

RETAINING IOWA'S TALENT

Post-Graduation Location & Employment Plans

Released | February 2024



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Iowa College Student Survey Analysis

OVERVIEW

From February through April 2023, Iowa Workforce Development collected data through an online survey that was given to college students across the State of Iowa. Surveys were distributed to students enrolled in community colleges, state universities, and private institutions (both for-profit and non-profit) including career/technical schools that had one or more physical locations in Iowa. See the methodology section (p.42) for a list of participating schools.

The purpose of the survey was to gather information regarding students' intentions to either remain in Iowa or locate outside of Iowa following graduation or upon program completion. In addition, the survey asked students to rate what factors were most important to them when deciding where to locate and then provide their perception of Iowa when it came to those same factors.

The following is a breakdown by demographics and student status of the overall sample collected.

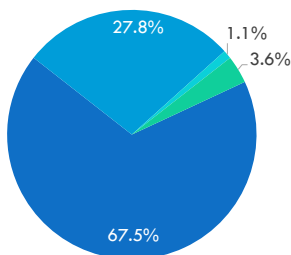
Total Number of Student Respondents

4,260



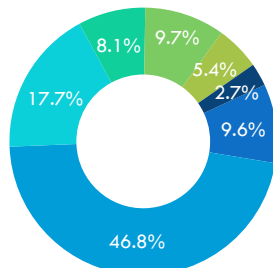
Respondents who did not provide an answer within the following categories are excluded from analysis.

Gender



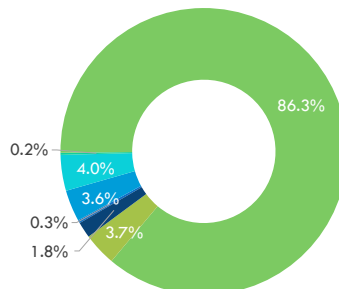
- Female 67.5%
- Male 27.8%
- Transgender 1.1%
- Other 3.6%

Age



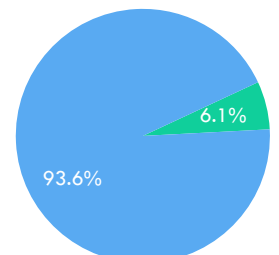
- 17-18 9.6%
- 19-21 46.8%
- 22-25 17.7%
- 26-30 8.1%
- 31-40 9.7%
- 41-50 5.4%
- 51+ 2.7%

Race*



- American Indian/Alaskan Native 0.3%
- Asian 3.6%
- Black/African American 4.0%
- Native Hawaiian/Pacific Islander 0.2%
- White/Caucasian 86.3%
- Two or More Races 3.7%
- Other 1.8%

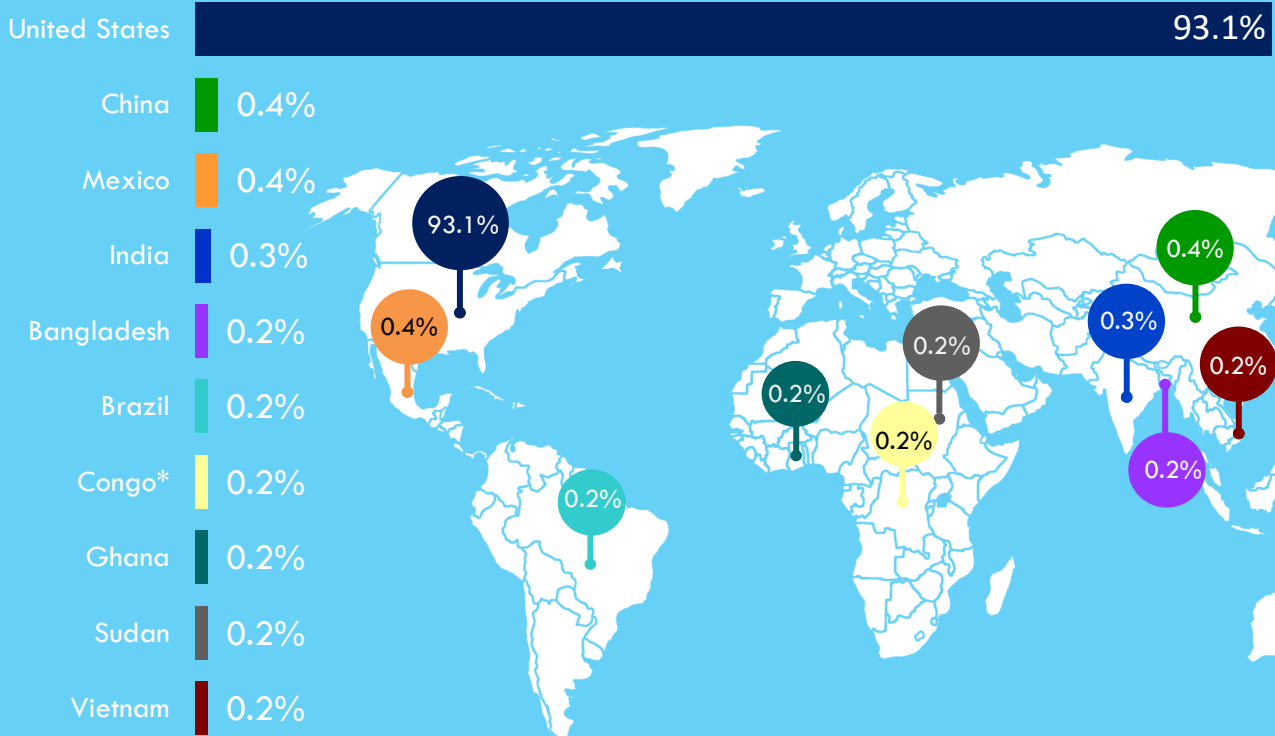
Ethnicity*



- Hispanic 6.1%
- Not Hispanic 93.6%

*Options based upon categories used by the U.S. Census Bureau

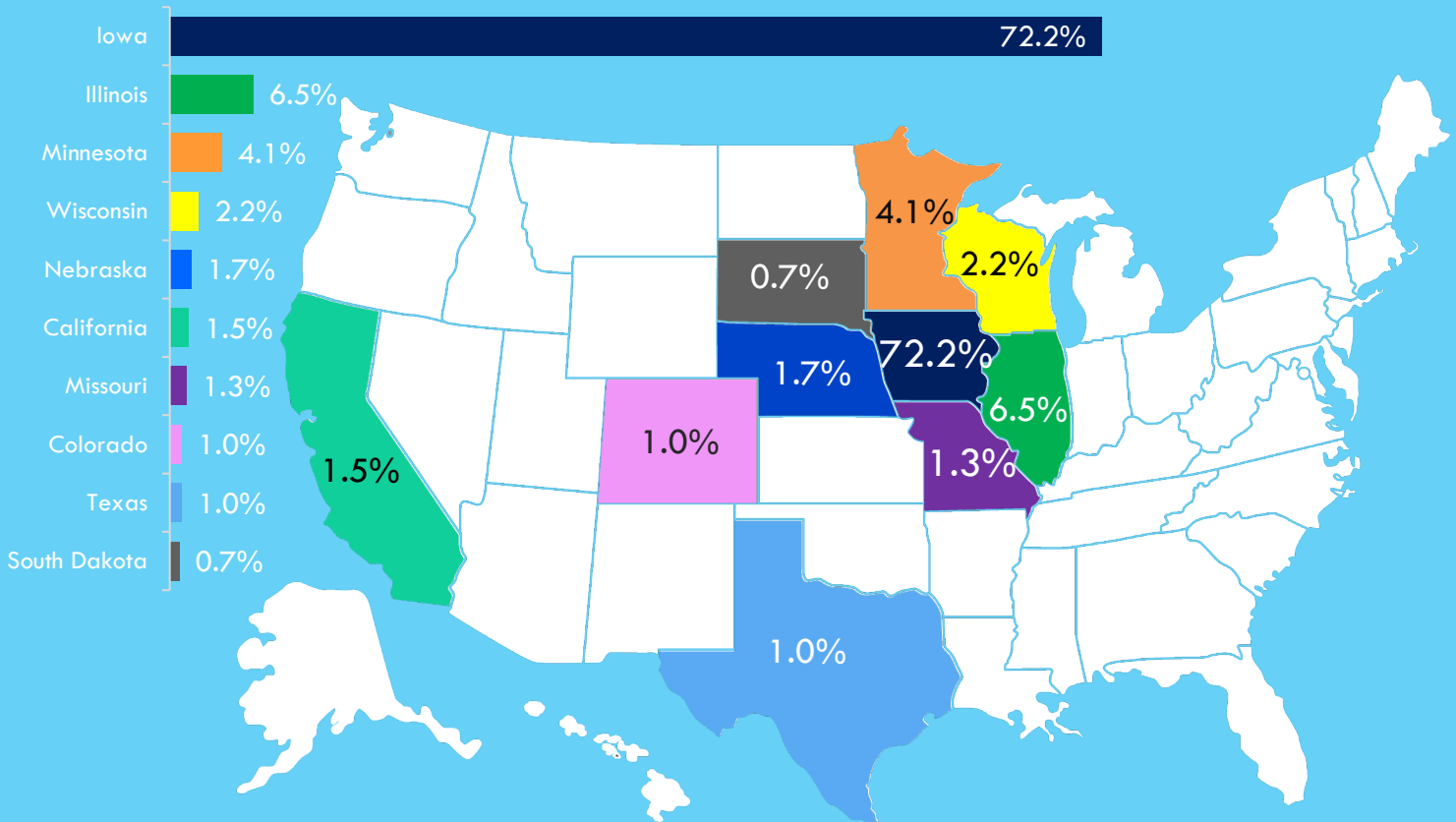
Country of Origin (top reported)



*Democratic Republic of Congo

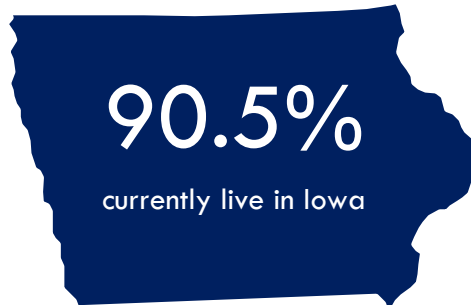
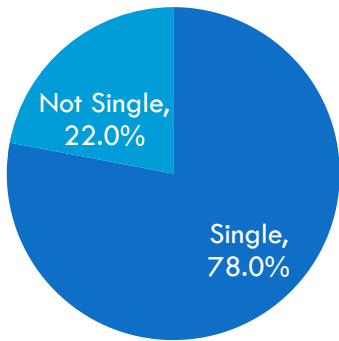
State of Origin* (top reported)

*Among those reporting the United States as their country of origin.

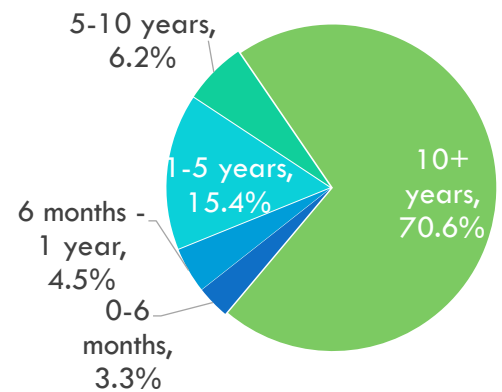


DEMOGRAPHICS OF STUDENT RESPONDENTS

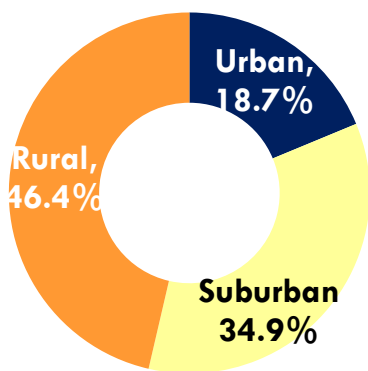
Marital Status



Length of Time Living in Iowa



Origin Type



Top states for students residing outside of Iowa:

- Illinois 24.4%
- Minnesota 16.5%
- Nebraska 13.1%

76.8%

have family in Iowa



17.1% have dependents



89.0% of those dependents live in Iowa



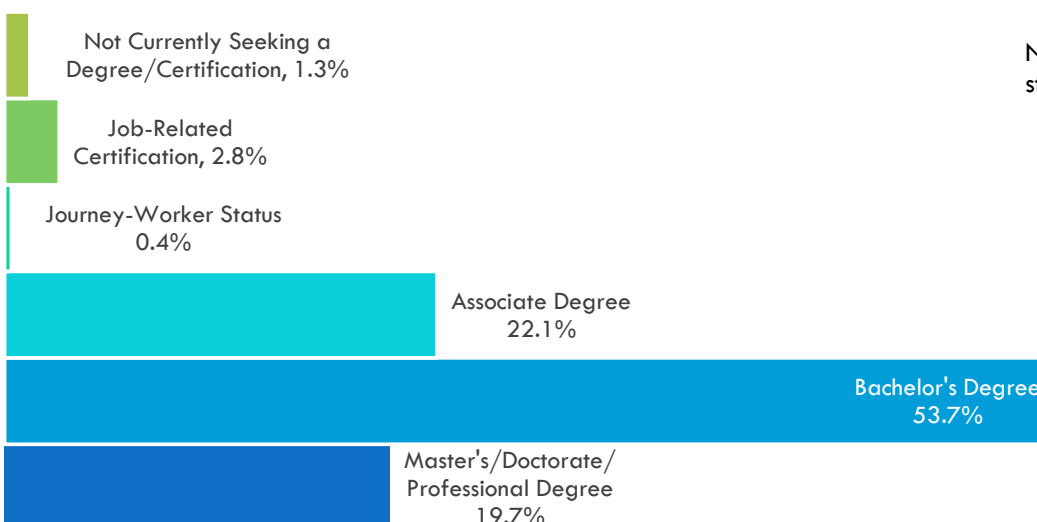
Rural (the county and small towns/ communities not considered metropolitan)

Suburban (suburbs, communities near a larger city)

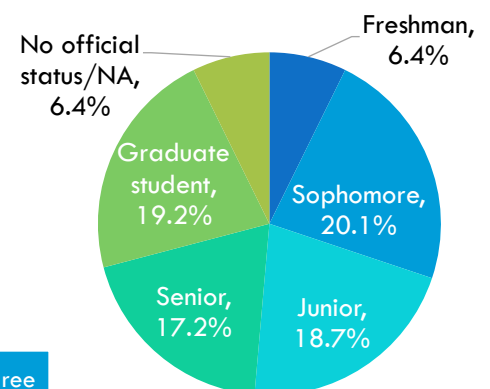
Urban (large metropolitan cities such as: Des Moines, Chicago, Kansas City, etc.)

EDUCATIONAL CHARACTERISTICS OF STUDENT RESPONDENTS

Education Level Currently Seeking

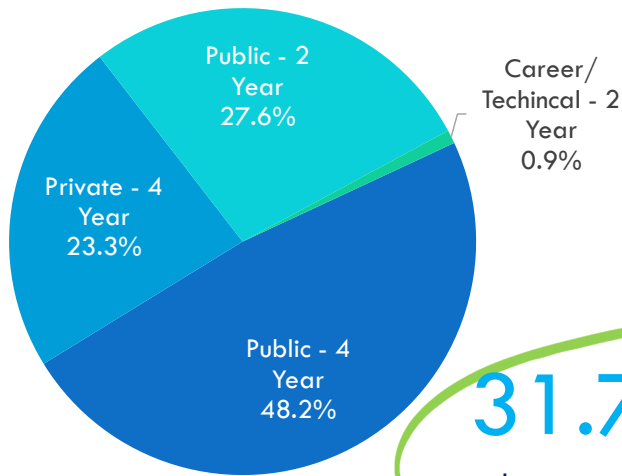


Student Classification

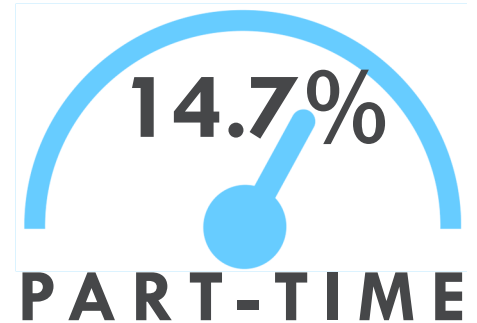


EDUCATIONAL CHARACTERISTICS OF STUDENT RESPONDENTS

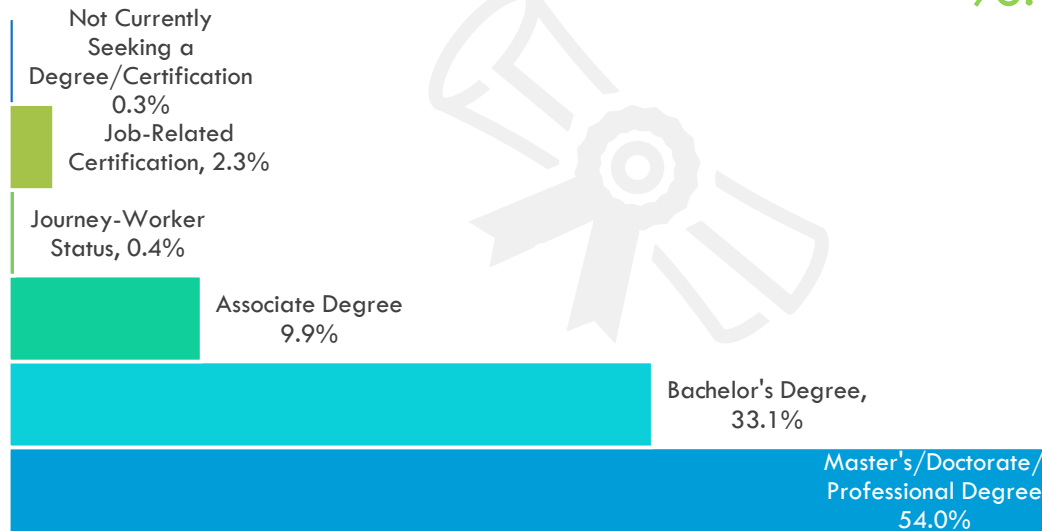
Percentage of Students by Institution Type



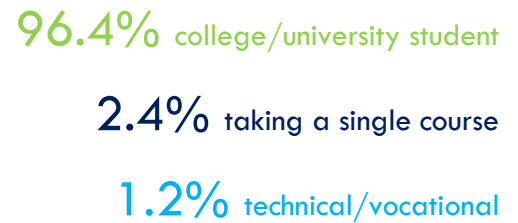
Student Status



Highest Education Level Seeking

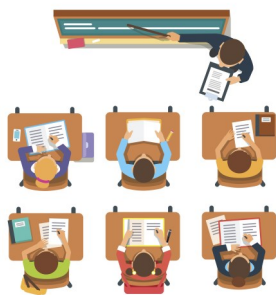


Education Status



How Students Take Courses

57.2% attend class in-person



10.3% online classes only



32.0% combination of in-person & online



EDUCATIONAL CHARACTERISTICS OF STUDENT RESPONDENTS

Top Fields of Study by Education Level

Job Related Certification

33.3% Personal Services

(cosmetology, daycare, funeral, repair)

20.5% Medical/Healthcare Services

14.5% Business/Admin Support



Associates

35.3% Medical/Health Studies

10.8% General/Liberal Arts

9.1% Business/Public Admin



Journey Worker

40.0% Medical/Healthcare Services

13.3% HVAC

13.3% IT/Systems Admin



Bachelors

16.7% Social Sciences

16.2% Business/Public Admin

14.9% Medical/Health Studies



Masters/Doctorate/Professional

23.9% Medical/Health Studies

19.9% Social Sciences

13.7% Education



77.1%

OF STUDENTS REPORT THAT THEY HAVE BEGUN TO CONSIDER WHERE THEY WILL LOCATE FOLLOWING GRADUATION OR UPON PROGRAM COMPLETION.

WILL THEY STAY/LOCATE IN IOWA?

40.8% are likely to **STAY**



38.0% are likely to **LEAVE**



21.2% are **UNSURE**

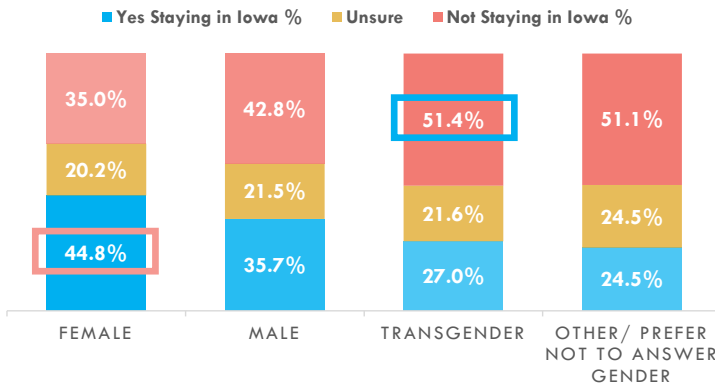


DEMOGRAPHIC COMPARISON

Respondents who did not provide an answer within the following categories are excluded from analysis.

