



GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
AGRICULTURE WORKING GROUP

Biofuels Growth

■ Background and Current State:

- Considering the huge economic impact of the biofuels industry on Iowa farmers and rural communities, actions are needed to increase markets and reduce regulatory limitations

■ Recommendations: *(Note: there are two potential pathways to drive growth, both of which need greater input and discussion from the Working Group)*

■ Potential Pathway 1:

- Establish a standing appropriation for the Renewable Fuels Infrastructure Program (RFIP) at a higher funding level to reduce the backlog of proposed infrastructure projects and to increase consumer choice at the pump
- Consider establishing an ethanol and biodiesel blend retailer tax credit for higher blends
- Develop a recommendation for higher blending requirements statewide (E15, B20 standard)
- Support biogas renewable energy production

■ Potential Pathway 2:

- Establish a statewide requirement that all fuel retailers must offer E15 and B20 at all pumps.
- Direct that all underground storage tanks and pumps currently approved for E10/B5 are immediately approved for E15/B20 use in the State of Iowa including as it relates to UL listing.
- Allow 1 pump per retailer site to dispense E0/E10, at retailer's discretion, for use in boats/off-road vehicles/pre-2001 model year vehicles.
- Provide liability protection to retailers

■ Measurable:

- Iowa maintains and grows its leadership position in biofuels production, providing market opportunities for Iowa farmers, jobs for rural communities and renewable fuel choice for consumers



Crop and Market Diversification and Growth

■ Background and Current State:

- Need to build on success of existing crops and markets by creating new value added crops and markets, and meeting emerging consumer food trends

■ Recommendations:

- Launch a value added ag grant program to incentivize private investment and creative product and marketing concepts
- Create an IDALS Program Office to coordinate with individuals and companies to remove barriers/open doors for small niche food processing and marketing opportunities, new uses for existing commodities, direct-to-consumer concepts (Example: work with DOT to include soybean polymer use in asphalt contractor specs, switch grass in sediment control specs)
- Launch an annual award competition and conference to recognize and provide funding support for new concepts
- Expand collaboration with ISU Research & Development and ISU Extension and Outreach; promote increased government funding for new crop development and market segment development (e.g. sustainability, traceability)

■ Measurable:

- The value of Iowa agriculture products increases and more producers are less vulnerable to commodity market volatility



The Iowa Ag Brand

■ Background and Current State:

- Need a comprehensive Iowa ag brand umbrella that extends beyond specific products to include Iowa's reputation for quality, environmental responsibility and skilled ag workforce
- Can be the strategy for a new level of dialogue between Iowa agriculture and urban consumers

■ Recommendations:

- Implement an outreach effort with leadership in all segments of Iowa ag production, processing, and food product marketing to develop the concept framework and strategies
- Retain a strategic marketing firm to help assess and design the branding platform
- Secure legislative funding

■ Measurable:

- Expanded exports to high-value market economies
- Ability to attract ag industry investment, skilled talent and expand markets
- Improved support, connectivity and appreciation for Iowa agriculture by urban Iowa consumers



Crop and Livestock Producer Viability

■ Background and Current State:

- The COVID-19 pandemic has created severe near-term financial stress for Iowa farmers and their suppliers. Near-term actions are needed to provide support and reduce financial risk

■ Recommendations:

- Support modification of the Livestock Risk Protection program (part of Federal Crop Insurance Corp.) to provide more affordable and flexible coverage to mitigate price decline impacts for livestock farmers
- Expand the Iowa Finance Authority Beginning Farmer Tax Credit Program
- Strongly advocate for increased federal assistance for crop and livestock farmers to help offset near-term financial losses resulting from supply chain disruption and low prices resulting from a reduction in domestic and export markets

■ Measurable:

- Financial support is available to help farmers transition to a return-to-normal market profitability



Iowa Ag 2030 Analysis - Maximizing Returns

■ Background and Current State:

- Post COVID-19, there is a critical need for a plan to position Iowa agriculture for future growth and profitability arising from new supply chain systems and global market demand opportunities

■ Recommendations:

- Secure funding for a market-oriented analytical study through ISU that examines changing domestic and global drivers to guide investment and policy decisions to build a stronger Iowa agriculture
- Provide an assessment of supply chain vulnerabilities and solutions to assure reliability
- Evaluate global crop and livestock demand opportunities and identify strategies to maximize returns
- Identify government policy changes necessary to customize food production systems to better align with consumer demands (examples: Niche markets, sustainability practices)

■ Measurable:

- A strategic plan for Iowa agriculture is developed that guides business planning, supply chain design, market development and government policy needed for success in 2030



Ag Technology and Business Innovation Acceleration

■ Background and Current State:

- A more coordinated alignment of government, academic, and private sector resources is needed to drive ag entrepreneurial activity in technology, new product concepts and market development

■ Recommendations:

