	STATE WORKFORCE DEVELOPMENT BOARD https://www.iowawdb.gov/
Mission:	*The Iowa State Workforce Development Board oversees the development and implementation of the state workforce development plan. The SWDB ensures that state workforce regions have the resources to support employment programs across the state.*
	# PUBLIC MEETING NOTICE
Date:	Thursday, May 15, 2025
Time:	11:00 a.m. – 1:00 p.m.
Place:	DMACC Urban Campus Student Life Building 1144 7th Street Building 7 **Room UC07-170** Des Moines, IA
Zoom:	Join Zoom Meeting https://iowaworks.zoom.us/j/83149113689 Meeting ID: 831 4911 3689 --- One tap mobile +13052241968,,83149113689# --- Dial by your location • +1 312 626 6799 Meeting ID: 831 4911 3689 Find your local number: https://iowaworks.zoom.us/u/kb4DpLN0cZ

TENTATIVE AGENDA:

1. Call to Order.

2. Roll call to establish quorum by Shelly Evans, Board Administrator.

3. **Action Item:** Approval of Meeting Agenda.

4. **Action Item:** Approval of Minutes from the December 4 State Workforce Development Board meeting. (Attachment 1 – Minutes dated 2/21/25)

5.   Welcome by Teresa Hovell, Chair.

6.   Public Comment. (Speakers will be limited to 3 minutes).

7.   Update on Last Dollar Scholarship AY 26-27 List by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 2 - 2026-2027 Future Ready Iowa Last Dollar Scholarship AY 26-27)

     7.1   Action Item: Motion for vote on Last Dollar Scholarship AY 26-27 List.

8.   Update on Future Ready Iowa Grant AY 26-27 List by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 3 – Future Ready Iowa Grant AY 26-27 List)

     8.1   Action Item: Motion for vote on Future Ready Iowa Grant AY 26-27 List.

9.   Update on Iowa Workforce Grant and Incentive AY 25-26 List (in coordination with the Iowa Board of Regents) by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 4 – Iowa Workforce Grant and Incentive AY 25-26 List)

     9.1   Action Item: Motion for vote on Iowa Workforce Grant and Incentive AY 25-26 List (in coordination with the Iowa Board of Regents)

10.   Discussion on WIOA One Stop Certification Standards by WIOA Core Partner Working Group, Wendy Greenman, WIOA Title I and Title III Bureau Chief, Iowa Workforce Development. (Attachment 5 – WIOA One Stop Certification Standards)

     10.1   Action Item: Motion for vote on WIOA One Stop Certification Standards

11.   SWDB 2025 Legislative Session Overview by Michelle McNertney, Executive Director of Iowa State Workforce Development Board. (SF603)

12.   Director's Report by Director, Beth Townsend, Iowa Workforce Development.

13.   Adjourn.

ACCOMMODATIONS:

Accommodations are available upon request for individuals with disabilities. If you need an accommodation, please contact Shelly Evans, Board Administrator, shelly.evans@iwd.iowa.gov, (515) 587-0050.

UPCOMING CALENDAR EVENTS:

- State Workforce Development Board Quarterly Meetings:
  - September 18, 2025 – In-Person or Virtual, TBD
  - December 5, 2025 – Virtual

Minutes
Iowa Workforce Development Board Meeting
February 21, 2025
11 am – 12:00 pm
ZOOM

Agenda item 1.   Call to Order

Chair Teresa Hovell called to order the meeting of the Iowa Workforce Development Board (the Board) on February 21, 2025, at approximately 11 am.

Agenda item 2.   Roll Call

Members in Attendance

1. Director Beth Townsend
2. Keri Osterhaus
3. James Williams
4. Teresa Hovell
5. Scott Naumann
6. Jack Hasken
7. LuAnn Scholbrock
8. Jessica Dunker
9. Brad Elliott
10. Ofelia Rumbo
11. Alex Severn
12. Carrie Duncan
13. Charlie Wishman
14. Jason Shanks
15. Director MacKenzie Snow

Members Absent
1. Laura Book
2. Kelly Barrick
3. Nick Glew
4. Tiffany O'Donnell

Shelly Evans called roll and advised Chair Teresa Hovell that quorum was established.

Agenda item 3.   Approval of Agenda

Chair Hovell called the next order of business which was the approval of the meeting Agenda for February 21, 2025. The agenda was previously emailed to the Members of the Board.

- ACTION ITEM: Motion to Approve the Agenda for 2/21/25.

Jason Shanks motioned to approve the agenda and Scott Naumann seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 4. Approval of 12/4/24 Minutes (Attachment 1)

Chair Hovell called the next order of business which was the approval of the meeting Minutes for December 4, 2024. The minutes were previously emailed to the Members of the Board.

- ACTION ITEM: Motion to Approve the Minutes for 12/4/24.

Jask Hasken motioned to approve the Minutes and Jason Shanks seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 5. Welcome by Teresa Hovell, Chair

Chair Hovell welcomes attendees.
- Welcome.
- May meeting at DMACC Urban Campus in Des Moines.
- Need volunteer to host the September meeting.
- Reminder of open meeting laws and use of AI chatbot. Avoid distributing as it does not always reflect perfectly.
- Even thought public meeting reminder that board members are the individuals involved in discussions. Public comments will be made at the end of the meeting.

Agenda item 6. Update on Academic Year 2026-2027 Future Ready Iowa High Demand Occupation List. (2026-2027 Future Ready Iowa High Demand Occupation List – Attachment 2)

Ryan Murphy opened discussions on the draft APY2026-2027 Future Ready Iowa High Demand Occupation List.

Year to select occupations for LDS for APY26-27. Fourth iteration that this board has been asked to approve. Background on how to get to this list for review. Team forecasts and projects industry employment and that feeds into projections. Iowa Code lists criteria:
1. At least 1% annual growth;
2. 250 openings every 5 years (cut down to 50 annual openings); and
3. Entry wage of $14 per hour, just over $28,000 per year.

List starts with about 600 occupations. Criteria is applied and list is roughly 180. Sent to Department of Education (DE)and Iowa College Aid. Reviewed programs and cut down about 50. List now about 130. Last iteration we selected about 60 from original list. Try to keep the list around 50. Items in green are top 25% of annual openings, red in bottom 25% of annual openings. This is just an introduction to the lists. Community college selected occupations for one of their 5 regional selections (in orange). Number in parenthesis is showing how many colleges selected that occupation.

Beth Townsend – did we produce for the board last time a list of scholarships that were provided for each occupation.

Ryan Murphy – yes but this is a very intensive time commitment.

Beth Townsend – for new members, historically board selects around 50 occupations with understanding we have limited amount of money. Will provide number of scholarships awarded before next meeting. Board has to prioritize to some extent. A lot of flexibility in determining which programs will go on list for 26-27. Ranked by openings but not bound by that.

Ryan Murphy – looking at growth and openings – looking at customer service reps have a lot of openings. Expect those to decline. Board may not want to consider this occupation. Take these things in when considering. See a lot of health science career clusters and manufacturing. Two largest employing industries in the state.

Jack Hasken – this is a little overwhelming. From manufacturing standpoint, it is hard to get people. Hoping manufacturing will get stronger in Iowa. Interesting looking at growth and openings. A lot to pick best 50 professions. Wonderful data but big task ahead of us. Manufacturing, healthcare.

Ryan Murphy – two by far are the largest in the state. Educational services as well. Try to find sweet spot to give you enough information to form opinions without a pile of data. In past we introduce for you to review, reach out to LMI decision with any questions about occupations. Light blue column looked at national data to focus on occupations that require certification. This is what LDS is geared for.

Beth Townsend – put up projected growth chart is a better indicator. Generally, not a high demand occupation for customer service. Don't want to spend limited LDS on. Listen to employers to see what they need and provide scholarships for those.

Ryan Murphy – feel free to reach out to me with any questions. This is a lot of data to cover.

Teresa Hovell – we will be voting in May7, correct?

Ryan Murphy – that is the goal. This is the first step and once the statewide list is determined, cc can work with the DE to make their selections based off what was not selected to help high school seniors next fall.

Keri Osterhaus – how does voting process work, do we pick or is an updated list provided?

Ryan Murphy – in past there has been discussions.

Beth Townsend – normally someone will make a recommendation about approving numbers 1 -10, 12-18, 25-45 or something along those lines. We will talk about them. We have never done just the top 50. Always occupations that are not in the top 50 that are considered important by this board. Example, EMTs. We wanted to elevate that. If any occupations that a board member wants to make sure we are looking at, especially out of the top 50. Robotics is an example. If occupations more towards the bottom but feel it may be high growth and want to put it on the list, you are free to do that. Because we want to keep list fairly manageable, around 50. This has been sweet spot in the past. CC have ability to add 5 regional programs to their list. Thirteen CCs that included a program on the regional list. If 13 out of 15 are putting on the list, it should probably be on the list because this is probably a high demand occupation around the state.

Keri Osterhaus – thank you, I appreciate that.

Jack Hasken – interesting to sort by career cluster and would be easier to dissect it a little better. AI could take this information and based off 50 positions would ask criteria. Almost scary how AI is coming into play and when you have this much information, it is just a wild thought. Might be easier to focus down to right professions. Intriguing that massage therapists are number 8. That's crazy but it's the data. I know career cluster part, might be interesting to have it sorted that way. I don't see anything about plastics – molding. I would hire ten if I could. Difficult profession. You have to have a demand and pull students in on what it's going to pay annually. Daunting task but important.

Ryan Murphy – can send out a new list sorted by career clusters.

Beth Townsend – massage therapy may be number 8 but not one we want to put on the LDS list.

Jessica Dunker – realize we can reach out to cc. Culinary. Is there a process or contact so we know who to reach out to?   Would like CC to add chefs or sou chefs.

Beth Townsend – Rob is a great contact for DMACC. Any president at the CC. List has to go in front of their board and boards have to approve individually for each college.

Rob Denson – I think to start with the presidents since it comes through our office anyway. Good call.

Keri Osterhaus – do we know how many students have taken advantage of the LDS for the areas that have been selected?

Ryan Murphy – we can get that information, but we have to work with DE friends at Iowa College Aid. This is not something that IWD has. I can make a request.

Keri Osterhaus – curious and wondering if people are taking advantage and if not what we can do to make folks more aware of the LDS scholarships or identify why they are not.

Beth Townsend – 2018 program changed a little. The legislature added a means test to LDS. While funds fully expended at that point but would defer to the CCs if the 24 million has been awarded.

Emily Shields – usually closes in August but it is still open right now. Last we knew it was underspent by at least $8 million which would speak to add more programs and not narrow down as much as it has in the past.

Beth Townsend – that and we need to talk to legislature about expanding the number of people that could be eligible. Certainly, don't want this program to be underspent. Want the CCs to give out $24 million every year.

Emily Shields – as we do.

Beth Townsend – maybe we can talk about offline. We will bring forward a CC recommendation as we have in the past.

McKenzie Snow – data points requested. 8,000 served every year and extended deadline to 8/31 and will reevaluate. Iowa College Aid makes sure all funds are expended.

Beth Townsend – when putting together number of scholarships awarded we could provide some additional information from College Student Aid of expenditure rate. Todd have overseen from the beginning and would have good insight.

McKenzie Snow - Iowa College is happy to join the next conversation if invited by IWD and when these are considered for approval.

Teresa Hovell – anything additional? Great conversation. Ryan, any last thoughts.

Ryan Murphy – no but I do know questions will come, so please ship them our way. Industry employment we do expect healthcare and social assistance to be the largest change in new jobs over the next ten years. Keep that in mind when reviewing.

Agenda item 7.   Update on One-Stop Certification Standards Updated Process.
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Brandy McOmber opened discussions on the One-Stop Certification Standards updated process.

Core partner group held two consultation sessions to CLEs, local workforce development board members and various stakeholders. Shared standards and federal regulations prior to sessions so everyone attending would have all necessary information to make informed decision. Sessions provided general information about certification, shared standards and discussed associated requirements. Solicited feedback and sought suggestions and updates from all attendees. Opened up for questions. Attendees did great job of providing feedback excellent feedback on standards. Core partner group providing further consultation, making any necessary adjustments to standards with intent to bring back to this board for vote and approval in May. Change in timeline for guidance and feedback from several entities, so will update in May for approval.

Agenda item 8.   Director's Report

Director Townsend provided her report.

- Introduced Georgia Van Gundy.
- Deep in legislative session. One agency bill with clean-up for changes to code that should have been made quite a while ago. Working through the process. Most relates to UI. Clean up from alignment.
- Iowa Office of Apprenticeship continues to move forward. Governor will release advisory council members list so we can hold first meeting in the next few months. Dane Sulentic is director and working hard with his team on what we need, meeting with stakeholders, and determining support to move programs forward or starting new programs. Working with WBL team and local employers and Department of Education (DE) for quality apprenticeship programs.
- No update on workforce training fund approved last year. Not heard anything from previous administration or current Secretary of Labor. Assuming confirmation but putting off vote for a week or two. Nothing moving at USDOL other than keeping the lights on. Need to talk to DOL about unfreezing those funds to create more workforce programs.
- Busy time with claims starts end of November and through February. Hoping it warms up drastically next week. With weather claims have been high. As weather warms up more people roll off unemployment and that's a good thing.
- Mobile unit. Continue to work with manufacturers with large scale layoffs and deploying the mobile unit around the state. Expand reach of the mobile unit to be proactive not just reactive. To high school, community colleges, career fairs and employers who want to do hiring fairs. Expanding schedule of the mobile unit. Goal is for it to be out 3 – 4 days per week. Harder in the winter for the generator to keep up with heat. Same with August heat and cooling.

Rob Denson – did DOL have any job cancellations like so many other departments?

Beth Townsend – None that I am aware of. I don't think DOGE has not been to DOL at this point. Assuming no actions with no secretary in place. Business as usual. A lot of apprehension in labor. Going to get on my soap box. I feel that states do workforce development programming better. Big proponent of block funding grants. Could save a lot of money and push that money out to the states. States are more innovative and responsible with money. If we could do block grants, we can create workforce training programs at the state level that would be more cost effective. Feels that this is an opportunity. My message to my peers in DC. This administration is open to block grants. Reduce overall footprint of USDOL. Talked about workforce programs at federal DOE. Reduce overall footprint of DOE. No specifics. Rehabilitative services agencies oversee VR is with DOE and we want to move it to DOL to be smaller with less control. Feels they are a barrier for a long time. Get more flexibility. Not get rid of accountability. What Iowa needs is not what California needs, etc. We did not get a lot of workforce grant funding in the last 4 years versus what we will get in the next 4 years. Feels the future of workforce development could be really bright in Iowa in terms of changes we could get done federally.

Teresa Hovell – update of IT system from 1973. Where are we at in the process?

Beth Townsend – go live with modernized UI program in June. Working on implementation to get off 1973 mainframe for several years. One issue told contractor we would not take system live during our busy season. Want to give ourselves plenty of runway. Implemented in late spring to summer so ready by November and have all bugs worked out. Targeted industry in internships. One of programs in cleanup bill but hoping to be combined with STEM so we have one internship program but have to do this legislatively. Will keep you posted Ofelia.

Ofelia Rumbo – thank you.

Agenda item 9. Update from Iowa Plains Committee by Committee Chair, Holly Espenhover.
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Holly Espenhover provided an update for Iowa Plains Committee.

October – December 2024 progress:

- 173 referrals to programs.
- 18 to youth programs.
- Active case load adult and dislocated worker programs currently at 128 active adult and 20 youth.
- New enrollments 41 adult and disclosed worker program and 2 youth.

A lot of work and energy in increasing youth programs. Trying to increase the youth programs and targeting those particular areas.

Fabolous one-stop operator working diligently to pull together the partners and have collaborative effort for one-stop operator. Get all on the same page with direction and strategy against all partnership. Leadership development work which is beneficial with trying to do strategy. Great partnership in one-stop operator. Rapid response happened in this region has responded to four WARN notices. Worker information meetings held at each location and some locations with mobile unit. IowaWORKS staff provided one on one assistance for resume writing, job search and some registered for Title I training assistance. Four counties effected (Pottawattamie (49 workers), Pocahontas, (91 workers), Denison (25 workers) and Shelby (94 workers).

Agenda item 10.   Update from System Committee by Committee Chair, Jack Hasken

Update from System Committee by Committee Chair Jack Hasken.

AJC branding. This is tougher one to tackle. Find anything that is not working right or needs probing. Review shows 17 workforce centers that brand themselves. AJC as part of DOL have their own marketing. Some friction of branding between centers. Review WIOA requirements and procedures applied. Would like to get opinion from marketing expert. Happen to know someone that once we collect issues get together as group and give ideas to make branding work better. 10,000 foot overview. Just getting underway.

