



Workforce Alignment Review OVERVIEW

Special Faculty Meeting
May 12, 2025

“Workforce First Act”

(HSB 50, HF 420, SSB 1024)

Excerpts from the previously proposed legislation [HF420](#):

- “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

Alternatively...

- Iowa BOR will conduct a **Workforce Alignment Review (WAR) of Programs** by **Oct 15, 2025**
- Developed in collaboration with academic leaders and Board office staff and rely on publicly available common data sets
- Focus on for-credit undergraduate, graduate and professional academic programs

Workforce Alignment Review of Programs

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](#))
- Average number of program graduates (i.e. graduation numbers at 4- & 6-digit CIP; professional licensure outcomes)
- Recommendations

Final report will be presented to the Board at the **November 2025** meeting

Workforce Alignment Review of Programs

FAQ's

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”

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 updates will be posted under [Current Initiatives](#) on the Provost's Office webpage

Next Steps

- **BOR staff and WAR Council**
 - Develop a mock-up of a 1-pager for each program to start to conceptualize final output
 - Meetings with Iowa Workforce Development, Iowa Department of Education, and Iowa Business Council to identify additional data sources
 - Continue development of program-level ROI methodology
 - Create data dictionary
- **UNI**
 - Watch for updates throughout the summer
 - Consider curriculum changes and innovation through the lens of workforce development and enrollment growth

Workforce related articles and research

The Edge: What it means to 'hack college'

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

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/>

Iowa's Career Explorer

<https://workforce.iowa.gov/labor-market-information/career-exploration/data>

Arts and Design Alumni Employment and Perspectives on Their Work and Careers

<https://snaaparts.org/findings/reports/arts-and-design-alumni-employment-and-perspectives-on-their-work-and-careers>

Equitable Value: Promoting Economic Mobility and Social Justice Through Postsecondary Education

<https://live-postsecondary-value-commission.pantheonsite.io/wp-content/uploads/2021/07/PVC-Final-Report-FINAL-7.2.pdf>