- Create an ongoing working group to coordinate with IDALS, ISU entrepreneurial resources, IEDA new business programs, Cultivation Corridor, Iowa Agritech Accelerator, others
- Launch an Iowa Ag Innovation Prize to showcase success examples, foster a culture of innovation, and bring together entrepreneurs with investors and potential customers
- Expand the Angel Tax credit program (IEDA) by the legislature
- Develop a mechanism to expand early stage start-up capital access from private investors

■ Measurable:

- Iowa is widely recognized as a leading center for ag startups and innovation, attracting increased financial and infrastructure investment, and the needed technical and business talent
- Increase in ag-related patents awarded in the state



Develop and Retain Future Ag Talent

■ Background and Current State:

- Needed young talent leaves Iowa for more attractive ag career opportunities outside the state; development of a new generation of visionary ag leaders is critical to Iowa's economy

■ Recommendations:

- Create an Iowa Ag Youth Council to expand leadership development
- Working with ISU, Community Colleges, and private sector employers, associations and entrepreneurs, coordinate expanded apprenticeship, mentoring, and scholarship programs
- Working with FFA, 4-H and Extension, develop a communication strategy to expand awareness of food and ag industry career opportunities in addition to farming
- Design communication strategies that effectively utilize social media platforms to communicate the modern ag story (e.g. sustainability, quality) to younger audiences

■ Measurable:

- A higher percent of Iowa-educated youth remain in the state to pursue careers in Iowa agriculture



Conservation/Sustainability Initiative

■ Background and Current State:

- Expand conservation and sustainability practices to protect the environment, expand markets, improve farm profitability

■ Recommendations:

- Explore options for the Invest in Iowa Act to bring greater funding and resources to soil conservation and water quality work across the state
- Form a carbon capture/sequestration Task Force that includes public and private sector representatives and focuses on resource and policy needs
- Fully leverage federal funding sources (i.e., USDA Regional Conservation Partnership Programs, EPA) to expand adoption of in field conservation practices (i.e., cover crops) and edge-of-field conservation practices (i.e., wetlands)
- Support research for new livestock waste processing technologies that provide more efficient use of livestock-produced crop nutrients and offer new revenue opportunities/cost savings for farmers
- Build awareness and engagement in urban and rural conservation initiatives and best practices

■ Measurable:

- Growth in technical and financial resources to support conservation work
- Continued progress in each area measured as part of the logic model framework (inputs, human, land, water)



Ag Infrastructure - Transportation and Processing

■ Background and Current State:

- Transportation and processing infrastructure availability and expansion are critical limiting factors for growth, and are increasingly challenged to meet capacity needs

■ Recommendations:

- Working with all major crop and livestock organizations, identify the major barriers to increased investment in processing facilities and needed government policy changes
- Support research and development to expand robotic technology in food processing facilities
- Initiate a transportation infrastructure study at ISU to assess current and future transportation limitations impacting the ag industries (examples: pipeline closures, rail service, river transport)
- Engage with Iowa crop and livestock industries to identify critical needs for transportation infrastructure such as road and bridge improvements, and the needed government action

■ Measurable:

- Ag processing limitations are reduced
- Transportation limitations (rail, truck, river) are identified and a long-term improvement plan is developed



Regulatory Streamlining and Legislative Action

■ Background and Current State:

- Unnecessarily restrictive regulations, slow decision processes in some ag regulatory areas which negatively impacts post COVID-19 recovery

■ Recommendations:

- Enhance Ag Tourism liability protection through legislative action
- Explore online learning and testing options for certified pesticide and manure applicators
- Recommend extending weight limit exemptions from harvest only to year-round
- Enable Rail and Truck transportation service expansion
- Initiate a sales tax exemption for propane storage

■ Measurable:

- There is improved regulatory decision response time and implementation speed, without negatively impacting consumer and environmental safeguards, ultimately promoting business growth



Critical Issue Linkage With Other Working Groups

■ Background and Current State:

- Ag Workforce: economic growth is limited by on-farm and ag processing labor availability
- Rural Broadband Connectivity: broadband is vital to implementing modern management capabilities and serving Iowa's rural employment base. Deploying resources toward these goals will help stabilize population, improve rural employment opportunities, and support community services and successful farms

■ Recommendations:

- Provide specific ag industry recommendations for Workforce and Digital Connectivity working groups (Examples: Occupational safety program for food workers; apprenticeship program expansion; plans to guide investments in broadband technology)
- Add agriculture representative(s) to planning groups and Task Forces charged with action plan development

■ Measurable:

- Ag Workforce: shortages are reduced through greater availability and/or new technology
- Rural Broadband Connectivity: High speed access is available in all ag production geographies and is not a limiting factor in applying digital farm management and technology transfer tools





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
CONNECTIVITY WORKING GROUP

Broadband Access for All Iowans

■ Background and Current State:

- Lack of universal broadband access in Iowa, preventing adequate access to health, remote learning, and working opportunities.

