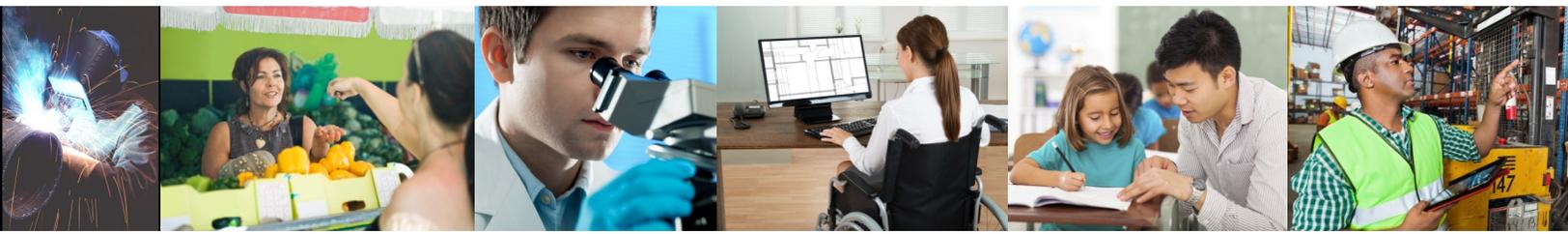


STATE OF IOWA LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

IOWA
WORKFORCE
DEVELOPMENT



RELEASED | MARCH 2017

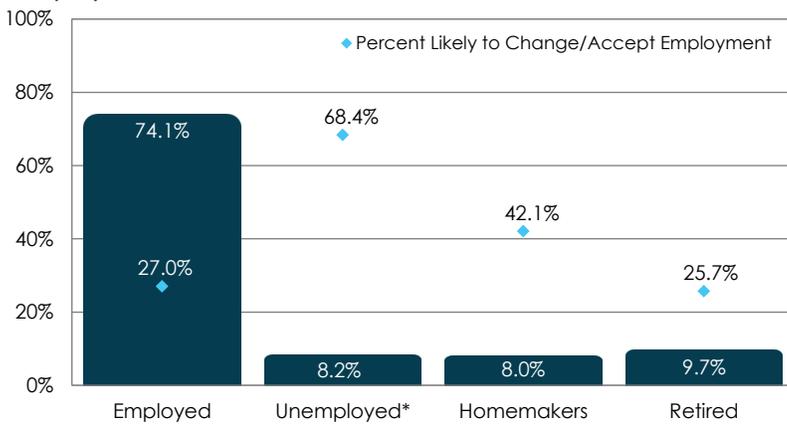
STATE OF IOWA LABORSHED SURVEY ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. Community Laborshed analyses are conducted across the State of Iowa and are used to determine the approximate boundaries of a Laborshed area and to measure the availability and characteristics of its workers. The following analysis is a summary of the data compiled from 6,000 survey responses provided by individuals between the ages of 18 and 64 years old residing in the State. These responses were extracted from the statewide Laborshed database of 12,088 surveys conducted between February and December 2016 covering all statewide ZIP codes containing more than 60 households.

OCCUPATIONS AND EMPLOYMENT STATUS IN IOWA

Survey respondents were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the healthcare & social services; manufacturing; wholesale & retail trade; and education industries. In addition, the top reported occupations for respondents are in office & administrative support and management.

The chart below shows the percentage of respondents by employment status within the State.



Occupation

Occupation	% within Iowa
Office & Administrative Support	17.3%
Management	10.0%
Production	9.4%
Education, Training & Library	8.8%
Healthcare Practitioner & Technical	7.6%
Business & Financial Operations	6.5%
Sales & Related	6.4%
Transportation & Material Moving	5.5%
Installation, Maintenance & Repair	3.8%
Food Preparation & Serving Related	3.4%
Computer & Mathematical Science	3.2%
Construction & Extraction	2.9%
Community & Social Services	2.5%
Personal Care & Service	2.3%
Architecture & Engineering	2.0%
Healthcare Support	2.0%
Building/Grounds Cleaning & Maintenance	1.6%
Arts, Design, Entertainment, Sports & Related	1.2%
Life, Physical & Social Science	1.2%
Protective Service	1.2%
Legal	0.8%
Farming, Fishing & Forestry	0.3%
Military Specific	0.1%

UNDEREMPLOYMENT



Reason	% within Iowa
Inadequate Hours	1.7%
Mismatch of Skills	3.6%
Low Income	0.4%
†Total Underemployment	5.1%

† Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or worked for higher wages at previous employment; or are working 35 hours or more per week with wages equal to or less than the national poverty level.

