



METRICS THAT MATTER 2019

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INTRODUCTION

LETTER FROM THE GOVERNOR

Dear Iowans,

Iowa's economy is strong, but staying competitive requires better addressing our skilled worker shortage. That's why we set the ambitious Future Ready Iowa goal of 70 percent of our workforce having education or training beyond high school by the year 2025. Understanding the numbers behind the skills gap is critical to closing it, so I am pleased to present Iowa's second Metrics that Matter report.

Our challenge together is mobilizing Iowans to earn an additional 139,900 postsecondary credentials by 2025. The Future Ready Iowa initiative emphasizes multiple pathways to earn short-term certificates and other credentials, including degrees, leading to high-demand jobs. It will benefit traditional-age students, underemployed and unemployed adults, and mid-career workers who want to upskill with their current employers.

Meanwhile, Iowa is expanding work-based learning to prepare preK-12 students for careers in a dynamic, technology-driven economy. That includes (1) increasing Registered Apprenticeship programs in high schools; (2) launching an online clearinghouse where employers will be able to post engaging, real-world projects for teachers to select; and (3) transforming high-poverty elementary schools into statewide models of computer science instruction.

Future Ready Iowa can be a national model to solve the skilled workforce shortage at the state level. Iowa's initiative is possible because of the extraordinary public-private partnerships that make our state a great place to live, work and raise a family. I encourage you to read the 2019 Metrics that Matter report to see what we must do together – business, labor, education and nonprofit leaders, parents and students, elected officials and others – to help more Iowans have rewarding careers and employers hire the skilled workers they need to grow and innovate.

Thank you.

Sincerely,

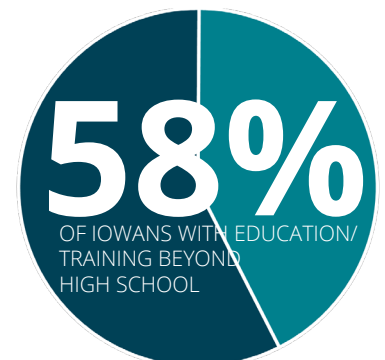


Kim Reynolds
Governor of Iowa

FUTURE READY IOWA'S POSTSECONDARY EDUCATIONAL ATTAINMENT GOAL BY 2025



IOWA'S CURRENT POSTSECONDARY EDUCATIONAL ATTAINMENT



METRICS THAT MATTER

TO ACHIEVE
70%
by **2025**

IOWA NEEDS:
139,900

APPROXIMATE NUMBER OF
ADDITIONAL CREDENTIALS
NEEDED BEYOND CURRENT RATE¹

44,900

ADDITIONAL CREDENTIALS
NEEDED FROM TRADITIONAL-
AGE STUDENTS

37,300

ADDITIONAL CREDENTIALS
NEEDED FROM RETURNING
ADULT STUDENTS AGE 25 TO 64

57,700

ADDITIONAL CREDENTIALS
NEEDED FROM ADULTS
25 TO 64 WITH NO PRIOR
POSTSECONDARY EDUCATION

METRIC #1: EDUCATIONAL ATTAINMENT

OVERALL BREAKDOWN

Future Ready Iowa is designed to accelerate the number of Iowans who earn postsecondary credentials, including certificates and degrees, because if we just keep doing what we've been doing we won't meet the growing demand for talent.

Nearly 58 percent of Iowans in the workforce ages 25 to 64 have education or training beyond high school – well short of our 70 percent goal by 2025 – according to Iowa Workforce Development. If Iowans earn postsecondary credentials at current rates, 60.7 percent will fall into this category in six years. Meanwhile, 68 percent of jobs in Iowa will require education or training beyond high school by 2025, based on a report from the Georgetown University Center on Education and the Workforce.

Better addressing this workforce crisis is critical so our communities continue to prosper in a competitive, technology-driven economy. Future Ready Iowa seeks to do that by creating clearer, multiple pathways to high-demand careers for both traditional-age students and adults in their mid-20s and beyond. In fact, those adults make up 95,000 of the 139,900 Iowans needed to earn additional postsecondary credentials between now and 2025 to reach the 70 percent goal. To help make that happen, the Future Ready Iowa Last-Dollar Scholarship Program will cover the cost of tuition after applying non-repayable state and federal financial aid for thousands of Iowans eager to fill high-demand, well-paying jobs that require up to two-year degrees.

