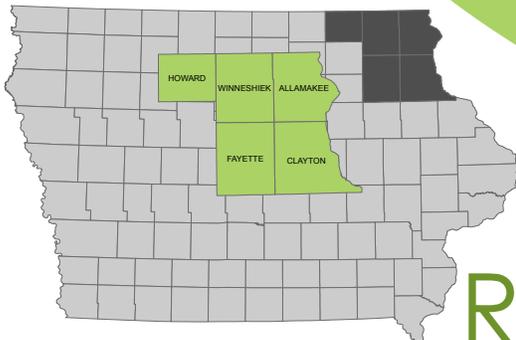


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

ALLAMAKEE, CLAYTON, FAYETTE, HOWARD AND WINNESHIEK 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, 1,151 employers in the region were contacted. By the close of the survey, 378 completed surveys were received by IWD for a response rate of 32.8%. This regional analysis includes aggregate data for the following counties: Allamakee, Clayton, Fayette, Howard and Winneshiek.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

	Percent of Total Vacancies	Average Vacancies per Day
Production	18.0%	78
Sales & Related	10.9%	47
Transportation & Material Moving	9.6%	41
Food Preparation & Serving Related	7.7%	33
Farming, Fishing & Forestry	7.5%	32
Office & Administrative Support	7.0%	30
Healthcare Practitioner & Technical	6.7%	29
Healthcare Support	6.3%	27
Installation, Maintenance & Repair	4.9%	21
Construction & Extraction	4.4%	19
Building & Grounds Cleaning & Maintenance	3.3%	14
Management	3.2%	14
Community & Social Services	2.9%	12
Personal Care & Service	2.6%	11
Architecture & Engineering	1.4%	6
Arts, Design, Entertainment, Sports & Related	1.1%	5
Business & Financial Operations	1.0%	4
Protective Service	0.7%	3
Education, Training & Library	0.3%	1
Military Specific	0.3%	2
Life, Physical & Social Science	0.2%	1
Computer & Mathematical Science	0.1%	1
Legal	0.0%	0
Total	100%	431

Iowa Workforce Development's job bank

OVERALL VACANCY DATA

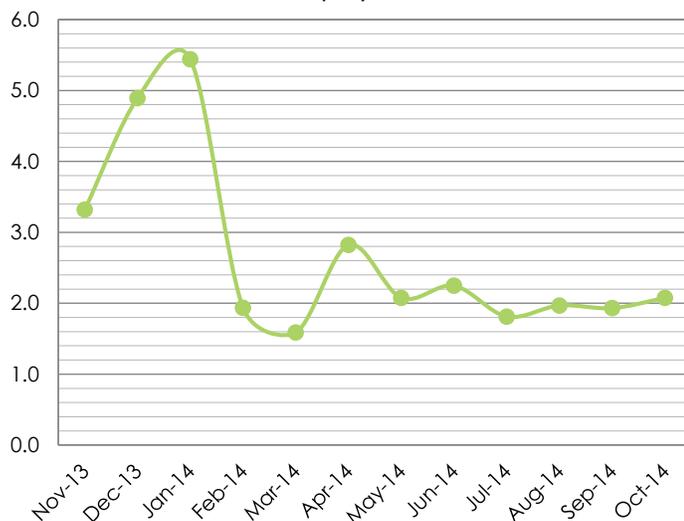
- 26.5% of respondents within the region reported current or anticipated job vacancies
- 4,982 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Manufacturing (28.9%); healthcare & social services (20.1%); and wholesale & retail trade (11.0%) industries reported the highest volume of current vacancies
- 18.0% of current vacancies are within the production occupational category followed by 10.9% within the sales & related occupational category
- Medium-size employers (50-100 employees) accounted for 50.5% of survey responses and 68.0% of the total job vacancies in the region

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 2.3 unemployed persons for every job available)

- 988 Estimated Average Monthly Job Vacancies¹
- 2,318 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

	Regional Employment	Vacancy Rate
Administrative & Waste Services	632	11.1%
Transportation & Warehousing	662	8.8%
Manufacturing	5,148	4.7%
Accommodation & Food Services	1,811	4.5%
Healthcare & Social Services	4,851	3.4%
Utilities	102	2.9%
Agriculture & Mining	1,180	2.0%
Wholesale & Retail Trade	5,009	1.8%
Construction	1,415	1.7%
Personal Services	741	1.2%
Professional & Technical Services	623	1.0%
Arts, Entertainment & Recreation	327	0.9%
Finance, Insurance & Real Estate	955	0.9%
Public Administration	1,607	0.9%
Educational Services	4,387	0.6%
Information	231	0.0%
Management	172	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	10.4%	19.8%	28.1%	30.2%	11.5%
Applicants possess the basic skills required for the job	5.2%	16.5%	30.9%	34.0%	13.4%
Applicants possess the soft skills required for the job	9.3%	21.6%	33.0%	26.8%	9.3%
Applicants possess the occupational skills required for the job	12.4%	26.8%	30.9%	20.6%	9.3%
Applicants are often disqualified due to controlled substance testing	40.2%	19.6%	29.9%	6.2%	4.1%
Applicants are often disqualified for failure to pass a background check	33.0%	22.7%	28.8%	10.3%	5.2%



