IOWA WORKFORCE GRANT AND INCENTIVE PROGRAM

Actions Requested: Consider approval of the academic majors and high-demand jobs eligible for the Iowa Workforce Grant and Incentive Program for academic years 2025-26 and 2026-27.

Background: First created in FY24, the Iowa Workforce Grant and Incentive Program is an award available to eligible junior and senior, Iowa resident students at Iowa's public universities, to receive grants for up to four semesters, with an additional $2,000 incentive payment if they accept a high-demand job aligned with their major within six months of degree completion and work full-time in that position for 12 consecutive months (as verified by the employer).

The first full year of the program was academic year 2023-24. A total of 3,393 students received $6,619,622 in awards, averaging $1,951 per recipient. Iowa College Aid provided the summary of recipients, including the top five academic majors they represented (Table 1).

Table 1: Iowa Workforce Grant and Incentive Program Recipients (*with top 5 majors*), 2023-24

Recipients	3,393
Elementary Education	*351*
Computer Occupations	*148*
Biology	*134*
Psychology	*126*
Business Administration	*124*
Maximum Award	$2,400
Expenditures	$6,619,622
Average Award	$1,951
Average full-time tuition/fees	$10,396

To compile the list of eligible programs for 2025-2027, Iowa Workforce Development provided Board staff a list of eligible high-demand jobs that meet the criteria outlined in the bill. The Board of Regents office aligned them with bachelor's degree programs at the universities through a matching process that uses a crosswalk of the Standard Occupational Classification (SOC) code applied to each job, and the Classification of Instructional Program (CIP) code assigned to each major. The SOC to CIP crosswalk was jointly developed by the U.S. Bureau of Labor Statistics and the National Center for Education Statistics, so it provides a standardized basis for this effort. However, each institution has unique situations where CIP codes do not perfectly fit the standardized crosswalk, so Board office staff also identified small number of academic program exceptions that should be included to best meet Iowa's workforce needs.

This list of eligible programs must be approved by the Board of Regents and by the State Workforce Board. Implementation will be handled by the Iowa College Aid Commission.

Major Name	cip_code	University	College
Accounting	52.0301	SUI	College of Business Administration
Accounting	52.1399	UNI	Wilson College of Business
Accounting, B.S.	52.0301	ISU	College of Business
Actuarial Science	52.1304	SUI	College of Liberal Arts & Sciences
Actuarial Science, B.S.	52.1304	ISU	College of Business
Advertising, B.A.	09.0903	ISU	College of Liberal Arts & Sciences
Aerospace Engineering, B.S.	14.0201	ISU	College of Engineering
Agricultural Engineering, B.S.	14.0301	ISU	College of Engineering
Agricultural and Life Sciences Education, B.S.	13.1301	ISU	College of Agriculture & Life Sciences
Agricultural and Rural Policy Studies, B.S.	44.0401	ISU	College of Agriculture & Life Sciences
Agronomy, B.S.	01.1102	ISU	College of Agriculture & Life Sciences
Animal Ecology, B.S.	26.1301	ISU	College of Agriculture & Life Sciences
Animal Science, B.S.	01.0901	ISU	College of Agriculture & Life Sciences
Anthropology	45.0201	UNI	College of Social & Behavioral Sciences
Anthropology	45.0201	SUI	College of Liberal Arts & Sciences
Anthropology, B.A.	45.0201	ISU	College of Liberal Arts & Sciences
Applied Physics	40.0801	SUI	College of Liberal Arts & Sciences
Architecture, B.Arch.	04.0902	ISU	College of Design
Art	13.1302	UNI	College of Humanities, Arts & Sciences
Art Education	13.1302	SUI	College of Education
Art History	50.0703	SUI	College of Liberal Arts & Sciences
Art and Design, B.A.	50.0401	ISU	College of Design
Art: History Emphasis	50.0703	UNI	College of Humanities, Arts & Sciences
Astronomy	40.0201	SUI	College of Liberal Arts & Sciences
Automation Engineering Tech	15.0406	UNI	College of Humanities, Arts & Sciences
Biochemistry	26.0202	UNI	College of Humanities, Arts & Sciences
Biochemistry and Molecular Biology	26.0202	SUI	College of Medicine
Biochemistry, B.S.	26.0202	ISU	College of Liberal Arts & Sciences
Bioinformatics and Computational Biology, B.S.	26.1103	ISU	College of Liberal Arts & Sciences

