



GET YOUR
FUTURE
READY

**FUTURE
READY
IOWA**

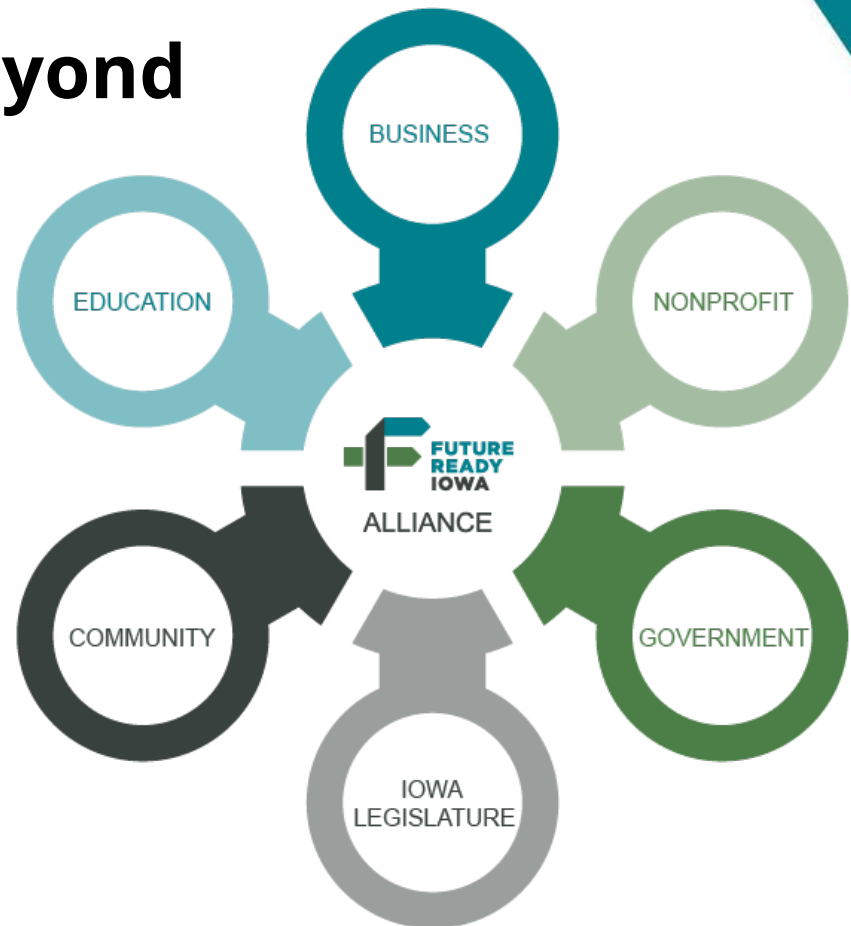
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**Closing
Iowa's
SKILLS GAP**

Future Ready Iowa

70% of Iowa's workforce with education or training beyond high school

Alliance Task: In 2017, create a strategic plan to reach ambitious goal of 70% of Iowa's workforce having education or training beyond high school by 2025



