

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
1	“farm bank.” In its simplest form, it’s a bank of land owned by a public or non-profit organization (land trust, community foundation, SWCD, or County) that can be a magnet for new farming and qualifying local investment money being generated by the sale of certain farm land pieces around the land bank. Also a vehicle for removing capital gains on ag land sales.	X		X				
2	Incentivize more farm to table, or alternative input crops and livestock farming to ke	X						
3	<b>Bold Aspirational Idea:</b> There are more agriculture related high school courses available that relate to agriculture as a global resource and career for Iowa’s students.	X			X			
4	Require all stations in Iowa to offer E15/Unleaded 88 or higher blends from all pumps with limited exclusions (1 E10 pump) for small, off-road, and pre-2001 vehicles.	X						
5	Iowa should be leading the way on 30 percent blends of ethanol getting consumed in standard combustion engines. We have 41 ethanol biorefineries and 0 petroleum refineries driving our state’s economy. We currently import 1.6 billion gallons of gasoline into our state for consumption and we export 4.3 billion gallons of ethanol.	X		x				
6	Allow Iowa farmers to register to grow marijuana for sale in states where it is a legal use but with state regulation of its growth and sale.	X						
7	Repairing global trade relationships is paramount for Iowa farmers and ag equipment manufacturers – COVID-19 pandemic has exacerbated the need to sustainably feed 9 billion people worldwide, and the ability to provide enough soybean protein is critical. •The recent trade wars have been incredibly detrimental to U.S. farmers – who have spent years building international relationships – only to see Brazil swoop in to get the deals with Europe and China. However, South America, specifically Brazil, still does not have infrastructure to get product to markets effectively, China continues to struggle with crop storage.	X						

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
8	Cleaning up our waterways could be Iowa's greatest comeback story – push above and beyond the EPA's Clean Water Act and challenge leading agriculture companies, state universities/researchers and environmentalists to double down efforts on Iowa Nutrient Reduction Strategy plans. •Partner with other Midwest farming states as a collective initiative •Fund physical projects with a tax on all fertilizer sales	X		X				
9	Ensure access to capital for new ventures.	X						
10	Develop new markets (Value adding). Reallocate program dollars to incentive value adding agriculture	X						
11	Replace E10 with E15 at all Iowa pumps	X						
12	Expand processing capacity of local meat lockers to increase resiliency of food production and access.	X						
13	Promote the state-wide adoption of cover crop and manure digestion with biogas use at Iowa's ethanol production facilities. Ethanol facilities utilizing biogas in processing can realize benefits in carbon markets — the most significant of which is the California Low Carbon Fuel Standard (LCFS). Monetizing the carbon reduction can result in significant project revenues to Iowa's ethanol plants; reduce nutrient runoff; increase crop diversity and improve soil health.	X		X				
14	Increase resiliency of food processing plants with alternative inventory management solutions and increased automation.	X						
15	Data indicates that farmers are more tech forward than average citizens, leverage that for rural adoption, connection, & promotion. Do we have mapping that would show where connectivity is connected to acres farmed or farm sites?	X						
16	Processing Automation: Should the state consider incentivizing the development of automation and robotics in the method of processing plants in Iowa? As COVID affected the workforce, the supply chain was greatly disrupted causing product shortages and inflicting an enormous financial burden on farmers. Fully-automated plants could have continued processing without disruption.	X		X				

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	<b>Agriculture</b>	<b>Connectivity</b>	<b>Ec Growth</b>	<b>Education</b>	<b>Government</b>	<b>PH &amp; Healthcare</b>	<b>Workforce</b>
17	Product Development: With the dramatic growth of plant-based proteins, could the state invest or incent research and development into developing new products and or new uses for Iowa's current crops or incent the development of new crops to develop new sources of meatless proteins?	X		X				X
18	Transportation Shortages: As transportation becomes more and more problematic, could Iowa lead not only in traditional crops and livestock growth, but also explore non-traditional crops in versatile growing methods such as: greenhouse development, indoor vertical farming or hydroponics for nontraditional Iowa crops, berries, tomatoes, cucumbers, etc. Locally grown crops continue to bring added value and could enhance the state economy and use excess real-estate and our unused land.	X						
19	Ethanol Only Vehicles: As electric cars continue to grow in popularity and demand, is there the possibility of developing a hybrid or single food source car that operates on ethanol only. If this could be developed, it could grow our ethanol production dramatically.	X						
20	been able to develop the growth of in-state products as a form of private label. We would be interested in growing "Iowa-Grown Products". Perhaps this would take incentives to pioneer new innovative items and manufacturing to be developed in the small towns all across Iowa. With so much of the food chain starting in Iowa, can we invent the development of Iowa products produced in small manufacturing plants all over Iowa? As Speed Herring built Cookies BBQ Sauce in Wall Lake, how can we inspire, incent and encourage the development of more products? Could we then create a commission charged with promoting these items and a ship to home distribution site creating outside revenue for the state.	X		X				X

