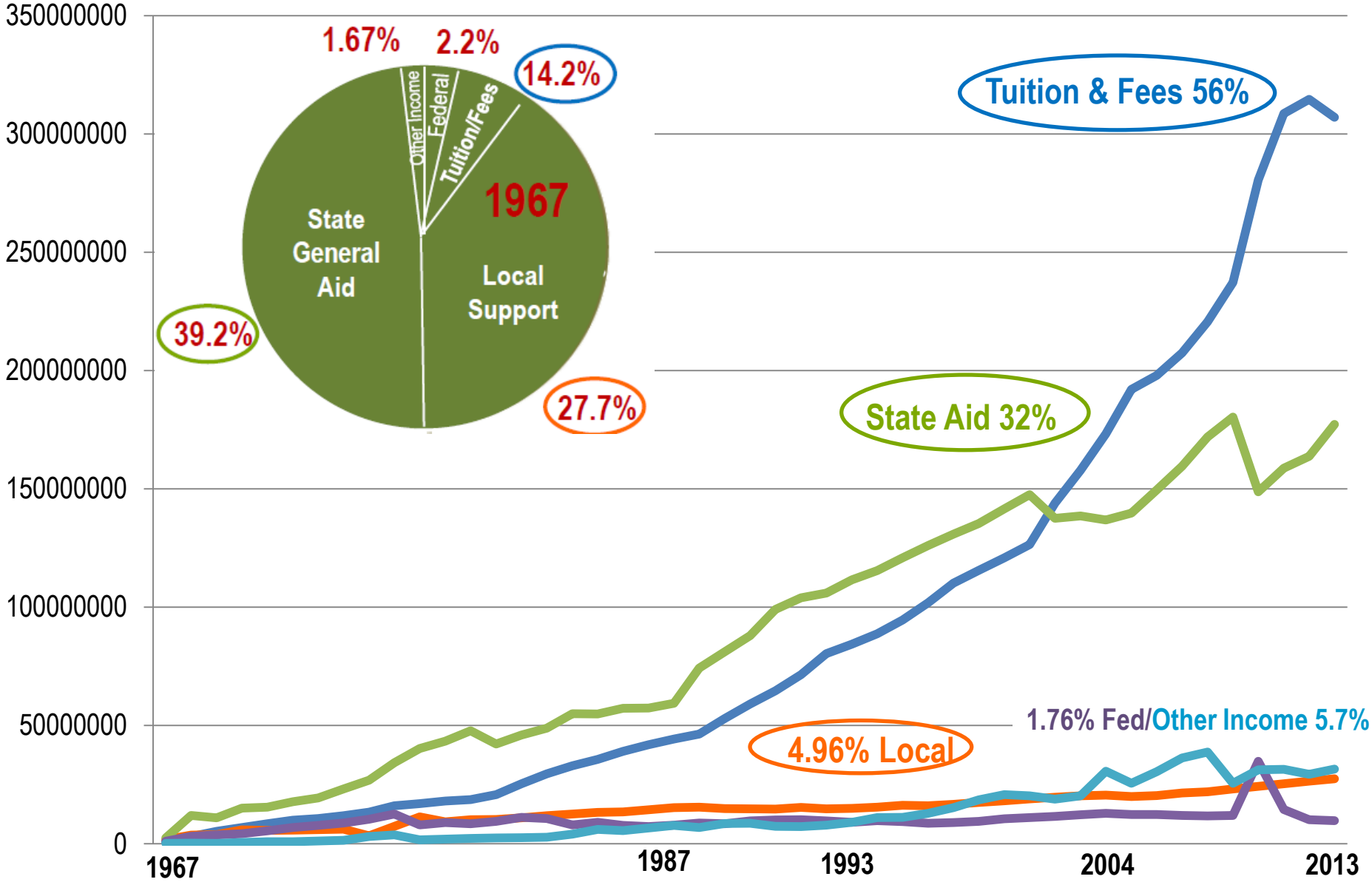
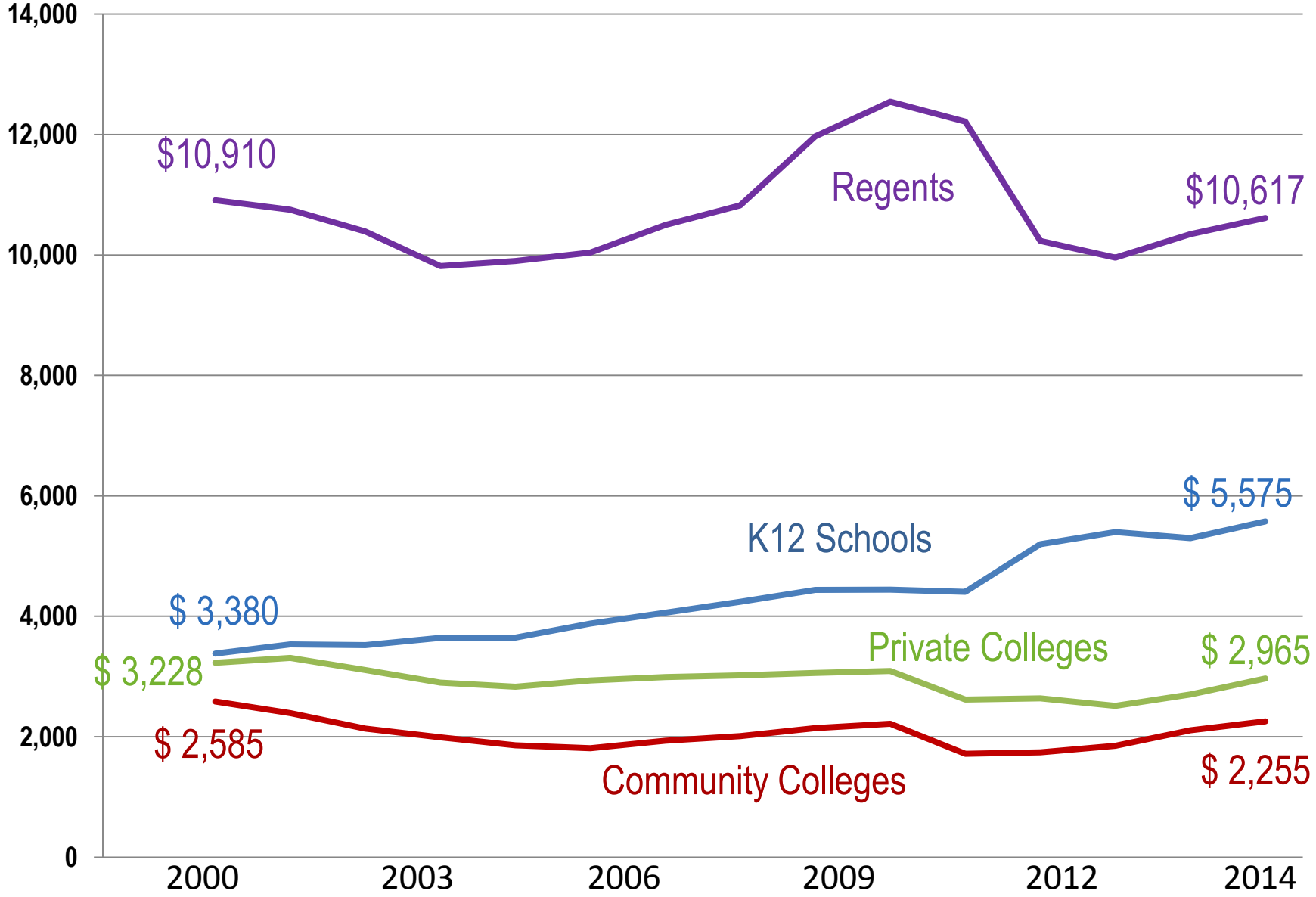
# CC General Fund Revenue FY1967-FY2013