Wend Greenman – across centers we have IowaWORKS brand. For regulations American Job Center has to go along with it. Variety of partners within centers. Some additional procedure might need to come into play. When does IowaWORKS get used in relation to their partner logos. Historically was all used use IowaWORKS branding and utilize independent logo as well as long as also using IowaWORKS and title of American Job Centers network. This committee is making sure we integrate with one-stop certification standards. All partners and centers are on the same page with branding of IowaWORKS a Proud Partner of American Job Centers as well as our independent programs.

Jack Hasken – appreciate Wendy and Michelle as a big part of this committee. Challenging but see issues we want to tackle and give you some suggestions. Last priority is staff training and integrated services. Tackling real workings of the system.

Agenda item 11. Update from Disability Access Committee by Committee Chair, James Williams

Update from Disability Access Committee by Committee Chair James Williams.

Met on January 8. Excited to share interesting updates. New members. Robust discussion. Sara Bath new member brought …. Ticket to Work program. DAC information reflected and gave perception that she wanted. Information on practices to avoid discrimination particularly around disability. Shared those resources and how we could dig further into that. Future employment first council is next week. Any interested in joining, feel free to let me know so you can join. Formed ad hoc committee for more friendly process.

Agenda item 12. Public Comments.

No public comments.

Motion to adjourn.

Adjournment.

Chair Hovell adjourned the meeting of the Board at 11:57 am.

Shelly Evans - Executive Assistant to the SWDB

ACADEMIC YEAR 2026-27 LAST DOLLAR SCHOLARSHIP ALL OCCUPATIONS ELIGIBLE FOR SWDB CONSIDERATION

Occupational Title[1]	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
		2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS						Additional Information	
Office Clerks, General	Business Management & Administration	85	-0.3	1	3,180	$14.12	$29,368		
Bookkeeping, Accounting, & Auditing Clerks	Business Management & Administration	84	-0.3	2	2,550	$15.81	$32,889	X	
Registered Nurses	Health Science	34	1.0	3	2,375	$29.21	$60,749	X	
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	Business Management & Administration	90	-0.9	4	1,840	$15.26	$31,732		
Welders, Cutters, Solderers, & Brazers	Manufacturing	45	0.8	5	945	$19.35	$40,256	X	
Medical Secretaries & Administrative Assistants	Health Science	21	1.4	6	940	$15.41	$32,059		X (2)
Electricians	Architecture & Construction	22	1.4	7	920	$20.40	$42,432	X	
Carpenters	Architecture & Construction	37	1.0	8	910	$17.98	$37,394	X	
Medical Assistants	Health Science	12	2.2	9	820	$17.10	$35,558	X	
Automotive Service Technicians & Mechanics	Transportation, Distribution & Logistics	59	0.7	10	785	$16.02	$33,330		X (13)
Industrial Machinery Mechanics	Manufacturing	10	2.3	11	730	$23.43	$48,725	X	
Plumbers, Pipefitters, & Steamfitters	Architecture & Construction	40	0.9	11	730	$21.03	$43,739	X	
Insurance Sales Agents	Finance	39	0.9	13	660	$17.18	$35,733		
Dental Assistants	Health Science	20	1.6	14	550	$19.35	$40,240	X	
Licensed Practical & Licensed Vocational Nurses	Health Science	28	1.2	14	550	$22.41	$46,606	X	
Executive Secretaries & Executive Administrative Assistants	Business Management & Administration	93	-1.7	16	530	$21.02	$43,712		
Pharmacy Technicians	Health Science	29	1.2	17	505	$16.60	$34,532		X (1)
Software Developers	Information Technology	11	2.3	18	480	$36.05	$74,994	X	
Bus & Truck Mechanics & Diesel Engine Specialists	Transportation, Distribution & Logistics	51	0.8	18	480	$19.00	$39,520	X	
Police & Sheriff's Patrol Officers	Law, Public Safety, Corrections & Security	54	0.8	20	455	$26.25	$54,592	X	
Machinists	Manufacturing	74	0.3	21	425	$19.94	$41,475	X	
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	Architecture & Construction	25	1.3	22	420	$20.42	$42,466	X	
Computer User Support Specialists	Information Technology	72	0.3	23	415	$19.01	$39,541	X	
Computer Systems Analysts	Information Technology	38	1.0	24	395	$32.04	$66,641	X	
Farm Equipment Mechanics & Service Technicians	Agriculture, Food & Natural Resources	47	0.8	25	345	$20.17	$41,951	X	
Insurance Claims & Policy Processing Clerks	Finance	88	-0.3	26	330	$17.42	$36,234		
Loan Officers	Finance; Human Services	58	0.7	27	305	$24.26	$50,456		
Computer Numerically Controlled Tool Operators	Manufacturing	86	-0.3	28	270	$19.26	$40,066	X	
Computer Occupations, All Other	Business Management & Administration; Information Technology	52	0.8	29	265	$25.72	$53,498	X	
Compliance Officers	Government & Public Administration	43	0.9	30	255	$22.95	$47,740		
Physical Therapist Assistants	Health Science	2	3.7	31	250	$21.52	$44,767	X	
Paralegals & Legal Assistants	Law, Public Safety, Corrections & Security	56	0.7	31	250	$20.15	$41,921	X	
Software Quality Assurance Analysts & Testers	Information Technology	6	2.4	33	225	$24.92	$51,832		
Claims Adjusters, Examiners, & Investigators	Finance	82	-0.2	33	225	$22.83	$47,482		
Clinical Laboratory Technologists & Technicians (Includes 29-2012)	Health Science	41	0.9	35	220	$18.67	$38,832	X	
Telecommunications Equipment Installers & Repairers, Except Line Installers	Arts, Audio/Video Technology & Communications	50	0.8	35	220	$20.61	$42,879	X	
Dental Hygienists	Health Science	18	1.6	37	210	$36.69	$76,308	X	
Network & Computer Systems Administrators	Information Technology	69	0.4	37	210	$29.98	$62,352	X	
Medical Records Specialists	Health Science	23	1.4	39	205	$18.76	$39,028	X	
Cost Estimators	Architecture & Construction	73	0.3	39	205	$22.73	$47,282	X	
Health Technologists & Technicians, All Other	Health Science	26	1.3	41	200	$17.48	$36,365	X	
Web & Digital Interface Designers	Information Technology	9	2.4	42	195	$20.76	$43,171	X	
Radiologic Technologists & Technicians	Health Science	31	1.1	42	195	$23.97	$49,852	X	
Water & Wastewater Treatment Plant & System Operators	Agriculture, Food & Natural Resources	83	-0.3	42	195	$18.86	$39,228	X	
Firefighters	Law, Public Safety, Corrections & Security	46	0.8	45	180	$17.10	$35,574	X	
Chefs & Head Cooks	Hospitality & Tourism	57	0.7	46	175	$15.52	$32,281		X (4)
Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	Manufacturing	87	-0.3	47	170	$20.27	$42,154	X	
Electrical Power-Line Installers & Repairers	Architecture & Construction	68	0.4	48	160	$32.05	$66,656	X	
Computer Network Support Specialists	Information Technology	53	0.8	49	150	$23.64	$49,163	X	
Web Developers	Information Technology	5	2.6	50	145	$24.89	$51,779	X	
Property Appraisers & Assessors (Includes 13-2022)	Government & Public Administration	48	0.8	50	145	$23.71	$49,312		
Computer Programmers	Information Technology	89	-0.7	52	140	$28.03	$58,312	X	
Veterinary Technologists & Technicians	Health Science	7	2.4	53	135	$15.95	$33,167		X (5)
Architectural & Civil Drafters	Architecture & Construction	61	0.6	53	135	$22.50	$46,793	X	

Occupation[1]		2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS						Additional Information	
Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
Information Security Analysts	Information Technology	4	3.4	55	130	$35.78	$74,424		
Massage Therapists	Human Services	8	2.4	55	130	$19.97	$41,543		
Installation, Maintenance, & Repair Workers, All Other	Manufacturing	64	0.6	55	130	$16.30	$33,907		X (1)
Maintenance Workers, Machinery	Manufacturing	24	1.4	58	125	$24.45	$50,849	X	
Telecommunications Line Installers & Repairers	Arts, Audio/Video Technology & Communications	35	1.0	59	115	$19.58	$40,734		
Healthcare Support Workers, All Other	Health Science	65	0.5	59	115	$15.76	$32,780		
Wind Turbine Service Technicians	Manufacturing	1	5.3	61	105	$24.11	$50,144	X	
Chemical Equipment Operators & Tenders	Manufacturing	75	0.3	61	105	$20.34	$42,304		
Civil Engineering Technologists & Technicians	Architecture & Construction	70	0.4	63	100	$22.12	$46,019		X (1)
Eligibility Interviewers, Government Programs	Government & Public Administration	71	0.4	63	100	$21.36	$44,421		
Electrical & Electronics Engineering Technologists & Technicians	Manufacturing	76	0.3	63	100	$20.65	$42,942	X	
Order Clerks	Business Management & Administration	91	-1.2	63	100	$16.78	$34,905		
Tool & Die Makers	Manufacturing	78	-0.2	67	95	$21.96	$45,683	X	
Human Resources Assistants, Except Payroll & Timekeeping	Business Management & Administration	81	-0.2	67	95	$16.35	$34,011	X	
Occupational Therapy Assistants	Health Science	3	3.4	69	90	$24.41	$50,771	X	
Cargo & Freight Agents	Transportation, Distribution & Logistics	16	1.9	69	90	$19.35	$40,251		
Computer Network Architects	Information Technology	66	0.5	69	90	$38.93	$80,970		
Medical Equipment Repairers	Manufacturing	17	1.8	72	80	$18.10	$37,640		
Chemical Technicians	Manufacturing	30	1.1	72	80	$16.95	$35,266		
Emergency Medical Technicians	Law, Public Safety, Corrections & Security	32	1.0	72	80	$15.25	$31,714	X	
Chemical Plant & System Operators	Manufacturing	60	0.6	75	75	$24.20	$50,346		
Payroll & Timekeeping Clerks	Business Management & Administration	92	-1.3	75	75	$17.74	$36,894	X	
Respiratory Therapists	Health Science	19	1.6	77	70	$27.29	$56,755	X	
Millwrights	Architecture & Construction	36	1.0	77	70	$21.22	$44,134	X	
Paramedics	Law, Public Safety, Corrections & Security	42	0.9	77	70	$20.59	$42,828	X	
Computer Numerically Controlled Tool Programmers	Manufacturing	14	2.1	80	65	$21.88	$45,501	X	
Surgical Technologists	Health Science	44	0.9	80	65	$20.56	$42,758	X	
Mechanical Drafters	Manufacturing	79	-0.2	80	65	$24.29	$50,519	X	
Travel Agents	Hospitality & Tourism	62	0.6	83	60	$16.25	$33,796		
Morticians, Undertakers, & Funeral Arrangers	Human Services	67	0.5	83	60	$21.84	$45,435		
Title Examiners, Abstractors, & Searchers	Law, Public Safety, Corrections & Security	80	-0.2	83	60	$15.60	$32,440		
Diagnostic Medical Sonographers	Health Science	15	2.0	86	55	$32.71	$68,033	X	
Engineering Technologists & Technicians, Except Drafters, All Other	Government & Public Administration; Manufacturing	49	0.8	86	55	$20.08	$41,769	X	
Electrical & Electronics Repairers, Commercial & Industrial Equipment	Manufacturing	55	0.8	86	55	$25.84	$53,757	X	
Mechanical Engineering Technologists & Technicians	Manufacturing	77	0.2	86	55	$20.99	$43,650		
Security & Fire Alarm Systems Installers	Manufacturing	63	0.6	90	50	$19.45	$40,455		
Aircraft Mechanics & Service Technicians	Transportation, Distribution & Logistics	27	1.3	91	35	$20.90	$43,480	X	
Audio & Video Technicians	Arts, Audio/Video Technology & Communications	33	1.0	91	35	$18.17	$37,792		X (1)
Health Information Technologists & Medical Registrars	Health Science	13	2.2	93	30	$22.44	$46,677		

Sources:
[1] State of Iowa Occupational Projections 2022-2032, workforce.iowa.gov/oproj

Iowa Code Requirements:
• Entry-level wage of $14.00 per hour or higher
• Occupation has at least 1.0% annual growth or at least 250 job openings during the next 5 years (50 annual openings)

Additional Information & Notes:
• 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate's Degree with a few exceptions.
• Only occupations that typically require some level of postsecondary education or training up to and including an Associate's Degree with a related community college program.
• Green highlight indicates top 25 of category. Red highlight indicates bottom 25 of category.
• Supervisorial occupations were removed due to work experience requirement
• For more information related to occupational descriptions, tasks, work activities, titles, and additional information visit