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
21	world. In looking at this best practice, and if the Agriculture working group is reviewing workforce including at the HS level, connecting the farm to fork mentality into culinary programs with ag programs to increase efficiency of program dollars as well as leveraging fairground facilities for multi-school landing space might be an area to review. This may provide operational as well as overhead efficiencies. FFA has found increased membership not because more students are raised on farms, but because more students are interested in what food is made of. Own that and take it as offensive game plan than being on defense.	X						
22	IA should be discussing how SpaceX Starlink could help connect our rural communities or enhance the internet in general in Iowa. Beta testing is to start soon.		X					
23	Data indicates that farmers are more tech forward than average citizens, leverage that for rural adoption, connection, & promotion. Do we have mapping that would show where connectivity is connected to acres farmed or farm sites?		X					
24	Robust infrastructure for telehealth is essential for the sustainability of health care in rural Iowa (e.g. broadband).		X					
25	This should also include continuing medical education support for rural providers, such as Project Echo type programs.		X				X	
26	Remote work is working. Encourage employers to continue to support and expand remote work post-COVID. Reduced traffic from more remote work is an added benefit.		X	X				
27	Pain point: access for students in K-12 and postsecondary for online learning		X					
28	Make Iowa a leader in connecting its residents (Fiber, 5G infrastructure) as a selling point in attracting and retaining business.		X					

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	<b>Agriculture</b>	<b>Connectivity</b>	<b>Ec Growth</b>	<b>Education</b>	<b>Government</b>	<b>PH &amp; Healthcare</b>	<b>Workforce</b>
29	Better leverage relationships with big tech companies who have chosen to locate in Iowa – Apple, Google, Microsoft and Facebook – to partner on upgrading the high-speed connectivity across the state. •Precision ag, driverless tractors and semis, plus advanced manufacturers continue to rely on automation and big data – this all requires faster internet speeds.		X					
30	Provide “pop-up” centers for the underserved to have free access and resources for technology assistance.		X					
31	Ensure that not only broadband available, but satellite		X					
32	Consider other options, in addition to fiber or cable, for delivering broadband capability in rural areas. With the increase in remote working and remote learning it is important to consider also how quickly the new internet and broadband connectivity can be deployed.		X					
33	Create system where assets and right of ways can be shared in order to accomplish the last mile of connectivity to homes, while being technology agnostic much like the West Des Moines model.		X					
34	Change policy for how existing service maps are documented, including re-survey of existing broadband service.		X					
35	International Exchange Point for Iowa.		X					
36	Statewide streamlining of permitting and right of way programs.		X					
37	Iowans need affordable access to minimum wired or wireless requirements of 100Mbps synchronous across the state.		X					

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
38	Telehealth Network: I believe we should strive to be a first in the nation with a telehealth connected system. This network could link local doctors, pharmacies and health care systems into a common platform. This would provide access to care for all lowans, both rural and urban, through pharmacies and clinics. This could be supported by local doctors, first responders and rapid response teams. The telehealth systems should also be accessible through an “Iowa Healthiest State App” and wearable: telehealth network, Iowa Health app, IHS wearable.		X					
39	Remote Work Initiative: The opportunity for growth in the state of Iowa could be greatly enhanced by the development of a remote work network. This would be dependent on a state of the art internet speed. Could we partner or develop the next level of Zoom? This interconnectivity and speed will allow Iowa to begin a national campaign to entice people to move to Iowa and work in L.A., New York, etc. • State of the art internet. • Relocation tax incentives to cover cost of remote work set up. • National relocation campaign.		X	X				
40	Iowa TV: As content providers continue to evolve and content comes from more diverse and organic sources, Iowa should lead by developing its own outlet. Iowa TV could stream all that’s good about Iowa. Finding the interesting towns, people and culture and then broadcast it to the world. When we launched HSTV we were told we would need to reach a million people, we’ve now reached over 6 million. Iowa TV would showcase why we chose to live here and promote the remote work possibility.		X	X				
41	There will have to be greater incentives in place to boost economic development in rural area. More access to grants and upfront working capital with low interest or forgivable loans once project is completed. Tax credits are great but process is time consuming and money is at the back end.			X				

