



April 9, 2019

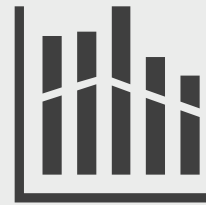
BUILDING A TALENT PIPELINE THROUGH FUTURE READY IOWA

Beth Townsend, IWD Director



IOWA

Unemployment Rate



2018 AVERAGE
UNEMPLOYMENT RATE

2.5%



UNEMPLOYED PERSONS
IN 2017

40,500

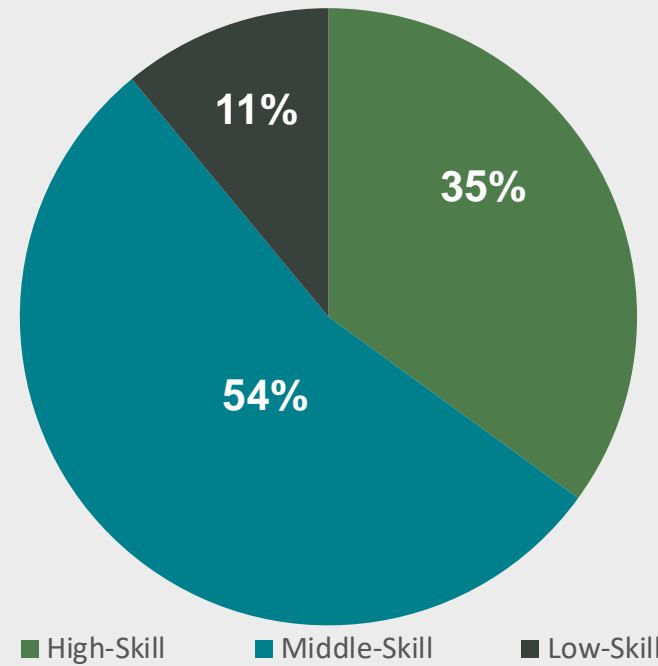
CURRENT
UNEMPLOYMENT RATE

2.4%

February '19 –
3rd month
Lowest in the
country

PROJECTED SKILLS GAP

Iowa's Jobs by Skill Level, 2017

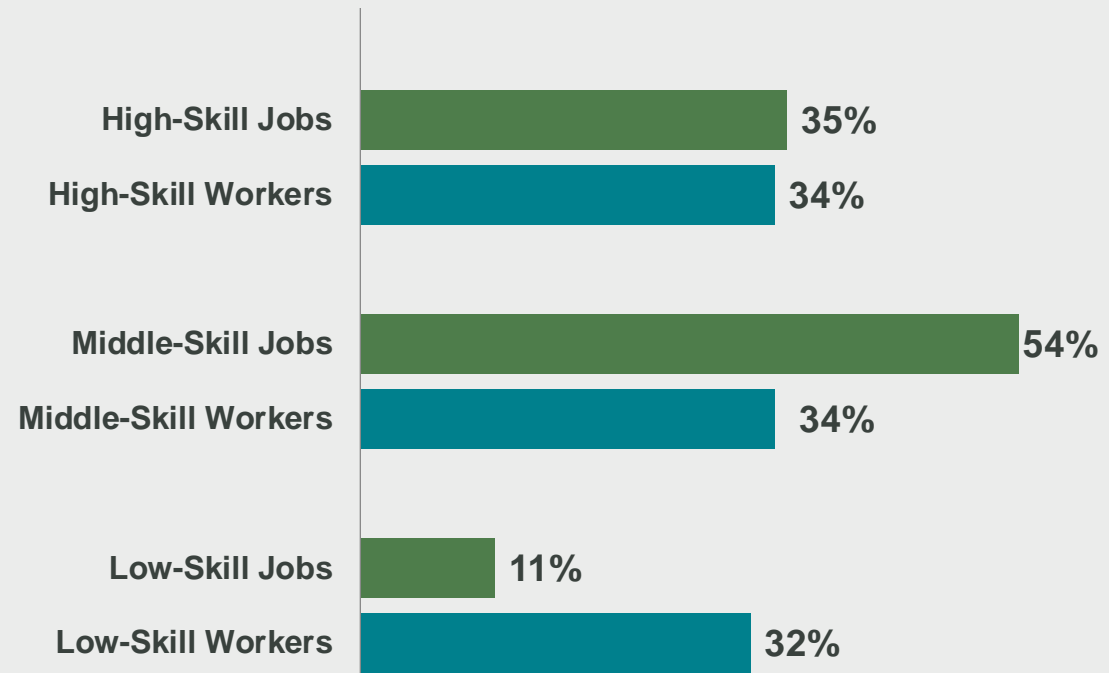


54%
ARE MIDDLE-SKILL JOBS


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.



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



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

766 Active Registered
Apprenticeship
Programs

36 Number of New Registered
Apprenticeship Programs

1,146 Total Number of
Apprentices who
Completed Registered
Apprenticeship Programs

8,028 Total Number of
Active Apprentices




460 Total Number of New
Apprentices

Iowa Statistics for Oct 1, 2018 - Feb 26, 2019

NEW REGISTERED APPRENTICESHIP WEBSITE



[Home](#) [Contact](#)



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



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 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.