Major Name	cip_code	University	College
Biological Systems Engineering, B.S.	14.0301	ISU	College of Engineering
Biology	26.0101	SUI	College of Liberal Arts & Sciences
Biology	26.0101	UNI	College of Humanities, Arts & Sciences
Biology, B.S. (AGLS)	26.0101	ISU	College of Agriculture & Life Sciences
Biology: Biomedical	26.0102	UNI	College of Humanities, Arts & Sciences
Biology:Ecological, Evolutional, Organismal	26.1301	UNI	College of Humanities, Arts & Sciences
Biomedical Engineering	14.0501	SUI	College of Engineering
Biomedical Engineering, B.S.	14.0501	ISU	College of Engineering
Business Administration, B.B.A.	52.0201	ISU	College of Business
Business Analytics	52.1399	UNI	Wilson College of Business
Business Analytics & Information Systems	52.1399	SUI	College of Business Administration
Business	52.0101	SUI	College of Business Administration
Business Economics, B.S.	52.0601	ISU	College of Business
Business Teaching	13.1303	UNI	Wilson College of Business
Chemical Engineering	14.0701	SUI	College of Engineering
Chemical Engineering, B.S.	14.0701	ISU	College of Engineering
Chemistry	40.0501	SUI	College of Liberal Arts & Sciences
Chemistry	40.0501	UNI	College of Humanities, Arts & Sciences
Chemistry, B.A.	40.0501	ISU	College of Liberal Arts & Sciences
Chemistry, B.S.	40.0501	ISU	College of Liberal Arts & Sciences
Civil Engineering	14.0801	SUI	College of Engineering
Civil Engineering, B.S.	14.0801	ISU	College of Engineering
Climate Science, B.S.	40.0401	ISU	College of Liberal Arts & Sciences
Comm/PR: Special Events	09.0902	UNI	College of Humanities, Arts & Sciences
Comm/PR: Sports Public Relations	09.0902	UNI	College of Humanities, Arts & Sciences
Comm/PR: Strategic Public Rel	09.0902	UNI	College of Humanities, Arts & Sciences
Comm/PR:Sport Pub Rel-Combined	09.0902	UNI	College of Humanities, Arts & Sciences
Communication	09.0101	UNI	College of Humanities, Arts & Sciences
Communication Studies	09.0101	SUI	College of Liberal Arts & Sciences
Communication Studies, B.A.	09.0101	ISU	College of Liberal Arts & Sciences

Major Name	cip_code	University	College
Communication/Public Relations	09.0902	UNI	College of Humanities, Arts & Sciences
Communication:Digital Media Leasdership	09.0702	UNI	College of Humanities, Arts & Sciences
Community and Regional Planning, B.S.	04.0301	ISU	College of Design
Comprehensive Sec Science Teaching	30.0101	UNI	College of Humanities, Arts & Sciences
Computer Engineering, B.S.	14.0901	ISU	College of Engineering
Computer Science	11.0701	UNI	College of Humanities, Arts & Sciences
Computer Science	11.0701	SUI	College of Liberal Arts & Sciences
Computer Science and Engineering	14.0901	SUI	College of Engineering
Computer Science, B.A.	11.0701	ISU	College of Liberal Arts & Sciences
Construction Engineering, B.S.	14.3301	ISU	College of Engineering
Construction Management	52.2001	UNI	College of Humanities, Arts & Sciences
Counseling and Behavioral Services	51.1504	SUI	College of Education
Crim & Crim Justice: Law Enforcement	43.0103	UNI	College of Social & Behavioral Sciences
Crim & Criminal Justice- Online	45.0401	UNI	College of Social & Behavioral Sciences
Criminal Justice - Online	43.0103	UNI	College of Social & Behavioral Sciences
Criminal Justice, B.A.	43.0104	ISU	College of Liberal Arts & Sciences
Criminology & Criminal Justice	45.0401	UNI	College of Social & Behavioral Sciences
Criminology, Law and Justice	45.0401	SUI	College of Liberal Arts & Sciences
Cyber Security Engineering, B.S.	29.0207	ISU	College of Engineering
Dairy Science, B.S.	01.0905	ISU	College of Agriculture & Life Sciences
Data Science	30.7001	SUI	College of Liberal Arts & Sciences
Data Science, B.S.	30.3001	ISU	College of Liberal Arts & Sciences
Dietetics, B.S. (AGLS)	51.3101	ISU	College of Agriculture & Life Sciences
Dietetics, B.S. (HSCI)	51.3101	ISU	College of Human Sciences
Early Childhood Ed - Online	13.1210	UNI	College of Education
Early Childhood Education, B.S.	13.1210	ISU	College of Human Sciences
Earth Science	40.0601	UNI	College of Humanities, Arts & Sciences
Earth Science, B.S.	40.0601	ISU	College of Liberal Arts & Sciences
Economics	45.0601	SUI	College of Business Administration
Economics, B.S.	45.0601	ISU	College of Liberal Arts & Sciences