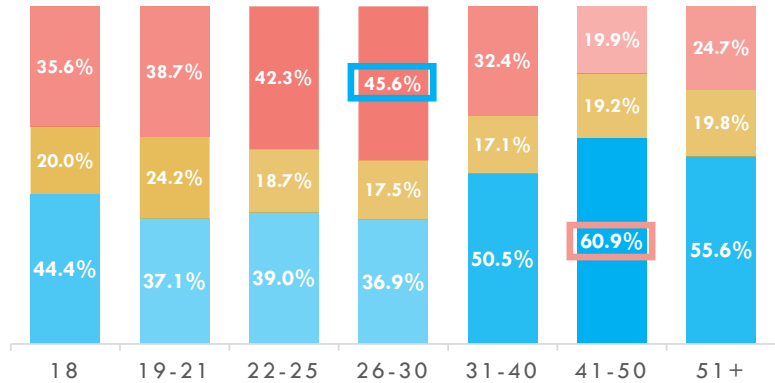
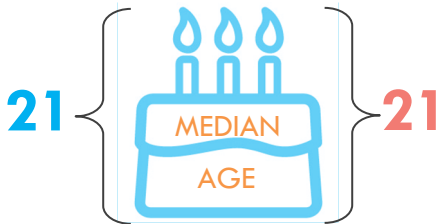
Likely to Stay in Iowa

Likely to Leave Iowa

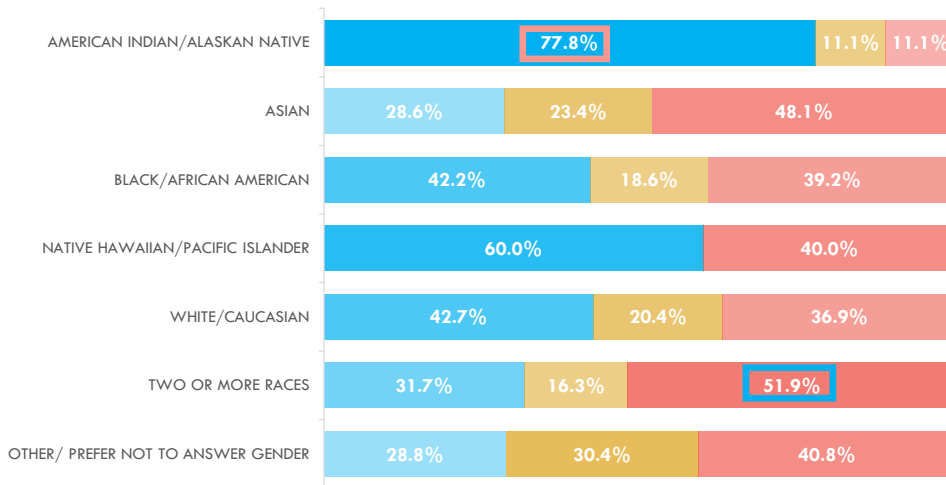


GENDER

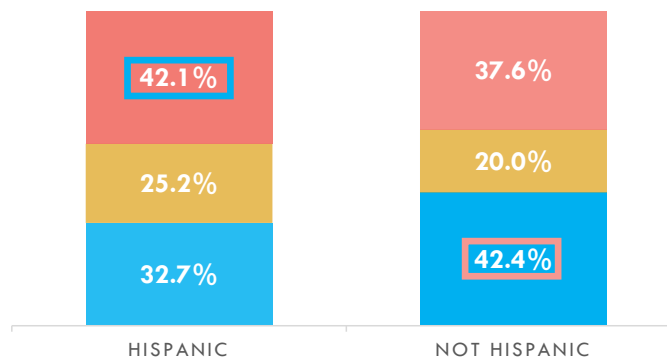
AGE



RACE*



ETHNICITY*



*Options based upon categories used by the U.S. Census Bureau

DEMOGRAPHIC COMPARISON (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.

Likely to Stay in Iowa

Likely to Leave Iowa

Relationship Status

Relationship Status

38.6% OF SINGLES ARE LIKELY TO STAY

40.2% OF SINGLES ARE LIKELY TO LEAVE

51.5% OF THOSE THAT ARE NOT SINGLE ARE LIKELY TO STAY

29.5% OF THOSE THAT ARE NOT SINGLE ARE LIKELY TO LEAVE

Dependents

Dependents

59.4% OF THOSE WITH DEPENDENTS ARE LIKELY TO STAY

AMONG THOSE WHOSE DEPENDENTS LIVE IN IOWA:

63.9% ARE LIKELY TO STAY | **18.6%** ARE LIKELY TO LEAVE

22.9% OF THOSE WITH DEPENDENTS ARE LIKELY TO LEAVE

Family in Iowa

Family in Iowa

48.8%

OF THOSE WITH FAMILY IN IOWA ARE LIKELY TO STAY



29.0%

OF THOSE WITH FAMILY IN IOWA ARE LIKELY TO LEAVE

Origins

Origins

41.8% OF THOSE FROM THE U.S. ARE LIKELY TO STAY



OF THOSE **37.7%** ARE LIKELY TO LEAVE

51.8% OF THOSE FROM IOWA ARE LIKELY TO STAY



OF THOSE **27.5%** ARE LIKELY TO LEAVE

50.4% ARE LIKELY TO STAY



29.8% ARE LIKELY TO LEAVE

17.1% ARE LIKELY TO STAY



29.4% ARE LIKELY TO LEAVE

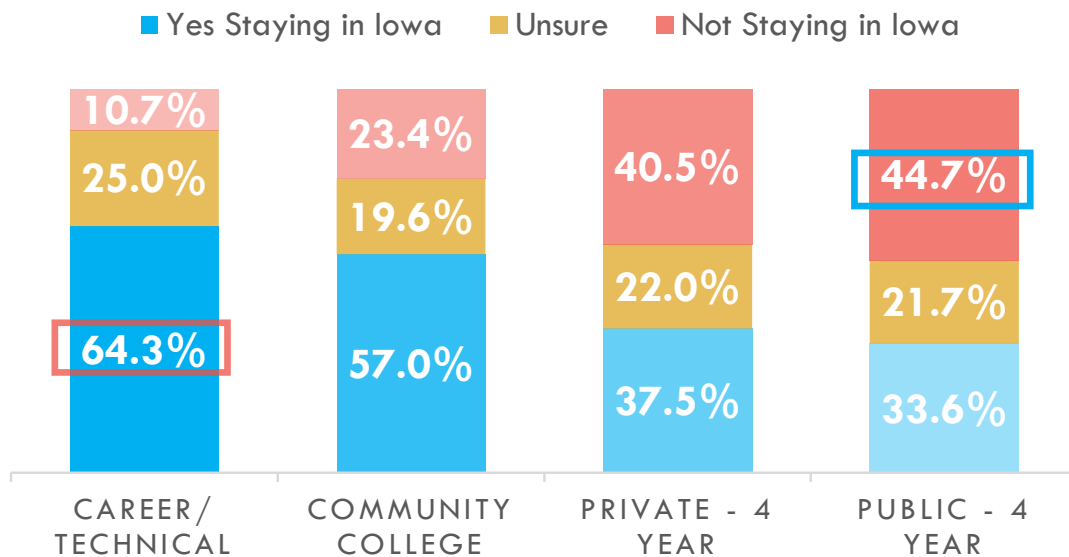
ENROLLMENT COMPARISON

Likely to Stay or Leave by Institution Type



Likely to Stay in Iowa

Likely to Leave Iowa



Within each school-type a **similar** percentage of students are **UNSURE** of where they would locate following graduation or upon program completion.



PUBLIC 4-YEAR UNIVERSITIES HAVE THE GREATEST PERCENTAGE OF STUDENTS (COMPARED TO THE OTHER INSTITUTION TYPES) THAT ARE **LIKELY TO LEAVE IOWA**, AT **44.7%**

CAREER/TECHNICAL SCHOOLS HAVE THE GREATEST PERCENTAGE OF STUDENTS THAT ARE **LIKELY TO STAY IN IOWA**, AT **64.3%**



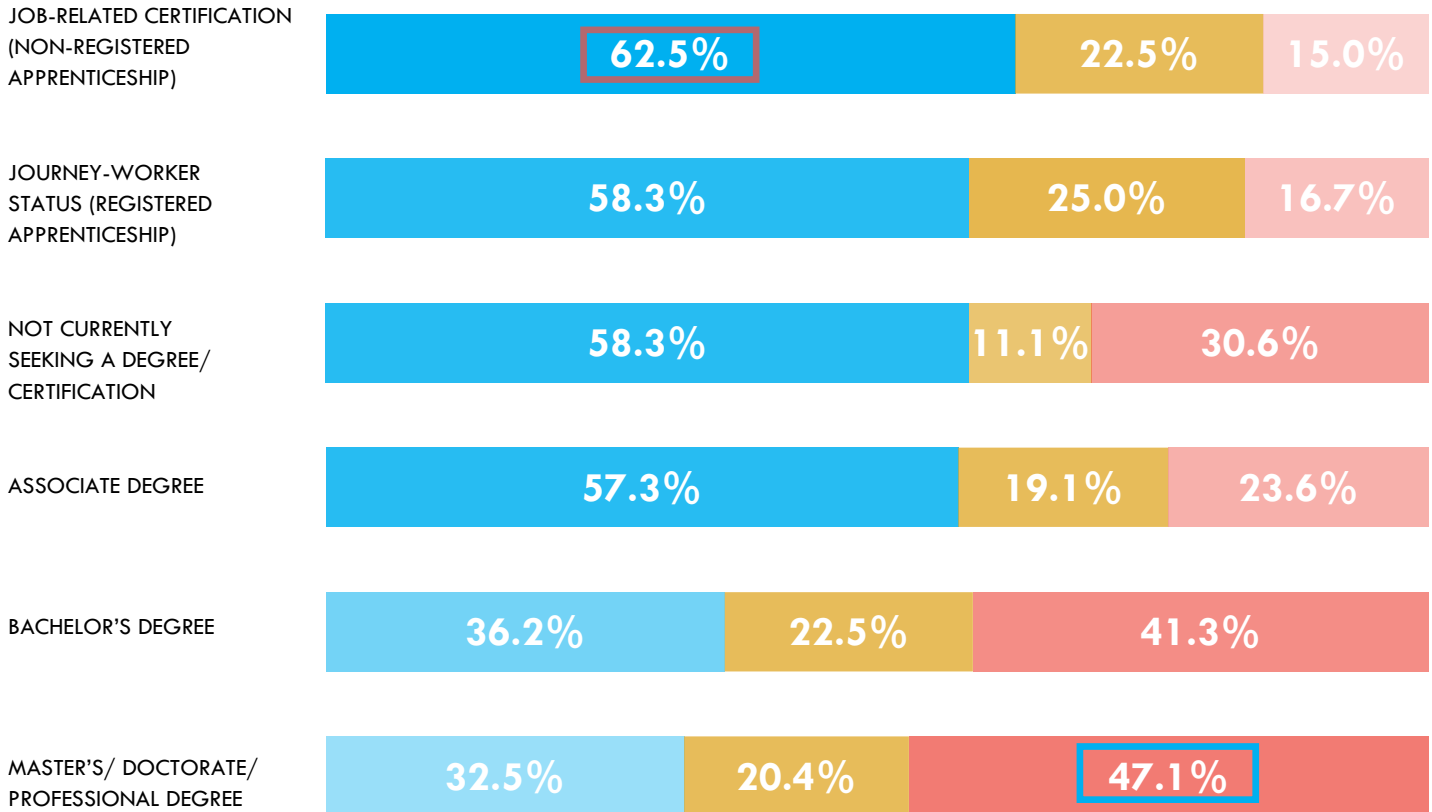
STUDENT STUDIES COMPARISON

Likely to Stay or Leave by Education Level Sought

Likely to Stay in Iowa

Likely to Leave Iowa

■ Yes Staying in Iowa % ■ Unsure ■ Not Staying in Iowa %



The likelihood of staying or leaving Iowa following graduation or upon program completion varies by the education level sought by the student.



AMONG THOSE SEEKING A **JOB-RELATED CERTIFICATION (NON-APPRENTICESHIP)**, **62.5%** ARE LIKELY TO STAY IN IOWA.



FOR THOSE STUDENTS INDICATING THEY ARE PURSUING A **MASTERS/ DOCTORATE/ PROFESSIONAL DEGREE**, **47.1%** REPORTED THAT THEY ARE LIKELY TO LEAVE IOWA.



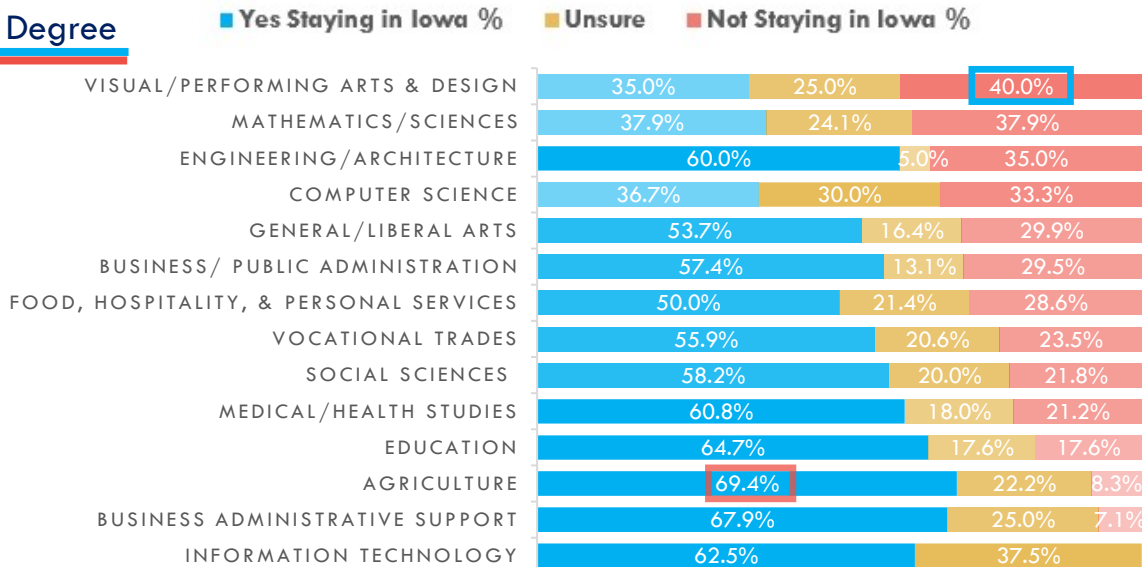
STUDENT STUDIES COMPARISON (CONTINUED)

Likely to Stay or Leave by Field of Study by Education Level Sought

Likely to Stay in Iowa

Likely to Leave Iowa

Associate Degree

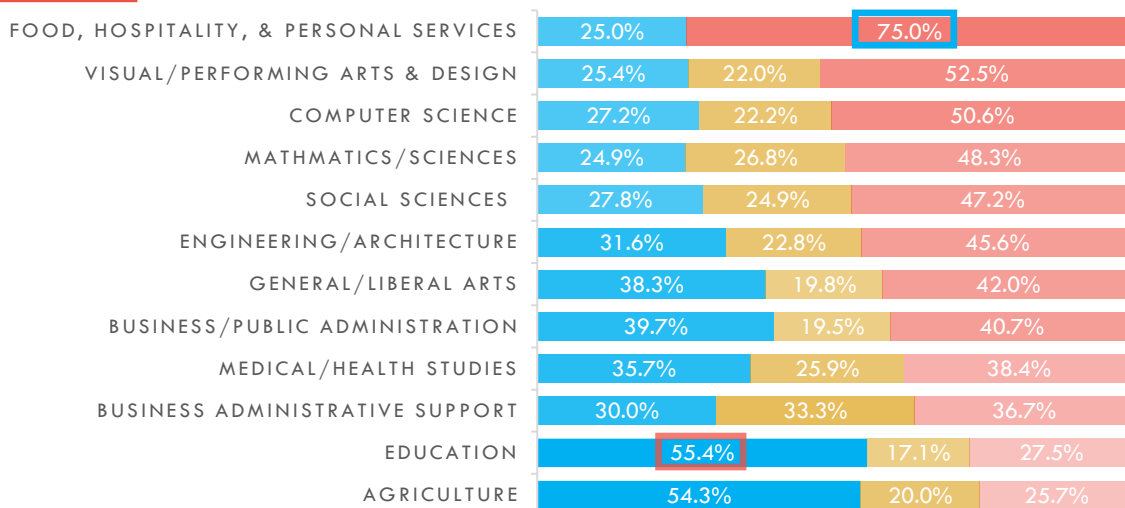


The transportation field of study category is not included in the chart above due to insufficient survey data for reporting purposes.



69.4% OF THOSE PURSUING AN ASSOCIATE DEGREE IN THE **AGRICULTURAL** FIELD ARE LIKELY TO STAY IN IOWA AFTER THEY GRADUATE.

Bachelor's Degree



The information technology field of study category is not included in the chart above due to insufficient survey data for reporting purposes.

55.4% OF THOSE PURSUING A BACHELOR'S DEGREE IN THE **EDUCATION** FIELD ARE LIKELY TO STAY IN IOWA AFTER THEY GRADUATE.



STUDENT STUDIES COMPARISON (CONTINUED)

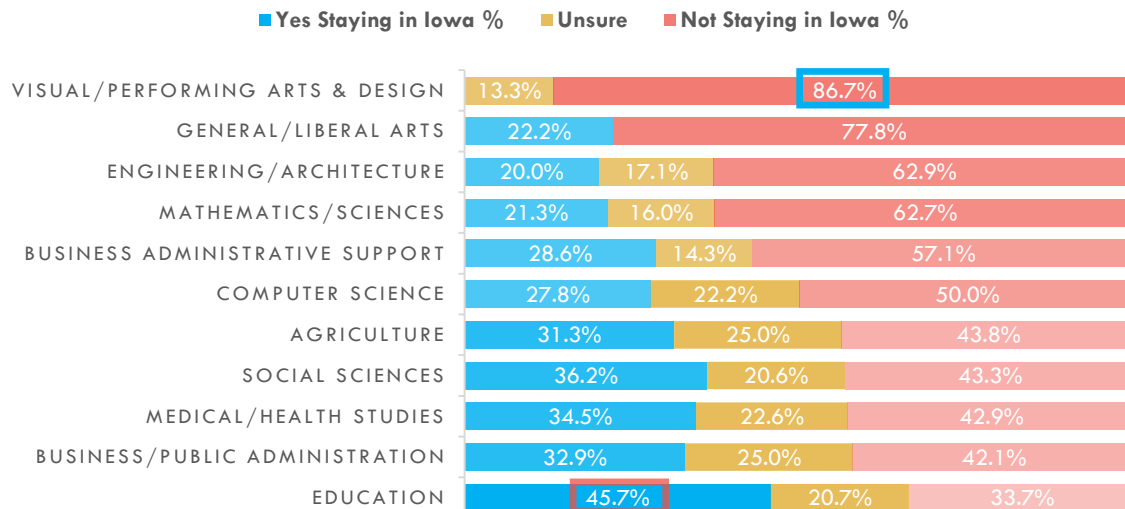
Likely to Stay or Leave by Field of Study by Education Level Sought



Likely to Stay in Iowa

Likely to Leave Iowa

Masters/Doctorate/Professional Degree



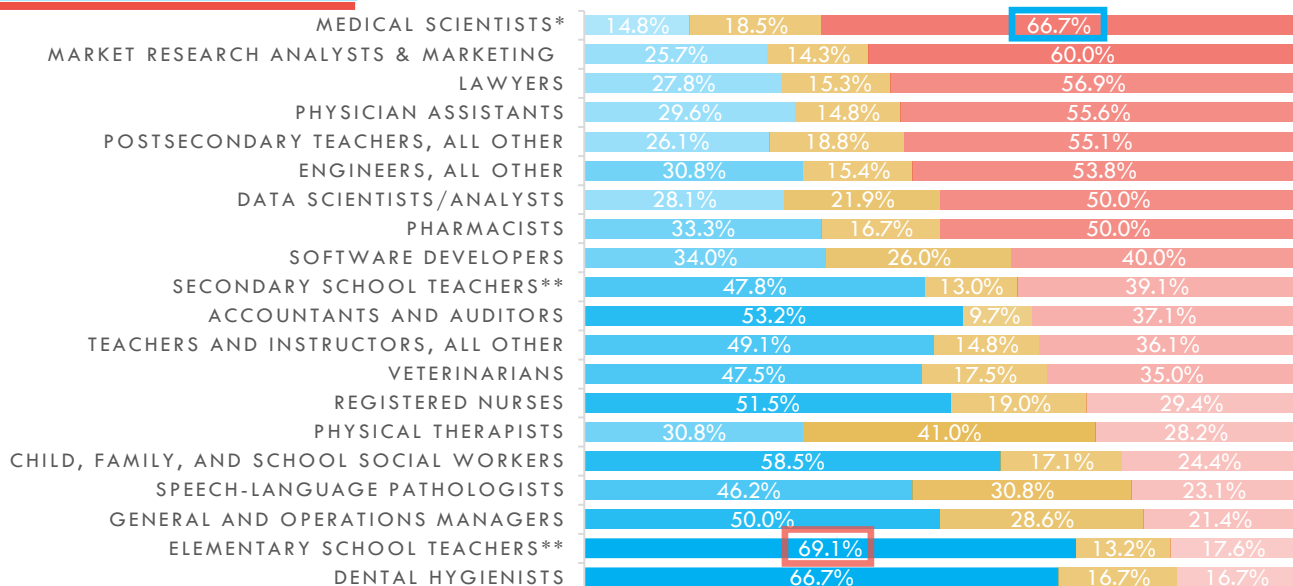
The food, hospitality, & personal services field of study category is not included due to insufficient survey data for reporting purposes.



