



GET YOUR  
FUTURE  
READY

**FUTURE  
READY  
IOWA**

**Transforming THE  
WORKFORCE THRU  
EDUCATION**

**Closing  
Iowa's  
SKILLS GAP**



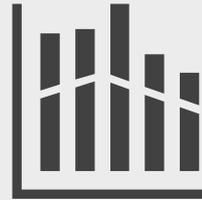
IOWA

# Unemployment Rate

CURRENT  
UNEMPLOYMENT RATE

**2.5%**

July '19 –  
follows 12<sup>th</sup>  
straight months  
of 2.4%/One of  
lowest in the  
country



1,723,300  
IOWANS IN THE  
WORKFORCE  
IN JULY '19



UNEMPLOYED PERSONS  
IN JULY '19

**42,500**



IOWA'S LABOR FORCE **Participation**

**69.5%**  
**July '19**

**Iowa ranks**  
**4<sup>th</sup>**  
**in the**  
**Nation**

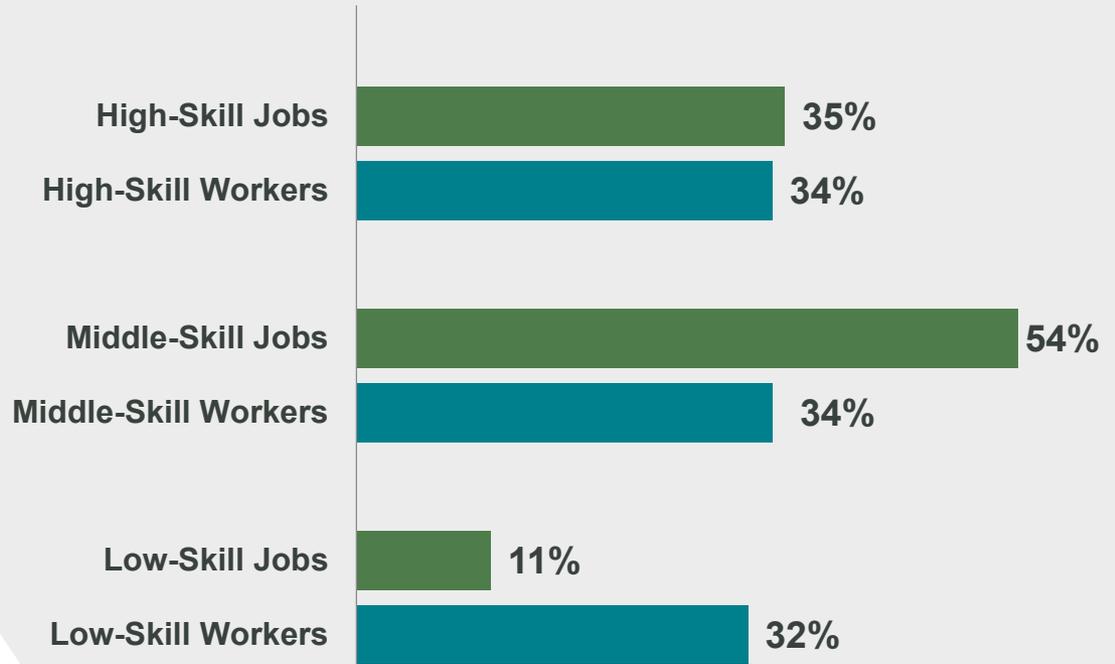
**6.5%**

**Greater than the National**  
**Average of 63% in July '19**



# IOWA IS EXPERIENCING A MIDDLE-SKILL JOB GAP

Iowa's Jobs and Workers by Skill Level, 2016/2017



Sources: 2017 Occupational Employment Statistics, Labor Market Information Division, Iowa Workforce Development. 2016 Current Population Survey, U.S. Census Bureau.



# Percent of Employers who Perceive they have difficulty filling positions due to:

Applicants lack the **QUALIFICATIONS** needed **56%**

**GENERAL** lack of Applicants **48%**

Lack of applicants due to wages offered **28%**

Lack of applicants due to benefit package provided **21.7%**

Lack of applicants due to type of work required **30.7%**

## EMPLOYER PERCEPTION OF APPLICANTS



**70%**

of Iowa's workforce will have post-secondary education,  
training or a credential of value by

**2025**

To meet the goal, Iowa needs a net increase of

**139,900**

Residents need to earn postsecondary  
degrees and other credentials

FUTURE READY IOWA  
**GOAL**

# IOWANS NEED SKILLS

**We need 139,900 Iowans** to obtain credentials to achieve Future Ready Iowa's goal.



Population age 25 years or older:

**3.2%**

Trade Certificates

**1.6%**

Vocational Training

**17.0%**

Associate Degree

**24.5%**

Undergraduate Degree

**11.3%**

Post-Graduate Degree

# EDUCATION LEVEL

**57.6%**

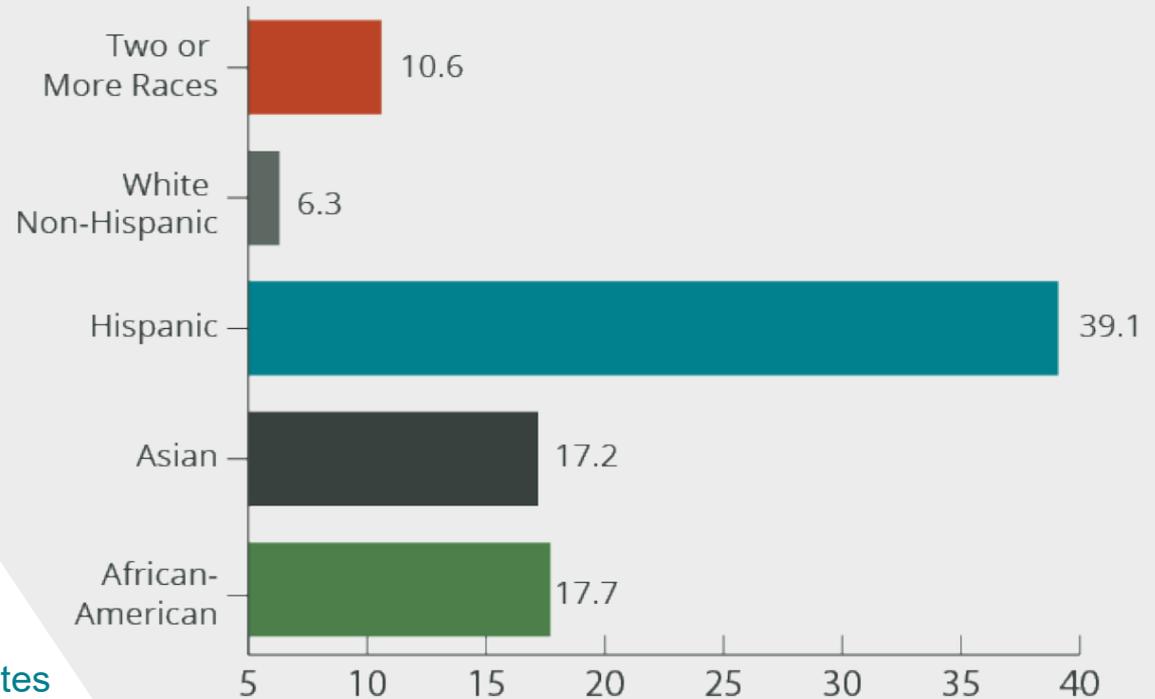


Total Iowans with completed  
education or training beyond  
High School

Compared to 58.4% in 2017  
and 58.1% in 2016

# EDUCATIONAL ATTAINMENT RATES BY RACE

The chart shows the percentage of select groups in Iowa that lack a high school diploma, for populations 25 years and older.



Addressing inequality in educational attainment is important because people with more education are:

- more likely to be employed
- more likely to have lower poverty rates
- less likely to rely on government assistance programs like Medicaid.

Source: 2016 Current Population Survey

Source: American Community Survey 2016 Estimates

# STRATEGY 1



## Last Dollar Scholarship

For lowans seeking up to an associates degree in a high-demand job at Iowa colleges or universities.

**Funded at \$13 million in FY20**



## Future Ready Iowa Grant Program

For lowans seeking a bachelor's degree who already earned more than half the credits for a major in a high-demand job.

**Funded at \$1 million in FY20**



## Employer Innovation Fund

For public/private partnerships to grow the regional talent pipeline.

**Funded at \$1.2 million in FY20**

All three strategies incorporated in Future Ready Iowa Act signed April 4, 2018 and funded as provided in HF758, HF 546 and SF 608, signed May 2019

# Last Dollar Scholarship

- Future Ready Iowa Last Dollar Scholarship - The majority of funding for the last dollar scholarship program; postsecondary credentials up to an associates degree in high-demand occupations. (\$13,044,744)
  - Target High School graduates and adults – this can be used to upskill adult employees; **not income means tested** – focus on providing more opportunities for Iowans to gain needed skills to fill high demand jobs to meet Iowa's workforce needs.
  - As employers with open occupations on the high demand list, you can leverage this funding for your current employees

# Employer Innovation Fund

- Iowa Employer Innovation Fund
  - Designed to encourage employers, community leaders and other stakeholders to match existing resources to meet local needs. Local investment is **matched by the state for successful applicants**.
  - FOCUS is obtainment of credentials/addressing barriers to education.
  - Encourages creative solutions address those barriers.
  - \$1,200,000 appropriated in 2019.
  - First Round Announced Aug 27 (approx. \$400,000 awarded; \$800,000 available for 2<sup>nd</sup> round open September 5-Nov 8).
  - NEXT APPLICATION DEADLINE – **November 8, 2019**
    - **[lowagrants.gov](http://lowagrants.gov)**