HIGHEST EDUCATION LEVEL, IOWA STATEWIDE LABORSHED SURVEY (AGES 25 TO 64)

EDUCATIONAL ATTAINMENT	2014	2015	2016	2017	2018
Less than High School	2.4%	3.3%	2.5%	2.3%	2.4%
High School Diploma or Equivalent	25.7%	26.6%	22.1%	22.4%	23.4%
Some Education Beyond High School, No Award	16.5%	14.9%	17.3%	16.9%	16.6%
Trade Certification	3.6%	3.8%	3.8%	4.6%	3.2%
Vocational Training	2.2%	2.8%	2.6%	2.5%	1.6%
Associate Degree	12.0%	13.2%	16.3%	16.3%	17.0%
Bachelor's Degree	25.3%	23.6%	23.5%	23.1%	24.5%
Post-Graduate Degree	12.3%	11.8%	11.9%	11.9%	11.3%
*Total Completers Beyond High School	55.4%	55.2%	58.1%	58.4%	57.6%

Source: 2018 Laborshed Survey (Iowa Workforce Development)

BY RACE AND ETHNICITY

Closing Iowa's skills gap also requires doing more to close racial and ethnic postsecondary attainment gaps. The Future Ready Iowa Alliance recommendations recognize this is a moral and an economic imperative, and that efforts must start early so students are genuinely ready after high school to pursue college or career training. Efforts are underway to more effectively serve pre-K-12 students, including expanding authentic work-based learning experiences that connect classrooms to future careers, with an emphasis on underrepresented minority students and students in rural Iowa where there are fewer employers.

EDUCATIONAL ATTAINMENT BY RACE (25 YEARS AND OLDER)

EDUCATIONAL ATTAINMENT	AFRICAN AMERICAN	AMERICAN INDIAN/ALASKAN NATIVE	ASIAN	SOME OTHER RACE	TWO OR MORE RACES	WHITE
Less than 9th Grade	4.1%	6.6%	13.4%	26.6%	3.1%	2.5%
9th to 12th Grade, No Diploma	10.4%	6.6%	8.0%	21.1%	7.0%	4.3%
High School Diploma	22.8%	29.9%	14.1%	17.0%	18.6%	27.1%
GED or Alternative Credential	7.2%	4.8%	1.7%	5.7%	4.4%	4.0%
Some College, No Degree	27.3%	29.4%	15.6%	13.6%	27.4%	21.0%
Associate Degree	8.5%	9.7%	4.8%	5.9%	14.8%	11.9%
Bachelor's Degree	12.0%	6.6%	19.0%	6.3%	14.8%	19.9%
Post-Graduate Degree	7.7%	6.4%	23.4%	3.8%	9.9%	9.3%
Associate Degree or Higher	28.2%	22.7%	47.2%	16.0%	39.5%	41.1%

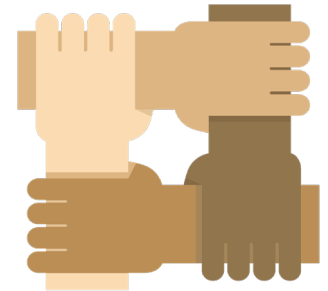
Source: 2017 ACS 1-Year Estimate (Tables B15002A-I, B15001)

EDUCATIONAL ATTAINMENT BY ETHNICITY (25 YEARS AND OLDER)

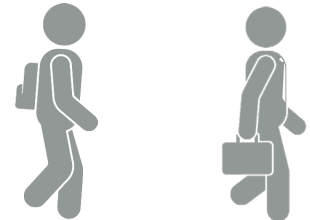
EDUCATIONAL ATTAINMENT	HISPANIC/LATINO	WHITE, NON-HISPANIC
Less than 9th Grade	22.4%	1.9%
9th to 12th Grade, No Diploma	14.9%	4.0%
High School Diploma	25.2%	27.1%
GED or Alternative Credential	4.5%	3.9%
Some College, No Degree	13.7%	21.2%
Associate Degree	6.2%	12.1%
Bachelor's Degree	8.7%	20.3%
Post-Graduate Degree	4.5%	9.4%
Associate Degree or Higher	19.4%	41.8%

Source: 2017 ACS 1-Year Estimate (Tables B15002A-I, B15001)

