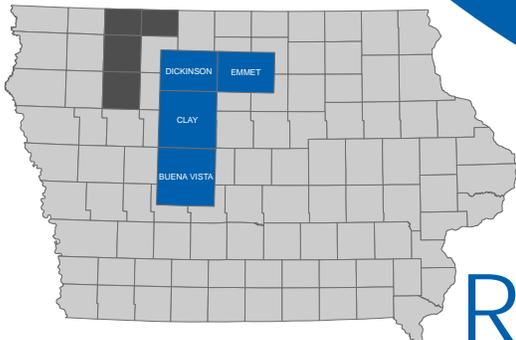


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

BUENA VISTA, CLAY, DICKINSON AND EMMET COUNTIES

WORKFORCE NEEDS ASSESSMENT: REGIONAL ANALYSIS

The Workforce Needs Assessment Survey is conducted annually by Iowa Workforce Development. Employers provide information regarding both their current level of employment and their current and expected job vacancies. Starting in July 2014, 1,072 employers in the region were contacted. By the close of the survey, 326 completed surveys were received by IWD for a response rate of 30.4%. This regional analysis includes aggregate data for the following counties: Buena Vista, Clay, Dickinson and Emmet.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

Occupational Category	Percent of Total Vacancies	Average Vacancies per Day
Production	17.4%	92
Transportation & Material Moving	12.5%	66
Office & Administrative Support	11.0%	58
Sales & Related	8.9%	47
Food Preparation & Serving Related	7.0%	37
Installation, Maintenance & Repair	6.6%	35
Healthcare Practitioner & Technical	6.3%	33
Architecture & Engineering	4.2%	22
Healthcare Support	3.8%	20
Construction & Extraction	3.6%	19
Management	3.4%	18
Building & Grounds Cleaning & Maintenance	3.0%	16
Community & Social Services	2.7%	14
Arts, Design, Entertainment, Sports & Related	2.1%	11
Business & Financial Operations	1.9%	10
Computer & Mathematical Science	1.1%	6
Education, Training & Library	1.1%	6
Personal Care & Service	1.1%	6
Farming, Fishing & Forestry	0.9%	5
Military Specific	0.6%	3
Protective Service	0.4%	2
Life, Physical & Social Science	0.4%	2
Legal	0.0%	0
Total	100%	528

OVERALL VACANCY DATA

- 34.3% of respondents within the region reported current or anticipated job vacancies
- 9,318 total estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Accommodation & food services (28.0%); healthcare & social services (15.6%); and wholesale & retail trade (15.3%) industries reported the highest volume of current vacancies
- 17.6% of current vacancies are within the production occupational category followed by 12.5% within the transportation & material handling occupational category
- Large employers (100+ employees) accounted for 4.0% of survey responses and 19.9% of the total job vacancies in the region

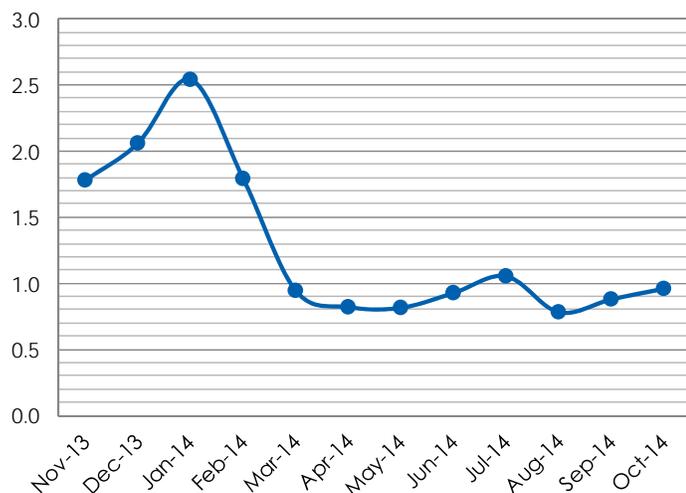
Iowa Workforce Development's job bank
Totals may vary due to rounding methods

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 1.1 unemployed persons for every job vacancy)

- 1,411 Estimated Average Monthly Job Vacancies¹
- 1,575 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

Industry	Regional Employment	Vacancy Rate
Arts, Entertainment & Recreation	286	19.6%
Professional & Technical Services	568	13.9%
Accommodation & Food Services	2,513	11.3%
Transportation & Warehousing	698	6.6%
Information	320	5.0%
Healthcare & Social Services	4,351	3.6%
Wholesale & Retail Trade	4,848	3.2%
Construction	1,190	2.8%
Finance, Insurance & Real Estate	991	2.3%
Administrative & Waste Services	856	1.5%
Manufacturing	6,555	1.5%
Personal Services	566	1.2%
Educational Services	3,023	1.1%
Agriculture & Mining	1,123	0.9%
Management	38	0.0%
Public Administration	996	0.0%
Utilities	193	0.0%

Annual 2014 total regional employment data from IWD
Totals may vary due to rounding methods

