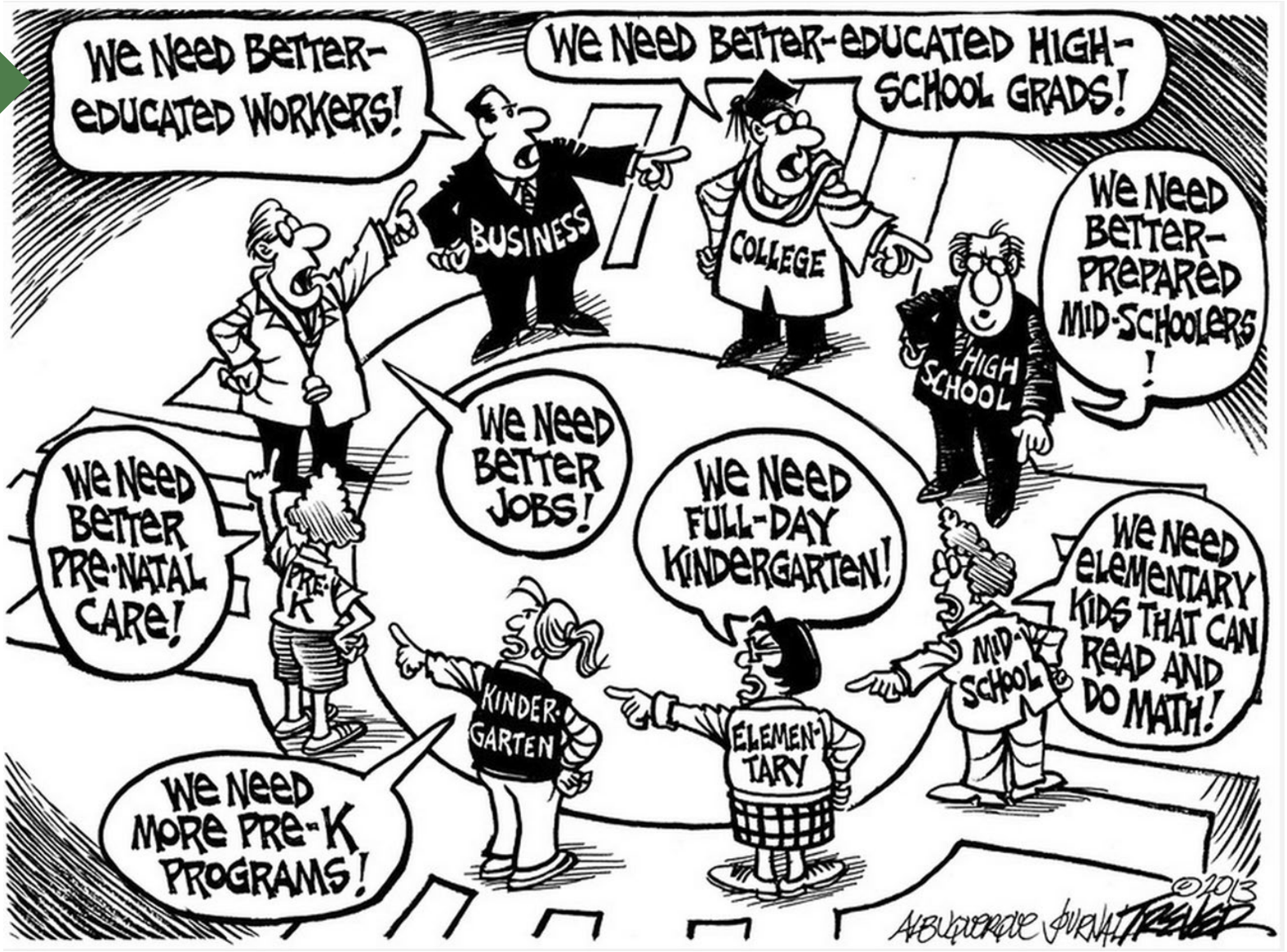
GET YOUR FUTURE READY

FUTURE READY IOWA

Transforming
THE WORKFORCE
THRU EDUCATION

Closing
Iowa's
SKILLS GAP



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IOWA WORKFORCE DEVELOPMENT

IOWA

Unemployment Rate

CURRENT UNEMPLOYMENT RATE

2.5%

Aug ’19 – Third lowest in the country (tied w/ N.H.)