Source: Iowa Department of Education

# State Funding Per Pupil FY2000-2014




Legislative Services Agency

# Education Funding for Iowa Students
# Final FY2000 and FY2014

## FY 2000 Final

| | Note | Iowa Pupils | Property Tax | Property Tax Per Pupil | State Funding | State Funding Per Pupil | Total Funding Per Pupil |
|---|---|---|---|---|---|---|---|
| **K-12** | | | | | | | |
| Public Schools | 1 | 502,534 | $875,387,516 | $1,742 | $1,698,459,679 | $3,380 | $5,122 |
| Nonpublic K-12 | 2 | 42,280 | | | $8,660,644 | $205 | $205 |
| School for the Deaf | 3 | 146 | | | $7,936,367 | $54,359 | $54,359 |
| Iowa Braille and Sight Saving School | 3 | 36 | | | $4,432,925 | $123,137 | $123,137 |
| **Higher Education** | | | | | | | |
| Community Colleges* | 4 | 54,775 | $18,185,022 | $332 | $141,577,403 | $2,585 | $2,917 |
| State Universities* | 5 | 51,028 | | | $556,711,454 | $10,910 | $10,910 |
| Private Colleges | 6 | 14,765 | | | $47,664,750 | $3,228 | $3,228 |

## FY 2014 Estimated

Last updated January 2014

| | Note | Iowa Pupils | Property Tax | Property Tax Per Pupil | State Funding | State Funding Per Pupil | Total Funding Per Pupil |
|---|---|---|---|---|---|---|---|
| **K-12** | | | | | | | |
| Public Schools | 1 | 474,245 | $1,335,743,202 | $2,817 | $2,644,065,479 | $5,575 | $8,392 |
| Nonpublic K-12 | 2 | 33,520 | | | $9,121,145 | $272 | $272 |
| School for the Deaf | 3 | 96 | | | $9,030,634 | $94,069 | $94,069 |
| Iowa Braille and Sight Saving School | | 558 | | | $3,765,136 | $6,748 | $6,748 |
| **Higher Education** | | | | | | | |
| Community Colleges* | 4 | 85,702 | 28,726,901 | $335 | $193,217,975 | $2,255 | $2,590 |
| State Universities* | 5 | 47,894 | | | $508,496,860 | $10,617 | $10,617 |
| Private Colleges (IA Tuition Grant Only) | 6 | 16,700 | | | $49,513,448 | $2,965 | $2,965 |
| **Other** | | | | | | | |
| Statewide Preschool for 4-Year-Olds | 7 | 21,381 | | | $66,099,739 | $3,092 | $3,092 |

*Numbers may not total due to rounding.*

# Community Colleges of Iowa
# Iowa Skilled Worker and Job Creation Fund
# Program Implementation Update

**November 19, 2013**

***Updated January 28, 2014***

## Background

During the past legislative session, the Iowa legislature made an historic investment in a portfolio of education, workforce development, job training and adult literacy programs designed to address Iowa's growing shortage of skilled workers. Iowa's community colleges greatly appreciate these investments in worker training programs and look forward to serving an increased number of Iowans from all social and economic backgrounds to help them acquire the skills and industry recognized credentials needed for gainful employment.

During the first four months of this fiscal year, Iowa's community colleges, in partnership with the Department of Education (DE) and the Iowa College Student Aid Commission worked to develop the program performance metrics, outcomes and reporting formats for each of the programs funded through the Iowa Skilled Worker and Job Creation Fund. During July and early August, extensive program briefing sessions were conducted with the presidents and leadership teams of each of the fifteen community colleges to ensure a common understanding of the programs and their performance expectations. The Workforce and Economic Development Committee of the Iowa Association of Community College President's, is providing the leadership and coordination for this effort.

