

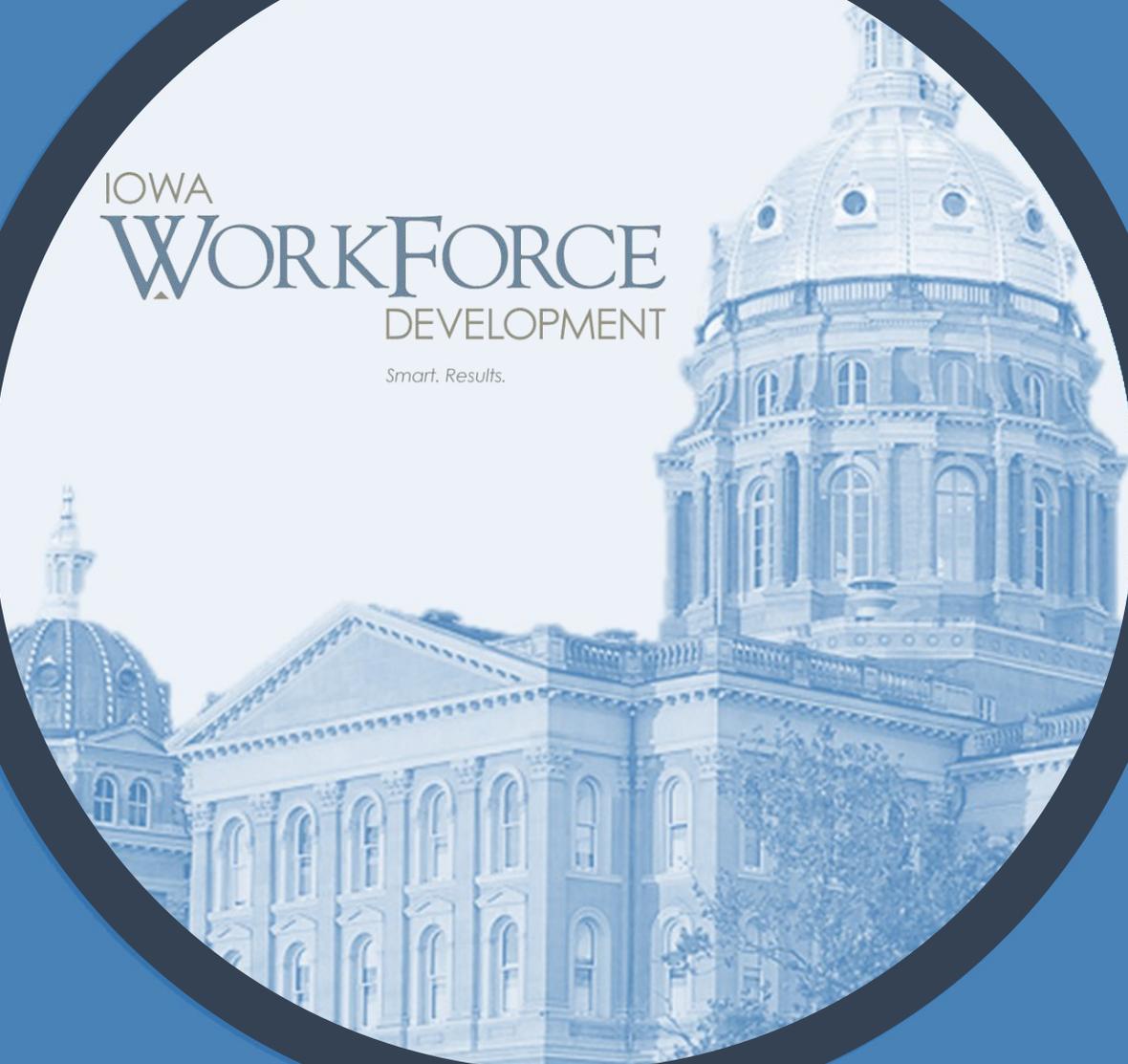
STATE OF IOWA LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

IOWA
WORKFORCE
DEVELOPMENT

Smart. Results.



