutions.	Geography, U.S. History, World History, Government, Economics
World Language	4 years	By taking a world language during all four years of high school, you'll go beyond the basic skills and begin to use the language and reinforce your fluency. Four years is recommended for optimum preparation for college-level academics, however many colleges will accept two years for admission and graduation requirements.	Any one language
Electives	1 – 3 years	Courses in the fine and performing arts, computers or technology will help round out your high school experience. Follow your interests and remember to choose courses with high academic standards.	Fine/Performing Arts, Computer Science/Tech, CTE courses (business, family & consumer science, industrial tech, ag)

For additional information visit http://www.regents.iowa.gov/Admissions/Building_Your_Future.pdf.

1.4 College Credit

Does your school district offer college credit opportunities either through concurrent enrollment courses or Advanced Placement (AP) courses? What are the requirements students must meet before enrolling? These are questions you should familiarize yourself with and discuss with students who plan to pursue a degree after high school. Earning college credit in high school challenges students who have **already fulfilled current offerings and are preparing for college**.

When helping students decide if concurrent enrollment or Advanced Placement (AP) courses are the right choice, discuss their intended career path and major and determine if the student is academically ready for the coursework. It's important to emphasize that concurrent enrollment courses officially begin the student's college transcript and GPA. It's also important to consider where they intend to study after high school. Will the courses they take in high school be accepted at that school? Many colleges will accept college credits earned in high school as elective credit rather than the math, science, or English credit the student intended. The student may then have to retake the class at their college for full credit in the subject area. This can be frustrating for students and parents, so it's best to have these discussions prior to taking the classes.

Concurrent Enrollment

If your school offers concurrent enrollment/college credit, students:

- ▶ Earn college credit for free.
- ▶ Become aware of the differences between high school and college courses and can gauge their readiness for the college classroom.
- ▶ Are better prepared for the admission process and challenging college coursework.

Tip: Parents often are interested in college credit offerings. Create a section on the counseling area of the school website that explains to parents and students the school policies for earning college credit and the steps for enrollment. Also create a best practices sheet about earning college credit. Many parents see “free college credit” and want students to take as many as possible. This isn’t always the best option for all students and while difficult, it’s an important conversation to have with the family when planning out course options.

Advanced Placement (AP)

Advanced Placement courses are a great way for students to challenge themselves academically and show colleges they are serious about their education. AP courses provide stronger academic training and should therefore be taken by high-achieving students who have proven they can handle the academic rigors of more advanced expectations and coursework.

If your school offers AP courses, students:

- ▶ Can learn at a college-level with higher expectations.
- ▶ Are better prepared for college-level academics.
- ▶ Can take an AP exam to earn college credit or advanced placement in college courses depending on the college and its AP policies.
- ▶ Are better prepared for the admission process and challenging college coursework.

If you are unable to offer AP courses, your students can take AP courses online and receive the same benefits as an in-person course. **Counselor Resource:** Learn more about AP options with the CollegeBoard ShareAP: Counselor Resources. <https://professionals.collegeboard.org/guidance/prepare/share>

Section 2: Career Planning

2.1 Career Planning

The State Board of Education adopted rules for career and academic plans that school districts must develop to help students prepare for success in college and the workforce. The rules lay a framework for the implementation and development of individual student career and academic plans and set standards for career information and decision-making systems. All students enrolled in eighth grade must develop an individualized career and academic plan that they will review and revise each year until high school graduation. To learn more visit www.iaschoolcounselor.org/modernization-of-CTE-2016.

As a school counselor, you want to help students:

- ▶ Create meaningful course plans to achieve college and career goals.
- ▶ Complete assessments to better understand interests, skills and values and match to potential careers.
- ▶ Explore education and training programs required for their chosen career path.
- ▶ Search for colleges or universities that meet their needs.
- ▶ Build a lifelong electronic portfolio with their assessment results, work experiences, college searches, scholarship searches, goals, plans and more.

2.2 Assessments

Each district is allowed to select their own career information system to meet the state ICAP standards. The list of vendors and systems approved by the State Board of Education can be found at <https://educateiowa.gov/adult-career-comm-college/career-and-technical-education/iowa-quality-career-and-technical-education/career-and-academic-planning>.

In addition to these options, a free option for career planning and interest assessments is MyACT. MyACT is a free and easy tool featuring three short assessments. By answering a series of questions, the profile creates a personalized Career Map identifying the pathways that best fit the student’s answers.

Assessments:

- ▶ Identify strengths, skills, and areas of interest.
- ▶ Match your results to career pathways or industries.
- ▶ Link career pathways to specific careers and salary expectations.
- ▶ Link careers to education and training requirements.
- ▶ List education requirements that will lead to potential college majors .
- ▶ Help narrow a list of potential colleges to those that fit the student’s area and price range.

Career Map

The Career Map organizes results by pathways, color-coding the pathways that best fit assessment results.

Students can learn more about each pathway by clicking the colored dot and reading through the list of potential careers. The profile allows students to check the ones that interest them to save the career for future reference.

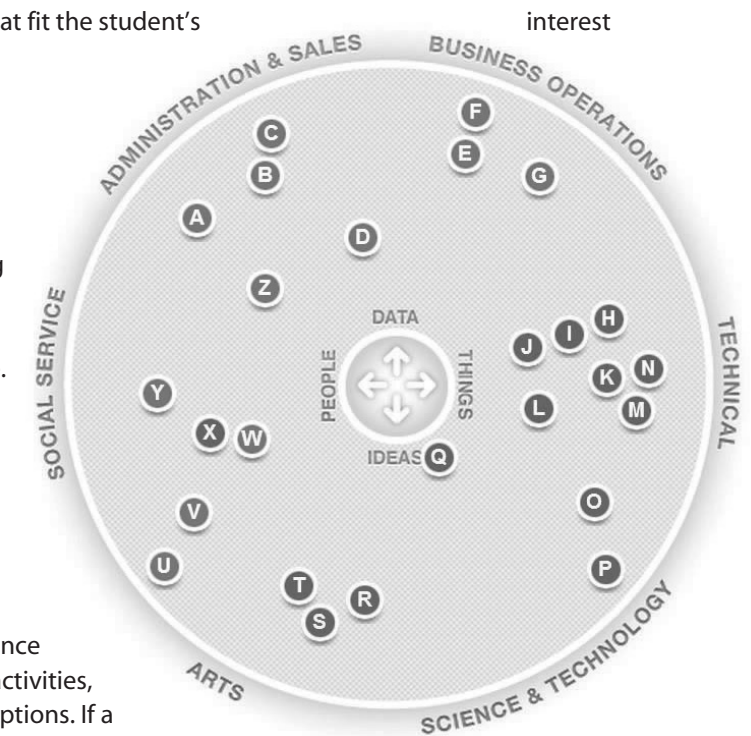
ACT Profile also allows for counselors and students to share profile information so you can see the results for each student you are connected to. Visit www.MyACT.org to get started.

When working with students on their post-high school plans, utilize their assessment results and let them influence course selection, recommendations for extra-curricular activities, volunteer opportunities, and job shadow or internship options. If a student’s interests fit with work-based learning, offer those opportunities as well. Career assessments can be the key to helping a student understand and properly plan for their future, including education and training required and the financial cost of that training.

2.3 Post-High School Options

When it comes to career planning, there are many post-secondary options available to students. When having conversations with students and parents, it’s important to highlight all the options available and expand the definition of post-high school attainment. “College” means any education or training after high school, not just a four-year degree.

Through career planning with students you will find assessment results provide recommendations on education and training for each career. Understanding these options and the careers that fall under them is vital to making your career planning program, and your students, a success.



Post-High School Options continued

Apprenticeship: A paid job that provides on-the-job training in a highly skilled career. Typically someone new to the field learns the skills needed through training by a master craftsman, who is an expert in their field. They share skills and knowledge to help the apprentice become an expert too. Learn more at www.ICANSucceed.org/careertraining.

Nine Month Certificate/One Year Diploma: Full-time programs designed to provide core skills and knowledge needed to work in a specific professional field or enhance a current profession. Explore careers requiring a certificate or diploma at www.ICANSucceed.org/1yroptions.

