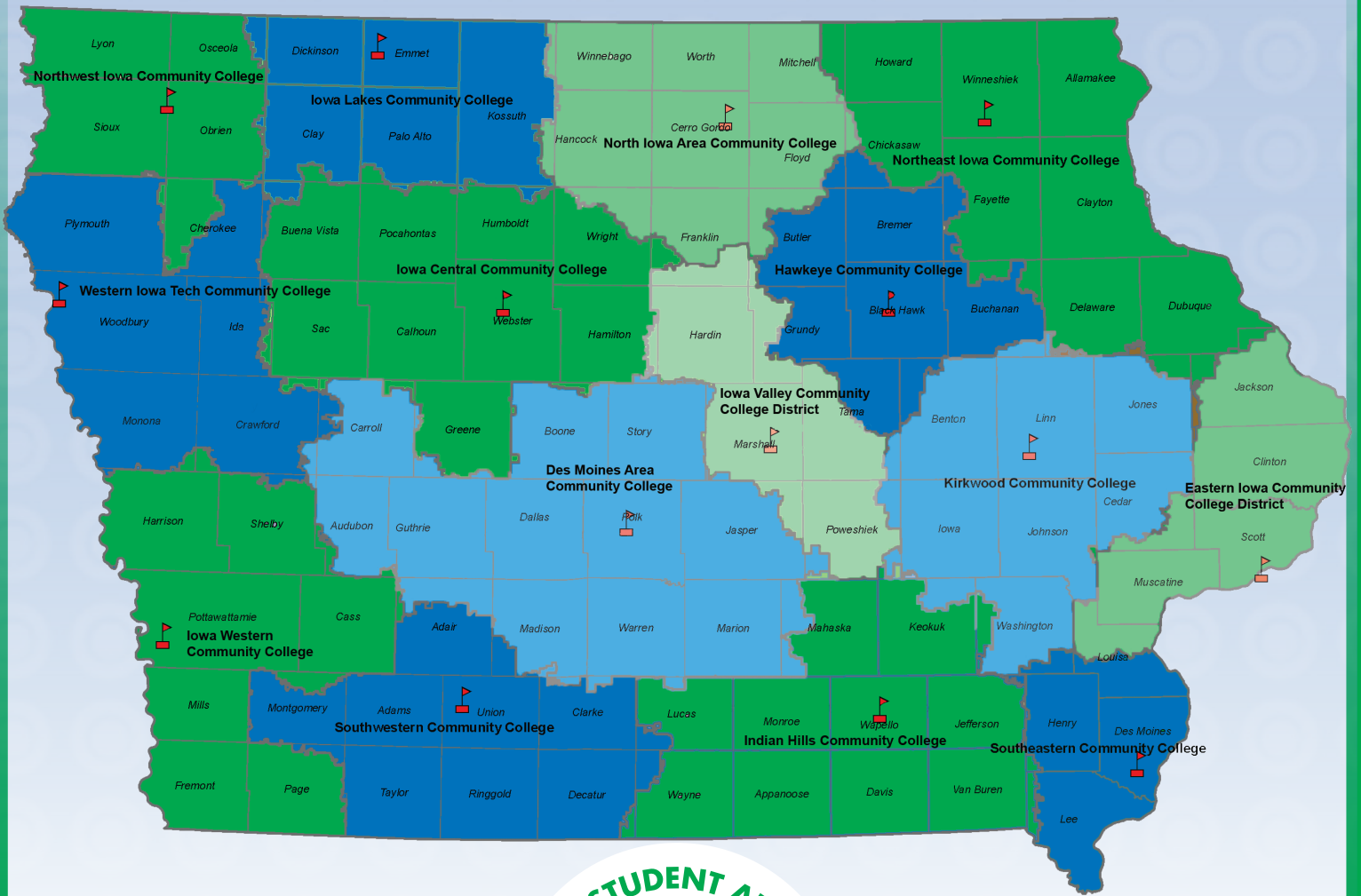


Kibbie Grant

Skilled Workforce Shortage Tuition Grant Program

Report FY 2015



State of Iowa
Iowa College Student Aid Commission
430 East Grand Avenue, Floor 3
Des Moines, Iowa
50309-1920

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Introduction - Kibbie Grant (Skilled Workforce Shortage Tuition Grant Program¹)

This report provides statewide Kibbie Grant (Skilled Workforce Shortage Tuition Grant Program) program outcomes for fiscal year 2015. The report was coordinated by the Iowa College Student Aid Commission (Iowa College Aid) with the assistance of Iowa's fifteen community colleges.