21.7%
BASIC SKILLS

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



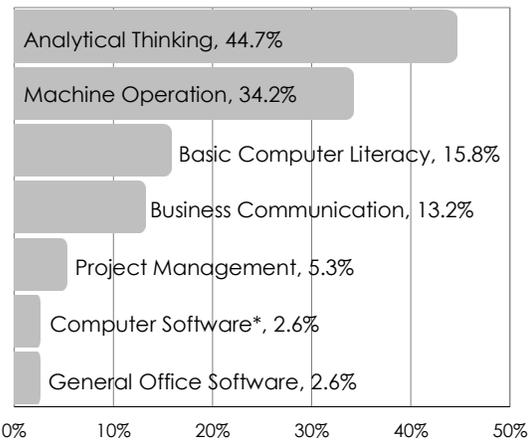
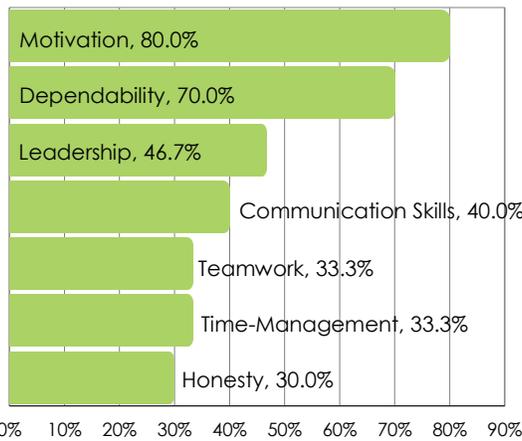
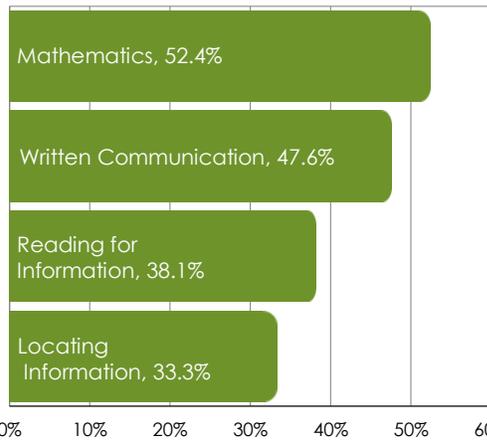
30.9%
SOFT SKILLS

