



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**

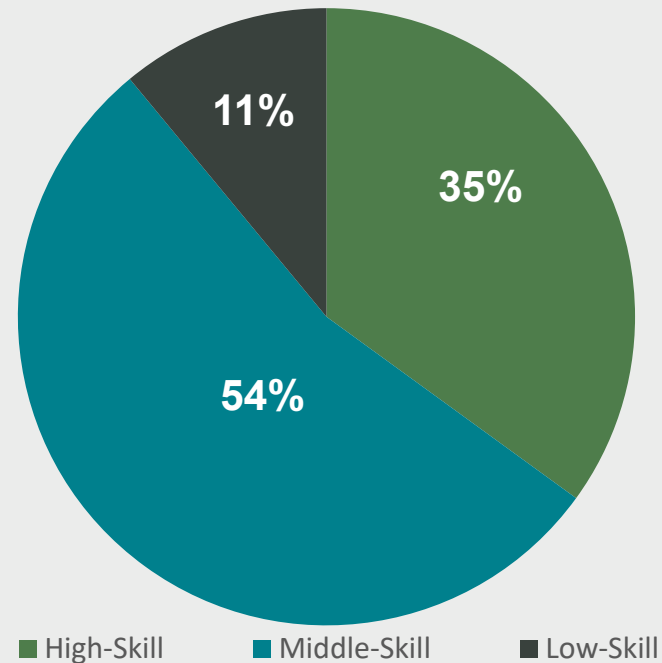
**Iowa ranks**  
**4<sup>th</sup>**  
**in the**  
**Nation**

**6.5%**

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

# PROJECTED SKILLS GAP

Iowa's Jobs by Skill Level, 2017



**54%**

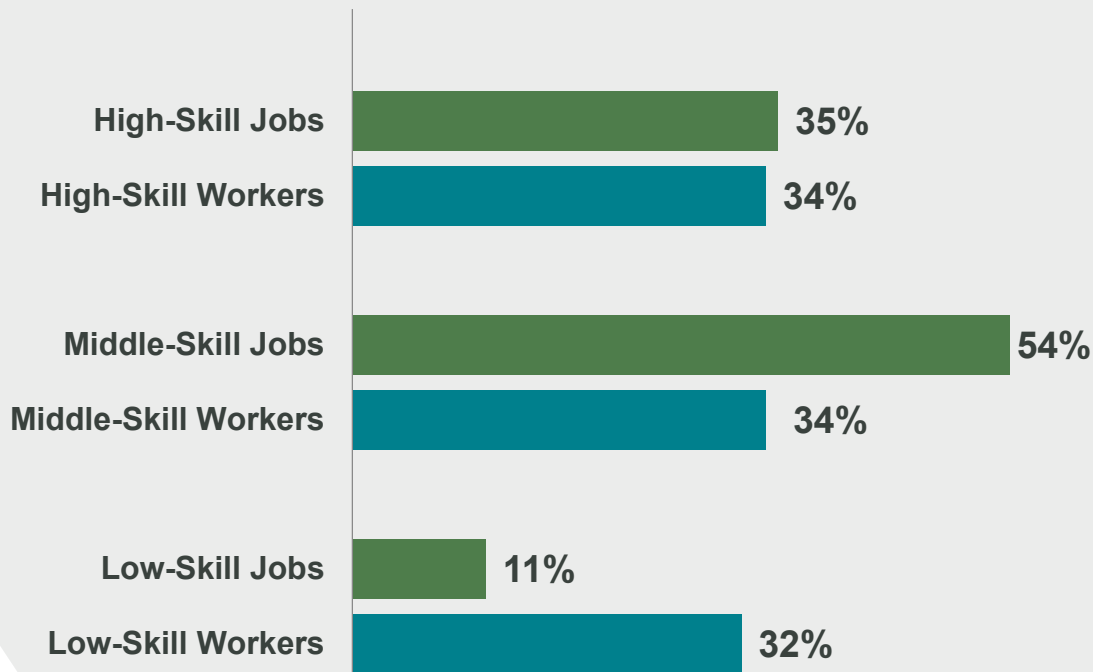
ARE MIDDLE-SKILL JOBS

Sources: 2017 Occupational Employment Statistics, Labor Market Information Division, Iowa Workforce Development.