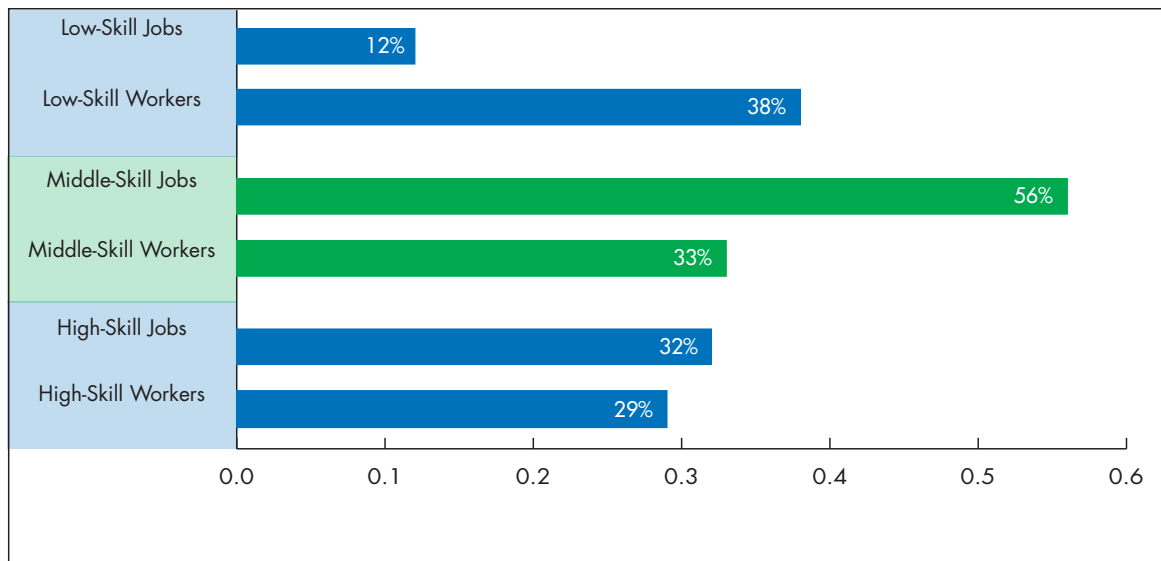
Iowa's Skilled Workforce Shortage

There is a strong correlation between the educational attainment of a state's working population and its median household income². One way a state can improve its ability to grow and attract high-wage employers and increase the strength of its economy is to invest in education and increase the number of well-educated workers in its population.

According to Iowa Workforce Development, the state currently has a shortage of workers with the skill levels needed to fill available jobs. In particular, Iowa has a shortage of workers who possess middle-skills. Jobs classified as middle-skill jobs are generally defined as those that require education and training beyond high school, but less than a bachelor's degree. Only 33 percent of Iowa's workers possess the skills to fill jobs considered to be middle-skill, while 56 percent of the jobs in the state require those skills³. [See figure 1]

Figure 1

Iowa's Jobs and Workers by Skill Level



Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development

- 1 The Iowa Skilled Workforce Tuition Grant is also referred to as the Kibbie Grant after former Iowa Senate President, Jack Kibbie, who sponsored the bill that created the grant during the 2012 session.
- 2 Berger, N., & Fisher, R. (2013). A well-educated workforce is key to state prosperity. *Economic Analysis and Research Network*.
- 3 Iowa Workforce Development (July, 2013). Middle-Skill Jobs in Iowa.

Iowa's Skilled Workforce Shortage, cont.

