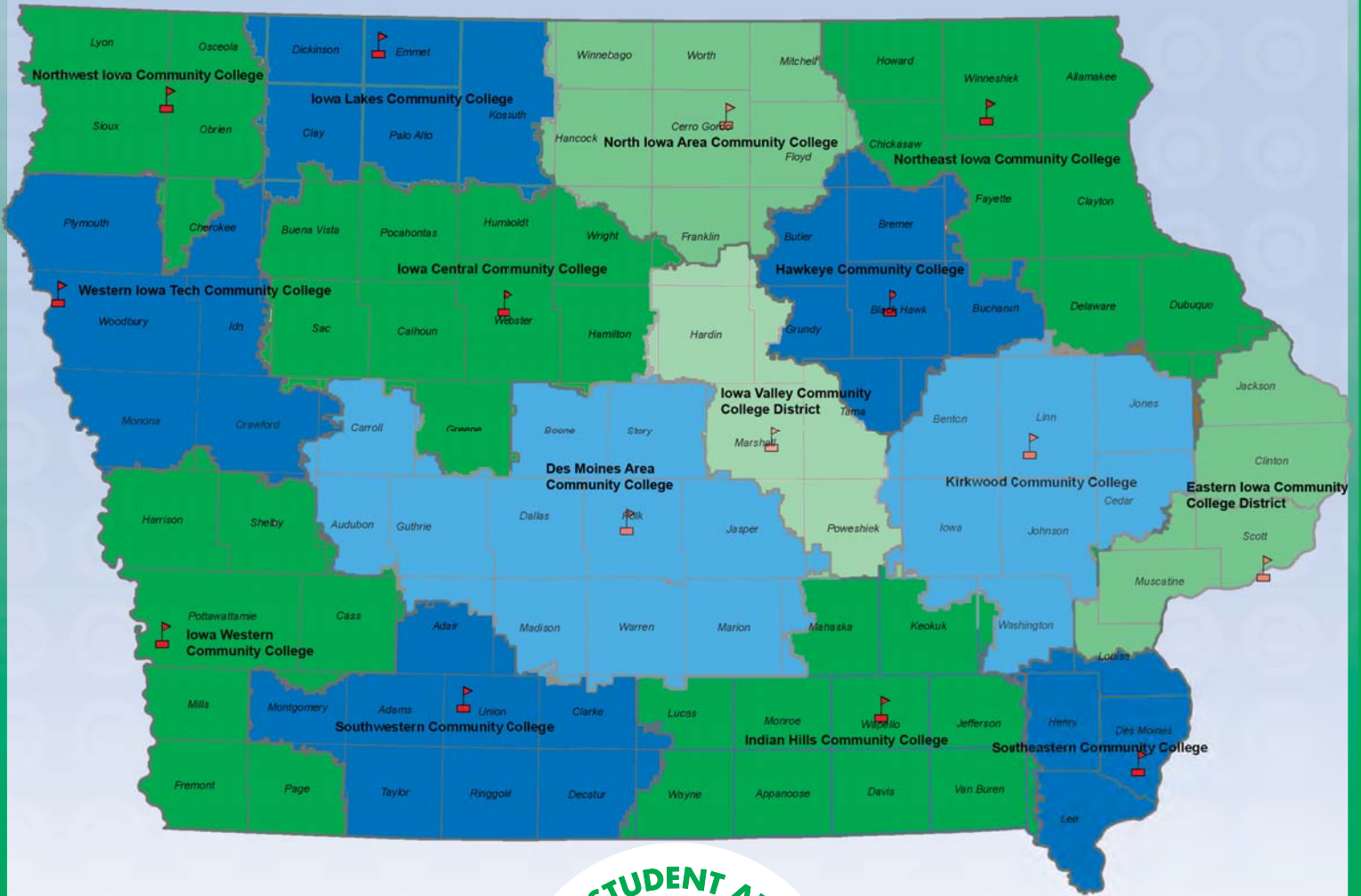


Kibbie Grant

Skilled Workforce Shortage Tuition Grant Program

Report FY 2014



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 2014. The report was coordinated by the Iowa College Student Aid Commission with the assistance of Iowa's fifteen community colleges.