Occupational Title	Education Program Title	FY23-24 Unduplicated Headcount Enrollment per MIS	Enrollment by Individual Program (ICA)	Additional Related Job/SOC under this program of study (CIP)	Number of Additional Related Jobs from Program of Study	Annual Growth Ranking	Annual Growth Rate (%)	Total Annual Openings Ranking	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
Registered Nurses	Registered Nursing/Registered Nurse.	3,582	3,582	25-1072 - Nursing Instructors and Teachers, Postsecondary	1	22	1.0	1	2,375	$29.21	$60,749	X	
Welders, Cutters, Solderers, & Brazers	Welding Technology/Welder.	1,166	1,166	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1	29	0.8	2	945	$19.35	$40,256	X	
Electricians	Electrician.	267	267	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers; 49-2098 - Security and Fire Alarm Systems Installers; 49-9097 - Signal and Track Switch Repairers	3	12	1.4	3	920	$20.40	$42,432	X	
Carpenters	Carpentry/Carpenter.	302	302	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	1	24	1.0	4	910	$17.98	$37,394	X	
Automotive Service Technicians & Mechanics	Automobile/Automotive Mechanics Technology/Technician.	946	946	49-2093 - Electrical and Electronics Installers and Repairers, Transportation Equipment; 49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	2	34	0.7	5	785	$16.02	$33,330		X (13)
Plumbers, Pipefitters, & Steamfitters	Plumbing Technology/Plumber.	60	60	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers; 47-4071 - Septic Tank Servicers and Sewer Pipe Cleaners	2	26	0.9	6	730	$21.03	$43,739	X	
Industrial Machinery Mechanics	Industrial Mechanics and Maintenance Technology/Technician.	256	256	47-4021 - Elevator and Escalator Installers and Repairers; 49-9012 - Control and Valve Installers and Repairers, Except Mechanical Door; 49-9043 - Maintenance Workers, Machinery; 49-9044 - Millwrights; 49-9045 - Refractory Materials Repairers, Except Brickmasons; 49-9081 - Wind Turbine Service Technicians	6	6	2.3	6	730	$23.43	$48,725	X	
Licensed Practical & Licensed Vocational Nurses	Licensed Practical/Vocational Nurse Training.	1,440	1,440		0	18	1.2	8	550	$22.41	$46,606	X	
Pharmacy Technicians	Pharmacy Technician/Assistant.	45	45	25-1071 - Health Specialties Teachers, Postsecondary	1	19	1.2	9	505	$16.60	$34,532		X (1)
Software Developers	Information Technology.	1,201	44	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1212 - Information Security Analysts; 15-1221 - Computer and Information Research Scientists; 15-1241 - Computer Network Architects; 15-1243 - Database Architects; 15-1253 - Software Quality Assurance Analysts and Testers; 15-2051 - Data Scientists	8	7	2.3	10	480	$36.05	$74,994	X	
	Informatics.	-		15-1221 - Computer and Information Research Scientists; 15-1253 - Software Quality Assurance Analysts and Testers; 15-1255 - Web and Digital Interface Designers	3								
	Computer Programming/Programmer, General.		193	15-1231 - Computer Network Support Specialists; 15-1251 - Computer Programmers; 15-1253 - Software Quality Assurance Analysts and Testers; 15-1254 - Web Developers; 15-1255 - Web and Digital Interface Designers; 25-1021 - Computer Science Teachers, Postsecondary	6								
	Computer Programming, Specific Applications.		964	15-1251 - Computer Programmers; 15-1253 - Software Quality Assurance Analysts and Testers	2								
Bus & Truck Mechanics & Diesel Engine Specialists	Diesel Mechanics Technology/Technician.	722	722		0	31	0.8	10	480	$19.00	$39,520	X	
Machinists	Machine Tool Technology/Machinist.	44	44	51-4021 - Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic; 51-4022 - Forging Machine Setters, Operators, and Tenders, Metal and Plastic; 51-4023 - Rolling Machine Setters, Operators, and Tenders, Metal and Plastic; 51-4031 - Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic; 51-4032 - Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic; 51-4033 - Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic; 51-4034 - Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic; 51-4035 - Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic; 51-4081 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic; 51-4191 - Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic; 51-4192 - Layout Workers, Metal and Plastic; 51-4199 - Metal Workers and Plastic Workers, All Other	12	39	0.3	12	425	$19.94	$41,475	X	
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician.	276	276		0	15	1.3	13	420	$20.42	$42,466	X	
Computer User Support Specialists	Computer Support Specialist.	100	100	15-1231 - Computer Network Support Specialists	1	38	0.3	14	415	$19.01	$39,541	X	
Computer Systems Analysts	Information Technology.	359	44	11-3021 - Computer and Information Systems Managers; 15-1212 - Information Security Analysts; 15-1221 - Computer and Information Research Scientists; 15-1241 - Computer Network Architects; 15-1243 - Database Architects; 15-1252 - Software Developers; 15-1253 - Software Quality Assurance Analysts and Testers; 15-2051 - Data Scientists	8	25	1.0	15	395	$32.04	$66,641	X	
	Computer Systems Networking and Telecommunications.		315	11-3021 - Computer and Information Systems Managers; 15-1212 - Information Security Analysts; 15-1231 - Computer Network Support Specialists; 15-1241 - Computer Network Architects; 25-1021 - Computer Science Teachers, Postsecondary	5								
Farm Equipment Mechanics & Service Technicians	Agricultural Power Machinery Operation.	143	143	25-1041 - Agricultural Sciences Teachers, Postsecondary; 45-2091 - Agricultural Equipment Operators	2	30	0.8	16	345	$20.17	$41,951	X	
Computer Numerically Controlled Tool Operators	Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist.	78	78	51-9162 - Computer Numerically Controlled Tool Programmers	1	43	-0.3	17	270	$19.26	$40,066	X	
Computer Occupations, All Other	Cyber/Computer Forensics and Counterterrorism.	224	224	15-1212 - Information Security Analysts; 25-1111 - Criminal Justice and Law Enforcement Teachers, Postsecondary; 33-3021 - Detectives and Criminal Investigators; 33-9021 - Private Detectives and Investigators	4	32	0.8	18	265	$25.72	$53,498	X	
Physical Therapist Assistants	Physical Therapy Assistant.	211	211		0	2	3.7	19	250	$21.52	$44,767	X	
Software Quality Assurance Analysts & Testers	Information Technology.	1,201	44	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1212 - Information Security Analysts; 15-1221 - Computer and Information Research Scientists; 15-1241 - Computer Network Architects; 15-1243 - Database Architects; 15-1252 - Software Developers; 15-2051 - Data Scientists	8	5	2.4	20	225	$24.92	$51,832	X	
	Informatics.	-		15-1221 - Computer and Information Research Scientists; 15-1252 - Software Developers; 15-1255 - Web and Digital Interface Designers	3								
	Computer Programming/Programmer, General.		193	15-1231 - Computer Network Support Specialists; 15-1251 - Computer Programmers; 15-1252 - Software Developers; 15-1254 - Web Developers; 15-1255 - Web and Digital Interface Designers; 25-1021 - Computer Science Teachers, Postsecondary	6								
	Computer Programming, Specific Applications.		964	15-1251 - Computer Programmers; 15-1252 - Software Developers	2								
Medical Records Specialists	Health Information/Medical Records Technology/Technician.	280	154	29-9021 - Health Information Technologists and Medical Registrars	1	13	1.4	21	205	$18.76	$39,028	X	
	Medical Insurance Coding Specialist/Coder.		126	29-9021 - Health Information Technologists and Medical Registrars	1								
Health Technologists & Technicians, All Other	Electroneurodiagnostic/Electroencephalographic Technology/Technologist.	195	60	25-1071 - Health Specialties Teachers, Postsecondary	1	16	1.3	22	200	$17.48	$36,365	X	
	Respiratory Care Therapy/Therapist.		135	25-1071 - Health Specialties Teachers, Postsecondary; 29-1126 - Respiratory Therapists	2								
Radiologic Technologists & Technicians	Radiologic Technology/Science - Radiographer.	225	225	25-1071 - Health Specialties Teachers, Postsecondary	1	20	1.1	23	195	$23.97	$49,852	X	
Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	Welding Technology/Welder.	1,166	1,166	51-4121 - Welders, Cutters, Solderers, and Brazers	1	44	-0.3	24	170	$20.27	$42,154	X	
Electrical Power-Line Installers & Repairers	Lineworker.	220	179	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	1	36	0.4	25	160	$32.05	$66,656	X	
	Electrical and Power Transmission Installers, Other.		41		0								
Computer Network Support Specialists	Computer Programming/Programmer, General.	1,142	193	15-1251 - Computer Programmers; 15-1252 - Software Developers; 15-1253 - Software Quality Assurance Analysts and Testers; 15-1254 - Web Developers; 15-1255 - Web and Digital Interface Designers; 25-1021 - Computer Science Teachers, Postsecondary	6	33	0.8	26	150	$23.64	$49,163	X	
	Computer Systems Networking and Telecommunications.		315	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1212 - Information Security Analysts; 15-1241 - Computer Network Architects; 25-1021 - Computer Science Teachers, Postsecondary	5								
	Network and System Administration/Administrator.		308	11-3021 - Computer and Information Systems Managers; 15-1212 - Information Security Analysts; 15-1241 - Computer Network Architects; 15-1244 - Network and Computer Systems Administrators	4								
	Computer and Information Systems Security/Auditing/Information Assurance.		269	11-3021 - Computer and Information Systems Managers; 15-1212 - Information Security Analysts; 15-1241 - Computer Network Architects; 15-1242 - Database Administrators; 15-1243 - Database Architects; 15-1244 - Network and Computer Systems Administrators	6								
	Computer Support Specialist.		57	15-1232 - Computer User Support Specialists	1								
Computer Programmers	Computer Programming/Programmer, General.	1,180	193	15-1231 - Computer Network Support Specialists; 15-1252 - Software Developers; 15-1253 - Software Quality Assurance Analysts and Testers; 15-1254 - Web Developers; 15-1255 - Web and Digital Interface Designers; 25-1021 - Computer Science Teachers, Postsecondary	6	45	-0.7	27	140	$28.03	$58,312	X	

LastDollar Scholarship Occupation for Consideration	EDUCATIONAL PROGRAM INFORMATION					2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS INFORMATION						INCLUDED IN CURRENT LAST DOLLAR SCHOLARSHIP	
						Proposed LDS Occupation Information							
Occupational Title	Education Program Title	FY23-24 Unduplicated Headcount Enrollment per MIS	Enrollment by Individual Program (ICA)	Additional Related Job/SOC under this program of study (CIP)	Number of Additional Related Jobs from Program of Study	Annual Growth Ranking	Annual Growth Rate (%)	Total Annual Openings Ranking	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
	Computer Programming, Specific Applications.		964	15-1252 - Software Developers; 15-1253 - Software Quality Assurance Analysts and Testers	2								
	Modeling, Virtual Environments and Simulation.		22	15-1221 - Computer and Information Research Scientists; 15-1252 - Software Developers; 15-2051 - Data Scientists; 25-1021 - Computer Science Teachers, Postsecondary; 27-1014 - Special Effects Artists and Animators	5								
	Management Information Systems, General.		1	11-3021 - Computer and Information Systems Managers; 15-1243 - Database Architects; 25-1021 - Computer Science Teachers, Postsecondary	3								
Information Security Analysts	Information Technology.	1,160	44	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1221 - Computer and Information Research Scientists; 15-1241 - Computer Network Architects; 15-1243 - Database Architects; 15-1252 - Software Developers; 15-1253 - Software Quality Assurance Analysts and Testers; 15-2051 - Data Scientists	8	4	3.4	28	130	$35.78	$74,424		
	Computer Systems Networking and Telecommunications.		315	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1231 - Computer Network Support Specialists; 15-1241 - Computer Network Architects; 25-1021 - Computer Science Teachers, Postsecondary	5								
	Network and System Administration/Administrator.		308	11-3021 - Computer and Information Systems Managers; 15-1231 - Computer Network Support Specialists; 15-1241 - Computer Network Architects; 15-1244 - Network and Computer Systems Administrators	4								
	Computer and Information Systems Security/Auditing/Information Assurance.		269	11-3021 - Computer and Information Systems Managers; 15-1231 - Computer Network Support Specialists; 15-1241 - Computer Network Architects; 15-1242 - Database Administrators; 15-1243 - Database Architects; 15-1244 - Network and Computer Systems Administrators	6								
	Cyber/Computer Forensics and Counterterrorism.		224	15-1299 - Computer Occupations, All Other; 25-1111 - Criminal Justice and Law Enforcement Teachers, Postsecondary; 33-3021 - Detectives and Criminal Investigators; 33-9021 - Private Detectives and Investigators	4								
Maintenance Workers, Machinery	Industrial Mechanics and Maintenance Technology/Technician.	256	256	47-4021 - Elevator and Escalator Installers and Repairers; 49-9012 - Control and Valve Installers and Repairers, Except Mechanical Door; 49-9041 - Industrial Machinery Mechanics; 49-9044 - Millwrights; 49-9045 - Refractory Materials Repairers, Except Brickmasons; 49-9081 - Wind Turbine Service Technicians	6	14	1.4	29	125	$24.45	$50,849	X	
Wind Turbine Service Technicians	Industrial Mechanics and Maintenance Technology/Technician.	256	256	47-4021 - Elevator and Escalator Installers and Repairers; 49-9012 - Control and Valve Installers and Repairers, Except Mechanical Door; 49-9041 - Industrial Machinery Mechanics; 49-9043 - Maintenance Workers, Machinery; 49-9044 - Millwrights; 49-9045 - Refractory Materials Repairers, Except Brickmasons	6	1	5.3	30	105	$24.11	$50,144	X	
Civil Engineering Technologists & Technicians	Engineering Technologies/Technicians, General.	84	13	17-3021 - Aerospace Engineering and Operations Technologists and Technicians; 17-3023 - Electrical and Electronic Engineering Technologists and Technicians; 17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	3	37	0.4	31	100	$22.12	$46,019		X (1)
	Civil Engineering Technologies/Technicians.		71	53-6041 - Traffic Technicians	1								
Electrical & Electronics Engineering Technologists & Technicians	Engineering Technologies/Technicians, General.	342	13	17-3021 - Aerospace Engineering and Operations Technologists and Technicians; 17-3022 - Civil Engineering Technologists and Technicians; 17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	3	40	0.3	31	100	$20.65	$42,942	X	
	Electrical, Electronic, and Communications Engineering Technology/Technician.		225	17-3012 - Electrical and Electronics Drafters; 17-3021 - Aerospace Engineering and Operations Technologists and Technicians; 17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians; 17-3028 - Calibration Technologists and Technicians; 49-2095 - Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	5								
	Telecommunications Technology/Technician.		7		0								
	Automation Engineer Technology/Technician.		97	17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	1								
Tool & Die Makers	Tool and Die Technology/Technician.	62	62		0	41	-0.2	33	95	$21.96	$45,683	X	
Computer Network Architects	Information Technology.	936	44	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1212 - Information Security Analysts; 15-1221 - Computer and Information Research Scientists; 15-1243 - Database Architects; 15-1252 - Software Developers; 15-1253 - Software Quality Assurance Analysts and Testers; 15-2051 - Data Scientists	8	35	0.5	34	90	$38.93	$80,970		
	Computer Systems Networking and Telecommunications.		315	11-3021 - Computer and Information Systems Managers; 15-1211 - Computer Systems Analysts; 15-1212 - Information Security Analysts; 15-1231 - Computer Network Support Specialists; 25-1021 - Computer Science Teachers, Postsecondary	5								
	Network and System Administration/Administrator.		308	11-3021 - Computer and Information Systems Managers; 15-1212 - Information Security Analysts; 15-1231 - Computer Network Support Specialists; 15-1244 - Network and Computer Systems Administrators	4								
	Computer and Information Systems Security/Auditing/Information Assurance.		269	11-3021 - Computer and Information Systems Managers; 15-1212 - Information Security Analysts; 15-1231 - Computer Network Support Specialists; 15-1242 - Database Administrators; 15-1243 - Database Architects; 15-1244 - Network and Computer Systems Administrators	6								
Occupational Therapy Assistants	Occupational Therapist Assistant.	107	107	25-1071 - Health Specialties Teachers, Postsecondary	1	3	3.4	34	90	$24.41	$50,771	X	
Emergency Medical Technicians	Emergency Medical Technology/Technician (EMT Paramedic).	571	571	25-1071 - Health Specialties Teachers, Postsecondary; 29-2043 - Paramedics	2	21	1.0	36	80	$15.25	$31,714	X	
Respiratory Therapists	Respiratory Care Therapy/Therapist.	135	135	25-1071 - Health Specialties Teachers, Postsecondary; 29-2099 - Health Technologists and Technicians, All Other	2	11	1.6	37	70	$27.29	$56,755	X	
Paramedics	Emergency Medical Technology/Technician (EMT Paramedic).	571	571	25-1071 - Health Specialties Teachers, Postsecondary; 29-2042 - Emergency Medical Technicians	2	27	0.9	37	70	$20.59	$42,828	X	
Millwrights	Industrial Mechanics and Maintenance Technology/Technician.	256	256	47-4021 - Elevator and Escalator Installers and Repairers; 49-9012 - Control and Valve Installers and Repairers, Except Mechanical Door; 49-9041 - Industrial Machinery Mechanics; 49-9043 - Maintenance Workers, Machinery; 49-9045 - Refractory Materials Repairers, Except Brickmasons; 49-9081 - Wind Turbine Service Technicians	6	23	1.0	37	70	$21.22	$44,134	X	
Mechanical Drafters	Mechanical/Mechanical Engineering Technology/Technician.	155	19	17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians; 17-3027 - Mechanical Engineering Technologists and Technicians	2	42	-0.2	40	65	$24.29	$50,519	X	
	Drafting and Design Technology/Technician, General.		4	17-3011 - Architectural and Civil Drafters; 17-3012 - Electrical and Electronics Drafters; 17-3019 - Drafters, All Other	3								
	CAD/CADD Drafting and/or Design Technology/Technician.	-		17-3011 - Architectural and Civil Drafters; 17-3012 - Electrical and Electronics Drafters; 17-3019 - Drafters, All Other	3								
	Mechanical Drafting and Mechanical Drafting CAD/CADD.		132		0								
Surgical Technologists	Surgical Technology/Technologist.	226	226	25-1071 - Health Specialties Teachers, Postsecondary; 29-9093 - Surgical Assistants	2	28	0.9	40	65	$20.56	$42,758	X	
Computer Numerically Controlled Tool Programmers	Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist.	78	78	51-9161 - Computer Numerically Controlled Tool Operators	1	9	2.1	40	65	$21.88	$45,501	X	
Diagnostic Medical Sonographers	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	225	225	25-1071 - Health Specialties Teachers, Postsecondary	1	10	2.0	43	55	$32.71	$68,033	X	
Aircraft Mechanics & Service Technicians	Airframe Mechanics and Aircraft Maintenance Technology/Technician.	98	97	51-2011 - Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	1	17	1.3	44	35	$20.90	$43,480	X	
	Aircraft Powerplant Technology/Technician.		1	51-2011 - Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	1								
Health Information Technologists & Medical Registrars	Health Information/Medical Records Technology/Technician.	280	154	29-2072 - Medical Records Specialists	1	8	2.2	45	30	$22.44	$46,677		
	Medical Insurance Coding Specialist/Coder.		126	29-2072 - Medical Records Specialists	1								

