

KIBBIE GRANT

Skilled Workforce Shortage Tuition Grant Program



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REPORT FY 2016



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State of Iowa

Iowa College Student Aid Commission
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KIBBIE GRANT

Introduction – Kibbie Grant

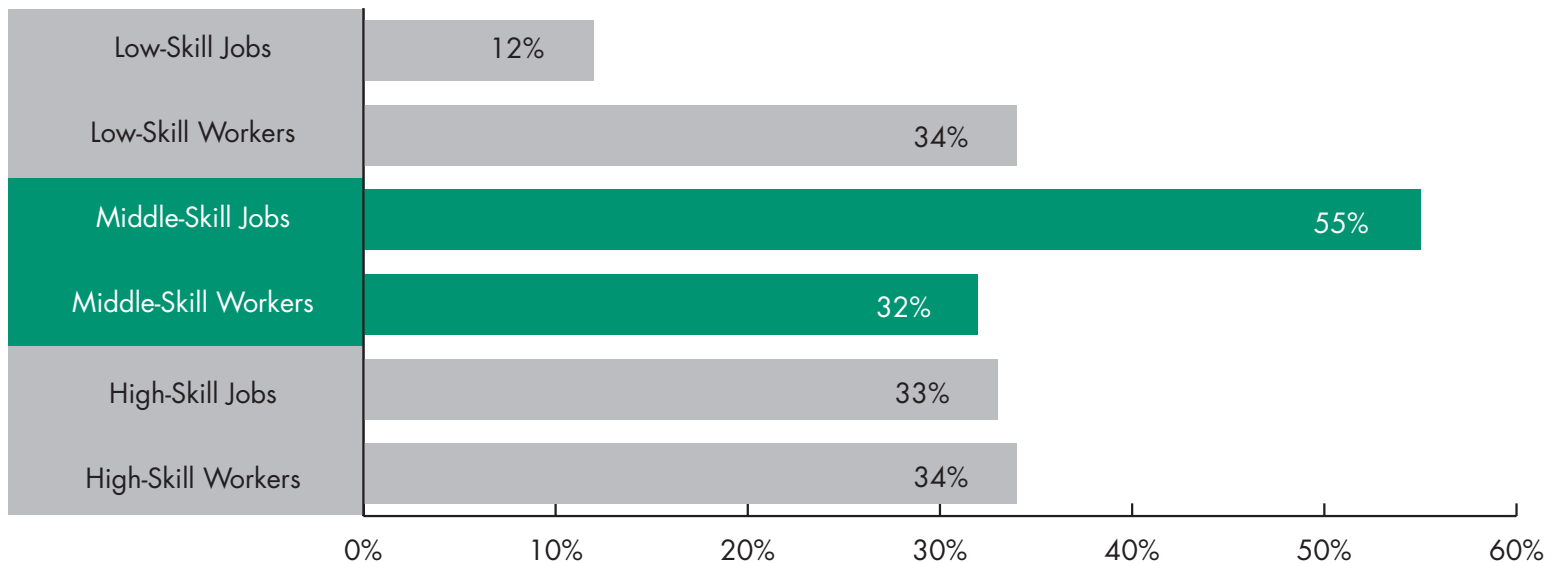
This report provides statewide Kibbie Grant (Skilled Workforce Shortage Tuition Grant Program¹) program outcomes for fiscal year 2016. The report was coordinated by the Iowa College Student Aid Commission (Iowa College Aid) with the assistance of Iowa’s fifteen community colleges.

Iowa’s Skilled Workforce Shortage

There is a strong correlation between the educational attainment of a state’s working population and its median household income.² 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 32 percent of Iowa’s workers possess the skills to fill jobs considered to be middle-skill, while 55 percent of the jobs in the state require those skills.³ (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 (November, 2015). Middle-Skill Jobs in Iowa.

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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 school.⁴ Currently, only 35.6 percent of Iowa's population over the age of 24 has an associate degree or higher.⁵

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 or bachelor's degree by 2025, it will need to produce an additional 108,807 degrees.⁶ The majority of Iowa's projected workforce in 2025 is expected to consist of adults who were already working since 2012. Only 34 percent of Iowa's projected 2025 workforce is expected to consist of young people who started working during 2012.⁷

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 2016 session to ensure a fifth 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
2016-17	\$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.

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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 August 15 for the 2015-16 year. (The FAFSA deadline was extended from July 1 to August 15 for the 2015-16 academic year.)
- Have an Expected Family Contribution (EFC)⁹ between \$0 and \$6,000 (for the 2015-16 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, 83 eligible programs of study were identified for the 2015-16 year. Kibbie Grant recipients were enrolled in all but eight 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.