Two Year Degree (Associate's degree): Generally earned at a community college, a two year degree can focus on a liberal arts (general education) as a step towards transferring to a four-year degree OR a two year degree can focus on specific career training that leads directly into employment. To explore high growth sectors for Associate's Degrees visit www.ICANSucceed.org/2yroptions.

Four Year Degree (Bachelor's degree): A combination of liberal arts (general education) courses and specific course of study for a major area of interest. To explore four-year degree options, visit www.ICANSucceed.org/4yroptions.

Master or Doctorate Degree: Required for professions in medicine, law and higher levels of education, graduate level degrees are also attained in business administration and other specialty fields. Explore careers with graduate degrees at www.ICANSucceed.org/graduateoptions.

Military or Specialized Training: There are many options when considering military or specialized training in one of the six branches of the U.S. military. The first step is to take the ASVAB (Armed Services Vocational Aptitude Battery) which helps identify the correct Military Occupational Specialty. Basic training then follows. There are also military academics and preparatory schools that focus on both academics and military training. Learn more at www.ICANSucceed.org/militaryoptions.

2.4 Apprenticeships and Trade Programs

Four years of college isn't for everyone, and the job market isn't set up for everyone to need a four-year degree. In fact, most careers in areas such as advanced manufacturing, healthcare, and the building and construction trades require education beyond high school but not a four-year degree. Jobs in these areas make up the largest part of the labor market, accounting for **54% of Iowa's labor market*** and **54% of job openings in Iowa***.

The Iowa Building and Construction Trades Registered Apprenticeship Programs are overseen by the U.S. Department of Labor, Bureau of Apprenticeship and Training, and are "earn and learn" curricula that combines on-the-job training with structured learning at **no cost** to students. While individual programs and trades vary, in many cases an apprentice student would spend time with experienced professionals on real job sites working and learning the trade. When not on a job, students are in classes. Both on-site and classroom experience provides a paycheck, and while exact figures vary by profession, the average apprentice makes about half of a journeyman's hourly wage with salary increases every six months, along with health care benefits and the opportunity to enroll in a pension program. Most programs also guarantee a job within the union upon completion of the registered apprenticeship program.

In addition to experience, a paycheck, and a job guarantee, many apprentice program classes and training can be applied to an associate's or bachelor's degree. For transfer credit specifics, talk to your local union representative about how programs can be transferred for college credit and to which colleges the transfer credits are accepted. Visit www.ICANSucceed.org/careertraining for a list of career opportunities, including wage and benefit packages, and program contacts. Download ICAN's resource guide on careers in the building trades a www.ICANSucceed.org/materials.

2.5 Job Shadows and Internships

A unique opportunity for students in high school is to try on a career for a day and experience the ins and outs of a job that interests them. Connect with your local intermediary network or with area businesses to help your students connect with opportunities. Determine if your district has a policy for job shadow or internship opportunities that allow students to earn high school credit for the experience. (See page 4 - Learning Experiences.)

2.6 Getting Involved

Besides course requirements and standardized tests (see section 4), many colleges, as well as employers, will also look at what students are involved in outside the classroom. Getting involved is a good way for your students to meet people, increase their self-esteem and strengthen their leadership skills. It's also something that scholarship committees will expect to see. Therefore, you as a counselor should emphasize the importance of getting involved to your students early in their freshman year and continue to remind them throughout their high school journey.

Encourage students to get involved through:

- ▶ After-school activities
- ▶ Volunteering
- ▶ Community service
- ▶ Part-time employment
- ▶ Youth group activities

You and interested students can find more information at:

- ▶ www.ICANSucceed.org
- ▶ www.volunteeriowa.org
- ▶ www.internships.com

Help your students stay organized with their activities throughout high school with an Activity Resume. An Activity Resume is a great way for students to keep track of all their accomplishments and make scholarship and admission applications easier come senior year. Find a template at www.ICANSucceed.org/activitiesresume.

Section 3: College Search

3.1 Searching for Colleges

Remind your students that college does not have to be a four-year university. Many types and styles of colleges are available, including one- to two-year training programs and community colleges. Help students explore postsecondary education by encouraging them to:

- ▶ Research online through college websites and college search engines
- ▶ Go to college fairs
- ▶ Request materials from schools
- ▶ Meet with admission representatives who visit your school
- ▶ Talk to family members and friends who have gone to college
- ▶ Use your district college/career exploration program
- ▶ Go on campus visits

Important things for students to consider when choosing a college include:

- ▶ Type of institution
- ▶ Size
- ▶ Public or private
- ▶ Programs and majors
- ▶ Safety on campus
- ▶ Extracurricular activities
- ▶ Counseling, job placement, career planning
- ▶ Facilities (library, gym, health center)
- ▶ Transportation and parking
- ▶ Locations
- ▶ Dorms
- ▶ Class size

Visit www.ICANSucceed.org for more information on exploring colleges and a list of Iowa colleges. Students can search for colleges based on characteristics and interests at www.collegeraptor.com and www.chegg.com.

3.2 Working with Admission Representatives

Admission representatives from various colleges will typically set up initial visit days at your school in the fall. Before scheduling these visits, review your school policies on when and where they can take place, and how to get advanced approval. Are certain class times restricted? You will also want to work with fellow faculty members to ensure students will be able to attend these sessions. Campus visit policies should also be reviewed.

Once a visit has been scheduled, colleges will typically send out posters announcing the dates. Be sure these are posted in an area easily accessible to students and make a note on the school website. Morning announcements also allow you to get the word out to students about upcoming events.

Representatives will have college materials available for your office. You can also request materials from schools that students may be interested in. Materials to have on hand could include: admission guidebooks, applications and information request forms.

Email students and parents lists of upcoming college representative visits and use school newsletters and announcements, as well as social media, for extra reminders.

3.3 Campus Visits

Campus visits are an essential part of choosing a college. Students will need to know school policies for absence for campus visits. Post this information where juniors and seniors can see it, announce it to students, and place a note on the website or in the school newsletter/handbook for parents' information.

For information on campus visits, as well as helpful worksheets for students, go to www.ICANSucceed.org/materials or visit the College Planning School section and select 'Explore Colleges'.

3.4 College Fairs

College fairs are very beneficial for students. Consider taking your students as a school-sponsored trip. Be sure to explain to students the expectations college fair representatives will have. Students should know this is not a free day.

If you are unable to attend a college fair, be sure to post statewide dates on bulletin boards and the counseling office website. The Iowa Association of College Admission Counselors posts a list of Iowa college fairs at www.iowaacac.org.

ICAN hosts the two largest fairs in Iowa. **Golden Circle College & Career Fair**, is Iowa's largest and is held in September at the Prairie Meadows Conference Center outside Des Moines. The largest fair in Eastern Iowa is the **ICR Future Career and College Fair** held in early Spring at the Hotel at Kirkwood Center in Cedar Rapids.

All ICAN fairs have free admission and feature colleges and universities from across Iowa and the nation. Both fairs also include Iowa business and industry leaders, as well as apprenticeship programs, enabling students to discuss prospective career pathways with the leaders in those fields.

Encourage any and all of your high school students to attend. With the addition of Career Clusters, there is something for every high school age student, from freshman to senior. Visit www.ICANSucceed.org/goldencircle or www.ICANSucceed.org/ICRFuture to learn more about these unique events.

Help promote the fairs to your students by accessing special promotional tools at www.ICANSucceed.org/toolkit.

Section 4: College Admission

4.1 Regent Admission Index

Iowa's regent universities use an index based on three factors that strongly predict success as part of the admission process. Students from Iowa high schools must have a Regent Admission Index (RAI) score of at least 245 and take the minimum number of required high school courses to qualify for automatic admission to Iowa State University, the University of Northern Iowa, and the College of Liberal Arts and Sciences at The University of Iowa. Students who achieve a score less than 245 will be considered for admission on an individual basis.

The three factors included in the RAI are:

- ▶ ACT or SAT composite score
- ▶ High school GPA
- ▶ Number of Core Courses Completed

The Regent Institutions will review students for admission without a test score, but the RAI is still the primary formula for admission. Students who wish to be considered for admission without a test score may leave the test score section blank on the application.

