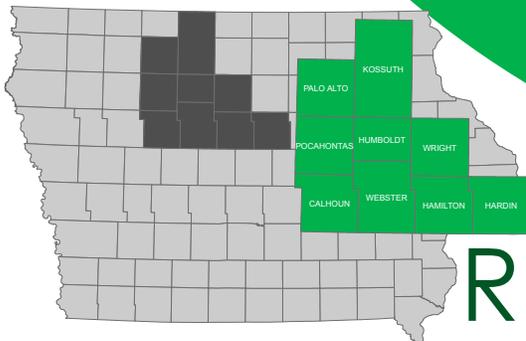


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

CALHOUN, HAMILTON, HARDIN, HUMBOLDT, KOSSUTH, PALO ALTO,
POCAHONTAS, WEBSTER AND WRIGHT 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, 1,936 employers in the region were contacted. By the close of the survey, 522 completed surveys were received by IWD for a response rate of 27.0%. This regional analysis includes aggregate data for the following counties: Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster and Wright.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

Occupational Category	Percent of Total Vacancies	Average Vacancies per Day
Transportation & Material Moving	26.0%	331
Production	10.2%	129
Farming, Fishing & Forestry	9.7%	124
Sales & Related	7.7%	98
Office & Administrative Support	6.3%	81
Healthcare Practitioner & Technical	6.2%	78
Installation, Maintenance & Repair	5.2%	66
Construction & Extraction	3.7%	47
Food Preparation & Serving Related	3.7%	47
Healthcare Support	3.2%	40
Management	2.9%	37
Community & Social Services	2.8%	36
Architecture & Engineering	2.3%	29
Building & Grounds Cleaning & Maintenance	2.3%	30
Personal Care & Service	1.7%	22
Arts, Design, Entertainment, Sports & Related	1.3%	17
Business & Financial Operations	1.1%	14
Education, Training & Library	1.0%	12
Protective Service	0.9%	11
Computer & Mathematical Science	0.8%	10
Life, Physical & Social Science	0.7%	9
Military Specific	0.3%	4
Legal	0.0%	1
Total	100%	1,273

Iowa Workforce Development's job bank

OVERALL VACANCY DATA

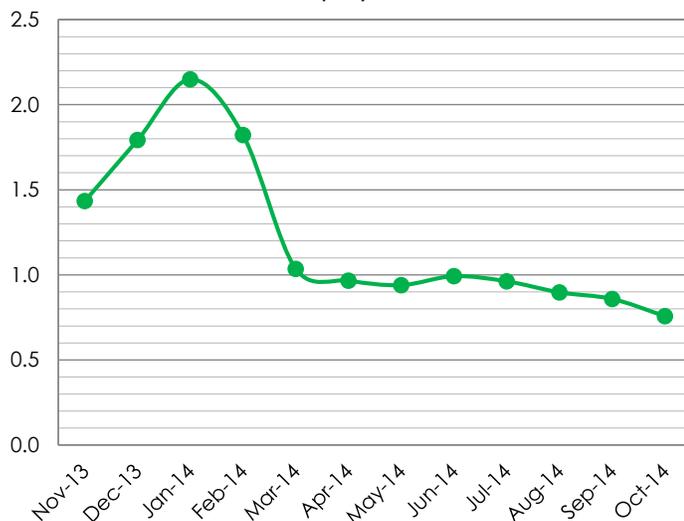
- 31.1% of respondents within the region reported current or anticipated job vacancies
- 15,161 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Healthcare & social services (24.9%); manufacturing (24.2%); and wholesale & retail trade (13.6%) industries reported the highest volume of current vacancies
- 26.0% of current vacancies are within the transportation & material moving occupational category followed by 10.2% within the production occupational category
- Medium-size employers (50-100 employees) accounted for 51.4% of survey responses and 57.5% of the total job vacancies in the region

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 1.1 unemployed persons for every job vacancy)¹

- 2,786 Estimated Average Monthly Job Vacancies¹
- 3,110 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