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
42	Equity/gap financing could solve the issues that come with higher costs (at least perceived) to do a rural housing development than one in an urban area. Equity requirements for a rural housing project can approach 50-60%.			X				
43	Our current unclear and not unified policy on what people should be doing to engage in the economy - especially mask policy - which seems like a low hanging fruit and one actual thing which can be done to improve COVID health and economic outcomes. In my experience in Linn County, I have not (generally) seen compliance with any prior given guidance (IA CDC, etc.). Why not establish a clear and simple guidelines instituting masks state-wide required or highly encouraged: 1) making us feel safer engaging in the economy, 2) make the 'rules' easy to understand' so anyone can comply, 3) actually keep us all safer in the current 'unknown' of the virus outcomes and help mitigate future economic hardship, 4) and maybe provide means/avenues for people to get masks (state provided or a network of people/stores/etc. with them). This IS an economic issue because later upticks in COVID (likely at some point) will affect the economy. We should do this now as preventive before the numbers show it, as the incubation period is delayed and if we wait for numbers to prove it out then it is harder to recover and economic impact may be in place at that same time.			X				
44	Property improvement/investment tax credits/grants, etc. Maybe also "retain your space or office or lease" credits. I can see a huge change in commercial real estate coming which will destabilize local economies. Rent relief for hospitality and service industries hit hard by low consumer demand due to pandemic.			X				
45	New hire tax credits/grants, etc. (quasi-replacing/offsetting with UI funds?) Maybe require hires to live in Iowa			X				

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
46	ABD regulation streamlining: For breweries native vs brewpub licensing streamline, parity across all alcohol producers, marketing rules, Self distribution and access to market regulations for producers should be consistent, distribution flexibility. Specifically manufacturers should be able to sell on premises without transferring to distributor.			X	X			
47	Tax breaks for using in state supplies and ingredients or services.			X				
48	IDEA came out with an online course module for unemployed or businesses looking to skill up, could we think on similar tools to help cross-support/contracting between other IA businesses? Money was to be provided again like the IDEA program, could we consider models such as "if an IA business does XYZ type things in your businesses but only if using XYZ qualifying IA businesses"? This could perhaps keep money/support/connections here in Iowa while helping our own and avoiding the State itself picking "winners and losers"?			X				X
49	Tax relief on gallon tax, employment tax			X				
50	Ability to for small business owners and employees to participate in a state administered 401k plan to reduce costs of small businesses administering these on their own.			X				
51	Legalize recreational cannabis and tax it - use funds for early childhood care and for first in nation comprehensive maternity leave.			X				
52	Health insurance/Health care is a huge burden on employers, need to separate this from employment to encourage new business growth and employee portability. Allow small business owners and their employees to purchase State Medicaid MCO plans.			X				
53	The state could easily increase the cap on accelerated depreciation to encourage farmers and small business to make major purchases this year.			X				
54	Small business with 0 employees, or small business over 25 employees should be considered for state aid.			X				

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
55	While it may not be popular with some small business the minimum wage should be raised. Workers that are on unemployment with the +600 make more money than at their jobs. The state could provide some economic development help by a bridge payment to achieve this goal during the pandemic.			X				
56	Mortgage assistance and incentives for new home purchases, home construction is the driving force for our economy. Especially to attract new residents from out of state.			X				
57	The economic recovery will be hampered by the issues of children not being able to go back to in person school full time. The state could provide supports (tax credits, programs, tutoring, programs that help screen in home workers) to families who have new and additional child care and education burdens associated with trying to manage this new reality. This could also include support/incentives for businesses who are developing programs to support their employees with these issues.			X				
58	Support for entrepreneurs researching and developing new technologies and businesses in health care/agriculture/biotech industries.			X				
59	Rural areas are losing population. Expanded remote work could encourage workers to stay in rural areas and small towns.		X	X				
60	Find ways to modify the supply chain to allow manufactures easier access to the retail market place regardless of the category type of product to be delivered that is a consumable product.			X				
61	Review supply chain to modify and or remove obstacles upon the delivery of products.			X				
62	Source to relieve banks from some level of risk associated with guaranties on funding loans for capital improvement projects. Something like SBA or HUD financing, but for general/commercial capital improvement projects.			X				
63	State of Iowa New Markets Tax Credit Program			X				
64	TIF for home improvement projects.			X				