# IOWA IS EXPERIENCING A **MIDDLE-SKILL JOB GAP**

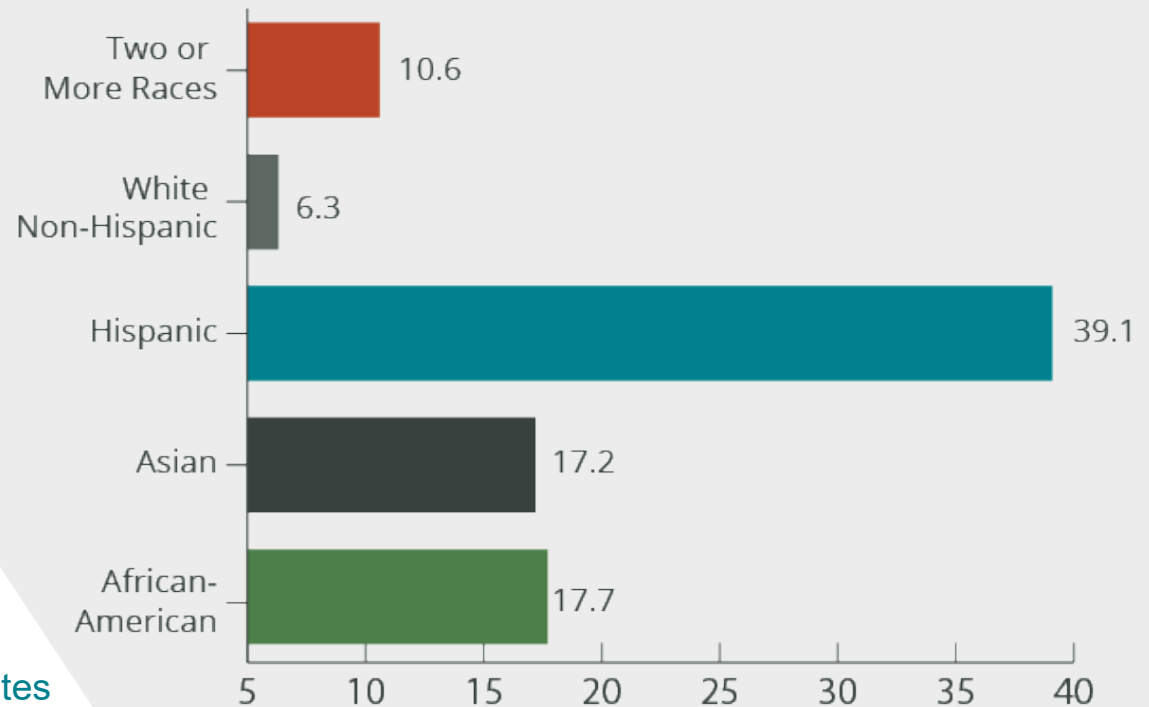
Iowa's Jobs and Workers by Skill Level, 2016/2017