¹Iowa Workforce Development Job Bank

²Bureau of Labor Statistics, Local Area Unemployment Statistics

PERCENTAGE OF EMPLOYERS THAT PERCEIVE A LACK OF SKILLS AMONG APPLICANTS

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job	9.2%	26.6%	33.0%	20.2%	11.0%
Applicants possess the basic skills required for the job	7.3%	16.5%	39.5%	27.5%	9.2%
Applicants possess the soft skills required for the job	6.5%	19.4%	40.7%	24.1%	9.3%
Applicants possess the occupational skills required for the job	9.1%	23.6%	39.1%	20.0%	8.2%
Applicants are often disqualified due to controlled substance testing	36.7%	12.8%	36.8%	11.9%	1.8%
Applicants are often disqualified for failure to pass a background check	30.3%	12.8%	36.8%	12.8%	7.3%



23.8%
BASIC SKILLS

(Includes: literacy, numeracy, basic computer skills and organization)



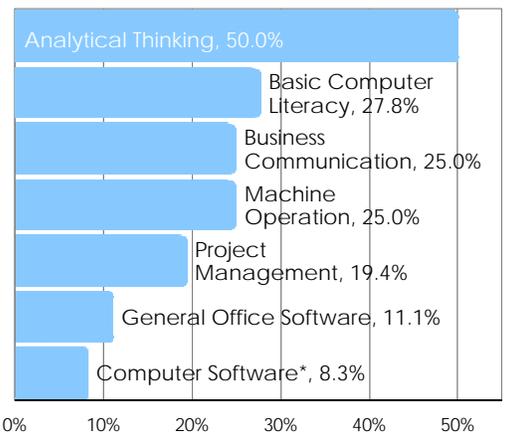
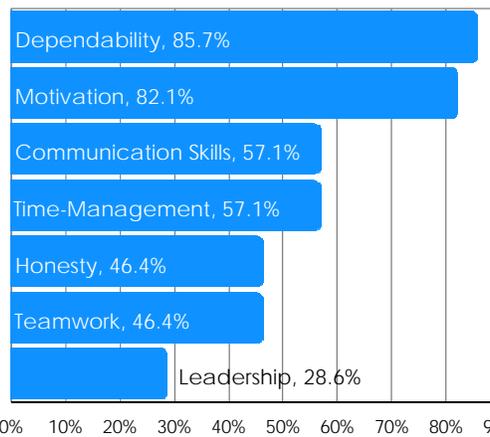
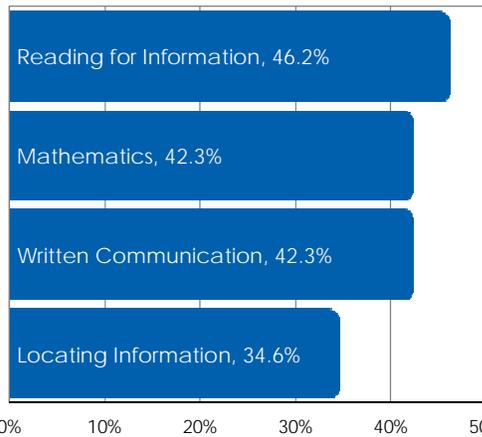
25.9%
SOFT SKILLS

(Includes: timeliness, responsibility, teamwork, integrity and self-esteem)