This process involved work conducted by community college standing work groups and an advisory committee and steering committee convened by the Department of Education. The community college Continuing Education Deans and Directors have assumed responsibility for the GAP Tuition Assistance, PACE career pathways and non-credit skill certificate programs. The community college Economic Development Directors have assumed responsibility for the 260F and 260G programs. The community college Chief Academic Officers are responsible for the college credit and career academy programs. An advisory committee of representatives from all fifteen community college was convened by the DE to provide guidance for the adult literacy programs and a steering committee defined by statute was convened by the DE to provide guidance to the Work-based Learning Intermediary Network.

***The performance metrics for these programs developed by the work groups and advisory committees noted above and approved by the community college presidents were included in the handouts presented to the Iowa Skilled Worker and Job Creation Fund Study Committee that met on November 19 and are available in the documents section of the Study Committees report on the Iowa Legislative website under committees as are the other support documents referenced in this update.***

## Iowa Skilled Worker and Job Creation Fund

A new fund was created by the Iowa Legislature in 2013 to support worker training and job creation efforts in the state. It is being funded from the state's gaming industry receipts. The following existing and new community college education, workforce development, job training and adult literacy programs are now being supported from this new fund. All of these programs are now under the administrative oversight of the Department of Education with the exception of the Kibbie Tuition Grant Program.

- Workforce Training and Economic Development Fund (260C.18A) $15,300,000
- Adult Basic Education and Adult Literacy Programs (260C.50) $ 5,500,000
- Pathways for Career and Employment Program (260H) $ 5,000,000
- GAP Tuition Assistance Program (260I) $ 2,000,000
- Work-based Learning Intermediary Network (256.40) $ 1,500,000
- Kibbie Skilled Worker Shortage Tuition Grant Program (261.130) $ 5,000,000
    - This funding is appropriated to the College Student Aid Commission
- Accelerated Career Education Infrastructure Program (260G) $ 6,000,000
- **Total** **$40,300,000**

## Workforce Training and Economic Development Fund (260C.18A)

$15,300,000 was appropriated to support this program in FY 2014. This represents an increase of $7,300,000 or 91.3% over the FY 2013 appropriation of $8,000,000. $100,000 of this appropriation has been allocated to the Department of Education for administration of the WTED fund. Administrative oversight of this program was transferred from the Economic Development Authority to the Department of Education effective July 1, 2013. ***The Department of Education has hired a full time staff member who will provide support to this program and other programs funded through the Iowa Skilled Worker and Job Creation Fund.***

The WTED fund was established in 2003 as part of the Grow Iowa Values Fund enabling legislation. The WTED fund has become an important source of financing for community college new program innovation, development and capacity building with a focus on career and technical education and the state's targeted industry clusters. This is our community colleges most flexible funding source and serves as a workforce program block grant allowing each community college to make those program investments most needed in their region of the state. This program can provide supplemental funding to support the PACE, GAP and adult literacy programs as needed. It is the community college's only source of funding to support the development, equipping and implementation of career academy programs with our high school partners.

The FY 2014 and FY 2015 proposed plans are included in the Study Committees documents section. Also included are summaries for the FY 2013 actual expenditures, FY 2014 proposed expenditures and a historical summary of those expenditures by program category.

**Plan Requirements.** Each community college is required to do the following to provide the Department of Education the opportunity to review and comment on their proposed use of the funds and to provide an ongoing accountability process:

- Adopt a two-year workforce training and economic development fund plan outlining the community college's proposed use of the moneys appropriated.
    - The colleges have the flexibility to modify these plans as needed during the year without DE approval.
    - Unexpended funds may be carried over to the next fiscal year.
    - Each community college board of trustees is required to approve their plan and annual progress report.
- Update the two-year plan annually. ***Due August 15.***
- Prepare an annual progress report on the plan's implementation. ***Due August 15.***
- Annually submit the plan and progress report to the Department of Education and the DE board by August 15.

