

KIBBIE GRANT

Skilled Workforce Shortage Tuition Grant Program



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REPORT FY 2017



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State of Iowa

Iowa College Student Aid Commission
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KIBBIE GRANT

Introduction – Kibbie Grant

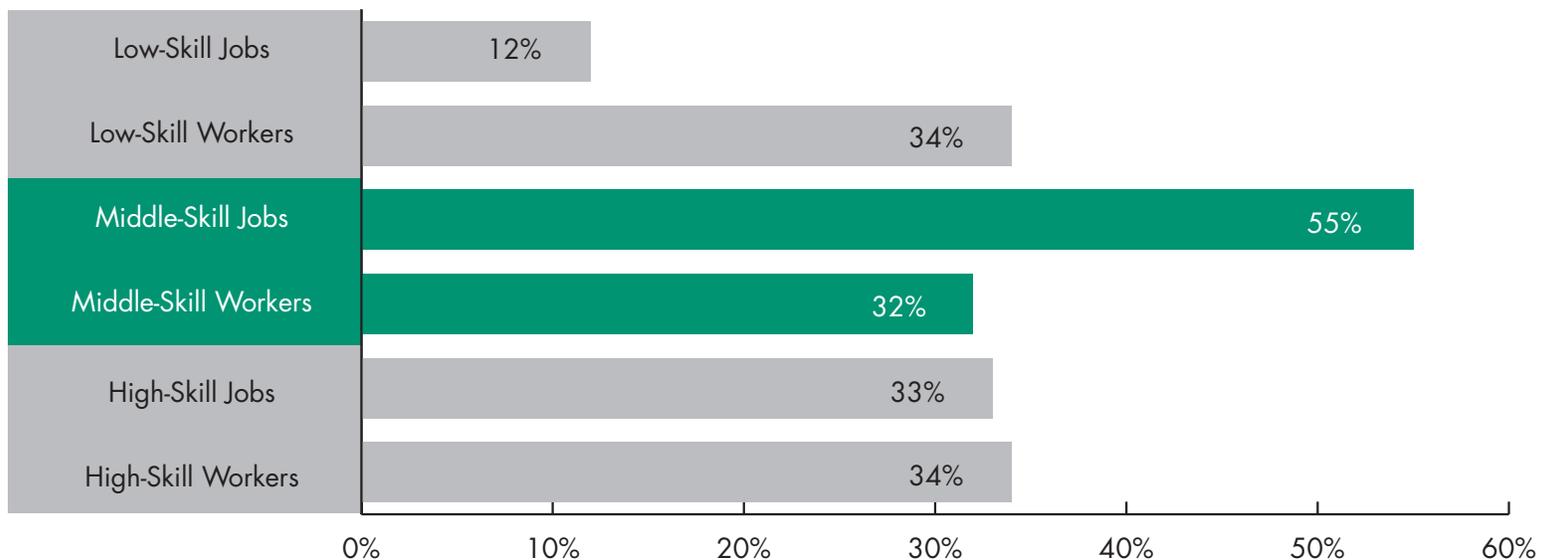
This report provides statewide Kibbie Grant (Skilled Workforce Shortage Tuition Grant Program¹) program outcomes for fiscal year 2017. The report was coordinated by the Iowa College Student Aid Commission (Iowa College Aid) with the assistance of Iowa’s fifteen community colleges.

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 2025, it is projected 68 percent of jobs will require postsecondary education or training beyond high school.⁴ Of the 2 million Iowans over age 25, 39 percent have an associate 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 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 and meet the Future Ready Iowa goal of having 70 percent of Iowa's workforce to have education or training beyond high school by 2025.

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
2017-18	\$5,000,000

4. Carnevale, A., Smith, N., Gulish, A., & Hanson, A.R. (2015). Iowa: Education and Workforce Trends through 2025

5. U.S. Census Bureau, American Community Survey 1-Year Estimates (2014). Sex By Educational Attainment for the Population 25 Years and Over.