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Nursing [Practical, Nursing-Associate Degree]	1,534	\$1,409,024	26.95%
Automotive Mechanic Technician	284	\$347,034	6.64%
Childcare Provider/Assistant	241	\$185,185	3.54%
Culinary Arts/Chef Training	204	\$192,220	3.68%
Welding Technology/Welder	167	\$158,228	3.03%
Diesel Equipment Technology	149	\$199,981	3.82%
Computer Programming, Specific Applications	140	\$122,561	2.34%
Medical Assistant Technology	117	\$121,457	2.32%
Dental Assistance	115	\$161,223	3.08%
Health Information/Medical Records Technology	113	\$106,153	2.03%
Prepress/Desktop Publishing and Digital Imaging Design	104	\$111,442	2.13%
Physical Therapist Assistant	83	\$97,332	1.86%
Information Technology	82	\$73,058	1.40%
Web Page, Digital/Multimedia and Information Resources Design	71	\$62,600	1.20%
Dental Hygiene Assistant	70	\$95,688	1.83%
Network and System Administration/Administrator	69	\$60,152	1.15%
Clinical/Medical Laboratory Technology	67	\$66,879	1.28%
Machine Tool Technology/Machinist	67	\$78,199	1.50%
Respiratory Care Therapy/Therapist	67	\$97,292	1.86%
Emergency Medical Technology/Technician (EMT)	66	\$76,597	1.46%
Carpentry Technology	65	\$78,106	1.49%
Computer Systems Networking and Telecommunications	60	\$72,634	1.39%
Electrical, Electronic and Communications Engineering Technology/Technician	60	\$72,553	1.39%
Computer/Information Technology Services Administration and Management, Other	59	\$57,237	1.09%
Surgical Technology	59	\$72,325	1.38%
Pharmacy Technician	57	\$40,095	0.77%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	55	\$63,719	1.22%
Radiologic Technology	53	\$89,738	1.72%
Computer and Information Sciences and Support Services, Other	50	\$58,510	1.12%
Industrial Electronics Technology/Technician	49	\$60,779	1.16%
Electromechanical Technology/Electromechanical Engineering Technology	45	\$42,004	0.80%

*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 in 2015-16.

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Occupational Therapist Assistant	44	\$63,472	1.21%
Industrial Mechanics and Maintenance Technology	39	\$33,104	0.63%
Farm Equipment and Diesel Technology	33	\$48,951	0.94%
Mechanical Drafting and Mechanical Drafting CAD/CADD	32	\$45,563	0.87%
Energy Management and Systems Technology/Technician	31	\$37,231	0.71%
Electrician	29	\$35,228	0.67%
Web Development	29	\$31,086	0.59%
Construction Technology	26	\$31,077	0.59%
Power Line Technology	25	\$42,934	0.82%
Automation Engineer Technology/Technician	22	\$34,091	0.65%
Aviation Maintenance Technology	20	\$32,483	0.62%
Construction Management	20	\$23,742	0.45%
Robotics Technology/Technician	20	\$25,640	0.49%
Real Time Reporting/Court Reporting	17	\$30,558	0.58%
Architectural Drafting and Architectural CAD/CADD	15	\$12,278	0.23%
Logistics/Supply Chain Technician	14	\$11,297	0.22%
Business/Office Automation/Technology/Data Entry	13	\$12,092	0.23%
Civil Engineering Technology/Technician	12	\$12,422	0.24%
Tool and Die Technology/Technician	12	\$20,583	0.39%
Computer Programming/Programmer	11	\$6,295	0.12%
Biotechnology	10	\$9,364	0.18%
Communications Systems Installation and Repair Technology	10	\$11,236	0.21%
CAD/CADD Drafting and/or Design Technology/Technician	9	\$11,550	0.22%
Engineering Technology	8	\$5,974	0.11%
Game and Interactive Media Design	8	\$6,188	0.12%
Health/Health Care Administration/Management	8	\$5,979	0.11%
Manufacturing Engineering Technology/Technician	8	\$15,523	0.30%
Construction Equipment Operation	7	\$10,443	0.20%
Cyber/Computer Forensics and Counterterrorism	7	\$4,531	0.09%
Fire Science Technology	6	\$3,551	0.07%
Modeling, Virtual Environments and Simulations	6	\$3,815	0.07%

*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 in 2015-16.

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Water Quality and Wastewater Treatment Management and Recycling Technology/Technician	6	\$3,001	0.06%
Early Childhood Education and Teaching	5	\$1,678	0.03%
Electrical and Power Transmission Installers, Other	4	\$3,888	0.07%
Ophthalmic Technician/Technology	4	\$5,190	0.10%
Management Information Systems	2	\$1,800	0.03%
Web/Multimedia Management and Webmaster	2	\$1,688	0.03%
Diagnostic Cardiac/Medical Sonography	1	\$2,375	0.05%
Hydraulics and Fluid Power Technology/Technician	1	\$747	0.01%
Telecommunications Technology/Technician	1	\$338	0.01%

Grand Total	4,999	\$5,228,991	100.00%
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*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 in 2015-16.