Occupational Code	CIP Codes	FY23-24 Unduplicated Headcount Enrollment per MIS	All award types Aggregate by CIP	# of Colleges w/ Programs	CC Rec	SWDB Decision	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	% Educational Attainment: Some College or Associate Degree[2]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
49-9081	47.0303	256	88	10	Yes		Wind Turbine Service Technicians	Manufacturing	1	5.3	83	105	$24.11	$50,144	35.7	X	
31-2021	51.0806	211	83	6	Yes		Physical Therapist Assistants	Health Science	2	3.7	41	250	$21.52	$44,767	58.8	X	
31-2011	51.0803	107	51	3	Yes		Occupational Therapy Assistants	Health Science	3	3.4	96	90	$24.41	$50,771	63.2	X	
15-1212	11.0103; 11.0901; 11.1001; 11.1003; 43.0403	1,160	22; 172; 100; 94; 81	15	Yes		Information Security Analysts	Information Technology	4	3.4	73	130	$35.78	$74,424	26.5	X	
15-1254	11.0201; 11.0801	527	47; 130	14	Yes		Web Developers	Information Technology	5	2.6	66	145	$24.89	$51,779	24.5	X	
15-1253	11.0103; 11.0104; 11.0201; 11.0202	1,201	22; 0; 47; 367	14	Yes		Software Quality Assurance Analysts & Testers	Information Technology	6	2.4	43	225	$24.92	$51,832	20.1		
29-2056	1.8301	291	79	8	Yes		Veterinary Technologists & Technicians	Health Science	7	2.4	70	135	$15.95	$33,167	58.3		X (5)
31-9011	51.3501	12	0	1	No		Massage Therapists	Human Services	8	2.4	73	130	$19.97	$41,543	51.0		
15-1255	09.0702; 11.0104; 11.0201; 11.0801; 11.1004; 50.0401; 50.0409	793	67; 0; 47; 130; 0; 4; 19	15	Yes		Web & Digital Interface Designers	Information Technology	9	2.4	55	195	$20.76	$43,171	20.9	X	
49-9041	47.0303	256	88	11	Yes		Industrial Machinery Mechanics	Manufacturing	10	2.3	16	730	$23.43	$48,725	43.2	X	
15-1252	11.0103; 11.0104; 11.0201; 11.0202	1,201	22; 47; 367; 10	14	Yes		Software Developers	Information Technology	11	2.3	24	480	$36.05	$74,994	11.1	X	
31-9092	51.0711; 51.0801	387	0; 137	13	Yes		Medical Assistants	Health Science	12	2.2	13	820	$17.10	$35,558	62.5	X	
29-9021	51.0707; 51.0713	280	21; 58	9	Yes		Health Information Technologists & Medical Registrars	Health Science	13	2.2	131	30	$22.44	$46,677	22.2		
51-9162	48.0510	78	34	6	Yes		Computer Numerically Controlled Tool Programmers	Manufacturing	14	2.1	112	65	$21.88	$45,501	40.4	X	
29-2053	51.1502	0	0	0	No		Psychiatric Technicians	Health Science	15	2.0	128	35	$14.30	$29,752	40.2		
29-2032	51.0911	225	39	6	Yes		Diagnostic Medical Sonographers	Health Science	16	2.0	119	55	$32.71	$68,033	44.7	X	
43-5011	52.0408	6	0	2	No		Cargo & Freight Agents	Transportation, Distribution & Logistics	17	1.9	96	90	$19.35	$40,251	40.0		
49-9062	15.0401	7	2	1	No		Medical Equipment Repairers	Manufacturing	18	1.8	101	80	$18.10	$37,640	52.2		
29-1292	51.0602	385	89	7	Yes		Dental Hygienists	Health Science	19	1.6	47	210	$36.69	$76,308	55.5	X	
29-1126	51.0908	135	59	5	Yes		Respiratory Therapists	Health Science	20	1.6	106	70	$27.29	$56,755	61.9	X	
31-9091	51.0601	110	130	10	Yes		Dental Assistants	Health Science	21	1.6	19	550	$19.35	$40,240	56.7	X	
39-9041	13.1102; 13.1199	0	0	0	No		Residential Advisors	Human Services	22	1.5	66	145	$14.50	$30,158	34.1		
43-6013	51.0711; 51.0716	15	0; 110	3	No		Medical Secretaries & Administrative Assistants	Health Science	23	1.4	9	940	$15.41	$32,059	50.9		X (2)
47-2111	46.0302	267	136	7	Yes		Electricians	Architecture & Construction	24	1.4	10	920	$20.40	$42,432	45.6	X	
39-2011	01.0505; 01.0507; 30.3401	0	0	0	No		Animal Trainers	Hospitality & Tourism	25	1.4	91	95	$14.78	$30,739	33.7		
29-2072	51.0707; 51.0713	280	21; 58	9	Yes		Medical Records Specialists	Health Science	26	1.4	50	205	$18.76	$39,028	56.8	X	
49-9043	47.0303	256	88	10	Yes		Maintenance Workers, Machinery	Manufacturing	27	1.4	76	125	$24.45	$50,849	37.7	X	
49-9021	47.0201	276	119	11	Yes		Heating, Air Conditioning, & Refrigeration Mechanics & Installers	Architecture & Construction	28	1.3	29	420	$20.42	$42,466	43.9	X	
29-2099	51.0903; 51.0908	195	0; 59	7	Yes		Health Technologists & Technicians, All Other	Health Science	29	1.3	53	200	$17.48	$36,365	45.6	X	
49-3011	47.0607; 47.0608	98	28; 0	5	Yes		Aircraft Mechanics & Service Technicians	Transportation, Distribution & Logistics	30	1.3	128	35	$20.90	$43,480	57.3	X	
31-9097	51.1009	0	0	0	No		Phlebotomists	Health Science	31	1.3	76	125	$16.69	$34,713	59.6		
39-5011	12.0402; 12.0407; 12.0412; 12.0413	0	0	0	No		Barbers	Human Services	32	1.3	115	60	$14.58	$30,318	36.2		
53-3052	49.0205	0	0	0	No		Bus Drivers, Transit & Intercity	Transportation, Distribution & Logistics	33	1.2	55	195	$15.71	$32,673	39.2		
29-2081	51.1801	0	0	0	No		Opticians, Dispensing	Health Science	34	1.2	81	110	$15.89	$33,046	49.0		
29-2061	51.3901	1,440	509	15	Yes		Licensed Practical & Licensed Vocational Nurses	Health Science	35	1.2	19	550	$22.41	$46,606	73.0	X	
29-2052	51.0805	45	0	4	Yes		Pharmacy Technicians	Health Science	36	1.2	23	505	$16.60	$34,532	52.2		X (1)
19-4031	41.0301	0	0	1	No		Chemical Technicians	Manufacturing	37	1.1	101	80	$16.95	$35,266	36.3		
13-2071	52.0803; 52.0804; 52.0809	0	0	0	No		Credit Counselors	Human Services	37	1.1	125	50	$18.01	$37,468	34.5		
29-2034	51.0911	225	154	7	Yes		Radiologic Technologists & Technicians	Health Science	39	1.1	55	195	$23.97	$49,852	65.2	X	
29-2042	51.0904	571	1	11	Yes		Emergency Medical Technicians	Law, Public Safety, Corrections & Security	40	1.0	101	80	$15.25	$31,714	58.2	X	
31-1131	51.2601; 51.3902; 51.3999	0	0	0	No		Nursing Assistants	Health Science	41	1.0	2	3,560	$15.93	$33,134	43.1		
27-4011	10.0203	54	0	2	No		Audio & Video Technicians	Arts, Audio/Video Technology & Communications	42	1.0	128	35	$18.17	$37,792	41.0		X (1)
49-3042	01.0205; 47.0302	0	0	0	No		Mobile Heavy Equipment Mechanics, Except Engines	Transportation, Distribution & Logistics	43	1.0	36	290	$21.05	$43,781	39.3		
29-1141	51.3801	3,582	1,252	15	Yes		Registered Nurses	Health Science	44	1.0	5	2,375	$29.21	$60,749	30.5	X	
49-9052	47.0103	32	9	1	No		Telecommunications Line Installers & Repairers	Arts, Audio/Video Technology & Communications	45	1.0	79	115	$19.58	$40,734	47.4		
49-9044	47.0303	256	88	10	Yes		Millwrights	Architecture & Construction	46	1.0	106	70	$21.22	$44,134	46.9	X	
47-2031	46.0201	302	120	12	Yes		Carpenters	Architecture & Construction	47	1.0	11	910	$17.98	$37,394	24.1	X	
31-1133	51.1502; 51.2601	0	0	0	No		Psychiatric Aides	Health Science	48	1.0	100	85	$15.86	$32,994	37.0		
15-1211	11.0103; 11.0901	359	22; 172	9	No		Computer Systems Analysts	Information Technology	49	1.0	31	395	$32.04	$66,641	21.0	X	
43-5061	52.0409	0	0	0	No		Production, Planning, & Expediting Clerks	Manufacturing	50	0.9	26	460	$20.69	$43,031	35.6		
41-3021	52.1701	4	0	1	No		Insurance Sales Agents	Finance	51	0.9	18	660	$17.18	$35,733	35.4		
47-2152	46.0503	60	19	5	Yes		Plumbers, Pipefitters, & Steamfitters	Architecture & Construction	52	0.9	16	730	$21.03	$43,739	33.9	X	
17-3026	15.0613	0	0	0	No		Industrial Engineering Technologists & Technicians	Manufacturing	53	0.9	91	95	$20.99	$43,664	48.5		
53-3051	49.0205	0	0	0	No		Bus Drivers, School	Transportation, Distribution & Logistics	54	0.9	11	910	$16.18	$33,660	36.7		
29-2010	No Code Found				No		Clinical Laboratory Technologists & Technicians	Health Science	55	0.9	45	220	$18.67	$38,832	34.7	X	
29-2043	51.0904	571	1	11	Yes		Paramedics	Law, Public Safety, Corrections & Security	56	0.9	106	70	$20.59	$42,828	65.6	X	
13-1041	03.0103; 52.1001	188	86	3	Yes		Compliance Officers	Government & Public Administration	57	0.9	40	255	$22.95	$47,740	25		
29-2055	51.0909	226	72	6	Yes		Surgical Technologists	Health Science	58	0.9	112	65	$20.56	$42,758	72.8	X	
41-9022	04.1001; 52.1501	0	0	0	No		Real Estate Sales Agents	Marketing	59	0.9	63	160	$21.40	$44,519	33.7		
51-4121	48.0508	1,166	278	15	Yes		Welders, Cutters, Solderers, & Brazers	Manufacturing	60	0.8	8	945	$19.35	$40,256	30.8	X	
33-2011	43.0201; 43.0203	153	0; 0	7	Yes		Firefighters	Law, Public Safety, Corrections & Security	61	0.8	60	180	$17.10	$35,574	58.9	X	
49-3041	1.0204	143	119	4	Yes		Farm Equipment Mechanics & Service Technicians	Agriculture, Food & Natural Resources	62	0.8	32	345	$20.17	$41,951	39.3	X	
13-2020	No Code Found						Property Appraisers & Assessors	Government & Public Administration	63	0.8	66	145	$23.71	$49,312	33.6		
49-9071	46.0401	0	0	0	No		Maintenance & Repair Workers, General	Government & Public Administration	64	0.8	7	1,555	$16.60	$34,522	37.0		
17-3029	15.0401; 15.1103; 15.1401	28	15; 2; 8	5	No		Engineering Technologists & Technicians, Except Drafters, All Other	Government & Public Administration; Manufacturing	65	0.8	119	55	$20.08	$41,769	48.5	X	
49-2022	47.0103	32	9	1	No		Telecommunications Equipment Installers & Repairers, Except Line Installers	Arts, Audio/Video Technology & Communications	66	0.8	45	220	$20.61	$42,879	49.8	X	
41-9021	04.1001; 52.1501	0	0	0	No		Real Estate Brokers	Marketing	67	0.8	106	70	$16.54	$34,396	33.7		
49-3031	47.0605	722	143	10	Yes		Bus & Truck Mechanics & Diesel Engine Specialists	Transportation, Distribution & Logistics	68	0.8	24	480	$19.00	$39,520	37.5	X	
15-1299	43.0403	224	81	3	Yes		Computer Occupations, All Other	Business Management & Administration; Information Technology	69	0.8	38	265	$25.72	$53,498	33.9	X	
15-1231	11.0201; 11.0901; 11.1001; 11.1003; 11.1006	1,142	47; 172; 100; 94; 43	15	Yes		Computer Network Support Specialists	Information Technology	70	0.8	65	150	$23.64	$49,163	38.9	X	
33-3051	43.0107	1,108	372	11	Yes		Police & Sheriff's Patrol Officers	Law, Public Safety, Corrections & Security	71	0.8	27	455	$26.25	$54,592	45.5	X	
47-4041	15.0508	0	0	0	No		Hazardous Materials Removal Workers	Agriculture, Food & Natural Resources	72	0.8	119	55	$18.82	$39,149	34		
49-2094	47.0105	57	87	1	No		Electrical & Electronics Repairers, Commercial & Industrial Equipment	Manufacturing	72	0.8	119	55	$25.84	$53,757	51.9	X	
23-2011	22.0302	344	145	5	Yes		Paralegals & Legal Assistants	Law, Public Safety, Corrections & Security	74	0.7	41	250	$20.15	$41,921	40.3	X	
35-1011	12.0500; 12.0501; 12.0503; 12.0504	577	0; 0; 125; 0	10	Yes		Chefs & Head Cooks	Hospitality & Tourism	75	0.7	61	175	$15.52	$32,281	37.8		X (4)
31-9093	51.1012	0	0	0	No		Medical Equipment Preparers	Health Science	76	0.7	96	90	$16.89	$35,132	42.4		
13-2072	52.0801	92	2	2	No		Loan Officers	Finance; Human Services	77	0.7	35	305	$24.26	$50,456	34.5		
49-3023	47.0604	946	364	15	Yes		Automotive Service Technicians & Mechanics	Transportation, Distribution & Logistics	78	0.7	14	785	$16.02	$33,330	35.7		X (13)
27-1026	52.1902	0	0	0	No		Merchandise Displayers & Window Trimmers	Marketing	79	0.7	55	195	$14.41	$29,981	35.6		
43-5032	52.0410	0	0	0	No		Dispatchers, Except Police, Fire, & Ambulance	Transportation, Distribution & Logistics	80	0.6	53	200	$17.97	$37,386	44.4		