1,686,200 IOWANS IN THE WORKFORCE IN AUG ’19

+5,800 JUL ‘19

+39,300 AUG ‘18

UNEMPLOYED PERSONS IN AUG ‘19

43,800

Source: Local Area Unemployment Statistics, BLS

IOWA'S LABOR FORCE **Participation**

69.8%
Aug '19

Iowa ranks
4th
in the
Nation

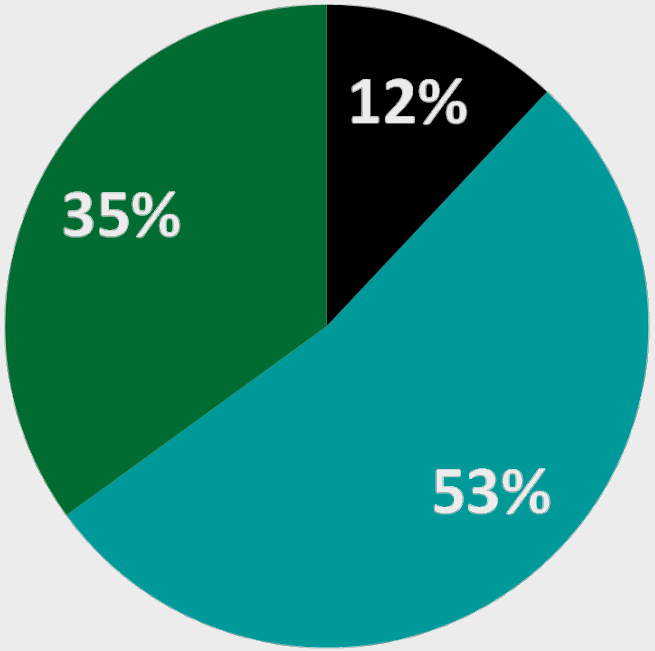
6.6%

Greater than the National Average of 63.2% in Aug '19

PROJECTED

SKILLS GAP

Iowa's Jobs by Skill Level, 2018



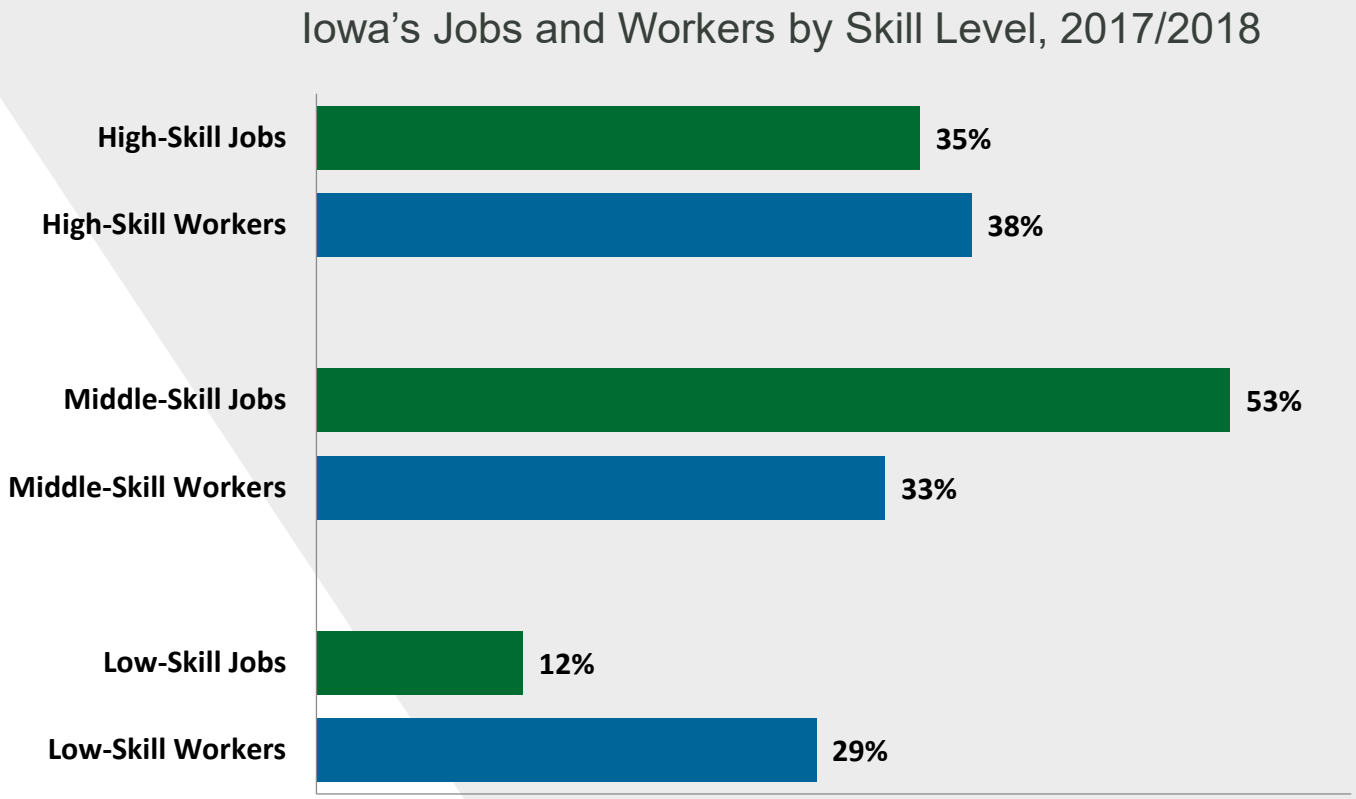
Sources: 2018 Occupational Employment Statistics.