To calculate a student's RAI score, use this chart or visit the Iowa Regents' Website at www.regents.iowa.gov/RAI.

Element	Your Statistics	RAI Score Totals
ACT or SAT Composite Score	_____	x 3 = _____
High School GPA	_____	x 30 = _____
Number of RAI-approved courses Completed in High School	_____	x 5 = _____
Add All Element Scores Together for RAI Score = _____		

4.2 Standardized Admissions Tests

While many four-year schools are now test optional for admission, the overall recommendation for students is still to take the test and have a test score. Even if the ACT or SAT is not required for admission, scores may be required for scholarships, or for placement into specific programs. The ACT and SAT are interchangeable at most schools; however, students should check with the schools they are interested in to see which test the school would prefer.

No matter which test your students choose to take, it may be beneficial for them to take it at least twice. Statistics show that, if students prepare well and retake the ACT test, they will improve their score by two points. Most colleges take the best overall score or a combination of the highest sub-scores from each test. Some schools will increase institutional scholarships based on a raised test score. Before advising a student to retake the test, check with the colleges they are interested in to make sure it will be beneficial.

A student can prepare for the ACT and the SAT in many ways. Make practice tests available in your office for students to review. You can also direct them to practice tests online.

- ▶ ACT (www.act.org)
- ▶ SAT (www.collegereadiness.collegeboard.org)

Additional free test prep websites are available, including:

- ▶ www.chegg.com
- ▶ www.number2.com

4.3 Essays and Resumes

The ICAN Website provides valuable information on writing essays and resumes.

- ▶ **Activity Resumes:** www.ICANSucceed.org/activitiesresume
- ▶ **Employment Resumes/Cover Letters:** www.ICANSucceed.org/career-planning/finding_a_job/cover_lettersresumes/
- ▶ **Admission essays:** www.ICANSucceed.org/essays

4.4 Letters of Recommendation

Letters of recommendation may be required for admission and scholarship applications. Suggest students collect recommendations at least two weeks in advance of their deadlines. Ideal candidates to suggest to students would include: you or other school counselors, teachers, coaches, community members they know well, pastors or youth group leaders, and employers/supervisors.

Advise the student to include a copy of his or her resume or list of activities as well as a summary or copy of the scholarship application and criteria when requests are made. If certain topics should be covered, advise the student to include this as well.

If you are asked to write a letter of recommendation, be sure the student has provided you with all the information you will need, as listed above. These websites also provide tips on recommendation letters.

- ▶ <http://www.dailywritingtips.com/writing-a-reference-letter-with-examples/>
- ▶ <http://writingprompts.com/category/education-applications/>
- ▶ www.letterwritingguide.com/recommendation.htm

4.5 Admission or Scholarship Interviews

Some of your students may be required to complete an interview for either admission or scholarship purposes. The best advice you can give them to prepare is to think about their passions, interests and experiences, and to practice answering questions. If you are comfortable holding practice interviews with your students, you can work on these elements:

- ▶ Be aware of body language. Sit up straight, make eye contact and don't fidget.
- ▶ Dress appropriately. No holes in jeans or your favorite band's t-shirt. Dress to impress.
- ▶ Make a good first impression. Use a solid handshake and smile.
- ▶ Always listen to the question entirely before beginning to answer.
- ▶ Make sure students are aware they can brag a little bit. This is the time to be proud of their accomplishments and to talk about themselves, without being arrogant.
- ▶ Encourage parents to empower their students.

Visit the Resources for New Counselors section at www.ICANSucceed.org/toolkit for a list of common questions asked in admission and scholarship interviews.

4.6 Transcripts

As the school counselor, you may be responsible for sending official transcripts for college admission and scholarship review. If you are not responsible, make sure students know the proper process and who to work with for their transcripts. Whether your office has a form students fill out or a more informal process, make sure your procedure and the time required for your office to send out the transcripts is well-known by students.

4.7 Transition to College for Seniors

Before they graduate, make sure you have prepared your senior students well for the transition to college. Topics to cover with seniors include:

- ▶ Time management
- ▶ Balancing academics and social life
- ▶ Money management
- ▶ Setting and achieving goals

ICAN offers **How to Succeed in College** and **Financial Literacy Series: Credit and Money Management**, two presentations specifically designed for seniors that cover the topics listed above. The ICAN Financial Literacy Series, which also includes the **Life Store program**, which satisfies up to 11 of the Iowa Core Curriculum Requirements for Financial Literacy within the 21st Century Skills. Call (877) 272-4692 to learn more.

4.8 College Athletics

Some of your students may be eligible to play sports in college. Become familiar with eligibility standards through the NAIA Eligibility Center and the NCAA Initial-Eligibility Clearinghouse, which provides eligibility standards, including GPA, ACT and SAT requirements for Division I or Division II athletics.

Your district coaches may be a resource for you. Establish relationships so you can ask them to help students who are interested in playing a sport in college. Visit www.icansucceed.org/collegethletes for more information on college athletic procedures and contact information.

4.9 Additional Resources

Recommended published resources to have on hand include:

- ▶ ACT & SAT practice tests
- ▶ Career publications
- ▶ CollegeBoard's Book of Majors and Book of Colleges
- ▶ ICAN College & Career Planning Guide
- ▶ ICAN Countdown to College calendars (Freshman – Senior)
- ▶ ICAN Financial Aid Guide
- ▶ ICAN Freshman Transition Guide
- ▶ Iowa College Student Aid Commission's Your Course to College
- ▶ Princeton Review publications
- ▶ US News & World Report: Best Colleges

Recommended programs:

- ▶ ICAN Freshman Transitions
- ▶ ICAN Career & College Planning
- ▶ ICAN How to Pay for College
- ▶ ICAN Financial Literacy Series
- ▶ ICAN FAFSA Completion/FAFSA Ready Iowa
- ▶ ISCA/ICAN Webinar Series - visit www.ICANSucceed.org/webinars or iaschoolcounselor.org/webinars

Recommended websites:

- ▶ www.ICANSucceed.org
- ▶ www.IASchoolCounselor.org
- ▶ www.schoolcounselor.org
- ▶ www.MyACT.org
- ▶ www.collegeraptor.com
- ▶ www.chegg.com
- ▶ www.iowastudentloan.org/college-planning-tools
Student Loan Game Plan
College Funding Forecaster
Return on College Investment (ROI)

Section 5: Financial Aid

5.1 What Is Financial Aid?

Simply put, financial aid is assistance students receive to help cover — not pay entirely for — the cost of a college education. The four main types of financial aid are:

- ▶ Grants
- ▶ Scholarships
- ▶ Work-study
- ▶ Loans

Financial aid can come from several sources including:

- ▶ Federal government
- ▶ State government
- ▶ School or institution
- ▶ Private sources

Each college is different in what they offer and how they award financial aid. When a student has specific questions, it's best to contact the college directly.

For information on loan programs, financial aid types and Iowa college costs, please refer to the following charts in the appendix at the back of this booklet. These charts are also available on the ICAN website at www.ICANSucceed.org/materials:

- ▶ Federal Loan Programs
- ▶ Types of Financial Aid
- ▶ Iowa Postsecondary Institutions at a Glance

5.2 Understanding College Costs

To help students understand the overall cost of a college education, it is important to help students understand the individual factors of an institution's Cost of Attendance (COA), as well as the use of a Net Price Calculator. Cost of Attendance, or the average yearly cost, typically includes both direct and indirect costs, though only the direct costs are billed by the school. According to the Department of Education, every institution is required to have a Net Price Calculator available on its website to help students calculate an estimated net price for attendance based on their individual circumstances. Each school's calculator will be tailored to that institution. For a full list of Iowa calculators visit www.ICANSucceed.org/npc.

5.3 Applying for Financial Aid

The FAFSA (Free Application for Federal Student Aid) is a free form that may be completed without professional assistance via paper or electronic forms provided by the U.S. Department of Education at <http://www.studentaid.gov/h/apply-for-aid/fafsa>. Students apply for federal financial aid by filling out the FAFSA after **Jan. 1*** of their senior year and before the school's priority date. The FAFSA allows students to apply for federal aid and some types of state and institutional aid.