Occupational Code	CIP Codes	FY23-24 Unduplicated Headcount Enrollment per MIS	All Colleges AY2024 — All award types Aggregate by CIP	# of Colleges w/ Programs	CC Rec	SWDB Decision	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	% Educational Attainment: Some College or Associate Degree[2]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
51-8091	41.0301	0	0	1	No		Chemical Plant & System Operators	Manufacturing	81	0.6	104	75	$24.20	$50,346	40.9		
17-3011	15.1302	2	37	1	No		Architectural & Civil Drafters	Architecture & Construction	82	0.6	70	135	$22.50	$46,793	60.9	X	
41-3041	52.1804	25	0	1	No		Travel Agents	Hospitality & Tourism	83	0.6	115	60	$16.25	$33,796	38.2		
49-2098	46.0302	267	136	8	Yes		Security & Fire Alarm Systems Installers	Manufacturing	84	0.6	125	50	$19.45	$40,455	42.2		
49-9099	47.0402	21	10	1	No		Installation, Maintenance, & Repair Workers, All Other	Manufacturing	85	0.6	73	130	$16.30	$33,907	35.7		X (1)
31-9099	51.0711	32	0	1	No		Healthcare Support Workers, All Other	Health Science	86	0.5	79	115	$15.76	$32,780	42.4		
15-1241	11.0103; 11.0901; 11.1001; 11.1003	936	22; 172; 100; 94	15	Yes		Computer Network Architects	Information Technology	87	0.5	96	90	$38.93	$80,970	35.5		
39-4031	12.0301	299	0	1	No		Morticians, Undertakers, & Funeral Arrangers	Human Services	88	0.5	115	60	$21.84	$45,435	54.1		
49-9051	46.0303; 46.0399	220	63; 23	4	Yes		Electrical Power-Line Installers & Repairers	Architecture & Construction	89	0.4	63	160	$32.05	$66,656	47.4	X	
19-4013	01.0401 26.0101; 40.0501	0	0	0	No		Food Science Technicians	Agriculture, Food & Natural Resources	90	0.4	106	70	$19.02	$39,559	41.1	X	
15-1244	11.0101; 11.1001; 11.1003	0	194	0	No		Network & Computer Systems Administrators	Information Technology	91	0.4	47	210	$29.98	$62,352	37.6	X	
17-3022	15.0000; 15.0201	84	9; 0; 44	3	Yes		Civil Engineering Technologists & Technicians	Architecture & Construction	92	0.4	87	100	$22.12	$46,019	48.5		X (1)
43-4061	44.0201	0	129	0	No		Eligibility Interviewers, Government Programs	Government & Public Administration	93	0.4	87	100	$21.36	$44,421	36.9		
15-1232	11.1006	100	43	4	Yes		Computer User Support Specialists	Information Technology	94	0.3	30	415	$19.01	$39,541	38.9	X	
13-1051	52.0101; 52.0201	2,617	0; 355	14	Yes		Cost Estimators	Architecture & Construction	95	0.3	50	205	$22.73	$47,282	36.8	X	
51-4041	48.0501	44	20	4	Yes		Machinists	Manufacturing	96	0.3	28	425	$19.94	$41,475	40.3	X	
51-9011	41.0301	0	0	1	No		Chemical Equipment Operators & Tenders	Manufacturing	97	0.3	83	105	$20.34	$42,304	35.6		
51-9061	15.0702	0	0	0	No		Inspectors, Testers, Sorters, Samplers, & Weighers	Manufacturing	98	0.3	15	770	$17.64	$36,695	37.6		
17-3023	15.0000; 15.0303; 15.0305; 15.0406	342	9; 62; 2; 48	14	Yes		Electrical & Electronics Engineering Technologists & Technicians	Manufacturing	99	0.3	87	100	$20.65	$42,942	56.9	X	
43-4131	52.0803	0	0	0	No		Loan Interviewers & Clerks	Finance	100	0.3	34	315	$17.96	$37,349	44.4		
17-3027	15.0805; 15.1103	19	9; 0	3	No		Mechanical Engineering Technologists & Technicians	Manufacturing	101	0.2	119	55	$20.99	$43,650	48.5		
47-4011	46.0403	0	0	0	No		Construction & Building Inspectors	Government & Public Administration	102	0.2	76	125	$24.61	$51,183	41.6		
51-9012	01.1003; 01.1004; 01.1005	0	0	0	No		Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators, & Tenders	Manufacturing	103	0.2	83	105	$20.46	$42,564	35.6		
49-9031	47.0106	0	0	0	No		Home Appliance Repairers	Manufacturing	104	0.2	119	55	$14.59	$30,349	36.1		
53-4011	49.0208	0	0	0	No		Locomotive Engineers	Transportation, Distribution & Logistics	105	0.1	106	70	N.A.	N.A.	45.4		
51-9081	51.0603	12	5	1	No		Dental Laboratory Technicians	Manufacturing	106	0.1	125	50	$18.18	$37,824	47.7		
49-2011	47.0102; 47.0104	0	0	0	No		Computer, Automated Teller, & Office Machine Repairers	Manufacturing	107	-0.1	91	95	$16.20	$33,689	48.2		
51-4111	48.0507	62	26	3	Yes		Tool & Die Makers	Manufacturing	108	-0.2	91	95	$21.96	$45,683	49.7	X	
17-3013	15.0805; 15.1301; 15.1302; 15.1306	155	9; 0; 0; 51	12	Yes		Mechanical Drafters	Manufacturing	109	-0.2	112	65	$24.29	$50,519	60.5	X	
23-2093	22.0302	344	145	5	Yes		Title Examiners, Abstractors, & Searchers	Law, Public Safety, Corrections & Security	110	-0.2	115	60	$15.60	$32,440	36.7		
43-4161	51.0401; 52.1001	478	86	15	Yes		Human Resources Assistants, Except Payroll & Timekeeping	Business Management & Administration	111	-0.2	91	95	$16.35	$34,011	34.5	X	
13-1031	52.1701	4	0	1	No		Claims Adjusters, Examiners, & Investigators	Finance	112	-0.2	43	225	$22.83	$47,482	34.4		
51-8031	15.0506	79	22	3	Yes		Water & Wastewater Treatment Plant & System Operators	Agriculture, Food & Natural Resources	113	-0.3	55	195	$18.86	$39,228	43.1	X	
43-3031	52.0302	210	0	6	Yes		Bookkeeping, Accounting, & Auditing Clerks	Business Management & Administration	114	-0.3	4	2,550	$15.81	$32,889	49.4	X	
43-4051	52.0406; 52.1401	0	0	0	No		Customer Service Representatives	Business Management & Administration	115	-0.3	1	3,920	$15.00	$31,191	41.6		
31-9094	51.0708	0	0	0	No		Medical Transcriptionists	Health Science	116	-0.3	47	210	$14.30	$29,737	53.6		
43-9061	52.0408	6	0	2	No		Office Clerks, General	Business Management & Administration	117	-0.3	3	3,180	$14.12	$29,368	43.0		
51-9161	48.051	78	34	6	Yes		Computer Numerically Controlled Tool Operators	Manufacturing	118	-0.3	37	270	$19.26	$40,066	40.4	X	
51-4122	48.0508	1,166	278	15	Yes		Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	Manufacturing	119	-0.3	62	170	$20.27	$42,154	30.8	X	
43-9041	52.0408	6	0	2	No		Insurance Claims & Policy Processing Clerks	Finance	120	-0.3	33	330	$17.42	$36,234	45.4		
33-3012	43.0100; 43.0102; 43.0110; 43.0199	0	0	0	No		Correctional Officers & Jailers	Law, Public Safety, Corrections & Security	121	-0.5	38	265	$20.56	$42,757	47.9	X	
15-1251	11.0201; 11.0202; 11.0804; 52.1201	1,180	47; 367; 10; 0	13	Yes		Computer Programmers	Information Technology	122	-0.7	69	140	$28.03	$58,312	21.2	X	
51-2031	47.0615	0	0	0	No		Engine & Other Machine Assemblers	Manufacturing	123	-0.7	81	110	$18.23	$37,910	45.4		
43-3011	52.0803	0	0	0	No		Bill & Account Collectors	Finance	124	-0.8	50	205	$15.36	$31,947	48.6		
43-6014	52.0401	306	130	13	Yes		Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	Business Management & Administration	125	-0.9	6	1,840	$15.26	$31,732	44.3		
43-3071	52.0803	0	0	0	No		Tellers	Finance	126	-1.1	21	535	$14.89	$30,978	42.9		
43-4141	52.0803	0	0	0	No		New Accounts Clerks	Business Management & Administration	127	-1.1	83	105	$16.93	$35,215	43.3		
43-4151	52.0408	6	0	2	No		Order Clerks	Business Management & Administration	128	-1.2	87	100	$16.78	$34,905	39.9		
43-3051	52.0302	210	0	6	Yes		Payroll & Timekeeping Clerks	Business Management & Administration	129	-1.3	104	75	$17.74	$36,894	47.1	X	
43-6011	52.0401	306	130	13	Yes		Executive Secretaries & Executive Administrative Assistants	Business Management & Administration	130	-1.7	22	530	$21.02	$43,712	42.1		
43-6012	22.0301	0	0	0	No		Legal Secretaries & Administrative Assistants	Law, Public Safety, Corrections & Security	131	-1.7	70	135	$15.07	$31,345	51.4		

			Occupation[1]														Additional Information		
Occupational Code	CIP Codes	FY23-24 Unduplicated Headcount Enrollment per MIS	All Colleges AY2024 All award types Aggregate by CIP	# of Colleges w/ Programs	CC Rec	SWDB Decision	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage[1]	Entry Salary[1]	Career Preparation[4] % Educational Attainment: Some College or Associate Degree[2]	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)

Sources:
[1] State of Iowa Occupational Projections 2022-2032, workforce.iowa.gov/oproj
[2] U.S. Department of Labor, Bureau of Labor Statistics (national), https://www.bls.gov/emp/documentation/education-training-system.htm

Iowa Code Requirements:
• Entry-level wage of $14.00 per hour or higher
• Occupation has at least 1.0% annual growth or at least 250 job openings during the next 5 years (50 annual openings)
Additional Information & Notes:
• 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate's Degree with a few exceptions.
• Only occupations that typically require some level of postsecondary education or training up to and including an Associate's Degree with a related community college program.
• Green highlight indicates top 25 of category. Red highlight indicates bottom 25 of category.
• Supervisorial occupations were removed due to work experience requirement
• For more information related to occupational descriptions, tasks, work activities, titles, and additional information visit
www.onetcodeconnector.org/find/family/code

Future Ready Iowa Grant: Eligible Occupations for State Workforce Development Board Selection (AY 2026-27)

Occupation[1]	Occupational Employment					Career Preparation[2]		
Occupational Title	2022 Estimated Employment	2032 Projected Employment	Numeric Change	Annual Growth Rate (%)	Total Annual Openings	Entry Wage	Entry Salary	Typical Entry Education
Registered Nurses	35,700	39,275	3,570	1.0	2,375	$29.21	$60,749	BA
General & Operations Managers	16,440	17,410	975	0.6	1,425	$21.03	$43,748	BA
Elementary School Teachers, Except Special Education	18,930	20,115	1,185	0.6	1,415	$20.66	$42,979	BA
Substitute Teachers, Short-Term	9,675	10,685	1,015	1.0	1,315	$15.46	$32,149	BA
Accountants & Auditors	14,080	15,215	1,130	0.8	1,230	$24.99	$51,984	BA
Secondary School Teachers, Except Special & Career/Technical Education	14,360	15,310	950	0.7	1,005	$21.52	$44,755	BA
Managers, All Other	11,415	12,515	1,100	1.0	975	$35.80	$74,466	BA
Business Operations Specialists, All Other	9,730	10,580	850	0.9	950	$20.73	$43,114	BA
Financial Managers	8,985	10,875	1,890	2.1	850	$38.13	$79,300	BA
Medical & Health Services Managers	6,195	8,350	2,155	3.5	720	$35.20	$73,215	BA
Management Analysts	6,820	7,645	825	1.2	665	$27.80	$57,830	BA
Middle School Teachers, Except Special & Career/Technical Education	8,705	9,255	550	0.6	650	$19.47	$40,501	BA
Teachers & Instructors, All Other	3,965	4,290	325	0.8	525	$16.24	$33,781	BA
Human Resources Specialists	5,285	5,660	380	0.7	485	$21.63	$44,997	BA
Software Developers	5,900	7,230	1,330	2.3	480	$36.05	$74,994	BA
Market Research Analysts & Marketing Specialists	3,840	4,410	570	1.5	425	$20.49	$42,612	BA
Buyers & Purchasing Agents	5,020	4,785	-230	-0.5	420	$22.13	$46,021	BA
Project Management Specialists	4,990	5,490	500	1.0	410	$28.45	$59,179	BA
Substance Abuse, Behavioral Disorder, & Mental Health Counselors	3,185	4,180	995	3.1	400	$20.11	$41,824	BA
Computer Systems Analysts	5,600	6,135	535	1.0	395	$32.04	$66,641	BA
Mechanical Engineers	4,875	5,625	750	1.5	360	$33.29	$69,233	BA
Computer & Information Systems Managers	3,855	4,510	655	1.7	335	$46.91	$97,578	BA
Financial & Investment Analysts	4,220	4,710	485	1.1	330	$27.84	$57,908	BA
Child, Family, & School Social Workers	3,500	3,895	395	1.1	320	$18.25	$37,965	BA
Social & Community Service Managers	3,160	3,725	565	1.8	320	$21.77	$45,273	BA
Public Relations Specialists	3,340	3,680	340	1.0	310	$18.93	$39,368	BA
Training & Development Specialists	3,240	3,550	310	1.0	310	$19.71	$40,995	BA
Loan Officers	4,010	4,290	285	0.7	305	$24.26	$50,456	BA
Construction Managers	3,410	3,900	490	1.4	305	$30.34	$63,111	BA
Sales Managers	3,450	3,755	305	0.9	290	$40.14	$83,486	BA
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	3,020	3,170	150	0.5	285	$30.26	$62,933	BA
Industrial Production Managers	3,505	3,765	260	0.7	270	$36.06	$75,010	BA
Computer Occupations, All Other	3,705	3,995	290	0.8	265	$25.72	$53,498	BA
Compliance Officers	2,905	3,155	250	0.9	255	$22.95	$47,740	BA
Chief Executives	4,215	3,920	-295	-0.7	240	$31.54	$65,609	BA
Graphic Designers	2,685	2,850	165	0.6	235	$16.51	$34,351	BA
Software Quality Assurance Analysts & Testers	2,420	3,005	585	2.4	225	$24.92	$51,832	BA
Clinical Laboratory Technologists & Technicians	2,955	3,210	255	0.9	220	$18.67	$38,832	BA
Marketing Managers	2,485	2,690	205	0.8	220	$39.70	$82,566	BA
Data Scientists	2,005	2,760	750	3.7	215	$29.73	$61,831	BA

Occupation[1]	Occupational Employment					Career Preparation[2]		
Future Ready Iowa Grant: Eligible Occupations for State Workforce Development Board Selection (AY 2026-27)								
Occupational Title	**2022 Estimated Employment**	**2032 Projected Employment**	**Numeric Change**	**Annual Growth Rate (%)**	**Total Annual Openings**	**Entry Wage**	**Entry Salary**	**Typical Entry Education**
Industrial Engineers	2,790	3,285	495	1.8	215	$34.90	$72,592	BA
Financial Specialists, All Other	2,775	3,010	240	0.9	210	$25.21	$52,437	BA
Network & Computer Systems Administrators	3,505	3,635	135	0.4	210	$29.98	$62,352	BA
Cost Estimators	2,350	2,430	80	0.3	205	$22.73	$47,282	BA
Personal Financial Advisors	2,470	2,875	405	1.6	205	$24.68	$51,333	BA
Securities, Commodities, & Financial Services Sales Agents	2,255	2,520	265	1.2	200	$19.79	$41,171	BA
Labor Relations Specialists	2,380	2,430	50	0.2	200	$20.29	$42,206	BA
Web & Digital Interface Designers	1,920	2,375	455	2.4	195	$20.76	$43,171	BA
Kindergarten Teachers, Except Special Education	1,650	1,760	110	0.7	190	$20.40	$42,441	BA
Occupational Health & Safety Specialists	1,265	1,555	290	2.3	175	$26.69	$55,510	BA
Logisticians	1,585	1,890	305	1.9	165	$26.42	$54,957	BA
Biological Technicians	1,125	1,235	110	1.0	155	$20.13	$41,869	BA
Civil Engineers	2,135	2,330	195	0.9	150	$32.71	$68,041	BA
Special Education Teachers, Secondary School	1,940	2,060	120	0.6	145	$23.58	$49,044	BA
Property Appraisers & Assessors	1,560	1,690	130	0.8	145	$23.71	$49,312	BA
Web Developers	1,510	1,900	390	2.6	145	$24.89	$51,779	BA
Insurance Underwriters	2,245	2,190	-55	-0.2	145	$25.23	$52,482	BA
Facilities Managers	1,645	1,795	150	0.9	145	$28.51	$59,295	BA
Architectural & Engineering Managers	1,985	2,135	150	0.8	145	$52.01	$108,190	BA
Computer Programmers	2,670	2,490	-180	-0.7	140	$28.03	$58,312	BA
Financial Examiners	1,340	1,635	295	2.2	135	$26.30	$54,698	BA
Human Resources Managers	1,535	1,680	145	0.9	135	$39.45	$82,048	BA
Soil & Plant Scientists	1,505	1,590	85	0.6	130	$25.40	$52,832	BA
Information Security Analysts	1,250	1,670	425	3.4	130	$35.78	$74,424	BA
Special Education Teachers, All Other	1,615	1,740	120	0.7	125	$14.50	$30,158	BA
Career/Technical Education Teachers, Postsecondary	1,435	1,510	75	0.5	125	$22.25	$46,284	BA
Special Education Teachers, Kindergarten & Elementary School	1,525	1,625	100	0.7	115	$20.52	$42,679	BA
Writers & Authors	1,000	1,075	75	0.8	110	$17.43	$36,245	BA
Special Education Teachers, Middle School	1,460	1,545	85	0.6	110	$20.37	$42,374	BA
Legislators	1,315	1,415	105	0.8	110	$47.77	$30,573	BA
Agricultural Inspectors	670	675	5	0.1	105	$19.19	$39,913	BA
Administrative Services Managers	1,115	1,215	100	0.9	100	$33.69	$70,074	BA
Computer Network Architects	1,475	1,555	80	0.5	90	$38.93	$80,970	BA
Financial Risk Specialists	1,050	1,175	125	1.2	85	$33.56	$69,812	BA
Education & Childcare Administrators, Preschool & Daycare	1,125	1,190	65	0.6	80	$15.72	$32,707	BA
Conservation Scientists	865	950	85	1.0	80	$22.48	$46,766	BA
Credit Analysts	1,200	1,180	-15	-0.1	80	$27.00	$56,155	BA
Meeting, Convention, & Event Planners	615	705	90	1.5	75	$16.00	$33,284	BA
Compensation, Benefits, & Job Analysis Specialists	945	1,025	80	0.8	75	$22.83	$47,481	BA
Probation Officers & Correctional Treatment Specialists	885	935	50	0.6	75	$26.40	$54,908	BA
Public Relations Managers	945	1,040	95	1.0	75	$34.12	$70,972	BA

