

IOWA GROW[®] IMPLEMENTATION STEPS

SURVEY OF ALL EMPLOYED STUDENTS → **DETERMINE INCLINED SUPERVISORS** → **TRAIN SUPERVISORS**

INTERVENTION → **SURVEY OF ALL EMPLOYED STUDENTS**

1st Semester	2nd Semester
Intervention 1	Intervention 1
Intervention 2	Intervention 2

**We suggest having 3-4 conversations over the course of a year.*

Students with Intervention **Students without Intervention**

Comparison