Besides filing the FAFSA, encourage your students to search for scholarships (see section 4.9) and consider alternative means to pay for college such as:

- ▶ Savings
- ▶ Work earnings
- ▶ Military options
- ▶ Volunteer programs
- ▶ Loan forgiveness

* The FAFSA is traditionally available October 1. Due to changes in the process the FAFSA is delayed for the 2023-24 academic year.

5.4 Financial Aid Process

Once the FAFSA is filed, the federal government will process the application and send the results to the colleges that the student listed on the application. The student will know this has happened because they will receive the **FAFSA Summary** either by email or at their physical address.

At this time the college will review the application and decide if more information is needed or how much money can be awarded to the student. If more information is needed the student will be contacted regarding a process called **verification**. Although verification is a fairly simple process, it can be stressful for the family. Remind students to read the verification instructions carefully and follow the specific request of the school in a timely manner. A copy of tax forms and/or completed verification work sheet from the institution may be required. Refer students with additional questions to the financial aid office at the institution asking for verification.

Once all requested documents are received by the college or the application is complete, the college will create a **financial aid offer**, which will explain the school's costs and the amount and types of financial aid the student is eligible to receive. After receiving the financial aid offer, students need to review it and decide which types of aid they will accept. The package should define how students finalize their aid. A great tool to compare, analyze, and break down financial aid offers is the College Funding Forecaster found at www.iowastudentloan.org/college-planning-tools.

5.5 Financial Aid Professional Development

While this resource gives you a brief overview, the entire financial aid process can be very confusing and is constantly changing. Luckily, resources and programs in the state are available to help you stay up-to-date on college financial aid:

- ▶ ICAN provides additional financial aid training opportunities including face-to-face and virtual training sessions on financial aid and FAFSA completion. ICAN also has a detailed Financial Aid section on the ICAN website, which outlines the process, financial aid types, and defines specific financial aid vocabulary.
 - www.ICANSucceed.org
 - (877) 272-4692
- ▶ The Iowa Association for Student Financial Aid Administrators (IASFAA) offers a webinar for counselors annually in late fall.
 - www.iasfaa.com
- ▶ The Iowa College Student Aid Commission will answer questions regarding state financial aid programs.
 - www.iowacollegeaid.gov
 - (877) 272-4456
- ▶ The U.S. Department of Education offers free resources.
 - Free Application for Federal Student Aid at www.studentaid.gov/h/apply-for-aid/fafsa
 - Expected Family Contribution (EFC) Calculator at <https://bigfuture.collegeboard.org/pay-for-college/tools-calculators>
 - Federal Student Aid Identification at www.studentaid.gov.

5.6 Financial Aid Seminar for Students and Parents

Applying for financial aid can cause many parents and students to panic. A financial aid event for junior students and their parents can help ease the stress. Schedule a program spring semester to help families understand the process before they file the FAFSA senior year. The FAFSA form becomes available Oct. 1 of the student's senior year with college priority dates ranging from December through March.

- ▶ ICAN offers a financial aid presentation that covers the financial aid process, FAFSA completion and an overview of state and federal financial aid programs. These presentations are offered in a variety of formats including in-person, virtual, and Pre-recorded. Contact ICAN to determine the best option for your district to review your options for scheduling a How to Pay for College: Understanding the Financial Aid Process presentation at (877) 272-4692.
- ▶ ICAN hosts events at regional locations as well as virtually throughout the state. Encourage those who can't attend your event to attend a regional event. Visit [www/ICANSucceed.org/events](http://www.ICANSucceed.org/events) for a list of upcoming ICAN events.
- ▶ You could conduct your own financial aid night using resources and materials mentioned above.

Note: Some organizations will offer to host a financial aid night at your school or a local hotel but in the end will try to convince families to pay for assistance. Be sure to do a thorough check of any group that wants to provide financial aid or scholarship information to your students. If you have questions or concerns, contact ICAN.

5.7 Webinars

Not every family can attend a live event and not everyone can host a live event. To increase access and ensure every family has equal opportunity for assistance, ICAN hosts live virtual events that students and parents can stream from any device anywhere. In addition to live events, ICAN has established a series of recordings and virtual presentations to assist counselors, parents and students with the planning process.

Visit www.ICANSucceed.org/videos to view our live schedule and list of recordings.

Topics covered include:

- ▶ Academic Planning
- ▶ Covering College Costs
- ▶ Earn While You Learn: Exploring Careers in Building Trades
- ▶ Employability
- ▶ Exploring Careers
- ▶ Exploring Colleges
- ▶ FAFSA Step by Step
- ▶ Freshman Transitions: A Guide to Beginning High School
- ▶ Financial Literacy 101: Money and Credit Management for Students
- ▶ How to Apply to College
- ▶ How to Pay for College: Understanding the Financial Aid Process
- ▶ Life After High School: Career & College Planning in High School
- ▶ Make the Most of Summer/Winter Break
- ▶ The Scholarship Process
- ▶ Understanding the FSA ID
- ▶ Understanding Student Loans
- ▶ What Happens After FAFSA

Throughout the year the Wednesday Webinar Series features a panel discussion of experts on various planning topics including:

- ▶ Campus Visits
- ▶ Careers in Building Trades
- ▶ College Decision Day
- ▶ College Credit in High School
- ▶ College Orientation
- ▶ Military Career Options
- ▶ Money Management for Students
- ▶ Special Circumstances in Financial Aid
- ▶ State of Iowa Financial Aid
- ▶ Student Support on Campus

5.8 Free FAFSA Assistance

The FAFSA can be filed for free, but many families will appreciate assistance the first time they file. If you plan to offer FAFSA assistance at your school, the months of October - February are the best time. Priority dates range from November through April.

- ▶ FAFSA Ready Iowa coordinates events across Iowa to provide free assistance to families in filing the FAFSA. Events are hosted by individual schools, colleges and universities, high schools, and community organizations. ICAN hosts statewide virtual FAFSA Step-by-Step events that schools can participate in as a satellite location for free. School based events are available to schools through a \$250 sponsorship. Contact Erick Danielson at edanielson@icansucceed.org to host an event. View events at www.ICANSucceed.org/FAFSAreadyIA.
- ▶ FAFSA on the Phone help is available at (800) 4-FED-AID or (800) 433-3243.
- ▶ Contact ICAN regarding additional opportunities in your area including:
 - Assistance via virtual appointment or in person at an ICAN location near you.

5.9 Scholarships

All scholarships offered through your office should be posted and easily accessible both online and in your office. Most local businesses and organizations offering scholarships will work with you and your counseling office. Preparation and a plan will prevent you from being overwhelmed with the process.

Gather and distribute scholarship information.

- ▶ Create your list online.
- ▶ Have copies available in the office.

Encourage your students to research other opportunities beyond local scholarships. Some helpful sites to list in your office and online include:

- ▶ www.ICANSucceed.org/ICAN-scholarship-database
- ▶ www.iowacollegeaid.gov
- ▶ www.studentscholarshipsearch.com
- ▶ www.highfivescholarships.com
- ▶ www.niche.com/colleges/scholarships
- ▶ www.bigfuture.collegeboard.org/scholarship-search
- ▶ www.coalitionforcollegeaccess.org/scholarships

Scholarship Apps

- ▶ scholarsapp.com
- ▶ scholarships.com
- ▶ goingmerry.com
- ▶ myscholly.com
- ▶ fastweb.com



If your school does not have a Dollars for Scholars chapter, visit www.scholarshipamerica.org/programs.php to learn more about starting one.

Be aware of scholarship scams affecting the students in your school. No one should ever have to pay for information about financial aid, filling out the FAFSA or receiving financial aid.

- ▶ Report questionable services to www.ftc.gov.
- ▶ Contact ICAN if you have concerns about a service.

Students should also be encouraged to participate in scholarship days at the schools they are interested in. Admission representatives will be aware of additional forms to fill out for institutional scholarships.

Visit www.ICANSucceed.org/scholarships to find free scholarship resources including a virtual presentation on the scholarship process and the ICAN scholarship database (listed above). The presentation covers many topics in the scholarship process, including:

- ▶ Searching for Scholarships
- ▶ Applications
- ▶ Writing Essays
- ▶ Cover Letters
- ▶ Scholarship Interviews
- ▶ Activity Resumes

Section 6: Financial Literacy

6.1 Financial Literacy Resources

Part of the Iowa Core Curriculum requires students to receive financial literacy education and information. Financial literacy skills are vital to student success after high school and in college.

