



# Workforce Alignment Review (WAR) UPDATE

CSBS leadership  
April 22nd, 2025

# “Workforce First Act”

(HSB 50, HF 420, SSB 1024)

- No later than the *first* meeting of the state board of regents occurring on or after November 1, 2025, the board shall **complete a review of all undergraduate and graduate academic programs** offered at institutions of higher education governed by the board. The purpose of the review shall be **to determine whether and to what extent each academic program aligns with current and future workforce needs in this state**. The board shall conduct the review **in consultation with the department of education and the department of workforce development**
- The board shall submit a report on the results of the review to the governor and the general assembly **no later than November 30, 2025**. For each academic program reviewed, the **report shall recommend that the program remain unchanged, recommend that the program be eliminated, or recommend that the program be changed and describe recommended changes.**

# Workforce Alignment Review of Programs

## Spring 2025

- Iowa BOR Workforce Alignment Review (WAR) of Programs
- From the BOR WAR committee DRAFT planning document
  - Board Intent:** Receive a report outlining whether and to what extent each academic program aligns with current and future workforce needs.
  - Scope:** All for-credit undergraduate, graduate and professional academic programs
  - Timeline:** Review completed by October 15 for inclusion in November 12-13, 2025 Board of Regents meeting. Submit report to the Governor's office and the General Assembly by November 30, 2025.
  - Output:** To be developed in collaboration with academic leaders and Board office staff, but to include information on workforce alignment by program, identified low-enrollment programs, and any associated recommendations.
  - Work team:** Board office staff, Associate Provosts for Undergraduate Programs (or designees), Deans for Graduate/Professional (or designees), Institutional Research or Assessment leaders
    - Additional Partners:** Academic deans, dept chairs, Faculty Senate leadership, Iowa Workforce Development LMI staff, Iowa Department of Education researchers and Bureau of Community Colleges
  - Team Meeting Schedule:** Every other Wednesday, or as needed until July. Reassess then.

# Workforce Alignment Review of Programs

## Spring 2025

### Preliminary Data:

- IWD wages and projections by SOC codes, including list of high-demand occupations and “hot jobs”; Iowa Workforce Grant and Incentive program eligibility
- Bureau of Labor Statistics projections for regional and national occupational workforce demand
- Program enrollment and graduates at 4- & 6-digit CIP; professional licensure data/outcomes, 5-year trend
- US Census data on program outcomes at 4-digit CIP code level, by industry (1, 5 and 10 years post-graduation)
- Graduate school enrollment data (within 10 years of graduation)
- Survey or other data on soft skills desired by employers
- List of Program-Industry Advisory Boards
- List of terminated academic programs in the last 10 years

# Assorted links with Workforce related articles and research

## **The Edge: What it means to 'hack college'**

<https://www.chronicle.com/newsletter/the-edge/2025-03-05>

Additional pieces by the writer they cite:

## **History Majors: Beyond the Myths and Into the Workforce**

<https://www.graydi.us/blog/gray-insights/history-majors-beyond-the-myths-and-into-the-workforce>

## **The Artists Are Not Starving: How Arts Programs Profit Students and Schools**

<https://www.graydi.us/blog/gray-insights/the-artists-are-not-starving-how-arts-programs-profit-students-and-schools>

## **Comparison of three ROI calculators that includes FREOPP:**

<https://bipartisanpolicy.org/explainer/measuring-the-return-on-investment-of-higher-education-breaking-down-the-complexity/>

# WAR committee next steps

## April 16 WAR meeting:

- BOR staff will provide a mock-up of a 1-pager to start to conceptualize final output
- BOR staff will set meeting with Iowa Workforce Development re: available data on workforce needs and outcomes (meeting set for April 16)
- BOR staff will continue development of program-level ROI methodology
- Universities will gather [program licensure](#) outcome data (organize by 6-digit CIP in Excel spreadsheet, upload to CyBox)
- Universities will start to compile list of program-[industry advisory boards](#)
- Universities will review and update [program termination list](#) (provided by Rachel)

## April 23 COP Meeting:

- Update to full Council of Provosts regarding the Workforce Alignment Review plan and progress. Get input on summer communications strategies.

## April 30 WAR meeting:

- Review status of data sets available, including from IWD
- Review status of ROI methodology
- Follow-up on any guidance provided by COP

# Updates

## April 16 WAR meeting takeaways:

### Defining “programs”

- Focus is currently on using 4 digit CIP (classification of instructional programs) codes and federal labels related to “field of study” (see [BOR list for all 3 institutions](#))
  - Note how certain 6 digit CIPs roll up into a larger “field of study” (eg. Art 50.07)
  - We may need to request that several 4 digit CIPs be combined to better reflect a specific UNI program (eg. Chemistry 40.05 and Biochemistry 26.02)
- Data sources
  - Focus on public data sources
    - [PSEO Explorer - Census Bureau](#)
  - BOR staff continues to explore ROI methodology
    - [Explore Our ROI Rankings - CEW Georgetown](#)
- Campus communication (CHAS leadership, Faculty leaders and CSBS today)
- BOR staff meeting with the Council of Provosts this week (and IWF, DOE)