# Grant Fund

- Future Ready Iowa Grant
  - Intended to encourage Iowans who left college with at least half the credits required for a bachelor's degree in a high-demand field of study to return and complete.
  - Stipend to help cover tuition, currently \$3,500.00
  - \$1,000,000 appropriated

# Future Ready Iowa Last-Dollar Scholarship High Demand Occupations 2019



FutureReadyIowa.gov

## Healthcare & Biosciences

- Agricultural and Food Science Technicians \*(\$30,841)
- Biological Technicians (\$31,063)
- Cardiovascular Technologists and Technicians (\$31,244)
- Chemical Technicians (\$29,960)
- Dental Assistants (\$32,420)
- Dental Hygienists (\$56,344)
- Diagnostic Medical Sonographers (\$51,301)
- Emergency Medical Technicians and Paramedics (\$23,496)
- Environmental Science and Protection Technicians, Including Health (\$34,310)
- Health Technologists and Technicians (\$30,148)
- Licensed Practical and Licensed Vocational Nurses (\$34,507)
- Life, Physical, and Social Science Technicians (\$31,801)
- Medical and Clinical Laboratory Technicians (N/A)
- Medical and Clinical Laboratory Technologists (\$32,644)
- Occupational Therapy Assistants (\$43,936)
- Physical Therapist Assistants (\$36,475)
- Radiologic Technologists (\$40,264)
- Registered Nurses (\$44,294)
- Respiratory Therapists (\$43,754)
- Surgical Technologists (\$33,306)

## Information Technology

- Computer Systems Analysts (\$58,392)
- Computer User Support Specialists (\$31,164)
- Network and Computer Systems Administrators (\$50,992)
- Computer Occupations, All Other (\$46,325)
- Computer Programmers (\$49,121)
- Computer Network Support Specialists (\$36,689)
- Web Developers (\$32,436)

\*2018 Iowa Wage Report - Entry Level Annual Salary

Criteria:

- *With few exceptions, 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate's Degree.*
- *Entry-level wage of \$14.00 or higher (Iowa Wage Report, 2017 Entry Level Wage)*
- *Doesn't typically require work experience for entry*

## Advanced Manufacturing Production, Installation, & Maintenance

- Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic (\$32,566)
- Computer-Controlled Machine Tool Operators, Metal and Plastic (\$30,411)
- Electrical Power-Line Installers and Repairers (\$50,293)
- Engine and Other Machine Assemblers (\$34,462)
- Farm Equipment Mechanics and Service Technicians (\$31,372)
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers (\$32,550)
- Industrial Machinery Mechanics (\$38,023)
- Maintenance Workers, Machinery (\$32,442)
- Millwrights (\$38,622)
- Mobile Heavy Equipment Mechanics, Except Engines (\$37,023)
- Plant and System Operators (\$35,831)
- Telecommunications Line Installers and Repairers (\$36,269)
- Tool and Die Makers (\$37,948)
- Welders, Cutters, Solderers, and Brazers (\$30,283)
- Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders (\$30,625)
- Wind Turbine Service Technicians (\$40,725)

## Construction & Engineering

- Architectural and Civil Drafters (\$37,285)
- Carpenters (\$30,469)
- Civil Engineering Technicians (\$33,717)
- Electrical and Electronics Engineering Technicians (\$43,797)
- Electricians (\$34,701)
- Engineering Technicians, Except Drafters, All Other (\$40,728)
- Mechanical Drafters (\$35,488)
- Operating Engineers and Other Construction Equipment Operators (\$33,533)
- Pipelayers (\$35,156)
- Plumbers, Pipefitters, and Steamfitters (\$32,434)
- Sheet Metal Workers (\$30,549)
- Structural Iron and Steel Workers (\$36,951)

For more details about these occupations visit  
[IowaCareerCoach.gov](http://IowaCareerCoach.gov)

# Future Ready Iowa, Iowa Grant High Demand Occupations 2019



[FutureReadyIowa.gov](http://FutureReadyIowa.gov)

## Management, Business, & Financial Operations

- Accountants and Auditors \*(\$42,432)
- Business Operations Specialists (\$37,749)
- Construction Managers (\$53,254)
- Cost Estimators (\$41,795)
- Credit Analysts (\$43,411)
- Financial Analysts (\$52,292)
- Financial Examiners (\$50,009)
- Financial Specialists (\$41,133)
- Loan Officers (\$40,601)
- Logisticians (\$38,525)
- Market Research Analysts and Marketing Specialists (\$36,076)
- Personal Financial Advisors (\$41,112)
- Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (\$44,574)
- Securities, Commodities, and Financial Services Sales Agents (\$32,928)