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

# 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



## 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**

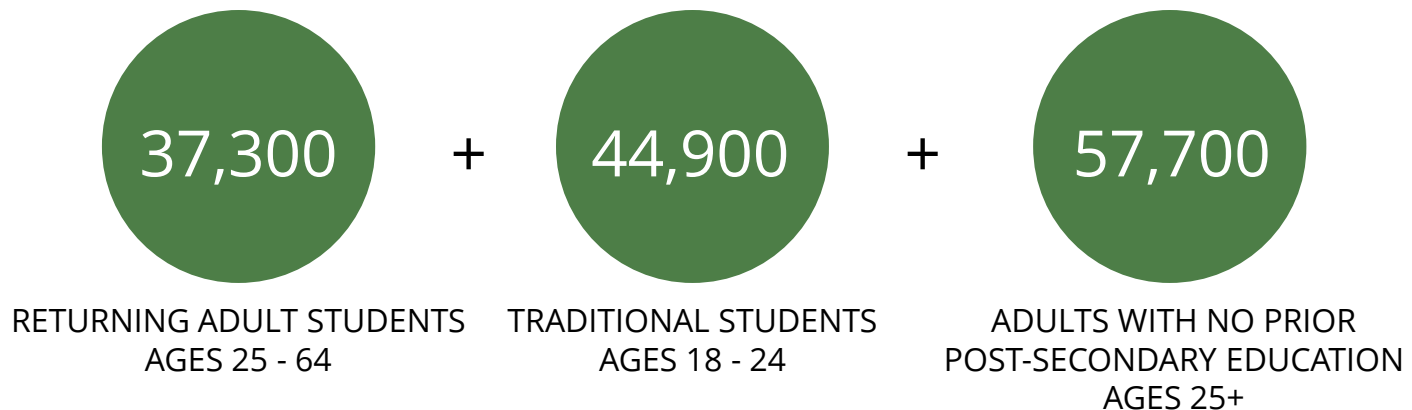
Residents need to earn postsecondary  
degrees and other credentials

FUTURE READY IOWA  
**GOAL**



# IOWANS NEED SKILLS

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





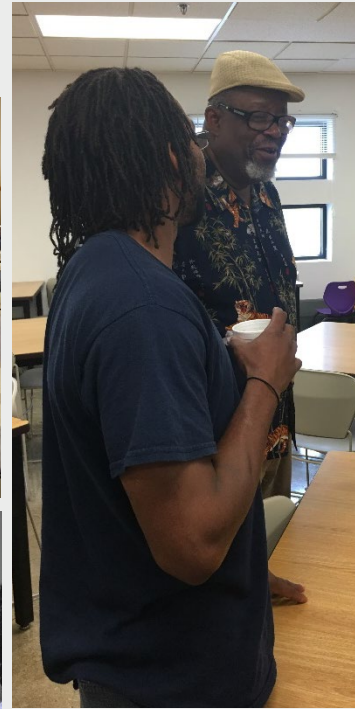
More than 300 Iowans participated in one of the 15 Listening Tour Sessions held across the pilot counties.



# MINORITY UNEMPLOYMENT & **Outreach Standing Committee**

Listening Tour sessions have also been held in four state correctional facilities including:

- Mitchellville
- Newton
- Fort Dodge
- Rockwell City



OFFENDER &  
EX-OFFENDER  
**Reentry  
Standing  
Committee**



OFFENDER & EX-OFFENDER

# Reentry Standing Committee

Standing Committee of the State Workforce Board

**Goal:** Align and increase efforts by state and local entities to give offenders and ex-offenders a more robust opportunity to find and maintain self-sustaining employment upon/after release. This will help them successfully reenter their communities and reduce recidivism

**Work Groups:** Employer Engagement, Reentry Process, and Ex-Offenders in Communities

# 4,073

Paroles granted in FY 2017  
(more than the last two years)

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# 1,872

Work Release Granted  
(more than the last two years)

## OFFENDER Re-Entry

According to the Department of Corrections, the most important factor in reducing recidivism is employment.

Ex-Offenders who participated in  
the Registered Apprenticeship  
program were earning nearly

**\$3,000**

one year after being released  
and received

**HIGHER  
EARNINGS**

in all quarters except one  
after being released.

## **REGISTERED APPRENTICESHIP PROGRAM FOR EX- OFFENDERS**

Source: Number of Employment and Total Quarterly Wage by Post Release Duration  
(Release Quarter to 9th Post Release Quarter) *\*Wage figures are adjusted to 2017 4th  
quarter with Consumer Price Index*

## Obstacles to Entering the Workforce

**1 out of 4 (25.3%)**

Feel they require additional training/education to re-enter the workforce.

