

KIBBIE GRANT

Skilled Workforce Shortage Tuition Grant Program



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REPORT FY 2018



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Introduction

This report provides statewide Skilled Workforce Shortage Tuition Grant (Kibbie Grant¹) program data for fiscal year 2018. The Iowa College Student Aid Commission (Iowa College Aid) developed the report with the assistance of Iowa's 15 community colleges.

The Kibbie Grant provides assistance to Iowa residents enrolled in high-demand career education (career-technical) and career option programs at Iowa community colleges. These programs are determined based on:

To be eligible, a student must:

- Be an Iowa resident.
- Be enrolled in at least three credit hours in a qualified program² of study at an Iowa community college.
- File the Free Application for Federal Student Aid (FAFSA) on or before July 1 for the 2017-18 year.
- Have an Expected Family Contribution³ (EFC) between \$0 and \$6,000 (for the 2017-18 academic year).

Appropriation History

The Iowa General Assembly appropriated \$5 million during the 2017 session to ensure a sixth year of awards under the program. Since the inception of this program, the funding level has remained steady at \$5 million annually.

Eligible Programs of Study

The Kibbie Grant program 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 are designed to cover one-half of the average tuition and mandatory fees at Iowa community colleges for full-time students and can be adjusted based on the student's financial need and the amount of total funding available.

- 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, 94 eligible programs of study were identified for the 2017-18 year. Of these, there were 12 eligible programs of study in which no Kibbie Grant recipients were enrolled for the 2017-18 year.

Recipients by Program of Study

The following chart provides the number and amount of expenditures for each program of study. Notable changes from the previous academic year:

- While there was an overall increase of 40 recipients, six programs of study that had over 100 recipients saw decreases.
- While over one-quarter of all recipients enrolled in nursing (practical, nursing-associate degree), nursing declined by 57 recipients, or 4%.
- Welding technology/welder had the largest growth, with an increase of 41 recipients, or 36%.

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. A qualified program of study must be at least 15 weeks in length and Title IV eligible.

3. 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]	1,214	\$1,253,855	24.45%
Automotive Mechanic Technician	228	\$297,219	5.80%
Childcare Provider/Assistant	195	\$171,423	3.34%
Welding Technology/Welder	154	\$143,451	2.80%
Diesel Equipment Technology	131	\$174,954	3.41%
Computer Programming, Specific Applications	122	\$136,552	2.66%
Culinary Arts/Chef Training	115	\$122,662	2.39%
Administrative Assistant and Secretarial Science, General	110	\$90,261	1.76%
Medical Assistant Technology	103	\$133,611	2.61%
Health Information/Medical Records Technology	92	\$86,258	1.68%
Dental Assistance	87	\$136,911	2.67%
Veterinary/Animal Health Technology/Technician and Veterinary Assistant	82	\$106,109	2.07%
Computer Systems Networking and Telecommunications	78	\$91,065	1.78%
Network and System Administration/Administrator	76	\$87,545	1.71%
Prepress/Desktop Publishing and Digital Imaging Design	74	\$76,884	1.50%
Emergency Medical Technology/Technician (EMT)	72	\$86,864	1.69%
Radiologic Technology	66	\$117,910	2.30%
Legal Assistant	65	\$55,527	1.08%
Surgical Technology	64	\$80,321	1.57%
Physical Therapist Assistant	62	\$89,038	1.74%
Clinical/Medical Laboratory Technology	57	\$67,865	1.32%
Carpentry Technology	55	\$78,953	1.54%
Dental Hygiene Assistant	54	\$71,831	1.40%
Web Page, Digital/Multimedia and Information Resources Design	54	\$57,769	1.13%
Pharmacy Technician	52	\$31,897	0.62%
Respiratory Care Therapy/Therapist	51	\$69,447	1.35%
Electrical, Electronic and Communications Engineering Technology/Technician	49	\$61,728	1.20%
Information Technology	47	\$40,320	0.79%
Web Development	47	\$61,445	1.20%
Computer and Information Sciences and Support Services, Other	43	\$58,730	1.15%
Electromechanical Technology/Electromechanical Engineering Technology	41	\$44,172	0.86%
Industrial Electronics Technology/Technician	41	\$59,854	1.17%
Energy Management and Systems Technology/Technician	39	\$49,918	0.97%
Electrician	35	\$53,463	1.04%
Aviation Maintenance Technology	34	\$53,691	1.05%