Iowa Jump\$tart Coalition

The National Jump\$tart Coalition provides a Clearinghouse database of personal finance resources available from a variety of education providers such as government, businesses and nonprofit organizations. Once you find a material of interest, you can order it directly from the source. Many of the materials are low-cost or free. Teachers often use these personal finance teaching materials to support their state's standards in economics, business, math and family and consumer science.

Visit www.iajumpstart.org for more information.

ICAN

ICAN offers two financial literacy programs that supplement the core curriculum requirements for the State of Iowa. The Credit and Money Management and Life Store programs cover topics including goal setting, budget planning, borrowing wisely, credit card management, credit scores and identity theft.

Call (877) 272-4691 for more information.

Credit and Money Management — classroom/small group setting

Target audience: Seniors

The Credit and Money Management Program engages seniors in the financial decision-making process. Students will understand the connection between current spending habits and the long-term effects on future financial decisions. Through interactive discussion students explore the outcomes of *Saving, Spending and Splurging* their way through life. Students learn the pros and cons of credit cards, what their credit report is and the long-term effects bad decision-making can have on their credit score. The program covers 10 of the financial literacy components required by the Iowa Core Curriculum and 21st Century Skills, as described by the Iowa Department of Education. The following topics are covered during the presentation.

- ▶ Goal setting
- ▶ Savings
- ▶ Credit reports/credit scores
- ▶ Needs vs. Wants
- ▶ Student loans
- ▶ Identity theft
- ▶ Budgeting
- ▶ Credit cards/interest rates

Life Store — classroom/small group setting

Target audience: Juniors and seniors

The Life Store Program is designed as an Interactive budgeting activity simulating life decisions such as housing, transportation and family finances based upon an assigned family status and career. Throughout the presentation students realize the financial impact of their choices while living within their means. The goal of Life Store is to provide students with a real-life scenario that promotes a realistic spending plan for financial independence. The program covers 10 of the financial literacy components required by the Iowa Core Curriculum and 21st Century Skills, as described by the Iowa Department of Education. The following topics are covered during the presentation:

- ▶ Goal setting
- ▶ Credit Scores
- ▶ Investments
- ▶ Needs vs. Wants
- ▶ Insurance
- ▶ Identity Theft
- ▶ Credit Cards
- ▶ Student Loans
- ▶ Savings

Section 7: Career & College Readiness in Action

7.1 Event and Activity Ideas

Career Day

Hold a career day at your school. Invite local business owners and professionals to speak about their careers and a typical day. Work with your local community college to incorporate career training and trade programs. Coordinate with elementary and middle-level counselors to create a district-wide career day enabling all students to receive exposure to different careers.

Career Fair

Attend a career fair or expand your career day into a fair in the gym. Your local employers and your chamber of commerce would be a great partner for this event.

Iowa College Application Campaign

The Iowa College Application Campaign is part of a national effort to engage and inform students across the state about the college application process. The purpose is to build awareness of higher education and encourage students, especially those from underserved populations, to take a significant step toward college by completing college applications their senior year, during the school day. You can register to be a part of the official campaign and hold events at school to build excitement around the process. Visit <https://www.iowacollegeaid.gov/content/iowa-college-application-campaign> for more information.

Host a FAFSA Completion Event

Host a FAFSA Completion Event for your senior families. Partner with ICAN or host an event in conjunction with an ICAN certified FAFSA professional. These events enable senior families to receive FREE, professional assistance in completing the Free Application for Federal Student Aid (FAFSA) and provides the opportunity to ask questions about the financial aid process and learn more about how to finance their education. To inquire about an ICAN event contact (877) 272-4692.

Financial Aid Offer Review

Completing the FAFSA is just step one in the financial aid process. Understanding the financial aid offered is a crucial step in determining the affordability. Consider holding a financial aid offer review session with students or connect students with ICAN or an ICAN Certified Professional for assistance. Learn more at www.ICANSucceed.org/advising.

Decision Day/Signing Day

Decision day recognizes high school seniors and the decisions they've made for after high school. Make decision day a big deal by having announcements or a bulletin board. Encourage full building participation by having staff and faculty wear their college apparel and decorate their doors with their college choices. Usually decision day occurs around May 1 but you can celebrate throughout March, April, and May as students determine their next steps. This also builds your school culture as younger students see the importance of these decisions.

Alumni Day

Invite recent graduates back to talk with your current students. Winter break is a great time to have recent graduates return and share their advice and experiences with students. A simple student panel is an easy way to facilitate this event. Have current students brainstorm questions before and invite students that took a variety of paths after high school to return and discuss.

Graduation Walk

Coordinate with your elementary and middle school counselors to have seniors visit the elementary and middle schools in cap and gown the week of graduation. Simply having graduates walk the halls giving high-fives to the younger students creates a lot of excitement. Graduates see how far they've come and younger students can be inspired by the older students. It's a fun and simple way to connect the stages of learning and to celebrate the end of the year. A fun addition is to have seniors carry signs that indicate where they are going or what they plan to do after high school, ie: Heading to UNI or I'm going to be a carpenter.

Golden Circle College & Career Fair

The Golden Circle College & Career Fair is the largest career fair in the state of Iowa! Encourage students and parents to attend this free event held in September from 1-3 PM at the Prairie Meadows Conference Center in Altoona. There will be over 100 exhibitors, along with breakout sessions. You can also arrange a bus trip for interested students. Learn more at www.ICANSucceed.org/goldencircle.

ICR Future Career & College Fair

The ICR Future Career and College Fair is the largest fair in Eastern Iowa! Encourage students and parents to attend this free event held in March/April from 1- 3 PM at the Hotel at Kirkwood Center in Cedar Rapids. There will be more than 100 colleges, business and industry leaders, and breakout sessions. You can also arrange a bus trip for interested students. Learn more at www.ICANSucceed.org/ICRFuture.

FAFSA Ready Iowa

FAFSA Ready Iowa is a program and supports FAFSA completion in Iowa through community- and school-based events held throughout the state from January 1 through April 15. Visit www.ICANSucceed.org/fafsareadyia for a list of events.

ICAN Career & College Readiness Presentations

ICAN has developed a series of programs that address different phases of the planning process. From understanding the basics of budgets, accessing potential career pathways, or comparing and analyzing post-high school education and training options, ICAN has developed programs to meet the needs of today's students. ICAN provides community and school-based presentations on the following topics:

- ▶ Freshman Transitions: A Guide to Beginning High School
- ▶ Life After High School: A Guide to Career & College Planning
- ▶ How to Pay for College: Understanding the Financial Aid Process

7.2 Online Planning

E-Alerts/Senior Alerts

Encourage your students to sign-up for e-alerts from ICAN which provide helpful tips and information regarding career and college planning, financial aid timelines, scholarship reminders, and more. Get seniors registered at www.ICANSucceed.org/signup.

You can also encourage parents and younger students to register for the ICAN Tip of the Week and other ICAN grade-level alerts. ICAN will provide a weekly video tip, as well as monthly reminder emails about important steps leading up to senior year. They can sign up at www.ICANSucceed.org/signup.

ISL Education Lending Parent Reminder Email Service

Encourage your parents to sign-up for e-alerts from ISL Education Lending, which provide monthly parent-focused guidance on a parent's role in the planning process. By engaging in the service parents enter the chance to win 529 account deposits each quarter. Parents can register at www.SP3.org.

Social Media

People are choosing social media over email as a form of communication. Understand your district's social media policy and, if allowed, create a counseling Facebook and/or Twitter page. You can schedule out posts for upcoming test dates, scholarship deadlines, and other important events. Encourage your students and parents to follow for another way to stay connected. In addition to your own content, follow the pages that make sense for your students such as ACT, SAT, ICAN, ISCA, Iowa DOE, and your local AEA. There are so many resources online that can be shared through social media and provide you with additional outlets for your school counseling program.

ICAN is active on Facebook, Twitter, and Instagram, and we post all our videos on YouTube. Follow us and we'll provide you with content to share to parents and students, as well as helpful things for your own professional development.