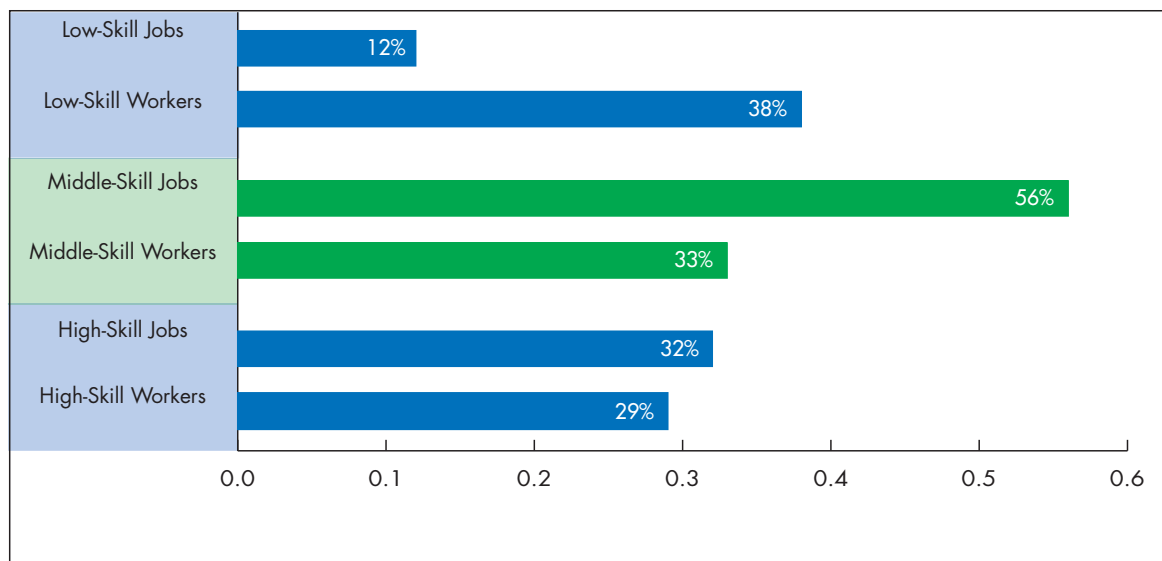
Iowa's Skilled Workforce Shortage

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 2014 session to ensure a third 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

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 1 of each year.
- Have an Expected Family Contribution (EFC⁹) between \$0 and \$6,000 (for the 2013-14 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, 61 eligible programs of study were identified for the 2013-14 year. Kibbie Grant recipients were enrolled in all but three 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.	1,081	\$1,018,207	21.10%
Licensed Practical/Vocational Nurse Training.	635	\$639,286	13.25%
Automotive Mechanic Technician.	272	\$307,541	6.37%
Child Care Provider/Assistant.	270	\$213,225	4.42%
Welding Technology/Welder.	242	\$201,840	4.18%
Computer Programming, Specific Applications.	190	\$172,974	3.58%
Electrical, Electronic and Communications Engineering Technology/Technician.	147	\$160,978	3.34%
Diesel Mechanics Technology/Technician.	127	\$163,760	3.39%
Dental Assisting/Assistant.	109	\$121,344	2.51%
Machine Tool Technology/Machinist.	97	\$109,601	2.27%
Medical/Clinical Assistant.	94	\$99,782	2.07%
Computer/Information Technology Services Administration and Management, Other.	93	\$78,467	1.63%
Physical Therapy Technician/Assistant.	83	\$99,448	2.06%
Computer and Information Sciences and Support Services, Other.	78	\$92,046	1.91%
Dental Hygiene/Hygienist.	76	\$89,817	1.86%
Pharmacy Technician/Assistant.	73	\$60,495	1.25%
Clinical/Medical Laboratory Technician.	65	\$70,822	1.47%
Energy Management and Systems Technology/Technician.	63	\$79,390	1.65%
Computer Systems Networking and Telecommunications.	60	\$74,417	1.54%
Network and System Administration/Administrator.	59	\$57,159	1.18%
Web Page, Digital/Multimedia and Information Resources Design.	58	\$57,957	1.20%
Emergency Medical Technology/Technician.	57	\$54,223	1.12%
Industrial Mechanics and Maintenance Technology.	55	\$52,128	1.08%
Prepress/Desktop Publishing and Digital Imaging Design.	54	\$54,287	1.12%
Surgical Technology/Technologist.	54	\$60,413	1.25%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	53	\$68,508	1.42%
Industrial Electronics Technology/Technician.	50	\$58,196	1.21%
Mechanical Drafting and Mechanical Drafting CAD/CADD.	46	\$46,904	0.97%
Carpentry/Carpenter.	40	\$48,261	1.00%
Occupational Therapist Assistant.	35	\$42,880	0.89%
Construction Trades, General.	34	\$36,267	0.75%
Electrician.	26	\$27,989	0.58%
Business/Office Automation/Technology/Data Entry.	24	\$27,472	0.57%
Lineworker.	23	\$36,095	0.75%
Information Technology.	21	\$24,419	0.51%
Commercial and Advertising Art.	20	\$20,957	0.43%
Civil Engineering Technology/Technician.	18	\$16,747	0.35%
Construction Management	18	\$19,950	0.41%
Telecommunications Technology/Technician.	17	\$18,778	0.39%