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
65	Bold Aspirational Idea: all Iowa students graduate from high school.			X				
66	Create reservoirs or other large-scale recreation areas to attract people and businesses to the most remote areas of Iowa. Areas with falling populations are unlikely to see significant economic growth. •A long-term, focused branding strategy is needed.			X				
67	Find ways to better leverage Iowa's Renewable Chemical Tax Credit as a way to attract more companies or potentially repurpose empty ethanol facilities.			X				
68	Could Iowa make a big, bold goal to rebuild homes across the state?			X				
69	Incentivize the entrepreneur and create educational programs to "train" potential entrepreneurs.			X				
70	Look for opportunities to encourage and assist mature businesses with developing new markets and product lines so they continue to grow.			X				
71	Enhance public/private partnerships to support development of regional targeted industry attraction efforts and connecting supply chains.			X				
72	businesses that would be credited against the company's state corporate income tax.			X				
73	Engage civil rights organizations to review all laws on Iowa's books to eliminate legacy verbiage and loopholes that could create an environment for discrimination in any area, but particularly in personal and commercial lending, property tax levies, funding of programs, etc.			X				
74	Review tax credits for workforce housing - \$210 k is not workforce housing in rural Iowa. How can we develop a district of livable housing? Can there be support for inventors to incentive development?			X				
75	Pain point - Appraisal of new businesses and homes in rural Iowa. New buildings and infrastructure in rural Iowa are being appraised as "Obsolete" because they are not in a city. In order to create an environment for entrepreneurs to thrive in Iowa, the old days of penalizing rural markets have to change. New home building in rural Iowa is encountering the same issues.			X				

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
76	Capitalize on potential new investment in Iowa since Iowa is now viewed as a safer place to do business than other more densely populated states.			X				
77	Expand "This Is Iowa" campaign to recruit businesses, new residents and visitors to Iowa - Create another buzz builder like the New York City pop-up.			X				
78	Introduction of new forms of attainable housing to promote alternative construction like tiny houses, cargo shipping containers, 3D printed homes.			X				
79	Change assessment method to "cost" instead of "market" basis in underserved areas.			X				
80	Re-imagine air travel for a contactless passenger journey.			X				
81	Implement Bus Rapid Transit.			X				
82	Enable an e-commerce platform for Iowa small retailers.			X				
83	Re-set incentives to accommodate Manufacturing 4.0, knowledge workers, skilled labor and tailor incentives to sector needs.			X				
84	Build a diverse and strategically aligned supply chain, known for responsiveness and nimbleness			X				
85	Provide structural support for supply chain database.			X				
86	Position Iowa as attractive for re-shoring within our traded clusters.			X				
87	Identify gaps in capital stacking for innovative businesses.			X				
88	Need to remove the pain point on the lack of capacity for premier economic tools such as Workforce Housing Tax Credits, Brownfield/Grayfield Redevelopment, Angel Investor and Community Attraction and Tourism.			X				
89	Create a Main Street revolving loan fund.			X				
90	Explore new and creative ways to fund housing or infrastructure such as crowdsourcing, real estate investment trusts, land banks.			X				
91	Build on Iowa's legacy of renewable energy portfolio, including nuclear power.			X				

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
92	Create a nanovaccine platform development with Iowa State University and University of Iowa.			X				
93	Lesson of COVID = supply chain disruptions. Now that we have “made in Iowa” website, tie awards with % of use of Iowa subcontractors, raw materials, etc.			X				
94	Lesson of COVID = happy to live in rural Iowa & still can work just as effective from rural Iowa. Leverage alumni lists from Board of Regent schools for a marketing effort to call alumni back home (i.e. The Iowan Project by TAI), Iowa.			X				
95	Establish certain level employee & school base levels that might lend itself to higher level of success to implement a trial of moving back incentives, for potential viability for rural community growth & employment. I have a spreadsheet already linking employer base, school, and population from public and CIRAS data, available on request.			X				
96	Manufacturing: As the U.S. works to move some manufacturing back from overseas, this could be a great opportunity to incent companies to build in Iowa.			X				X
97	Generic Drug Manufacturing: Many large hospital systems and pharmaceutical companies will be looking for secure sources to create a supply chain that won't be disrupted again. Can we begin reaching out to large drug manufacturers now? Could we put together a group on buying alliances around key generic drug manufacturing?			X				
98	Rural Iowa Revitalization: In order to grow employment opportunities and convince companies to invest in rural Iowa, we must first create communities people want to move to. Many of the small towns in Iowa need leadership, funds to repair the infrastructure of the towns, roads, parks and main streets. Is there a way to create a public or private partnership to take back our small towns one by one? Housing is the other issue. We need to revitalize much of the housing in these communities and create funds to help build more affordable housing where business is willing to expand and grow with it.			X				X