Breakdown of Recipients by Program of Study (high level)

PROGRAM OF STUDY	RECIPIENTS*	PERCENT OF ALL RECIPIENTS	PERCENT CHANGE IN NUMBER OF RECIPIENTS FROM PREVIOUS YEAR
Nursing and Allied Health	2,345	46.91%	-2.77%
Information Technology/Business Programs	843	16.86%	11.27%
Advanced Manufacturing/Industrial Technology Programs	579	11.58%	-25.22%
Transportation and Logistics Programs	500	10.00%	2.20%
Miscellaneous	456	9.12%	44.74%
Construction and Building Trades	266	5.32%	-6.39%
Biotechnology Programs	10	0.20%	-90.00%

*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 in 2015-16.

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Breakdown of Recipients and Expenditures by College

COMMUNITY COLLEGE	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Des Moines Area Community College	923	\$1,005,937	19.24%
Eastern Iowa Community College	370	\$288,994	5.53%
Hawkeye Community College	312	\$345,777	6.61%
Indian Hills Community College	548	\$727,891	13.92%
Iowa Central Community College	373	\$340,118	6.50%
Iowa Lakes Community College	127	\$143,527	2.74%
Iowa Valley Community College	132	\$151,824	2.90%
Iowa Western Community College	304	\$286,836	5.49%
Kirkwood Community College	806	\$797,164	15.25%
North Iowa Area Community College	142	\$133,795	2.56%
Northeast Iowa Community College	278	\$292,487	5.59%
Northwest Iowa Community College	174	\$215,341	4.12%
Southeastern Community College	169	\$150,679	2.88%
Southwestern Community College	122	\$142,513	2.73%
Western Iowa Tech Community College	219	\$206,108	3.94%
Grand Total	4,999	\$5,228,991	100.00%

*This chart reflects the number of unduplicated Kibbie Grant recipients and the corresponding expenditures by community college. Recipients and expenditures are associated to the college tied to each recipient's first Kibbie Grant disbursement in 2015-16.

Breakdown of Recipients by Age Range

AGE RANGES	NUMBER OF RECIPIENTS*	PERCENT OF ALL RECIPIENTS	PERCENT CHANGE IN NUMBER OF RECIPIENTS
24 or younger	2,535	50.71%	5.92%
25-34	1,585	31.71%	0.13%
35-44	612	12.24%	-8.01%
45-64	265	5.30%	-10.57%
65+	2	0.04%	-100.00%
Grand Total	4,999	100%	1.46%

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

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Kibbie Grant Academic Year Award Methodology

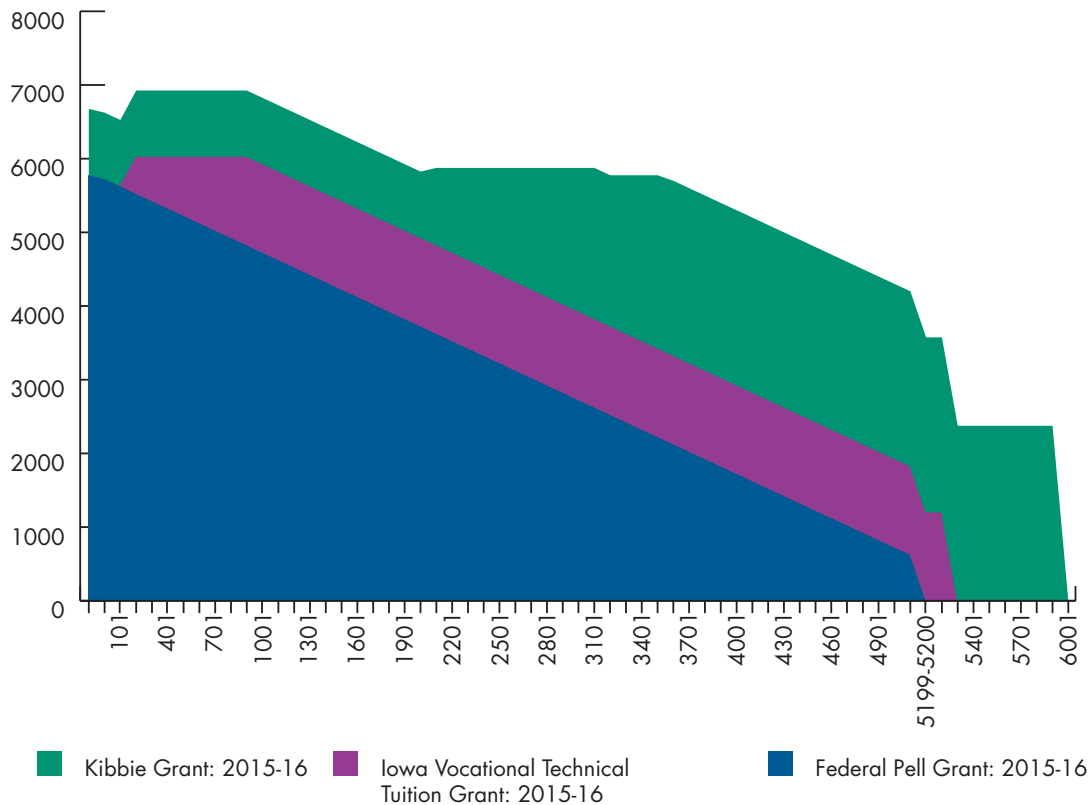
The Kibbie Grant is one of two state-funded grant programs Iowa College Aid administers specifically for students enrolled in career education and career option programs at Iowa community colleges. The second program, the Iowa Vocational Technical Tuition Grant (IVTG), has been operational since the 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 (\$201–\$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: Grant Dollars Contributed to Students per EFC