## Information Technology & Mathematics

- Actuaries (\$64,691)
- Computer Network Support Specialists (\$36,689)
- Computer Occupations, All Other (\$46,325)
- Computer Programmers (\$49,121)
- Computer Systems Analysts (\$58,392)
- Computer User Support Specialists (\$31,164)
- Database Administrators (\$55,992)
- Network and Computer Systems Administrators (\$50,992)
- Operations Research Analysts (\$56,336)
- Software Developers, Applications (\$60,425)

\*2018 Iowa Wage Report - Entry Level Annual Salary

### Criteria:

- *With few exceptions, 33.3% or higher of people employed in the occupation with educational attainment of Bachelor's Degree or higher*
- *Entry-level wage of \$14.00 or higher (Iowa Wage Report, 2017 Entry Level Wage)*
- *Doesn't typically require work experience for entry*
- *Doesn't typically require a doctoral or professional degree*

For more details about these occupations visit  
[IowaCareerCoach.gov](http://IowaCareerCoach.gov)

## Education

- Career/Technical Education Teachers, Middle School (\$28,963)
- Career/Technical Education Teachers, Secondary School (\$42,376)
- Elementary School Teachers, Except Special Education (\$38,277)
- Kindergarten Teachers, Except Special Education (\$37,708)
- Middle School Teachers, Except Special and Career/Technical Education (\$38,482)
- Secondary School Teachers, Except Special and Career/Technical Education (\$39,160)
- Special Education Teachers, All Other (\$47,993)
- Special Education Teachers, Kindergarten and Elementary School (\$41,171)
- Special Education Teachers, Middle School (\$41,616)
- Special Education Teachers, Preschool (\$35,308)
- Special Education Teachers, Secondary School (\$42,341)
- Vocational Education Teachers, Postsecondary (\$31,397)

## Healthcare & Biosciences

- Agricultural Inspectors (\$34,401)
- Biological Technicians (\$31,063)
- Educational, Guidance, School, and Vocational Counselors (\$34,555)
- Healthcare Social Workers (\$34,201)
- Marriage and Family Therapists (\$26,311)
- Mental Health and Substance Abuse Social Workers (\$32,127)
- Mental Health Counselors (N/A)
- Nurse Practitioners (\$83,411)
- Occupational Therapists (\$61,511)
- Physician Assistants (\$83,530)
- Registered Nurses (\$44,294)
- Social Workers (\$40,574)

## Engineering

- Agricultural Engineers (\$65,581)
- Computer Hardware Engineers (\$67,399)
- Electrical Engineers (\$64,120)
- Industrial Engineers (\$57,438)
- Mechanical Engineers (\$51,152)

# STRATEGY 2



## **Strengthen Iowa's Skilled Workforce, Expand Opportunities**

For Iowans beginning/returning to complete college/career training.

Intensive career counseling and mentoring and improved remedial education for high school students needing preparation for college or for career training for adult learners, with a focus on low-income and underrepresented minorities.

# Traditional High School Graduates

37,000 seniors...

92.1% OF SENIORS graduate (34,000)

81.1% OF GRADUATES intend to pursue  
post-secondary education (27,600)

71.1% OF GRADUATES actually enroll  
(24,100)

19% graduate with no plan/intention  
for post-secondary education (6,400)

10% attrition rate between graduation  
and enrollment (3,500)

# STRATEGY 3

## Expand Work-based Learning Experiences in High-demand Careers

- Quality pre-apprenticeships
- Registered apprenticeships &
- Internship programs
- Leverage existing programs, such as the STEM BEST (Businesses Engaging Students and Teachers) program and Iowa (Work-Based Learning) Intermediary Networks
- Launch WBL Clearinghouse in July 19

7 Quality pre-apprenticeship & Registered Apprenticeship programs in Iowa

WBL Clearing will launch July 1, 2019

5 Summer Youth Internship programs beginning 1 June 2019



REGISTERED

# APPRENTICESHIP IN HIGH SCHOOLS

Iowa has 13 High Schools with Active Registered Apprenticeships

Winterset Community School District

North Scott High School

Davenport Community School District

Pella Career Academy

Iowa Edge/ Boone High

West Delaware Community School District

Central Campus Des Moines Public Schools

Greene County Community School District (North  
Central Career Academy)

Clinton Community School District

Clear Lake Community School District

Muscatine High School

West Des Moines Community School District

Nevada Community School District



# Quality Pre-Apprenticeship Programs in High Schools/Employers

- Des Moines Lincoln High School
- North Scott High School
- Davenport Community Schools
- Central Campus
- IJAG
- Boone High School
- Spencer High School
- Plumbers and Pipefitters Local 33
- Waverly Shell Rock High School
- Van-Wall Equipment
- NewBoCo
- Dubuque Senior High School
- Hempstead High School
- Keokuk High School
- Red Oak High School
- Cedar Rapids Community School District
- Tri-Center Community School District