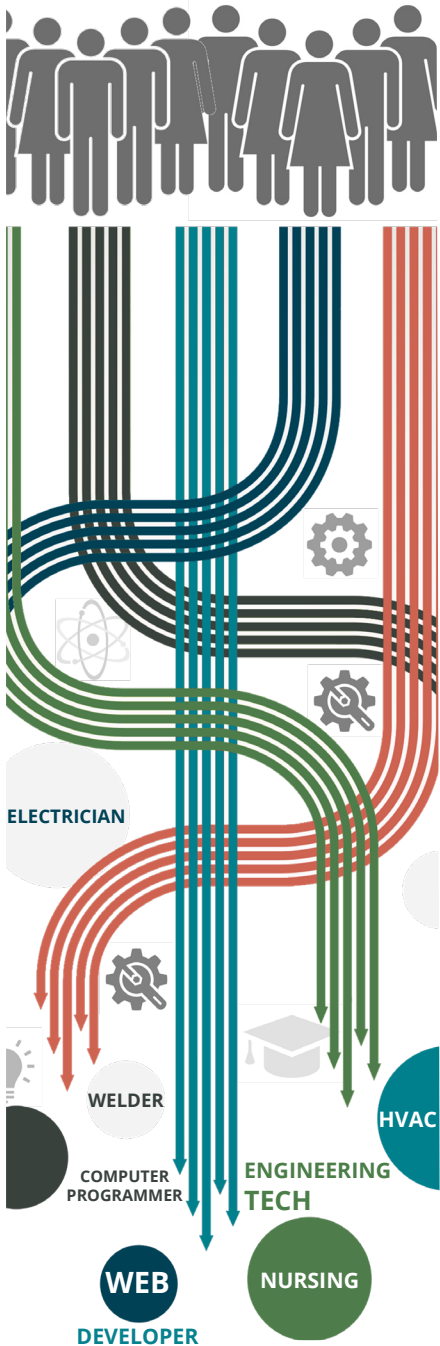
INCREASE EQUITY IN POSTSECONDARY ENROLLMENT



BOOST DEGREES, CERTIFICATES & OTHER CREDENTIALS EARNED BY TRADITIONAL-AGE AND ADULT LEARNERS



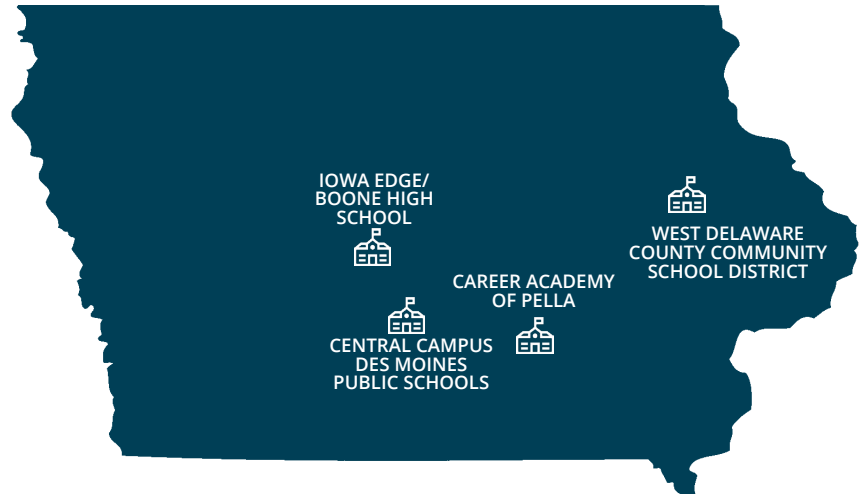
BUILDING IOWA'S TALENT PIPELINE



GROWING REGISTERED APPRENTICESHIPS

Registered Apprenticeship programs are driven by employer demand for workers trained to meet their specific needs and allow apprentices to earn while they learn more skills. Registered Apprenticeship programs include advanced manufacturing, information technology and mechatronics, among many other occupations and industries. The number of active Registered Apprentices continues to grow in Iowa, with recent expansion into high schools. At least six school districts now have programs serving high school students, who must be at least age 16 to participate. A number of other districts plan to launch programs soon, and many more are exploring the option.

IOWA HIGH SCHOOLS WITH REGISTERED APPRENTICESHIP PROGRAMS



GROWTH IN REGISTERED APPRENTICES AND APPRENTICESHIP PROGRAMS (2011-2018)