53%

ARE MIDDLE-SKILL JOBS

IOWA IS EXPERIENCING A

MIDDLE-SKILL JOB GAP

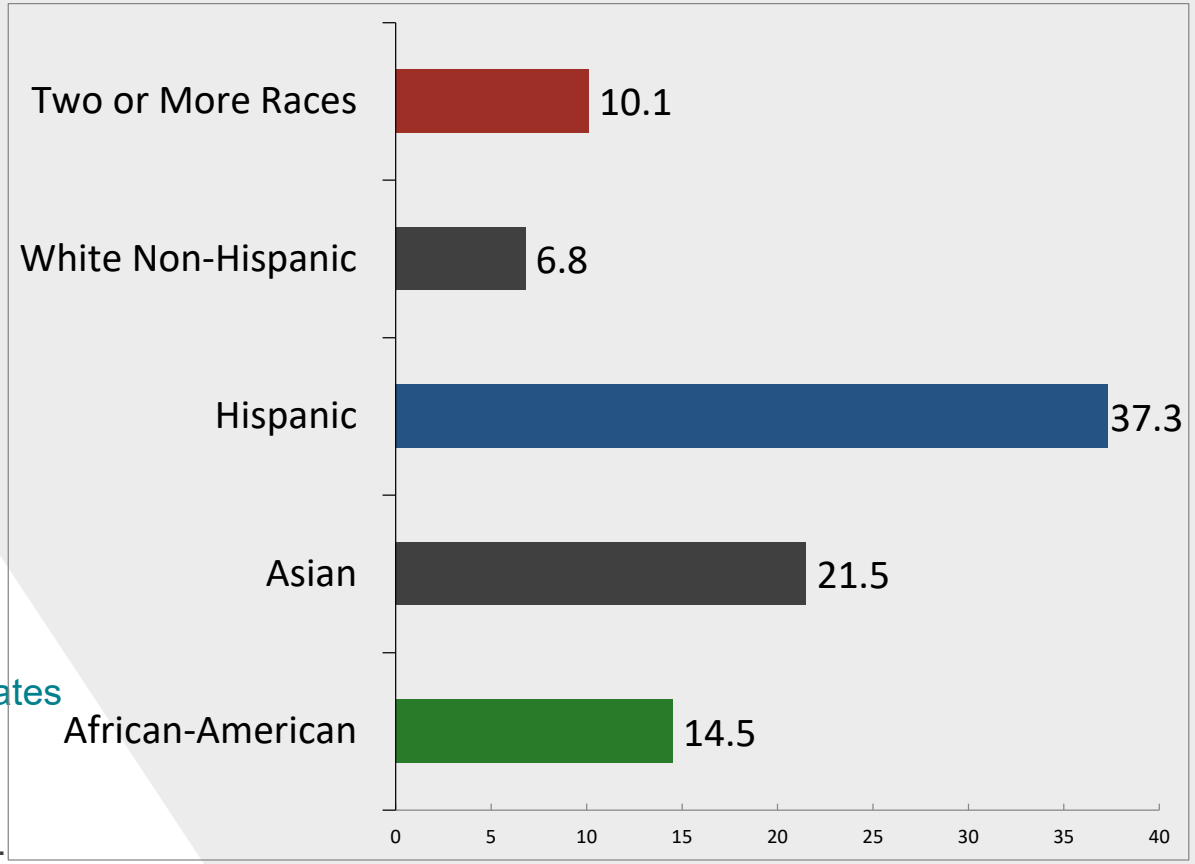


Sources: 2018 Occupational Employment Statistics.
2017 Current Population Survey, U.S. Census Bureau.