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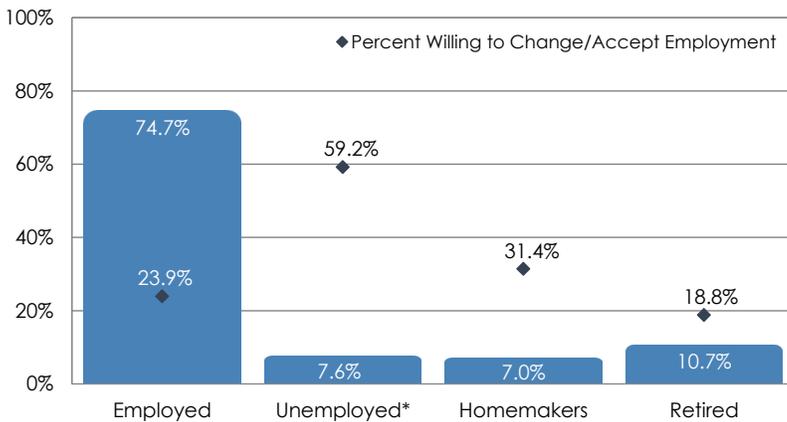
STATE OF IOWA LABORSHED SURVEY ANALYSIS

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 10,634 surveys conducted between January 2014 and December 2014 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 education, healthcare & social services and wholesale & retail trade industries. In addition, the top reported occupations for respondents are in management and office & administrative support.

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



UNDEREMPLOYMENT



	% within Iowa
Inadequate Hours	1.8%
Mismatch of Skills	3.3%
Low Income	0.4%
†Total Underemployment	4.8%

† 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 or more hours per week with wages equal to or less than the national poverty level.

INDUSTRIAL CLASSIFICATION OF THE EMPLOYED



	% within Iowa	% Employed within the Industry	% Willing to Change Employment	% Unemployed* within the Industry
Education	15.9%	76.3%	22.9%	3.1%
Healthcare & Social Services	15.0%	81.2%	24.5%	7.2%
Wholesale & Retail Trade	14.6%	71.6%	31.2%	10.0%
Manufacturing	12.8%	71.5%	22.1%	7.8%
Finance, Insurance & Real Estate	8.2%	79.8%	23.3%	5.3%
Public Administration & Government	6.7%	74.9%	12.2%	2.8%
Transportation, Communication & Utilities	6.6%	70.8%	25.6%	6.1%
Professional Services	6.4%	76.4%	33.0%	10.5%
Personal Services	5.3%	75.0%	21.0%	6.5%
Agriculture, Forestry & Mining	3.9%	91.7%	7.6%	2.5%
Construction	3.5%	80.5%	19.5%	6.9%
Entertainment & Recreation	0.7%	58.5%	41.7%	12.2%
Other (Non-profit, Religious, Military, etc.)	0.4%	50.0%	9.1%	4.5%