- ▶ Facebook: www.facebook.com/ICANSucceed
- ▶ Twitter: @icansucceed
- ▶ Instagram: @ICAN_succeed
- ▶ YouTube: www.youtube.com/IowaCollegeAccess
- ▶ Facebook: www.facebook.com/IowaSchoolCounselor
- ▶ Twitter: @IowaSCAtweets

Iowa Postsecondary Institutions at a Glance

All information listed is as of July 1, 2023. In addition, please note :

- ▶ **Institutions** are categorized by type - community college; public university; private college or university; or business, health profession or technical institution.
- ▶ **Tuition/fees** and housing/food costs are those reported for the 2023 – 2024 academic year. Costs are based on full-time attendance. Community college tuition is per credit hour; additional fees may apply. Don't let the listed price stop you from exploring a college that interests you or has a program that fits your career pathway. In many cases, students will not pay the listed or sticker price.
- ▶ **Housing/Food.** Campus housing and/or meal plans are not available at all colleges, but aid may be available for these off-campus costs. For actual costs based on your program of study and housing options, contact the school. Other fees and costs not listed include those for books, transportation, entertainment, telephone and other personal expenses.
- ▶ **School Code** is the number you need to list on the Free Application for Federal Student Aid (FAFSA) form to be considered for financial aid from that institution.
- ▶ The **financial aid priority date** is the date the FAFSA should be received at the processing center. If you apply after the priority date, you might miss out on some sources of aid. All dates listed are as of July 1, 2023.

Community Colleges

Community colleges offer associate (two-year) degree, certificate and diploma programs.

College/University	Phone Number & Website	Tuition & Fees	Housing & Food	School Code	Class of 2024 Priority Date	Class of 2025 Priority Date
Clinton Community College	(563) 244-7001 www.eicc.edu	\$195/ credit hr	N/A	001853	March 1	March 1
Des Moines Area Community College	(515) 964-6200 www.dmacc.edu	\$185/ credit hr	N/A	004589	July 1	July 1
Ellsworth Community College	(800) 322-9235 www.ellsworthcollege.com	\$216/ credit hr*	\$6,340*	001862	March 1	March 1
Hawkeye Community College	(319) 296-2320 www.hawkeyecollege.edu	\$217.50/ credit hr	Varies**	004595	February 1	February 1
Indian Hills Community College	(800) 726-2585 (Ottumwa) (880) 670-3641 (Centerville) www.indianhills.edu	\$195/ credit hr*	\$5,340*	008298	June 30	June 30
Iowa Central Community College	(800) 362-2793 www.iowacentral.edu	\$200/ credit hr	\$7,580	004597	March 1	March 1
Iowa Lakes Community College	(800) 521-5054 www.iowalakes.edu	\$224.25/ credit hr	\$6,970	001864	July 1	July 1
Iowa Western Community College	(800) 432-5852 www.iwcc.edu	\$226/ credit hr	\$8,750	004598	July 1	July 1
Kirkwood Community College	(800) 363-2220 www.kirkwood.edu	\$210/ credit hr	\$7,362	004076	March 15	March 15
Marshalltown Community College	(641) 752-7106 www.iavalley.edu/mcc	\$216/ credit hr	\$7,780	001875	July 1	July 1
Muscatine Community College	(563) 288-6001 www.eicc.edu	\$195/ credit hr	\$4,704	001882	March 1	March 1
North Iowa Area Community College	(641) 422-4104 www.niacc.edu	\$179.25/ credit hr	\$7,488	001877	March 1	March 1
Northeast Iowa Community College	(800) 728-2256 www.nicc.edu	\$209/ credit hr*	N/A	004587	July 1	July 1
Northwest Iowa Community College	(712) 324-5061 www.nwicc.edu	\$200/ credit hr	N/A	004600	April 1	April 1

* Costs are for 2023-2024 academic year. ** Options and costs may vary. Check with the school for accurate costs.

College/University	Phone Number & Website	Tuition & Fees	Housing & Food	School Code	Class of 2024 Priority Date	Class of 2025 Priority Date
Scott Community College	(563) 441-4001 www.eicc.edu	\$195/ credit hr	N/A	004074	March 1	March 1
Southeastern Community College	(319) 208-5000 www.scciova.edu	\$207/ credit hr*	\$9,440*	004603	July 1	July 1
Southwestern Community College	(641) 782-7081 www.swcciova.edu	\$217/ credit hr	\$7,910	001857	March 15	March 15
Western Iowa Tech Community College	(712) 274-6400 www.witcc.edu	\$173/ credit hr	\$6,550	004590	March 15	March 15

Public Universities

Iowa's public universities offer several levels of degrees (bachelor's, master's, and doctorate.) A liberal arts college as well as professional colleges and graduate programs are included in their selection of programs.

College/University	Phone Number & Website	Tuition & Fees	Housing & Food	School Code	Class of 2024 Priority Date	Class of 2025 Priority Date
Iowa State University	(515) 294-4111 www.iastate.edu	\$10,497*	\$9,726*	001869	February 1	January 2
University of Iowa	(800) 553-4692 www.uiowa.edu	\$10,353*	\$12,616*	001892	February 1	December 1
University of Northern Iowa	(800) 772-2736 www.uni.edu	\$9,411*	\$9,343*	001890	February 1	January 15

Private Colleges and Universities

Private colleges and universities offer undergraduate students a bachelor's degree (four-year degree.) Associate (two-year) or advanced degrees may be offered as well.

College/University	Phone Number & Website	Tuition & Fees	Housing & Food	School Code	Class of 2024 Priority Date	Class of 2025 Priority Date
Briar Cliff University	(712) 279-5200 www.briarcliff.edu	\$35,846	\$10,076	001846	February 1	February 1
Buena Vista University	(712) 749-2078 www.bvu.edu	\$40,190	\$10,896	001847	June 1	June 1
Central College	(877) 462-3687 www.central.edu	\$20,988	\$12,060	001850	March 1	January 15
Clarke University	(888) 825-2753 www.clarke.edu	\$38,400	\$11,000	001852	May 1	July 1
Coe College	(877) 225-5263 www.coe.edu	\$52,576	\$12,100	001854	March 1	March 1
Cornell College	(319) 895-4166 www.cornellcollege.edu	\$50,634	\$11,198	001856	March 1	March 1
Divine Word College	(563) 876-3353 www.dwci.edu	\$15,000	\$4,200	001858	July 1	July 1
Dordt University	(800) 343-6738 www.dordt.edu	\$35,960	\$11,430	001859	January 15	January 15
Drake University	(515) 271-2011 www.drake.edu	\$50,114	\$11,858	001860	March 1	March 1
Emmaus Bible College	(563) 588-8000 www.emmaus.edu	\$20,000	\$9,250	016487	June 1	June 1
Faith Baptist Bible College	(515) 964-0601 www.faith.edu	\$19,530	\$7,950	007121	July 1	July 1
Graceland University	(641) 784-5000 www.graceland.edu	\$33,220	\$10,540	001866	February 1	February 1

* Costs are for 2023-2024 academic year. ** Options and costs may vary. Check with the school for accurate costs.

College/University	Phone Number & Website	Tuition & Fees	Housing & Food	School Code	Class of 2024 Priority Date	Class of 2025 Priority Date
Grand View University	(515) 263-6012 www.grandview.edu	\$33,450	\$12,880	001867	March 1	January 15
Grinnell College	(641) 269-3620 www.grinnell.edu	\$64,862	\$15,878	001868	January 15	January 15
Loras College	(563) 588-4995 www.loras.edu	\$38,298	\$9,668	001873	February 1	December 1
Luther College	(563) 387-2000 www.luther.edu	\$50,320	\$11,180	001874	March 15	February 1
Maharishi International University	(641) 472-1110 www.mum.edu	\$16,530	\$7,400	011113	July 1	July 1
Morningside University	(712) 274-5000 www.morningside.edu	\$38,190	\$11,204	001879	February 28	December 1
Mount Mercy University	(319) 368-6460 www.mtmercy.edu	\$38,070	\$11,030	001880	February 1	February 1
Northwestern College	(800) 747-4757 www.nwciowa.edu	\$35,000	\$10,700	001883	July 1	July 1
Simpson College	(800) 362-2454 www.simpson.edu	\$46,212	\$10,088	001887	July 1	March 1
St. Ambrose University	(800) 383-2627 www.sau.edu	\$35,318	\$12,500	001889	March 15	March 15
University of Dubuque	(563) 589-3000 www.dbq.edu	\$40,065	\$11,470	001891	April 1	April 1
Upper Iowa University	(800) 553-4150 www.uuu.edu	\$19,000	\$9,770	001893	June 30	June 30
Waldorf University	(641) 585-8112 www.waldorf.edu	\$25,200	\$9,448	001895	March 1	March 1

* Costs are for 2023-2024 academic year. ** Options and costs may vary. Check with the school for accurate costs.