Industry	Regional Employment	Vacancy Rate
Management	200	15.0%
Healthcare & Social Services	8,120	4.8%
Manufacturing	8,389	4.6%
Information	912	4.1%
Accommodation & Food Services	3,600	3.7%
Professional & Technical Services	1,139	3.6%
Personal Services	1,072	3.5%
Transportation & Warehousing	2,288	3.1%
Construction	2,726	2.6%
Wholesale & Retail Trade	9,974	2.2%
Public Administration	3,223	1.7%
Arts, Entertainment & Recreation	255	1.6%
Finance, Insurance & Real Estate	1,887	1.6%
Educational Services	5,521	1.1%
Administrative & Waste Services	877	0.8%
Agriculture & Mining	1,813	0.6%
Utilities	254	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	9.5%	28.5%	32.8%	24.1%	5.1%
Applicants possess the basic skills required for the job	3.8%	24.2%	30.6%	31.8%	9.6%
Applicants possess the soft skills required for the job	5.8%	29.7%	40.6%	17.4%	6.5%
Applicants possess the occupational skills required for the job	11.6%	29.7%	31.6%	20.0%	7.1%
Applicants are often disqualified due to controlled substance testing	48.1%	13.0%	29.2%	7.8%	1.9%
Applicants are often disqualified for failure to pass a background check	35.3%	16.7%	27.5%	12.8%	7.7%



28.0%
BASIC SKILLS

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



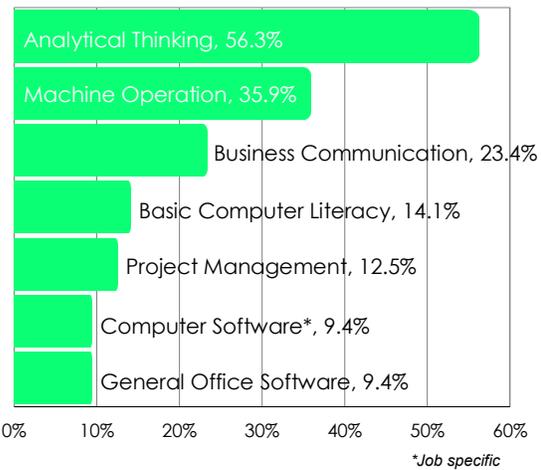
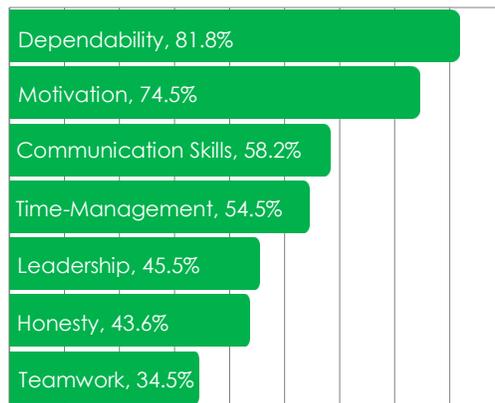
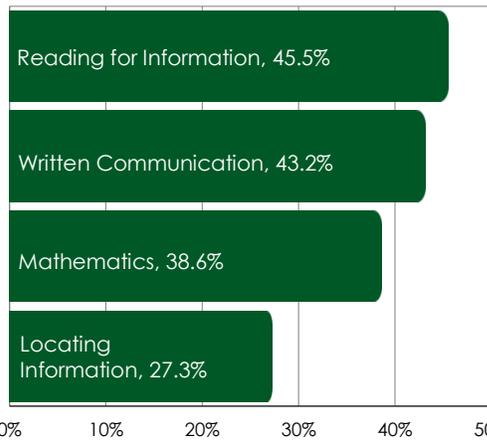
35.5%
SOFT SKILLS