45.7% OF THOSE PURSUING A MASTERS/DOCTORATE/
PROFESSIONAL DEGREE IN THE **EDUCATION** FIELD ARE **LIKELY**
TO STAY IN IOWA AFTER THEY GRADUATE.

Likely to Stay or Leave by Top Reported Occupation Intending to Pursue

Top Occupations Reported



*Excluding Epidemiologists

**Excluding Special Education and Career/Technical Education



69.1% OF THOSE THAT IDENTIFY AS AN **ELEMENTARY SCHOOL**
TEACHER AS THEIR JOB OF CHOICE PLAN ON **STAYING IN IOWA**

STUDENT JOB SEARCH & EMPLOYMENT

Likely to Stay in Iowa

Likely to Leave Iowa

Top Websites Used for Job Searches

ADDITIONALLY, THOSE LIKELY TO STAY IN IOWA WILL OFTEN USE:

COMPANY/ORGANIZATION WEBSITES

TOP WEBSITES USED FOR BOTH LIKELY TO STAY OR LEAVE:

INDEED.COM

LINKEDIN.COM

JOINHANDSHAKE.COM

EDUCATION WEBSITES

GLASSDOOR.COM

ADDITIONALLY, THOSE LIKELY TO LEAVE IOWA WILL OFTEN USE:

PROFESSIONAL/TRADE ASSOCIATION WEBSITES

Top Job Search Resources



TOP RESOURCES USED FOR BOTH LIKELY TO STAY OR LEAVE:

INTERNET

NETWORKING

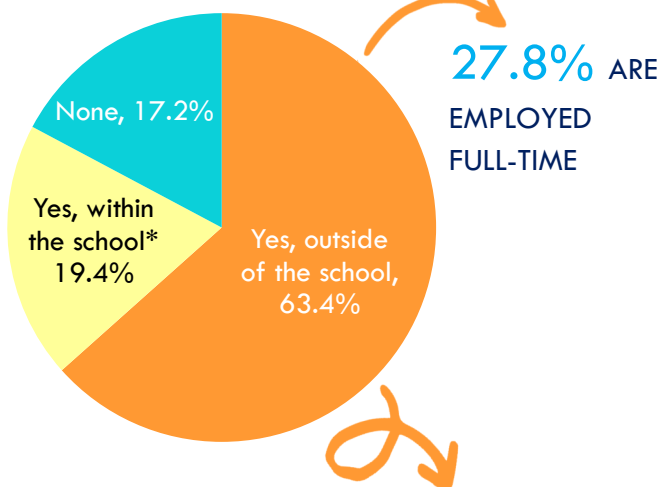
COLLEGE/UNIVERSITY CAREER CENTERS

JOB/CAREER FAIRS

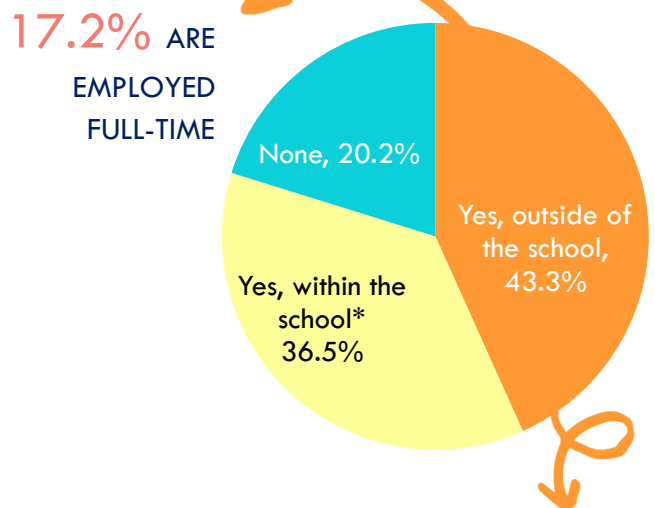


Current Employment

*Within the school include work study, graduate programs, etc.



5.4% OF THOSE EMPLOYED OUTSIDE THE SCHOOL WHO ARE LIKELY TO STAY ARE SELF-EMPLOYED



3.4% OF THOSE EMPLOYED OUTSIDE THE SCHOOL WHO ARE LIKELY TO LEAVE ARE SELF-EMPLOYED

STUDENT JOB SEARCH & EMPLOYMENT

Likely to Stay in Iowa

Likely to Leave Iowa

Self-Employment

10.6% OF THOSE LIKELY TO STAY IN IOWA PLAN TO BE **SELF-EMPLOYED** OR START A BUSINESS AFTER GRADUATION



13.5% OF THOSE LIKELY TO LEAVE IOWA PLAN TO BE **SELF-EMPLOYED** OR **START A BUSINESS** AFTER GRADUATION

Internships

38.4% OF STUDENTS THAT ARE **LIKELY TO LEAVE** IOWA HAVE PARTICIPATED IN AN INTERNSHIP, **74.1%** OF THOSE WERE **PAID INTERNSHIPS**.

TOP FIELDS OF THE INTERNSHIPS ARE:
BUSINESS/PUBLIC ADMINISTRATION
HEALTH SCIENCE/MEDICINE
ENGINEERING/ARCHITECTURE

32.1% OF STUDENTS THAT ARE **LIKELY TO STAY IN** IOWA HAVE **PARTICIPATED** IN AN INTERNSHIP, **67.8%** OF THOSE WERE **PAID INTERNSHIPS**.



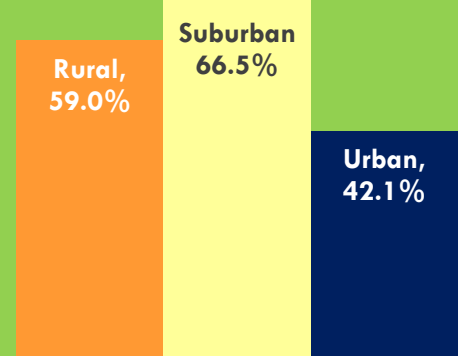
TOP FIELDS OF THE INTERNSHIPS ARE:
BUSINESS/PUBLIC ADMINISTRATION
HEALTH SCIENCE/MEDICINE
AGRICULTURE
SOCIAL SCIENCES

LIKELY TO STAY IN IOWA

40.8%

OF STUDENTS WHO INDICATED THEY HAVE STARTED TO CONSIDER WHERE TO LOCATE FOLLOWING GRADUATION OR UPON PROGRAM COMPLETION STATE THAT THEY **WILL “PROBABLY” OR “DEFINITELY” CHOOSE TO STAY IN IOWA.**

21.2% are unsure of their location plans following graduation or upon program completion.



MOST OF THESE STUDENTS PREFER TO LIVE IN A **SUBURBAN OR RURAL AREA.**

“BORN AND RAISED IN IOWA AND EXPECT TO STAY HERE. I FEEL CONFIDENT MY YOUNG CHILDREN ARE REASONABLY SAFE HERE. I APPRECIATE IOWA’S MORE CONSERVATIVE VALUES. OUR TOWN HAS PARKS, GROCERY, A HOSPITAL, FITNESS CENTER, A THEATER, PHARMACIES, A LIBRARY, A POST OFFICE, A COUPLE OF STORES AND RESTAURANTS. ALL THAT AND THE ABILITY TO BE SO CLOSE TO FAMILY MAKES LIVING HERE WONDERFUL.”

~ 39-YEAR-OLD IOWA CENTRAL COMMUNITY COLLEGE STUDENT



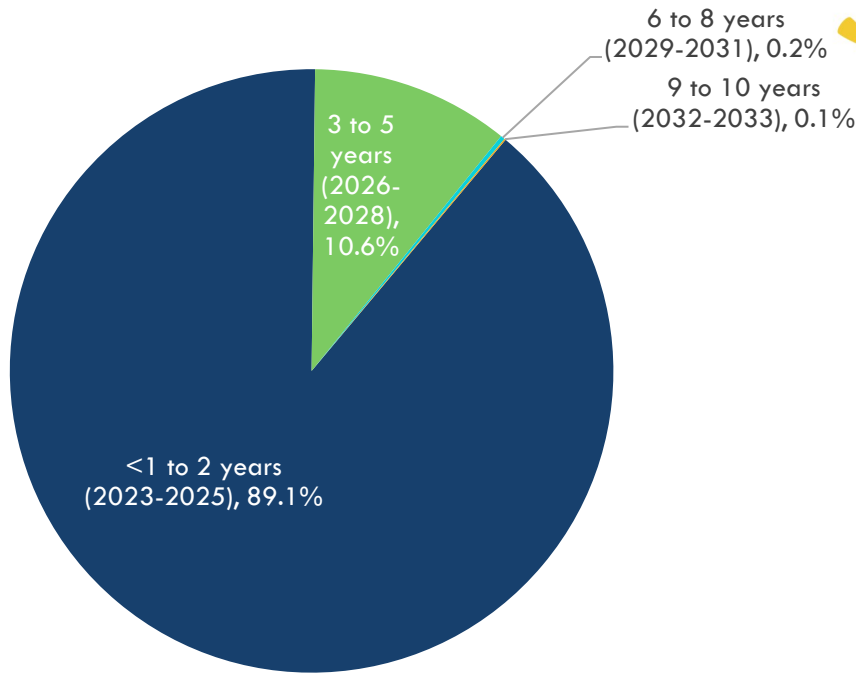
The following section provides characteristics of this group of students who are likely to locate in Iowa. This includes, defining what motivates their career decision, the importance of work/life balance, wages, and benefits. It also shows how they rank certain factors that may influence a location decision (such as financial considerations, quality of life, and entertainment options) along with their opinion as to whether or not Iowa possesses these qualities and/or opportunities.

LIKELY TO STAY IN IOWA

Respondents who did not provide an answer within the following categories are excluded from analysis.



Anticipated Graduation/Completion Dates



Following Graduation/Completion, When Do They Intend to Become Employed?

%	Timeline for Employment
21.6%	Currently Employed/ No Plans to Change
58.0%	Immediately/ Currently Seeking
12.0%	1 to 2 Months
3.5%	3 to 6 Months
1.0%	7 to 12 Months
2.9%	Greater than 1 Year
1.0%	Do Not Plan to Seek Employment

82.2%

Have Decided What Occupation
They Want to Pursue

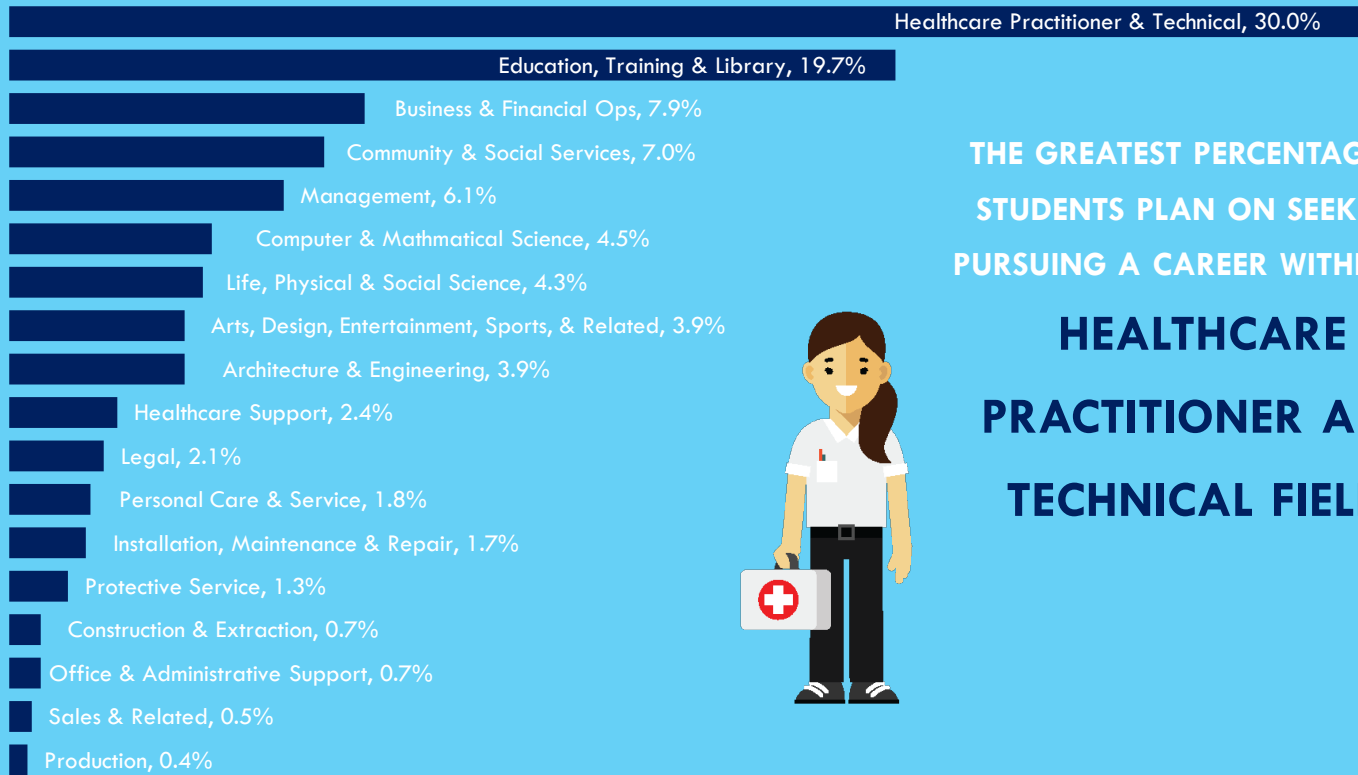


LIKELY TO STAY IN IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.




Top Occupational Groupings of Intended Careers



THE GREATEST PERCENTAGE OF STUDENTS PLAN ON SEEKING/PURSuing A CAREER WITHIN THE HEALTHCARE PRACTITIONER AND TECHNICAL FIELD.



Industries of Interest for Future Employment (respondent was allowed to select more than one)

%	Industry	%	Industry
31.8%	Healthcare 	4.0%	Legal
24.5%	Education	3.4%	Construction
12.3%	Social Services	3.4%	Entertainment/Recreation
10.6%	Agriculture, Forestry, & Mining	3.1%	Real Estate
10.4%	Finance, Insurance, & Real Estate	2.5%	Military/Law Enforcement
7.0%	Information Technology	2.2%	Transportation
7.0%	Public Administration & Government	1.6%	Professional Services
5.8%	Personal Services	1.4%	Retail Trade
5.3%	Communications	1.3%	Business/Admin Support
5.0%	Manufacturing		



LIKELY TO STAY IN IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.



Current Job Offer in Place?



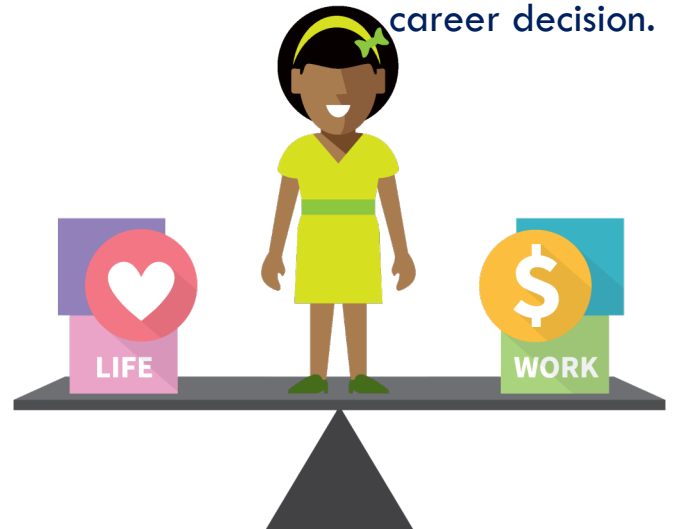
IN ADDITION, **97.9%** REPORT THAT THIS JOB OFFER **IS LOCATED IN IOWA.**

Top Motivators For Making a Career Decision (respondent was allowed to select more than one)



How Important is Work/Life Balance? (Importance rating scale options available on p. 32)

Just over half
1 / 2 (50.6%) said it has **absolute importance** regarding their career decision.



Followed by

34.7%

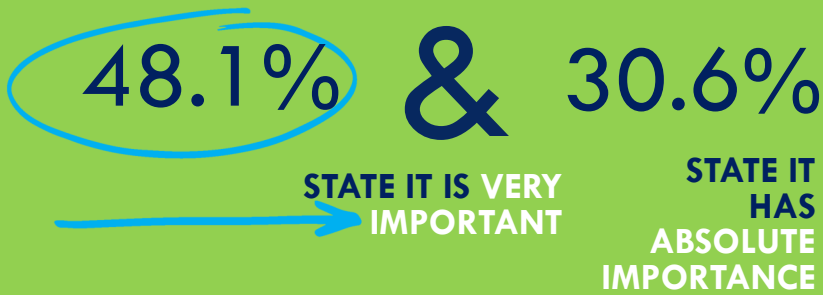
state it is **very important.**

LIKELY TO STAY IN IOWA (CONTINUED)

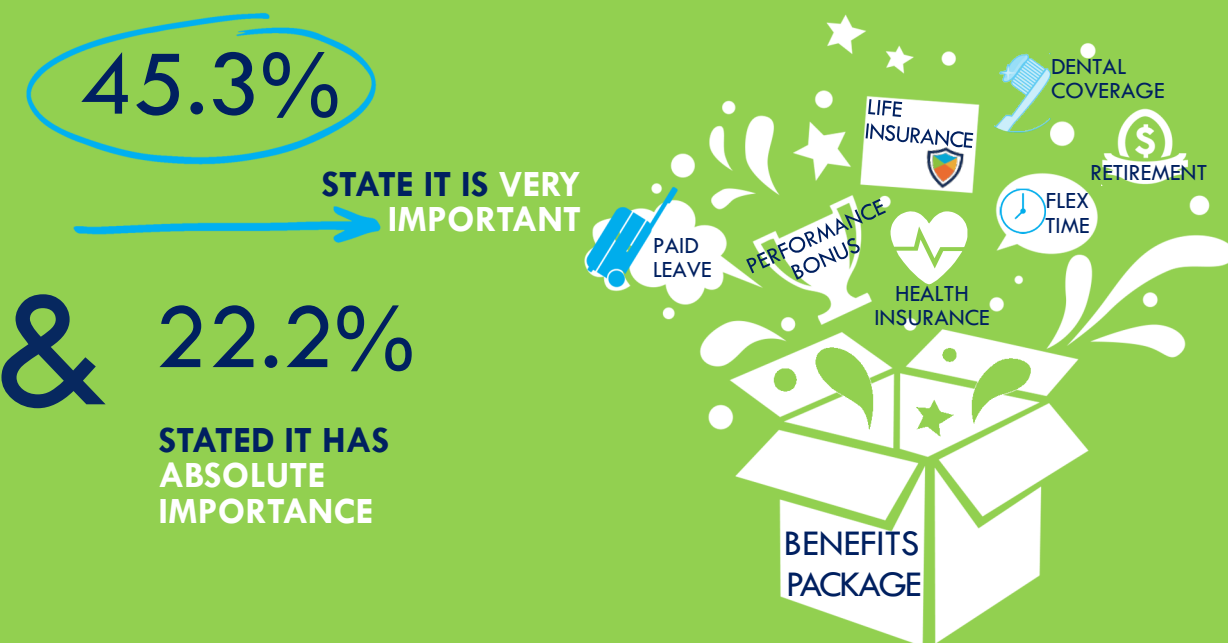
Respondents who did not provide an answer within the following categories are excluded from analysis.