# CLEARINGHOUSE FOR **WORK-BASED LEARNING**

Making real-world  
professional experiences  
available to more K-12  
students across Iowa



# ONE WEBSITE, TWO PATHS

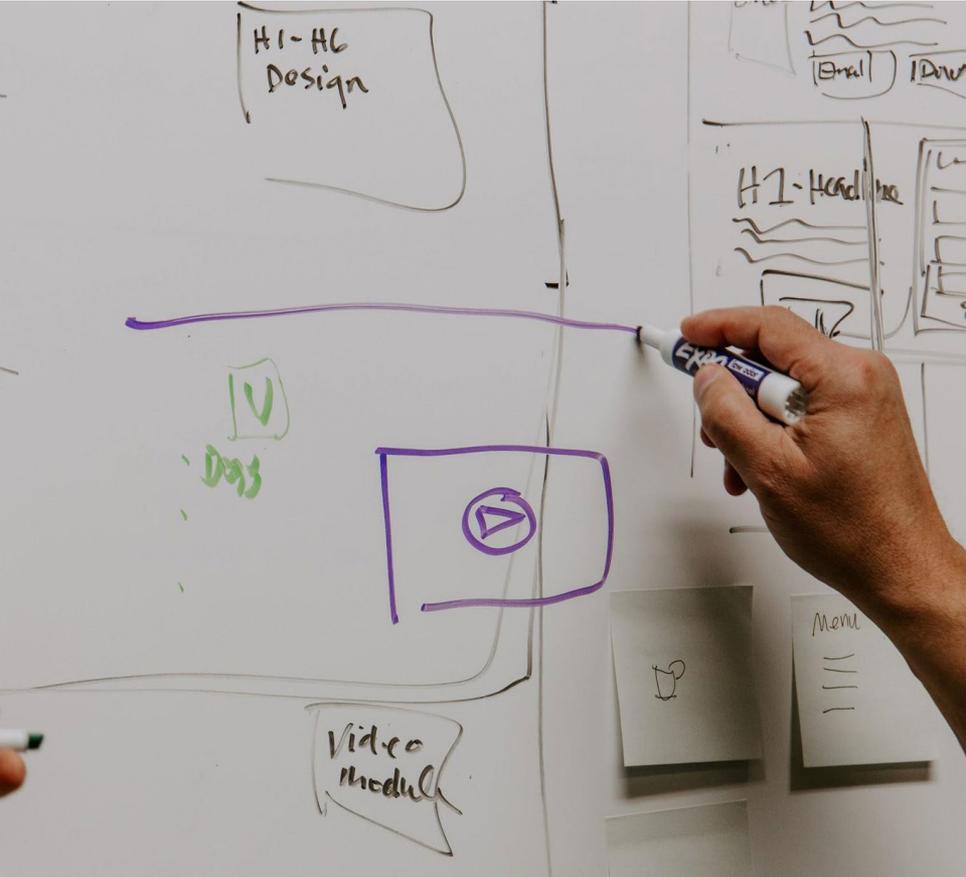
[Business Partner Directory](#)

[Project Board](#)





EQUITY IN ACCESS FOR STUDENTS



DESCRIPTION

A STEM FOCUS  
BUT COVERING ALL SUBJECTS

# CLEARINGHOUSE PROJECTS



## Why Our Town?

Madison County Chamber of Commerce

The Madison County Chamber of Commerce invites students to participate in a "Why Our Town" video documentary project. The project will consist of students engaging with various businesses and local...

[View Project](#)



## Design a Butterfly Garden

Homestead 1839

Help us design and improve our butterfly garden at the Homestead 1839 farm. Designs should incorporate specific types of flora (plants) that will help attract and feed our butterflies. Designs should...

[View Project](#)



## WBL Clearinghouse

- 120 projects posted
- <https://clearinghouse.futurereadyiowa.gov/>
- 1,456 business partners
- <https://whotv.com/2019/08/27/its-not-baby-sharks-that-have-some-des-moines-students-attention-its-baby-chicks/>

