1. **Impact of the innovation(s):**  Did this innovation meet an unmet need?  How has it affected a specific industry and/or the public at large?  If internal, what impact has it had on the processes and efficiencies of your organization?

Waukee CAPS directly supports the unmet needs of current employers, as economic trend data focused on the metro and surrounding counties was the driving force behind determining which courses needed to be developed. Creating an early talent pipeline in areas of workforce needs was central to all conversations. The first question asked to all industry-driven, curriculum development teams was, “What professional skills are young professionals entering the workforce are lacking?” From the business partners’ responses, as well as research by national experts, the Waukee CAPS team embraced the Iowa Core Universal Constructs of critical thinking, complex communication, creativity, collaboration, flexibility and adaptability, and productivity and accountability as our professional focus. Our professional focus transcends all our courses include learning in the following strands: Financial and Insurance, Business, Technology, and Communications, Human Services, Engineering, and Bioscience value added agriculture. Based on the target clusters from the Capital Crossroads Initiative, coursework focused on insurance and actuarial science is offered with a the goal of introducing students to the world of actuaries, along with other careers within the scope of the insurance field. Creating interest in this field by connecting learners with mathematical propensity and passion supports the approximately 22,000 existing, as well as future jobs within our metro area. Using data from the U.S. Bureau of Statistics, health science and medicine coursework was developed to exposes students to the variety of future needs. Future courses for the 2015-2016 school year include the areas of Advanced Manufacturing (Advanced Manufacturing), Programming (Information Solutions), and Global Food (Agribusiness) that support the Capital Crossroads Target Clusters. The Waukee CAPS course offerings and professional skills reflect economic trends and workforce needs; therefore, they have the potential to influence the public at large, as well as specific industries.