Iowa's need for a more educated workforce is expected to increase. By 2018, it is projected that 1.1 million jobs in Iowa, or 62 percent, will require postsecondary education or training beyond high school⁴. Currently, only 35.6 percent of Iowa's population over the age of 24 has an associate's degree or higher⁵.

Based on current population trends, Iowa cannot focus solely on assisting high school graduates on the path to postsecondary education. According to the Iowa Skills2Compete Coalition, adult learners are expected to comprise a significant segment of the future growth needed in the workforce. In order for Iowa to ensure that at least 60 percent of its working-age population, ages 25-64, has an associate's or bachelor's degree by 2025, it will need to produce an additional 108,807 degrees⁶. The majority of Iowa's projected workforce in 2025 is expected to consist of adults who were already working since 2012. Only 34% of Iowa's projected 2025 workforce is expected to consist of young people who started working during 2012⁷.

The goal of the Kibbie Grant is to increase postsecondary access for all Iowans willing to go into designated high-need fields. As a result, the program plays a role in increasing the number of workers with the skill levels needed to support Iowa's economy.

Appropriation History

The Iowa General Assembly appropriated \$5 million during the 2015 session to ensure a fourth year of awards under the program.

ACADEMIC YEAR	STATE APPROPRIATION
2012-13	\$5,000,000
2013-14	\$5,000,000
2014-15	\$5,000,000
2015-16	\$5,000,000

4 Georgetown University Center on Education and the Workforce (June, 2010). *The Midwest Challenge: Matching Jobs with Education in the Post-Recession Economy*.

5 U.S. Census Bureau, American Community Survey 3-Year Estimates 2009-2011.

6 Center for Postsecondary and Economic Success (April, 2012). *Return on Investment to Increasing Postsecondary Credential Attainment in Iowa*.

7 Iowa Skills2Compete Coalition (January, 2014). *2014 Workforce Policy Agenda*.

Program Overview

The Kibbie Grant Program, named after former Iowa Senate President Jack Kibbie, provides need-based financial assistance to Iowa residents enrolled in high-demand career education (career-technical) and career option programs at Iowa community colleges. Grants for full-time students are designed to cover one half of the average tuition and mandatory fees at Iowa community colleges and can be adjusted based on the student's financial need and the amount of total funding available.

To be eligible, a student must:

- Be an Iowa resident;
- Be enrolled in at least three credit hours in a qualified program⁸ of study at an Iowa community college;
- File the Free Application for Federal Student Aid (FAFSA) on or before July 15 for the 2014-15 year.
- Have an Expected Family Contribution (EFC⁹) between \$0 and \$6,000 (for the 2014-15 academic year).

Eligible Programs of Study

An eligible student must be enrolled and attend a career education or career option program of study that trains the student in an occupation identified as having a shortage of skilled workers. A list of eligible programs is published each spring. Eligible programs of study are identified through two sources:

- Regional shortages identified by Iowa community colleges.
- Statewide shortages identified by the Iowa Department of Workforce Development, using the Department's most recent Workforce Needs Assessment Report.

In total, 65 eligible programs of study were identified for the 2014-15 year. Kibbie Grant recipients were enrolled in all but one of these programs.

⁸ A qualified program of study must be at least 15 weeks in length and Title IV eligible.

⁹ The Expected Family Contribution (EFC) is a measure of a family's financial strength and is calculated using data submitted on the FAFSA according to a formula established by federal law. Family size, number of family members in college, assets, taxed and untaxed income, and other benefits (unemployment or Social Security) are considered in the formula.

PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Registered Nursing/Registered Nurse.	995	\$942,431	18.44%
Licensed Practical/Vocational Nurse Training.	645	\$663,156	12.98%
Automotive Mechanic Technician.	289	\$359,573	7.04%
Welding Technology/Welder.	261	\$213,620	4.18%
Child Care Provider/Assistant.	234	\$168,971	3.31%
Computer Programming, Specific Applications.	178	\$170,904	3.34%
Medical/Clinical Assistant.	149	\$138,333	2.71%
Diesel Mechanics Technology/Technician.	126	\$157,326	3.08%
Dental Assisting/Assistant.	107	\$135,953	2.66%
Prepress/Desktop Publishing and Digital Imaging Design.	106	\$108,567	2.12%
Electrical, Electronic and Communications Engineering Technology/Technician.	96	\$99,356	1.94%
Machine Tool Technology/Machinist.	89	\$99,433	1.95%
Computer/Information Technology Services Administration and Management, Other.	82	\$77,452	1.52%
Emergency Medical Technology/Technician.	80	\$86,907	1.70%
Computer and Information Sciences and Support Services, Other.	77	\$90,817	1.78%
Physical Therapy Technician/Assistant.	76	\$89,081	1.74%
Web Page, Digital/Multimedia and Information Resources Design.	70	\$62,412	1.22%
Surgical Technology/Technologist.	69	\$64,669	1.27%
Computer Systems Networking and Telecommunications.	67	\$75,768	1.48%
Dental Hygiene/Hygienist.	64	\$79,389	1.55%
Clinical/Medical Laboratory Technician.	62	\$71,119	1.39%
Pharmacy Technician/Assistant.	61	\$40,245	0.79%
Network and System Administration/Administrator.	60	\$58,228	1.14%
Industrial Electronics Technology/Technician.	56	\$71,100	1.39%
Carpentry/Carpenter.	53	\$58,838	1.15%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	53	\$57,043	1.12%
Radiologic Technology	53	\$84,125	1.65%
Occupational Therapist Assistant.	48	\$57,172	1.12%
Farm Equipment and Diesel Technology	47	\$85,762	1.68%
Energy Management and Systems Technology/Technician.	46	\$61,588	1.21%
Mechanical Drafting and Mechanical Drafting CAD/CADD.	46	\$56,863	1.11%
Industrial Mechanics and Maintenance Technology.	40	\$43,466	0.85%
"Information Technology"	35	\$28,796	0.56%
Business/Office Automation/Technology/Data Entry.	31	\$31,712	0.62%
Tool and Die Technology/Technician.	30	\$40,001	0.78%
Commercial and Advertising Art.	27	\$27,260	0.53%
Construction Management.	26	\$29,684	0.58%
Robotics Technology/Technician.	26	\$29,859	0.58%
Electrician.	23	\$26,954	0.53%

*This chart reflects the number of unduplicated Kibbie Grant recipients and the corresponding expenditures by program of study. Recipients and expenditures are associated to the program of study tied to each recipient's first Kibbie Grant disbursement in 2014-15.

PROGRAM OF STUDY, CONT.	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Construction Trades, General.	22	\$27,942	0.55%
Architectural Drafting and Architectural CAD/CADD.	21	\$21,148	0.41%
Biotechnology.	19	\$15,542	0.30%
Lineworker.	19	\$23,781	0.47%
Telecommunications Technology/Technician.	19	\$18,941	0.37%
Civil Engineering Technology/Technician.	17	\$17,614	0.34%
Electromechanical Technology/Electromechanical Engineering Technology.	15	\$14,903	0.29%
Water Quality and Wastewater Treatment Management and Recycling Technology/Technician.	15	\$14,434	0.28%
Computer and Information Systems Security/Information Assurance.	14	\$15,798	0.31%
Construction Equipment Operation	13	\$20,849	0.41%
Engineering Technology, General.	13	\$11,952	0.23%
Airframe mechanics and Aircraft Maintenance Technology/Technician	12	\$19,720	0.39%
Manufacturing Engineering Technology/Technician.	10	\$8,695	0.17%
Transportation and Logistics	10	\$8,309	0.16%
Electrical and Power Transmission Installers, Other.	9	\$10,760	0.21%
Avionics Maintenance Technology/Technician	5	\$3,300	0.06%
CAD/CADD Drafting and/or Design Technology/Technician.	4	\$3,279	0.06%
Early Childhood Education and Teaching.	3	\$4,621	0.09%
Clinical/Medical Laboratory Assistant.	1	\$1,696	0.03%
Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist	1	\$900	0.02%
Web/Multimedia Management and Webmaster.	1	\$2,315	0.05%
Total	4,926	\$5,110,432	100%