**Use of Funds.** The monies in the Workforce Training and Economic Development fund may be used to support the following community college programs:

- Accelerated Career Education Program (260G).
- Iowa Jobs Training Program (260F).
- Career Academy Programs (260C.18A, subsection 2, paragraph c).
- Career & Technical Education Programs (260C.1, subsection 2).
- In-service Training and Retraining Programs (260C.1, subsection 3).
- Training and retraining programs for targeted industries (15.343, subsection 2, para. a).
- Pathways for Academic Career and Employment Program (260H).
- Gap Tuition Assistance Program (260I).
- Entrepreneurial education, small business assistance, and business incubators.
- National Career Readiness Certificate and the skills certification system endorsed by the National Association of Manufacturers.

**Targeted Industry Clusters.** Priority is to be given to programs, projects and initiatives that fall within the states three targeted industry clusters. The program requires that **seventy percent** of the moneys appropriated shall be used on projects or programs in the areas of advanced manufacturing, renewable fuels and renewable energy, information technology and insurance, and life sciences which include the areas of biotechnology, health care technology, and nursing care technology**.** ***In FY 2013, 88.8% of the funds were invested in programs in the targeted industry clusters.***

## Pathways for Academic Career and Employment Program (260H) (PACE)

$5.0 million was appropriated from the Iowa Skilled Worker and Job Creation Fund to the Pathways for Academic Career and Employment Fund to implement the PACE career pathways program. This is new funding for this program. The fund will be administered by the Department of Education.

The PACE program was established in 2011 and will be funded in FY 2014 for the first time to provide funding to community colleges for the development of projects in coordination with the economic development authority, the department of education, the department of workforce development, regional advisory boards, and community partners to implement a simplified, streamlined, and comprehensive process, along with customized support services, to enable eligible participants to acquire effective academic and employment training to secure gainful, quality, in-state employment. This program is closely aligned with the GAP tuition assistance and adult literacy programs.

**PACE Program Description**

PACE program initiatives will be a partnership between our Community Colleges, United Way agencies, local businesses and community-based-organizations. The PACE programs will be guided by the following vision:

- Low-income adults will obtain more advanced skills and better jobs through more accessible and navigable training and career advancement systems.
- Local employers will have access to a reliable supply of workers whose skills align with industry needs.

A Career Pathway Program offers low-income adults a clear road map for building skills to progress in their field of interest. Learners can see the sequence of steps that increases skills and improves the learner's career and wage-earning opportunities. Students will have access to the academic and social service supports they need to successfully complete training and obtain employment. Unique academic interventions will be offered to help students prepare for college-level coursework (GED/high school diploma attainment, basic skill remediation and contextualized certificate training). Support is made available to ensure that students successfully transition from non-credit to college-credit training.

In addition to academic supports, students are connected to social service providers to address life matters that may interfere with successful completion of training. The most common life barriers experienced by students in PACE programs are transportation, housing, and child care. The relationship that Pathway Navigators build with each student enables them to be aware of potential issues before they become a crisis. Early identification of life issues and efficient connections to community resources is imperative to student retention.

This initiative purposefully targets low-income and low-skilled individuals. To be eligible for the career pathway program, an individual's household income must be less than 250% of the Federal Poverty Level. This is the threshold of income needed for families to meet their basic expenses based on cost- of-living estimates in our state. Individuals must also demonstrate a need for basic skill remediation.

## Aspen Institute Career Pathways Training Session

On December 9th and 10th, a statewide Career Pathways and Sector Board Training session was conducted to facilitate the development and implementation of career pathway programs across the state. The Department of Education sponsored this training in support of the recent PACE and GAP legislation to provide community colleges access to professional development and technical assistance related to:

- Career Pathway Development
- Working with Low-Income Populations
- The Role and Structure of Industry Sector Boards

The training was provided by the Aspen Institute. The Aspen Institute is recognized globally for their work with pathway programs, sector board initiatives, and research of policy and practice related to serving and working with low-income populations. It was a pleasure for us to have them come to Iowa and provide this training opportunity. Various groups were invited to participate: Community College Continuing Education staff, Pathway Navigators, ABE/HSE Directors, Economic Development, and Student Services personnel (and other personnel the college deemed appropriate); Department of Education; United Ways; and the I-AM workgroup.