ACTIVE REGISTERED APPRENTICES

2011 **4,743**

2018 **7,971**

ACTIVE REGISTERED APPRENTICESHIP PROGRAMS

2011 **461**

2018 **756**

NEW REGISTERED APPRENTICES

2011 **2,584**

2018 **3,545**

NEW REGISTERED APPRENTICESHIP PROGRAMS

2011 **83**

2018 **126**

Source: U.S. Department of Labor Office of Apprenticeship Data and Statistics



METRIC #2: LAST-DOLLAR SCHOLARSHIP & IOWA GRANT JOB LISTS

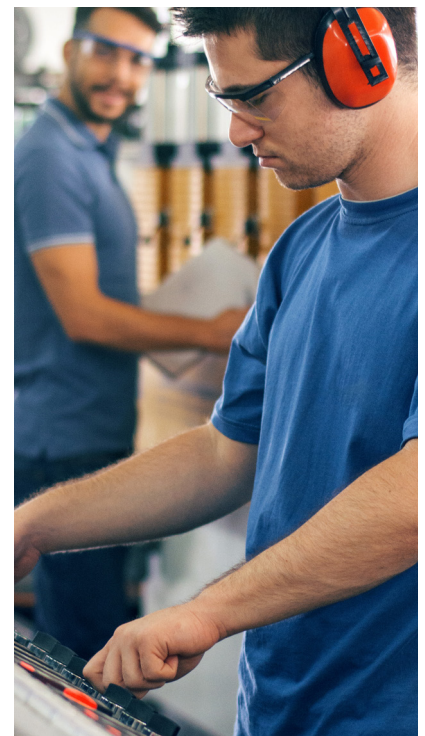
LAST-DOLLAR SCHOLARSHIP OCCUPATIONS

The Iowa Workforce Development Board last fall designated a statewide list of high-demand jobs required by the 2018 Future Ready Iowa Act. The first part of the list shows jobs that the Future Ready Iowa Last-Dollar Scholarship Program will prepare students for by helping pay tuition for credentials up to associate degrees. Deciding what jobs qualify is based largely on annual openings and projected growth. Generally, occupations meet a minimum \$14-an-hour starting wage threshold. In addition, Iowa’s 15 community colleges can submit their own list of five jobs each based on regional needs. Scholarship recipients may also attend Iowa private colleges and universities that award up to two-year degrees in programs of study leading to the designated statewide high-demand jobs.

FUTURE READY IOWA STATEWIDE LAST-DOLLAR SCHOLARSHIP HIGH-DEMAND JOBS

OCCUPATION	2018 ENTRY LEVEL SALARY	2018 MEDIAN SALARY
Advanced Manufacturing Production, Installation & Maintenance		
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$32,566	\$44,165
Computer-Controlled Machine Tool Operators, Metal and Plastic	\$30,411	\$37,632
Electrical Power-Line Installers and Repairers	\$50,293	\$71,543
Engine and Other Machine Assemblers	\$34,462	\$40,528
Farm Equipment Mechanics and Service Technicians	\$31,372	\$40,423
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$32,550	\$49,108
Industrial Machinery Mechanics	\$38,023	\$50,867
Maintenance Workers, Machinery	\$32,442	\$39,467
Millwrights	\$38,622	\$53,941
Mobile Heavy Equipment Mechanics, Except Engines	\$37,023	\$50,739
Plant and System Operators, All Other	\$35,831	\$55,184
Telecommunications Line Installers and Repairers	\$36,269	\$50,042

**ALIGN
CREDENTIALS
EARNED WITH
HIGH-DEMAND
JOBS**



OCCUPATION	2018 ENTRY LEVEL SALARY	2018 MEDIAN SALARY
Tool and Die Makers	\$37,948	\$47,942
Welders, Cutters, Solderers, and Brazers	\$30,283	\$37,149
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	\$30,625	\$37,379
Wind Turbine Service Technicians	\$40,725	\$63,724
Construction & Engineering		
Architectural and Civil Drafters	\$37,285	\$51,463
Carpenters	\$30,469	\$40,635
Civil Engineering Technicians	\$33,717	\$52,438
Electrical and Electronics Engineering Technicians	\$43,797	\$61,569
Electricians	\$34,701	\$53,545
Engineering Technicians, Except Drafters, All Other	\$40,728	\$53,809
Mechanical Drafters	\$35,488	\$49,998
Operating Engineers and Other Construction Equipment Operators	\$33,533	\$45,809
Pipelayers	\$35,156	\$51,838
Plumbers, Pipefitters, and Steamfitters	\$32,434	\$49,864
Sheet Metal Workers	\$30,549	\$46,301
Structural Iron and Steel Workers	\$36,951	\$52,466
Healthcare & Biosciences		
Agricultural and Food Science Technicians	\$30,841	\$45,405
Biological Technicians	\$31,063	\$41,076
Cardiovascular Technologists and Technicians	\$31,244	\$51,745
Chemical Technicians	\$29,960	\$38,884
Dental Assistants	\$32,420	\$39,046
Dental Hygienists	\$56,344	\$69,650
Diagnostic Medical Sonographers	\$51,301	\$65,564
Emergency Medical Technicians and Paramedics	\$23,496	\$33,249
Environmental Science and Protection Technicians, Including Health	\$34,310	\$47,348
Health Technologists and Technicians, All Other	\$30,148	\$39,141
Licensed Practical and Licensed Vocational Nurses	\$34,507	\$41,718
Life, Physical, and Social Science Technicians, All Other	\$31,801	\$46,120
Medical and Clinical Laboratory Technicians	N.A.	N.A.
Medical and Clinical Laboratory Technologists	\$32,644	\$47,997
Occupational Therapy Assistants	\$43,963	\$57,527
Physical Therapist Assistants	\$36,475	\$46,938
Radiologic Technologists	\$40,264	\$50,952
Registered Nurses	\$44,294	\$56,710
Respiratory Therapists	\$43,754	\$51,491
Surgical Technologists	\$33,306	\$39,849
Information Technology		
Computer Network Support Specialists	\$36,689	\$51,563
Computer Occupations, All Other	\$46,325	\$72,603
Computer Programmers	\$49,121	\$71,689
Computer Systems Analysts	\$58,392	\$80,696
Computer User Support Specialists	\$31,164	\$45,105
Network and Computer Systems Administrators	\$50,992	\$69,992
Web Developers	\$32,436	\$50,613

