



University of Northern Iowa

# WORKFORCE RECRUITMENT \$3M

Iowa has more job openings than people to fill them, and the state's slow population growth is not keeping pace with retirements. Our state's main economic growth challenge is our population; we must attract people from other states. As an access institution of higher education with a proven track record of keeping graduates in the state, UNI is uniquely positioned to play a critical role in attracting talent from other states and boosting Iowa's economic growth.

UNI is requesting \$3 million in FY 2026 state appropriations that would allow UNI to offer students from states contiguous to Iowa the same rate of tuition and mandatory fees that are charged to resident students. 40% of UNI graduates from the states contiguous to Iowa stay in the state after graduation, joining Iowa's workforce and adding value to Iowa's economic development. Not only will this funding open access to our programs for students from the states contiguous to Iowa, it will also increase enrollment of undergraduates ready to join the Iowa workforce upon graduation.

<b>Employed in IA after graduation</b>	1yr	5yrs	10yrs
<b>% of employed graduates</b>	76.9%	70.6%	67.8%

Source: Post Secondary Employment Outcomes (PSEO), 2024

**86%** of UNI graduates from Iowa **stay in the state**

**88%** of UNI transfer student graduates **stay in Iowa** to live and work after degree completion

**43%** of UNI graduates from **outside of Iowa stay in the state**

**90%** of graduates enter the workforce with experience in their field from UNI's robust internship program, field experiences and pre-professional part time jobs



**UNI expects to triple the number of students from contiguous states upon implementation**

	Non-resident enrollment, contiguous states	# degrees	# workers
<b>Current</b>	443	130	52
<b>3x</b>	1,329	390	156
<b>7x</b>	3,101	910	364

Estimates based on enrollment projections from Minnesota Tuition Reciprocity Annual Report, Academic Year 2020-2021