Occupation[1]	Occupational Employment					Career Preparation[2]	
Occupational Title	2022 Estimated Employment	2032 Projected Employment	Numeric Change	Annual Growth Rate (%)	Total Annual Openings	Entry Wage	Entry Salary	Typical Entry Education
Electrical Engineers	1,195	1,275	80	0.7	75	$36.78	$76,511	BA
Interpreters & Translators	595	655	60	1.0	70	$17.84	$37,103	BA
Career/Technical Education Teachers, Secondary School	1,050	1,105	55	0.5	70	$21.40	$44,511	BA
Editors	800	715	-90	-1.1	65	$20.01	$41,615	BA
Entertainment & Recreation Managers, Except Gambling	540	595	50	0.9	65	$20.32	$42,272	BA
Health Education Specialists	555	625	65	1.2	65	$21.34	$44,392	BA
Art Directors	600	650	50	0.8	65	$27.89	$58,008	BA
Producers & Directors	665	710	45	0.7	60	$17.30	$35,974	BA
Interior Designers	585	645	55	0.9	60	$18.11	$37,659	BA
Dietitians & Nutritionists	755	840	85	1.1	60	$26.25	$54,606	BA
Operations Research Analysts	555	710	155	2.8	55	$23.70	$49,292	BA
Environmental Scientists & Specialists, Including Health	640	685	45	0.7	55	$24.86	$51,712	BA
Chemists	645	740	100	1.6	55	$27.03	$56,217	BA
Architects, Except Landscape & Naval	790	860	70	0.9	55	$29.46	$61,280	BA
Actuaries	740	910	170	2.3	55	$37.64	$78,287	BA
Credit Counselors	585	650	65	1.1	50	$18.01	$37,468	BA
Fundraisers	550	605	55	1.0	50	$20.81	$43,295	BA
Natural Sciences Managers	620	675	60	1.0	50	$34.54	$71,833	BA
Therapists, All Other	605	695	90	1.5	45	$19.33	$40,215	BA
Clergy	430	495	65	1.5	45	$21.85	$45,449	BA
Technical Writers	500	550	50	1.0	45	$23.26	$48,389	BA
Fundraising Managers	530	595	65	1.2	45	$30.33	$63,081	BA
Social Workers, All Other	395	445	50	1.3	40	$18.35	$38,176	BA
Advertising & Promotions Managers	345	385	40	1.2	35	$33.32	$69,296	BA
Camera Operators, Television, Video, & Film	225	250	25	1.1	25	$14.75	$30,674	BA
Materials Engineers	315	355	40	1.3	25	$31.55	$65,626	BA
Electronics Engineers, Except Computer	380	435	55	1.4	25	$31.89	$66,325	BA

Future Ready Iowa Grant: Eligible Occupations for State Workforce Development Board Selection (AY 2026-27)

Iowa Code Requirements:
•Entry-level wage of $14.00 per hour or higher
•Occupation has at least 1.0% annual growth or at least 250 job openings during the next 5 years (50 annual openings)
•Only occupations that typically require a Bachelor's Degree
Additional Information & Notes:.
•Sorted by number of estimated annual openings (between 2022 and 2032).
•Green highlight indicates top 10 of Growth and Openings category. Red highlight indicates bottom 10 of Growth and Openings category.
•Yellow highlighted occupation indicates State Workforce Development Board approved occupation 2023 .
•For more information related to occupational descriptions, tasks, work activities, titles, and additional information visit

Sources:
1 State of Iowa Occupational Projections: https://workforce.iowa.gov/labor-market-information/occupations/occupational-projections
2 **Career Preparation** determined by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alternative employment pathways may exist as well as differing educational, training, or licensing requirements per state. Iowa requirements are used in this publication when available.

Iowa Workforce Grant & Incentive Program: Occupations for SWDB Consideration Academic Year 2025-26									
Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
Registered Nurses	Registered Nursing/Registered Nurse Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other	2	29	1.0	1	2,375	$ 29.21	$ 60,749	✔
General and Operations Managers	Public Administration Business/Commerce, General Business Administration and Management, General Non-Profit/Public/ Organizational Management Entrepreneurship/ Entrepreneurial Studies Finance, General	6	66	0.6	2	1,425	$ 21.03	$ 43,748	
Elementary School Teachers, Except Special Education	Education/Teaching of Individuals in Elementary Special Education Programs Elementary Education and Teaching Early Childhood Education and Teaching Teaching English as a Second or Foreign Language/ESL Language Instructor	4	66	0.6	3	1,415	$ 20.66	$ 42,979	
Accountants and Auditors	Accounting Management Sciences and Quantitative Methods, Other	2	50	0.8	4	1,230	$ 24.99	$ 51,984	
Secondary School Teachers, Except Special and Career/Technical Education	Art Teacher Education English/Language Arts Teacher Education Foreign Language Teacher Education Technology Teacher Education/Industrial Arts Teacher Education Mathematics Teacher Education Music Teacher Education Physical Education Teaching and Coaching Reading Teacher Education Science Teacher Education/General Science Teacher Education Social Science Teacher Education Social Studies Teacher Education Teaching English as a Second or Foreign Language/ESL Language Instructor Romance Languages, Literatures, and Linguistics, General Family and Consumer Sciences/Human Sciences, General English Language and Literature, General Biology/Biological Sciences, General Mathematics, General Biological and Physical Sciences Chemistry, General Physics, General Economics, General Political Science and Government, General Music, General History, General	24	57	0.7	5	1,005	$ 21.52	$ 44,755	
	Digital Communication and Media/Multimedia Systems Science and Theory Psychology, General Criminal Justice/Law Enforcement Administration Public Administration Anthropology, General Criminology Economics, General Geography								✔

Iowa Workforce Grant & Incentive Program: Occupations for SWDB Consideration Academic Year 2025-26									
Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
Managers, All Other	Geographic Information Science and Cartography International Relations and Affairs Political Science and Government, General Political Science and Government, Other Sociology, General Business/Commerce, General Business Administration and Management, General Non-Profit/Public/ Organizational Management Organizational Leadership Entrepreneurship/ Entrepreneurial Studies History, General	20	29	1.0	6	975	$ 35.80	$ 74,466	
Business Operations Specialists, All Other	Business Administration and Management, General	1	41	0.9	7	950	$ 20.73	$ 43,114	
Financial Managers	Finance, General Investments and Securities	2	10	2.1	8	850	$ 38.13	$ 79,300	✓
Medical and Health Services Managers	Health/Health Care Administration/Management Public Health, General Public Health, Other Non-Profit/Public/Organizational Management	4	2	3.5	9	720	$ 35.20	$ 73,215	✓
Management Analysts	Applied Economics Econometrics and Quantitative Economics Business/Commerce, General Business Administration and Management, General Organizational Leadership Business/Managerial Economics Management Sciences and Quantitative Methods, Other	7	22	1.2	10	665	$ 27.80	$ 57,830	✓
Middle School Teachers, Except Special and Career/Technical Education	Art Teacher Education English/Language Arts Teacher Education Foreign Language Teacher Education Technology Teacher Education/Industrial Arts Teacher Education Mathematics Teacher Education Music Teacher Education Physical Education Teaching and Coaching Reading Teacher Education Science Teacher Education/General Science Teacher Education Social Science Teacher Education Social Studies Teacher Education Teaching English as a Second or Foreign Language/ESL Language Instructor	12	66	0.6	11	650	$ 19.47	$ 40,501	
Human Resources Specialists	Business Administration and Management, General Human Resources Management/Personnel Administration, General	2	57	0.7	12	485	$ 21.63	$ 44,997	
Software Developers	Information Technology Computer Science Computer Engineering, General Computer Software Engineering Data Science, General	5	7	2.3	13	480	$ 36.05	$ 74,994	✓
Market Research Analysts and Marketing Specialists	Marketing/Marketing Management, General International Marketing	3	17	1.5	14	425	$ 20.49	$ 42,612	✓

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
	Digital Marketing								
Project Management Specialists	Business/Commerce, General Business Administration and Management, General	2	29	1.0	15	410	$ 28.45	$ 59,179	✔
Computer Systems Analysts	Information Technology	1	29	1.0	16	395	$ 32.04	$ 66,641	
Mechanical Engineers	Mechanical Engineering	1	17	1.5	17	360	$ 33.29	$ 69,233	✔
Computer and Information Systems Managers	Information Technology Informatics Computer Science Data Science, General Management Sciences and Quantitative Methods, Other	5	14	1.7	18	335	$ 46.91	$ 97,578	✔
Financial and Investment Analysts	Finance, General	1	27	1.1	19	330	$ 27.84	$ 57,908	✔
Social and Community Service Managers	Behavioral Sciences Public Administration Social Work Community Health Services/Liaison/Counseling Business/Commerce, General Business Administration and Management, General Non-Profit/Public/Organizational Management	7	12	1.8	20	320	$ 21.77	$ 45,273	✔
Training and Development Specialists	Human Resources Management/Personnel Administration, General	1	29	1.0	21	310	$ 19.71	$ 40,995	
Construction Managers	Business/Commerce, General Business Administration and Management, General Construction Management, General	3	19	1.4	22	305	$ 30.34	$ 63,111	✔
Loan Officers	Finance, General	1	57	0.7	22	305	$ 24.26	$ 50,456	
Sales Managers	Business/Commerce, General Business Administration and Management, General Marketing/Marketing Management, General Sales, Distribution, and Marketing Operations, General	4	41	0.9	24	290	$ 40.14	$ 83,486	
Industrial Production Managers	Industrial Engineering Engineering/Industrial Management Business/Commerce, General Business Administration and Management, General Logistics, Materials, and Supply Chain Management	5	57	0.7	25	270	$ 36.06	$ 75,010	
Computer Occupations, All Other	Computer Science Bioinformatics Computational Science	3	50	0.8	26	265	$ 25.72	$ 53,498	
Compliance Officers	Environmental Studies Environmental Science Human Resources Management/Personnel Administration, General Labor and Industrial Relations	4	41	0.9	27	255	$ 22.95	$ 47,740	
Chief Executives	Public Administration Business/Commerce, General Business Administration and Management, General Non-Profit/Public/Organizational Management Entrepreneurship/Entrepreneurial Studies Finance, General	6	82	-0.7	28	240	$ 31.54	$ 65,609	
Software Quality Assurance Analysts and Testers	Information Technology Computer Science Computer Engineering, General Computer Software Engineering	4	5	2.4	29	225	$ 24.92	$ 51,832	✔
Marketing Managers	Marketing/Marketing Management, General	3	50	0.8	30	220	$	$	

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
Marketing Managers	International Marketing Digital Marketing	3	50	0.8	30	220	$ 39.70	$ 82,566	
Data Scientists	Information Technology Computer Science Bioinformatics Mathematics, General Statistics, General Computational Science Data Science, General	7	1	3.7	31	215	$ 29.73	$ 61,831	✓
Industrial Engineers	Industrial Engineering Engineering/Industrial Management	2	12	1.8	31	215	$ 34.90	$ 72,592	✓
Financial Specialists, All Other	Non-Profit/Public/ Organizational Management Finance, General	2	41	0.9	33	210	$ 25.21	$ 52,437	
Network and Computer Systems Administrators	Computer/Information Technology Services Administration and Management, Other	1	76	0.4	33	210	$ 29.98	$ 62,352	
Cost Estimators	Materials Engineering Mechanical Engineering Construction Engineering Business/Commerce, General Business Administration and Management, General	5	77	0.3	35	205	$ 22.73	$ 47,282	
Personal Financial Advisors	Family Resource Management Studies, General Finance, General Financial Planning and Services	3	15	1.6	35	205	$ 24.68	$ 51,333	✓
Labor Relations Specialists	Human Resources Management/Personnel Administration, General Labor and Industrial Relations	2	79	0.2	37	200	$ 20.29	$ 42,206	
Securities, Commodities, and Financial Services Sales Agents	Financial Planning and Services	1	22	1.2	37	200	$ 19.79	$ 41,171	✓
Web and Digital Interface Designers	Digital Communication and Media/Multimedia Computer Science Design and Visual Communications, General Graphic Design Digital Marketing	5	5	2.4	39	195	$ 20.76	$ 43,171	✓
Kindergarten Teachers, Except Special Education	Early Childhood Education and Teaching Teaching English as a Second or Foreign Language/ESL Language Instructor	2	57	0.7	40	190	$ 20.40	$ 42,441	
Logisticians	Business Administration and Management, General Logistics, Materials, and Supply Chain Management	2	11	1.9	41	165	$ 26.42	$ 54,957	✓
Biological Technicians	Biology/Biological Sciences, General Biomedical Sciences, General Biochemistry Microbiology, General Genetics, General Bioinformatics Neuroscience	7	29	1.0	42	155	$ 20.13	$ 41,869	
Civil Engineers	Civil Engineering, General Construction Engineering	2	41	0.9	43	150	$ 32.71	$ 68,041	
Facilities Managers	Engineering/Industrial Management Business/Commerce, General Business Administration and Management, General	3	41	0.9	44	145	$ 28.51	$ 59,295	
Architectural and Engineering Managers	City/Urban, Community, and Regional Planning Architectural and Building Sciences/Technology Aerospace, Aeronautical, and Astronautical/Space Engineering Agricultural Engineering Bioengineering and Biomedical Engineering Chemical Engineering Civil Engineering, General Computer Engineering, General Computer Software Engineering	16	50	0.8	44	145	$ 52.01	$ 108,190	

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
	Electrical and Electronics Engineering								
	Environmental/Environmental Health Engineering								
	Materials Engineering								
	Mechanical Engineering								
	Construction Engineering								
	Industrial Engineering								
	Engineering/Industrial Management								
Appraisers of Personal and Business Property	Art History, Criticism and Conservation	6	50	0.8	44	145	$ 23.71	$ 49,312	
	Business/Commerce, General								
	Accounting								
	Finance, General								
	Real Estate								
	Insurance								
Insurance Underwriters	Actuarial Science	2	81	-0.2	44	145	$ 25.23	$ 52,482	
	Insurance								
Web Developers	Computer Science	1	4	2.6	44	145	$ 24.89	$ 51,779	✔
Special Education Teachers, Secondary School	Education/Teaching of Individuals with Intellectual Disabilities	1	66	0.6	44	145	$ 23.58	$ 49,044	
Computer Programmers	Computer Science	2	82	-0.7	50	140	$ 28.03	$ 58,312	
	Computational Science								
Human Resources Managers	Business Administration and Management, General	4	41	0.9	51	135	$ 39.45	$ 82,048	
	Organizational Leadership								
	Human Resources Management/Personnel Administration, General								
	Labor and Industrial Relations								
Financial Examiners	Accounting	1	9	2.2	51	135	$ 26.30	$ 54,698	✔
Information Security Analysts	Information Technology	3	3	3.4	53	130	$ 35.78	$ 74,424	✔
	Computer Science								
	Cyber/Electronic Operations and Warfare								
Soil and Plant Scientists	Agronomy and Crop Science	2	66	0.6	53	130	$ 25.40	$ 52,832	
	Horticultural Science								
Career/Technical Education Teachers, Postsecondary	Agricultural Teacher Education	3	73	0.5	55	125	$ 22.25	$ 46,284	
Career/Technical Education Teachers, Postsecondary	Business and Innovation/Entrepreneurship Teacher Education								
Career/Technical Education Teachers, Postsecondary	Technology Teacher Education/Industrial Arts Teacher Education								
Special Education Teachers, Elementary School	Education/Teaching of Individuals with Intellectual Disabilities	1	57	0.7	56	115	$ 20.52	$ 42,679	
Special Education Teachers, Middle School	Education/Teaching of Individuals with Intellectual Disabilities	1	66	0.6	57	110	$ 20.37	$ 42,374	
Administrative Services Managers	Business/Commerce, General	2	41	0.9	58	100	$ 33.69	$ 70,074	
	Business Administration and Management, General								
Computer Network Architects	Information Technology	2	73	0.5	59	90	$ 38.93	$ 80,970	
	Computer Engineering, General								
Financial Risk Specialists	Accounting	4	22	1.2	60	85	$ 33.56	$ 69,812	✔
	Business/Managerial Economics								
	Finance, General								
	Actuarial Science								
Credit Analysts	Accounting	2	80	-0.1	61	80	$ 27.00	$ 56,155	
	Finance, General								
Conservation Scientists	Environmental/Natural Resources Management and Policy, General	3	29	1.0	61	80	$ 22.48	$ 46,766	✔
	Ecology								
	Sustainability Studies								
Public Relations Managers	Speech Communication and Rhetoric	2	29	1.0	63	75	$ 34.12	$ 70,972	✔
	Public Relations/Image Management								
Compensation, Benefits, and Job Analysis Specialists	Business Administration and Management, General	4	50	0.8	63	75	$ 22.83	$ 47,481	
	Finance, General								
	Human Resources Management/Personnel Administration, General								
	Insurance								

