Transforming THE WORKFORCE THRU EDUCATION

Closing Iowa’s SKILLS GAP
IOWA

Unemployment Rate

CURRENT
UNEMPLOYMENT RATE

2.5%

July ’19 – follows 12th straight months of 2.4%/One of lowest in the country

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

42,500 UNEMPLOYED PERSONS IN JULY ‘19

Source: Local Area Unemployment Statistics, BLS
## IOWA’S LABOR FORCE Participation

<table>
<thead>
<tr>
<th>Month</th>
<th>Participation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>July ’19</td>
<td>69.5%</td>
</tr>
</tbody>
</table>

Iowa ranks 4th 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

- **High-Skill Jobs**: 35%
- **High-Skill Workers**: 34%
- **Middle-Skill Jobs**: 54%
- **Middle-Skill Workers**: 34%
- **Low-Skill Jobs**: 11%
- **Low-Skill Workers**: 32%

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

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants lack the <strong>QUALIFICATIONS</strong> needed</td>
<td>56%</td>
</tr>
<tr>
<td><strong>GENERAL</strong> lack of Applicants</td>
<td>48%</td>
</tr>
<tr>
<td>Lack of applicants due to wages offered</td>
<td>28%</td>
</tr>
<tr>
<td>Lack of applicants due to benefit package provided</td>
<td>21.7%</td>
</tr>
<tr>
<td>Lack of applicants due to type of work required</td>
<td>30.7%</td>
</tr>
</tbody>
</table>
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 to earn postsecondary degrees and other credentials.
IOWANS NEED SKILLS

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

- **37,300** Returning adult students, ages 25 - 64
- **44,900** Traditional students, ages 18 - 24
- **57,700** Adults with no prior post-secondary education, ages 25+
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

Iowa Workforce Development, 2018 Laborshed Study Program
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: American Community Survey 2016 Estimates
STRATEGY 1

**Last Dollar Scholarship**
For Iowans 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 Iowans 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 associate's 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 2nd round open September 5-Nov 8).
• NEXT APPLICATION DEADLINE – November 8, 2019
  • iowagrants.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

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 ($32,556)
- Computer-Controlled Machine Tool Operators, Metal and Plastic ($30,411)
- Electrical Power-Line Installers and Repairers ($30,793)
- 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 ($30,629)
- 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 ($43,707)
- Electricians ($34,701)
- Engineering Technicians, Except Drafters, All Other ($40,728)
- Mechanical Drafters ($35,488)
- Operating Engineers and Other Construction Equipment Operators ($35,533)
- Piplayers ($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
**Future Ready Iowa, Iowa Grant High Demand Occupations 2019**

*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 ($52,251)
- 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 ($55,392)
- 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

### 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 ($35,508)
- 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)
Strategie 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)
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
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
EQUITY IN ACCESS FOR STUDENTS
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...

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...
WBL Clearinghouse

• 120 projects posted
• [https://clearinghouse.futurereadyiowa.gov/](https://clearinghouse.futurereadyiowa.gov/)
• 1,456 business partners

Contact

Jake Welchans, Project Manager
515-281-5494
Jake.Welchans@iowa.gov
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
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.
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.
<table>
<thead>
<tr>
<th>Registered Apprenticeships FY18</th>
<th>YTD FY19</th>
</tr>
</thead>
<tbody>
<tr>
<td>756 Active Registered Apprenticeship Programs</td>
<td>764 Active Registered Apprenticeship Programs</td>
</tr>
<tr>
<td>126 Number of New Registered Apprenticeship Programs</td>
<td>90 Number of New Registered Apprenticeship Programs</td>
</tr>
<tr>
<td>1,839 Total Number of Apprentices who Completed Registered Apprenticeship Programs</td>
<td>1,561 Total Number of Apprentices who Completed Registered Apprenticeship Programs</td>
</tr>
<tr>
<td>7,971 Total Number of Active Apprentices</td>
<td>7,784 Total Number of Active Apprentices</td>
</tr>
<tr>
<td>3,545 Number of New Registered Apprentices added since October 1, 2017</td>
<td>1,561 Total Number of Active Employers</td>
</tr>
<tr>
<td>1,542 Total Number of Participating Employers</td>
<td></td>
</tr>
</tbody>
</table>

Iowa Statistics for Federal Fiscal Year 2018
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?

USDOL Office of Apprenticeship FY18 National Overview
“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.”
UNLEASHING OPPORTUNITIES TO GET IOWA FUTURE READY.
SUCCESSFUL REGISTERED APPRENTICESHIP PARTNERSHIPS
REGISTERED APPRENTICESHIP

- Over 1,300 occupations
- Traditional fields
- Emerging fields
The Registered Apprenticeship system provides opportunity for workers seeking high-skilled, high-paying jobs and for employers seeking to build a qualified workforce.

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.
What is Registered Apprenticeship?

Five Core Components of Registered Apprenticeship

- Employer Involvement
- Structured On-the-Job Learning
- Related Technical Instruction
- Rewards for Skill Gains
- National Occupational Credential
Customized Training

Enhanced Employee Retention

Pipeline of Qualified Workers

Increased Knowledge

A Safer Workplace

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
• “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

www.iowaeconomicdevelopment.com/apprenticeship
“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
REGISTERED APPRENTICESHIP WEBSITE

www.earnandlearniowa.gov
QUESTIONS?

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