■ Recommendations:

- \$50 million in broadband grants made possible through CARES Funding – **In Progress**
- A funding increase of \$80-100 million per year for broadband infrastructure and adoption for the next five years, with grant matching ranging from 50% - 75%. *(To build this network it may cost an average of \$8,000 to \$10,000 per location for a total of \$810,000,000. This cost does not include the cost for locations already with 25/3 speeds that need to be upgraded to 100/100 or greater. To accomplish our goals, strong state support in the form of matching grants ranging from 50% - 75% (based on speed capabilities and location density) will be required. The subcommittee recommendation is for the legislature to authorize broadband funding of \$80,000,000 - \$100,000,000 per year for the next 5 years. However, this will not necessarily guarantee the 2025 goal of 100/100, but it may contribute.)*
- Subsidize low-to-no-cost broadband access to negate the financial barriers to adoption. Consider creating grants for private providers to provide access to low income Iowans for low to no cost.
- Encourage legislative revenue flexibility than what currently exists for counties and cities to invest in broadband.
- Adequate access to broadband as it impacts health, learning, working, as well as the Ag and manufacturing sectors

■ Measurable:

- 100% of households and businesses will have access to consistent and reliable broadband services by 12/31/21. By 2025, more than 70% of households and businesses will have at least 100/100 consistent and affordable broadband connectivity.



Broadband Access for All Iowans

■ Background and Current State:

- Increase Lack of a skilled labor force to implement and build

■ Recommendations:

- Increase job training for occupations relating to the broadband sector to increase the skilled labor force to implement infrastructure.
- Harness public-private partnerships to create educational opportunities from high schools up to and including mid-career workers to transition into high demand information technology occupations to center around broadband implementation and the adoption of technology in Iowa.

■ Measurable:

- TBD- (Increase skilled labor among broadband providers and advanced technologies.(e.g. DMACC certification))
- TBD- (Increase opportunities for the growth of private industry through the supply of a skilled labor force for implementing broadband infrastructure and technology adoption.)



Broadband Access for All Iowans

- **Background and Current State:**

- Broadband infrastructure is not financially feasible for private providers to build for universal access

- **Recommendations:**

- Explore public-private partnerships related to broadband expansion and maintenance (e.g. possibly utilizing DOT right of way fiber infrastructure along the roadway in partnership with private industry)

- **Measurable:**

- TBD



Broadband Access for All Iowans

- **Background and Current State:**

- Lack of universal adoption of broadband resources

- **Recommendations:**

- Provide information source and/or outreach campaign so that Iowans currently without Internet access can easily find Internet service providers in their area, (i.e. proliferation of OCIO's new broadband map.)
- Consider educational programming for senior citizens and new users to technology.

- **Education guidance as it pertains**

- Senior citizens and new users to become fluent in new technology or may need on-going assistance.

- **Measurable:**

- Increase adoption of broadband by all demographics



Broadband Access for All Iowans

- **Background and Current State:**

- Lack of new technologies are roadblocks to universal broadband adoption for a variety of reasons

- **Recommendations:**

- Increase understanding of new and emerging technologies with public private partnerships to explore technologies. (e.g. smart cities, smart fields, low orbit satellite).
- Work with academic and community college institutions to invest in the research and adoption of new technologies.

- **Measurable:**

- Explore and understand future broadband technology opportunities with private broadband providers.





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
ECONOMIC GROWTH WORKING GROUP

Attract and retain new lowans

■ Problem:

- Lack of strategic plan with input from all stakeholder groups including, but not limited to tourism and travel, entertainment and attractions, arts and culture, restaurants, hospitality, special events, retail and gaming

■ Recommendations:

- Market Iowa as the number one choice for business owners, remote workers and families through IEDA's [This Is Iowa](#) initiative
- Develop and implement a statewide strategic plan for tourism and hospitality industry, including investment
- Create a public/private organization to represent the interests of Iowa's tourism industry
- Explore and create new funding mechanisms that support tourism promotion and development
- Support changes in Iowa Code to allow for development of Tourism Improvement Districts (TIDs) to fund destination marketing in local communities

■ Measurable:

- Increase total net in-migration and by age, race and income
- Increase number of visitors to Iowa
- Increase hotel/motel tax revenue
- Increase GDP contribution/economic impact of tourism to Iowa's economy
- Increase consumer spending



Reduce regulatory barriers to achieving economic prosperity

■ Problem:

- Long-standing language and regulations that create an environment for discrimination

■ Recommendations:

- Review and revise all legacy language and loopholes that may have unintended consequences for underserved populations, including minorities, small businesses and entrepreneurs
- Prohibit landlords from 1) inquiring about criminal history on rental applications through a “ban the box” policy for certain offenses and 2) denying leases based on source of income, including housing choice vouchers, child/spousal support, disability and public benefits and other rental assistance programs
- Intentionally remove barriers for more broad and diverse entrepreneurs through developmental programming
- Create consistency in rules for distribution and delivery of alcohol (wine, beer, spirits) and allow businesses that serve alcoholic beverages to buy all types of alcohol directly from retailers

■ Measurable:

- Increase revenue for restaurants, bars and other hospitality businesses
- Increase number of minorities becoming homeowners and gaining access to rental units
- Increase revenue growth of minority-owned businesses



Invest in targeted industries/innovation

■ Problem:

- The lack of priority business platform growth

■ Recommendations:

- Identify levels of funding required for success and build sustainable support for Iowa's priority platforms to be competitive globally
 - Biosciences
 - Biobased chemicals
 - Vaccines and immunotherapies
 - Precision and digital agriculture
 - Medical devices
 - Advanced Manufacturing
- Explore nano vaccine approach by ISU/UI researchers to address limitations of existing vaccines under development for SARS-CoV-2
- Support a public/private partnership that reduces the time-to-clinic for putative vaccines and therapeutics
- Support ISU Veterinary Diagnostic Laboratory (VDL) phase 2 to provide infrastructure and capacity to appropriately respond to large scale animal and human disease outbreaks
- Support angel tax credits legislation for the IEDA board to use discretion in funding between the Angel and Innovation Tax Credit programs

■ Measurable:

- Increase percentage of Iowa's GDP related to advanced manufacturing
- Increase in priority platform businesses
- Increase STEM talent, high growth firms and venture capital
- Increase intellectual pipelines at research universities within priority platforms
- Increase university/private research and development dollars for bio and advanced manufacturing platforms



Increase access to capital and competitive financial reform

■ Problem:

- Limited knowledge of existing financial resources and need for new and innovative financial incentives for individuals and businesses

■ Recommendations:

- Expand financial literacy resources for individuals, students and small businesses
- Remove barriers for entry into housing
- Provide incentives to motivate reshoring to Iowa and/or investments in Industry 4.0 technologies
 - Incentivize investments for SMEs in Industry 4.0 technologies for productivity enhancements that will help to address skills retraining and workforce shortages and allow tax credits to be refundable
 - Address accelerated depreciation rates on assets to support the incorporation of new technologies and equipment
 - Consider look through single factor corporate income tax reform for companies supplying to larger OEMs using Iowa-made products in Iowa manufacturing facilities
- Expand the Targeted Small Business loan program with more funding and contract with more partners around the state to offer micro-loans

■ Measurable:

- Increase new homeowners and new or expanding businesses
- Increase the number of businesses reshoring supply chain to Iowa companies
- Increase digital maturity score of Iowa businesses
- Increase business formation and expansion by minorities, women or disabled or service-disabled veterans



Foundation for essential infrastructure needs

■ Problem:

- Unmet needs for housing and business

■ Recommendations:

- Bring forward expansive Housing Omnibus Bill
 - Fuel housing development and preservation
 - Transform underutilized facilities into housing
 - Advance employer-assisted housing
 - Protect and expand housing opportunities for all Iowans
 - New and expanded financing mechanisms including a Main Street Loan Guarantee program, among others
- Create a State Administered Small Business 401(k)
- Address gaps in health care plans for small business owners and employees
- Identify the state's supply chain strength and attractiveness to Original Equipment Manufacturers and identify gaps and areas for further support
- Reinvigorate the Enhance Iowa program to develop creative placemaking and quality of life initiatives
- Horizontal infrastructure to support development

■ Measurable:

- Decrease the state poverty rate
- Decrease number of housing cost burdened Iowans
- Decrease supply chain order cycle time and fill-rate
- Increase inventory of housing units
- Increase housing permits
- Increase construction spending
- Increase Iowa's real estate sector GDP
- Increase total homeownership rate and among minorities
- Increase new Iowans and visitors resulting from placemaking and quality of life initiatives
- Increase number of Iowans ready for retirement
- Increase number of Iowans employed by small businesses





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
EDUCATION WORKING GROUP

Expand Work-Based Learning Initiatives that Forge School-Business Partnerships

■ Background and Current State:

- There is a rich ecosystem of initiatives that support work-based learning (WBL) opportunities across the continuum (e.g., expansion of WBL through college credit opportunities, iJAG, Iowa Intermediary Network, etc.).
- Currently, additional support for career exploration and planning is needed. There is also a short-term need for virtual experiences given reductions in face-to-face opportunities.

■ Recommendation:

- Expand upon Iowa's STEM BEST (Business Engaging Students and Teachers), Iowa's career academies, and other academic models that forge school-business partnerships, and strive to involve every student.

■ Measurable Goal:

- All K-12 students, including children with special needs, have WBL experiences integrated into curriculum and in a blended format that includes opportunities for internships and registered apprenticeships.



Add and Support Supplementary Preschool Supports

■ Background and Current State:

- Iowa's Statewide Voluntary Preschool Program (SWVPP) is a critical resource in providing universal preschool programming for 4-year-olds and setting up students, schools, and Iowa up for success. However, less than 62% of families in Iowa utilized the universal preschool programming in 2019 and there is no targeted programming for children who lack opportunities at home or are in need of more intensive supports.