Major Name	cip_code	University	College
Economics: Business Economics	45.0602	UNI	Wilson College of Business
Economics: General Economics	45.0601	UNI	Wilson College of Business
Economics: Quantitative Techniques	45.0603	UNI	Wilson College of Business
Electrical Engineering Technology	15.0403	UNI	College of Humanities, Arts & Sciences
Electrical Engineering	14.1001	SUI	College of Engineering
Electrical Engineering, B.S.	14.1001	ISU	College of Engineering
Elementary Ed for Paraeducator	13.1017	UNI	College of Education
Elementary Education	13.1202	UNI	College of Education
Elementary Education	13.1315	SUI	College of Education
Elementary Education	13.1202	SUI	College of Education
Elementary Education, B.S.	13.1202	ISU	College of Human Sciences
English Education	13.1305	SUI	College of Education
English Teaching	13.1305	UNI	College of Humanities, Arts & Sciences
English, B.A.	23.0101	ISU	College of Liberal Arts & Sciences
English, B.S.	23.0101	ISU	College of Liberal Arts & Sciences
Enterprise Leadership	52.0213	SUI	College of Liberal Arts & Sciences
Entrepreneurial Management	52.0701	SUI	College of Business Administration
Entrepreneurship	52.0701	SUI	College of Business Administration
Entrepreneurship, B.S.	52.0701	ISU	College of Business
Env Res Mgmt: Ecosystems	03.0201	UNI	No Specific College/Unaffiliated
Env Res Mgmt: Env Compliance	03.0201	UNI	No Specific College/Unaffiliated
Env Res Mgmt: Geosystems	03.0201	UNI	No Specific College/Unaffiliated
Env Res Mgmt: Res Admin	03.0201	UNI	No Specific College/Unaffiliated
Env Science: Env Earth Science	03.0104	UNI	College of Humanities, Arts & Sciences
Env Science: Env Life Sciences	03.0104	UNI	College of Humanities, Arts & Sciences
Environmental Engineering	14.1401	SUI	College of Engineering
Environmental Policy and Planning	03.0103	SUI	College of Liberal Arts & Sciences
Environmental Science	03.0104	UNI	College of Humanities, Arts & Sciences
Environmental Science, B.S.	03.0104	ISU	College of Liberal Arts & Sciences; Ag & Life Sc
Environmental Sciences	03.0104	SUI	College of Liberal Arts & Sciences

Major Name	cip_code	University	College
Family and Consumer Sciences Education and Studies, B.S.	19.0101	ISU	College of Human Sciences
Finance	52.0801	SUI	College of Business Administration
Finance, B.S.	52.0801	ISU	College of Business
Finance: Financial Management	52.0801	UNI	Wilson College of Business
Finance: Investments	52.0807	UNI	Wilson College of Business
Finance: Personal Wealth Mgmt	52.0804	UNI	Wilson College of Business
Financial Counseling and Planning, B.S.	19.0401	ISU	College of Human Sciences
Forestry, B.S.	03.0502	ISU	College of Agriculture & Life Sciences
Genetics, B.S. (AGLS)	26.0801	ISU	College of Agriculture & Life Sciences
Genetics, B.S. (LAS)	26.0801	ISU	College of Liberal Arts & Sciences
Geographic Information Science	45.0702	UNI	College of Social & Behavioral Sciences
Geography	45.0701	UNI	College of Social & Behavioral Sciences
Geographical and Sustainability Sciences	30.4401	SUI	College of Liberal Arts & Sciences
Geographic Information Science	45.0702	SUI	College of Liberal Arts & Sciences
Geographic and Sustainability Sciences	30.3301	SUI	College of Liberal Arts & Sciences
Geography: Global and Regional	45.0701	UNI	College of Social & Behavioral Sciences
Geology, B.S.	40.0601	ISU	College of Liberal Arts & Sciences
Geoscience	40.0601	SUI	College of Liberal Arts & Sciences
Graphic Design	50.0409	UNI	College of Humanities, Arts & Sciences
Graphic Design, B.F.A.	50.0409	ISU	College of Design
Graphic Technology	10.0301	UNI	College of Humanities, Arts & Sciences
Healthcare Management, B.S.	51.0701	ISU	College of Business
History	54.0101	SUI	College of Liberal Arts & Sciences
History	54.0101	UNI	College of Social & Behavioral Sciences
History, B.A.	54.0101	ISU	College of Liberal Arts & Sciences
History, B.S.	54.0101	ISU	College of Liberal Arts & Sciences
History: Global Studies	54.0101	UNI	College of Social & Behavioral Sciences
Horticulture, B.S.	01.1103	ISU	College of Agriculture & Life Sciences
Hospitality Management, B.S.	52.0901	ISU	College of Human Sciences