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
99	Ethanol Only Vehicles: As electric cars continue to grow in popularity and demand, is there the possibility of developing a hybrid or single fuel source car that operates on ethanol only. If this could be developed, it could grow our ethanol production dramatically.	X		X				
100	Liberalize rules/attendance/etc. K-12 to allow for usage of online learning. Support schools and teachers looking to use and grow into these areas now in COVID and post.				X			
101	Move 0-5 child care into public school system to reduce costs using existing infrastructure and training. This would ease burden on large employers and allow workforce stability for small business.			X	X		X	X
102	Supporting STEM and career building programs and classes for Iowa Youth.				X			X
103	Education and training programs for all levels of health care workforce jobs where there are shortages, such as behavioral health, nursing, and long term care.				X		X	
104	Accessible mental health services for children through schools and in communities, this could connect to the connectivity group in terms of telehealth				X		X	
105	Programs to support physician workforce in rural Iowa and sustainable models to ensure regional systems of care for health care in Iowa.				X		X	
106	Expand Iowa's voluntary pre-K program to universal pre-K to help young children get an early start in learning.				X			
107	Provide financial incentive to colleges who offer programs/degrees in fields whose average salary is able to repay the student debt incurred within a reasonable timeframe				X			
108	Start focusing more on financial literacy and soft skills in K-12. Make parents want raise their kids here because our education actually prepares them to be successful in the real world.			X	X			X
109	<b>Bold Aspirational Ideas:</b> All students are proficient readers by the end of 3rd				X			
110	<b>Bold Aspirational Ideas:</b> All students have work-based learning opportunities.				X			

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
111	Bold Aspirational Ideas: All districts and schools offer a variety of landscapes for learning.				X			
112	Pain points: Iowa's achievement gaps for students with disabilities and students of color are not improving.				X			
113	Increase credit requirement in the fields of language skills, math and science with flexibility for students to focus in an area of interest for the rest of the time through early high school instead of learning a little in each area. •After that point in their education (e.g. around 10th grade), encourage students to use the last two years of high school to focus on a profession or trade skill if they so choose instead of requiring a broad range of coursework, and require public high schools to offer coursework that allows students to earn college credit in a wide range of areas.				X			
114	Provide live streaming of select high school math and science courses so the courses can be reviewed by anyone, including undereducated adults.				X			
115	Create educational programs at local area community colleges across the state near job centers and partner to establish a common curriculum and program to fulfill apprenticeship prerequisites within the trades. •Utilize these partnerships as feeders into apprenticeship programs to promote and build the workforce for the future.				X			
116	Adequately fund Future Ready Iowa – increasing the opportunity to engage students at younger ages to help them determine the right path (trade/technical vs. 4-yr degree)				X			
117	Continue enhancing Future Ready Iowa initiative and develop stronger incentives for graduates that commit to staying in Iowa. Ideas beyond scholarships may include: down payment assistance for purchasing a new home, education loan debt forgiveness assistance, programs for continued learning, upskilling and career advancement.				X			

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
118	Under the Cares Act, employers can contribute up to \$5,250 toward an employee's student loans from March 27th – December 31st 2020. The payment is excluded from the employee's income. It is also tax-free for the employer since it is not subject to payroll taxes up to the contribution threshold.				X			
119	Increase teacher salaries – we have great teaching schools, but we're losing new graduates to MN and other Midwestern states.				X			
120	Increase the curriculum around financial literacy so students are informed about paying off personal debt, budgeting, having an emergency fund, or investing. •As citizens return to their existing job, or new job, they need to be equipped with the tools to weather a storm like this in the future.				X			
121	Solve the mismatch between the goal for universities to create well-rounded and educated individuals versus the need for students to obtain a degree in order to get a desired job. •Employers should identify the actual education requirements for each job. For example, the prospective employee needs to complete these x courses, eliminating the need to take unnecessary courses and saving students money. •Students can take free courses on Coursera, etc. for general education. CEOs could promote this through hiring actions and media.				X			
122	Update the school funding formula. The process and formula is decades old and there is rural v. urban disparity, property tax inequities, etc.				X			
123	Create incentives for students to work in a non-four year degree profession.				X			
124	Provide assistance for employers who hire recent graduates to assist with student loan debt.				X			
125	To create a more competitive future workforce, require bilingual education in public schools.				X			
126	Consolidate Iowa's 367 school districts by half to both provide a better quality of education and save money.				X			

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
127	Pain Point - while wonderful for students and families, need to review the funds used to provide continuing education to high school students				X			
128	Blank slate or Bold Aspirational Idea - In rural Iowa, Create Community Coop Childcare (also goes to economic growth and expanding Iowa's workforce) as not all businesses and industry can afford to have one DRAFT in house. Reallocation of the continuing education funds, employers and parents would support the cost. This would then be part of the school system infrastructure and have government oversight.				X			
129	Reconsider how we fund education. Property tax poor areas of the state are not able to offer each student the same opportunity.				X			
130	Develop a statewide curriculum for online learning for K-12 that's aligned with our statewide standards.				X			
131	Increase capacity for early childhood education including expanding the statewide voluntary preschool program.				X			
132	Return kids to school as quickly as possible to protect the safety of our most children.				X			
133	Lessen duplicative transportation. Review regional transits for potential transportation of apprentices to areas already served by regional transits in lieu of duplicative transportation initiatives. (might have to be post-COVID due to risk of exposure if more people in transport)				X			
134	Review regulations over virtual instruction.				X			
135	Leverage AEA regions by offering instruction within the region. Education is one of the key anchors for families moving. Quality of education must be same level as urban areas. Sharing should be reviewed as a potential to bring that balance & maintain rural communities within their area to help rural schools' programs, increasing quality of life for workforce recruitment and rural population				X			