■ Recommendation:

- Continue with Iowa's SWVPP for all families who wish to participate but add supplementary preschool for students with targeted needs. This supplement should include additional resources to build state and local capacity to offer these additional, more cost intensive targeted services.

■ Measurable Goal:

- >90% of four-year-olds attend preschool.
 - Preschool attendance is an Early Warning System (EWS) indicator that identifies students who are at-risk or those who are likely to experience adverse outcomes. This early identification of students using existing or readily available data indicates who is "off-track" and allows districts, schools, and teachers to intervene early enough to alter student trajectories so students can get back on-track.



Conduct A Statewide Equity Audit to Align Equity Efforts and Determine Gaps in Work

■ Background and Current State:

- Iowa has persistent gaps in student achievement, which are outlined in the [2020 Closing Achievement Gaps report](#) and the [2019 Conditions for Education report](#).

■ Recommendation:

- Conduct a statewide equity audit of education, including surveying educational practitioners and community stakeholders, to assess organizational and institutional equity efforts, programs, and initiatives. Using the results of the statewide audit, align all state equity work in education to target resources and effort including (but not limited to) the equity initiatives of the following:
 - Iowa Department of Education,
 - State Board of Education,
 - Iowa State Education Association,
 - School Administrators of Iowa,
 - Institutions of higher education (i.e., community colleges, public and private colleges and universities),
 - Local education agencies,
 - Iowa Association of School Boards, and
 - Area education agencies.



Conduct A Statewide Equity Audit to Align Equity Efforts and Determine Gaps in Work (continued)

■ Measurable Goals (Aligned to State Board Priorities):

■ 1. Eliminating Achievement Gaps

- All learners will have access to quality early childhood education.
- All learners will meet or exceed literacy and math benchmarks.
- All learners will have access to differentiated interventions and learning opportunities.
- All teachers will have access and training, in pre-service and in-service, to best practices in early literacy instruction and cultural competency.

■ 2. Implementing Iowa's Academic Standards

- All schools will deliver equitable access to all grade-level standards with the focus on personalized student-centered learning.

■ 3. Improving Teacher and Leader Preparation

- All teacher and leader preparation programs in Iowa will develop the competencies candidates need to be culturally responsive to Iowa's increasingly diverse student population.

■ 4. Increasing Accessibility of Career and Technical Education, Work-Based Learning, and Community College Credit

- All students will have equal access to robust Career and Technical Education, work-based learning experiences, and community college credit opportunities through an integrated system.



Fund Iowa's Highest-Need Schools to Close Achievement and Opportunity Gaps

■ Background and Current State:

- Iowa has persistent gaps in student achievement. These achievement gaps are outlined in the [2020 Closing Achievement Gaps report](#) and the [2019 Conditions for Education report](#).
- While the Iowa General Assembly adopted [Iowa Code section 284.11](#) to provide supplemental state assistance to school districts determined most in need, no funding was provided to conduct these efforts (e.g., develop extended learning time programs, hire instructional support staff, provide additional professional development, supplement the salary of teachers in the identified schools).

■ Recommendations:

- Provide funding for “highest-need” schools (Iowa Code § 284.11), identified as those in need of targeted support and improvement under the Elementary and Secondary Education Act, to deliver evidence-based professional learning and coaching.

■ Measurable Goals:

- These are aligned with the State Board priorities 1-4, which are detailed on the previous slide.





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
GOVERNMENT WORKING GROUP

Government Recommendations (by Advisory Board score)

- Establish a common registration portal for employers6.07
- Establish a common portal for individual lowans to6.00
- Regionalized services5.79
- Statewide Master Data Management (MDM)5.64
- Boards and commissions review5.64
- Standardized accounting methods5.64
- Remote work5.50
- Public-private partnerships5.50
- Survey of cash and cash equivalents*4.85
- Survey of government-owned real estate4.85
- New recommendation: Re-energize the state’s Lean programnot scored

*being combined with common accounting system recommendation



Government Working Group Analysis

- **Greatest impact on internal operations**
 - Statewide Master Data Management (MDM)
- **Greatest impact on lowans' interactions with government**
 - Establish a common portal for individual lowans
 - Establish a common registration portal for employers
- **Greatest paradigm shift**
 - Regionalized services
No longer every government subdivision operating in isolation, often without communicating with one another
 - Remote work
No longer attitude of all government services provided by a government employee in a government office located in Des Moines