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 July 1 for the 2016-17 year.
- Have an Expected Family Contribution (EFC)⁹ between \$0 and \$6,000 (for the 2016-17 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, 92 eligible programs of study were identified for the 2016-17 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]	1271	\$1,278,043	25.65%
Automotive Mechanic Technician	253	\$344,825	6.92%
Childcare Provider/Assistant	202	\$173,959	3.49%
Culinary Arts/Chef Training	143	\$154,413	3.10%
Diesel Equipment Technology	123	\$166,247	3.34%
Administrative Assistant and Secretarial Science, General	120	\$102,595	2.06%
Computer Programming, Specific Applications	117	\$125,843	2.53%
Medical Assistant Technology	115	\$141,641	2.84%
Welding Technology/Welder	113	\$119,877	2.41%
Computer Systems Networking and Telecommunications	103	\$113,674	2.28%
Dental Assistance	88	\$122,665	2.46%
Health Information/Medical Records Technology	87	\$82,593	1.66%
Emergency Medical Technology/Technician (EMT)	69	\$78,094	1.57%
Information Technology	69	\$54,318	1.09%
Physical Therapist Assistant	69	\$93,907	1.88%
Prepress/Desktop Publishing and Digital Imaging Design	66	\$67,310	1.35%
Radiologic Technology	64	\$106,386	2.13%
Dental Hygiene Assistant	62	\$92,132	1.85%
Web Development	61	\$74,190	1.49%
Clinical/Medical Laboratory Technology	60	\$79,192	1.59%
Web Page, Digital/Multimedia and Information Resources Design	59	\$61,583	1.24%
Network and System Administration/Administrator	57	\$61,662	1.24%
Surgical Technology	56	\$63,608	1.28%
Electromechanical Technology/Electromechanical Engineering Technology	52	\$61,773	1.24%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	52	\$67,526	1.36%
Respiratory Care Therapy/Therapist	52	\$68,399	1.37%
Carpentry Technology	46	\$59,367	1.19%
Pharmacy Technician	45	\$34,747	0.70%
Electrical, Electronic and Communications Engineering Technology/Technician	43	\$54,353	1.09%
Industrial Electronics Technology/Technician	42	\$57,034	1.14%
Computer and Information Sciences and Support Services, Other	41	\$46,821	0.94%
Machine Tool Technology/Machinist	37	\$56,019	1.12%

*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 2016-17.

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Occupational Therapist Assistant	36	\$57,166	1.15%
Automation Engineer Technology/Technician	34	\$44,159	0.89%
Computer Support Specialist	34	\$29,200	0.59%
Energy Management and Systems Technology/Technician	31	\$45,140	0.91%
Aviation Maintenance Technology	30	\$49,403	0.99%
Farm Equipment and Diesel Technology	28	\$46,572	0.93%
Electrician	26	\$31,714	0.64%
Mechanical Drafting and Mechanical Drafting CAD/CADD	26	\$33,094	0.66%
Computer/Information Technology Services Administration and Management, Other	24	\$22,767	0.46%
Construction Technology	20	\$25,008	0.50%
Industrial Mechanics and Maintenance Technology	19	\$19,044	0.38%
Power Line Technology	19	\$41,310	0.83%
Tool and Die Technology/Technician	19	\$25,690	0.52%
Computer Programming/Programmer	18	\$10,191	0.20%
Civil Engineering Technology/Technician	17	\$19,843	0.40%
Real Time Reporting/Court Reporting	15	\$14,951	0.30%
Business/Office Automation/Technology/Data Entry	14	\$14,622	0.29%
Construction Equipment Operation	14	\$17,509	0.35%
Electrical and Power Transmission Installers, Other	13	\$11,183	0.22%
Logistics/Supply Chain Technician	13	\$10,669	0.21%
Robotics Technology/Technician	13	\$25,065	0.50%
Construction Management	12	\$15,200	0.31%
Architectural Drafting and Architectural CAD/CADD	10	\$8,044	0.16%
Health/Health Care Administration/Management	10	\$8,269	0.17%
Cyber/Computer Forensics and Counterterrorism	9	\$7,685	0.15%
Engineering Technology	7	\$8,338	0.17%
Modeling, Virtual Environments and Simulations	7	\$5,088	0.10%
CAD/CADD Drafting and/or Design Technology/Technician	6	\$8,289	0.17%
Communications Systems Installation and Repair Technology	6	\$8,923	0.18%
Electroneurodiagnostic Technology	6	\$9,023	0.18%
Professional Pilot/Flight Crew Technology	6	\$8,420	0.17%
Computer and Information Systems Security/Information Assurance	5	\$4,669	0.09%
Game and Interactive Media Design	5	\$7,805	0.16%
Manufacturing Engineering Technology/Technician	5	\$7,710	0.15%
Biotechnology	4	\$2,828	0.06%

*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 2016-17.