Iowa Workforce Grant & Incentive Program: Occupations for SWDB Consideration Academic Year 2025-26

Iowa Workforce Grant & Incentive Program: Occupations for SWDB Consideration Academic Year 2025-26

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
Electrical Engineers	Electrical and Electronics Engineering	1	57	0.7	63	75	$ 36.78	$ 76,511	
Probation Officers and Correctional Treatment Specialists	Criminal Justice/Law Enforcement Administration; Criminal Justice/Safety Studies; Social Work; Criminology	4	66	0.6	63	75	$ 26.40	$ 54,908	
Career/Technical Education Teachers, Secondary School	Agricultural Teacher Education; Business and Innovation/Entrepreneurship Teacher Education; Technology Teacher Education/Industrial Arts Teacher Education	3	73	0.5	67	70	$ 21.40	$ 44,511	
Entertainment and Recreation Managers, Except Gambling	Sport and Fitness Administration/Management; Business/Commerce, General; Business Administration and Management, General; Hospitality Administration/Management, General	4	41	0.9	68	65	$ 20.32	$ 42,272	
Art Directors	Graphic Design	1	50	0.8	68	65	$ 27.89	$ 58,008	
Editors	Journalism; Writing, General; Professional, Technical, Business, and Scientific Writing	3	84	-1.1	68	65	$ 20.01	$ 41,615	
Dietitians and Nutritionists	Nutrition Sciences; Dietetics/Dietitian	2	27	1.1	71	60	$ 26.25	$ 54,606	✓
Actuaries	Statistics, General; Statistics, Other; Actuarial Science	3	7	2.3	72	55	$ 37.64	$ 78,287	✓
Chemists	Chemistry, General	1	15	1.6	72	55	$ 27.03	$ 56,217	✓
Environmental Scientists and Specialists, Including Health	Environmental Studies; Environmental Science; Sustainability Studies	3	57	0.7	72	55	$ 24.86	$ 51,712	
Natural Sciences Managers	Forest Sciences and Biology; Biology/Biological Sciences, General; Biochemistry; Microbiology, General; Ecology; Neuroscience; Mathematics, General; Statistics, General; Statistics, Other; Biological and Physical Sciences; Nutrition Sciences; Computational Science; Sustainability Studies; Geography and Environmental Studies; Data Science, General; Astronomy; Atmospheric Sciences and Meteorology, General; Meteorology; Chemistry, General; Geology/Earth Science, General; Physics, General	21	29	1.0	75	50	$ 34.54	$ 71,833	
Fundraisers	Public Relations/Image Management; Marketing/Marketing Management, General	2	29	1.0	75	50	$ 20.81	$ 43,295	✓
Fundraising Managers	Public Relations/Image Management; Non-Profit/Public/ Organizational Management; Organizational Leadership; Marketing/Marketing Management, General	4	22	1.2	77	45	$ 30.33	$ 63,081	
Technical Writers	Writing, General; Professional, Technical, Business, and Scientific Writing	2	29	1.0	77	45	$ 23.26	$ 48,389	
Training and Development Managers	Business Administration and Management, General; Organizational Leadership	3	29	1.0	79	40	$ 48.60	$ 74,160	

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
	Human Resources Management/Personnel Administration, General								
Food Scientists & Technologists	Animal Sciences, General	2	77	0.3	79	40	$ 21.88	$ 45,511	
	Dairy Science								
Advertising and Promotions Managers	Radio, Television, and Digital Communication, Other	4	22	1.2	81	35	$ 33.32	$ 69,296	
	Public Relations/Image Management								
	Advertising								
	Marketing/Marketing Management, General								
Engineers, All Other	Metallurgical Technology/Technician	4	57	0.7	82	30	$ 28.99	$ 60,293	
	Industrial Technology/Technician								
	Manufacturing Engineering Technology/Technician								
	Mechanical/Mechanical Engineering Technology/Technician								
Electronics Engineers, Except Computer	Electrical and Electronics Engineering	3	19	1.4	83	25	$ 31.89	$ 66,325	
	Electromechanical/Electromechanical Engineering Technology/Technician								
	Automation Engineer Technology/Technician								
Materials Engineers	Materials Engineering	1	21	1.3	83	25	$ 31.55	$ 65,626	
Multimedia Artists & Animators	Graphic Communications, General	1	-	-	-	-	-	-	

Source: Iowa Workforce Development, Labor Market Information: 2022-2032 Occupational Projections, workforce.iowa.gov/oproj/data
Requirements:
-Entry level annual salary not less than $40,000
-Attainment of at least a bachelor's degree
-Projected annual openings of at least 250 during the next five years (50 openings per year) or projected annual growth in the number of job openings of at least 1.0%

Iowa Workforce Grant & Incentive Program: IWD Proposed Occupations for SWDB Consideration Academic Year 2025-26

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
Registered Nurses	Registered Nursing/Registered Nurse Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other	2	29	1.0	1	2,375	$ 29.21	$ 60,749	✔
Financial Managers	Finance, General Investments and Securities	2	10	2.1	8	850	$ 38.13	$ 79,300	✔
Medical and Health Services Managers	Health/Health Care Administration/Management Public Health, General Public Health, Other Non-Profit/Public/Organizational Management	4	2	3.5	9	720	$ 35.20	$ 73,215	✔
Management Analysts	Applied Economics Econometrics and Quantitative Economics Business/Commerce, General Business Administration and Management, General Organizational Leadership Business/Managerial Economics Management Sciences and Quantitative Methods, Other	7	22	1.2	10	665	$ 27.80	$ 57,830	✔
Software Developers	Information Technology Computer Science Computer Engineering, General Computer Software Engineering Data Science, General	5	7	2.3	13	480	$ 36.05	$ 74,994	✔
Market Research Analysts and Marketing Specialists	Marketing/Marketing Management, General International Marketing Digital Marketing	3	17	1.5	14	425	$ 20.49	$ 42,612	✔
Project Management Specialists	Business/Commerce, General Business Administration and Management, General	2	29	1.0	15	410	$ 28.45	$ 59,179	✔
Computer Systems Analysts	Information Technology	1	29	1.0	16	395	$ 32.04	$ 66,641	
Mechanical Engineers	Mechanical Engineering	1	17	1.5	17	360	$ 33.29	$ 69,233	✔
Computer and Information Systems Managers	Information Technology Informatics Computer Science Data Science, General Management Sciences and Quantitative Methods, Other	5	14	1.7	18	335	$ 46.91	$ 97,578	✔
Financial and Investment Analysts	Finance, General	1	27	1.1	19	330	$ 27.84	$ 57,908	✔
Social and Community Service Managers	Behavioral Sciences Public Administration Social Work Community Health Services/Liaison/Counseling Business/Commerce, General Business Administration and Management, General Non-Profit/Public/Organizational Management	7	12	1.8	20	320	$ 21.77	$ 45,273	✔
Construction Managers	Business/Commerce, General Business Administration and Management, General Construction Management, General	3	19	1.4	22	305	$ 30.34	$ 63,111	
Software Quality Assurance Analysts and Testers	Information Technology Computer Science Computer Engineering, General Computer Software Engineering	4	5	2.4	29	225	$ 24.92	$ 51,832	✔
Data Scientists	Information Technology Computer Science Bioinformatics Mathematics, General Statistics, General	7	1	3.7	31	215	$ 29.73	$ 61,831	✔

Occupational Title	Education Program Title	Number of Education Programs	Annual Growth Rate Ranking	Annual Growth Rate (%)	Annual Total Openings Ranking	Annual Total Openings (Sort High-Low)	Entry Wage	Entry Salary	IWD Recommended
	Computational Science								
	Data Science, General								
Industrial Engineers	Industrial Engineering	2	12	1.8	31	215	$ 34.90	$ 72,592	✓
	Engineering/Industrial Management								
Personal Financial Advisors	Family Resource Management Studies, General	3	15	1.6	35	205	$ 24.68	$ 51,333	✓
	Finance, General								
	Financial Planning and Services								
Securities, Commodities, and Financial Services Sales Agents	Financial Planning and Services	1	22	1.2	37	200	$ 19.79	$ 41,171	✓
Web and Digital Interface Designers	Digital Communication and Media/Multimedia	5	5	2.4	39	195	$ 20.76	$ 43,171	✓
	Computer Science								
	Design and Visual Communications, General								
	Graphic Design								
	Digital Marketing								
Logisticians	Business Administration and Management, General	2	11	1.9	41	165	$ 26.42	$ 54,957	✓
	Logistics, Materials, and Supply Chain Management								
Web Developers	Computer Science	1	4	2.6	44	145	$ 24.89	$ 51,779	✓
Financial Examiners	Accounting	1	9	2.2	51	135	$ 26.30	$ 54,698	✓
Information Security Analysts	Information Technology	3	3	3.4	53	130	$ 35.78	$ 74,424	✓
	Computer Science								
	Cyber/Electronic Operations and Warfare								
Financial Risk Specialists	Accounting	4	22	1.2	60	85	$ 33.56	$ 69,812	✓
	Business/Managerial Economics								
	Finance, General								
	Actuarial Science								
Conservation Scientists	Environmental/Natural Resources Management and Policy, General	3	29	1.0	61	80	$ 22.48	$ 46,766	✓
	Ecology								
	Sustainability Studies								
Public Relations Managers	Speech Communication and Rhetoric	2	29	1.0	63	75	$ 34.12	$ 70,972	✓
	Public Relations/Image Management								
Electrical Engineers	Electrical and Electronics Engineering	1	57	0.7	63	75	$ 36.78	$ 76,511	
Dietitians and Nutritionists	Nutrition Sciences	2	27	1.1	71	60	$ 26.25	$ 54,606	✓
	Dietetics/Dietitian								
Actuaries	Statistics, General	3	7	2.3	72	55	$ 37.64	$ 78,287	✓
	Statistics, Other								
	Actuarial Science								
Chemists	Chemistry, General	1	15	1.6	72	55	$ 27.03	$ 56,217	✓
Fundraisers	Public Relations/Image Management	2	29	1.0	75	50	$ 20.81	$ 43,295	✓
	Marketing/Marketing Management, General								

Source: Iowa Workforce Development, Labor Market Information: 2022-2032 Occupational Projections, workforce.iowa.gov/oproj/data
Requirements:
-Entry level annual salary not less than $40,000
-Attainment of at least a bachelor's degree
-Projected annual openings of at least 250 during the next five years (50 openings per year) or projected annual growth in the number of job openings of at least 1.0%

One-Stop Center Certification Standards: Physical and Programmatic Accessibility

The One-Stop Center certification standards for physical and programmatic accessibility draw from existing materials (e.g., Iowa's WIOA state plan, Disability Access Committee materials, WINTAC integration continuum materials), SWDB input (February 2021 meeting and May/June 2021 online survey responses), and accessibility standards established by other states.

The standards align with the One-Stop certification requirements described at 20 CFR 678.800 (as well as 34 CFR 361.800 and 34 CFR 463.800) and in USDOL-ETA's Training and Employment Guidance Letter (TEGL) No. 16-16, "One-Stop Operations Guidance for the American Job Center Network." Per these requirements, certification standards related to physical and programmatic accessibility must include evaluations of how well the Center ensures equal opportunity for individuals with disabilities to participate in or benefit from Center services. Evaluations must include criteria evaluating how well the Centers and delivery systems take actions to comply with the disability-related regulations implementing WIOA sec. 188, set forth at 29 CFR part 38, including:

- Providing reasonable accommodations for individuals with disabilities;
- Making reasonable modifications to polices, practices, and procedures where necessary to avoid discrimination against persons with disabilities;
- Administering programs in the most integrated setting appropriate;
- Communicating with persons with disabilities as effectively as with others;
- Providing appropriate auxiliary aids and services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, the program or activity; and
- Providing for the physical accessibility of the Center to individuals with disabilities.

The accessibility certification standards also address Center program, service, and resource accessibility for individuals whose first language is not English and individuals with lower literacy levels.

Note: The table below includes accessibility standards for both comprehensive and affiliate Centers, in separate columns. In most cases, the same standard applies to both comprehensive and affiliate Centers. However, in one case, standard #8, the standard for affiliate Centers has been adjusted from the standard for comprehensive Centers to reflect different statutory, regulatory, and policy requirements as well as typical partner presence, staffing, operations, and service delivery in affiliate Centers.

1

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Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
1. The Center supports knowledge development and capacity building of all partners and staff providing services in the Center by providing onboarding and regular refresher training on applicable laws, regulations, and policies regarding providing equal opportunity to all customers and ensuring nondiscrimination in service delivery.	*1. Same as comprehensive Center standard.*	- Staff training agendas/training content and training schedules - Training records - Staff demonstrate knowledge/familiarity when asked - Job descriptions and professional development plans include this focus
2. The location and internal and external physical layout of the Center is accessible to and inclusive of individuals with disabilities and provides suitable space for service delivery.	*2. Same as comprehensive Center standard.*	- Monitoring documents to attest to the Center's compliance with ADA standards - External: Center is on an accessible public transport line or other transport mode (e.g., van service) that is accessible to individuals with disabilities; parking lot spaces closest to the door are dedicated and marked for individuals with disabilities; the Center features ramps for wheelchair access, automatic doors, and wide paths and doorways - Internal: The Center interior includes ramps as necessary; automatic doors; wide doorways; adjustable workstations; wide and easily navigable corridors; adjustable seating; and accessible restrooms

2

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Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
3. The Center's programs and services are accessible to and inclusive of individuals with disabilities.	*3. Same as comprehensive Center standard.*	- The Disability Access Committee (DAC) is consulted to identify and address gaps in accessibility within the Centers. The DAC documents steps taken to address identified deficiencies - Software programs meet the Web Content Accessibility Guidelines 2.0, AA (WCAG) standards for accessibility - Vital information is 508c-compliant, as verified by a sample of documents

3

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Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
4. The Center and its programs and services are accessible to and inclusive of individuals whose first language is not English and who have lower literacy levels. Language assistance services (e.g., oral interpretation, written translation, online translation tools) are available as appropriate based on the needs of the local population and are provided in a timely manner and free of charge.	*4. Same as comprehensive Center standard.*	- Review and confirmation of available language assistance services - Review and confirmation of availability of limited literacy/"plain language"-format materials - Review and confirmation of vital information available in translation or availability of staff assistance and/or online or other tools to assist with translation needs as needed - Materials containing vital information that are produced by the Center only in English include a "Babel notice" provided in the predominant languages, or likely to be encountered in the community, that informs readers that the material contains vital information and explains how to access language services to have the contents of the communication provided in other languages - A written language access plan is being developed or updated to ensure that LEP individuals have meaningful access as outlined by the appendix in 29 CFR § 38.9

4

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Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
5. The Center has trained staff who can proficiently use available assistive technology and aids for individuals with disabilities (e.g., visual, hearing, physical, mental, and intellectual) and help customers use it. Assistive technology and aids provided by the Center are adequate and up-to-date to ensure access to computers, software, and other Center resources and services for customers with disabilities. Center staff know which assistive technologies and aids are available and where they are located.	5. Same as comprehensive Center standard.	▪ Confirmation of available and functioning assistive technology and aids ▪ Staff training agendas/training content and training schedules ▪ Training records ▪ Staff demonstrate their knowledge/familiarity with using assistive technology and aids ▪ Documentation of consultation with the Disability Access Committee around provision of assistive technology and aids and staff training on their use
6. In compliance with WIOA sec. 188, the Center and/or the LWDB has policies, procedures, or other guidance in place regarding nondiscrimination and ensures equal physical and programmatic opportunity, accessibility, and inclusiveness for all customers.	6. Same as comprehensive Center standard.	▪ Published local policies, procedures, or other guidance ▪ Disability Access Committee and/or WINTAC integration continuum materials ▪ Center operational plan ▪ Center service delivery process flow/guidance

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Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
7. Services are provided in an integrated and inclusive setting, as appropriate for the individual customer and in accordance with applicable laws, regulations, and policies.	7. Same as comprehensive Center standard.	- Confirmation with staff that services for individuals with disabilities are not segregated/that individuals with disabilities are not automatically routed to providers of service for individuals with disabilities - Published local policies, procedures, or other guidance - Disability Access Committee and/or WINTAC integration continuum materials - Center operational plan - Center service delivery process flow/guidance

6

Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
8. All customers have equal opportunity and are provided access to all One-Stop programs and basic career services and access to other services provided by all WIOA core, required, and locally-included/non- mandatory partners in a timely manner, either on-site at the Center, through on- demand technology/direct linkage[1], or through trained staff from another partner program[2]. In addition, the Center has a process in place to ensure that referrals to One-Stop or other partners that are not co-located in the Center are "warm" [6]and facilitated.	8. The Center maximizes customers' equal opportunity and timely access to the programs and services of non-co-located One-Stop core and required partners through methods such as trained staff from on-site partner programs, direct linkage, "warm" referral[3], and/or other methods.	• The local MOU reflects the coordinated service delivery method and approach for all customers, including those with disabilities • If not described in the MOU, there is documentation in place that describes how all customers, including those with disabilities, have access to all of the services provided by core and required WIOA partners • Policy and procedure documents • SOPs • Case Notes

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[1] See USDOL-ETA TEGL No. 16-16. In the TEGL, "direct linkage" is defined as "providing a direct connection at the American Job Center within a reasonable time, by phone or through a real-time Web-based communication, to a program staff member who can provide program information or services, including career services, to the customer. Solely providing a phone number, Web site, information, pamphlets, or materials does not constitute a 'direct linkage.'"