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
136	Consider real time virtual instruction taking place at regional AEA rooms, broadcast to the local schools. Reduces risk of teacher exposure. Could limit it to: required for graduation so less risk to interruption & thereby increasing likelihood of graduating seniors' timelines, as well as topics harder to instruct by substitutes and hard to find teachers, i.e. like foreign languages can be taught virtually and would open the door to many students. Will also need to revise code to not require licensed teacher in the virtual skyped in classroom, but a para or else for practical implementation.				X			
137	To make real-time virtual instruction work across multiple school districts, similar schedules across districts may need to be reviewed for application.				X			
138	Advanced EdTech. For topics harder to distance (imagine a group around 1 frog to dissect), review virtual reality. Ex. There is anatomy by VR developed here in Iowa.				X			
139	Licensure. Take inventory of # of substitutes in Iowa, reach out to industry for potential backups or substitute licensing to take inventory of potential needs. Ex. Lawyers = graduate course but not HS government. Start marketing the career & technical authorization licensing option for the skilled trades and look to expand that to other professions (there is an online course but not widely known). As people live longer, and want to retire early, but maintain active lifestyle – skilled retirees turned into teachers might be a job pool to put effort towards. Market it to businesses to add it to retirement gift option, if gift available & applicable.				X	X		
140	Facility Space. Take inventory of underutilized facilities such as fairgrounds, arts museums, libraries, etc. for immediate, alternating, or emergency spacing needs.				X			

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
141	Education Network: Create a remote education network for rural areas, homeschoolers and classrooms. Partner with Iowa's universities to teach remotely and test electronically. If 50% of most businesses will be working remotely, why won't a portion of our education system learn remotely? This, of course, would need to be partnered with Iowa cultural facilities to provide for socialization, for example the science center, zoos, living history farms, YMCAs, etc.		X		X			
142	Streamline licensing and credentialing-CDL, Health care credentialing. Specifically, It would be very helpful if access to DOT CDL testing was improved. There will be many jobs opening in transportation, distribution and trucking. Long waits for CDL driving tests will hinder employers ability to hire. Health care licensing focused specifically on small practitioners like chiropractors and dentists.					X		
143	Policy change that supports telehealth development through payment parity and easing regulatory barriers.		X			X		
144	Removing regulatory constraints on the innovation of health care delivery models, especially in rural Iowa.			X		X		X
145	Continue to encourage cross-agency collaboration.					X		
146	Consolidate licensees by industry type and have one license per category or business type. One stop-shop for all collection of fees, taxes, and permits.					X		
147	Allow state agencies who have private vendor contracts for the delivery of goods and services to expand those contracts to assist other agencies without having to do an RFP.					X		
148	Something to help cities in border communities struggling by adjacent state legislative issues hindering Iowa progress. Maybe a bidder preference for Iowa-based companies.					X		
149	Consolidate any state programs that overlap excessively/unnecessarily.					X		

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	<b>Agriculture</b>	<b>Connectivity</b>	<b>Ec Growth</b>	<b>Education</b>	<b>Government</b>	<b>PH &amp; Healthcare</b>	<b>Workforce</b>
150	Bold Aspirational Idea: All government agencies are able to reduce their physical footprint, recruit and retain the highest qualified people, and save taxpayer money by taking up less physical space, putting funds toward more competitive salaries, and committing to a more efficient and effective way to think about expenditures.					X		
151	State government has fewer employees, but the best qualified people.					X		
152	State government does fewer things in each agency, but does them better.					X		
153	State government does only the things that get results and gives staff permission to stop doing other nonessential and/or ineffective things.					X		
154	Evaluate Iowa's 99 county government structure and consider consolidation to create cost savings and lessen bureaucracy.					X		
155	Privatize more state functions such that we have net savings to the state.					X		
156	Review and reallocate dollars based on the behavior we want					X		
157	Re-align programs to agency missions, for example Workforce Development should oversee all Workforce programs in the state				X	X		X
158	Further reduce regulations that stifle the growth of the craft wine making, distilling and brewing industries.			X		X		
159	Streamline DNR permitting for wastewater and new technologies.	X				X		