www.earnandlearniowa.gov

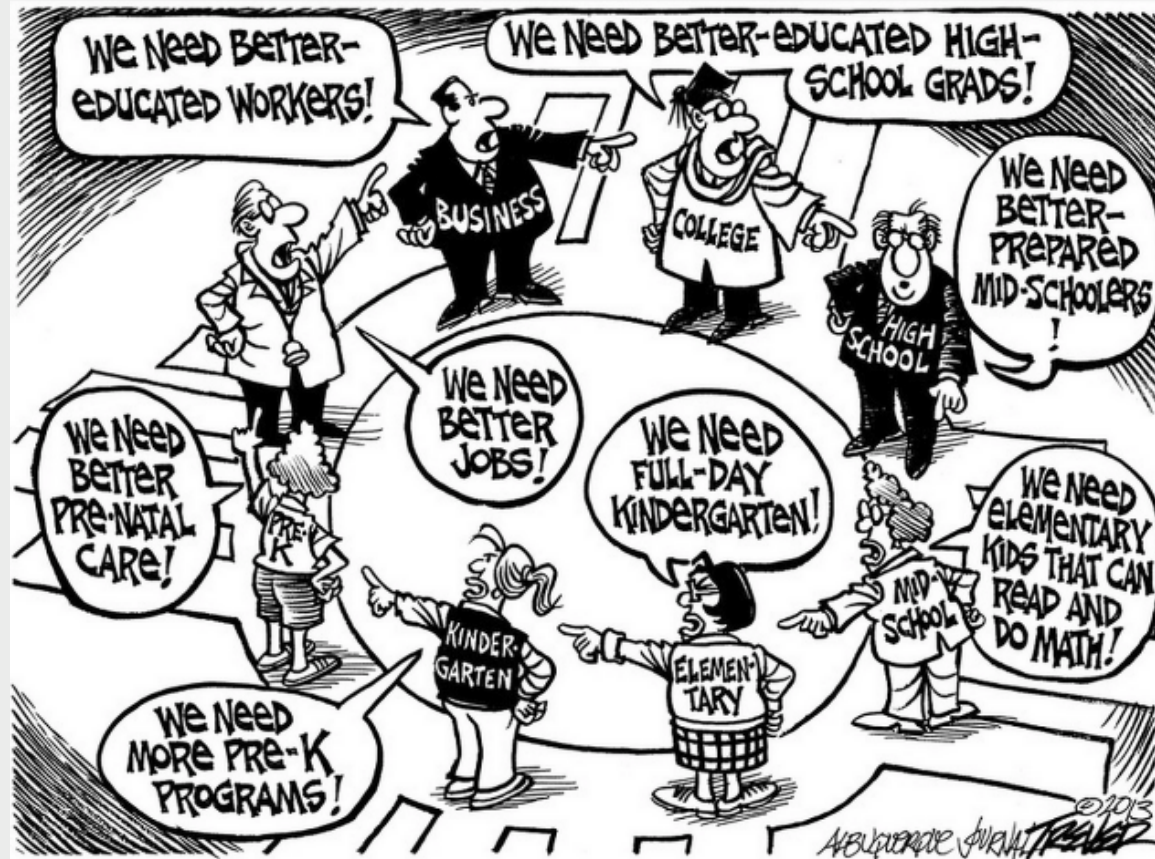


GET YOUR
FUTURE
READY

**FUTURE
READY
IOWA**

**Transforming THE
WORKFORCE THRU
EDUCATION**

**Closing
Iowa's
SKILLS GAP**



WHERE WE
STARTED

GOVERNOR REYNOLDS SIGNS THE **FUTURE READY IOWA ACT**



WHERE WE
ENDED



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.”