Major Name	cip_code	University	College
Human Resource Management	52.1001	UNI	Wilson College of Business
Human Resource Management, B.S.	52.1001	ISU	College of Business
Ind Stud: Sport Admin - Online	31.0504	UNI	No Specific College/Unaffiliated
Industrial Engineering	14.3501	SUI	College of Engineering
Industrial Engineering, B.S.	14.3501	ISU	College of Engineering
Industrial Technology, B.S.	15.1501	ISU	College of Agriculture & Life Sciences
Informatics	11.0104	SUI	College of Liberal Arts & Sciences
Integrated Studio Arts, B.F.A.	50.0401	ISU	College of Design
Interactive Digital Studies	09.0799	UNI	College of Humanities, Arts & Sciences
International Relations	45.0901	SUI	College of Liberal Arts & Sciences
Journalism and Mass Communication	09.0401	SUI	College of Liberal Arts & Sciences
Journalism and Mass Communication, B.S.	09.0401	ISU	College of Liberal Arts & Sciences
K-12 Inst Strat ll: BD/LD	13.1006	UNI	No Specific College/Unaffiliated
K-8 Inst Strat I-Mild/Mod	13.1006	UNI	No Specific College/Unaffiliated
Landscape Architecture, B.L.A.	30.3301	ISU	College of Design
MIS: Information Systems Dev	52.1399	UNI	Wilson College of Business
Management	52.1002	SUI	College of Business Administration
Management Information Systems	52.1399	UNI	Wilson College of Business
Management Information Systems, B.S.	11.0103	ISU	College of Business
Management, B.S.	52.0201	ISU	College of Business
Management: Business Admin	52.0201	UNI	Wilson College of Business
Management: Human Resource	52.1001	UNI	Wilson College of Business
Management: Organizational Leadership	52.0213	UNI	Wilson College of Business
Managing Bus & Orgs - Online	52.0201	UNI	No Specific College/Unaffiliated
Marketing	52.1401	SUI	College of Business Administration
Marketing, B.S.	52.1401	ISU	College of Business
Marketing: Advertising	52.1401	UNI	Wilson College of Business
Marketing: Advertising & Digital Media	52.1404	UNI	Wilson College of Business
Marketing: Global Mktg Mgmt	52.1403	UNI	Wilson College of Business
Marketing: Mktg Mgmt	52.1403	UNI	Wilson College of Business

Major Name	cip_code	University	College
Marketing: Sales Management	52.1801	UNI	Wilson College of Business
Materials Engineering, B.S.	14.1801	ISU	College of Engineering
Materials Science Engineering	14.1801	UNI	College of Humanities, Arts & Sciences
Math: Statistics/Actuarial Sci	27.0599	UNI	College of Humanities, Arts & Sciences
Mathematics	27.0101	SUI	College of Liberal Arts & Sciences
Mathematics	27.0101	UNI	College of Humanities, Arts & Sciences
Mathematics Education	13.1311	SUI	College of Education
Mathematics Teaching	27.0101	UNI	College of Humanities, Arts & Sciences
Mathematics, B.S.	27.0101	ISU	College of Liberal Arts & Sciences
Mechanical Engineering	14.1901	SUI	College of Engineering
Mechanical Engineering, B.S.	14.1901	ISU	College of Engineering
Meteorology, B.S.	40.0404	ISU	College of Liberal Arts & Sciences
Mfg Eng Tech: Advanced Mfg	15.0613	UNI	College of Humanities, Arts & Sciences
Mfg Eng Tech: Metal Casting	15.0613	UNI	College of Humanities, Arts & Sciences
Mfg Eng Tech: Mfg Design	15.0613	UNI	College of Humanities, Arts & Sciences
Mfg Engineering Tech	15.0613	UNI	College of Humanities, Arts & Sciences
Microbiology	26.0502	SUI	College of Medicine
Microbiology, B.S.	26.0502	ISU	College of Agriculture & Life Sciences
Middle Level Science Teaching Dual	30.0101	UNI	College of Humanities, Arts & Sciences
Music Education	13.1312	SUI	College of Education
Music Education: Instrmtl/Gen	13.1312	UNI	College of Humanities, Arts & Sciences
Music Education: Jazz/General	13.1312	UNI	College of Humanities, Arts & Sciences
Music Education:Choral/General	13.1312	UNI	College of Humanities, Arts & Sciences
Music, B.A.	50.0901	ISU	College of Liberal Arts & Sciences
Music, B.Mus.	50.0901	ISU	College of Liberal Arts & Sciences
Networking & System Administration	11.1099	UNI	College of Humanities, Arts & Sciences
Neuroscience	26.1501	SUI	College of Liberal Arts & Sciences
Nonprofit Leadership and Philanthropy	52.0206	SUI	University College
Nursing	51.3801	SUI	College of Nursing
Nursing	51.3801	UNI	College of Social & Behavioral Sciences