Source: FRI Last-Dollar Scholarship List (IWD Occupational 2016-2026 Projections) Statewide

IOWA GRANT OCCUPATIONS

The second part of the Workforce Development Board high-demand jobs list is for the Future Ready Iowa Grant Program. It will provide an annual stipend to encourage lowans to return to college if they dropped out with half the credits toward a bachelor's degree leading to a high-demand job. Grant recipients may attend public or private Iowa colleges and universities full-time or part-time.

FUTURE READY IOWA GRANT STATEWIDE HIGH-DEMAND JOBS

OCCUPATION	2018 ENTRY LEVEL SALARY	2018 MEDIAN SALARY
Business & Financial Operations		
Accountants and Auditors	\$42,432	\$60,305
Construction Managers	\$53,254	\$77,683
Cost Estimators	\$41,795	\$61,730
Credit Analysts	\$43,411	\$63,498
Financial Analysts	\$52,292	\$72,347
Financial Examiners	\$50,009	\$76,995
Financial Specialists, All Other	\$41,133	\$60,213
Loan Officers	\$40,601	\$64,217
Market Research Analysts and Marketing Specialists	\$36,076	\$54,237
Personal Financial Advisors	\$41,112	\$64,997
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$44,574	\$74,089
Securities, Commodities, and Financial Services Sales Agents	\$32,928	\$52,170
Education		
Career/Technical Education Teachers, Middle School	\$28,963	\$45,769
Career/Technical Education Teachers, Secondary School	\$42,376	\$54,448
Elementary School Teachers, Except Special Education	\$38,277	\$53,263
Kindergarten Teachers, Except Special Education	\$37,708	\$51,871
Middle School Teachers, Except Special and Career/Technical Education	\$38,482	\$55,449
Secondary School Teachers, Except Special and Career/Technical Education	\$39,160	\$54,169
Special Education Teachers, All Other	\$47,993	\$69,866
Special Education Teachers, Kindergarten and Elementary School	\$41,171	\$54,262
Special Education Teachers, Middle School	\$41,616	\$58,266
Special Education Teachers, Preschool	\$35,308	\$57,557
Special Education Teachers, Secondary School	\$42,341	\$55,556
Vocational Education Teachers, Postsecondary	\$31,397	\$58,493
Engineering		
Agricultural Engineers	\$65,581	\$83,736
Computer Hardware Engineers	\$67,399	\$101,831
Electrical Engineers	\$64,120	\$86,677
Industrial Engineers	\$57,438	\$75,426
Mechanical Engineers	\$51,152	\$69,785
Healthcare & Biosciences		
Registered Nurses	\$44,294	\$56,710
Social Workers, All Other	\$40,574	\$65,031