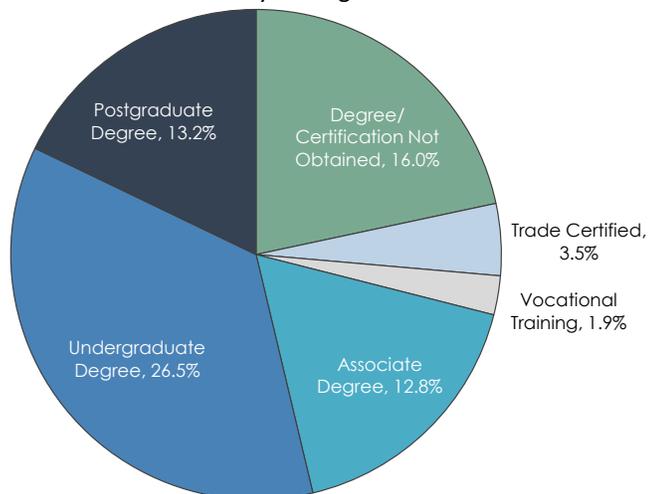
Occupation

	% within Iowa
Management	20.0%
Office & Administrative Support	12.8%
Education, Training & Library	9.1%
Production	7.6%
Healthcare Practitioner & Technical	7.4%
Sales & Related	6.4%
Business & Financial Operations	5.7%
Transportation & Material Moving	4.4%
Installation, Maintenance & Repair	3.6%
Architecture & Engineering	2.5%
Construction & Extraction	2.4%
Food Preparation & Serving Related	2.4%
Personal Care & Service	2.3%
Computer & Mathematical Science	2.2%
Community & Social Services	2.0%
Healthcare Support	1.8%
Building/Grounds Cleaning & Maintenance	1.7%
Arts, Design, Entertainment, Sports & Related	1.4%
Life, Physical & Social Science	1.3%
Legal	1.1%
Protective Service	1.1%
Farming, Fishing & Forestry	0.5%
Military Specific	0.3%

EDUCATION OF THE EMPLOYED



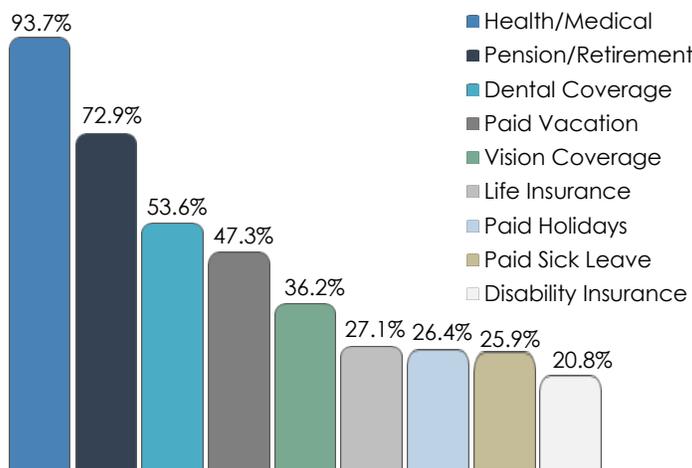
73.9% have an education beyond high school



FIELDS OF STUDY



CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



The majority (77.6%) of respondents employed full-time state that they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.5 percent indicate their employer pays the entire cost of insurance premiums.

EMPLOYED - WILLING TO CHANGE EMPLOYMENT

- 23.9% of employed are willing to change employment
- 15.4% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 48 years old
- 32.0% currently working in the professional, paraprofessional & technical occupational category followed by 20.1% in the production, construction & material handling occupational category
- \$14.00 - median hourly wage
- \$56,000 - median annual salary
- Most frequently identified job search resources:
 - Internet - 86.5%
 - www.monster.com
 - www.iowajobs.org
 - www.indeed.com
 - Newspapers - 40.5%
 - Networking through friends, family and acquaintances - 24.8%
 - IowaWORKS Centers - 12.5%

EDUCATION AND MEDIAN WAGE BY INDUSTRY



Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	54.8%	9.6%	24.1%	\$54,150	\$15.00
Construction	55.3%	8.2%	12.5%	\$62,000	\$20.00
Education	89.0%	6.2%	70.9%	\$54,000	\$12.46
Entertainment & Recreation	48.8%	9.8%	21.9%	\$41,500	\$10.46
Finance, Insurance & Real Estate	79.5%	9.3%	48.8%	\$72,000	\$14.37
Healthcare & Social Services	82.9%	20.5%	39.9%	\$60,000	\$16.00
Manufacturing	59.1%	10.0%	25.5%	\$75,000	\$17.78
Personal Services	67.3%	10.8%	29.6%	\$42,000	\$10.00
Professional Services	78.6%	9.8%	41.6%	\$64,000	\$13.00
Public Administration & Government	76.5%	14.4%	43.1%	\$65,000	\$21.00
Transportation, Communication & Utilities	69.0%	17.5%	26.3%	\$65,000	\$17.83
Wholesale & Retail Trade	58.6%	11.5%	20.2%	\$60,000	\$10.00