Of that 25%, **40.7%** state their disability prevents them from pursuing needed education/training

**UNEMPLOYED**  
Disabled lowans

**18.0%**

of the individuals who identify as being unemployed stated their disability is one cause of their unemployment

## DISABLED IOWANS

**170,186 of Iowans**  
(age 18-64) have a disability

**49.4%**

of those disabled individuals are  
in the labor force. (86,037 not  
in the labor force)

**84,149**

disabled individuals in Iowa's labor force  
(**77,446** employed - **6,403** unemployed).

**7.6%**

disabled individuals are unemployed



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%**

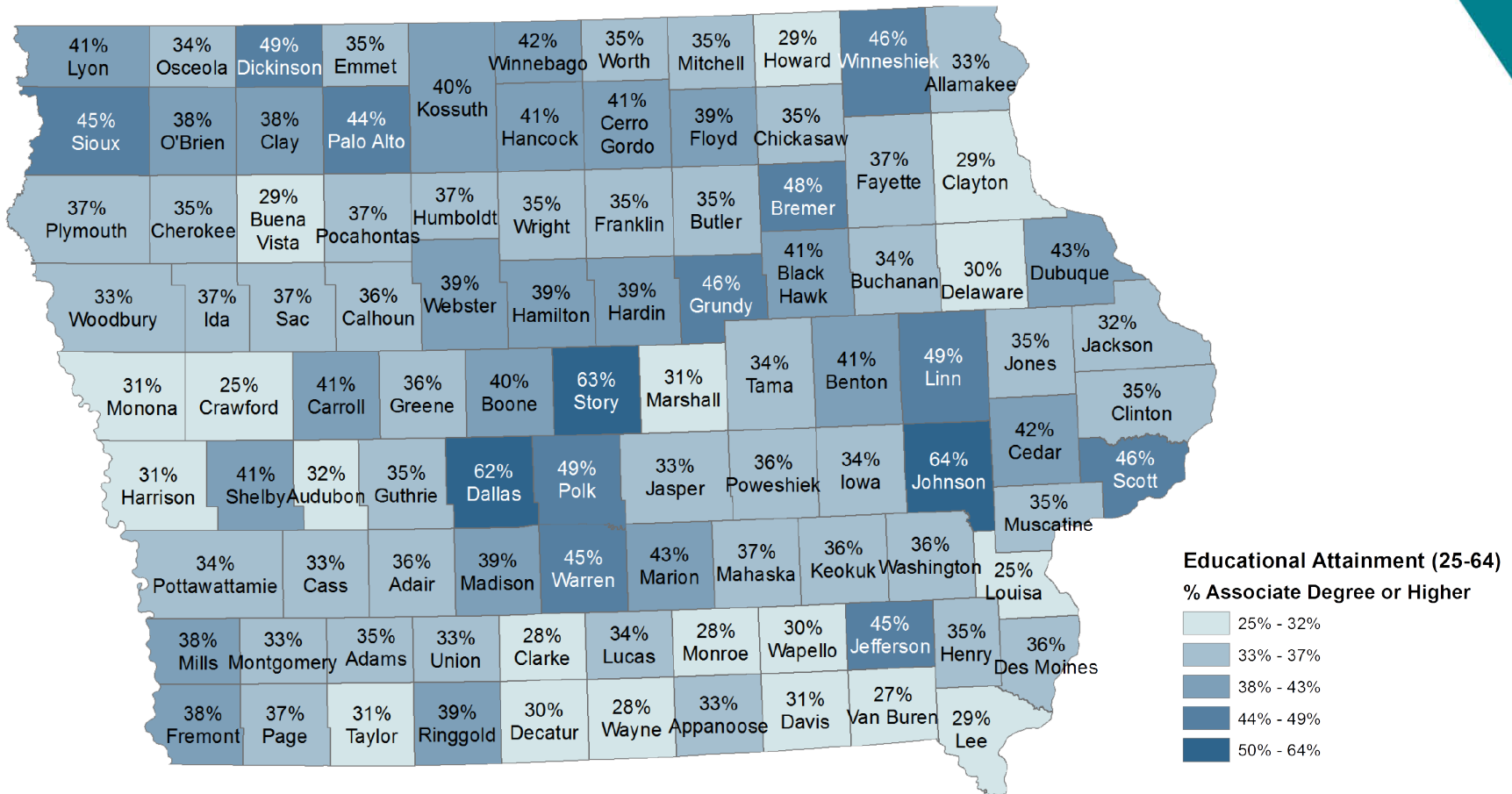


Total Iowans with completed  
education or training beyond  
High School

Compared to 58.4% in 2017  
and 58.1% in 2016

# EDUCATIONAL ATTAINMENT

(ASSOCIATE DEGREE OR HIGHER) BY COUNTY, AGE 25-64



# STRATEGY



## **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**  
**\$380K awarded 9/1/19**  
**Second grant application period 9/4/19 thru 11/8/19**

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

- Funds 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 lowans 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

# 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 Grant Fund

- 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, Iowa Grant High Demand Occupations 2019

2018 Iowa Wage Report Entry Level Hourly Wages & Annual Salaries  
FutureReadyIowa.gov



## Management, Business, & Financial Operations

- Accountants and Auditors \*(\$20.40/\$42,432)
- Construction Managers (\$25.60/\$53,254)
- Cost Estimators (\$20.09/\$41,795)
- Credit Analysts (\$20.87/\$43,411)
- Financial Analysts (\$25.14/\$52,292)
- Financial Examiners (\$24.04/\$50,009)
- Financial Specialists (\$19.78/\$41,133)
- Loan Officers (\$19.52/\$40,601)
- Market Research Analysts and Marketing Specialists (\$17.34/\$36,076)
- Personal Financial Advisors (\$19.77/\$41,112)
- Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (\$21.43/\$44,574)
- Securities, Commodities, and Financial Services Sales Agents (\$15.83/\$32,928)

## Information Technology & Mathematics

- Actuaries (\$31.10/\$64,691)