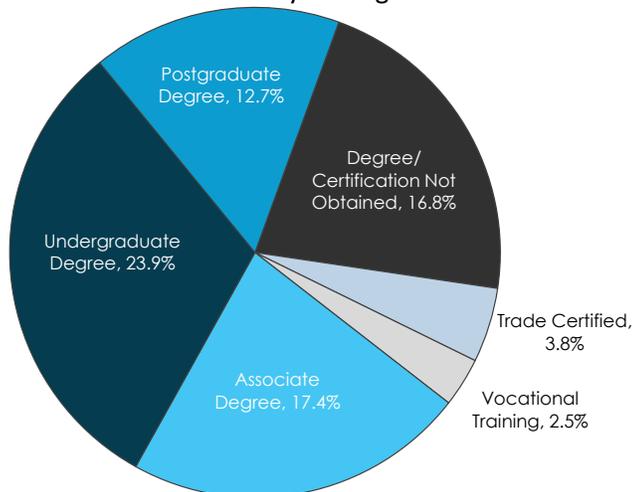
INDUSTRIAL CLASSIFICATION OF THE EMPLOYED

Industry	% within Iowa	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Healthcare & Social Services	15.8%	74.2%	25.6%	8.2%
Manufacturing	13.9%	72.6%	28.0%	8.4%
Wholesale & Retail Trade	13.9%	68.7%	37.0%	12.2%
Education	12.0%	73.8%	22.6%	3.4%
Finance, Insurance & Real Estate	9.5%	81.4%	23.7%	4.2%
Transportation, Communication & Utilities	7.5%	75.2%	33.5%	7.6%
Professional Services	6.9%	75.7%	30.6%	10.1%
Public Administration & Government	6.2%	73.9%	20.7%	4.6%
Personal Services	5.6%	80.1%	29.3%	6.5%
Construction	4.4%	74.2%	22.4%	12.7%
Agriculture, Forestry & Mining	3.5%	88.9%	10.0%	4.7%
Entertainment & Recreation	0.8%	75.6%	23.5%	22.2%

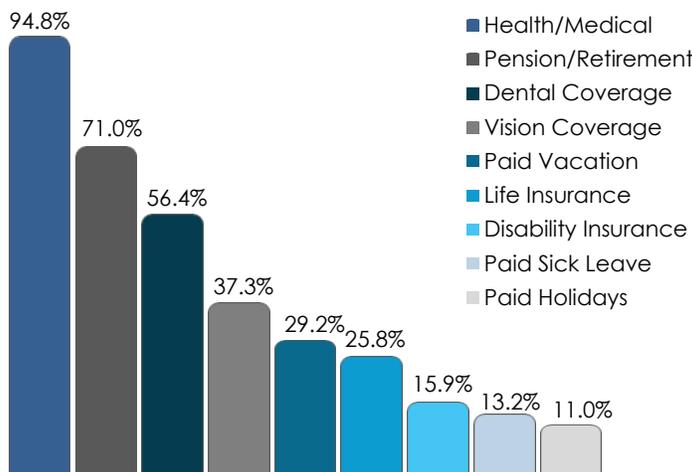
EDUCATION OF THE EMPLOYED



77.1% have an education beyond high school



CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



The majority (76.1%) of respondents employed full-time state that they are currently sharing the cost of health/medical insurance premiums with their employer. However, 13.8 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION AND MEDIAN WAGE BY INDUSTRY



	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	61.8%	14.1%	27.1%	\$35,000	\$13.25
Construction	61.0%	15.4%	17.0%	\$60,000	\$20.00
Education	89.4%	9.7%	67.1%	\$55,000	\$13.29
Entertainment & Recreation	68.9%	8.9%	28.8%	\$45,000	\$10.00
Finance, Insurance & Real Estate	83.9%	15.5%	48.1%	\$65,000	\$15.25
Healthcare & Social Services	81.8%	24.0%	34.0%	\$55,000	\$15.00
Manufacturing	62.0%	15.4%	20.5%	\$72,000	\$17.00
Personal Services	74.7%	14.5%	35.6%	\$47,000	\$14.00
Professional Services	79.8%	17.3%	38.2%	\$60,000	\$14.00
Public Administration & Government	84.4%	15.3%	47.6%	\$65,000	\$22.00
Transportation, Communication & Utilities	76.4%	18.3%	26.5%	\$63,000	\$18.00
Wholesale & Retail Trade	62.7%	16.0%	17.6%	\$52,500	\$10.25