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.



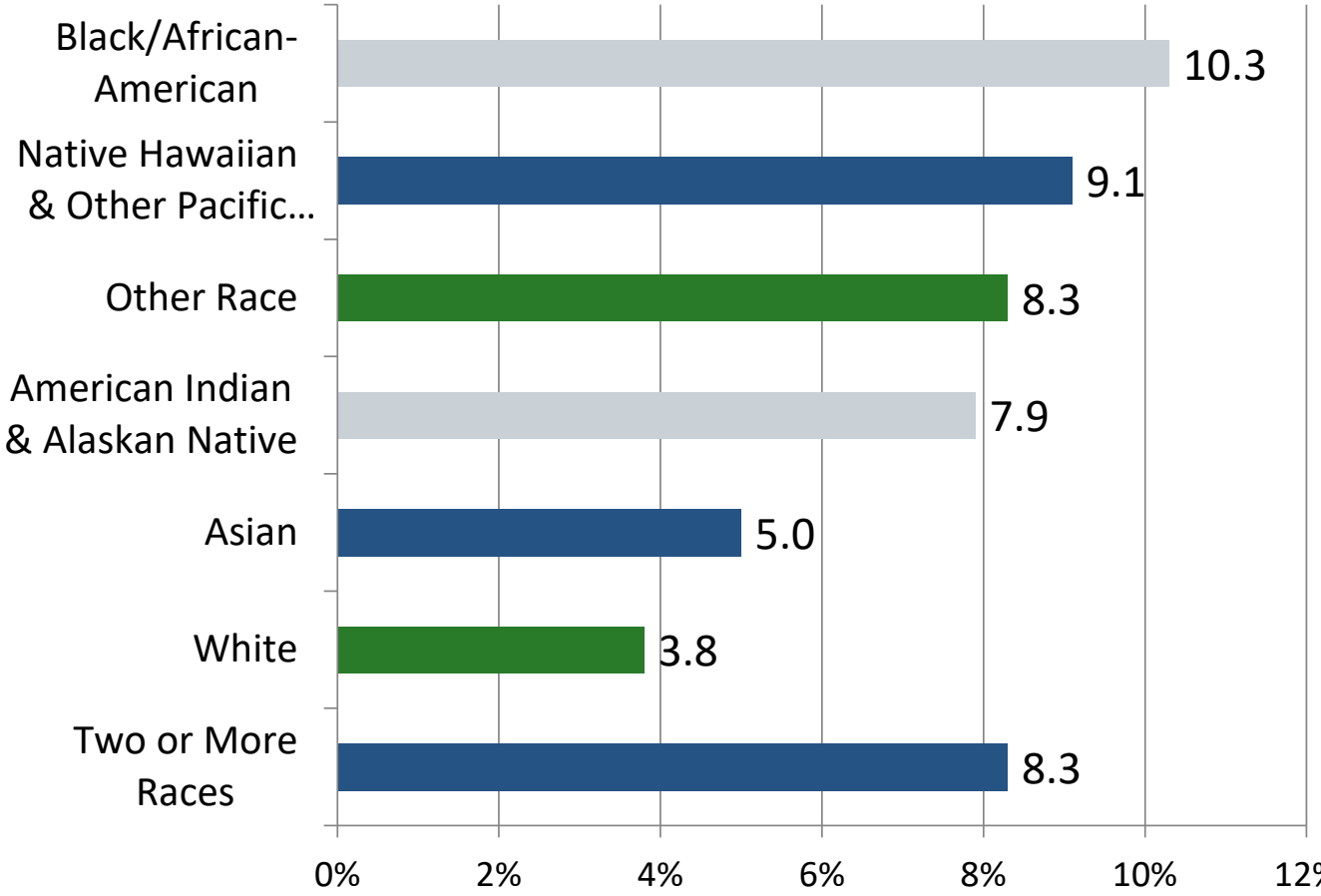
Addressing inequality in educational attainment is important because people with more education are:

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

Source: Curent Population Survey

Source: American Community Survey 2017 5-Year Estimates

Unemployment Rates by Race



Source: U.S. Census Bureau, 2017 American Community Survey 5-Year Estimates, Table 2301

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IOWA WORKFORCE DEVELOPMENT

EMPLOYER PERCEPTION OF APPLICANTS

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%**

2018 WORKFORCE NEEDS SURVEY

FUTURE READY IOWA

GOAL

70%

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

2025

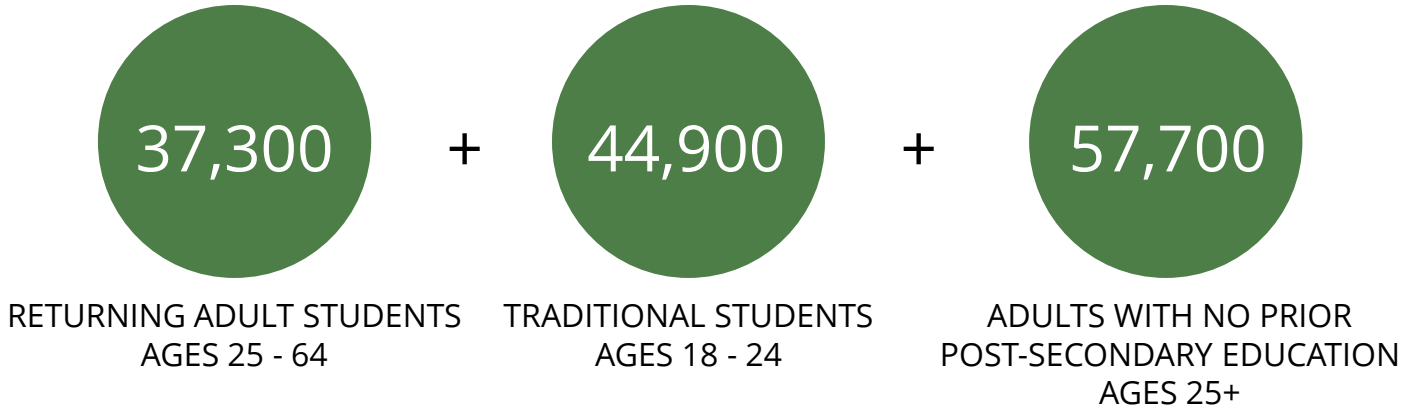
To meet the goal, Iowa needs a net increase of