TOP PROJECTED ANNUAL GROWTH RATE (2016 - 2026) AMONG JOBS ON THE HIGH-DEMAND JOB LISTS



WIND TURBINE TECHNICIANS
7.8%
GROWTH



OPERATION RESEARCH ANALYSTS
3.9%
GROWTH



ACTUARIES
3.3%
GROWTH



PHYSICAL THERAPIST ASSISTANTS
3.0%
GROWTH

34.2%
2017-2018
OF IOWA
HIGH SCHOOL
STUDENTS



EARNED DUAL HIGH SCHOOL AND COLLEGE CREDIT

OCCUPATION	2018 ENTRY LEVEL SALARY	2018 MEDIAN SALARY
Information Technology & Mathematics		
Actuaries	\$64,691	\$93,457
Computer Network Support Specialists	\$36,689	\$51,563
Computer Occupations, All Other	\$46,325	\$72,603
Computer Programmers	\$49,121	\$71,689
Computer Systems Analysts	\$58,392	\$80,696
Computer User Support Specialists	\$31,164	\$45,105
Database Administrators	\$55,992	\$85,969
Network and Computer Systems Administrators	\$50,992	\$69,992
Operations Research Analysts	\$56,336	\$79,453
Software Developers, Applications	\$60,425	\$86,829

Source: FRI Iowa Grant List (IWD Occupational 2016-2026 Projections) Statewide

METRIC #3: POSTSECONDARY READINESS

STUDENTS WITH DUAL HIGH SCHOOL/COLLEGE CREDIT

Iowa is a national leader in high school students earning community college credit – 34.2 percent of all ninth- through 12th-graders in 2017-18. The percentage has steadily increased in recent years, which helps more students get a head start on college while reducing tuition costs. In addition, nearly 1,000 of the 51,000 students who took dual credit courses completed a postsecondary credential – ranging from a certificate to an associate degree – last school year. It will be important to encourage many more high school students to do so in future years as a routine part of exploring and preparing for careers early.

AWARDS EARNED BY IOWA HIGH SCHOOL STUDENTS IN ACADEMIC YEAR 2017-2018 BY AWARD TYPE

AWARD TYPE	NUMBER OF AWARDS
Associate of Arts (AA)	134
Associate of Science (AS)	22
Associate of General Studies (AGS)	9
Associate of Applied Science (AAS)	18
Diploma	61
Certificate	737
Total	981

Source: Iowa Department of Education

ON-TIME HIGH SCHOOL GRADUATES ENROLLING IN POSTSECONDARY EDUCATION OR TRAINING

Just over 71 percent of students who graduate from high school in four years pursue a postsecondary credential within one year. Meanwhile, looking at the bigger picture, just 46.6 percent of the class of 2011 high school graduates completed a postsecondary credential within six years. It's essential to significantly increase both enrollment and completion because a postsecondary credential is considered the new minimum to land jobs that pay well in the knowledge economy. But that does not mean only four-year degrees. Some two-year degrees pay better than some bachelor's degrees. Some shorter-term credentials, such as a one-year diploma in welding, have a lot of value in the workforce.

FIRST YEAR POSTSECONDARY ENROLLMENT OF HIGH SCHOOL GRADUATES BY DEMOGRAPHICS (COMBINED CLASSES 2013-14 THROUGH 2015-16)

CATEGORY	% ENROLLED IN POSTSECONDARY WITHIN 1 YEAR OF HIGH SCHOOL GRADUATION
Overall	71.1%
Female	75.9%
Male	66.3%
Asian	77.4%
Black	62.0%
Hispanic	57.7%
White, Non-Hispanic	72.8%

Source: Iowa Postsecondary Readiness Report/Iowa PREP Dashboard

IOWA HIGH SCHOOL GRADUATES WHO EARNED A POSTSECONDARY AWARD WITHIN 6 YEARS OF HIGH SCHOOL GRADUATION (CLASS OF 2010-11)

INSTITUTION TYPE	# OF HS GRADUATES WHO EARNED A POSTSECONDARY AWARD WITHIN 6 YEARS OF GRADUATION	% OF HS GRADUATES WHO EARNED A POSTSECONDARY AWARD WITHIN 6 YEARS OF GRADUATION
Any Postsecondary Award	15,734	46.6%