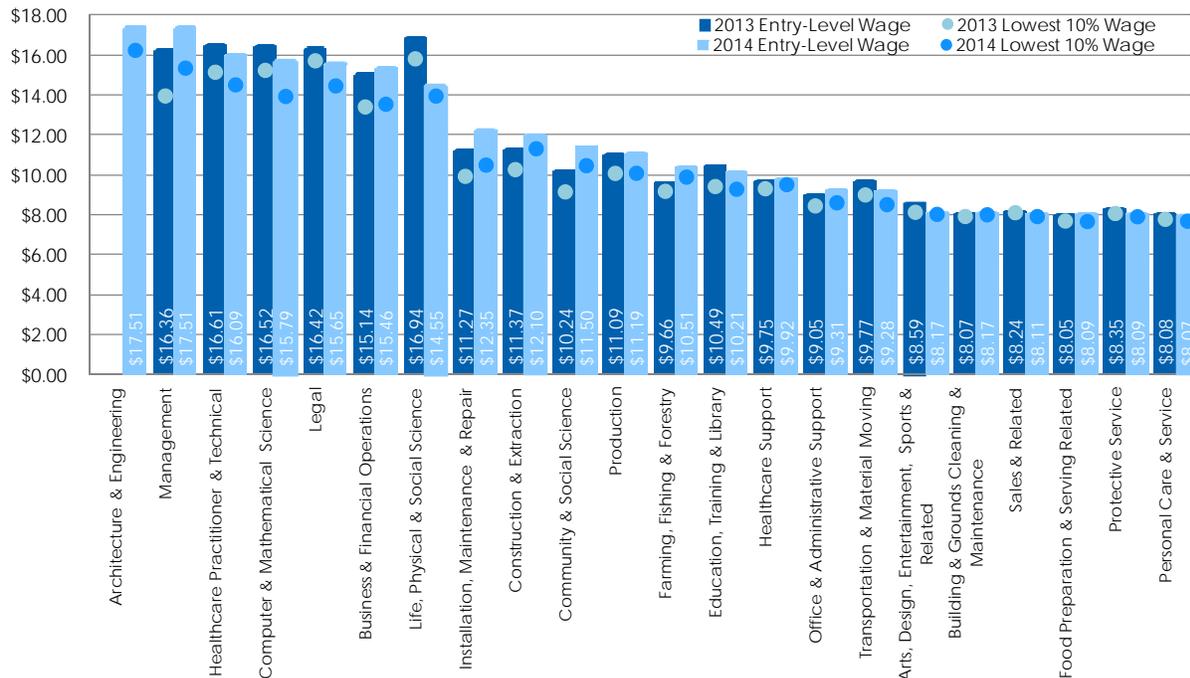
32.7%
HARD SKILLS

(Includes: analytical skills, physical ability, knowledge and experience)



*Job specific

HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates

FUTURE WORKFORCE PLANS

MAINTAIN

- 72.1% of employers plan to maintain their workforce

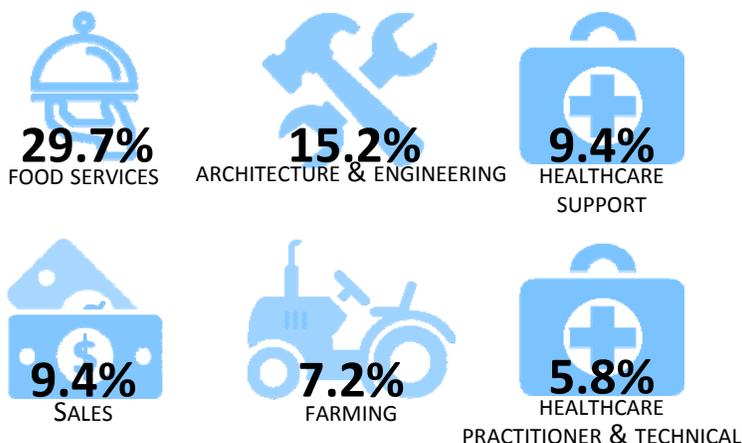
EXPAND

- 25.2% of employers plan to expand their workforce
 - 83.3% plan on expanding within 12 months
 - 16.7% plan on expanding in one to two years
 - Top reasons for payroll expansion include: to meet current market demands; increase share of existing market; and to enter into new markets

REDUCE

- 2.7% of employers plan to reduce their workforce

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

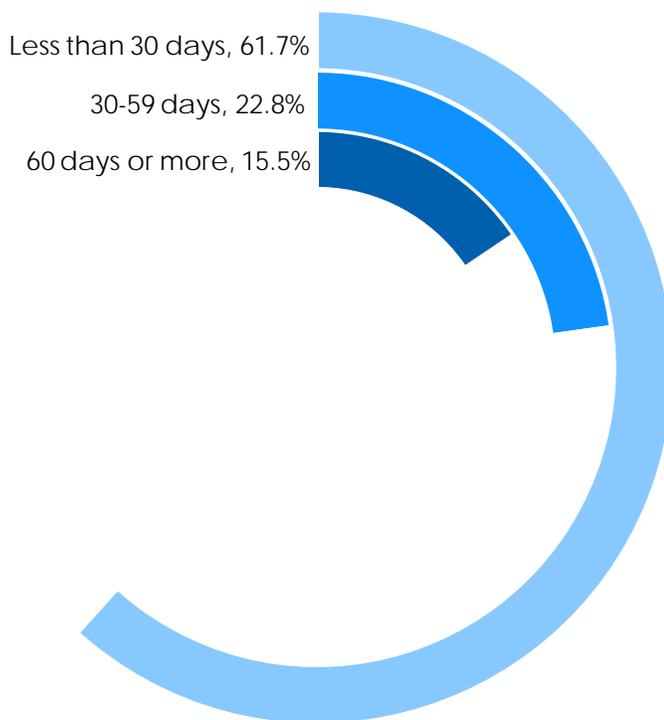


PLANNED PAYROLL EXPANSION BY INDUSTRY

Industry	Percent of Each Industry	Percent of Total Expansions
Manufacturing	18.2%	21.4%
Wholesale & Retail Trade	6.5%	14.3%
Healthcare & Social Services	8.5%	14.3%
Accommodation & Food Services	11.5%	10.7%
Professional & Technical Services	15.8%	10.7%
Construction	10.5%	7.1%
Administrative & Waste Services	25.0%	7.1%
Finance, Insurance & Real Estate	4.3%	3.6%
Transportation & Warehousing	5.6%	3.6%
Educational Services	6.7%	3.6%
Personal Services	8.3%	3.6%
Management	*	*
Agriculture & Mining	*	*
Information	*	*
Public Administration	*	*
Arts, Entertainment & Recreation	*	*
Utilities	*	*

*Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 1,882 employees in the region are currently over the age of 64
 - Representing 6.5% of the total regional workforce
- 51.1% are male and 48.9% are female
- Of those retiring in the next five years, 33.1% are within the manufacturing industry; followed by 18.5% within the accommodation & food services industry and 10.8% within the healthcare & social services industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