139,900

Residents need to earn postsecondary degrees and other credentials

IOWANS NEED SKILLS

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



In Iowa, Class of 2018, 37,500 seniors enrolled

91.4% graduated (34,275)

78.0% of those, intended to pursue postsecondary education leading to a credential or degree (26,735)

66.0% actually enrolled in a program within 1 year of graduation (22,920)

7,500 students had no postsecondary intent (2.3% entered active military)

3,800 students (10% dropped postsecondary plans between May and August resulting in fewer credentials earned; fewer high skilled workers; more low skilled workers; less tax revenue; opportunities lost.

Source: AEA PREP, Iowa Area Education Agencies, Iowa Department of Education, 2019

EDUCATION LEVEL

Population age 25 years or older:

3.2%
Trade Certificates

1.6%
Vocational Training

17.0%
Associate Degree

24.5%
Undergraduate Degree

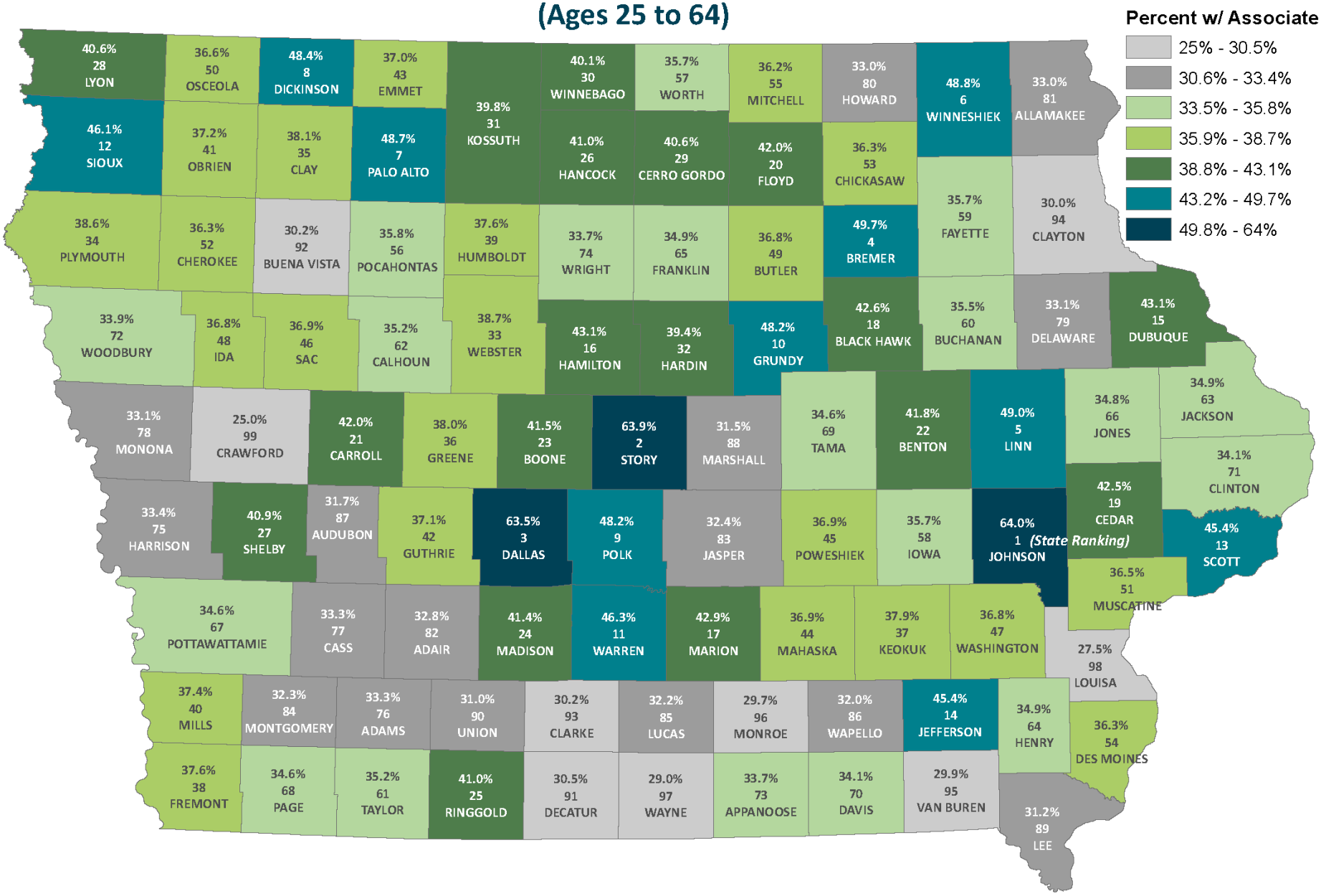
11.3%
Post-Graduate Degree

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 (Ages 25 to 64)



Source: American Community Survey, 2017 5-Year Estimates (Table B15001)

STRATEGY

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
$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 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

Future Ready Iowa Last-Dollar Scholarship High Demand Occupations 2019

FutureReadyIowa.gov

FUTURE READY IOWA

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

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

FutureReadyIowa.gov

FUTURE READY IOWA

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

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)

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**
- **Iowagrants.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

REGISTERED

APPRENTICESHIP IN HIGH SCHOOLS

Iowa has 14 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
- Waterloo 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

FUTURE READY IOWA

CLEARINGHOUSE FOR WORK-BASED LEARNING

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

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

