April 9, 2019

BUILDING A TALENT PIPELINE THROUGH FUTURE READY IOWA
Beth Townsend, IWD Director
IOWA

Unemployment Rate

CURRENT UNEMPLOYMENT RATE
2.4%
February ’19 – 3rd month
Lowest in the country

2018 AVERAGE UNEMPLOYMENT RATE
2.5%

UNEMPLOYED PERSONS IN 2017
40,500

Source: Local Area Unemployment Statistics, BLS
Iowa’s Jobs by Skill Level, 2017

54% High-Skill
35% Middle-Skill
11% Low-Skill

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:

- 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%
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>
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<tbody>
<tr>
<td>756 Active Registered Apprenticeship Programs</td>
<td>766 Active Registered Apprenticeship Programs</td>
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<tr>
<td>126 Number of New Registered Apprenticeship Programs</td>
<td>36 Number of New Registered Apprenticeship Programs</td>
</tr>
<tr>
<td>1,839 Total Number of Apprentices who Completed Registered Apprenticeship Programs</td>
<td>1,146 Total Number of Apprentices who Completed Registered Apprenticeship Programs</td>
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<tr>
<td>7,971 Total Number of Active Apprentices</td>
<td>8,028 Total Number of Active Apprentices</td>
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<tr>
<td>3,545 Number of New Registered Apprentices added since October 1, 2017</td>
<td>460 Total Number of New Apprentices</td>
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Iowa Statistics for Federal Fiscal Year 2018

Iowa Statistics for Oct 1, 2018 - Feb 26, 2019
NEW REGISTERED APPRENTICESHIP WEBSITE

www.earnandlearniowa.gov
Closing Iowa’s SKILLS GAP

Transforming THE WORKFORCE THRU EDUCATION
WHERE WE STARTED
GOVERNOR REYNOLDS SIGNS THE
FUTURE READY IOWA ACT

WHERE WE
ENDED
“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 earning postsecondary degrees and other credentials.
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

Total Iowans with completed education or training beyond High School

Compared to 58.4% in 2017

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
Task: Create a strategic plan to reach ambitious goal of 70% of Iowa’s workforce having education or training beyond high school by 2025
STRATEGY 1

Last Dollar Scholarship
For Iowans seeking up to an associates degree in a high-demand job at Iowa colleges or universities.

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.

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
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.
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.
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
UNLEASHING OPPORTUNITIES TO GET IOWA FUTURE READY.