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	33	\$37,731	0.74%
Mechanical Drafting and Mechanical Drafting CAD/CADD	33	\$45,995	0.90%
Occupational Therapist Assistant	33	\$47,553	0.93%
Computer/Information Technology Services Administration and Management, Other	32	\$38,027	0.74%
Farm Equipment and Diesel Technology	30	\$44,516	0.87%
Computer Support Specialist	29	\$30,471	0.59%
Machine Tool Technology/Machinist	29	\$42,051	0.82%
Power Line Technology	23	\$41,338	0.81%
Tool and Die Technology/Technician	22	\$28,063	0.55%
Cyber/Computer Forensics and Counterterrorism	21	\$21,014	0.41%
Robotics Technology/Technician	19	\$32,059	0.63%
Architectural Drafting and Architectural CAD/CADD	18	\$25,539	0.50%
Automation Engineer Technology/Technician	17	\$19,827	0.39%
Industrial Mechanics and Maintenance Technology	17	\$19,251	0.38%
Civil Engineering Technology/Technician	16	\$16,465	0.32%
Construction Equipment Operation	15	\$28,950	0.56%
Construction Management	15	\$16,800	0.33%
Computer Programming/Programmer	14	\$10,142	0.20%
CAD/CADD Drafting and/or Design Technology/Technician	13	\$16,083	0.31%
Biotechnology	12	\$12,115	0.24%
Real Time Reporting/Court Reporting	12	\$22,913	0.45%
Communications Systems Installation and Repair Technology	10	\$9,590	0.19%
Health/Health Care Administration/Management	10	\$5,177	0.10%
Construction Technology	9	\$14,463	0.28%
Engineering Technology	9	\$8,878	0.17%
Professional Pilot/Flight Crew Technology	9	\$17,848	0.35%
Electrical and Power Transmission Installers, Other	8	\$8,212	0.16%
Water Quality and Wastewater Treatment Management and Recycling Technology/Technician	8	\$10,505	0.20%
Manufacturing Engineering Technology/Technician	7	\$15,925	0.31%
Modeling, Virtual Environments and Simulations	7	\$4,863	0.09%
Electroneurodiagnostic Technology	6	\$8,314	0.16%
Logistics/Supply Chain Technician	6	\$4,890	0.10%
Game and Interactive Media Design	4	\$2,250	0.04%
Mechanical Engineering/Mechanical Technology/Technician	4	\$4,551	0.09%
Computer and Information Systems Security/Information Assurance	3	\$5,100	0.10%

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PROGRAM OF STUDY	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Health Safety & Environmental Technology	3	\$1,350	0.03%
Diagnostic Cardiac/Medical Sonography	2	\$1,650	0.03%
Agriculture Mechanization/Mobile Service Technician	1	\$900	0.02%
Data Modeling/Warehousing and Database Administration	1	\$1,625	0.03%
Early Childhood Education and Teaching	1	\$900	0.02%
Management Information Systems	1	\$2,600	0.05%
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	1	\$450	0.01%
Web/Multimedia Management and Webmaster	1	\$900	0.02%

Grand Total	4,453	\$5,127,347	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 2017-18.

Recipients and Expenditures by College

COMMUNITY COLLEGE	RECIPIENTS*	EXPENDITURES	PERCENT OF TOTAL EXPENDITURES
Des Moines Area Community College	848	\$980,610	19.13%
Eastern Iowa Community College	401	\$352,731	6.88%
Hawkeye Community College	314	\$382,160	7.45%
Indian Hills Community College	364	\$528,815	10.31%
Iowa Central Community College	311	\$334,042	6.51%
Iowa Lakes Community College	93	\$128,380	2.50%
Iowa Valley Community College	120	\$121,263	2.37%
Iowa Western Community College	249	\$268,990	5.25%
Kirkwood Community College	739	\$801,409	15.63%
North Iowa Area Community College	134	\$150,638	2.94%
Northeast Iowa Community College	307	\$367,295	7.16%
Northwest Iowa Community College	147	\$212,950	4.15%
Southeastern Community College	149	\$161,540	3.15%
Southwestern Community College	104	\$149,862	2.92%
Western Iowa Tech Community College	173	\$186,662	3.64%

Grand Total	4,453	\$5,127,347	100.00%
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*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 2017-18.

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Kibbie Grant Academic Year Award Methodology