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

FIELDS OF STUDY



EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

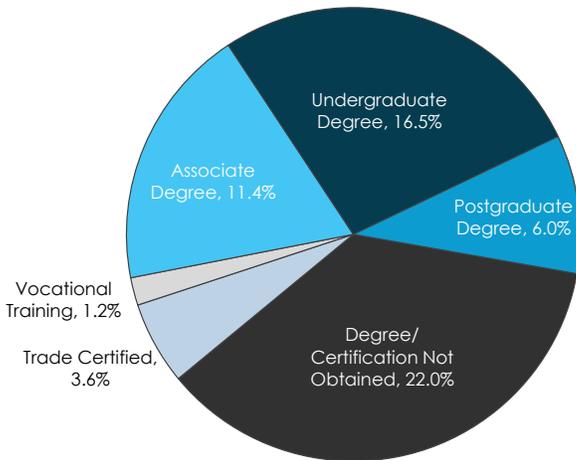
- 27.0% of employed are likely to change employment
- 26.0% are actively seeking new employment
- 15.7% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 45 years old
- 28.4% currently working in the professional, paraprofessional & technical occupational category followed by 24.2% in the production, construction & material handling occupational category
- \$14.00 - median hourly wage
- \$55,000 - median annual salary
- Most frequently identified job search resources:
 - Internet - 74.6%
 - www.indeed.com
 - www.monster.com
 - www.iowajobs.org
 - Newspapers - 23.0%
 - *The Des Moines Register*
 - *The Gazette-Cedar Rapids*
 - IowaWORKS Centers - 17.0%
 - Networking through friends, family and acquaintances - 12.9%

UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 8.2% of the respondents are unemployed*
- 68.4% are likely to accept employment
- 63.5% are actively seeking employment
- Average age is 44 years old
- 53.5% are female; 46.5% are male

EDUCATION:

- 60.7% have some post high school education

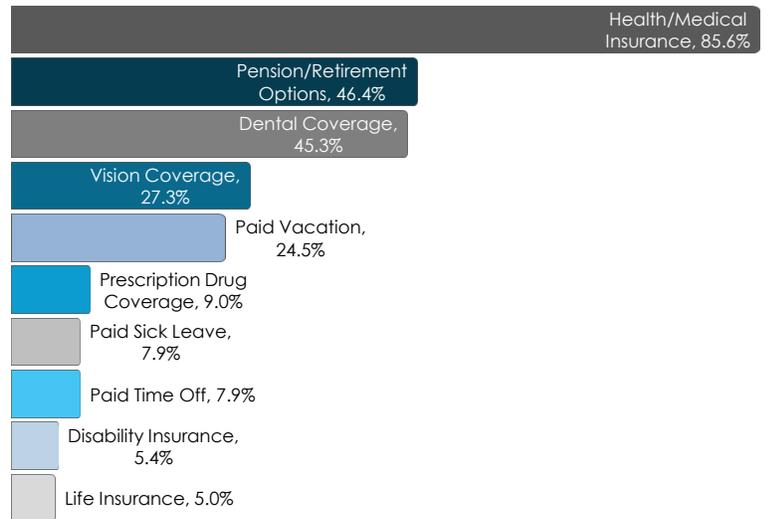


WAGES:

- \$12.00/hr - to attract 66% of applicants
- \$15.00/hr - to attract 75% of applicants
- \$10.00/hr - lowest wage willing to accept (median)
- 71.6% expressed interest in temporary and 68.7% expressed interest in seasonal employment opportunities
- 46.5% expressed interest in working varied shifts
- Desired Occupational Categories:

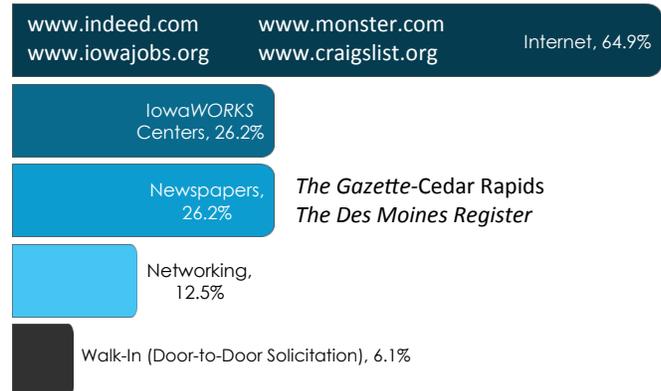


TOP DESIRED BENEFITS



- 62.2% indicated they prefer employment offers where employer and employee share the cost of medical insurance premiums.

TOP JOB SEARCH RESOURCES



*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

IN PARTNERSHIP:



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