How Important is Salary/Wages When Considering a Job Offer?



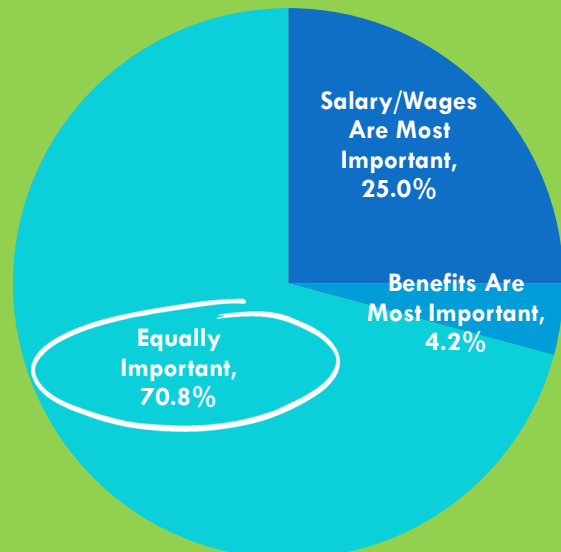
How Important are Benefits When Considering a Job Offer?



Which Has Greater Importance When Considering a Job Offer?

WAGES VS BENEFITS

WHILE **25.0%** STATE SALARY/WAGES HAVE THE MOST IMPORTANCE WHEN CONSIDERING A JOB OFFER, MORE THAN 2/3 (**70.8%**) FEEL THAT SALARY/WAGES AND BENEFITS ARE OF EQUAL IMPORTANCE.

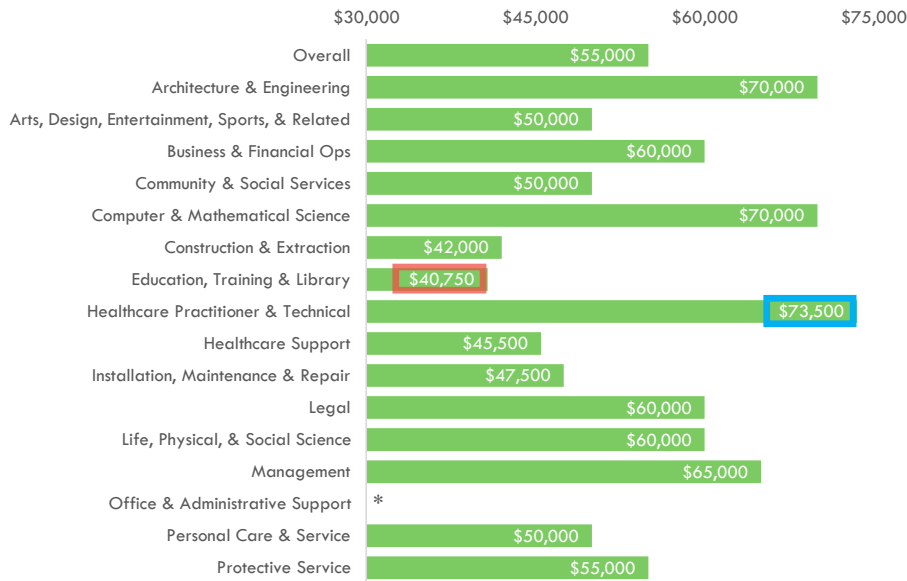


LIKELY TO STAY IN IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.



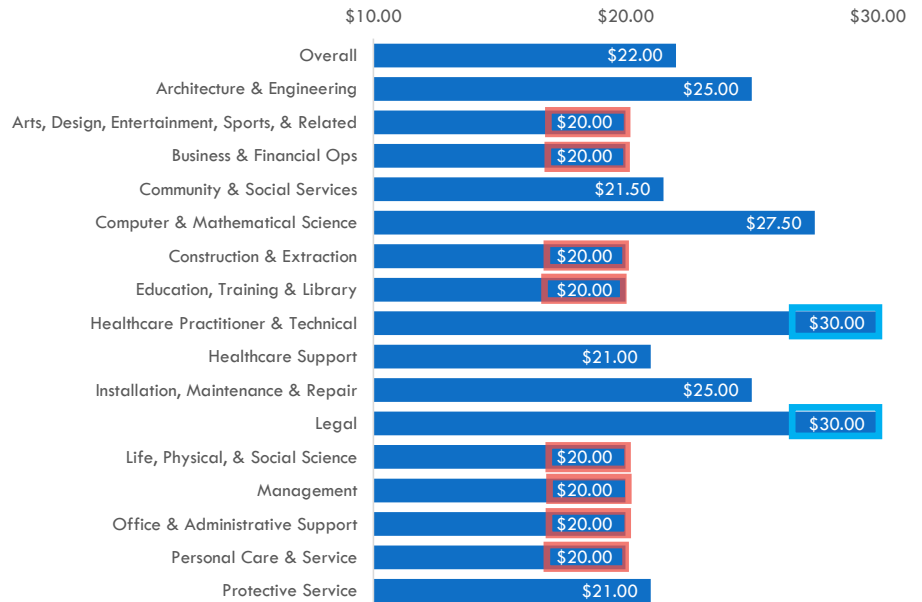
Expected Median Starting Wages/Salary



Among all students likely to stay in Iowa, the **overall** median annual salary expected is **\$55,000**. The occupational category with the **highest expected salary** is **healthcare practitioner & technical** at **\$73,500**. The **lowest expected salary** is in the **education, training, & library** category at **\$40,750**.

Among all students likely to stay in Iowa, the **overall** median hourly wage expected is **\$22.00**. The occupational categories with the **highest expected wage** are **healthcare practitioner & technical** and **legal** at **\$30.00** per hour.

The **lowest expected wages** are seen in 8 of the 16 categories at **\$20.00** per hour.



*Occupational groupings not included in the tables above have insufficient survey data for reporting purposes.



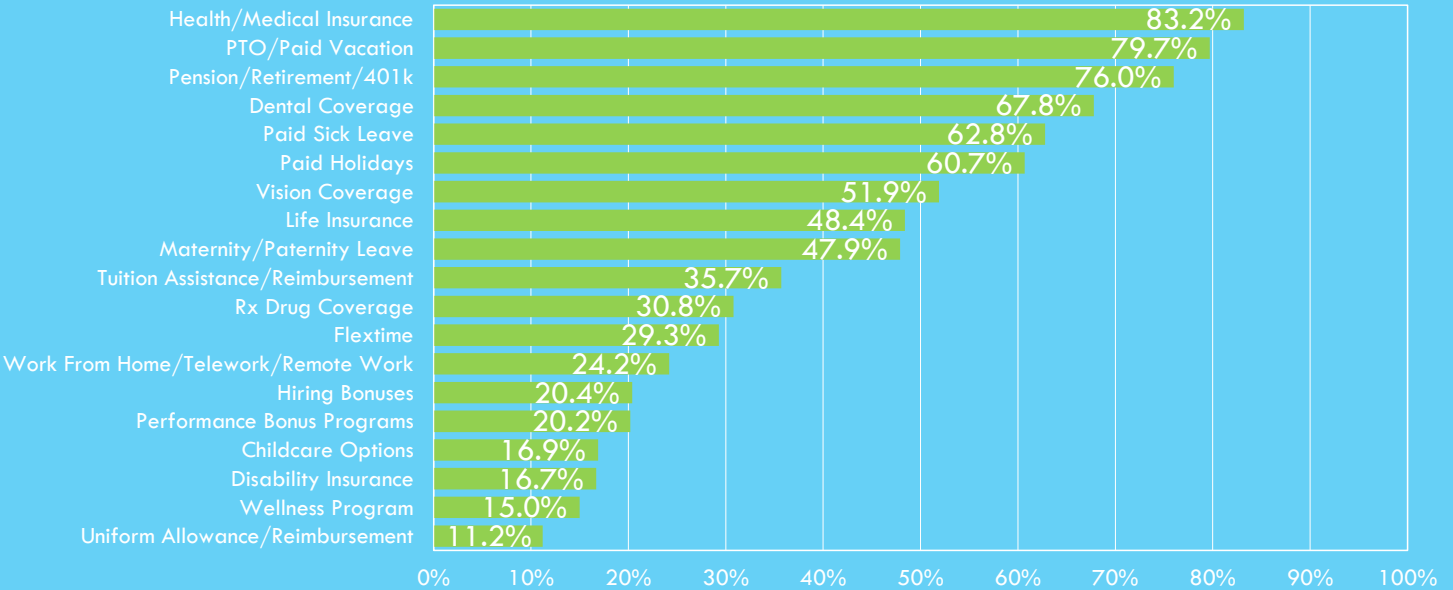
NOW
HIRING



LIKELY TO STAY IN IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.

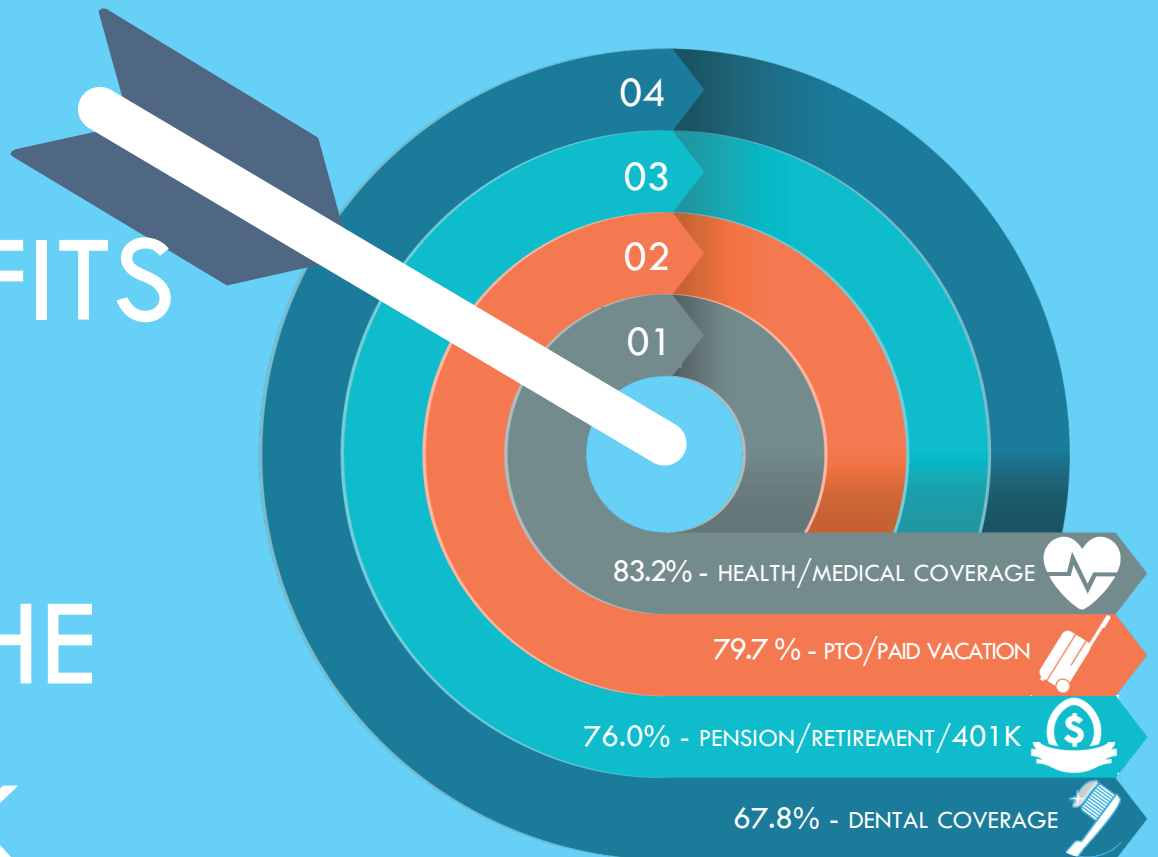
Desired Benefits (respondent was allowed to select more than one)



Overall, those students who are likely to stay in Iowa following graduation/upon program completion report that health/medical insurance is the most desired benefit an employer could offer, with 83.2% selecting it. PTO/paid vacation follows closely with nearly four-fifths (79.7%) reporting it as a desired benefit of employment.

The tables on the following page illustrate how desired benefits differ based on the intended occupational grouping of the student. The top five benefits reported above are broken out by each occupational grouping. The benefit with the greatest percentage of responses is denoted with a star ★.

BENEFITS
THAT
HIT THE
MARK



LIKELY TO STAY IN IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.

Desired Benefits by Occupational Grouping* (respondent was allowed to select more than one)

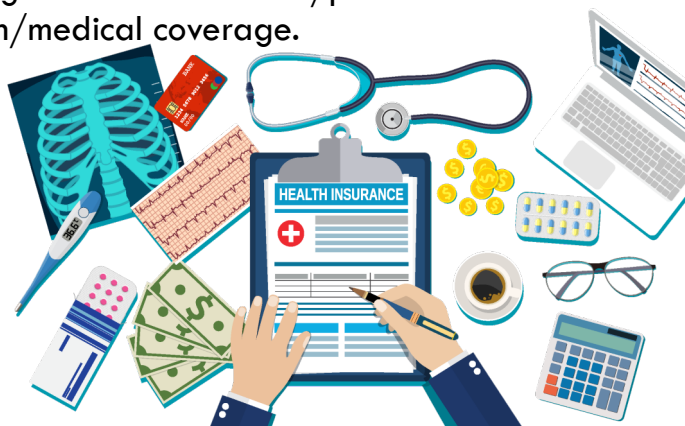
	Architecture & Engineering	Arts, Design, Entertainment, & Sports	Business & Financial Ops	Community & Social Services	Computer & Mathematical Science	Construction & Extraction	Education, Training, & Library	Healthcare Practitioner & Technical
Health/Medical Insurance	66.7%	76.2%	74.1%	78.4%	83.0%	100% ★	83.9% ★	89.3% ★
PTO/Paid Vacation	90.5% ★	78.6%	83.5% ★	89.2% ★	85.1%	28.6%	73.2%	81.8%
Pension/Retirement/401k	88.1%	88.1% ★	74.1%	77.0%	89.4% ★	71.4%	80.0%	74.5%
Dental Coverage	78.6%	61.9%	60.0%	68.9%	72.3%	85.7%	69.3%	68.9%
Paid Holidays	76.2%	61.9%	67.1%	60.8%	74.5%	42.9%	52.7%	58.5%

	Healthcare Support	Installation, Maintenance, & Repair	Legal	Life, Physical, & Social Science	Management	Office & Administrative Support	Personal Care & Service	Protective Service
Health/Medical Insurance	84.0% ★	93.3% ★	91.3% ★	84.1% ★	82.8% ★	85.7% ★	70.6% ★	92.9% ★
PTO/Paid Vacation	80.0%	80.0%	82.6%	84.1% ★	70.3%	71.4%	52.9%	85.7%
Pension/Retirement/401k	52.0%	66.7%	78.3%	81.8%	79.7%	71.4%	41.2%	92.9% ★
Dental Coverage	60.0%	53.3%	65.2%	79.5%	59.4%	71.4%	52.9%	78.6%
Paid Holidays	68.0%	60.0%	60.9%	70.5%	64.1%	85.7% ★	35.3%	57.1%

*Occupational groupings not included in the tables above have insufficient survey data for reporting purposes.

For 11 out of the 16 occupational groupings listed above, **health/medical insurance coverage** is the number one **desired benefit** reported among survey respondents. However, for five categories it was not number one. Those students intending to pursue a career in architecture or engineering, business or financial ops, or community or social services report **PTO/paid vacation** as their most desired benefits. In addition, those interested in an arts, design, entertainment or sports, computer or mathematical science, and protective services career report **pension/retirement/401K** as their top benefit.

Within the life physical & social science; office & administrative support; and protective service groupings the health/medical coverage benefit tie for first place as the most desired benefit among students. The PTO/paid vacation benefit is the most commonly selected choice after health/medical coverage.

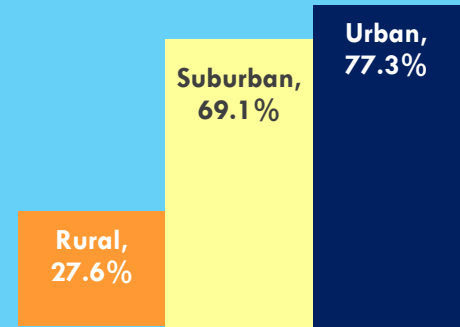


LIKELY TO LEAVE IOWA

38.0%

OF STUDENTS WHO INDICATED THEY HAVE STARTED TO CONSIDER WHERE TO LOCATE FOLLOWING GRADUATION OR UPON PROGRAM COMPLETION STATE THAT THEY **WILL “PROBABLY NOT” OR “DEFINITELY NOT” CHOOSE TO STAY IN IOWA.**

21.2% are unsure of their location plans following graduation or upon program completion.



MOST OF THESE STUDENTS PREFER TO LIVE IN AN URBAN OR SUBURBAN AREA.

“IT IS DISAPPOINTING BEING AN EDUCATION MAJOR AND KNOWING I WILL NOT EARN A DECENT WAGE UPON GRADUATION. THERE ARE TEACHER SHORTAGES AND LESS PEOPLE GOING INTO EDUCATION. CHILDREN ARE 100% OUR FUTURE AND WE NEED TO COMPENSATE EDUCATORS, FOR THEY ARE MOLDING THE MIND OF TOMORROW’S CITIZENS. TEACHERS SHOULD NOT HAVE TO FEEL AS THOUGH THEY NEED TO WORK A PART-TIME JOB IN ORDER TO GET BY FINANCIALLY.”

~ 22-YEAR-OLD UNIVERSITY OF NORTHERN IOWA STUDENT



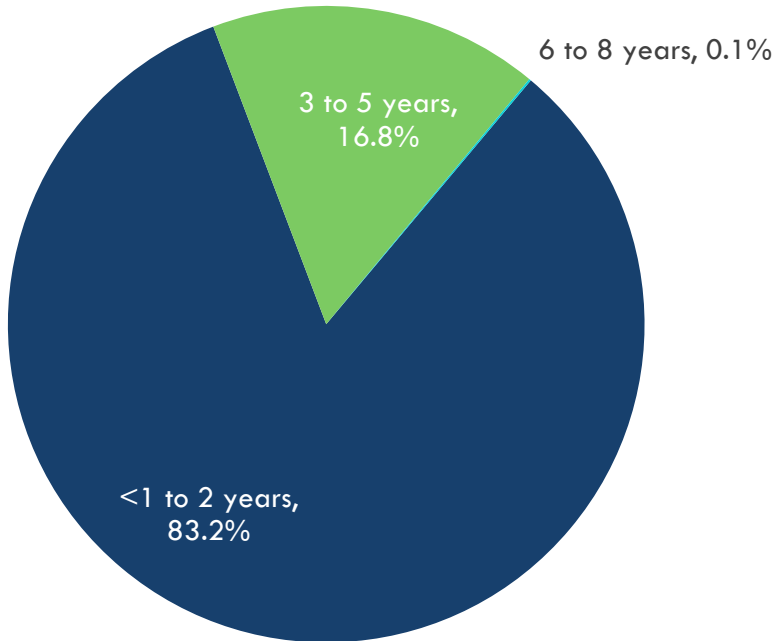
The following section provides characteristics of this group of students who are likely to leave Iowa. This includes, defining what motivates their career decision, the importance of work/life balance, wages, and benefits. It also shows how they rank certain factors that may influence a location decision (such as financial considerations, quality of life, and entertainment options) along with their opinion as to whether or not Iowa possesses these qualities and/or opportunities.

LIKELY TO LEAVE IOWA

Respondents who did not provide an answer within the following categories are excluded from analysis.



Anticipated Graduation/Completion Dates



Following Graduation/Completion, When Do They Intend to Become Employed?