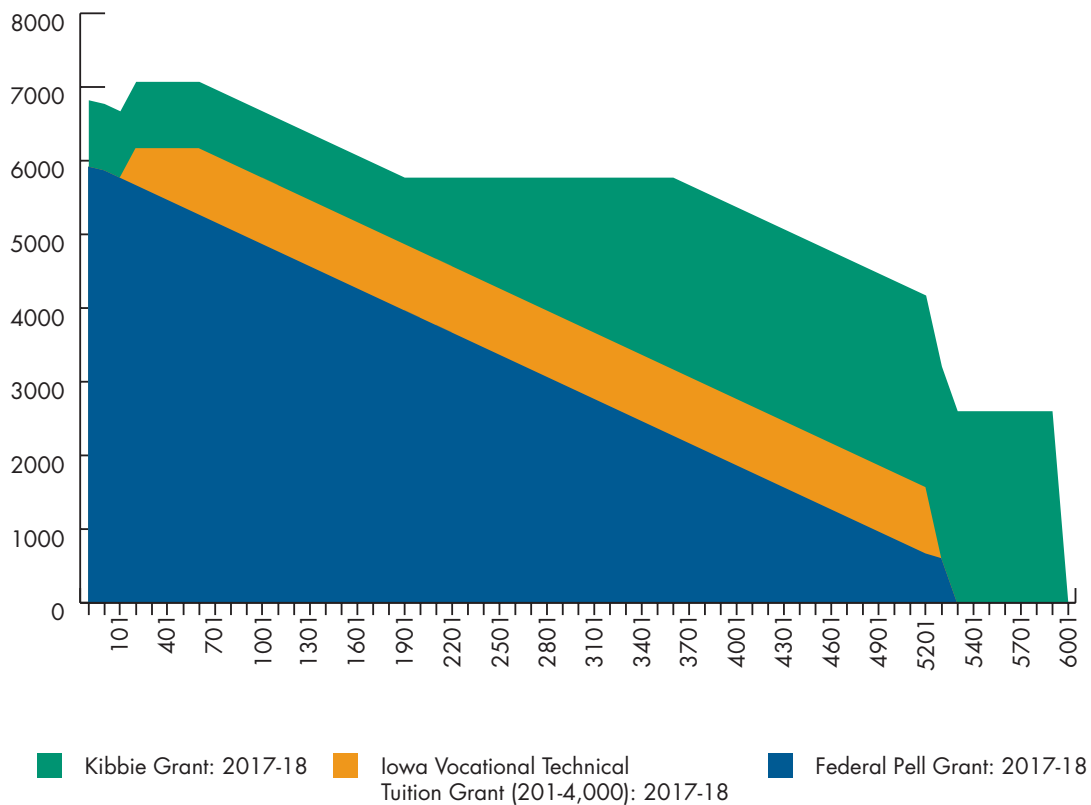
The Kibbie Grant is one of two state-funded grant programs Iowa College Aid administers specifically for students enrolled in career education and career option programs at Iowa community colleges. The second program, the Iowa Vocational Technical Tuition Grant (IVTG), has been operational since the 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 for IVTG (\$201–\$5,100) 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 1)

Figure 1: 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 2017-18

Approximately 31,755 FAFSA applications⁴ were considered for Kibbie Grant eligibility during the 2017-18 year. In total, 4,453 Iowa students received Kibbie Grants in the sixth year of the program. A total of \$5,127,347 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 2017-18 is provided below:

- 55.36% of recipients had \$0 EFCs, the lowest EFC possible, compared to 33.33% of all undergraduate Iowa residents who completed the FAFSA.
- 42.3% of recipients were male and 57.7% were female. During the fall of 2017, 45.40% of postsecondary enrollments at Iowa colleges and universities were male and 54.45% were female (0.15% were classified as unknown).⁵



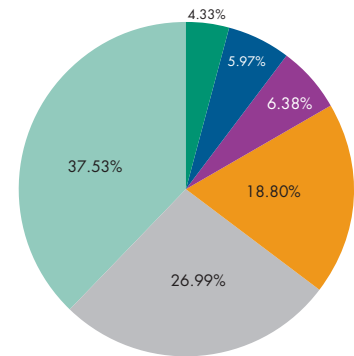
- FAFSA applications are measured by counting the number of unduplicated students that meet the following criteria:
 - Listed an eligible Iowa community college on the FAFSA
 - Indicated on the FAFSA that their program of study would be:
 - An occupational or technical associate degree; or,
 - An occupational, 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.
- The Iowa College and University Enrollment Report, Fall 2017. Prepared for the Iowa Coordinating Council on Post-High School Education. www.iowacollegeaid.gov/sites/default/files/iowaCollegeUniversityEnrollmentReportFall2017.pdf
- All FAFSA applicants are asked to report their parent's highest level of schooling completed.

GRANT RECIPIENT PROFILE

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

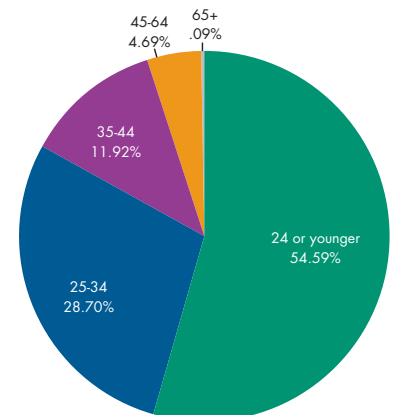
Dependent	Independent
\$36,547	\$20,780

Highest Level of Education Completed by Parents of Kibbie Recipients⁶



- 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 2017-18 academic year, a total of \$5,127,347 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. Recent research on the Kibbie Grant and Iowa Vocational Technical Tuition Grant suggests that recipients were not only more likely to earn a credential, but completed their program of study in less time.⁷

For Iowa to increase the strength of its economy, it is important to make postsecondary education attainable for its citizens. 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. This in turn will help with the goal of Future Ready Iowa to have 70% of Iowa's workforce to have an education or training beyond high school by 2025.⁸

7. State Grants and Community College Student Postsecondary Outcomes, 2017.

8. Future Ready Iowa Goal, <https://www.futurereadyiowa.gov/about-future-ready-iowa>