- Computer Network Support Specialists (\$17.64/\$36,689)
- Computer Occupations, All Other (\$22.27/\$46,325)
- Computer Programmers (\$23.62/\$49,121)
- Computer Systems Analysts (\$28.07/\$58,392)
- Computer User Support Specialists (\$14.98/\$31,164)
- Database Administrators (\$26.92/\$55,992)
- Network and Computer Systems Administrators (\$24.52/\$50,992)
- Operations Research Analysts (\$27.08/\$56,336)
- Software Developers, Applications (\$29.05/\$60,425)

### 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 (N/A/\$28,963)
- Career/Technical Education Teachers, Secondary School (\$20.37/\$42,376)
- Elementary School Teachers, Except Special Education (\$18.40/\$38,277)
- Kindergarten Teachers, Except Special Education (\$18.13/\$37,708)
- Middle School Teachers, Except Special and Career/Technical Education (\$18.50/\$38,482)
- Secondary School Teachers, Except Special and Career/Technical Education (\$18.83/\$39,160)
- Special Education Teachers, All Other (\$23.07/\$47,993)
- Special Education Teachers, Kindergarten and Elementary School (\$19.79/\$41,171)
- Special Education Teachers, Middle School (\$20.01/\$41,616)
- Special Education Teachers, Preschool (\$16.98/\$35,308)
- Special Education Teachers, Secondary School (\$20.36/\$42,341)
- Vocational Education Teachers, Postsecondary (\$15.09/\$31,397)

## Healthcare & Biosciences

- Registered Nurses (\$21.30/\$44,294)
- Social Workers (\$19.51/\$40,574)

## Engineering

- Agricultural Engineers (\$31.53/\$65,581)
- Computer Hardware Engineers (\$32.40/\$67,399)
- Electrical Engineers (\$30.83/\$64,120)
- Industrial Engineers (\$27.61/\$57,438)
- Mechanical Engineers (\$24.59/\$51,152)



# Employer Innovation Fund

- Designed to encourage employers, community leaders and other stakeholders to identify local needs, develop local plans to resolve; raise local funds to support.
- Local investment is then **matched by the state for successful applicants.**
- FOCUS is addressing barriers beyond tuition and fees, supporting non-credit programs
- Encourages creative and innovative local solutions
- \$1,200,000 appropriated in 2019
- NEXT APPLICATION DEADLINE – **November 8, 2019**
- **[lowagrants.gov](http://lowagrants.gov)**