%	Timeline for Employment
11.6%	Currently Employed/ No Plans to Change
61.2%	Immediately/ Currently Seeking
14.6%	1 to 2 Months
4.8%	3 to 6 Months
1.5%	7 to 12 Months
4.4%	Greater than 1 Year
1.9%	Do Not Plan to Seek Employment

74.8%

Have Decided What Occupation They Want to Pursue

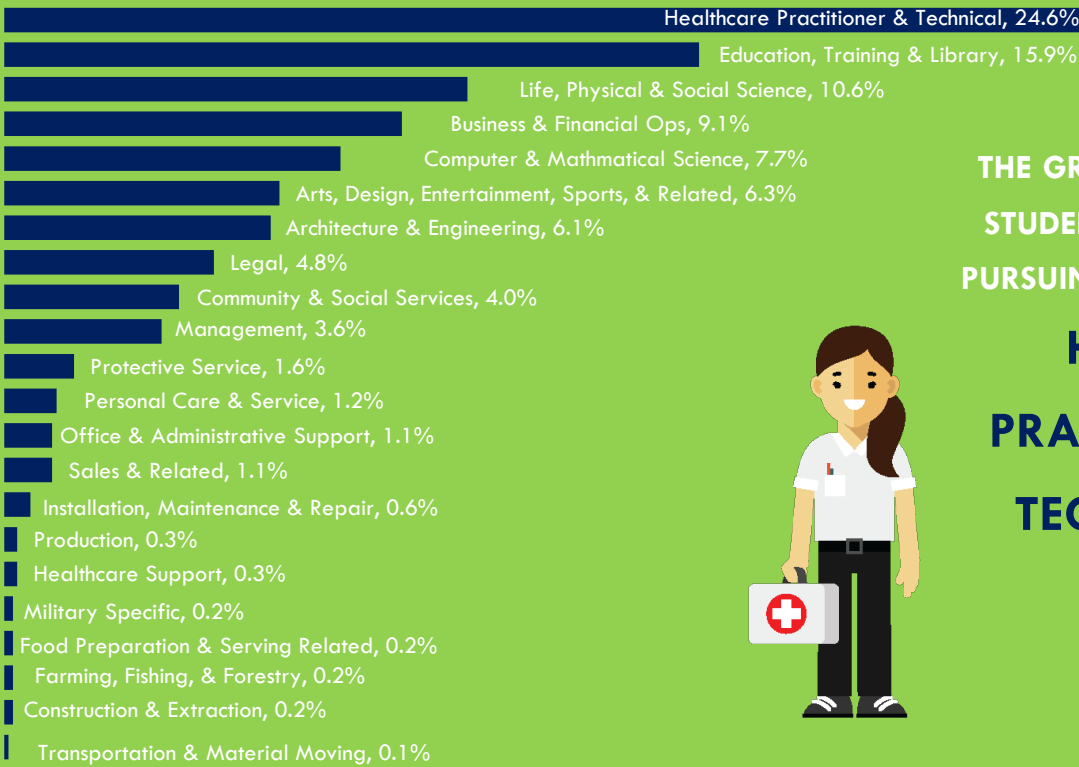


LIKELY TO LEAVE IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.




Top Occupational Groupings of Intended Careers



THE GREATEST PERCENTAGE OF STUDENTS PLAN ON SEEKING/PURSuing A CAREER WITHIN THE HEALTHCARE PRACTITIONER AND TECHNICAL FIELD.



Industries of Interest for Future Employment (respondent was allowed to select more than one)

%	Industry	%	Industry
28.9%	Healthcare 	4.8%	Manufacturing
22.2%	Education	4.6%	Personal Services
14.4%	Public Administration & Government	3.3%	Professional Services
12.2%	Social Services	3.0%	Real Estate
10.5%	Entertainment & Rec.	2.9%	Military/Law Enforcement
9.8%	Communications	2.9%	Academia/Research
8.7%	Information Technology	2.6%	Transportation
8.0%	Finance & Insurance	1.8%	Construction
7.6%	Agriculture, Forestry, & Mining	1.8%	Retail Trade
7.5%	Legal	1.8%	Visual/Fine Arts

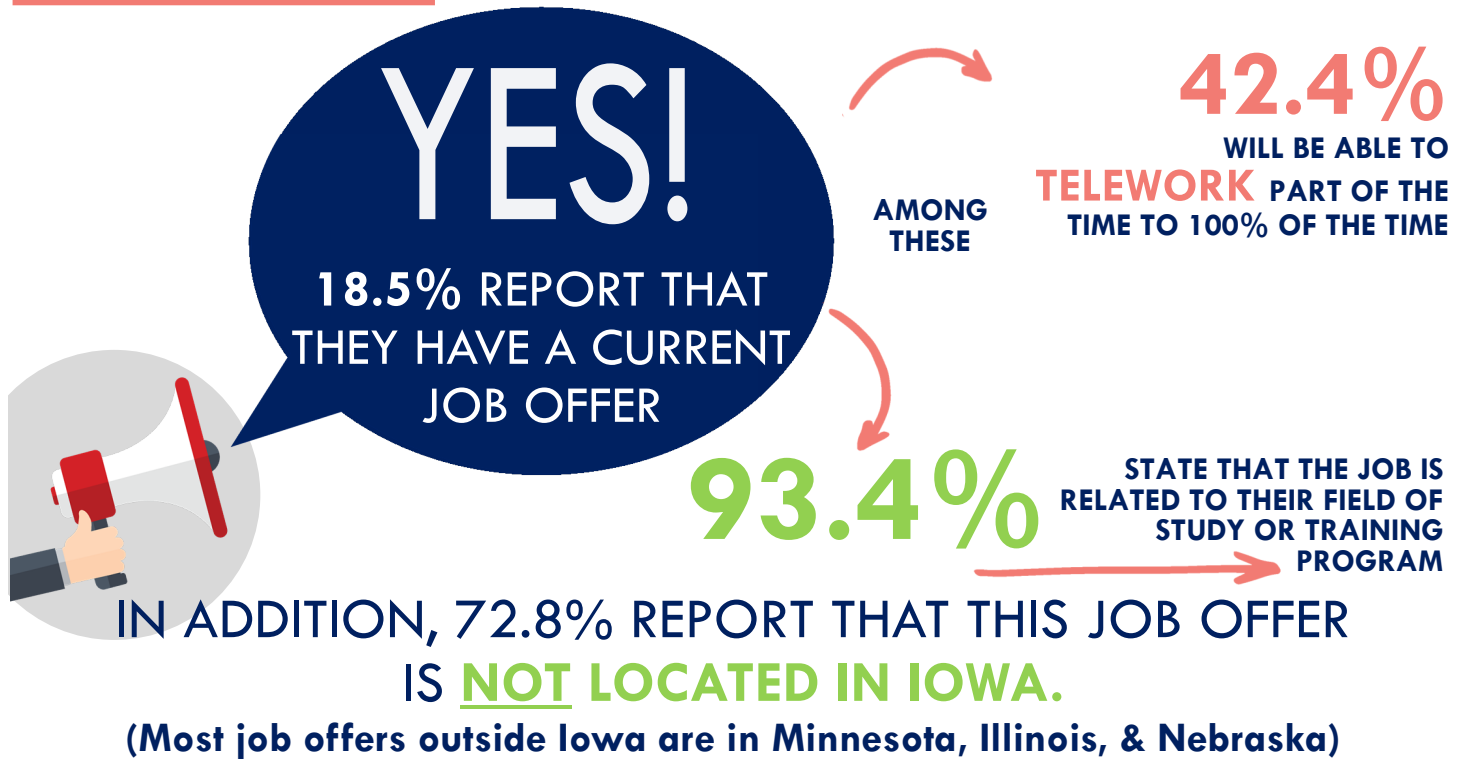


LIKELY TO LEAVE IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.



Current Job Offer in Place?



Top Motivators For Making a Career Decision

- 53.2% | Personal Interest
- 43.7% | Earnings Potential
- 42.8% | Location
- 30.5% | Feel It Is Meant to Be
- 23.8% | Job Security
- 23.2% | Benefits Offered
- 20.9% | Aptitude for/Ability to Perform Job
- 16.9% | Humanitarian Reasons
- 8.2% | Environmental/Conservation/Protection
- 6.1% | Potential for Innovation

How Important is Work/Life Balance? (Importance rating scale options available on p. 32)

Nearly **1/2** (45.0%) said it has **absolute importance** regarding their career decision.



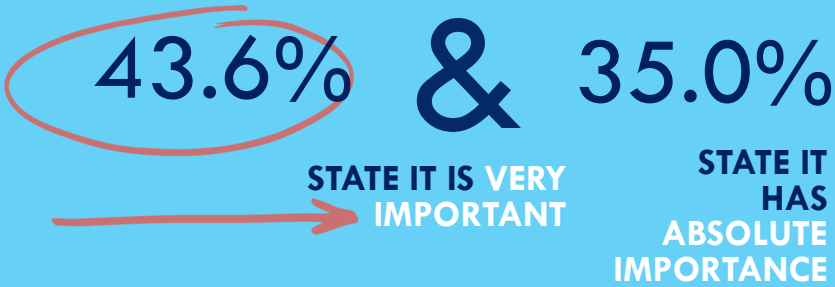
In addition, **36.8%** said it is **very important.**

LIKELY TO LEAVE IOWA (CONTINUED)

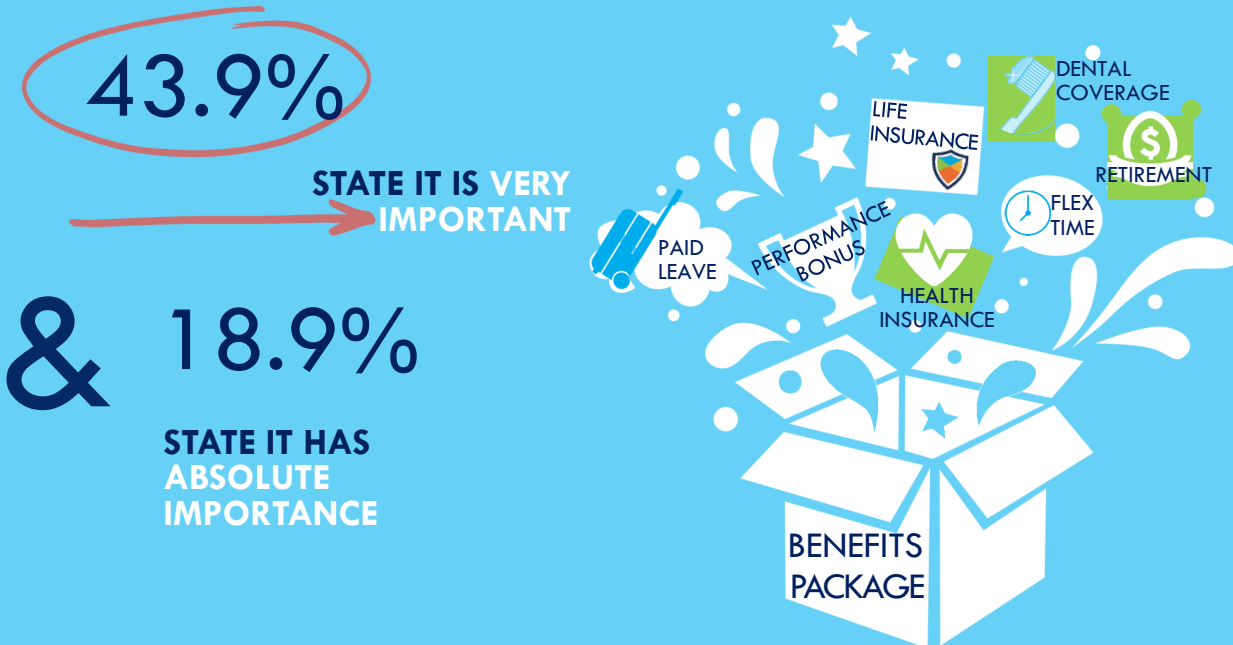
Respondents who did not provide an answer within the following categories are excluded from analysis.



How Important is Salary/Wages When Considering a Job Offer?



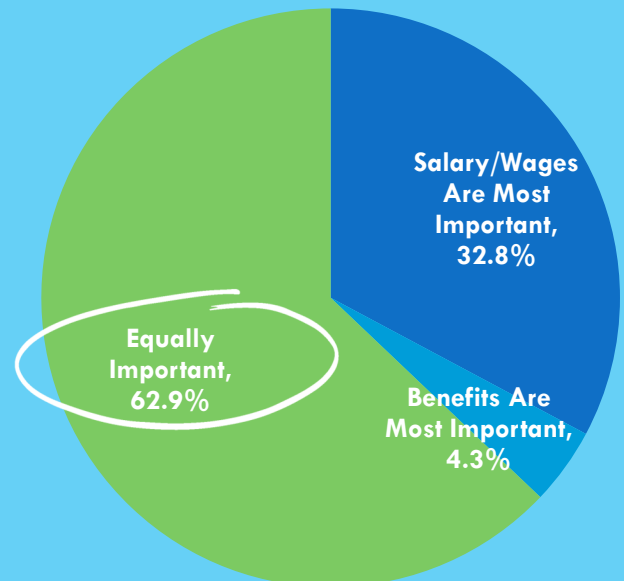
How Important are Benefits When Considering a Job Offer?



Which Has Greater Importance When Considering a Job Offer?

WAGES VS BENEFITS

WHILE **32.8%** STATE SALARY/WAGES HAS THE MOST IMPORTANCE WHEN CONSIDERING A JOB OFFER, NEARLY 2/3 (**62.9%**) FEEL THAT SALARY/WAGES AND BENEFITS ARE OF EQUAL IMPORTANCE.

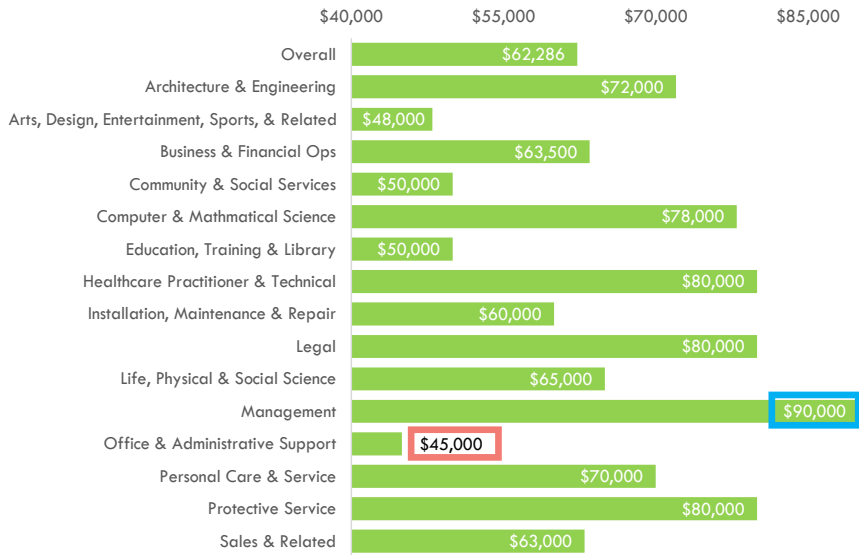


LIKELY TO LEAVE IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.

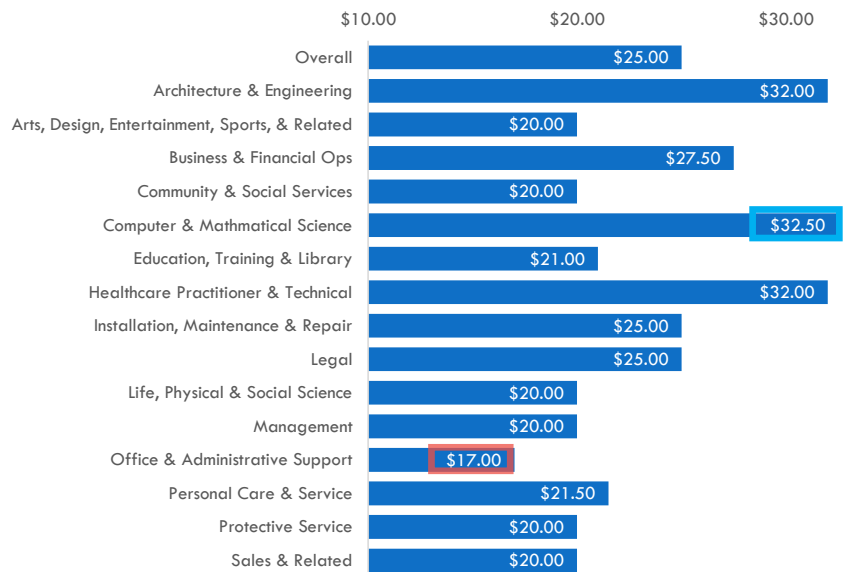


Expected Median Starting Wages/Salary



Among all students likely to leave Iowa, the **overall** median annual salary expected is **\$62,286**. The occupational category with the **highest** expected salary is **management** at **\$90,000**. The **lowest** expected salary is in the **office & administrative support** category at **\$45,000**.

Among all students likely to leave Iowa, the **overall** median hourly wage expected is **\$25.00**. The occupational category with the **highest** expected wage is **computer & mathematical science** at **\$32.50** per hour.



The **lowest** expected wage is in the **office & administrative support** category at **\$17.00** per hour.



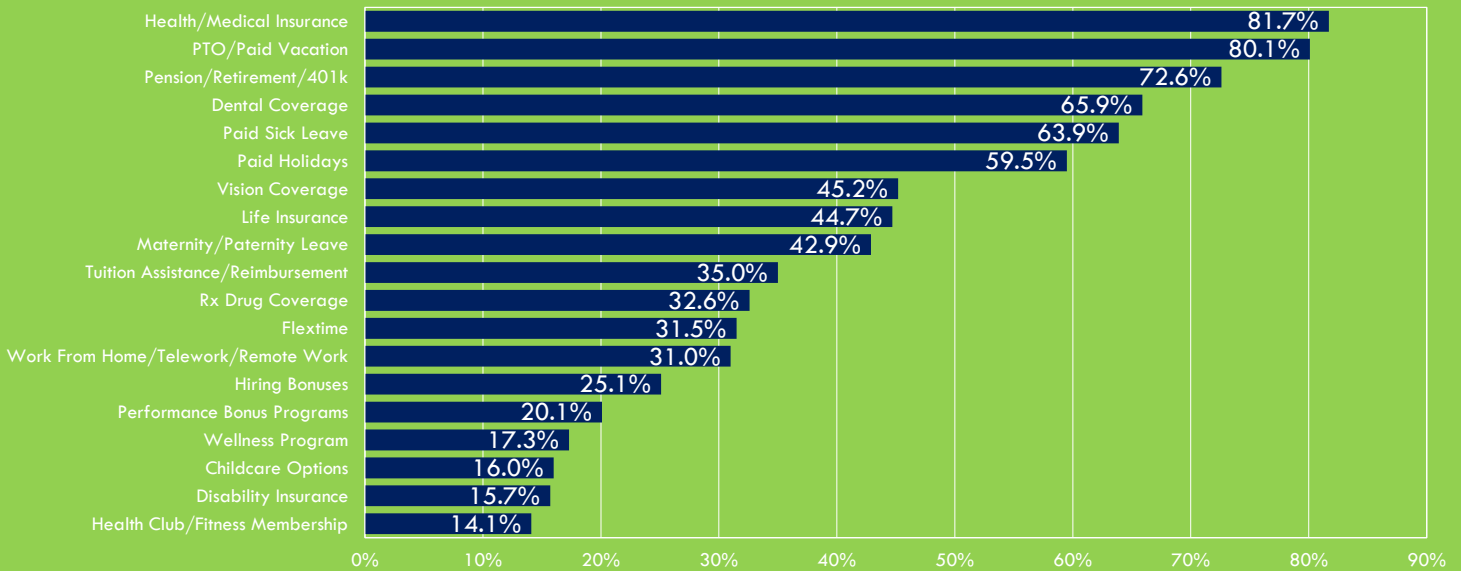
NOW
HIRING



LIKELY TO LEAVE IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.