Major Name	cip_code	University	College
Nursing, B.S.N. (AGLS)	51.3801	ISU	College of Agriculture & Life Sciences
Nursing, B.S.N. (HSCI)	51.3801	ISU	College of Human Sciences
Nursing-RN	51.3801	SUI	College of Nursing
Nutritional Science, B.S. (AGLS)	30.1901	ISU	College of Agriculture & Life Sciences
Nutritional Science, B.S. (HSCI)	30.1901	ISU	College of Human Sciences
Physical Education	13.1314	UNI	College of Social & Behavioral Sciences
Physics	40.0801	SUI	College of Liberal Arts & Sciences
Physics	40.0801	UNI	College of Humanities, Arts & Sciences
Physics, B.S.	40.0801	ISU	College of Liberal Arts & Sciences
Physics: Data Science	40.0801	UNI	College of Humanities, Arts & Sciences
Political Communication	45.1099	UNI	College of Social & Behavioral Sciences
Political Science	45.1001	UNI	College of Social & Behavioral Sciences
Political Science	45.1001	SUI	College of Liberal Arts & Sciences
Political Science, B.A.	45.1001	ISU	College of Liberal Arts & Sciences
Psychology	42.0101	UNI	College of Social & Behavioral Sciences
Psychology	30.1701	SUI	College of Liberal Arts & Sciences
Psychology, B.A.	42.0101	ISU	College of Liberal Arts & Sciences
Psychology, B.S.	42.0101	ISU	College of Liberal Arts & Sciences
Public Administration	44.0401	UNI	College of Social & Behavioral Sciences
Public Health	51.2201	SUI	College of Public Health
Public Health-Undergraduate	51.2299	SUI	College of Public Health
Public Relations, B.S.	09.0902	ISU	College of Liberal Arts & Sciences
Real Estate	52.1501	UNI	Wilson College of Business
Risk Management and Insurance	52.1701	SUI	College of Business Administration
Science Education	13.1316	SUI	College of Education
Soc Sci Tch-Plan B All Soc Sci	13.1317	UNI	College of Social & Behavioral Sciences
Soc Sci Tchg-Plan A Specialist	13.1317	UNI	College of Social & Behavioral Sciences
Soc Sci Tchg-Plan C Basic	13.1317	UNI	College of Social & Behavioral Sciences
Social Studies Education	13.1318	SUI	College of Education
Social Work	44.0701	UNI	College of Social & Behavioral Sciences

Major Name	cip_code	University	College
Social Work	44.0701	SUI	College of Liberal Arts & Sciences
Sociology	45.1101	SUI	College of Liberal Arts & Sciences
Sociology	45.1101	UNI	College of Social & Behavioral Sciences
Sociology, B.A.	45.1101	ISU	College of Liberal Arts & Sciences
Sociology, B.S.	45.1101	ISU	College of Liberal Arts & Sciences
Software Engineering, B.S.	14.0903	ISU	College of Engineering
Sport and Recreation Management	31.0504	SUI	College of Liberal Arts & Sciences
Statistics	27.0501	SUI	College of Liberal Arts & Sciences
Statistics, B.S.	27.0501	ISU	College of Liberal Arts & Sciences
Supply Chain Management	52.0203	UNI	Wilson College of Business
Supply Chain Management, B.S.	52.0203	ISU	College of Business
TESOL/Spanish	13.1401	UNI	College of Humanities, Arts & Sciences
Teaching English to Speakers of Other Languages	13.1401	UNI	College of Humanities, Arts & Sciences
Tech & Engineering Educ-Teaching	13.1309	UNI	College of Humanities, Arts & Sciences
Technical Communication, B.S.	23.1303	ISU	College of Liberal Arts & Sciences
Technology Management	15.0612	UNI	College of Humanities, Arts & Sciences
World Language Education	13.1306	SUI	College of Education
World Languages and Cultures, B.A.	16.0900	ISU	College of Liberal Arts & Sciences
Writing	23.1301	SUI	College of Liberal Arts & Sciences