**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 2013-14.*

PROGRAM OF STUDY, CONT.	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Architectural Drafting and Architectural CAD/CADD.	16	\$20,846	0.43%
Tool and Die Technology/Technician.	16	\$20,400	0.42%
Computer and Information Systems Security/Information Assurance.	15	\$14,222	0.29%
Manufacturing Engineering Technology/Technician.	11	\$16,131	0.33%
Biotechnology.	11	\$8,405	0.17%
Robotics Technology/Technician.	9	\$6,517	0.14%
Water Quality and Wastewater Treatment Management and Recycling Technology/Technician.	9	\$8,196	0.17%
Engineering Technology, General.	7	\$10,714	0.22%
Electromechanical Technology/Electromechanical Engineering Technology.	7	\$7,063	0.15%
CAD/CADD Drafting and/or Design Technology/Technician.	5	\$5,465	0.11%
Avionics Maintenance Technology/Technician.	5	\$6,333	0.13%
Web/Multimedia Management and Webmaster.	3	\$1,800	0.04%
Early Childhood Education and Teaching.	3	\$2,221	0.05%
Airframe mechanics and Aircraft Maintenance Technology/Technician.	3	\$4,303	0.09%
Biology Technician/Biotechnology Laboratory Technician.	2	\$1,800	0.04%
Electrical and Power Transmission Installers, Other.	2	\$3,084	0.06%
Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist.	2	\$2,188	0.05%
Cabinetmaking and Millwork.	2	\$2,412	0.05%
Clinical/Medical Laboratory Assistant.	1	\$600	0.01%
Total	4746	\$4,825,730	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 2013-14.*

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	2,363	49.79%	0.34%
Advanced Manufacturing/Industrial Technology Programs	728	15.34%	10.14%
Information Technology & Business Programs	675	14.22%	9.05%
Transportation and Logistics Programs	407	8.58%	200.47%
Miscellaneous Programs	282	5.86%	5.94%
Construction & Building Trades Programs	278	5.14%	-14.98%
Biotechnology Programs	13	0.27%	-45.83%

**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 2013-14.*

Breakdown of Recipients and Expenditures by College

COMMUNITY COLLEGES	RECIPIENTS	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Des Moines Area Community College	841	836,876	17.34%
Eastern Iowa Community College	384	345,955	7.17%
Hawkeye Community College	414	441,131	9.14%
Indian Hills Community College	443	479,910	9.94%
Iowa Central Community College	260	294,516	6.10%
Iowa Lakes Community College	120	136,812	2.84%
Iowa Valley Community College	129	113,143	2.34%
Iowa Western Community College	341	348,023	7.21%
Kirkwood Community College	687	687,981	14.26%
North Iowa Area Community College	163	174,166	3.61%
Northeast Iowa Community College	256	253,605	5.26%
Northwest Iowa Community College	133	178,971	3.71%
Southeastern Community College	217	192,800	4.00%
Southwestern Community College	74	86,355	1.79%
Western Iowa Tech Community College	284	255,486	5.29%
TOTAL	4,746	\$4,825,730	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	2,239	47.17%	12.23%
25-34	1,528	32.20%	4.30%
35-44	648	13.65%	3.02%
45-64	326	6.87%	21.19%
65+	5	0.11%	66.67%
Total	4,746	100%	8.83%