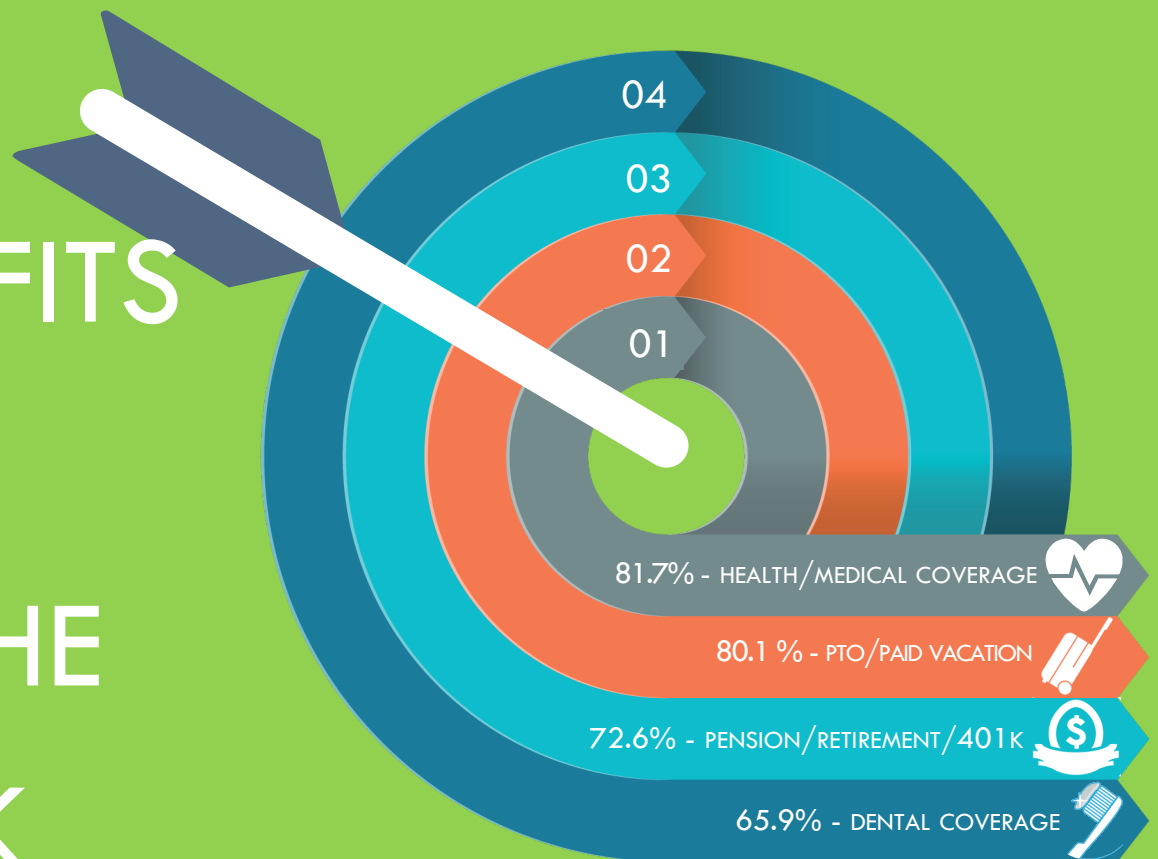
Desired Benefits (respondent was allowed to select more than one)



Overall, those students who are likely to leave Iowa following graduation/upon program completion report that **health/medical insurance** is the most desired benefit an employer could offer, with **81.7%** selecting it. **PTO/Paid vacation** follows closely with over four-fifths, **80.1%** reporting it as a desired benefit of employment.

The tables on the following page illustrate how desired benefits differ based on the intended occupational grouping of the student. The top five benefits reported above are broken out by each occupational grouping. The benefit with the greatest percentage of responses is indicated with a star ★.

BENEFITS
THAT
HIT THE
MARK



LIKELY TO LEAVE IOWA (CONTINUED)

Respondents who did not provide an answer within the following categories are excluded from analysis.



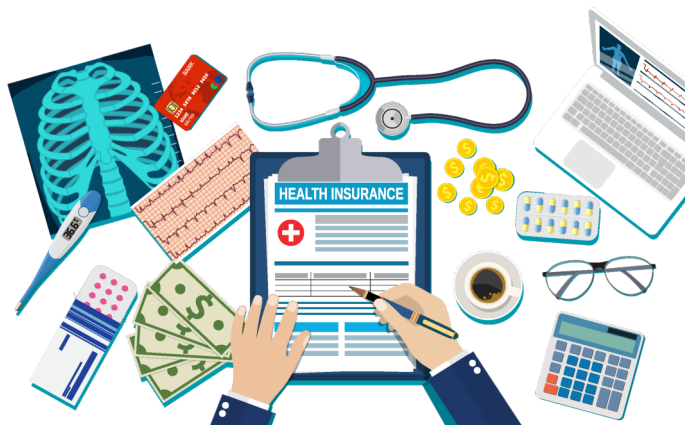
Desired Benefits by Occupational Grouping* (respondent was allowed to select more than one)

	Architecture & Engineering	Arts, Design, Entertainment, & Sports	Business & Financial Ops	Community & Social Services	Computer & Mathematical Science	Education, Training, & Library	Healthcare Practitioner & Technical
Health/Medical Insurance	86.8%	76.9% ★	77.8% ★	88.6% ★	85.3%	77.4% ★	85.0%
PTO/Paid Vacation	92.5% ★	75.0%	74.1%	85.7%	86.8% ★	68.6%	85.5% ★
Pension/Retirement/401k	84.9%	69.2%	77.8% ★	88.6% ★	82.4%	74.5%	70.1%
Dental Coverage	66.0%	73.1%	65.4%	77.1%	64.7%	68.6%	71.0%
Paid Sick Leave	67.9%	65.4%	54.3%	68.6%	60.3%	65.0%	67.8%

	Legal	Life, Physical, & Social Science	Management	Office & Administrative Support	Personal Care & Service	Protective Service	Sales & Related
Health/Medical Insurance	85.7%	84.0% ★	62.5%	66.7%	63.6%	78.6%	80.0%
PTO/Paid Vacation	88.1% ★	79.8%	84.4% ★	66.7%	72.7% ★	78.6%	90.0% ★
Pension/Retirement/401k	73.8%	71.3%	75.0%	77.8% ★	36.4%	85.7% ★	70.0%
Dental Coverage	71.4%	67.0%	59.4%	77.8% ★	54.5%	78.6%	50.0%
Paid Sick Leave	78.6%	64.9%	53.1%	55.6%	45.5%	78.6%	50.0%

*Occupational groupings not included in the tables above have insufficient survey data for reporting purposes.

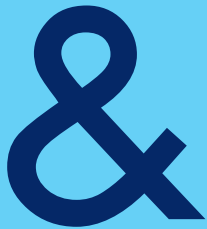
For 7 out of the 14 occupational groupings listed above, **PTO/paid vacation** is the number one **desired benefit** reported among survey respondents. However, for seven categories it is not number one. Those students intending to pursue a career in arts, design, entertainment & sports; business & financial ops; community & social services; education, training & library; and life, physical & social science report **health/medical coverage** as their most desired benefit. In addition, those interested in business & financial ops; community & social services; office & administrative support; and protective services career also report **pension/retirement/401K** as a top benefit.



LOCATION CONSIDERATION FACTORS



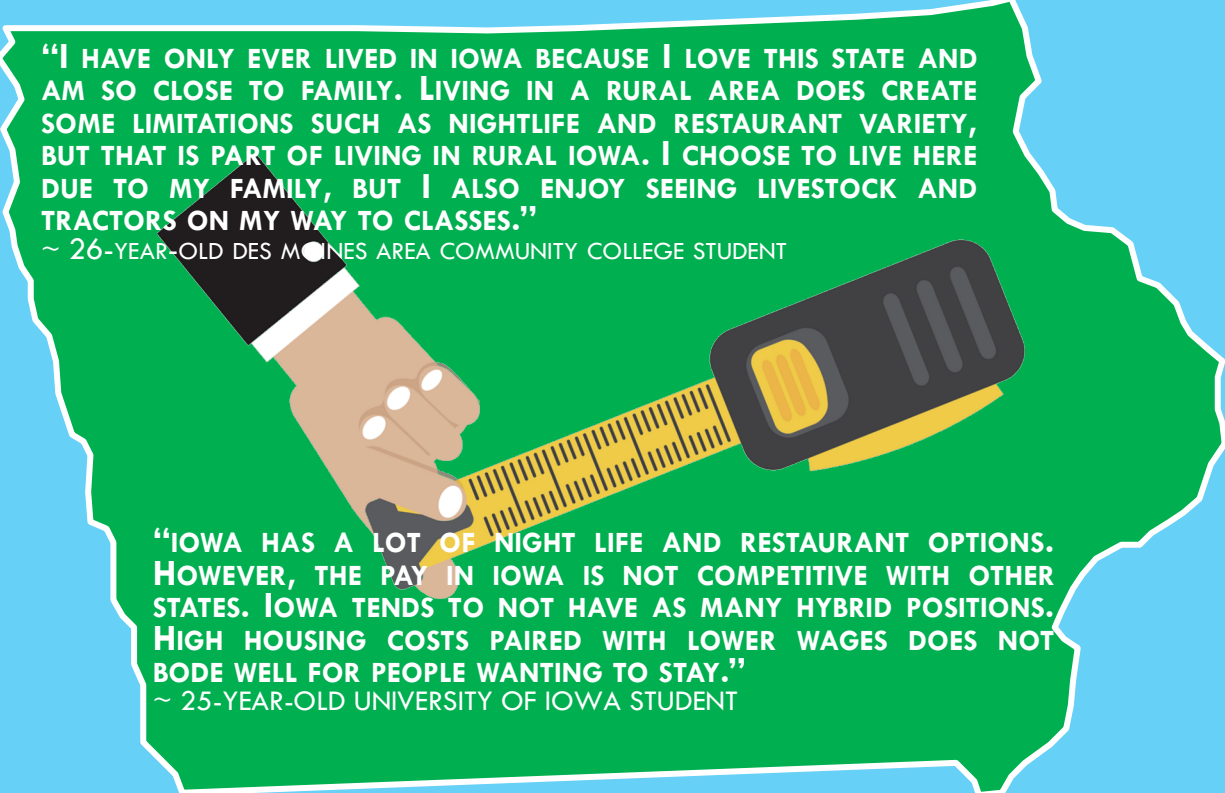
WHAT DO STUDENTS FIND IMPORTANT
WHEN DECIDING WHERE TO LOCATE ?



HOW DOES IOWA MEASURE UP?

"I HAVE ONLY EVER LIVED IN IOWA BECAUSE I LOVE THIS STATE AND AM SO CLOSE TO FAMILY. LIVING IN A RURAL AREA DOES CREATE SOME LIMITATIONS SUCH AS NIGHTLIFE AND RESTAURANT VARIETY, BUT THAT IS PART OF LIVING IN RURAL IOWA. I CHOOSE TO LIVE HERE DUE TO MY FAMILY, BUT I ALSO ENJOY SEEING LIVESTOCK AND TRACTORS ON MY WAY TO CLASSES."

~ 26-YEAR-OLD DES MOINES AREA COMMUNITY COLLEGE STUDENT



"IOWA HAS A LOT OF NIGHT LIFE AND RESTAURANT OPTIONS. HOWEVER, THE PAY IN IOWA IS NOT COMPETITIVE WITH OTHER STATES. IOWA TENDS TO NOT HAVE AS MANY HYBRID POSITIONS. HIGH HOUSING COSTS PAIRED WITH LOWER WAGES DOES NOT BODE WELL FOR PEOPLE WANTING TO STAY."

~ 25-YEAR-OLD UNIVERSITY OF IOWA STUDENT

LOCATION CONSIDERATION FACTORS

Students were given a set of factors to consider within four different categories: employment considerations, financial situation, quality of life, and entertainment options. They were asked to rate the importance of each factor in regards to how it affects their decision on where to locate following graduation or upon program completion. They were given the following options to select from:

- No Importance
- Slightly Important
- Moderately Important
- Very Important
- Absolute Importance

They were then given the same factors and asked to what level they agree that Iowa has those factors, characteristics, or opportunities. They were given the following options to select from:

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

The following section provides the results of these questions by percentage of students who rated the factors as having absolute importance or being very important; the percentage of students that strongly agree or agree that Iowa provides for these factors; and the differences between the two. The results are provided for two groups: those likely to stay in Iowa and those likely to leave.

• EMPLOYMENT CONSIDERATIONS

• FINANCIAL SITUATION

• QUALITY OF LIFE

• ENTERTAINMENT OPTIONS



LIKELY TO STAY IN IOWA

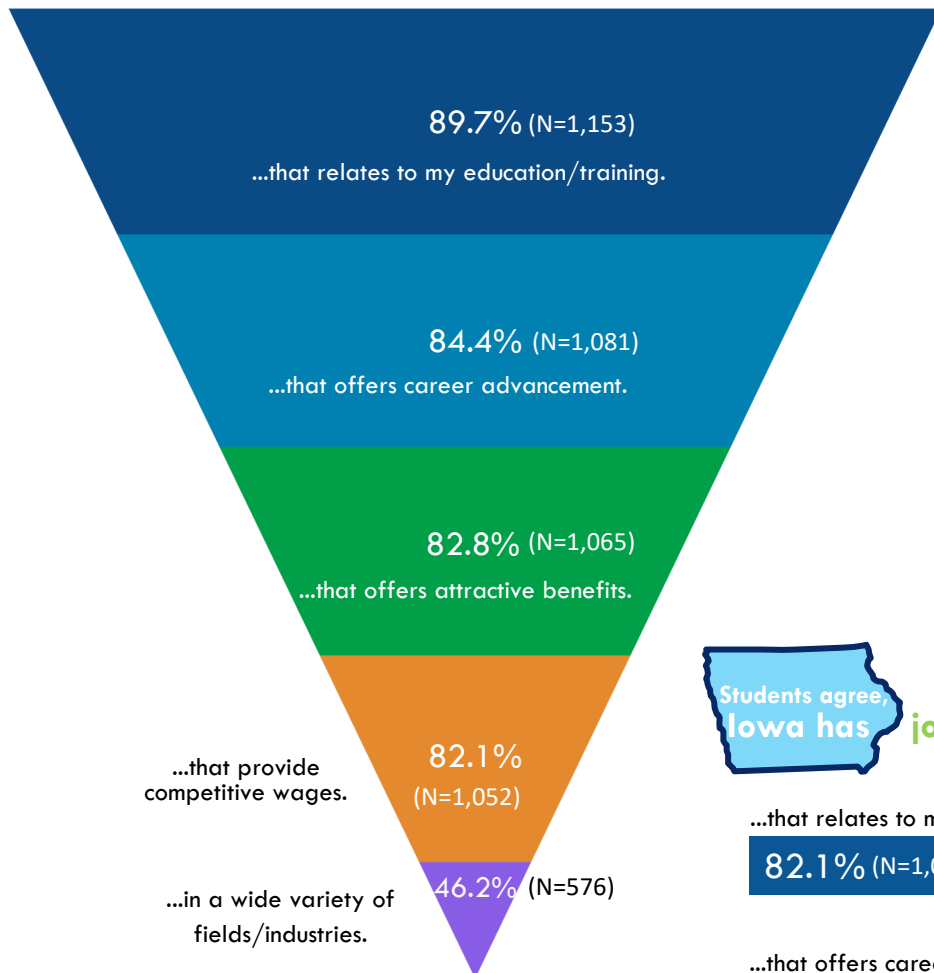
Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)



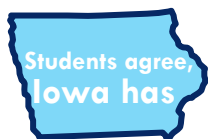
Employment Considerations

When considering where to locate following graduation or upon program completion the following factors related to employment considerations are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

The place I choose to live should have job opportunities...

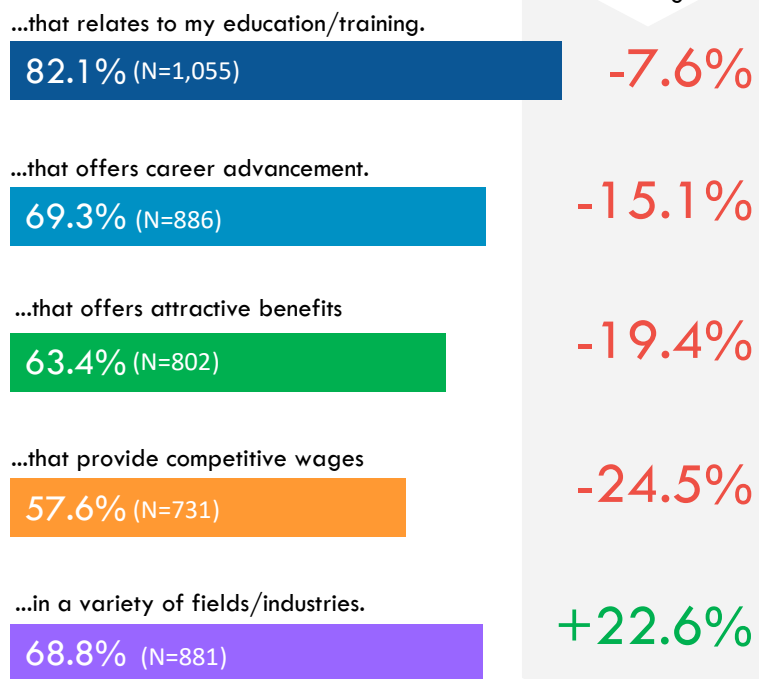


Among the employment consideration factors rated, the largest portion of students (89.7%) responded that the availability of **job opportunities that relate to their education or training** has absolute importance or is very important. Job opportunities that **offer career advancement** is second, at 84.4 percent. In addition to these options to the left, two common responses were written in by survey-takers: 29 individuals indicated having a work-life balance is important in their employment considerations and 6 wrote-in that job security is important.



job opportunities...

Difference between Agreement Level and Importance Ranking



Students also reported if they agree that the **State of Iowa** provides these opportunities. The bar chart to the right shows the cumulative percentage of those who **strongly agree** or **agree** that Iowa has the employment opportunities they require in the place they **choose to live**. The percentage point difference between those that rank a factor as absolutely or very important and those that strongly agree or agree Iowa offers the factor is shown in the chart at the far right.

“**Competitive wages**” has the largest percentage point difference between importance ranking and agreement ranking.

LIKELY TO LEAVE IOWA

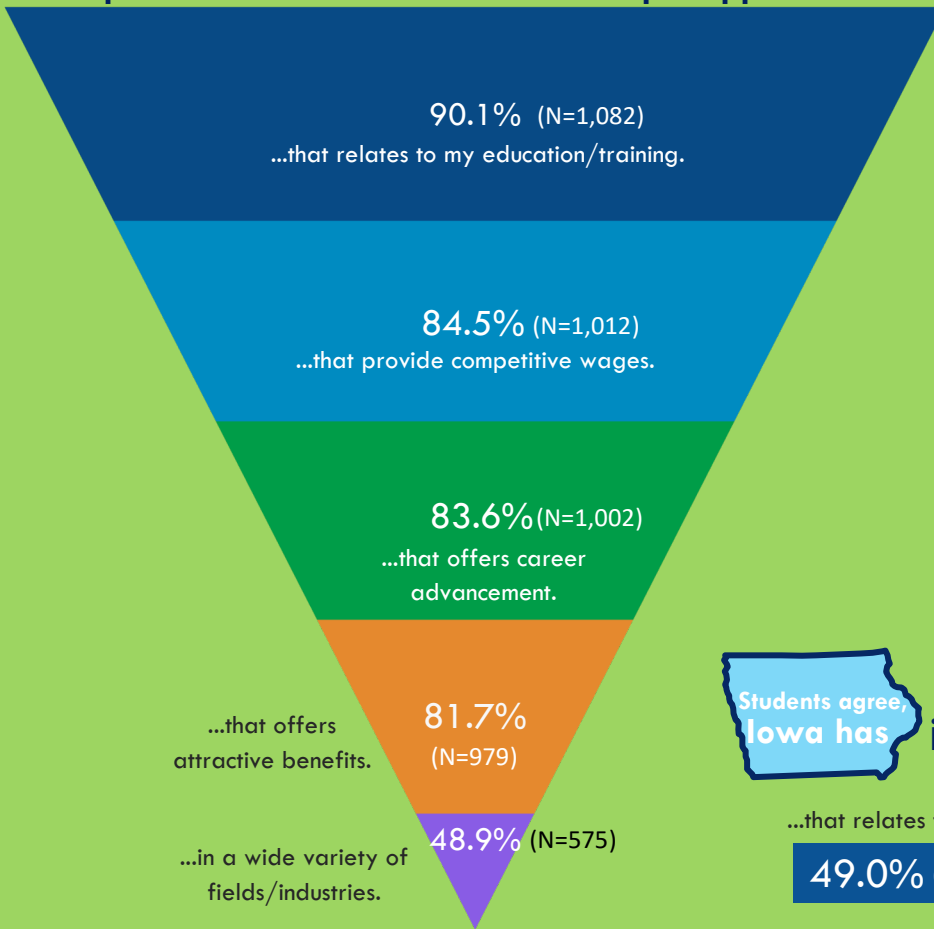
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Employment Considerations



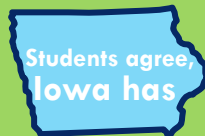
When considering where to locate following graduation or upon program completion the following factors related to employment considerations are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

The place I choose to live should have job opportunities...