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

127,700

Residents need to earn postsecondary
degrees and other credentials

FUTURE READY IOWA
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%

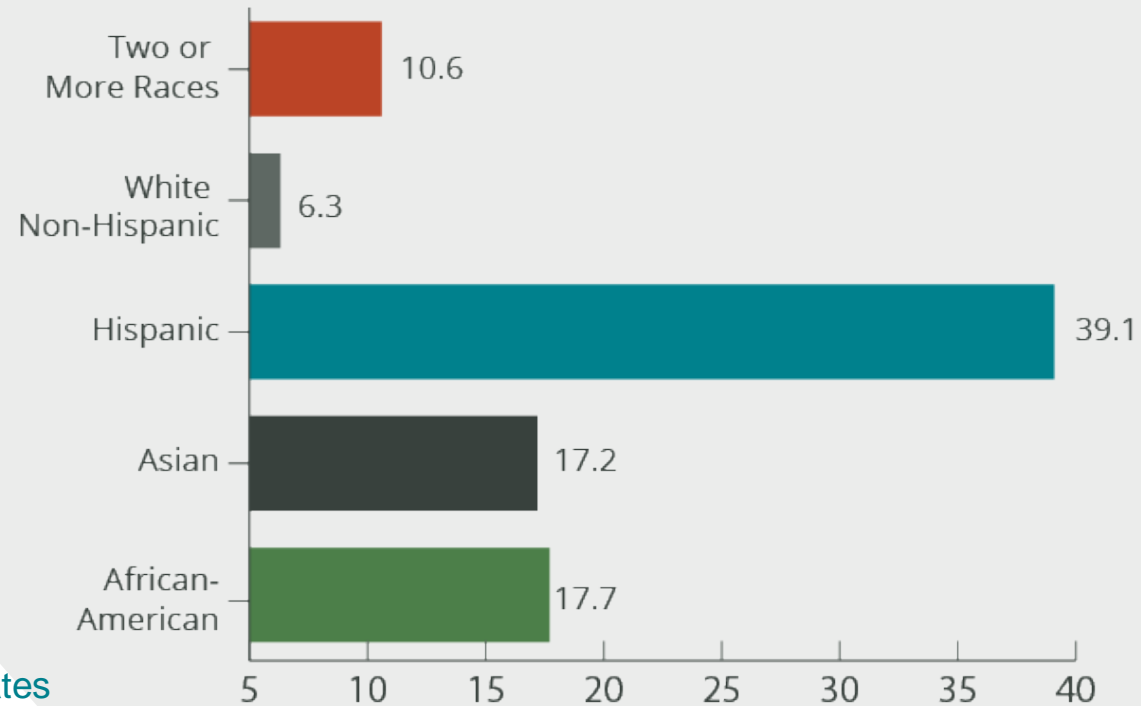


Total Iowans with completed education
or training beyond High School

Compared to 58.4%
in 2017

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.