**This chart reflects the number of unduplicated Kibbie Grant recipients and the corresponding expenditures by program of study. Recipients and expenditures are associated to the program of study tied to each recipient's first Kibbie Grant disbursement in 2014-15.*

Breakdown of Recipients by Program of Study (high level)

PROGRAM OF STUDY	NUMBER OF RECIPIENTS*	PERCENT OF ALL RECIPIENTS	PERCENT CHANGE IN NUMBER OF RECIPIENTS FROM PREVIOUS YEAR
Nursing & Allied Health Programs	2,410	48.92%	1.95%
Information Technology & Business Programs	748	15.18%	9.76%
Advanced Manufacturing/Industrial Technology Programs	725	14.72%	-0.41%
Transportation & Logistics	489	9.93%	16.77%
Construction & Building Trades Programs	283	5.75%	1.77%
Miscellaneous Programs	252	5.12%	-11.90%
Biotechnology Programs	19	0.39%	31.58%

**This chart reflects the number of unduplicated Kibbie Grant recipients by program of study. Recipients are associated to the program of study tied to each recipient's first Kibbie Grant disbursement in 2014-15.*

Breakdown of Recipients and Expenditures by College

COMMUNITY COLLEGES	RECIPIENTS	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Des Moines Area Community College	820	\$820,540	16.06%
Eastern Iowa Community College	331	\$332,413	6.50%
Hawkeye Community College	391	\$418,549	8.19%
Indian Hills Community College	489	\$566,129	11.08%
Iowa Central Community College	382	\$384,429	7.52%
Iowa Lakes Community College	132	\$163,472	3.20%
Iowa Valley Community College	140	\$158,749	3.11%
Iowa Western Community College	330	\$348,791	6.83%
Kirkwood Community College	767	\$740,261	14.49%
North Iowa Area Community College	158	\$147,630	2.89%
Northeast Iowa Community College	262	\$300,379	5.88%
Northwest Iowa Community College	146	\$189,366	3.71%
Southeastern Community College	185	\$173,907	3.40%
Southwestern Community College	106	\$126,963	2.48%
Western Iowa Tech Community College	287	\$238,854	4.67%
TOTAL	4,926	\$5,110,432	100.00%

**This chart reflects the number of unduplicated Kibbie Grant recipients and expenditures associated with each individual community college.*

Breakdown of Recipients by Age Range

AGE RANGES	NUMBER OF RECIPIENTS	PERCENT OF ALL RECIPIENTS	PERCENT CHANGE IN NUMBER OF RECIPIENTS FROM PREVIOUS YEAR
24 or younger	2,385	48.42%	6.12%
25-34	1,583	32.14%	3.47%
35-44	661	13.42%	1.97%
45-64	293	5.95%	-11.26%
65+	4	0.08%	-25.00%
Total	4,926	100%	3.65%