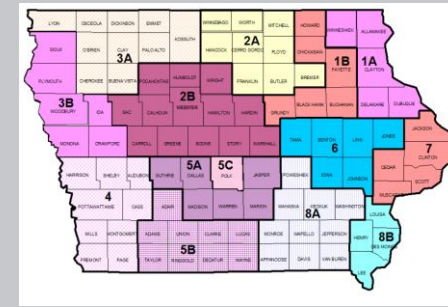




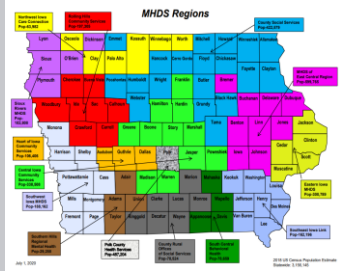
Area Agencies on Aging



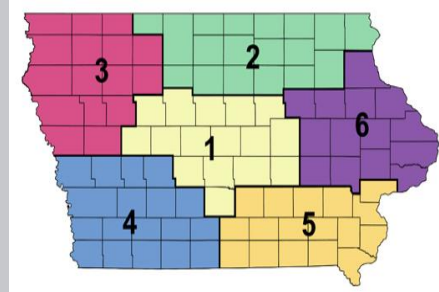
Public Health Performance



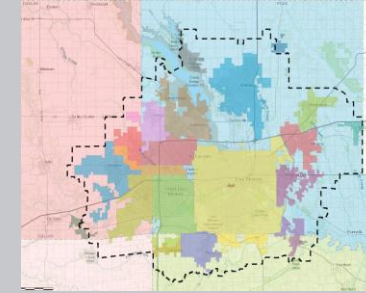
Judicial Districts



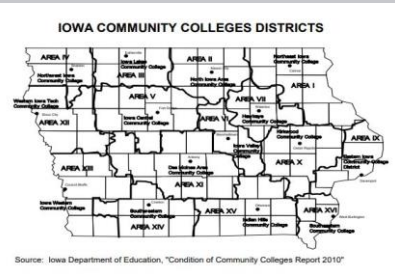
Mental Health Regions



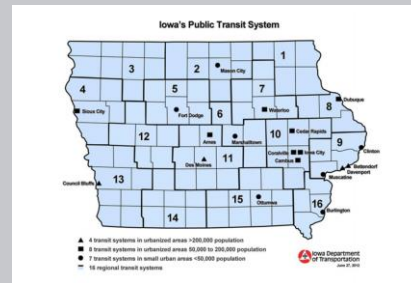
Homeland Security Districts



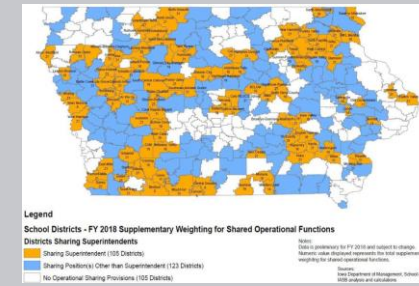
DART



Community Colleges



Public Transit



School Districts



Townships



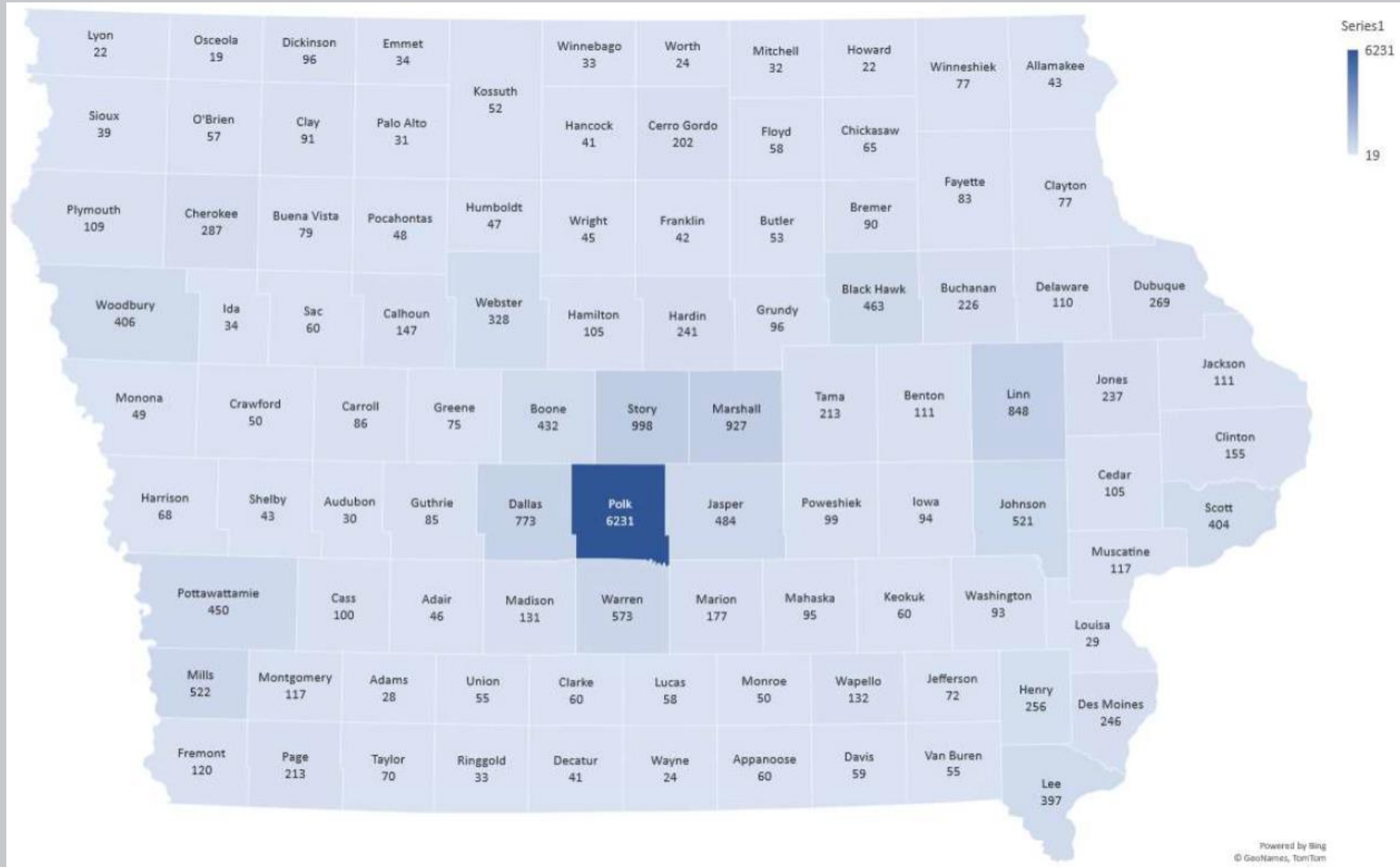
Cities



Counties



State Employee Locations





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
PUBLIC HEALTH & HEALTHCARE WORKING GROUP

Public Health and Health Care Priority Recommendations

- The listening sessions resulted in the development of nine original recommendations.
- The workgroup has selected three of the original recommendations as priorities for public health and health care: Virtual Care and Telehealth, Partnerships for Improving Access in Rural Iowa, and Supports for the Public Health and Health Care Workforce.
- The following slides share the draft status of each priority.



Public Health and Health Care: Access to Care for Iowans

Support Virtual Care and Telehealth Services

■ Background and Current State:

- Payment parity issues limit the provision of telehealth and virtual care services. Most providers will not be able to sustain the service without parity, causing decreased access to care.
- There is a risk that if recent state and emergency telehealth waivers are not adopted as policy the current telehealth progress will not be sustained.
- Statewide broadband limitations have a negative impact on the provision of telehealth and virtual care services. Broadband access across rural areas and for vulnerable populations is limited, negatively impacting health and social outcomes.

■ Recommendations:

- Iowa should continue to grow and evolve our telehealth infrastructure, including:
- Implement telehealth parity across public and private payers by continuing the policies of the Governor's proclamation and by providing advocacy by state leaders to support telehealth parity at the federal level.
 - Support a climate of innovation by creating a multi-payer (Medicaid and commercial payer) partnership to support targeted investments to implement telehealth innovations in rural Iowa health care.
- Assess the opportunities for the development of access locations to extend broadband service to 100% of Iowans.
 - Incentivize businesses, schools, libraries, etc. to provide free 24-hour access to their networks by extending their broadcasting radius. This would create access areas for 'free' connectivity for those who need it without large investments in infrastructure.