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



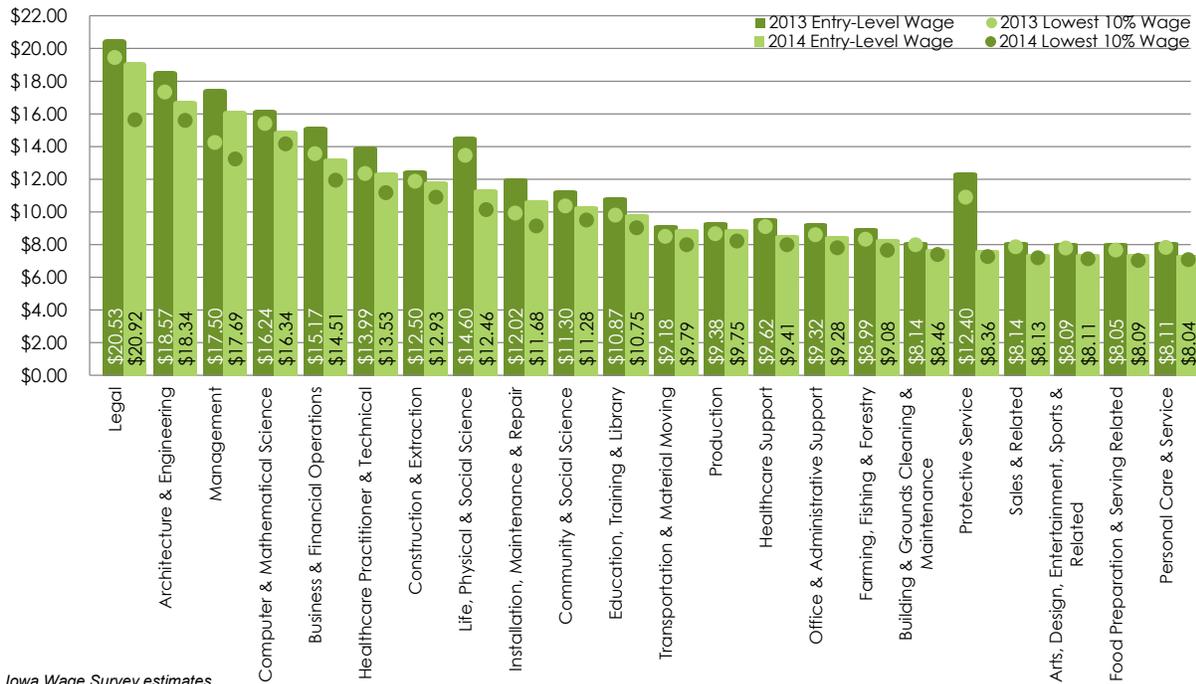
39.2%
HARD SKILLS

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



*Job specific

HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates

FUTURE WORKFORCE PLANS

MAINTAIN

- 77.8% of employers plan to maintain their workforce

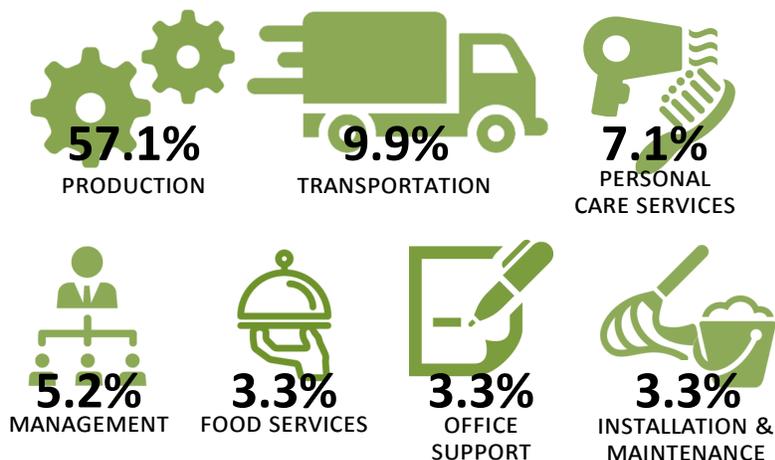
EXPAND

- 22.2% of employers plan to expand their workforce
 - 72.2% plan on expanding within 12 months
 - 16.6% plan on expanding in one to two years
 - 5.6% plan on expanding in two to three years
 - 5.6% plan on expanding in three years or more
- Top reasons for payroll expansion include: to meet current market demands; increase share of existing market; and to enter into new markets

REDUCE

- 0.0% of employers plan to reduce their workforce

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

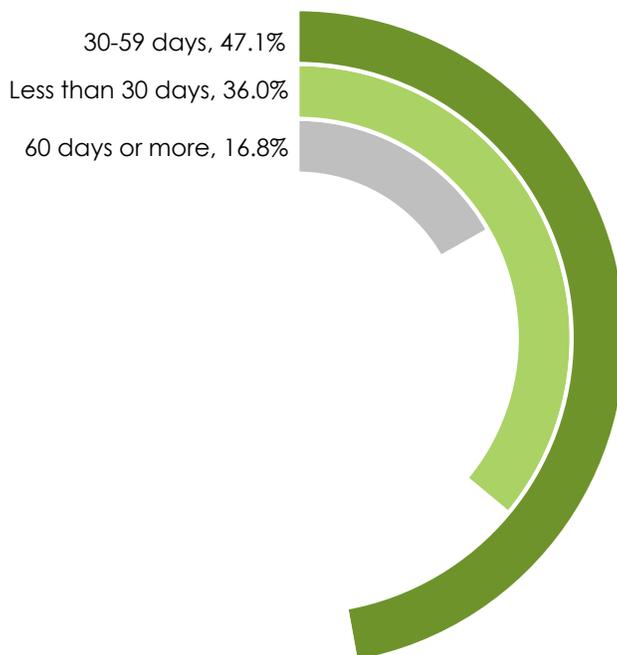


PLANNED PAYROLL EXPANSION BY INDUSTRY

Industry	Percent of Each Industry	Percent of Total Expansions
Manufacturing	24.4%	45.5%
Wholesale & Retail Trade	3.3%	13.7%
Accommodation & Food Services	8.0%	9.2%
Administrative & Waste Services	20.0%	4.6%
Construction	4.5%	4.5%
Healthcare & Social Services	1.7%	4.5%
Management	50.0%	4.5%
Personal Services	9.1%	4.5%
Public Administration	3.7%	4.5%
Transportation & Warehousing	11.1%	4.5%
Agriculture & Mining	*	*
Arts, Entertainment & Recreation	*	*
Educational Services	*	*
Finance, Insurance & Real Estate	*	*
Information	*	*
Professional & Technical Services	*	*
Utilities	*	*

* Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 2,148 employees in the region are currently over the age of 64
 - Representing 7.2% of the total regional workforce
- 46.7% are male and 53.3% are female
- Of those retiring in the next five years, 39.5% are within the manufacturing industry; followed by 20.4% within the educational services industry and 16.1% within the healthcare & social services industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