[2] TEGL No. 16-16 describes "trained staff" as "having a staff member from a different partner program physically present at the American Job Center and

appropriately trained [emphasis in the original] to provide information to customers about the programs, services, and activities available through all partner programs."

[3] "Warm referral" means that Center staff make direct contact with other programs on behalf of the customer to schedule necessary appointments and follow-up in a timely manner, rather than requiring the customer to manage his/her own referral.

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Certification Standards – Comprehensive Standards	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
9. Center partner staff provide opportunities for competitive, integrated employment for individuals with disabilities. Competitive, integrated employment is non-segregated, community-based employment with employers that also employ individuals without disabilities, in occupations comparable to those held by employees who do not have disabilities.	9. Same as comprehensive Center standard.	▪ Published local policies, procedures, or other guidance ▪ Disability Access Committee and/or WINTAC integration continuum materials ▪ Center operational plan ▪ Center service delivery process flow/guidance ▪ Data on the types of jobs the Center is referring individuals with disabilities to and placing them in ▪ Documentation of business service team outreach to employers related to competitive, integrated employment opportunities for candidates with disabilities

9

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One-Stop Center Certification Standards: Effectiveness

The One-Stop Center certification standards for effectiveness draw from existing materials (e.g., Iowa's WIOA state plan), SWDB input (February 2021 meeting and May/June 2021 online survey responses), and effectiveness standards established by other states. The standards align with the One-Stop certification requirements described at 20 CFR 678.800 (as well as 34 CFR 361.800 and 34 CFR 463.800) and in USDOL-ETA's Training and Employment Guidance Letter (TEGL) No. 16-16, "One-Stop Operations Guidance for the American Job Center Network." Per these requirements, certification standards related to effectiveness must include evaluations of how well the Center:

- Integrates available services for participants and businesses.
- Meets the workforce development needs of participants and the employment needs of local employers.
- Operates in a cost-efficient manner.
- Coordinates services among the One-Stop partner programs.
- Provides access to partner program services to the maximum extent practicable; and
- Takes feedback from One-Stop customers into account in evaluation of the elements above.

Note: The table below includes effectiveness standards for both comprehensive and affiliate Centers, in separate columns. In some cases, the same standard applies to both comprehensive and affiliate Centers. In others, the standards for comprehensive Centers have been adjusted to reflect different statutory, regulatory, and policy requirements as well as typical staffing, partner presence, operations, and service delivery in affiliate Centers. Finally, in one case (standard #4), there is only a standard for comprehensive Centers. However, local workforce development boards may choose to set a related standard for affiliate Centers, as appropriate to the situation in their local workforce areas.

Certification Standards – Comprehensive Centers	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
1. Center staff who perform the Welcome and Exploratory Services functions are cross trained to be knowledgeable with the functions and basic eligibility requirements of each program.	*1. Same as comprehensive Center standard.*	• Agendas, training materials, meeting notes which document the partners sharing services and resources • Memorandum of Understanding • Customer satisfaction surveys • Job descriptions/documents outlining job duties

10

IOWA State Workforce Development Board

Certification Standards – Comprehensive Centers	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
~~2. The Center ensures that customers have access to all One-Stop programs and services through co-located on-site staff, the use of appropriately trained on-site partner staff[4], or direct technology linkage[5]. In addition, the Center has a process in place to ensure that referrals to One-Stop or other partners that are not co-located in the Center are "warm"[6] and facilitated.~~	~~2. The Center maximizes customers' timely access to the programs and services of non-co-located One-Stop core and required partners through "warm" and facilitated referrals and/or other methods, such as using trained staff from on-site partner programs or direct technology linkage.~~	~~• Memorandum of Understanding~~ ~~• Policy and procedure documents~~ ~~• SOPs~~ ~~• Case notes~~
3. The Center has a documented, seamless customer flow process that is integrated and inclusive of the following activities: • Welcome, intake, and orientation • Management of the Exploratory Services Area • Workshops • Development of the Individual Employment Plan (IEP) or service plan • Assessment – informal and/or formal • Referrals • Any other activities as defined by the local workforce development board	3. The Center has a documented, seamless customer flow process that is integrated and inclusive of the following activities: • Welcome, intake, and orientation • Management of the Exploratory Services Area • Development of the Individual Employment Plan (IEP) or service plan • Assessment – informal and/or formal • Referrals • Any other activities as defined by the local workforce development board	• Customer flow chart or similar document • WIOA service integration continuum self-assessment results and next steps template document • SOPs • Memorandum of Understanding

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[4] USDOL-ETA TEGL No. 16-16 describes "trained staff" as "having a staff member from a different partner program physically present at the American Job Center and *appropriately trained* [emphasis in the original] to provide information to customers about the programs, services, and activities available through all partner programs."

[5] USDOL-ETA TEGL No. 16-16 defines "direct linkage" as "providing a direct connection at the American Job Center within a reasonable time, by phone or through a real-time Web-based communication, to a program staff member who can provide program information or services, including career services, to the customer. Solely providing a phone number, Web site, information, pamphlets, or materials does not constitute a 'direct linkage.'"

[6] "Warm referral" means that Center staff make direct contact with other programs on behalf of the customer to schedule necessary appointments and follow-up in a timely manner, rather than requiring the customer to manage his/her own referral.

IOWA State Workforce Development Board

Certification Standards – Comprehensive Centers	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
4. Center staff are organized on functional teams that are intuitive to customers, rather than organized by program or partners. Centers must include one or more Teams that provide Welcoming, Exploratory Services, Career Services, Business Engagement and any others determined by the local workforce development board or the Center, and each team has an organized team structure (Iowa WIOA Policy Chapter 1, Section 4.9, "Characteristics of the One-Stop Delivery System").	*No corresponding standard for affiliate Centers. However, local workforce development boards may choose to set a related standard for affiliate Centers, as appropriate to the situation in their local workforce areas.*	• Organizational chart that outlines the functional teams and their roles • Memorandum of Understanding • Meeting summaries/notes from internal team meetings
5. Through coordination by the One-Stop Operator, leadership staff of on-site partners collaborate to manage the functions of the Center.	4. Leadership staff of on-site partners collaborate to manage the functions of the Center. Management of Center functions may be coordinated by the One-Stop Operator if the local workforce development board had given the Operator this role in affiliate Centers.	• Center organizational chart • Agendas and meeting notes documentation • SOPs
6. The Center uses a team-based case management approach for customers who are receiving services from multiple partners based on their individual needs, with appropriate processes and methods in place for partners to share customer information to meet the full range of customer needs.	5. Affiliate Center staff use a team-based case management approach for customers who are receiving services from multiple partners in the affiliate Center. For customers who are receiving services from both affiliate and comprehensive Center partners, there is a process in place to coordinate case management with the comprehensive Center in the local area.	• Center SOPs • Memorandum of Understanding • Documentation of the Center's use of the Integrated Resource Team model • Minutes of service planning/case management team meetings • Case notes • Confidentiality agreements and/or other information sharing agreements

12

IOWA State Workforce Development Board

Certification Standards – Comprehensive Centers	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
~~7. The Center uses customer feedback and data to assess and improve job seeker and employer satisfaction and the quality of services at the Center.~~	~~6. Same as comprehensive Center standard.~~	• ~~Documentation of the Center's review of and response to customer feedback gathered through surveys, interviews or focus groups, customer suggestions, VOS greeter, etc.~~ • ~~Notes/summaries of Center management team, functional team, and partner meetings~~
8. The Center uses demographic data to support customer outreach and service strategies to ensure equitable access and quality services for all customers.	7. Same as comprehensive Center standard.	• Documentation of the Center's review of demographic and/or other available data • Notes/summaries of Center management team, functional team, and partner meetings
9. The Center operates in a cost-effective manner. Center partners share Center costs as required by and in alignment with the Infrastructure Funding Agreement.	8. Same as comprehensive Center standard.	• One-Stop operating budget that is reconciled in accordance with policy and Infrastructure Funding Agreement that outlines costs shared by partners • Memorandum of Understanding
10. The Center's integrated business services team shares information across partners to better serve business customers, streamlines outreach to and communications with businesses, and utilizes a single point of contact approach with business customers to represent the integrated business services team.	9. The Center coordinates any business customer-facing activity with the comprehensive Center's integrated business services team.	• Organizational chart of Center • Written documentation of business services team and approach • SOPs • LWDB policy • Integrated informational and marketing materials

Attachment 5, Page 13 of 19

Certification Standards – Comprehensive Centers	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
11. The Center's floorplan/design includes adequate space and capacity to appropriately meet customers' needs and includes: • Organization and signage by function (as listed in standard #4) rather than by program • A welcoming and comfortable "front of the Center" space • Adequate office space for privacy and confidentiality, when needed • Adequate classroom/workshop space • Adequate technology, computer resources, or lab space • Sufficient multi-purpose space adaptable to meet changing needs In addition, Center hours of operation accommodate the schedules of individuals who are not able to access the Center during regular business hours, as needed.	10. The Center's floorplan/design includes adequate space and capacity to appropriately meet customers' needs and includes, as feasible and as appropriate: • Organization and signage by function rather than by program • A welcoming and comfortable "front of the Center" space • Adequate office space for privacy and confidentiality, when needed • Adequate classroom/workshop space • Adequate technology and computer resources • Sufficient multi-purpose space adaptable to meet changing needs In addition, Center hours of operation accommodate the schedules of individuals who are not able to access the Center during regular business hours, as needed.	• Assessment of Center design and physical space related to the elements listed in the standard • Floorplans/Center layout • Center physical space signage/labeling • Center operating schedule
12. The Center has a formal communication plan to share information and coordinate with all partner staff, including staff housed at affiliate Centers. The Center also holds regular meetings of on-site partners and includes other partners as needed.	11. The Center has a process in place to share information among on-site partner staff. The Center also has a process in place to share information and coordinate with partner staff housed in the comprehensive Center(s).	• Communications plan • Agendas and notes from Center, functional team, and partner meetings • Communication/organizational chart • MOU • Local Plan

IOWA State Workforce Development Board

Certification Standards – Comprehensive Centers	Certification Standards – Affiliate Centers	Example Certification Indicators (i.e., bases for determining that the standards have been met)
13. The Center management team or One-Stop Operator provides regular reports to the local workforce development board regarding Center operations, performance/outcomes metrics, and customer satisfaction/quality of services to customers.	12. The Center management team provides regular reports to the local workforce development board regarding Center operations, performance/outcomes metrics, and customer satisfaction/quality of services to customers. Preparation and submission of these reports may be coordinated by the One-Stop Operator if the local workforce development board had given the Operator this role in affiliate Centers.	• Board minutes, meeting notes • Center management team reports
14. Center signage, Center staff identifiers (including nametags, badges, email signatures, and voicemail greetings), and Center promotional materials, educational materials, fliers, pamphlets, social media posts, etc. reflect the Iowa*WORKS* brand and appropriate use of American Job Center branding, not solely the branding of individual agencies, boards, or programs.	13. Same as comprehensive Center standard.	• Review of Center signage, staff identifiers, materials, etc. • Policies and procedures • Communications plan • Social media policies

15

IOWA State Workforce Development Board

One-Stop Center Certification Standards: Continuous Improvement

The One-Stop Center certification standards for continuous improvement draw from existing materials (e.g., Iowa's WIOA state plan), SWDB input (February 2021 meeting and May/June 2021 online survey responses), and continuous improvement standards established by other states. The standards align with the One-Stop certification requirements described at 20 CFR 678.800 (as well as 34 CFR 361.800 and 34 CFR 463.800) and in USDOL-ETA's Training and Employment Guidance Letter (TEGL) No. 16-16, "One-Stop Operations Guidance for the American Job Center Network." Per these requirements, certification standards related to continuous improvement include evaluations of how well the Center:

- Supports the achievement of the negotiated local levels of performance for the indicators of performance for the local area;
- Establishes a regular process for identifying and responding to technical assistance needs;
- Establishes a regular system for continuing staff professional development; and
- Has systems in place to capture and respond to specific customer feedback.

Continuous improvement, in the context of the public workforce system, is the ongoing assessment and improvement of services and processes to achieve maximum benefit and value for the customer. To continually improve the system, decision makers must have data that provides insight into Center performance relative to local area-wide performance targets; staff support, technical assistance, and training needs; and customer experience of the service process and results. One-stop certification standards require not just that this data is collected and analyzed, but also that it is actively and ongoingly used to improve and enhance decisions and investments, system coordination, processes and operations, and service delivery.

Note: All continuous improvement standards apply to both comprehensive and affiliate Centers.

Certification Standards	Example Certification Indicators (i.e., bases for determining that the standards have been met)
1. A method or process exists to identify professional development needs of center staff.	- Written process/method - Professional development schedule - Staff interviews - Observation
2. Center staff are provided on-going training and cross-training to ensure they have the knowledge necessary to appropriately and effectively serve and/or refer customers.	- Training schedule, attendance rosters - Staff interviews - Training certificates

IOWA State Workforce Development Board

Certification Standards	Example Certification Indicators (i.e., bases for determining that the standards have been met)
3. Each partner agency providing service in the center make ~~commits to supporting and making~~ available professional learning opportunities for their staff.	• Training schedule • Meeting notes • Charter or another organizing document • Training certificates • MOU
4. Methods are in place to track customer satisfaction and feedback. The Center and the Local Workforce Development Board uses the customer feedback and data to assess and improve job seeker and employer services in the local area. ~~These results are reported regularly to the local workforce development board and are used to refine service delivery within the center.~~	• Policy and/or process documents • Customer satisfaction data (collected locally or at the state level) • Data from customer interviews, focus groups, surveys, etc. • Data analysis • Meeting summaries where information was discussed • Local WDB meeting minutes
5. The center has demonstrated high customer satisfaction from job seeking customers as determined by the Local WDB.	• Customer satisfaction data (collected locally or at the state level) • Data from customer interviews, focus groups, surveys, etc.
6. The center has demonstrated high customer satisfaction from business customers as determined by the Local WDB.	• Customer satisfaction data (collected locally or at the state level) • Data from customer interviews, focus groups, surveys, etc.

IOWA State Workforce Development Board

Certification Standards	Example Certification Indicators (i.e., bases for determining that the standards have been met)
7. Center partners demonstrate a shared commitment to providing customers with high-quality, impactful service experiences[7].	• Center service delivery vision, mission, and/or values • Customer-centered design work documents/materials • MOU • Charter • Meeting notes • Staff interviews • Observation • Customer Satisfaction Survey
8. The center has robust internal processes in place to assess and improve operational efficiency and effectiveness, including but not limited to the level and effectiveness of partner integration, outreach and intake, assessment, service planning and delivery coordination, case management, career pathways, center processes (e.g., welcome, referral, and other processes), review of WIOA key performance measures, etc.	• Written assessment process/method and results • Meeting notes • Process improvement documents • Customer survey results • Staff interviews • WINTAC integration continuum materials • Analysis of performance data/reports
9. The center tracks progress of partner integration efforts through the use of the WINTAC integration model, or another model approved by the SWDB, to positively impact system integration across multiple center services, including outreach and intake, assessment, career services, case management, career pathways, and business engagement.	• Written process/method • Meeting notes • Process improvement documents • WINTAC integration continuum materials • Integration Continuum Major Processes Desk Aid • Disability Access Committee meeting notes/reports

Attachment 5, Page 18 of 19

IOWA State Workforce Development Board

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[7] See USDOL-ETA TEGL No. 04-15, "Vision for the One-Stop Delivery System under the Workforce Innovation and Opportunity Act (WIOA)."