The training consisted of three components: 1) Pre-Reading requirement; 2) Introductory Webinar and Best Practice Previews (November 22); and 3) A day and a-half (December 9 and 10) workshop on the three topics listed above. The training session agenda is in the Study Committees documents section. ***181 community college and partner agency staff attended the training session.***

## Adult education and literacy programs (260C.50)

$5,500,000 was appropriated to support this program in FY 2014. This is new funding for this program. The DE has administrative oversight of the program.

- $3,883,000 was allocated for the ABE/GED adult literacy programs delivered by Iowa's Community Colleges as provided for in new IC Section 260C.50
    - This appropriation was distributed using the Community College SGA distribution formula.
- $1,467,000 was allocated for ELL adult literacy programs.
    - The funding is being distributed as grants to community colleges for the purpose of adult basic education programs for students requiring instruction in English as a second language.
    - The Department of Education established an application process and criteria to award grants to the community colleges. The criteria was based on the need for instruction in English as a second language in the region served by each Community College as determined by factors including data from the latest federal decennial census and outreach efforts to determine regional needs.
    - All fifteen community colleges responded to the RFP and have received funding for this purpose.
- $150,000 was allocated for DE staff support and related leadership activities. These staff positions are in the process of being hired.

Iowa was one of only three states that did not provide funding assistance for adult literacy programs. This new state funding will supplement the federal Department of Labor allocation. It will build on existing career pathways policy and programs by investing in adult basic education and integrated learning programs to help more low-skilled adult workers obtain postsecondary credentials and skill sets required for employment in middle skill jobs. ***This funding may be used to develop and deliver contextualized coursework tied to a community colleges PACE career pathway and GAP tuition assistance programs.***

In October 2013, all 15 community colleges applied for the *2014 ELL* (English Language Learner) *State Adult Education and Literacy Programs* grant and focused on increasing targeted annual benchmark achievements. Additionally, 14 colleges planned to increase their enrollment for ELL students ranging from 5-25%. One program targeted increasing pre/post assessments. Thirteen colleges plan to increase access for ELL students by offering new classes, new programming, new class formats, deepening existing delivery strategies, or expanding hours of services. Six programs identified increasing staff; and five, identified increasing professional development for staff. Overall, six programs targeted expanding their outreach and marketing efforts to the community, business, and student populations. Finally, all programs' overarching goal is integrating technology, transitions, and employment skills within their Adult Education programs for English Language Learners.

The fifteen community colleges utilize a specific software program in order to track and report on adult literacy students being served. In FY 2013, each college converted from a server based system to a cloud based version of this software called TOPSpro Enterprise (TE). From this software, the state collects and reports adult literacy student aggregate data and performance information to the federal government. ***The Department of Education is currently seeking to fill a vacant adult literacy data and accountability position to oversee this process.*** This position will be funded from monies appropriated from the Iowa Skilled Worker fund for the adult literacy programs. This position will be responsible for data reporting and analysis from the TE system and will assist the adult literacy team in providing training for the community college staff on data collection and recording through the TE software**.** ***It is the goal of this team to compile quarterly reports and analysis from the system in order to effectively monitor and evaluate adult literacy efforts throughout the year.*** Once the data and accountability position has been filled, this analysis will move forward and quarterly status reports will be compiled and shared with the community college programs. Annual reporting will continue to be conducted by the Department of Education and will include federal reporting and inclusion of adult literacy data in the annual Condition of the Community Colleges report.

Specific student participation targets are yet to be set, but they will reflect two important student cohorts. The first will be to increase the number of successful completers who enter the program and the second is to increase the number of Iowans entering the adult literacy programs.