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Fire Science Technology	4	\$4,253	0.09%
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	3	\$1,350	0.03%
Water Quality and Wastewater Treatment Management and Recycling Technology/Technician	2	\$1,688	0.03%
Agriculture-Precision Ag Track	1	\$900	0.02%
Data Modeling/Warehousing and Database Administration	1	\$1,879	0.04%
Diagnostic Cardiac/Medical Sonography	1	\$2,505	0.05%
Health Safety & Environmental Technology	1	\$220	0.00%
Ophthalmic Technician/Technology	1	\$450	0.01%
Web/Multimedia Management and Webmaster	1	\$450	0.01%

Grand Total	4,413	\$4,983,082	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 2016-17.

Recipients by Program of Study Category

PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES
Nursing and Allied Health	2005	\$2,236,227
Information Technology/Business Programs	794	\$807,521
Miscellaneous	468	\$433,555
Advanced Manufacturing/Industrial Technology Programs	461	\$570,094
Transportation and Logistics Programs	456	\$627,486
Construction and Building Trades	225	\$305,371
Biotechnology Programs	4	\$2,828

*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 2016-17.

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Recipients and Expenditures by College

COMMUNITY COLLEGE	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Des Moines Area Community College	777	\$854,219	17.14%
Eastern Iowa Community College	360	\$327,202	6.57%
Hawkeye Community College	324	\$383,971	7.71%
Indian Hills Community College	446	\$611,844	12.28%
Iowa Central Community College	344	\$367,396	7.37%
Iowa Lakes Community College	85	\$124,829	2.51%
Iowa Valley Community College	130	\$144,207	2.89%
Iowa Western Community College	234	\$254,703	5.11%
Kirkwood Community College	717	\$803,816	16.13%
North Iowa Area Community College	143	\$158,948	3.19%
Northeast Iowa Community College	210	\$217,490	4.36%
Northwest Iowa Community College	161	\$233,066	4.68%
Southeastern Community College	156	\$149,112	2.99%
Southwestern Community College	120	\$149,409	3.00%
Western Iowa Tech Community College	206	\$202,870	4.07%
Grand Total	4,413	\$4,983,082	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 2016-17.

Recipients by Age Range

AGE RANGES	NUMBER OF RECIPIENTS*	PERCENT OF ALL RECIPIENTS
24 or younger	2342	53.07%
25-34	1314	29.78%
35-44	537	12.17%
45-64	217	4.92%
65+	3	0.07%
Grand Total	4,413	100%