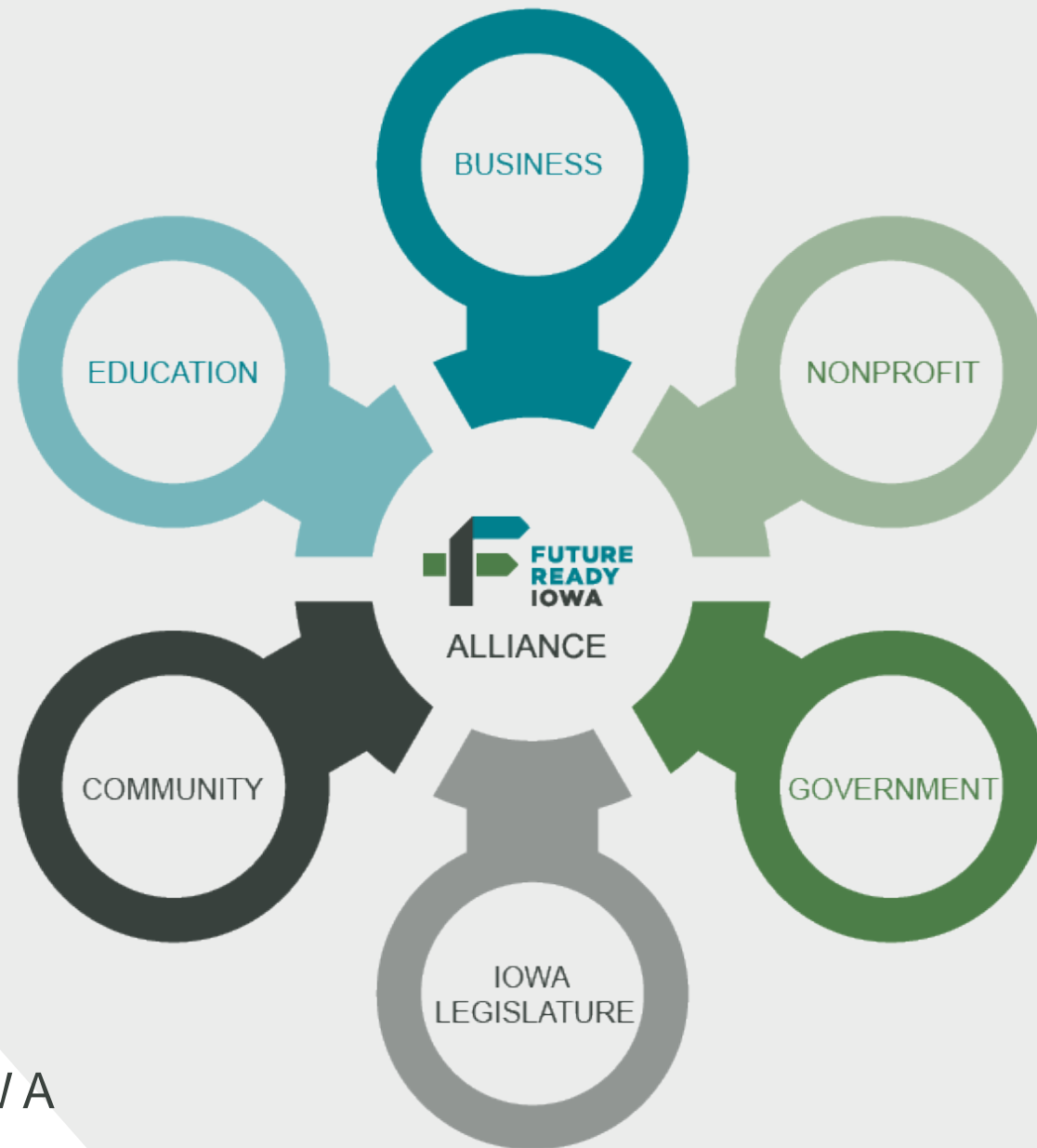
Source: 2016 Current Population Survey

Source: American Community Survey 2016 Estimates

Task: 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
ALLIANCE



FUTURE READY IOWA
ALLIANCE

STRATEGY 1



Last Dollar Scholarship

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



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.



Employer Innovation Fund

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

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.

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

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.