## Statewide Work-based Learning Intermediary Network (256.40)

$1,500,000 was appropriated to support this program. This is a new appropriation for this program. $50,000 of the appropriation will be used to support the DE staff expenses associated with the Secondary Career and Technical Education Task Force. The funding has been distributed on a request for proposal basis. Regional entities other than Community Colleges were able to apply for the funds.

***All fifteen regions responded to the RFP and were approved for funding at the $96,667 funding level. Community colleges were participants in all fifteen of the regional applications.***
This enabling legislation and statewide network was created in 2009 with a one-time allocation of $900,000 from the DED's targeted industry program funding allocation. All fifteen Community Colleges established a regional intermediary network but only a few remained after the initial funding was exhausted.

The program is intended to prepare high school students for the workforce by connecting business and education by offering relevant, work-based learning activities to students and teachers, particularly opportunities in occupations relating to STEM or to opportunities in targeted industries identified by the EDA. The program focuses on providing students with job shadowing, internships and teacher tour learning experiences.

The outcomes for the first year of this program will focus on the regions hiring appropriate staff, identifying and convening a regional advisory committee and developing a strategic plan for the region. Several regions already have work-based learning intermediaries in place and will be reporting on the metrics approved for the program.

## Accelerated Career Education Infrastructure Program (260G)

$6,000,000 was appropriated from the Iowa Skilled Worker and Job Creation Fund for infrastructure improvements at Community Colleges associated with implementing ACE Programs authorized under Chapter 260G. This is level funding compared with FY 2013. Funding was distributed equally to all community colleges as it has been in prior years. Each community college was allocated $400,000. Beginning in FY 2013, this appropriation is now managed by the Department of Education and distributed directly to the community colleges. The performance metrics are the same as the ACE job credit program.

## GAP Tuition Assistance Program (260I)

$2.0 million was appropriated from the Iowa Skilled Worker and Job Creation Fund to the Gap Tuition Assistance Fund to implement the Gap Tuition Assistance Program. This was level funding with FY 2013. The fund is administered by the Department of Education. ***The first comprehensive annual report for the program for FY 2013 is included in the Study Committees documents section.***

This program was established in 2011 and first funded in FY 2013 to provide funding to community colleges for need-based tuition assistance to applicants to enable completion of non-credit continuing education certificate training programs for in-demand occupations. This

program is closely aligned with the PACE career pathways program. This is the first time funding assistance has been available to students enrolled in non-credit skill certificate programs.

Performance metrics have been in place for the GAP Tuition Assistance Program for the past year. They were developed by the community college continuing education deans and directors in partnership with the DE. The colleges underwent a significant implementation process to establish their GAP Tuition program processes, referral networks, and approved programs in fiscal year 2013. ***Just under $985,000 was spent during the year and 4,748 individuals were referred to the program. From the initial referrals, 1,959 interviews were scheduled and 898 participants were approved and accepted into the program. From the approved participants, 673 individuals received assistance from the GAP Tuition program during the year. The average amount spent on each participant from this program was $1,463.***

411 students completed their certificate programs during the year, with 281 students still in training or scheduled for training as of June 30, 2013. There were 76 students that left the program and did not complete and 130 students that were still working to schedule their training or had found employment that has delayed their start of training. 84% of the completers have acquired a credential from this training.

**The FY 2013 GAP Tuition recipients were in the following career clusters:**

| | | |
|---|---|---|
| • Allied Health Programs | 376 | 41.5% |
| • Advanced Manufacturing/Industrial Technology Programs | 219 | 24.1% |
| • Transportation and Logistics Programs | 153 | 16.9% |
| • Office Occupations/Financial Services/Information Technology | 103 | 11.4% |
| • Maintenance Technician Programs | 48 | 5.3% |
| • Miscellaneous | 8 | 0.9% |
| • Total | 907 | |

The community colleges encountered various challenges during the first year of statewide implementation. The first challenge was the release of funds coming in October after 25 percent of the year had already passed. Several colleges identified the late start as causing a delay in getting their processes and programs in place until after the fiscal year was half over. In addition, the implementation of the program did require additional staffing requirements and since the colleges could not use the 2013 appropriation for these personnel expenses, these duties often fell to current employees who were already responsible for other tasks. Including direct staff support costs as an allowable expense during fiscal year 2014 will significantly improve this situation. Other challenges during the year included reaching the intended audience and recruiting eligible participants. More will be done this year to market the GAP Tuition program.