Building Trades Registered Apprenticeship Programs

Trade	Business Agent/Manager	Apprenticeship Coordinator	Hourly Wage	Total Wage Package*
Boilermakers Local 83 Iowa, Nebraska, Kansas, Missouri	Tom Dye (515) 783-5589 tom@bml83.org	Tom Burgess (816) 523-8300	\$44.17	\$76.92
Bricklayers & Allied Craftworkers 3 Cedar Rapids & Iowa City	Ray Lemke (515) 557-0551 ray@bac3ia.us	Bob Rowland (641) 328-2251 bob@bac3ia.us	\$33.75	\$50.80
Bricklayers & Allied Craftworkers 3 Des Moines	Ray Lemke (515) 557-0551 rlemkebac3ia@gmail.com	Bob Rowland (641) 328-2251 bob@bac3ia.us	\$35.00	\$53.58
Bricklayers and Masonry - Omaha, NE	Ed Black - (402) 616-3865 - edblack@baclocal15.org		\$32.67	\$51.35
Carpenters Locals #308 - Cedar Rapids Carpenters Locals #1260 - Iowa City Carpenters Locals #678 - Dubuque	#308 - Bob Doubek (319) 444-6184 bdoubek@ncsrcc.org #1260 - Royce Peterson (319) 325-4836 rpeterson1@ncsrcc.org #678 - Derek Duehr (563) 590-3463	John Delany (319) 365-9519 jdelany@carpenterstraininginstitute.org	\$31.03	\$54.48
Carpenters #106 and Millwrights #1463 Des Moines	Blake Wikoff (515) 371-8902 bwikoff@ncsrcc.org	Anthony Fasano (515) 265-3467	\$32.60	\$51.85
Carpenters Local 427- Papillion, NE	Juan Alvarado (402) 203-0953 https://omahalocals.com		\$31.25	\$51.10
North Central States Regional Council of Carpenters Local #948 Sioux City	Ernie Colt (712) 255-1567 ecolt@ncsrcc.org www.northcountycarpenter.org	Anthony Fasano (515) 265-3467 afasano@carpenterstraininginstitute.org	\$28.00	\$46.25
Cement Masons Local 561 - Des Moines	Adam Nevins (515) 266-1668 anevins@opcma538.org		\$32.09	\$51.50

Building Trades Registered Apprenticeship Programs

Trade	Business Agent/Manager	Apprenticeship Coordinator	Hourly Wage	Total Wage Package*
Electricians Local 405 - Cedar Rapids	Junior Luensman (319) 396-8241	Jebediah Novak (319) 654-9238 jebediahnovak@crejatc.org	\$39.07	\$55.82
Electricians #347 Des Moines	Patrick Wells (515) 243-1924 phwells@ibewlu347.org	Steve Hansen (515) 224-4349 shansen@dmelejatc.org	\$42.20	\$60.85
Electrical - Omaha JATC	Kevin Wetuski (402) 331-3103 - kevinw@electriciansjatc.org		\$43.05	\$62.33
Electrical - Sioux City JATC	Tom Zeman - (712) 274-6474 - thomas.zeman@witcc.edu		\$37.88	\$50.01
Elevator Constructors #33 - Des Moines	Chris Shay - Business Manager (515) 262-0120		\$28.42 - \$58.14	\$66.77 - \$94.48
Elevator Constructors #28 - Omaha	Business Manager - (402) 680-7273 - https://www.iuec.org		\$49.11	\$91.87
Glaziers & Glassworkers Local 581 Cedar Rapids	Brendan Jacobson (515) 553-5882	Justine Goulder (309) 788-8080	\$29.62	\$50.48
Glaziers, Architectural Metal & Glassworkers Local 1075 - Des Moines	J.D. Fitch (515) 710-9689 JDFitch81@gmail.com	Jason Drummond (515) 289-0482 jdrummond@iupatdc81.org	\$32.05	\$54.03
Heat & Frost Insulators & Allied Workers Local 81 - Cedar Rapids	Tony McNeally (563) 210-2267	Jeremiah Griep (309) 283-7470	\$32.96	\$55.81
Heat & Frost Insulators Local 39 Omaha, NE	John Hanson (402) 333-6960 johnhanson@insulators39.com	Glen Adams (402) 333-6960 glenadams@insulators39.com	\$37.06	\$55.92
Heat & Frost Insulators Local #57 - Sioux City	Reggie Torno (712) 258-0145 John Windle (712) 258-0145 Contact for more information.			
Insulators #74 Des Moines	Bo Modlin (515) 212-6852	Jeremy Heimbaugh (515) 202-6903 moughley04@aol.com	\$29.77	\$49.66
Ironworkers Local 89 Cedar Rapids	Troy Sauter (319) 365-8675 tsauter@iwlu89.com	Luis Marmolejo (319) 365-8675	\$31.81	\$55.44
Ironworkers #67 Des Moines	James Wat (515) 262-9366 jamesiw67@hotmail.com	Joe Durby (515) 262-9366 joeiw67@hotmail.com	\$34.05	\$57.23
Ironworkers Local 21 - Omaha, NE	Bill Fuller (402) 333-0276	Jason Willey (402) 333-0276	\$35.69	\$55.93
Laborers Local #43 - Cedar Rapids (319) 366-0859	Ed Ely (515) 270-6965	Dan Ness - Training Instructor (319) 721-0431	\$27.08	\$44.72
Laborers #177 - Des Moines (515) 265-2558	Ed Ely (515) 270-6965	Dan Ness - Training Instructor (319) 721-0431	\$27.82	\$43.87
Laborers Local #309 - Quad Cities	Brad Long (309) 786-5479		\$26.36	\$50.66
Laborers Training Fund #571 - Omaha, NE	Sam Renshaw (402) 573-7878	Doug Sea - (402) 573-7878	\$23.00	\$35.53
Missouri Valley Line Constructors JATC - Des Moines	Robbie Foxen (515) 961-5062	Wes Roberson (515) 961-5062	\$27.56- \$45.94	
Millwright Local 2158 - Cedar Rapids/Quad Cities	Derek McClain (319) 777-8901	Dan Ketchum (563) 332-3595	\$33.70	\$61.33
Millwright Local 1463 - Papillion, NE	Toby Graser (402) 571-2561 - https://omahalocals.com		\$37.03	\$58.17
Operating Engineering Local 234 Cedar Rapids	Jason Copple (712) 577-3046 jason@local234.com	Ryan Hollinrake (641) 942-7112	\$30.04- \$36.65	\$48.49-\$55.10
Operating Engineering Local 234 Des Moines	Jason Copple (712) 577-3046 jason@local234.com	Ryan Hollinrake (641) 942-7112	\$29.78- \$34.65	\$49.23-\$54.10
Operating Engineers Local #571 - Omaha, NE	Aaron Fichter (402) 733-1600	Walt Wrasse (402) 571-4939	\$17.60	\$37.43
Painters & Drywall Finishers Local 1178 - Cedar Rapids	Derek Molyneux (319) 320-8988 derekmolyneux81@gmail.com	Josh Ehrmann (309) 737-4434	\$28.30	\$39.23
Painters & Allied Trades #246 Des Moines	Jason D. Knight (515) 289-0482 jknights@iupatdc81.org	Jason Drummand (515) 210-6377	\$29.43	\$44.81
Painters Local 1178 - Quad Cities (Painters & Drywallers)	Josh Ehrmann 309-737-4434 jehrmann@iupatdc81.org	Howard Baker (515) 289-0482 habaker@iupatdc81.org	\$15.00- \$30.00	\$49.14
Painter & Allied Trades #109 Omaha, NE & #214 Sioux City	Howard Baker (515) 289-0482 habaker@iupatdc81.org		\$18.42	\$27.48
Plasters & Cement Masons #21 Des Moines	Adam Nevins (515) 266-1668 anevins@opcma538.org		29.94 - \$30.79	\$49.29-\$45.59
Plasters & Cement Masons Local 538 - Omaha, NE	Joel Santos (402) 333-7921		\$26.85	\$41.59