# STRATEGY

**Expand Work-based Learning Experiences in High-demand Careers; increase career development in middle and high school**

- 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
- Launched WBL Clearinghouse in July 19

# Keeping H.S. grads on career path

**37,000** seniors

**92.1%** graduate (34,000)

**81.1%** of graduates intend to pursue post-secondary education (27,600)

**71.1%** actually enroll (24,100)

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

**3,500** attrition rate between graduation and enrollment



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

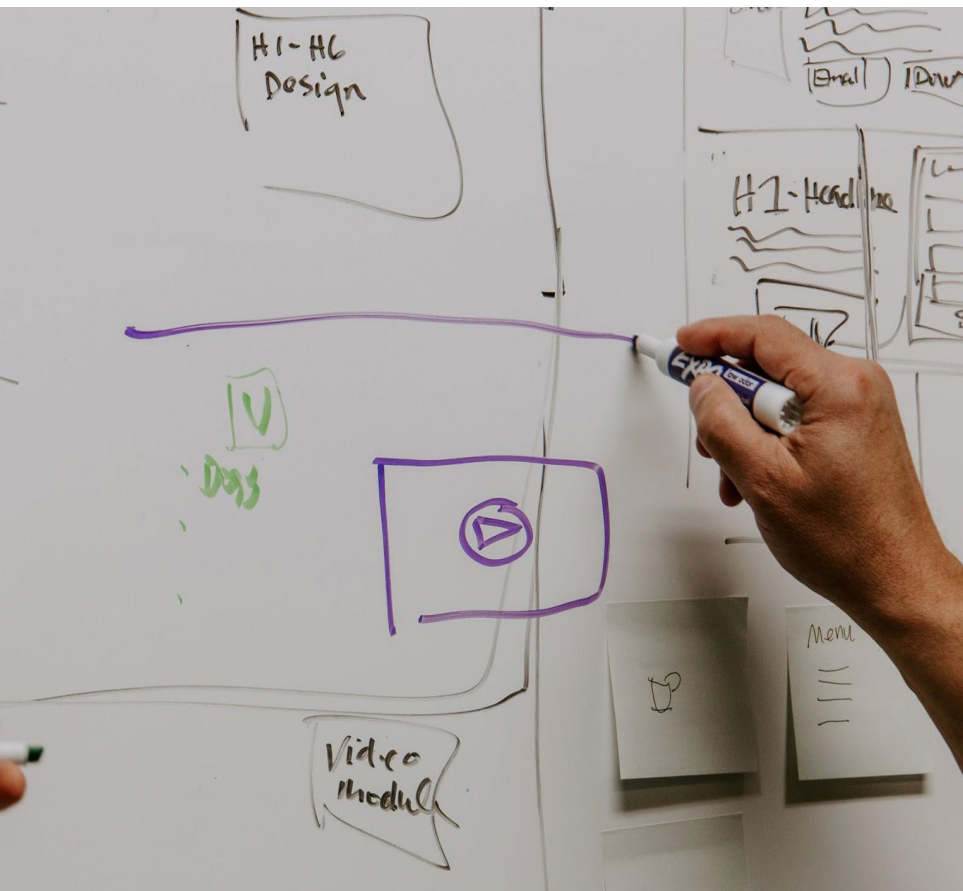
- Des Moines Lincoln High School
- North Scott High School
- Davenport Community Schools
- Central Campus
- IJAG
- Boone High School
- Spencer High School
- Plumbers and Pipefitters Local 33
- Waverly Shell Rock High School
- Van-Wall Equipment
- NewBoCo
- Dubuque Senior High School
- Hempstead High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

A diagonal graphic element on the left side of the slide, featuring a teal upper section and an orange lower section. A graduation cap with a gold tassel is positioned diagonally across the orange section.

# CLEARINGHOUSE FOR **WORK-BASED LEARNING**

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





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/>



# STRATEGY

## 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 by engaging employers with education partners.



# 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.**