**This chart reflects the number of unduplicated recipients by U.S. Census Bureau American Community Survey age ranges.*

Kibbie Grant Academic Year Award Methodology

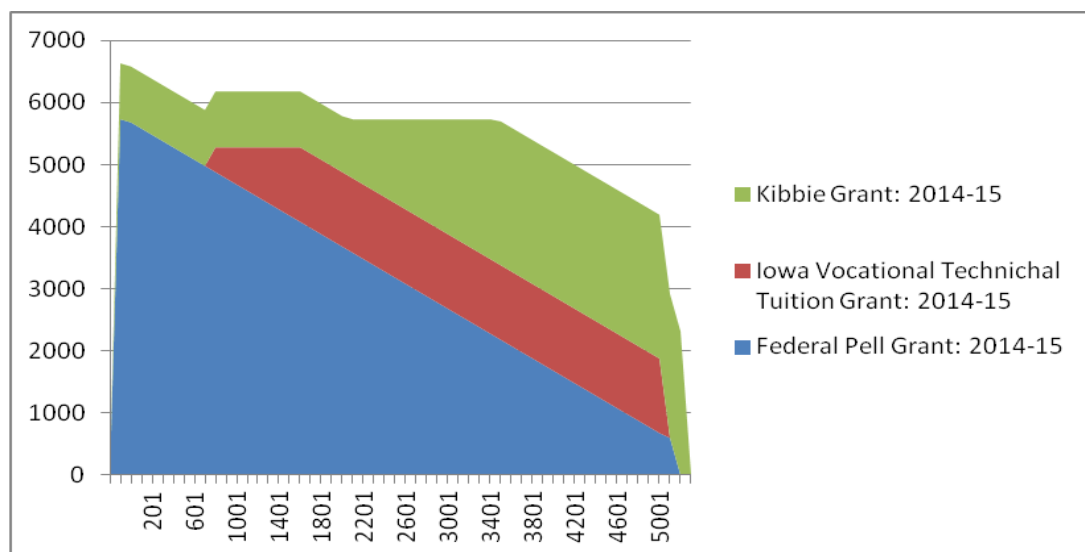
The Kibbie Grant is one of two state-funded grant programs Iowa College Aid administers specifically for students enrolled in career education and career option programs at Iowa community colleges. The second program, the Iowa Vocational Technical Tuition Grant (IVTG), has been operational since the 1974-75 academic year. IVTG provides need-based grants to students who enroll in any career education or career option course at an Iowa community college. The eligibility criteria for the Kibbie Grant and IVTG are generally the same, with three primary differences:

- The IVTG serves students in all career education and career option programs at Iowa community colleges, whereas the Kibbie Grant serves only students enrolled in targeted career education and career option programs that lead to occupations in Iowa that are experiencing a shortage of skilled workers.
- The maximum award for the IVTG is set statutorily at \$1,200, whereas the maximum award for the Kibbie Grant adjusts each year to fund one-half of the average tuition and mandatory fees at Iowa community colleges.
- The EFC range (\$801 - \$5,100) for the IVTG is more limited than that of the Kibbie Grant (\$0 - \$6,000), primarily due to the Kibbie Grant receiving a significantly larger appropriation to fund a smaller number of programs of study.

Given the similarities between the Kibbie Grant and the IVTG, stakeholders and Iowa College Aid staff developed an awarding methodology that leverages the grant dollars from each program, as well as the Federal Pell Grant, to provide an adequate amount of grant aid to low-income students.

Kibbie Grants are awarded in conjunction with Federal Pell Grants and Iowa Vocational Technical Tuition Grants to leverage federal and state funding with the intent of making a community college education more affordable for low-income students. [See figure 2]

Figure 2



The Y axis (left) represents total cumulative grant dollars contributed to students per EFC (X axis, at bottom) between the Federal Pell Grant, Iowa Vocational Technical Tuition Grant, and the Kibbie Grant.

Overview of Award Year 2014-15

Approximately 23,698 FAFSA applications¹⁰ were considered for Kibbie Grant eligibility during the 2014-15 year. In total, 4,926 Iowa students received Kibbie Grants in the second year of the program. A total of \$5,110,432 was paid towards recipients' tuition and mandatory fee charges at Iowa community colleges.

A brief summary of the individuals served under the Kibbie Grant in 2014-15 is provided below:

- 55.5% of recipients had \$0 EFCs, the lowest EFC possible, compared to 31% of all undergraduate Iowa residents that completed the FAFSA.
- 44.45% of recipients were male and 55.55% were female. During the fall of 2014, 40.74% of postsecondary enrollments at Iowa colleges and universities were men and 59.17% were women (0.09% was classified as unknown)¹¹.
- 37.74% of recipients came from families where the reported highest education level completed for both parents was high school or less¹².
- 28.32% of recipients came from families where one parent's reported highest education level completed was college (and the other parent's reported highest education level was high school or lower)¹¹.
- 18.11% of recipients came from families where both parents' highest education level completed was college or beyond¹¹.

¹⁰ FAFSA applications are measured by counting the number of unduplicated students that meet the following criteria:

- EFCs between \$0 and \$6,000, filed the FAFSA on or before July 1, 2014, listed an eligible Iowa community college on the FAFSA, and indicated on the FAFSA that their program of study would be:
 - An occupational or technical associate degree; or,
 - An occupational, technical, or education program certificate or diploma (of less than two years or more than two years); or,
 - Non-degree teaching credential; or,
 - Other/undecided.