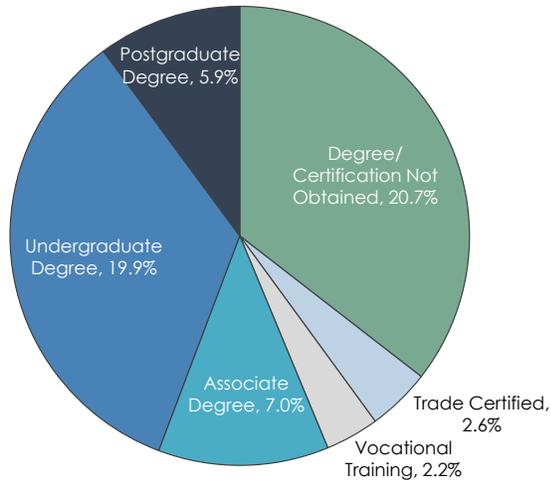
This table includes all respondents without consideration of employment status or willingness to change/enter employment.

UNEMPLOYED - WILLING TO ACCEPT EMPLOYMENT

- 7.6% of the respondents are unemployed*
- 59.2% are willing to accept employment
- Average age is 46 years old
- 54.8% are female; 45.2% are male

EDUCATION:

- 58.3% have some post high school education

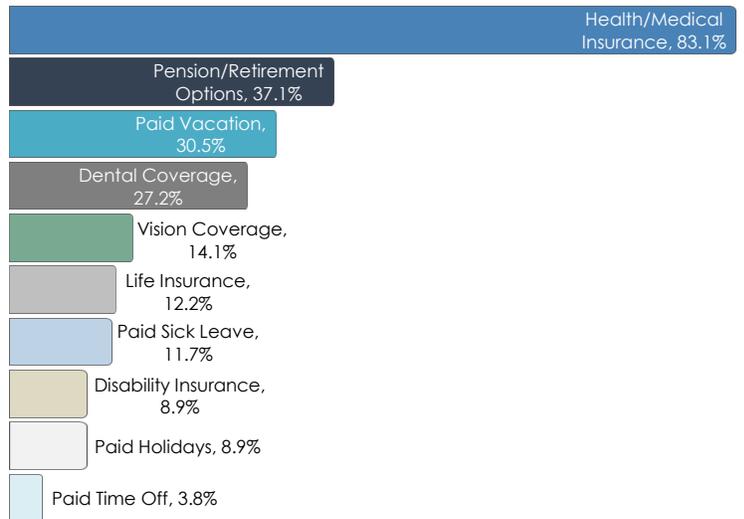


WAGES:

- \$10.00/hr - to attract 66% of applicants
- \$12.00/hr - to attract 75% of applicants
- \$10.00/hr - lowest median wage willing to accept
- 74.2% expressed interest in temporary and 69.7% expressed interest in seasonal employment opportunities
- 59.8% expressed interest in working varied shifts
- Desired Occupational Categories:

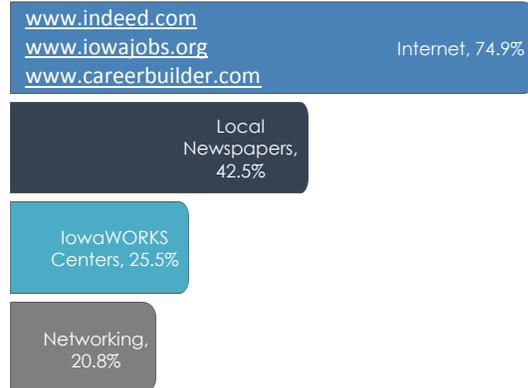
Occupational Category	% Unemployed Willing to Accept
Professional, Paraprofessional & Technical	31.2%
Clerical/Administrative Support	21.2%
Production, Construction & Material Handling	19.0%
Service	14.8%
Sales	8.5%
Managerial/Administrative	4.2%
Agriculture	1.1%
Total	100%

DESIRED BENEFITS



- 73.1% 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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