 - Develop financial structures and tiered payment models to enable the purchase of basic technology for individuals in need.

■ Measurable:

- Increased payment rates for telehealth and virtual care services. Continue coverage for audio services so long as broadband limits affect video availability.
- Number and type of partnerships, innovative programs, and maintained waivers expanding the provision of telehealth and virtual care services to Iowans.
- Use maps to highlight expansion of broadband service capacity, revealing remaining gaps in service and provider shortage areas as priority areas for expansion efforts.
- Assess individual gaps in access to technology due to financial constraints pre- and post-implementation.



Public Health and Health Care: Access to Care for Iowans

Improve Access to Care in Rural Iowa: Build Regional Models for Partnerships

■ Background and Current State:

- A regional systems approach to health and health care in Iowa has been limited or absent, which limits communication among stakeholder and efficient deployment resources to sustain access to services, providing fewer Iowans with access to a coordinated system of care.
- There are workforce and sustainable payment issues associated with Iowa's EMS system. There are not enough providers of these services in rural communities. There is a lack of financial support for the services from governmental entities.

■ Recommendations:

- Utilize community health needs assessments and health improvement plans to identify the needs of Iowans, and identify services at risk of closure (such as maternal health and EMS).
- Incorporate relevant data sources into planning efforts, building a strategic approach and intentional partnerships that represent a regional system of action.
- Choose a region for piloting the model with the intent to refine and extend it across Iowa.
- Consider using elements derived from the Systems of Care, Centers of Excellence, Communities of Care, and Communities of Practice models as blueprints for success.
- Designate EMS as an essential service for all Iowa communities.
- Develop loan forgiveness programs and scholarship programs to encourage Iowans to obtain EMS certifications at community colleges and support volunteer first responders in obtaining their educational requirements.
- Provide grant dollars to purchase life support educational equipment and the acquisition of additional PPE for EMS professionals (for use in trauma, farm accidents, as well as other public safety situations).