¹¹ The Iowa Coordinating Council on Post-High School Education, (Fall, 2014). Iowa College and University Enrollment Report. Retrieved from: <http://www.regents.iowa.gov/ICCPHSE/ICCPHSE2014enrollment.pdf>

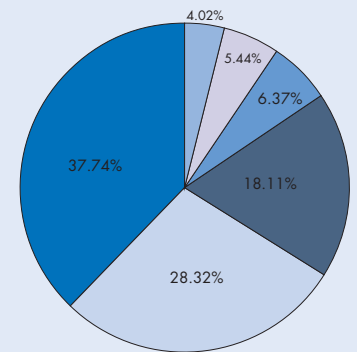
¹² All FAFSA applicants are asked to report their parent's highest level of schooling completed. Possible responses are Middle School/Jr. High, High School, College or Beyond, and Other/unknown.

Grant Recipient Profile

Recipient's Median Adjusted Gross Income by Dependency Status on the FAFSA

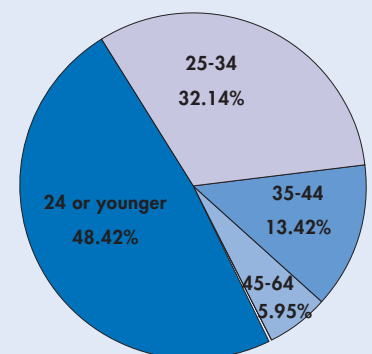
Dependent	Independent
\$35,495	\$17,016

Highest Level of Education Completed by Parents of Recipients



- One parent completed college, other parent is unknown
- Both parents are unknown
- One parent graduated high school or less, other parents is unknown
- Both parents graduated college
- One parent graduated college, other parent graduated high school or less
- Both parents graduated high school or less

Recipient's Age at Time of FAFSA Application



Program Budgeting and Planning

Iowa College Aid staff annually projects the number of eligible recipients who will meet the EFC criteria, FAFSA filing deadline and enroll in eligible programs of study at Iowa community colleges. Staff sets these eligibility criteria with the intent of expending the entire appropriation. It is Iowa College Aid's goal to publish awarding parameters in March prior to the academic year for which students would qualify for grants. Once a college administrator receives the official awarding parameters from Iowa College Aid, every student that meets those parameters at that college for the entire academic year is awarded grant funds. It is important for Iowa College Aid to distribute the eligibility parameters for all Iowa students early in the application process to allow financial aid administrators to inform students of their eligibility for grant funds. This, in turn, gives the student the information they need to determine the cost of attending college.

Throughout the year, colleges report disbursements to Iowa College Aid and staff analyzes the budget to ensure that the original projections were accurate. During the 2014-15 academic year, a total of \$5,110,104 in Kibbie Grants were distributed to cover tuition costs for eligible students. These expenditures included the entire \$5,000,000 appropriation as well as an additional \$110,104 carryover funding.

Conclusion

There is a growing demand in Iowa's labor market for skilled workers in a variety of fields, particularly in jobs that require more than a high school diploma, but less than a four-year college degree. Many barriers exist that make it challenging for adults to increase their educational levels, including a lack of financial aid and other support services, difficult transitions between educational programs and poor incentives¹³. The Kibbie Grant helps to address these barriers faced by adults looking to further their education, particularly in regards to financial aid and incentives. Over half of the Kibbie Grant recipients during the 2014-15 award year were over the age of 24.

For Iowa to increase the strength of its economy it is important to make postsecondary education attainable for its citizens, particularly for adults with low education and skill levels. The Kibbie Grant is important in this effort as it provides financial assistance for Iowans to increase their skill levels to meet the needs of Iowa's workforce.

¹³ National Governor's Association Center for Best Practices. Increasing Postsecondary Credential Attainment among Adult Workers: A Model for Governors. Retrieved from http://highered.colorado.gov/Publications/General/StrategicPlanning/Meetings/Resources/Pipeline/Pipeline_100317_Postsecondary_Credential_Attainment.pdf.



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