- 137 projects posted/7 schools active
- https://clearinghouse.futurereadyiowa.gov/
- 1,456 business partners
- Jake Welchans
- PROJECT MANAGER, IDOE
- jake.welchans@iowa.gov
- 515-281-5494

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.

GET YOUR FUTURE READY

FUTURE READY IOWA

JIM, IOWA TEACHER

SEPTEMBER 2019

"We desperately need to do a better job of inviting business leaders and entrepreneurs, all employers really into our schools to help us teach students in a way that meets the expectations of the world of work."

"This may come across as controversial - but the experts in what our kids truly need after graduation are those employers already out there trying to find people with the right skills and abilities to fill open positions. . . What's more - shouldn't those who lead the workforce and the economic development of our modern world be more significant stakeholders in the education of students?"

GROWING A SKILLED WORKFORCE

What programs can we leverage?

What pools of potential employees do we have to draw from?

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?

USDOL Office of Apprenticeship FY18 National Overview

2,343

Registered business partners

290

Veterans resumes posted since July 1, 2019

32% interested in apprenticeship opportunities

49% interested in higher education opportunities

HOME BASE IOWA

HomeBaselowa.gov

- Enhancements automate the resume distribution process
- Efficiently match veterans with Home Base Iowa businesses

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

Source: U.S. Census Bureau, 2017 American Community Survey 1-Year Estimates (Table B18120)

2nd Largest

work-ready pool of employees behind Iowans with disabilities.

92%

of those currently incarcerated will be released.

Offender Re-Entry

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

Governor Reynolds Hosting Employer Roundtables

November 6, 2019 – Mitchellville

GET YOUR FUTURE READY FUTURE READY IOWA

IOWA WORKFORCE DEVELOPMENT

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.”

IOWA WORKFORCE DEVELOPMENT

UNLEASHING OPPORTUNITIES TO GET

IOWA FUTURE READY.