### Contact

Jake Welchans, Project Manager

515-281-5494

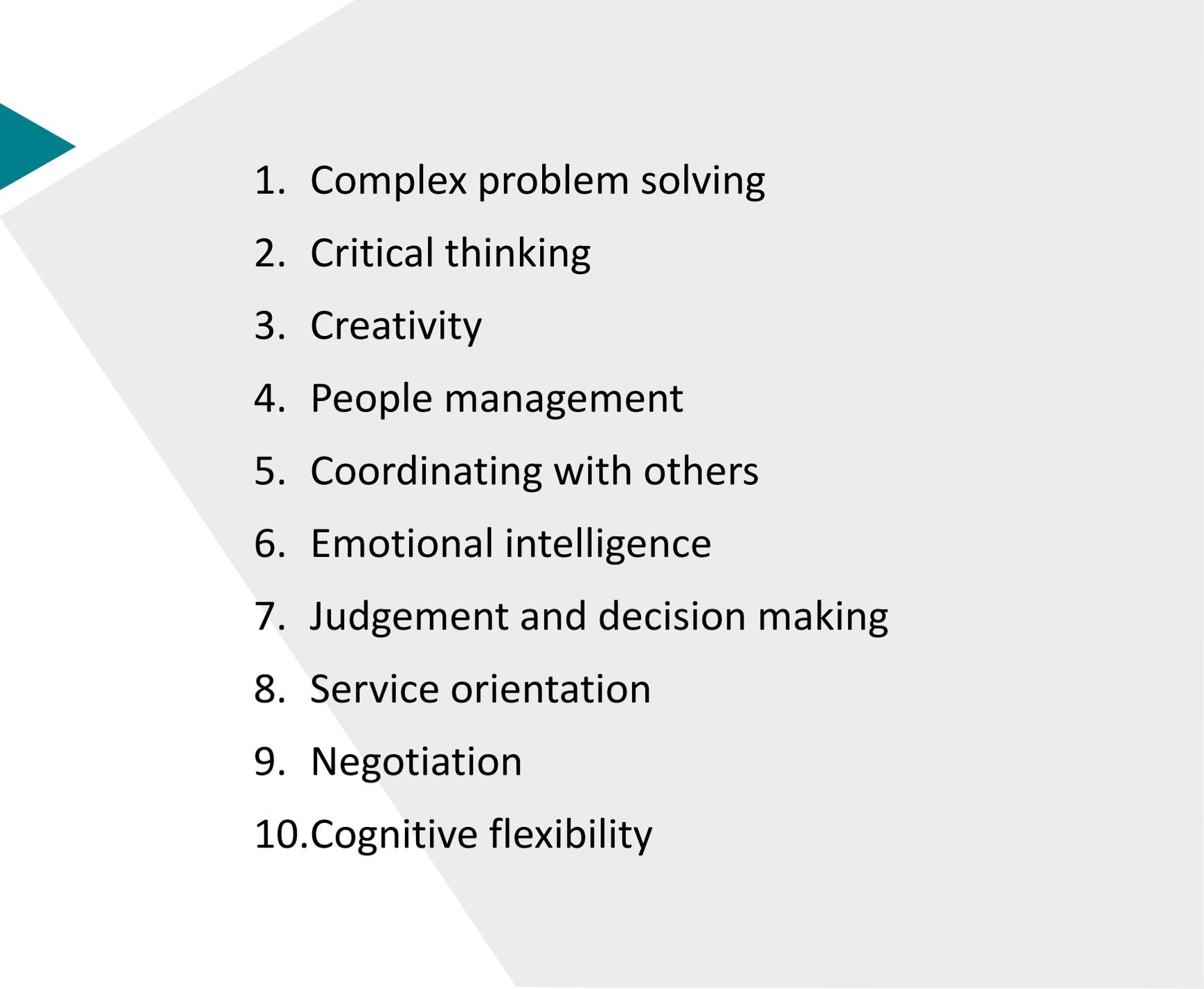
[Jake.Welchans@iowa.gov](mailto:Jake.Welchans@iowa.gov)

# STRATEGY 4



## **Prepare Students and Adult Learners for a Changing World**

Update Iowa's 21st century skills in our 2019 state academic standards and identify other early learning academic approaches.

- 
- 
1. Complex problem solving
  2. Critical thinking
  3. Creativity
  4. People management
  5. Coordinating with others
  6. Emotional intelligence
  7. Judgement and decision making
  8. Service orientation
  9. Negotiation
  10. Cognitive flexibility

# STRATEGY 5

## Engage the Business Community and Other Regional Collaborations

Develop a grassroots strategy that maps out existing regional and local workforce partnerships and fills identified gaps.



# REGISTERED APPRENTICESHIP

Iowa recently awarded an additional \$1 million ApprenticeshipUSA State Expansion Grant from the U.S. Department of Labor

The grant is focused on:

- expanding opportunities in healthcare and advanced manufacturing, the fastest growing and largest employment sectors in the state,
- increasing the participation of women, youth, minorities, veterans and people with disabilities.

Organizations may apply for funding in five areas:

- Quality Pre-Apprenticeship;
- High School Registered Apprenticeship;
- Healthcare Sector Registered Apprenticeship;
- Advanced Manufacturing Sector Registered Apprenticeship; and
- Pilot Quality Pre-Apprenticeship Program.