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.

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Overview of Award Year 2015-16

Approximately 26,373 FAFSA applications¹⁰ were considered for Kibbie Grant eligibility during the 2015-16 year. In total, 4,999 Iowa students received Kibbie Grants in the fourth year of the program. A total of \$5,228,991 was paid toward recipients' tuition and mandatory fee charges at Iowa community colleges.

A brief summary of the individuals served under the Kibbie Grant in 2015-16 is provided below:

- 55.2% of recipients had \$0 EFCs, the lowest EFC possible, compared to 33% of all undergraduate Iowa residents who completed the FAFSA.
- 42.9% of recipients were male and 57.1% were female. During the fall of 2015, 41.91% of postsecondary enrollments at Iowa colleges and universities were male and 57.98% were female (0.10% were classified as unknown).¹¹



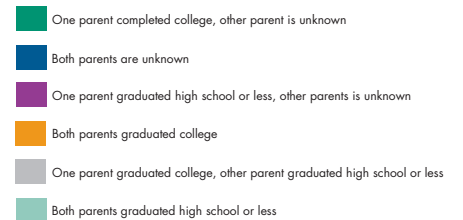
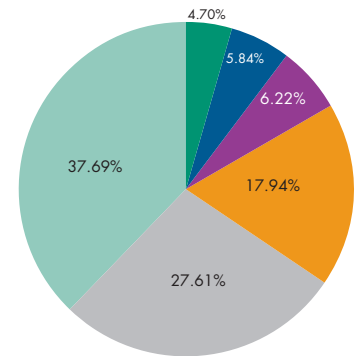
10. FAFSA applications are measured by counting the number of unduplicated students that meet the following criteria:
- EFCs between \$0 and \$6,000, filed the FAFSA on or before August 15, 2015, listed an eligible Iowa community college on the FAFSA, and indicated on the FAFSA that their program of 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 College and University Enrollment Report, Fall 2015. Prepared for the Iowa Coordinating Council on Post-High School Education.
<https://www.iowacollegeaid.gov/sites/default/files/ICHPSE2015EnrollmentReport.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

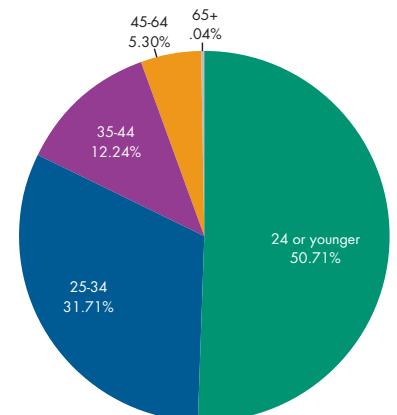
RECIPIENT'S MEDIAN ADJUSTED GROSS INCOME BY DEPENDENCY STATUS ON THE FAFSA

Dependent	Independent
\$34,611	\$17,998

Highest Level of Education Completed by Parents of Kibbie Recipients¹²



Recipient's Age at Time of FAFSA Application



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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 2015-16 academic year, a total of \$5,228,991 in Kibbie Grants was distributed to cover tuition costs for eligible students. These expenditures included the entire \$5,000,000 appropriation as well as an additional \$228,991 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 incentives.¹³ The Kibbie Grant helps to address these barriers faced by adults looking to further their education, particularly in regards to financial aid and incentives. Almost half of the Kibbie Grant recipients during the 2015-16 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.