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

Kibbie Grant Academic Year Award Methodology

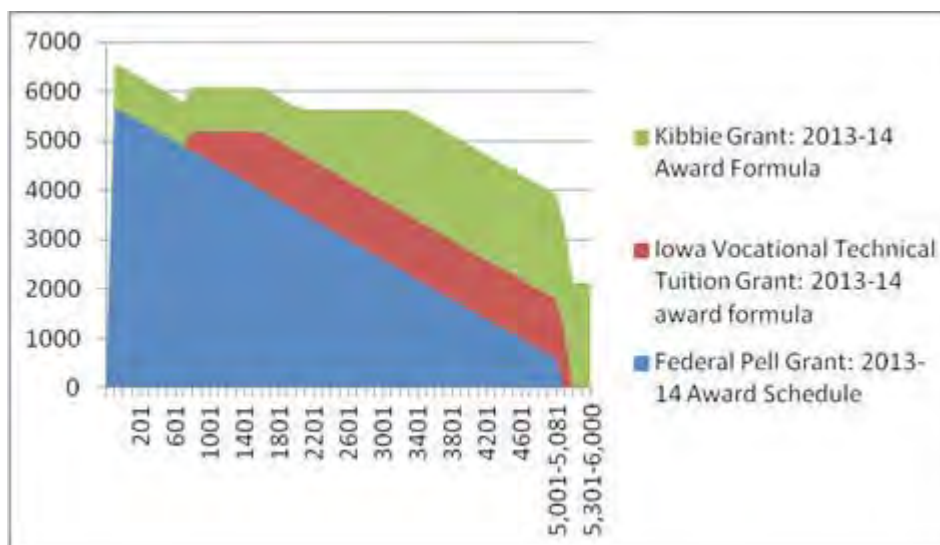
The Kibbie Grant is one of two state-funded grant programs the Commission administers specifically for students enrolled in career education and career option programs at Iowa community colleges. The second program, the Iowa Vocational Technical Tuition Grant (IVTG), has been operational since the 1974-75 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 Commission 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 2013-14

Approximately 26,021 FAFSA applications¹⁰ were considered for Kibbie Grant eligibility during the 2013-14 year. In total, 4,746 Iowa students received Kibbie Grants in the second year of the program. A total of \$4,825,7301 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 2013-14 is provided below:

- 54.3% of recipients had \$0 EFCs, the lowest EFC possible, compared to 36% of all undergraduate Iowa residents that completed the FAFSA.
- 43.36% of recipients were male and 56.64% were female. During the fall of 2013, 40.02% of postsecondary enrollments at Iowa colleges and universities were men and 59.90% were women (0.08% was classified as unknown)¹¹.
- 39.72% of recipients came from families where the reported highest education level completed for both parents was high school or less¹².
- 29.27% 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.
- 17.17% 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, 2013, 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, 2013). Iowa College and University Enrollment Report. Retrieved from: <http://www.regents.iowa.gov/ICCPHSE/ICCPHSE2013enrollment.pdf>

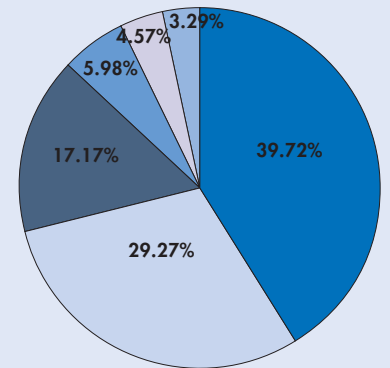
12 All FAFSA applicants are asked to report their parent's highest level of schooling completed. Possible responses are Middle School/Jr. High, High School, College or Beyond, and Other/unknown.

Grant Recipient Profile

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

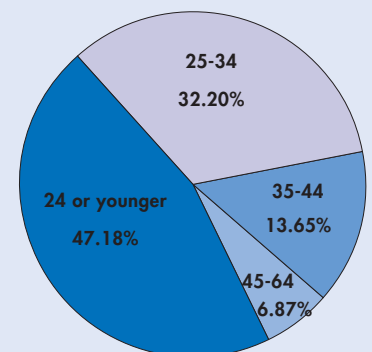
Dependent	Independent
\$32,542	\$16,491

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

Commission 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 the Commission'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 the Commission, every student that meets those parameters at that college for the entire academic year is awarded grant funds. It is important for the Commission 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 the Commission and staff analyzes the budget to ensure that the original projections were accurate. All but \$174,270 of the 2013-14 Kibbie Grant appropriation was expended. In addition to scheduled increases in the Kibbie Grant maximum award and the addition of four programs of study, Commission staff extended the FAFSA filing deadline to July 15, 2014 for 2014-15 applicants in order to spend funding carried over from 2013-14.

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 2013-14 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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