## Registered Apprenticeships FY18

**756** Active Registered Apprenticeship Programs

**126** Number of New Registered Apprenticeship Programs

**1,839** Total Number of Apprentices who Completed Registered Apprenticeship Programs

**7,971** Total Number of Active Apprentices

**3,545** Number of New Registered Apprentices added since October 1, 2017

Iowa Statistics for Federal Fiscal Year 2018

## YTD FY19

**764** Active Registered Apprenticeship Programs

**90** Number of New Registered Apprenticeship Programs

**1,561** Total Number of Apprentices who Completed Registered Apprenticeship Programs

**7,784** Total Number of Active Apprentices

**1,561** Total Number of Active Employers

**1,542** Total Number of Participating Employers

Iowa Statistics for Oct 1, 2018 – August 27, 2019



# PERSPECTIVE – IN FED FY18 IOWA:

**Had more active apprentices than GA and AZ who have more than 3x the population**

**Had virtually the same number of new apprentices as NY which has more than 6x our population**

**Had more completers than FL which has 7x our population and the same as PA which has 4x our population**

**Had 60% more active programs than the 2nd most populous state in the country, TX, which has 9x our population**

**Had more active programs than NM, ME, FL, GA, AL and WY COMBINED whose total population is over 40 mil or 13x ours**

**Had more new programs in 2018 than TX, FL, PA and OR COMBINED whose total population is over 67 mil or 21x ours?**



GET YOUR  
FUTURE  
READY

**FUTURE  
READY  
IOWA**

# GOVERNOR KIM REYNOLDS

“At its core, Future Ready Iowa recognizes that there is dignity in meaningful work, that Iowans yearn for the opportunity to better themselves, and that those opportunities exist right here in Iowa.”



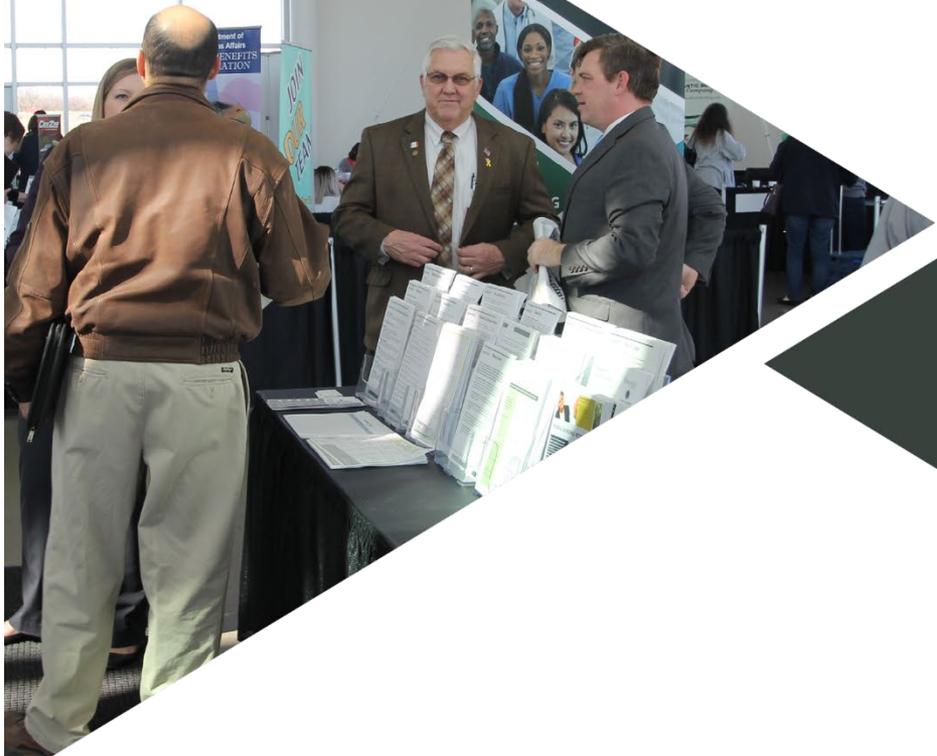


“Future Ready Iowa is a powerful tool to grow family incomes, meet employer needs and strengthen communities.

The time is now to invest in Iowans and their future. Today, I’m calling on the Legislature to take the next step, to appropriate \$20 million to fund the plan we put in place last session.

This investment will take Iowa to the next level. And more important, it will give more Iowans an opportunity to find a rewarding career.”

ION HALL



UNLEASHING OPPORTUNITIES TO GET  
**IOWA FUTURE READY.**



**SUCCESSFUL REGISTERED APPRENTICESHIP PARTNERSHIPS**



## REGISTERED APPRENTICESHIP

Over 1,300 occupations

Traditional fields

Emerging fields



To meet the demands for quality and safety in a workforce where experienced employees are aging out and new talent is hard to find, **employers need to attract and train the skilled workers**



Those challenges require a skilled workforce to **foster employer success and empower workers** to control their career development.



