



# Workforce Alignment Review (WAR) UPDATE

Faculty Senate  
April 23, 2025

# “Workforce First Act”

(HSB 50, HF 420, SSB 1024)

Excerpts from the proposed legislation:

- “No later than...November 1, 2025, the board shall **complete a review of all undergraduate and graduate academic programs ...to determine whether and to what extent each academic program aligns with current and future workforce needs in this state.**
- “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

Alternatively...

- Iowa BOR will conduct a **Workforce Alignment Review (WAR) of Programs** by Oct 15, 2025

The BOR report will include:

- Workforce alignment data by program (i.e. [PSEO Explorer - Census Bureau](#))
  - Wages and job projections (Iowa Workforce Development, Bureau of Labor Statistics)
  - ROI for program graduates (i.e. [Explore Our ROI Rankings - CEW Georgetown](#))
  - Identification of low-enrollment programs (i.e. graduation rates at 4- & 6-digit CIP; professional licensure outcomes)
  - Recommendations
- **Final report** will be presented to the Board at the **November 2025** meeting