Trade	Business Agent/Manager	Apprenticeship Coordinator	Hourly Wage	Total Wage Package*
Plumbers & Pipefitters Local 125 Cedar Rapids	Michael Sadler (319) 365-0413 msadler@uanet.org	Liam Wilkins (319) 362-9259 liam.wilkins@ua125jatc.com	\$41.24	\$61.77
Plumbers & Steamfitters #33 Des Moines	Andy Roberts (515) 243-3244 aroberts@ualocal33.org	Chuck McKnight (309) 788-4159 ua33jatc.org	\$41.70	\$64.60
Plumbers Local #16 - Omaha, NE	Arrick Jazyanka (402) 734-6274 www.plumberslocal16.org	Ben Morgan (402) 734-6274 ben@plumberslocal16.org	\$41.16	\$57.53
Roofers & Waterproofers Local 182 Marion	Brian Cosgrove brianl@rooferslocal182.com	Mike Klamon (319) 310-9189 mike@rooferlocal182.com	\$28.28	\$45.68
Roofers #142 Des Moines & Sioux City	Mike Soroka (515) 779-9950 rooferslocal142.com	Dan Ferch (515) 779-9950	\$30.50	\$45.28
Sheet Metal Workers Local 263 Cedar Rapids/Iowa City	Randy Sconyers randysconyers@smart263.org	Mike McCullough (319) 533-1389 mikemccullough@smart263.org	\$38.73	\$61.80
Sheet Metal Workers #45 Des Moines & Sioux City	John Quijano (515) 262-7421 j.quijano@smw45.com	Larry Ferriss l.ferriss@smw45.com	\$39.23	\$62.51
Sheet Metal - Omaha	A.J. Wilwerding (402) 330-3636 - www.smartloc3.com		\$39.65	\$59.57
Sprinklerfitters Local 669 Dis. 23 - Iowa	Tony Zakara (515) 203-0398 tonyzlocal669@gmail.com		\$41.15	\$66.40
Teamsters Local 238 - Cedar Rapids	Zach Peterson - rwalton@iowalabor.com		\$32.03	\$48.33
Teamsters Local #554 - Omaha, NE	Call (402) 331-0550		Varies	Varies

Federal Loan Programs

An application or promissory note must be completed for each type of loan listed above. The college will supply information on how to apply. Federal programs are subject to change. There may be options for forgivable loans under certain fields of study; check with the financial aid office.

Loan	Subsidized Stafford	Unsubsidized Stafford	Parent PLUS
Eligibility	Available to students enrolled at least half time at an eligible institution and who show financial need. Must file a FAFSA.	Available to students enrolled at least half time at an eligible institution. This loan is not based on financial need. Must file the FAFSA.	Available to parents of dependent undergraduate students enrolled at least half time. Loan is not based on financial need. Borrower is subject to credit check and must file the FAFSA.
Annual Loan Limits	Freshman = \$3,500 Sophomore = \$4,500 Junior/Senior = \$5,500	Visit the ICAN site at www.ICANSucceed.org for updated limits.	Cost of attendance, less other aid received.
Cumulative Loan Limits	\$23,000	Total limit for combined subsidized/unsubsidized: Dependent: \$31,000 Independent: \$57,500 (No more than \$23,000 of this amount may be subsidized.)	None.
Interest Rate	5.498% fixed	7.048% fixed	8.048% fixed
Fees	Origination fees up to 1.059% for 2023 – 2024.	Origination fees up to 1.059% for 2023 – 2024.	Origination fees of up to 4.288% for 2023 – 2024.
Disbursement	Disbursements are sent directly to school by EFT (electronic funds transfer).	Disbursements are sent directly to school by EFT (electronic funds transfer).	Disbursements are sent directly to school by EFT (electronic funds transfer).
Grace Period	Six months after graduation or changing to less than half time. No interest until repayment begins.	Six months after graduation or changing to less than half time. Interest accrues while in school and during grace periods, but payments can be postponed. Note: Postponing interest may result in more interest being charged over the life of the loan.	None.
Repayment Terms	Up to 10 years following the grace period, or longer under an extended payment plan. Deferments may be available. Check with your loan servicer.	Up to 10 years following the grace period, or longer under an extended payment plan. Deferments may be available. Check with your loan servicer.	Begins 60 days after the loan is fully disbursed. Up to 10 years from the date of the last disbursement, or longer under an extended repayment plan. A deferment for PLUS Loans is available.

Types of Financial Aid That Don't Need to Be Repaid

File the FAFSA to apply for the following aid. The deadline is July 1 for these specific aid programs.

Federal Pell Grant*	Students with financial need. The maximum full-time award is \$7,500 for the 2023 – 2024 school year.
Federal Supplemental Educational Opportunity Grant (FSEOG)*	Students with financial need. Pell Grant recipients receive priority. The amount varies by college.
Iowa Tuition Grant**	Iowa residents enrolled at eligible Iowa private colleges/universities, as well as business or nursing schools with an eligible SAI. The maximum award is \$7,500 per year for the 2023 – 2024 academic year.
Iowa Vocational-Technical Tuition Grant**	Iowa residents enrolled at an Iowa community college in a vocational-technical or career option program with an eligible SAI. The maximum award is \$1,000 per year for the 2023 – 2024 academic year.
Federal Work-Study*	Students with financial need. Part-time jobs, usually on campus, pay at least minimum wage. Contact the college for details. There may be additional forms supplied by the college.
Kibbie Grant**	Iowa residents enrolled in specified career or technical education programs at Iowa community colleges with an eligible SAI. The maximum full-time award is \$3,000 for the 2023-2024 academic year.
Last Dollar Scholarships	Iowa residents who are new high school graduates starting college full-time or adult learners starting college at least part-time with an eligible SAI; have applied for all other available aid; and plan to earn a credential for a high-demand job from eligible programs. Up to the full amount of your tuition for a qualifying program for the 2023-2024 academic year.

The Iowa financial aid application and additional paperwork are required to apply for the following aid.

Iowa National Guard Educational Assistance Program	Iowa residents who are members of an Iowa Army or Air National Guard Unit for each term the member receives benefits. Visit www.iowacollegeaid.gov to apply. Awards vary by program funding and participation; eligibility determined by the Iowa Adjutant General. The deadline is July 1 for fall and Dec. 1 for spring.
All Iowa Opportunity Scholarship	Student who graduated from an Iowa high school or completed a high school equivalency diploma, and are attending an eligible Iowa college or university. Must be a first-time student with an eligible SAI on the FAFSA form and complete the Iowa Financial Aid Application. The maximum full-time award is \$4,644 for the 2023-2024 academic year. The deadline is March 1.

Scholarships and grants offered by a college or private organization have individual application rules.

College Scholarships and Grants	Students can earn awards for merit (academic, artistic, athletic ability) and/or financial need. Students are responsible for contacting the admission and financial aid offices at their college and should inquire when applying for admission. Many (but not all) colleges offer aid and list opportunities on their websites.
Private Scholarships	Almost everyone will fit the criteria for some private scholarships, which can range from awarding students with exceptional academic achievement, athletic ability or financial need, as well as those who volunteer for community service and/or are in certain ethnic groups, religious, fraternal or social organizations. Scholarships can also be provided based on hobbies, interests, and life goals. Each scholarship will have a different deadline and students are responsible for submitting applications by each deadline.

Maximum award is based on levels for the 2023 – 2024 academic year and is dependent upon final appropriations. The information in this chart is generally targeted toward students in undergraduate programs, not graduate or professional students.

* Federal programs are subject to change. ** State programs are subject to change.