## Kibbie Skilled Workforce Shortage Tuition Grant Program

$5,000,000 was appropriated from the Iowa Skilled Worker and Job Creation Fund to the College Student Aid Commission for the Kibbie Skilled Workforce Shortage Tuition Grant Program to support students enrolling in high demand, career and technical education credit programs. This was level funding with FY 2013, the first year of the grant program.

***In FY 2013, 4,367 unduplicated student awards were made in the fall, spring and summer semesters totaling $4,409,641 in grant disbursements for an average award of $1,010.***

***The first comprehensive annual report for the program for FY 2013 is included in the Study Committee documents section.*** We greatly appreciate the effort put forward by the staff at the Iowa College Student Aid Commission in partnership with the community college financial aid officers to successfully develop and implement this new student financial assistance program last year.

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 and technical education 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 program 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 (EFC) between $0 and $6,000 (for the 2012-13 academic year).

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 and is included in the annual report. Eligible programs of study are identified through two sources:

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

In total, 56 eligible programs of study were identified for the 2012-2013 year. Kibbie grant recipients were enrolled in all but three of these programs. ***The grant recipients were in the following career clusters:***

| | | |
|---|---|---|
| • Nursing and Allied Health Programs | 2,355 | 53.3% |
| • Advanced Manufacturing/Industrial Technology Programs | 899 | 20.4% |
| • Information Technology Programs | 601 | 13.6% |
| • Construction/Building Trades Programs | 227 | 5.1% |
| • Biotechnology Programs | 24 | 0.5% |
| • Miscellaneous Programs (primarily Child Care Provider/Asst.) | 308 | 7.0% |
| • Total | 4,415 | |

***3,983 recipients received $1,900,748 in grant awards in the fall semester of FY 2014.*** Additional awards will be made for the spring and summer semesters. It is anticipated that all of the available funding in FY 2014 will be awarded to eligible students.

## Education Outcomes Initiative

The Iowa Department of Education, Division of Community Colleges and Workforce Preparation, will offer workforce preparation program outcome reporting services through a partnership with Iowa Workforce Development's Regional Research and Analysis Bureau. The goal is to demonstrate the results of state investments in workforce preparation activities including the $40.3 million Iowa Skilled Worker Fund initiatives. Reports will be based on consistent statewide data collections and analysis conducted by credible state agencies. Program outcomes metrics will align with IACCP workforce committee recommendations and the interagency team will work closely with colleges to ensure reporting meets institutional needs.

The community colleges are supporting this initiative by allocating one-percent of their Workforce Training and Economic Development Fund allocations for FY 2014 totaling $152,000.

Services will include reporting on workforce outcomes for programs funded by the Iowa Skilled Worker and Job Creation Fund at the college level including:

- PACE career pathways program
- GAP tuition assistance program
- Credit career and technical education programs
- Noncredit skill certificate training programs
- Adult education and literacy programs

Reporting on key statewide initiatives such as:

- TAACCCT/I-AM and TAACCCT/IT

Utilization of expanded/improved data:

- Community college MIS data (credit and noncredit enrollment, awards, etc.)
- UI wage record data (employment, wages, industry employed)
- WRIS (Wage Record Interchange System)/WRIS2/FEDES (Federal Employment Data Exchange System) and other out-of-state data sharing will permit reporting on employment outcomes in other states and those with federal employment. Additionally, the DE will add Certification Data Exchange Project outcomes and other industry certification data as it becomes available.
- Outcome reporting may be supplemented by other reporting not currently collected via normal state collections (e.g., employer-provided data used for some program reporting).