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

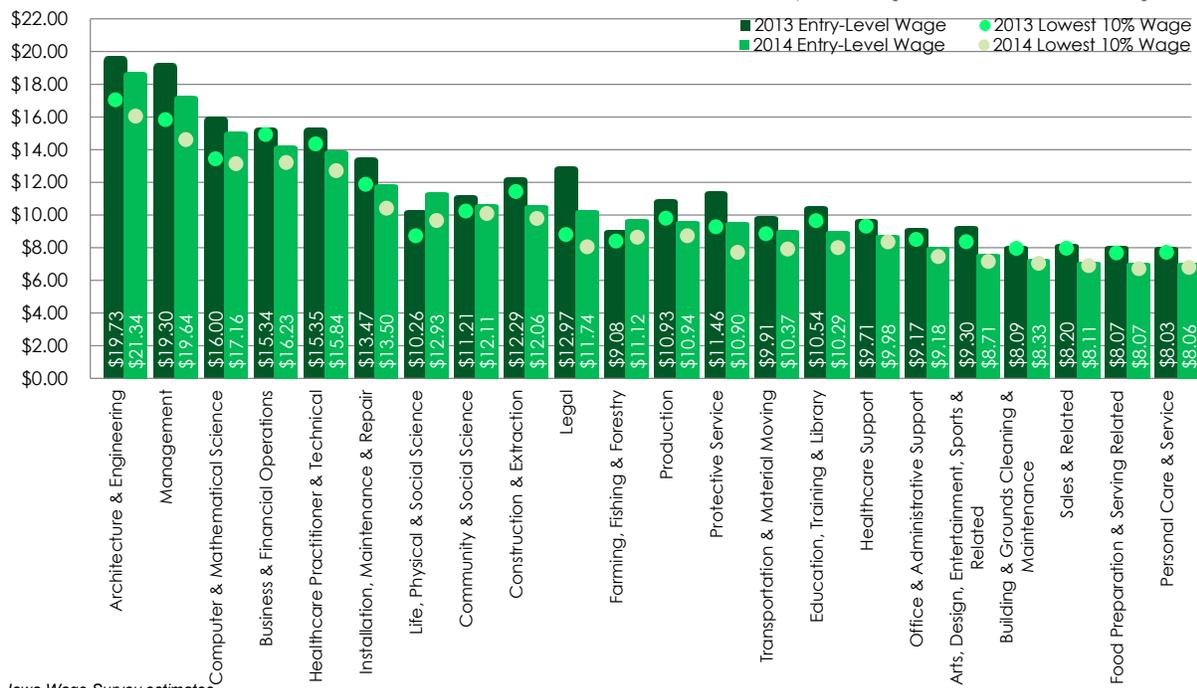


41.3%
HARD SKILLS

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



HOURLY WAGES BY OCCUPATIONAL CATEGORY



FUTURE WORKFORCE PLANS

MAINTAIN

- 76.9% of employers plan to maintain their workforce

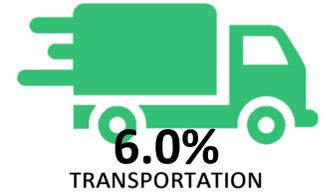
EXPAND

- 21.3% of employers plan to expand their workforce
 - 85.7% plan on expanding within 12 months
 - 10.7% 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 reduce overtime

REDUCE

- 1.9% of employers plan to reduce their workforce

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

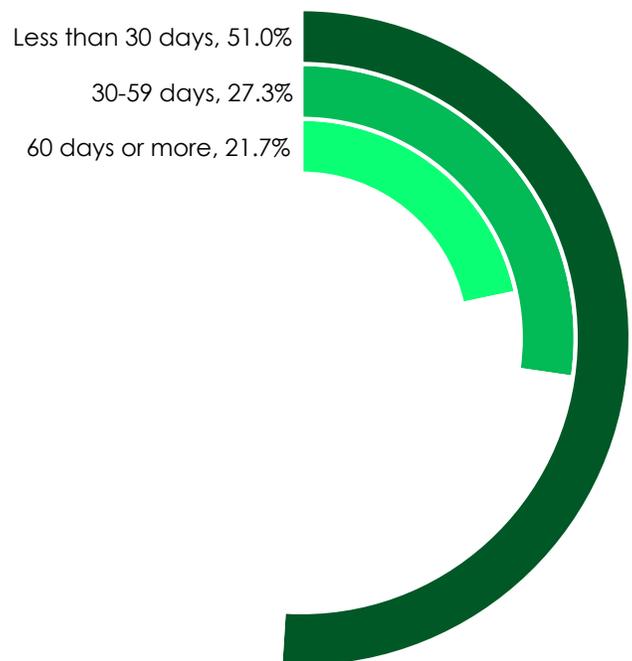


PLANNED PAYROLL EXPANSION BY INDUSTRY

Industry	Percent of Each Industry	Percent of Total Expansions
Manufacturing	18.2%	23.5%
Wholesale & Retail Trade	6.8%	23.5%
Healthcare & Social Services	7.2%	14.7%
Accommodation & Food Services	10.7%	8.9%
Personal Services	9.5%	6.0%
Transportation & Warehousing	9.5%	6.0%
Administrative & Waste Services	7.1%	2.9%
Agriculture & Mining	8.3%	2.9%
Construction	2.7%	2.9%
Finance, Insurance & Real Estate	2.5%	2.9%
Management	20.0%	2.9%
Professional & Technical Services	4.3%	2.9%
Arts, Entertainment & Recreation	*	*
Educational Services	*	*
Information	*	*
Public Administration	*	*
Utilities	*	*

* Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 3,476 employees in the region are currently over the age of 64
 - Representing 6.7% of the total regional workforce
- 50.1% are male and 49.9% are female
- Of those retiring in the next five years, 24.7% are within the healthcare & social services industry; followed by 21.0% within the manufacturing industry and 17.8% within the public administration industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