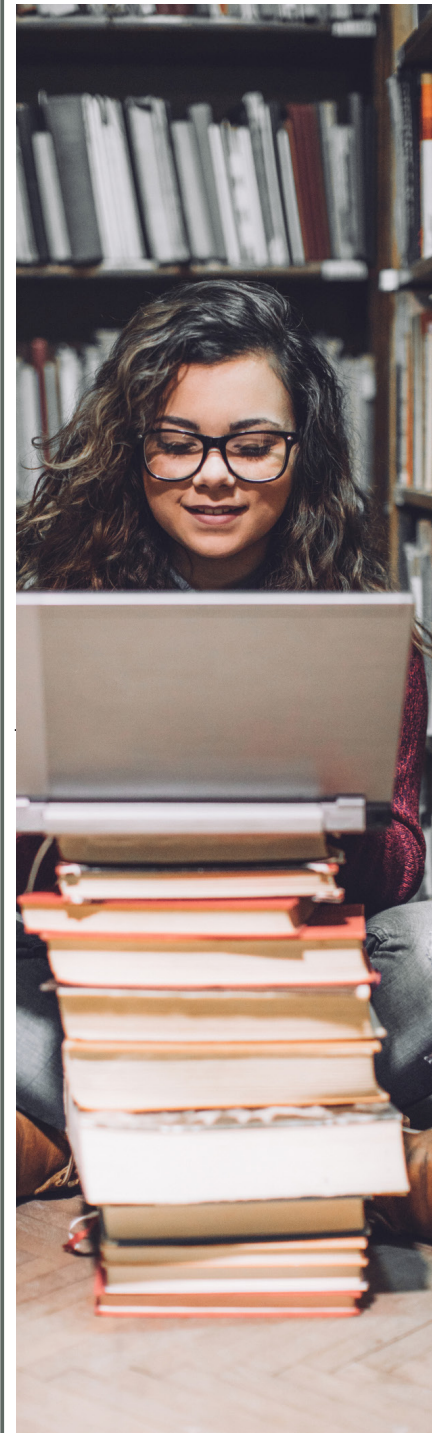
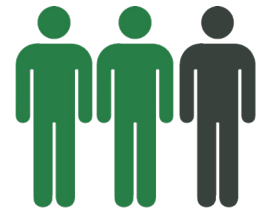
Source: Iowa Postsecondary Readiness Report

METRIC #4: AVERAGE EARNINGS

AVERAGE EARNINGS BY EDUCATIONAL ATTAINMENT

Not so long ago, a high school diploma was widely accepted as the minimum level of education needed to go out into the world to earn a good living. Today, a postsecondary credential is the new minimum because we live in a knowledge economy that increasingly requires lifelong learning. Having "some college" but no degree does not improve earnings much beyond having only a high school diploma. Median earnings, as expected, typically increase as Iowans earn higher-level postsecondary credentials.

OVER TWO OUT OF THREE STUDENTS ENROLLED IN POSTSECONDARY EDUCATION OR TRAINING WITHIN ONE YEAR OF GRADUATION



\$59,532

MEDIAN ANNUAL PERSONAL INCOME FOR THOSE WITH A BACHELOR'S DEGREE

\$45,969

MEDIAN ANNUAL PERSONAL INCOME FOR THOSE WITH AN ASSOCIATE DEGREE

\$39,028

MEDIAN ANNUAL PERSONAL INCOME FOR THOSE WITH A H.S. DIPLOMA/EQUIVALENT

EMPLOYERS SURVEYED WERE ASKED DO APPLICANTS FULFILL JOB REQUIREMENTS?

38.3% AGREE

36.2% NEUTRAL

25.5% DISAGREE

TOP BASIC SKILL EMPLOYERS FIND LACKING IN APPLICANTS

WRITTEN COMMUNICATION



TOP HARD SKILL EMPLOYERS FIND LACKING IN APPLICANTS

CRITICAL/ANALYTICAL THINKING



TOP SOFT SKILL EMPLOYERS FIND LACKING IN APPLICANTS

MOTIVATION



IOWA MEDIAN ANNUAL PERSONAL INCOME FOR FULL-TIME WORKERS (AGE 25 TO 64) BY EDUCATIONAL ATTAINMENT

EDUCATIONAL ATTAINMENT	MEDIAN ANNUAL PERSONAL INCOME
Less than 9th Grade	\$30,000
9th to 12th Grade, No Diploma	\$33,280
High School Diploma or Equivalent	\$39,028
Some College, No Degree	\$40,000
Associate Degree	\$45,969
Bachelor's Degree	\$59,532
Master's Degree	\$72,081
Professional Degree (e.g. DDS or JD)	\$132,049
Doctorate Degree (e.g. PhD or EdD)	\$106,587
Overall	\$46,400

Source: Current Population Survey, 2016-2018 3-Year Average (2015-2017 Income) (CPS Table Creator)

METRIC #5: WORKFORCE READINESS

EMPLOYERS' PERCEPTIONS OF APPLICANT SKILLS

In July 2018, Iowa Workforce Development conducted a survey of employers across the state. About 37 percent (10,613 employers) responded to the survey, which included questions about how well job applicants are prepared for jobs. The survey asked about a variety of skills, including basic skills in math and reading; hard, or technical, skills; and soft skills, which are sometimes referred to as employability skills. Motivation, dependability, communications and critical/analytical thinking skills are among the biggest shortcomings identified.