■ Measurable:

- Increased access to health and healthcare services achieved through effective partnerships reported in terms of the number of regions who implement the model, the number of partners who participate, and the number of communities and individuals served by the resulting system.
- EMS metrics: total grant dollars distributed, amount of new life support educational equipment and additional PPE placed within the system, number of new providers graduating from community college programs, amount of loan forgiveness, increases in instruction by community colleges.



Enhance & Transform the Health Care Workforce

■ Background and Current State:

- There are regulatory barriers to professionals practicing at the top of their licenses, limiting access to care for Iowans.
- People are leaving to work in other states and Iowa has not implemented widespread incentive programs to maintain or grow the health and health care workforce. Additionally, some professionals are choosing to focus on research and academia vs. practice, which inhibits the ability to alleviate shortages.
- Competitive salaries, lack of career pathway programs, and other workforce challenges such as child care, are a barrier to talent attraction and retention, causing workforce shortages and low valuation of non-clinical skillsets.
- Specifically, Iowa has a shortage of behavioral health providers and experiences particular shortages in the provision of services for children.

■ Recommendations:

- Evaluate the professions that are most affected by regulatory barriers and remove those that inhibit professionals from working within their capacity. Engage the professional associations in identification of the needs and develop goals and action steps. Assess the potential to increase quality, maintain service provision, and contain costs when barriers are removed.
- Develop and increase behavioral health and other residency and training programs, create workforce recruitment efforts, and explore strategies to increase retention of current professionals. Engage the Managed Care Organizations and develop other public-private partnerships in these efforts.
- Develop incentive programs and loan forgiveness programs for professions that are experiencing shortages and barriers to retention and implement earn and learn programs and expand registered apprenticeships.
- Develop more aggressive, effective, and timely recruiting and retention programs for priority health-focused professions.
- Promote health and healthcare skillsets and career pathways through educational opportunities within Iowa's institutions of higher learning. Ensure our educational institutions are equipped and funded to teach the skills that are needed.
- Ensure salaries for health and health care professions are competitive with the relevant market and in line with Iowa's living wage standards.

■ Measurable:

- The number of type of professions who are able to increase their capacity.
- Gains in access to behavioral health care as measured by the number of individuals served.
- The number of programs implemented to support health and healthcare workforce professions including those in the public and community health workforce.





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
EXPANDING IOWA'S WORKFORCE WORKING GROUP

Work Based Learning – K-12

Recommendations:

- Every H.S. graduate has at least one WBL experience beginning in 2024.
- Hire WBL coordinators for all school districts who provide career counseling as well as coordinate and facilitate training with local businesses & start career development in elementary.
- Significantly increase connections between local businesses and school districts, and vice versa.
- Every school district increase STEM participation/externships for all middle and high school teachers in next 10 years.
- Increase RA programs to all school districts (goal of 50% of schools in 5 years; 100% in 10 years).
- Make iJag programs available in all schools, at all levels that it is requested.



Equitable Recovery: Leveraging Non-Profits

■ Recommendations:

- Fund and scale successful nonprofit workforce training programs statewide, especially on-site training to adults facing multiple barriers to employment & aggravated by pandemic.
- Utilize non-profits contacts to increase lowans receiving workforce training and meet people where they are; provide wrap-around services for individual's while in training and transitioning to full time employment.
- Create digital catalog/website that mirrors information and resources 211 provides; increase awareness of 211 and make it “one stop” for assistance.
- Standardize reporting of nonprofit programs and results to better identify successful programs.
- Increase connection between minority communities and employers with available job opportunities:
 - Need more minorities in the application pool and making hiring decision.
 - CEOs are usually onboard, but gets lost at hiring decision level – employers can make it an accountable metric and track increase in diversity in workforce.
- Increase the number of mentors from diverse backgrounds.
- Identify champions who can share stories as part of outreach campaign to increase awareness of opportunities.
- Develop and instill trust with minority communities.



Reduce Childcare Barrier for Workforce

Recommendations:

- Form an interim committee co-led by the Iowa Business and Childcare Coalition, Iowa Workforce Development and Department of Human Services. The interim committee will consist of two Republican House members, one Republican Senate member, two Democrat House members, one Democrat Senate member from the state legislature, two Mayors, two community economic development professionals, community based organizations, childcare centers, ABI and the IBC and in-home providers and parents.
 1. Study
 - a. Childcare regulations that pose barriers to increase childcare slots in Iowa without compromising quality and safety.
 - b. Propose specific legislative action and funding to close childcare cliff effect by addressing the gap when families lose childcare assistance at a disproportionate rate due to slight increase in wages .
 - c. Identify childcare deserts and develop/scale successful childcare models in these areas as a priority for funding & assistance .
 - d. Address workforce issues including addressing DHS reimbursement rates that may artificially deflate wages.
 - e. Successful models in Iowa and in other states.
 2. Identify specific short-term and long-term action steps for legislature, Governor, state agencies, education, and employers can take to to address each of the contributing factors.