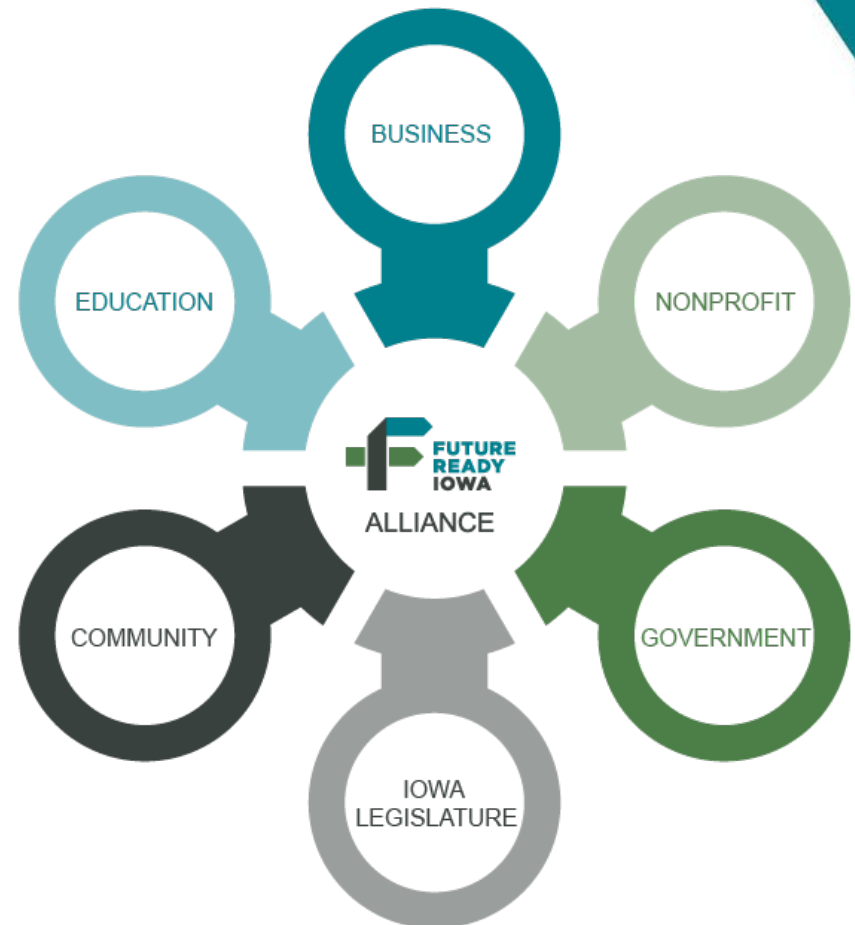
Future Ready Iowa

State Initiative Across Multiple Entities

Better Align Education and the Workforce

Accelerate Opportunities to meet Workforce Needs

Address Barriers

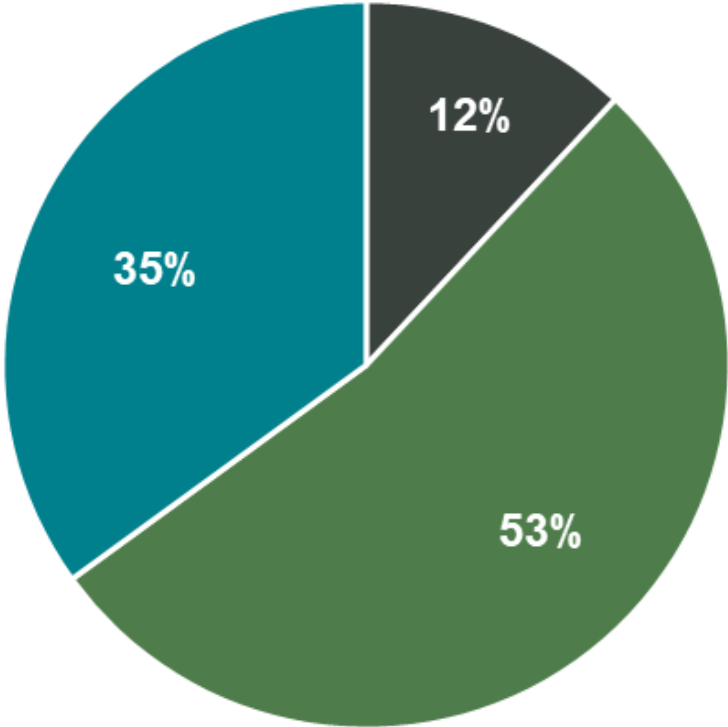


Why Future Ready Iowa?

It is projected that **68%** of the jobs in Iowa will require training beyond high school by **2025**.