*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

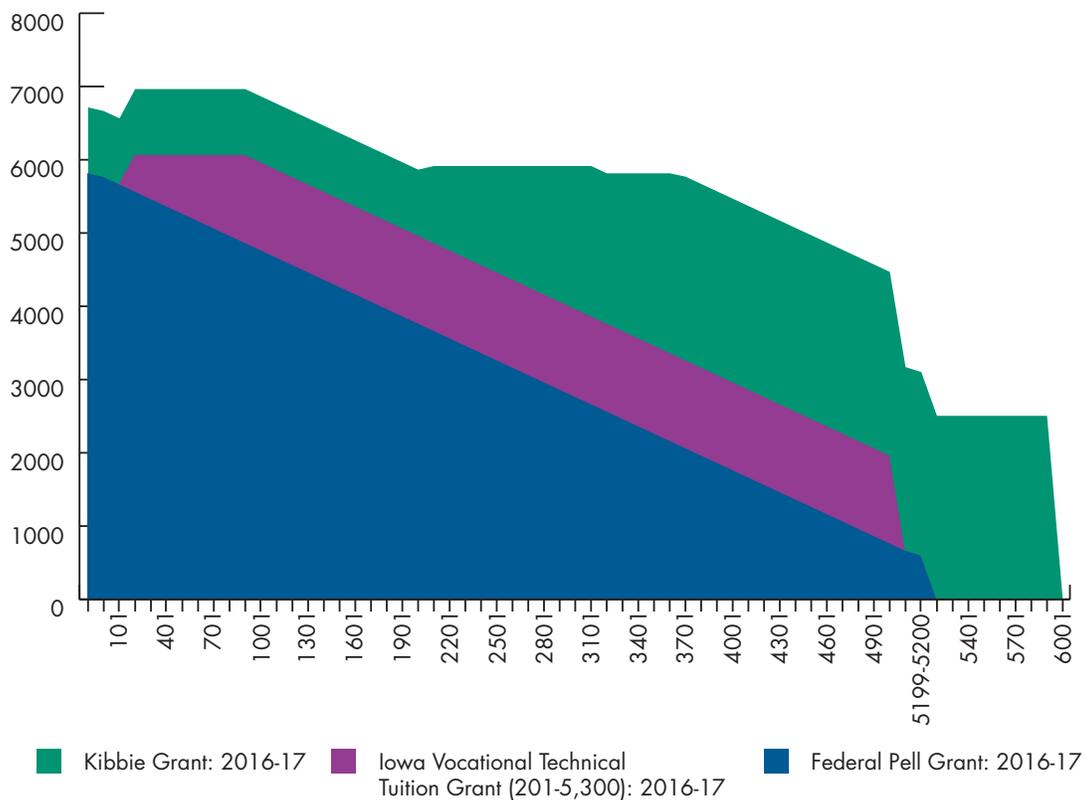
The Kibbie Grant is one of two state-funded grant programs Iowa College Aid administers specifically for students enrolled in career education and career option programs at Iowa community colleges. The second program, the Iowa Vocational Technical Tuition Grant (IVTG), has been operational since the 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 2016-17

Approximately 19,649 FAFSA applications¹⁰ were considered for Kibbie Grant eligibility during the 2016-17 year. In total, 4,413 Iowa students received Kibbie Grants in the fifth year of the program. A total of \$4,983,082 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 2016-17 is provided below:

- 53.6% of recipients had \$0 EFCs, the lowest EFC possible, compared to 31.7% of all undergraduate Iowa residents who completed the FAFSA.
- 42.4% of recipients were male and 57.6% were female. During the fall of 2015, 42.24% of postsecondary enrollments at Iowa colleges and universities were male and 57.67% were female (0.09% were classified as unknown).¹¹



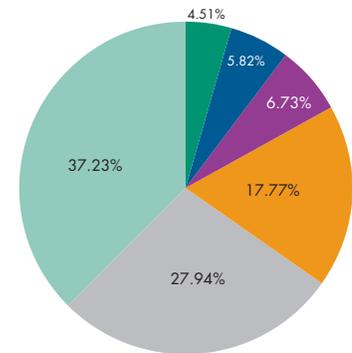
10. FAFSA applications are measured by counting the number of unduplicated students that meet the following criteria:
- EFCs between \$0 and \$6,000, filed the FAFSA on or before July 1, 2016, listed an eligible Iowa community college on the FAFSA, and indicated on the FAFSA that their program of study 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 2016. Prepared for the Iowa Coordinating Council on Post-High School Education.
https://www.iowacollegeaid.gov/sites/default/files/ICCHPSE_IaEnrollRpt_Fall2016_DGFinalReport.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

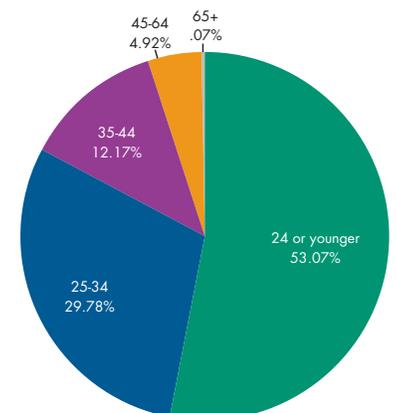
Dependent	Independent
\$34,717	\$18,423

Highest Level of Education Completed by Parents of Kibbie Recipients¹²



- 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



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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 meeting those parameters at that college for the 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 the original projections were accurate. During the 2016-17 academic year, a total of \$4,983,082 in Kibbie Grants was distributed to cover tuition costs for eligible students.

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 making 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 2016-17 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.