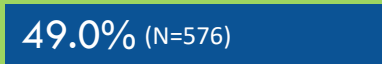
Among the employment consideration factors rated, the largest portion of students (90.1%) responded that the availability of job opportunities that **relate to their education/training** has absolute importance or is very important. Job opportunities that **provide competitive wages** is second, with 84.5 percent.

In addition to these options to the left, two common responses were written in by survey-takers: 22 individuals indicated having a work-life balance is important in their employment considerations and 6 wrote-in that job security is important.

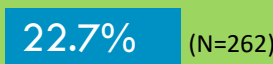


job opportunities...

...that relates to my education/training.



...that provide competitive wages.



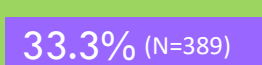
...that offers career advancement.



...that offers attractive benefits.



...in a variety of fields/industries.



Difference between Agreement Level and Importance Ranking

-41.1%

-61.8%

-48.7%

-51.9%

-15.6%

Students also reported if they agree that the **State of Iowa** provides these opportunities. The bar chart to the right shows the cumulative percentage of those who **strongly agree or agree** that Iowa has the employment opportunities they require in the place they choose to live. The percentage point difference between those that rank a factor as absolutely or very important and those that strongly agree or agree Iowa offers the factor is shown in the chart at the far right.

“Competitive wages” has the largest percentage point difference between importance ranking and agreement ranking.

LIKELY TO STAY IN IOWA

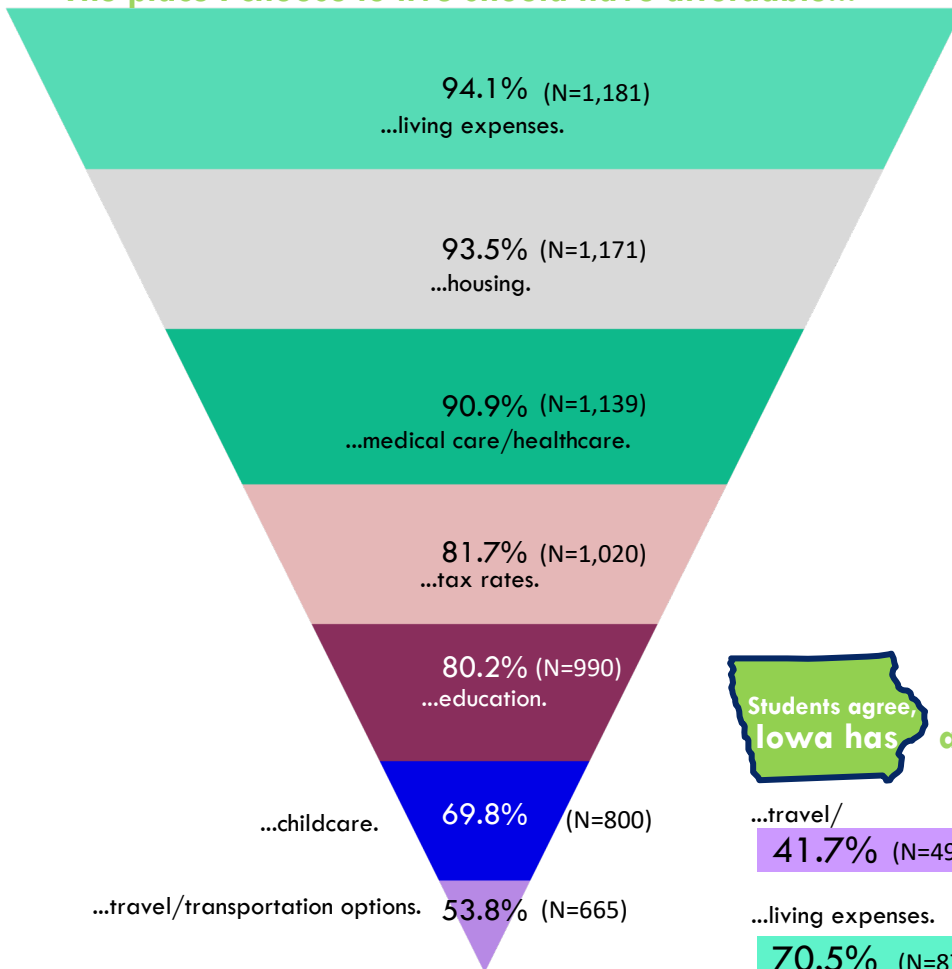
Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)



Finances

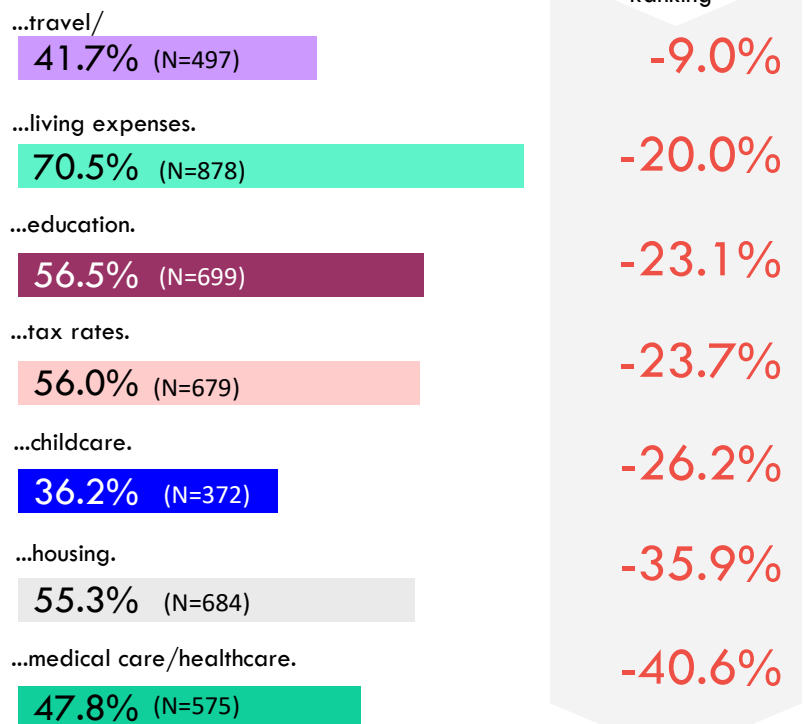
When considering where to locate following graduation or upon program completion the following factors related to finances are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

The place I choose to live should have affordable...



Among the financial factors rated, the largest portion of students (94.1%) responded that **affordable living expenses** has absolute importance or is very important. **Affordable housing** is second, with 93.5 percent of students rating it as having absolute importance or being very important. Students also reported if they agree that the **State of Iowa** is an affordable place to live. The bar chart below shows the cumulative percentage of those that either strongly agree or **agree** that Iowa is an affordable place to live regarding this set of **financial factors**.

Students agree, Iowa has affordable...



The percentage point difference between those that rank a factor as absolutely or very important and those that agree Iowa offers the factor is shown in the chart at the far right.

The greatest discrepancy is found within the “**medical care/healthcare**” factor. In this instance, 90.9 percent of students found affordable medical care to be important in deciding where to locate; however, only 47.8 percent agree that Iowa provides affordable medical care, a difference of 40.6 percentage points.

LIKELY TO LEAVE IOWA

Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)**

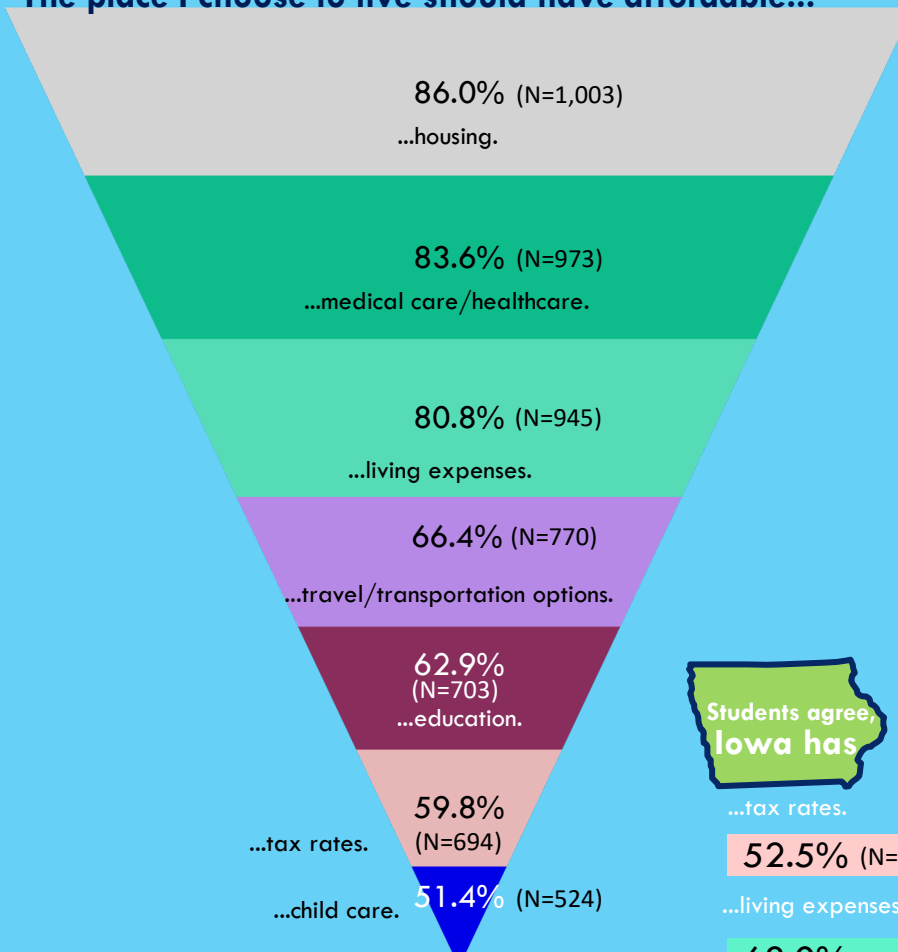
Finances



When considering where to locate following graduation or completion the following factors related to finances are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

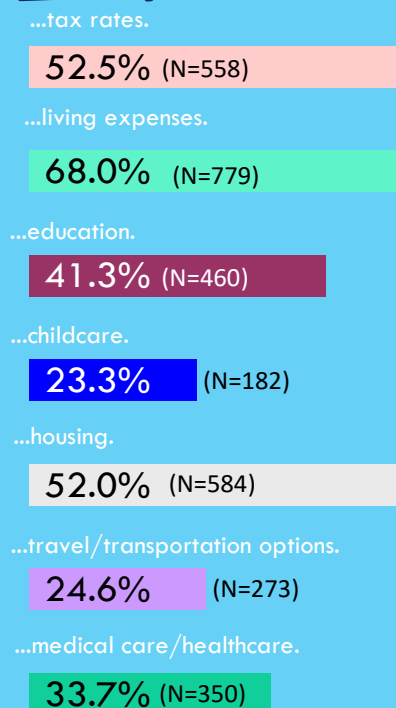
upon program

The place I choose to live should have affordable...



Among the financial factors rated, the largest portion of students (86.0%) responded that **affordable housing** has absolute importance or is very important. Affordable **medical care/healthcare** is second, with 83.6 percent of students rating it as having absolute importance or being very important. Students also reported if they agree that the **State of Iowa** is an affordable place to live. The bar chart below shows the cumulative percentage of those that either strongly agree or agree that Iowa is an **affordable place to live** regarding this set of financial factors.

Students agree, Iowa has affordable...



Difference between Agreement Level and Importance Ranking



The percentage point difference between those that rank a factor as absolutely or very important and those that agree Iowa offers the factor is shown in the chart at the far right.

Within the “**medical care/healthcare**” factor there is a significant discrepancy between the importance ranking and the agreement level. In this instance, 83.6 percent of students find affordable housing options to be important in deciding where to locate; however, only 33.7 percent agree that Iowa provides affordable housing, a difference of 49.9 percent points.

LIKELY TO STAY IN IOWA

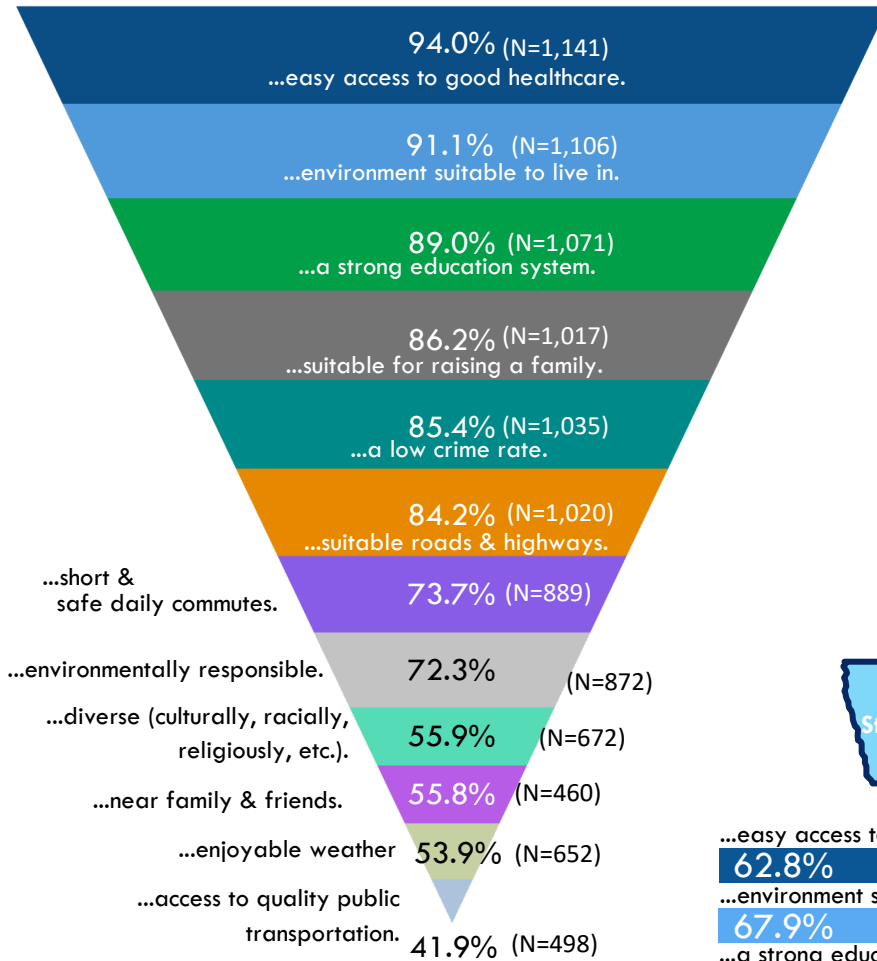
Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)



Quality of Life

When considering where to locate following graduation or upon program completion the following factors related to quality of life are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

The place I choose to live should be/have...



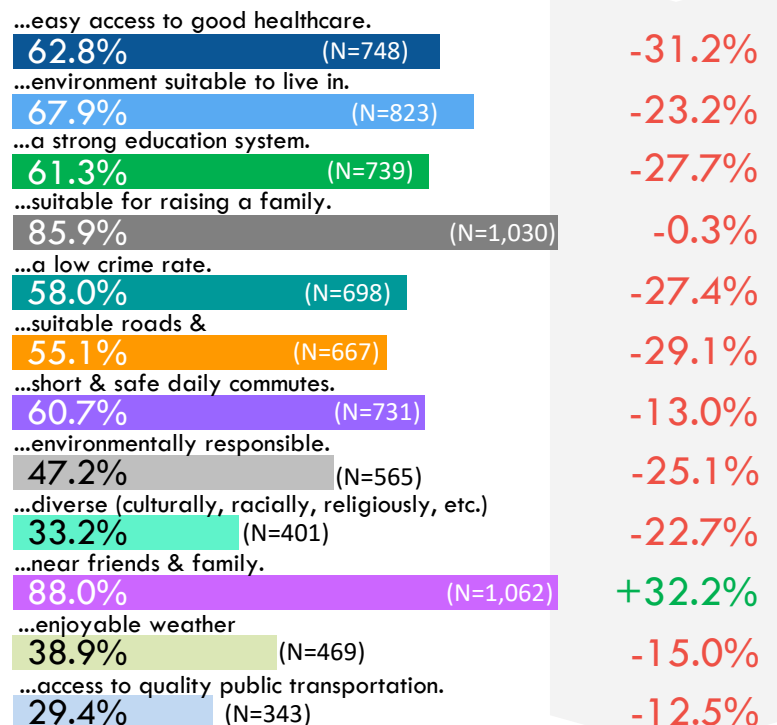
Among the quality of life factors rated, the largest portion of students (94.0%) responded that **easy access to good healthcare** is of absolute importance or is very important. An environmental that is suitable to live in was second with 91.1 percent.

In addition to these options to the left, two common responses were written in by survey-takers: 12 individuals indicated having good political representation/values is important in their employment considerations and 5 wrote-in that walkability/public spaces is important.



Difference between Agreement Level and Importance Ranking

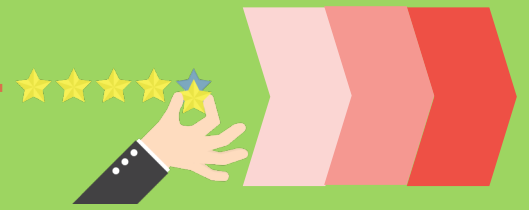
Students also reported if they agree that the **State of Iowa** provides these quality of life factors. The bar chart to the right shows the cumulative percentage of those who **strongly agree** or **agree** that Iowa has the quality of life they require in the place they **choose to live**. The percentage point difference between those that rank a factor as absolutely or very important and those that strongly agree or agree Iowa offers the factor is shown in the chart at the far right.



“**Closeness of friends and family**” has the largest percentage point difference between importance ranking and agreement ranking.

LIKELY TO LEAVE IOWA

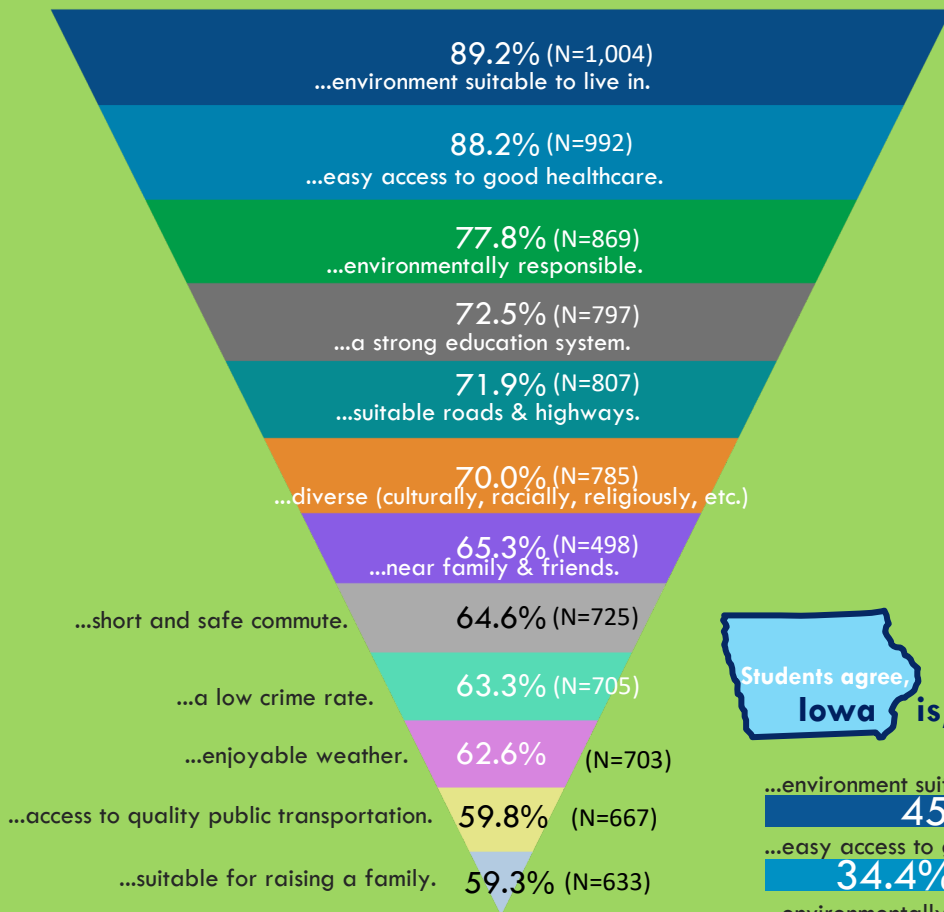
Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)



Quality of Life

When considering where to locate following graduation or upon program completion the following factors related to quality of life are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

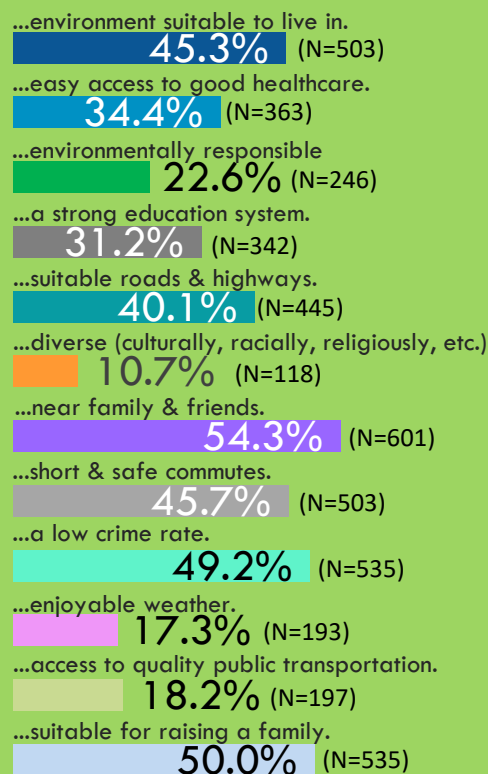
The place I choose to live should be/have...