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
160	Non-value add: Some state government human resources practices, even since collective bargaining has changed dramatically. Examples: 1. Overly proceduralized hiring. For a job to be posted it must be approved by the bureau chief, next higher management authority, department director, DAS, and Department of Management (5 approvals). The posting must include a position description, an additional form internal to our department describing who will screen candidates and who will interview them, another form for the DOM describing why the position needs to be filled, a list of screening criteria, a set of interview questions, and a form for our HR associate to post the job (6 forms). To make a job offer a manager needs to fill out another form justifying a pay rate of anything above the minimum pay for the position. 2. Inability to discipline and remove problem employees. 3. Ineffective employee performance review system. The system is consistent across all agencies, but has no consistent measurement or evidence base.					X		
161	Non-value add: Lack of attention to research, evidence base, and return on investment when determining allocation of resources.					X		
162	Supporting health care providers – public/private/non-profit/sole provider/ -- they have also been hard-hit and rural communities rely on them for health care AND to enhance overall quality of life. No one will choose to live in small towns if there are no doctors/dentists/pharmacists/hospitals/clinics, etc.						X	
163	We will contribute ideas directly through the committee.						X	
164	Continue the widening use of telehealth by incentivizing insurance companies to cover telehealth post-COVID. We could start with state employees. My own insurance company, Iowa State Blue Cross BlueShield, only temporarily covers telehealth.		X				X	
165	Pain point: lack of coordinated message between county public health departments and IDPH regarding COVID-19 and K-12 schools						X	

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
166	Opportunity to improve upon consistent communication, policy, and strategies. There are decisions that are pushed back to a local organization caring for 300+ persons with disabilities that the State of Iowa might be better served if it just set as public policy – an example – should they do baseline COVID-19 testing and every 2 week testing? Although licensed and certified by the state of Iowa – the organization is not considered long term care and there are no clear guidelines for its programs regarding specifics such as testing. The current approach of pushing to the local organizations can lead to confusion and haphazard implementation across various providers of care.						X	
167	Revise state sponsored nutrition programs including school lunch programs to prioritize smaller healthier portions – do not provide high-calorie density foods in large portions under those programs						X	
168	paths, hiking trails and swimming pools with affordable usage rates for their citizens.						X	
169	Change physical education programs in middle and high school to be more like personal trainer instruction for improved strength and fitness rather than spending the time playing competitive sports.						X	
170	Create incentives for healthcare professionals in the mental health field, nursing, etc. applicable to education costs and retention in Iowa upon graduation.						X	
171	Healthcare is driven by insurance companies. Let's ensure there is transparency on medical costs.						X	
172	Covid-19 testing should be quick and available everywhere so employees can get back to work sooner.						X	
173	Expand the Housing First model to include wrap around health care services for our vulnerable population.						X	
174	Develop private-public partnership to sustain quality daycare facilities across the state.						X	
175	Expand access to telehealth		X				X	

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
176	COVID-19 has created a demand for healthcare professionals on-site at employers – leverage nursing students to fill this demand and provide work-based learning experience for the students						X	X
177	A robust, well trained, and diverse health care workforce is vital to supporting economic development of all of Iowa, especially rural Iowa. This includes ‘growing our own’ with local education and training programs that recruit local youth with interest in staying in rural Iowa, as well as attracting underrepresented groups into health care jobs. This should encompass middle skill jobs such as CNAs and direct care providers, mental health professionals, to nurses, APPs and physicians.						X	X
178	Focus on broadening access to child care for all Iowans, this will be a key challenge. Many child care facilities are expected to close as a fallout from the pandemic. Build on the newly created Child Care Challenge Fund. Expand funding for afterschool programs in public schools.							X
179	Expand family and medical leave to keep Iowans in the labor force. The State of Washington has a paid family and medical leave program: <a href="https://esd.wa.gov/paid-family-medical-leave">https://esd.wa.gov/paid-family-medical-leave</a> .							X
180	Allow cross tier employment for those employees who are not managerial or executive branch decision makers within that organization.							X
181	New homebuyer and home builder incentive program to encourage the purchasing of homes by new buyers and encourage the building of new homes by anyone in the state.							X
182	Workforce housing tax credits for business that invest in affordable housing for their workforce.			X				X
183	Better marketing of programs to businesses that might benefit from them but who don't know the programs exist.			X				X
184	<b>Bold Aspirational Idea:</b> More Iowa students have more workforce training in alignment with Future Ready Iowa goals.							X