OF THE EMPLOYERS WHO SAID APPLICANTS LACK NECESSARY SKILLS:

BASIC SKILL	% WHO PERCEIVE APPLICANTS LACK SKILL
Written Communication	24.8%
Applied Mathematics	17.1%
Reading for Information	15.2%
Locating Information	12.4%

HARD SKILL	% WHO PERCEIVE APPLICANTS LACK SKILL
Critical/Analytical Thinking	33.1%
Business Communication	19.2%
Machine Operation	14.7%
Project Management	13.1%
Basic Computer Literacy	11.8%
Computer Software	11.6%
General Office Software	9.7%

SOFT SKILL	% WHO PERCEIVE APPLICANTS LACK SKILL
Motivation	49.3%
Dependability	45.2%
Time Management	35.5%
Communication Skills	35.2%
Teamwork	20.7%
Leadership	18.8%
Honesty	14.9%

Source: 2018 Iowa Workforce Needs Assessment Survey

METHODOLOGY

1 Iowa's Future Ready Iowa initiative uses Iowa's Laborshed Survey to track educational attainment of Iowans and monitor Iowa's progress to its 2025 educational attainment goal. The Laborshed Survey is conducted annually by Iowa Workforce Development with support from the Iowa Economic Development Authority. The survey is conducted across the entire state and collects information from Iowans ages 18 to 64. The survey takers provide information on a wide array of workforce related topics (employment, educational/training attainment, occupation, wages, benefits).

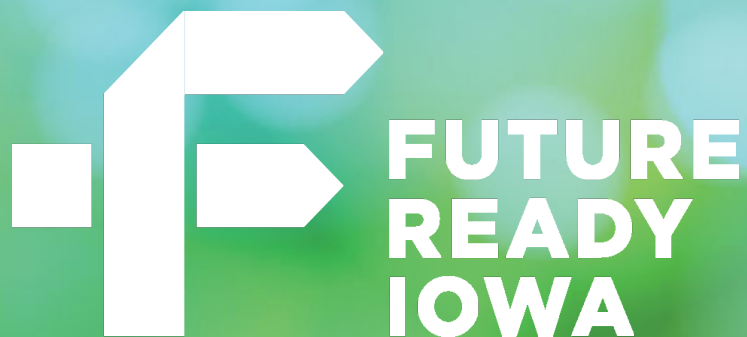
The Future Ready Iowa Alliance chose to use the Laborshed Survey due to its flexibility to answer educational and training attainment levels in more detail that are not currently being collected by federal surveys. The Laborshed Survey was modified in January of 2017 to provide more alignment with the needs of Future Ready Iowa tracking.

The distribution of the total additional credentials needed (139,900) is simply weighted by the number of people who currently fall into the three categories. Progress can be made toward the goal with credentials earned by any combination of these three target populations. The 139,900 estimated credentials are in addition to what would be generated at the current rate if no action were taken to increase credentials earned.

2 Future Ready Iowa Last-Dollar Scholarship and Iowa Grant high-demand occupations were selected utilizing Iowa's 2016-2026 Statewide Occupational Projections, 2017 Iowa Wage Report, and U.S. Department of Labor Bureau of Labor Statistics Educational Attainment. Occupations were filtered for multiple criteria: 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate Degree (Last-Dollar Scholarship), 33.3% or higher of people employed in the occupation with educational attainment of Bachelor's Degree or above (Iowa Grant), doesn't typically require work experience for entry, and has an entry-level wage of \$14.00 or higher. If only annual salary wage data was available, occupations with an annual entry-level salary of \$29,120 or higher are included. Filtered occupations with the highest ranking estimated projected annual openings and annual growth rates were selected. Industry recommendations were taken into consideration for a few occupations.

3 The students scheduled to graduate high school and high school graduate data are based on the high school cohort (students that start 9th grade together) while the rest of the measures are based on the graduating class (students that graduate in the same academic year). The source of the high school graduate data is Graduation Rates and Dropout Rates (Iowa Department of Education) while the postsecondary intentions/enrollment/persistence/completion data is pulled from the Iowa PREP Dashboard. The denominator for all percentage calculations is the number of students scheduled to graduate high school in that year.





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About the Future Ready Iowa Initiative

Future Ready Iowa is an initiative to build Iowa's talent pipeline. Careers today and in the future require advanced knowledge and technical skills. Understanding that education or training beyond high school is the new minimum to earn a living wage, the goal of Future Ready Iowa is for 70 percent of Iowa's workforce to have education or training beyond high school by 2025.

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