Among the quality of life factors rated, the largest portion of students (89.2%) responded that a **an environment suitable to live in** has absolute importance or are very important. Having **easy access to good healthcare** is second, with 88.2 percent.

In addition to these options to the left, two common responses were written in by survey-takers: 15 individuals indicated having good political representation/values is important in their employment considerations and 8 wrote-in that walkability/public spaces is important.

Students agree, Iowa is/has...



Difference between Agreement Level and Importance Ranking



Students also reported if they agree that the State of Iowa provides these quality of life factors. The bar chart to the right shows the cumulative percentage of those who strongly agree or agree that Iowa has the quality of life they require in the place they choose to live. The percentage point difference between those that rank a factor as absolutely or very important and those that strongly agree or agree Iowa offers the factor is shown in the chart at the far right.

"Diversity" has the largest percentage point difference between importance ranking and agreement ranking.

LIKELY TO STAY IN IOWA

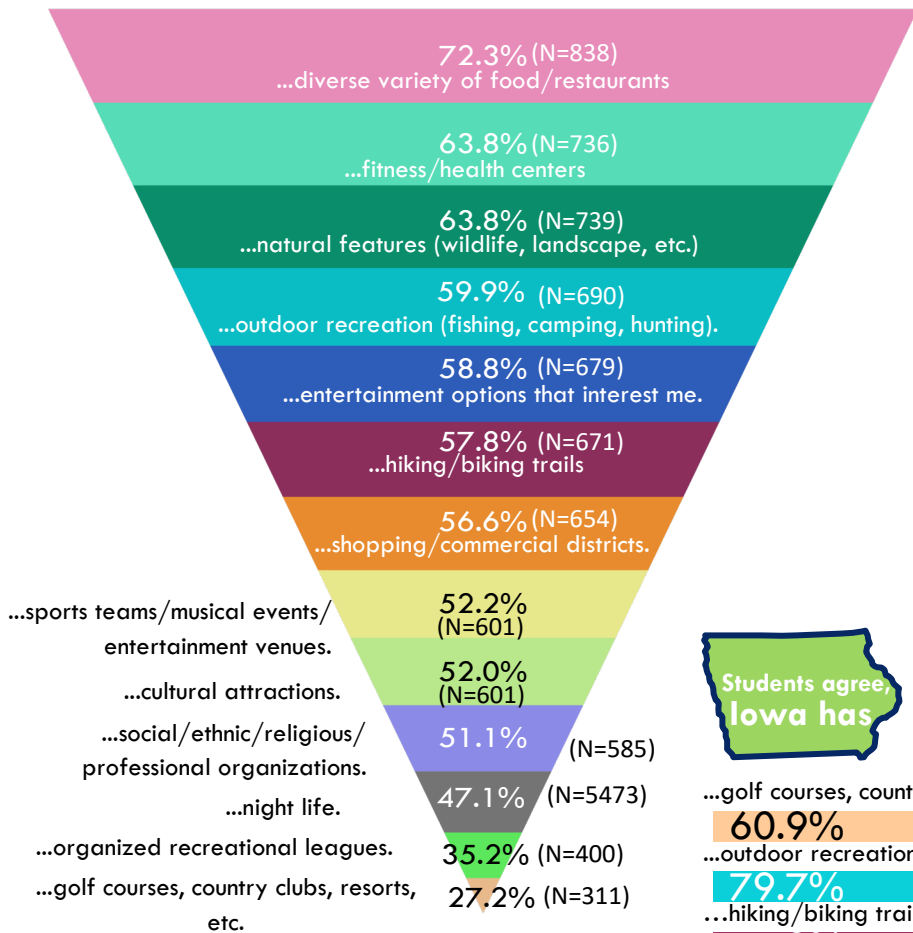
Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)**



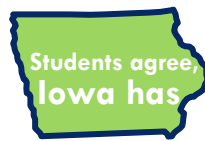
Entertainment Options

When considering where to locate following graduation or upon program completion the following factors related to entertainment options are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

The place I choose to live should be/have...

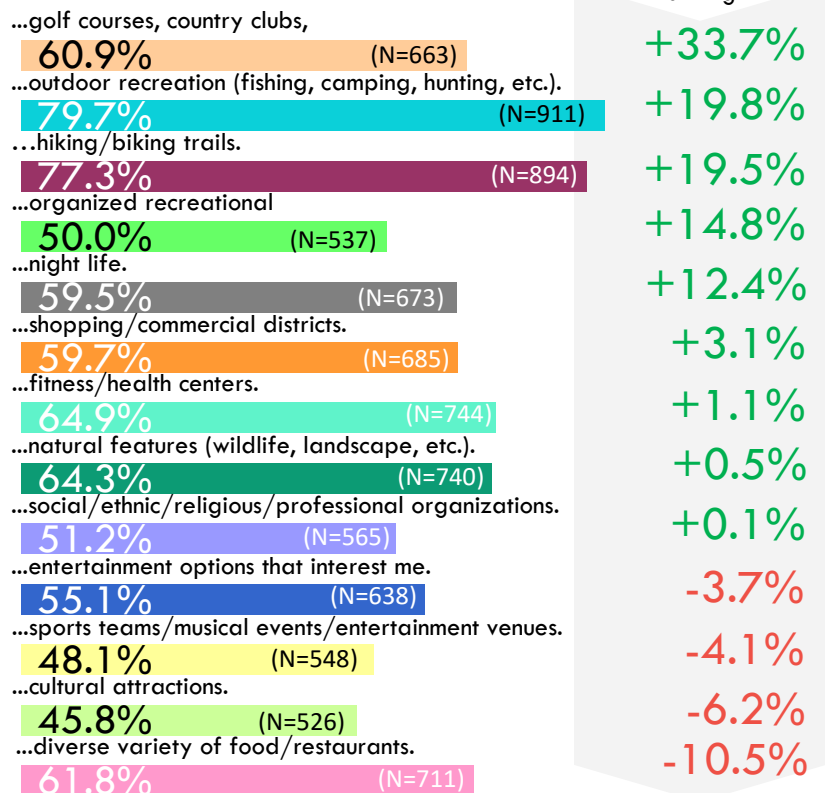


Among the entertainment options factors rated, the largest portion of students (72.3%) respond that **diverse variety of foods/restaurants** has absolute importance or is very important. **Fitness and health centers** are second, with 63.8 percent of students rating it as having absolute importance or being very important. Students also reported if they agree that the **State of Iowa** has the entertainment options they value. The bar chart below shows the cumulative percentage of those that either strongly agree or agree that Iowa has the entertainment options they prefer.



adequate...

Difference between Agreement Level and Importance Ranking

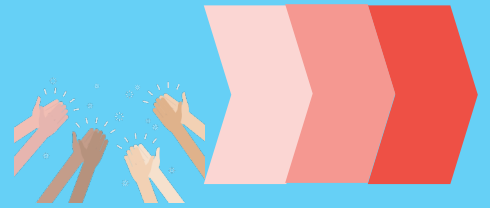


The percentage point difference between those that rank a factor as absolutely or very important and those that agree Iowa offers the factor is shown in the chart at the far right.

The factor that the largest portion of students rank as having absolute importance or being very important is the “**outdoor recreation**” factor. Likewise, the largest portion of students (79.7%) agree that Iowa has adequate outdoor recreation. This results in a positive difference of 19.8 percentage points.

LIKELY TO LEAVE IOWA

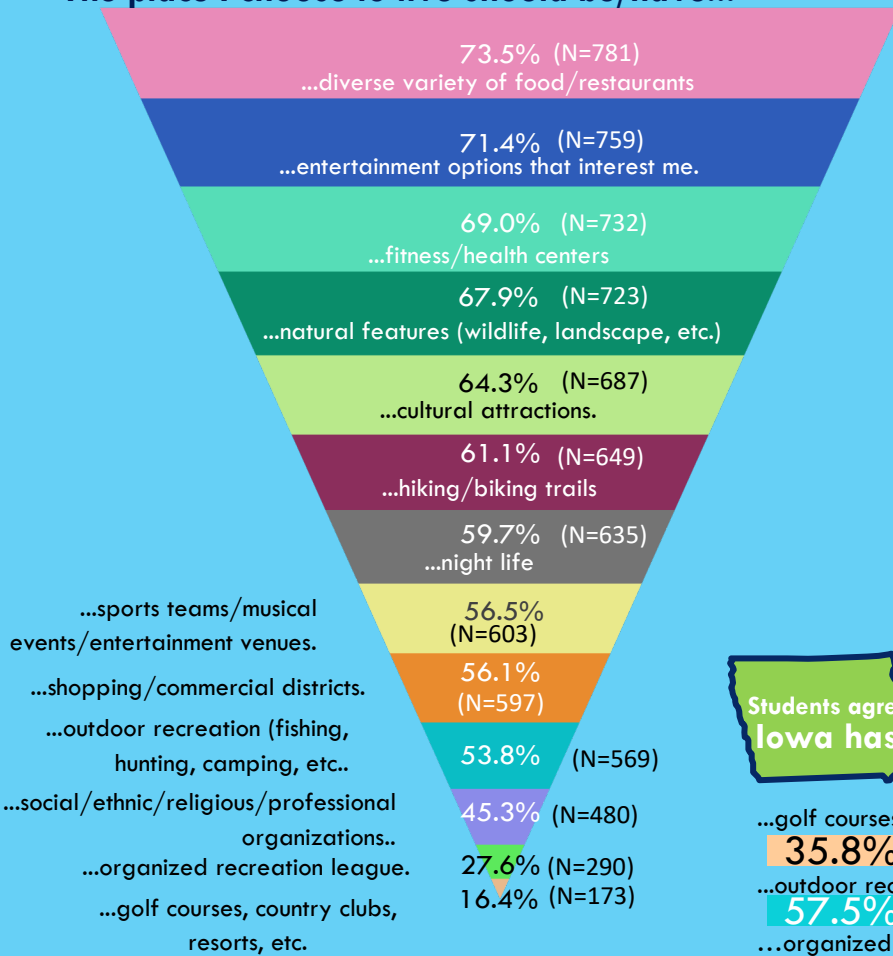
Respondents who did not provide an answer within the following categories are excluded from analysis. Number of responses represented shown as, (N=#)



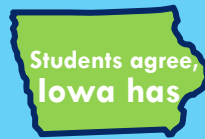
Entertainment Options

When considering where to locate following graduation or upon program completion the following factors related to entertainment options are reported as having either ABSOLUTE IMPORTANCE or as being VERY IMPORTANT in their decision-making process.

The place I choose to live should be/have...

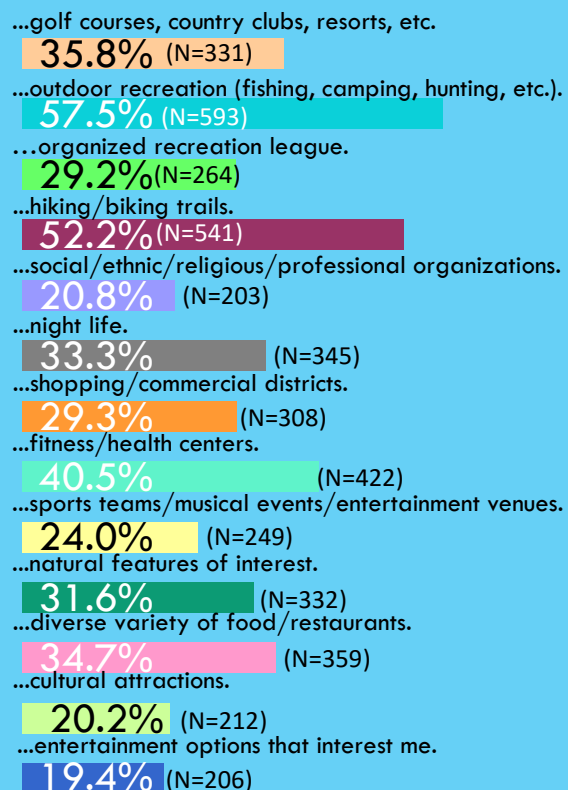


Among the entertainment options factors rated, the largest portion of students (73.5%) respond that, in general, a diverse variety of food/restaurants that interest them has absolute importance or is very important. "Entertainment options that interest me" is second, with 71.4 percent of students rating it as having absolute importance or being very important. Students also reported if they agree that the State of Iowa has the entertainment options they value. The bar chart below shows the cumulative percentage of those that either strongly agree or agree that Iowa has the entertainment options they prefer.



adequate...

Difference between Agreement Level and Importance Ranking



The percentage point difference between those that rank a factor as absolutely or very important and those that agree Iowa offers the factor is shown in the chart at the far right.

The greatest discrepancy is found within the "entertainment options that interest me" factor. In this instance, 71.4 percent of students find that, in general, the availability of entertainment options that interest them to be important in deciding where to locate; yet only 19.4 percent agree that Iowa has adequate options, a difference of 52.0 percentage points.

HIGHLIGHTS

40.8% of students reported they are **likely to stay in Iowa** following graduation or upon program completion.

38.0% of students reported they are **likely to leave Iowa** following graduation or upon program completion.

LIKELY TO STAY:

- 13.4% of those likely to stay in Iowa are minorities
- 38.6% of singles are likely to stay in Iowa
- 48.8% with family in Iowa are likely to stay
- 51.8% of those that are from Iowa are likely to stay
- 64.3% of those attending a career/technical school are likely to stay in Iowa
- 28.3% of those likely to stay in Iowa have a job offer in place and 97.9% of those offers are in Iowa
- The median annual salary expected for those likely to stay in Iowa is \$55,000 while the median hourly wage expected is \$22.00

LIKELY TO LEAVE:

- 9.7% of those likely to leave Iowa are minorities
- 40.2% of singles are likely to leave Iowa
- 29.0% with family in Iowa are likely to leave
- 27.5% of those that are from Iowa are likely to leave
- 44.7% of those attending a public 4-year school are likely to leave Iowa
- 18.5% of those likely to leave Iowa have a job offer in place and only 27.2% of those offers are in Iowa
- The overall median annual salary expected for those likely to leave Iowa is \$62,286 while the median hourly wage expected is \$25.00

EMPLOYMENT CONSIDERATIONS (p.33-34):

Both groups, those likely to stay in Iowa and those likely leave Iowa, have similar percentages of students rank the employment consideration factors as absolutely or very important. However, those likely to leave Iowa are much less likely to agree that Iowa possesses those factors. For example, 82.1 percent of those likely to stay report “job opportunities with competitive wages” as absolutely or very important in their location-decision; likewise, 84.5 percent of those likely to leave feel that way. However, 57.6 percent of those likely to stay agree that Iowa provides competitive wages, while only 22.7 percent of those likely to leave agree.

FINANCIAL FACTORS (p.35-36):

Overall, those within the likely to stay group have a higher percentage of students that find the financial factors as having absolute importance or being very important regarding their location decision than among those in the likely to leave group. The factor that has the highest proportion of students, within each group, rank it as absolutely or very important regarding their location-decision is the “affordable housing” factor. Among those likely to stay in Iowa, 93.5 percent find it to have absolute importance or to be very important. Yet, only 55.3 percent of those likely to stay agree that Iowa has affordable housing. Among those likely to leave Iowa, 86.0 percent state that affordable housing is absolutely or very important regarding their decision of where to locate following graduation or upon program completion. However, only 52.0 percent of those likely to leave agree that Iowa has affordable housing options, a difference of 34.0 percent.

QUALITY OF LIFE (p.37-38):

The students were asked to rank, by level of importance concerning their location-decision, a set of quality of life factors. Students ranked both “good political representation/values” and “walkability/public spaces” as absolutely or very important. 100 percent of students who are likely to stay in Iowa and likely to leave Iowa chose these quality of life factors. However, only 10.0% of students intending to stay in Iowa responded that Iowa has good political representation/values while 23.1 percent of those likely to leave find that Iowa has these qualities.

ENTERTAINMENT OPTIONS (p.39-40):

In comparison to all of the sets of factors analyzed, the entertainment options factors have the lowest proportion of students that rank them as absolutely or very important regarding their location-decision following graduation or upon program completion. For this category, between those students likely to stay in Iowa and those likely to leave Iowa the “entertainment options that interest me” factor has the greatest discrepancy, in terms of importance. Among those likely to stay, 58.8 percent find entertainment options that interest me to be absolutely or very important while 71.4 percent of those likely to leave find it so. The availability of cultural attractions has the next highest difference: 64.3 percent of those likely to leave Iowa find this factor absolutely or very important and only 52.0 percent of those likely to stay find it to be.

METHODOLOGY

In February 2023, Iowa Workforce Development sent the 2023 College Student Survey to representatives of all of the community colleges, state universities, and private institutions (both for-profit and non-profit) including career/technical schools, with one or more physical location in the State of Iowa. The contacts at each of these establishments were asked to electronically distribute the online survey to their student body via email.

The survey was open from mid-February through the end of April 2023. A total of 43 institutions participated in this survey and a total of 4,260 responses were used for analysis in this report. The number of responses per institution varied greatly and, therefore, the data in this report reflects those variances. The following is a list of the participating schools:

- American College of Hairstyling
- Body Wisdom Massage Therapy School
- Briar Cliff University
- Buena Vista University
- Capri College
- Central College
- Des Moines Area Community College
- Dordt College
- Drake University
- Eastern Iowa Community College
- Ellsworth Community College
- Graceland University
- Grinnell College
- Hawkeye Community College
- Indian Hills Community College
- Iowa Central Community College
- Iowa School of Beauty
- Iowa State University
- Iowa Valley Community College District
- Iowa Western Community College
- Kirkwood Community College
- La'James International College
- Loras College
- Marshalltown Community College
- Mercy College of Health Sciences
- Morningside College
- Mount Mercy University
- North Iowa Area Community College
- Northeast Iowa Community College
- Northwestern College
- PCI Academy Iowa
- Ross College
- Simpson College
- Southwestern Community College
- St. Ambrose University
- St. Luke's College
- University of Iowa
- University of Northern Iowa
- Upper Iowa University
- Waldorf University
- Wartburg Theological Seminary
- Western Iowa Tech Community College
- William Penn University

Responses from the survey were collected and analyzed by Iowa Workforce Development. The analysis does not weigh the importance of each variable against one another, but instead represents how many students answered a question in a particular way or rated a feature at a certain level.

Prior to analysis of the data, efforts were made to ensure data quality. These steps included:

- Identifying and removing duplicate records
- Identifying and removing records of those respondents who do not live in Iowa nor are from Iowa and indicated taking online-classes only
- If the respondent did not answer how they attend classes but indicated they are not from Iowa nor live in Iowa, this record was removed from analysis
- If no "rating" questions were answered (those questions that determine what the student values in their location decision and their opinion as to if Iowa has those qualities) the record was removed from analysis
- Records of respondents that indicated they were less than 18-years-old were removed
- Records of respondents currently in high school and taking college credit courses were removed

The bulk of analysis in this report is upon two groups: those that indicated they are likely to stay in Iowa following graduation or upon program completion and those that indicated they are likely to leave. The responses of students that reported they are "unsure" about where they will locate were not analyzed at length in this report.

For those questions relating to "agreement level" (analysis found on p.33-39), the options given to the respondent were: strongly disagree, disagree, neutral, agree, and strongly agree. The cumulative percentage of those that agree or strongly agree are reported in this publication. The percentage that disagree cannot be reached by subtracting this cumulative percentage from 100 as it would not account for those that indicated neutral as their response.

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