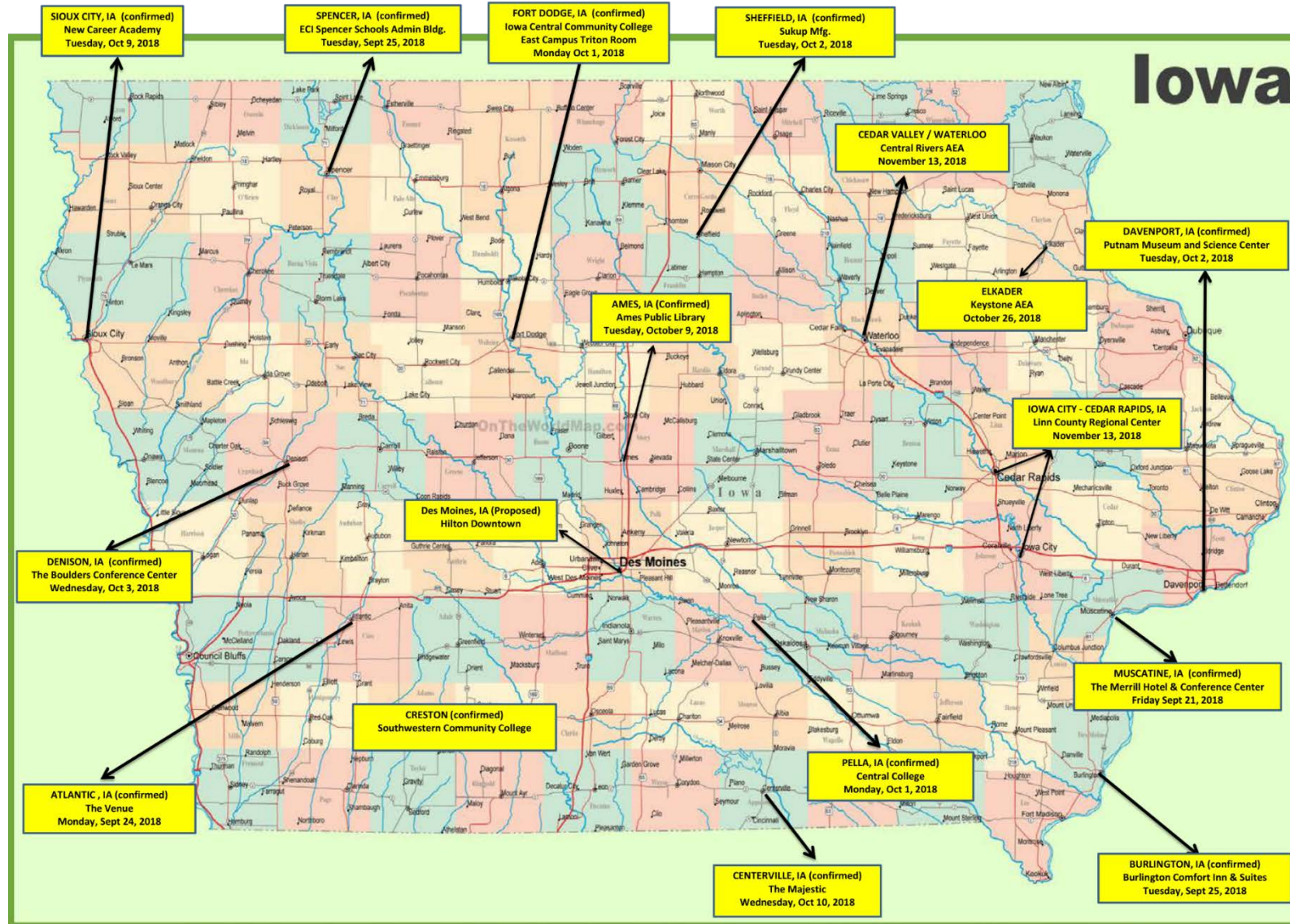
STRATEGY 5

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.

FRI REGIONAL SUMMITS

Register at www.FutureReadyIowa.gov/Summits



FUTURE READY IOWA **WEBSITE**

- Connects job seekers to tools for finding education, training and jobs
- Current local Labor Market Information
- Offers assessment tool for career recommendations
- Provides education and training opportunities and financial resources for paying for school
- Connects job seekers to open jobs in Iowa



ION HALL



UNLEASHING OPPORTUNITIES TO GET
IOWA FUTURE READY.