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
185	Many county plans discourage alternative uses of agricultural land. Improvements in machinery size and degree of automation reduce the number of workers needed to support the agricultural industry, and therefore workforce in those counties. Consider promoting alternative uses of the land that provide more revenue per acre and bring more jobs to rural Iowa (for example solar and wind generation projects that bring good wind and solar technician jobs).	X		X				X
186	Continue to invest in and partner with companies creating jobs in forward-looking fields (renewables, infrastructure, technology, biotech).							X
187	Spur recovery by augmenting the spending power of people who have been underpaid for so long.							X
188	Increase minimum wage to \$10 to \$12 per hour.							X
189	<p>Aggressively fund and market Future Ready Iowa.</p> <ul style="list-style-type: none"> <li>•Iowa elevates itself as the Gold Standard in trades / apprenticeship training programs</li> <li>•Offset the costs of summer internship programs – expose college students to different areas of the state (get them out of Ames or Iowa City) to other metros or hubs. Provide summer housing stipends and payroll costs.</li> <li>•Offer college graduates – in desired industry - \$5,000 to \$7,000 loan repayment if they take a job in Iowa and stay for 3 to 4 years – allowing them the opportunity to settle down roots and possibly stay long-term.</li> </ul> <p>oIn 2018, the city of Tulsa, Oklahoma launched an incentive program that offered 250 remote workers \$10,000 to relocate there. Last year Vermont, The Shoals region of Alabama, and Topeka, Kansas all launched similar programs, offering workers between \$5,000 and \$15,000.</p> <p>oChoose Topeka, for example, estimates a 10x annual return on every \$5,000 spent on worker incentives. Incentives match employer relocation packages of up to \$7,500 (for a total combined contribution of \$15,000) and vary based on the candidate's household income.</p>							X

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce	
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>								
190	Market to former Midwesterners to move to Iowa – offer financial incentives, sign-on bonuses or mortgage down payments. <ul style="list-style-type: none"> <li>• <a href="https://www.fastcompany.com/90517270/cities-offer-cash-as-they-compete-for-new-residents-amid-remote-work-boom">https://www.fastcompany.com/90517270/cities-offer-cash-as-they-compete-for-new-residents-amid-remote-work-boom</a></li> <li>o Recent headlines indicate that big city professionals are looking for “wide open spaces” – while big tech is considering remote work a permanent solution for their employees, which means they can move away from Silicon Valley and actually be able to afford a home.</li> <li>o <a href="https://www.wsj.com/articles/escape-to-the-country-why-city-living-is-losing-its-appeal-during-the-pandemic-11592751601?mod=djemwhatsnews">https://www.wsj.com/articles/escape-to-the-country-why-city-living-is-losing-its-appeal-during-the-pandemic-11592751601?mod=djemwhatsnews</a></li> </ul>							X	
191	Pain point - keeping our best and brightest here in the state - Universities as well as after graduation.								X
192	Bold idea - already being used in the community college in our area, but what about the state land grant colleges? Stay for 5 years in Iowa after graduation in a career in your field, student loans will be forgiven. This would help keep our kids here, as well as the opportunity to bring new people into our state.								X
193	Consider the one week waiting period before collecting unemployment; cannot continue to pay people more to stay home than work								X
194	Develop a campaign on attract and retain out-of-state remote workers to Iowa.								X
195	Expand apprenticeship programs beyond the skilled trades.								X
196	Create an intentional coordinated outreach to promote education and training programs to underserved individuals in diverse communities.			X					X

		Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>							
197	Review region transport availability for apprenticeships from HS students and community members with disabilities. Related to education piece above – market bus towards businesses new pools of workforce. See above comment in Education regarding Career & Technical Authorization for retiree option for employee benefit. Google: New Hampton, Iowa hospital story of 3 mission minded couples. Next generation = mission oriented = unique recruitment tactic & offering.							X
198	Remote Work Destination: By establishing Iowa as the best place to live and work remotely, we can build up our workforce. As I have outlined in my other suggestions this can be driven with state of the art connectivity, communication development and a bi-product would be families, friends and spouses looking for jobs.		X	X				X
199	Get the People to the Jobs: Solving the problem of getting the people to the locations where the jobs are is a key solution. We have hundreds of jobs in communities with no one to employ them and then high unemployment in other areas. How do we create incentives to help employees relocate to where the jobs are?							X
200	Iowa Tech Incubator: As Iowa becomes home for many of the largest tech companies, could we partner with Iowa universities for a tech development network? Could Iowa lead through connectivity to create apprenticeships through local junior and senior highs to help develop tech talent for the future? This connectivity would link both large and upstart tech companies to the youth of Iowa, encouraging them to build a life in Iowa and develop a career path by connecting them digitally.		X	X	X			X
201	Each group start gathering where data is kept in their division to create a master data plan and how their data can be leveraged to other division's missions.					X		

	<b>Blank Slate, Pain Point, Non-value add, or Bold Aspirational Idea</b>	Agriculture	Connectivity	Ec Growth	Education	Government	PH & Healthcare	Workforce
202	Take inventory of the divisions' board & commissions relevant to the division, review purpose, so all boards & commissions can be reviewed for overlapping, duplicity, as well as what board work should be connecting due to their purposes as well.					X		