The Registered Apprenticeship system provides opportunity for workers seeking **high-skilled, high-paying jobs** and for employers seeking to build a qualified workforce

## WHY REGISTERED APPRENTICESHIP?

# What is Registered Apprenticeship?



Employer  
Involvement



Structured  
On-the-Job  
Learning



Related  
Technical  
Instruction



Rewards for  
Skill Gains



National  
Occupational  
Credential

Five Core Components of  
Registered Apprenticeship



**Customized Training**

**Increased Knowledge**

**Enhanced Employee Retention**

**A Safer Workplace**

**Pipeline of Qualified Workers**

**Systematic Approach To Training**

**BENEFITS  
TO EMPLOYERS**



- **Strong Outcomes**

- \$60,820 Iowa income
- 91% of completers remain employed
- Opportunities to earn college credit
- Over \$300,000 more than their peers in life-time earnings

**BENEFITS  
TO APPRENTICES**



# FUNDING – 15B

- **“15 B” - Iowa Registered Apprenticeship Act**

Non-competitive training grants are awarded annually by Iowa Economic Development to Iowa Registered Apprenticeship programs. Awarded funds are to be used towards the cost of conducting and maintaining a Registered Apprenticeship training program.

- \$ 3 million available annually
- Grant sizes vary based on number of prior calendar year apprentices and annual training hours as a proportion of the overall pool
- Applicants are eligible to apply and receive a grant each year



# FUNDING – 15C

- **“15C” - Future Ready Iowa Registered Apprenticeship Development Program:**  
Funding for small-to-medium sized businesses starting apprenticeship programs in high-demand occupations or adding new in high-demand occupations\* to an existing Registered Apprenticeship program
  - \$ 1 million available annually
  - Programs must have less than 20 apprentices
  - Training grants up to \$25,000 per occupation
  - Can apply for more than one grant, up to \$50,000

\*High demand occupations approved by state Workforce Board

[www.iowaeconomicdevelopment.com/apprenticeship](http://www.iowaeconomicdevelopment.com/apprenticeship)

# REGISTERED APPRENTICESHIP WEBSITE

Home Contact Search this site

REGISTERED APPRENTICESHIP PROGRAMS  
EARN x LEARN

FIND A CAREER THAT'S A PERFECT FIT. EARN \$\$\$ WHILE YOU LEARN.

FOR FUTURE APPRENTICES

GET THE SUPPORT YOU NEED TO TRAIN QUALITY WORKERS.

FOR EMPLOYERS

## WHAT IS A REGISTERED APPRENTICESHIP?

For job seekers, becoming a Registered Apprentice means you're on the path to a rewarding career where you'll earn a paycheck from day one - your chance to earn and learn. For businesses, starting a Registered Apprenticeship Program means you'll build a talented workforce equipped with the skills that specifically fit your company.

**FROM AN APPRENTICE**

"As a Registered Apprentice, you're getting paid to go to school. You're getting paid to get a career and learn something you can go anywhere in the country with. And once I realized the benefit package - what they offered you, how they backed you up, the 401k - it was crazy not to sign up. I cannot express enough how important and good this is for somebody to do. It's life changing."

- Christopher Iafate, Camlin Mechanical - Atlantic, Iowa

**FROM AN EMPLOYER**

"Implementing Iowa's Registered Apprenticeship Program is the best thing we've ever done as a business. It's allowed us a platform to train, recruit and think about our business growth. And now that the word's spread, we're seen as a quality organization with a professional training program. We wouldn't have that without the apprenticeship. As a business owner looking to the future, I feel really good."

- Steve Gilbert, Gilbert Home Comfort - Leon, Iowa

Home Contact Search this site

REGISTERED APPRENTICESHIP PROGRAMS  
EARN x LEARN

FUTURE APPRENTICE

CONTACT IOWAWORKS TO GET STARTED

ARE YOU AN EMPLOYER? EMPLOYER INFORMATION

## YOUR PATH TO A SUCCESSFUL CAREER STARTS HERE.

No matter your interests, Registered Apprenticeship Programs can help you find a career that's your perfect fit! Plus, when you become a Registered Apprentice, you'll start working - and earning - from day one with little to no college/educational debt. And you'll get the support you need to be successful.

Becoming a Registered Apprentice is your first step to a rewarding future.

### WHY BECOME A REGISTERED APPRENTICE?

There are so many reasons to become a Registered Apprentice! Let's start with a few of the top ones.

- Earn while you learn
- Find the right path
- Get on-the-job training
- Get classroom instruction
- Get a certification

When You're A Registered Apprentice, You Earn...

WHEN YOU'RE A REGISTERED APPRENTICE, YOU EARN AND LEARN

When you become a Registered Apprentice, you'll start earning and learning from day one. And as your skills improve, so will your pay. Pretty sweet, huh?

### HOW LONG WILL IT TAKE TO BECOME A REGISTERED APPRENTICE?

It all depends on what career path you choose. Registered Apprenticeship Programs range from one to five years, depending upon the occupation. As a Registered Apprentice, you'll get 2,000 hours of on-the-job training and at least 144 hours of related classroom instruction per year. A Registered Apprenticeship is designed to make sure you get all the training you need to succeed.





# QUESTIONS?

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