PROJECTED SKILLS GAP

Iowa's Jobs by Skill Level, 2018



■ Low-Skill ■ Middle-Skill ■ High-Skill

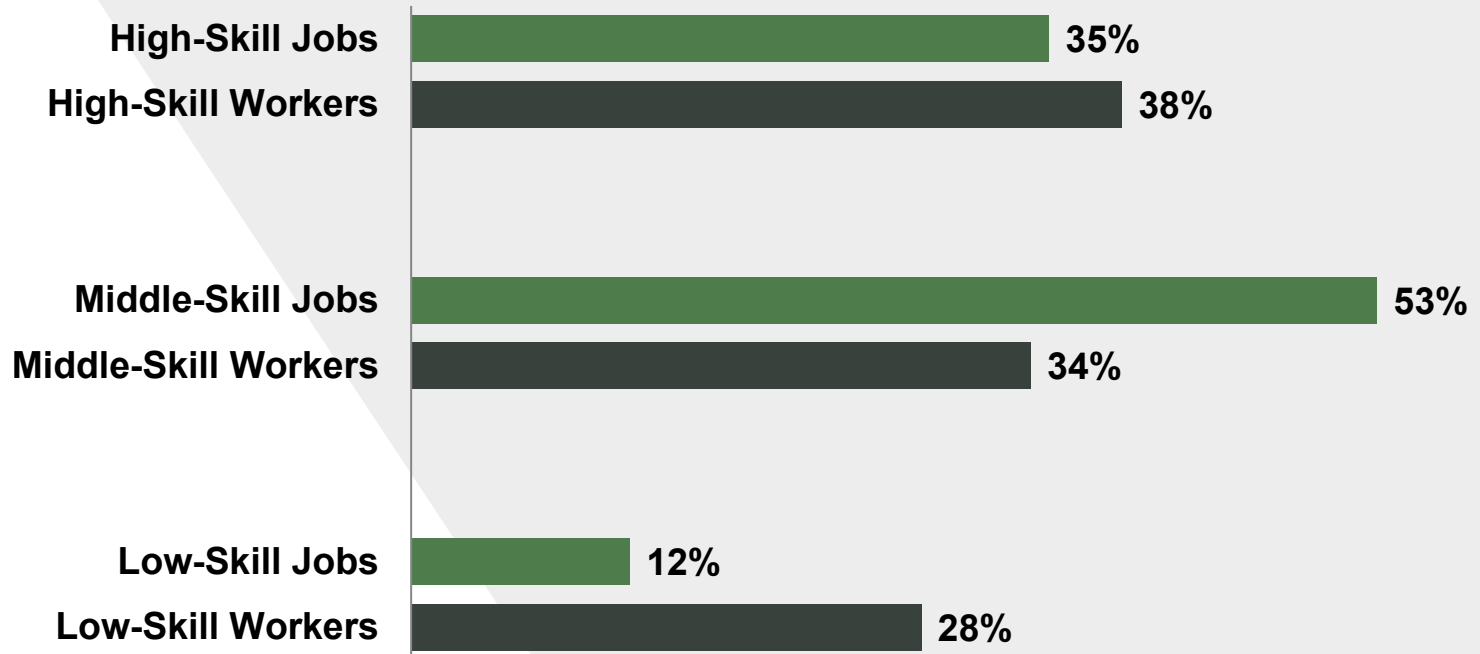
53%

ARE MIDDLE-SKILL JOBS

Sources: 2018 Occupational Employment Statistics, Iowa Workforce Development.

IOWA IS EXPERIENCING A MIDDLE-SKILL JOB GAP

Iowa's Jobs and Workers by Skill Level, 2018



Sources: 2018 Occupational Employment Statistics, Iowa Workforce Development and 2018 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

Population ages 25 to 64:

3.9%

Trade Certificates

1.5%

Vocational Training

15.3%

Associate Degree

28.0%

Undergraduate Degree

11.5%

Post-Graduate Degree

EDUCATION LEVEL

60.2%



Total Iowans with completed
education or training beyond
High School

Compared to 57.6% in 2018
and 58.4% in 2017

STRATEGY 2



Align + Expand Existing Ecosystem of Support

Addressing Barriers for obtaining education, training and employment

- Transportation
- Clothing
- Testing Fees
- Child Care
- Supplies and Equipment
- Wi-Fi and Internet connections

Strategy 3



EXPAND HIGH QUALITY WORK-BASED LEARNING EXPERIENCES IN HIGH DEMAND CAREERS

- Work-based learning for all students
- Quality pre-apprenticeships
- Registered apprenticeships
- Internship programs
- Leverage existing programs such as STEM BEST and Iowa Intermediary Networks

Strategy 4



PREPARE STUDENTS FOR A CHANGING WORLD

Integration of 21st Century, Universal Constructs, Transferable Skills into all Education.

Strategy 5



ENGAGE THE BUSINESS COMMUNITY AND OTHER REGIONAL COLLABORATORS

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

- Hopeful to conduct fall summits with a focus on recovery, work – based learning, child care.



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 FY21
On track to award all funds

**Funded at \$23,004,744 in
FY22**



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 FY21



Employer Innovation Fund/Child Care Challenge

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

Funded at \$1.2 million in FY21
All funds awarded in 2019

Funded at \$4.2 million in FY22

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.

RECOMMENDATION 1



Dual Credit Summer Enrollment
\$600,000 Annual Appropriation



SYIPP
Reimbursement for expenses including
internship wages and coordination of services
\$250,000 Annual Appropriation.

Last-Dollar Scholarship

- Funds postsecondary credentials up to an associates degree in high-demand occupations.
- 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

LAST-DOLLAR SCHOLARSHIP



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**

FY20 Recipients
State of Iowa

6,547

Scholarship Amount Provided

\$14,279,173

LAST-DOLLAR SCHOLARSHIP



Last Dollar Scholarship

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

FY21 Recipients
State of Iowa
7,689

Scholarship Amount Provided
\$17,302,934

3 of 6 reporting terms

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Last Dollar Scholarship

- All 15 Community Colleges Participating
- Two Private Healthcare Colleges Participating

Employer Innovation Fund Projects

Multiple projects in collaboration with Community Colleges and 4 Year Institutions

- DMACC with Ruan Transportation
- Central College with the Pella School District and Multiple Employers
- Muscatine United Way – Partnership

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SYIPP

- Iowa Lakes Community College with Multiple Area Employers (60)
- Northwest Iowa Community College (25)
- University of Northern Iowa (15)
- Central College (5)

CORONAVIRUS RELIEF FUTURE READY IOWA WORKFORCE GRANTS



Four grant opportunities

August 26 - November 2nd, 2020

- Employer Innovation Fund
- Registered Apprenticeship Incentive Grant
Small Businesses, Non-profits, High Schools
- Registered Apprenticeship Incentive Grant
Post-secondary Institutions, Healthcare
- Earn and Learn Grant

CORONAVIRUS RELIEF FUTURE READY IOWA WORKFORCE GRANTS



Innovation Grants

- Metro Pavers, Pro Tow – Kirkwood CC
- University of Iowa
- Clarke University of Dubuque
- Minimum 6 Community College
- Iowa Lakes Community College – “100 People 100 days”
- United Way of Story County - DMACC

Registered Apprenticeship Incentive Grant Small Businesses, Non-profits, High Schools

- 12 High Schools

CORONAVIRUS RELIEF FUTURE READY IOWA WORKFORCE GRANTS



Registered Apprenticeship Incentive Grant Post-secondary Institutions, Healthcare

- Three 4-year institutions (U of I, Central College, William Penn)
- 10 Community Colleges

Earn and Learn Grant

- University of Iowa REACH program
- Country Meats – working with Iowa State University

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- Back on the road this fall recovery summits
- New round of innovation funding
- Possible ARP – funds to award????

Questions?

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