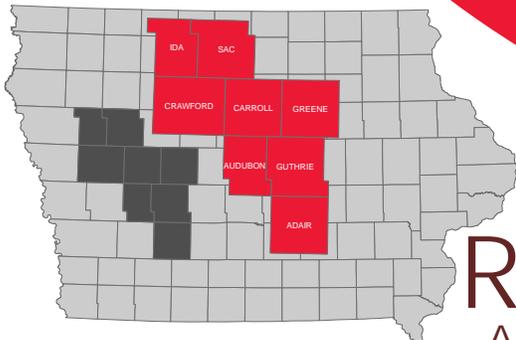


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

ADAIR, AUDUBON, CARROLL, CRAWFORD, GREENE,
GUTHRIE, IDA AND SAC 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, 1,288 employers in the region were contacted. By the close of the survey, 371 completed surveys were received by IWD for a response rate of 28.8%. This regional analysis includes aggregate data for the following counties: Adair, Audubon, Carroll, Crawford, Greene, Guthrie, Ida and Sac.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

	Percent of Total Vacancies	Average Vacancies per Day
Production	19.5%	126
Sales & Related	9.8%	64
Healthcare Practitioner & Technical	8.1%	52
Transportation & Material Moving	7.7%	50
Office & Administrative Support	7.3%	48
Farming, Fishing & Forestry	7.2%	46
Food Preparation & Serving Related	5.9%	38
Construction & Extraction	5.0%	32
Installation, Maintenance & Repair	4.3%	28
Building & Grounds Cleaning & Maintenance	3.9%	25
Healthcare Support	3.7%	24
Business & Financial Operations	2.5%	16
Community & Social Services	2.5%	16
Management	2.5%	16
Personal Care & Service	1.9%	13
Computer & Mathematical Science	1.7%	11
Architecture & Engineering	1.5%	10
Arts, Design, Entertainment, Sports & Related	1.5%	10
Life, Physical & Social Science	1.1%	7
Protective Service	1.1%	7
Education, Training & Library	0.8%	5
Military Specific	0.3%	2
Legal	0.2%	1
Total	100%	647

OVERALL VACANCY DATA

- 27.0% of respondents within the region reported current or anticipated job vacancies
- 7,983 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Healthcare & social services (43.9%); manufacturing (12.9%); and wholesale & retail trade (9.8%) industries reported the highest volume of current vacancies
- 19.5% of current vacancies are within the production occupational category followed by 9.8% within the sales & related occupational category and 8.1% within the healthcare practitioner & technical occupational category
- Large employers (100+ employees) accounted for 5.2% of survey responses and 42.9% of the total job vacancies in the region

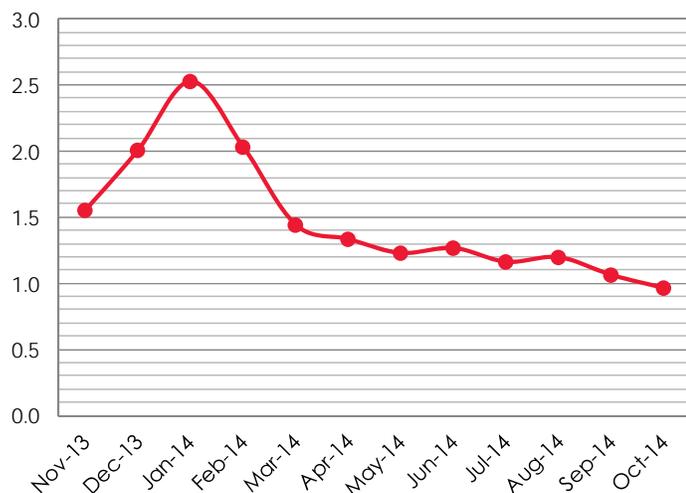
Iowa Workforce Development's job bank
Totals may vary due to rounding methods

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 1.4 unemployed persons for every job vacancy)

- 1,368 Estimated Average Monthly Job Vacancies¹
- 1,924 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

	Regional Employment	Vacancy Rate
Information	298	10.4%
Transportation & Warehousing	989	10.2%
Administrative & Waste Services	531	9.2%
Healthcare & Social Services	5,377	9.2%
Construction	1,466	4.0%
Professional & Technical Services	545	2.6%
Finance, Insurance & Real Estate	1,768	2.4%
Manufacturing	6,171	2.4%
Utilities	164	1.8%
Wholesale & Retail Trade	6,256	1.8%
Accommodation & Food Services	1,894	1.3%
Educational Services	3,119	1.1%
Personal Services	729	1.0%
Agriculture & Mining	1,186	0.6%
Public Administration	1,518	0.5%
Arts, Entertainment & Recreation	184	0.0%
Management	58	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	15.3%	20.4%	30.6%	28.6%	5.1%
Applicants possess the basic skills required for the job	6.2%	20.6%	32.0%	33.0%	8.2%
Applicants possess the soft skills required for the job	12.4%	27.8%	41.2%	13.4%	5.2%
Applicants possess the occupational skills required for the job	14.4%	28.9%	28.9%	21.6%	6.2%
Applicants are often disqualified due to controlled substance testing	44.3%	13.4%	35.0%	5.2%	2.1%
Applicants are often disqualified for failure to pass a background check	33.3%	17.7%	29.2%	15.6%	4.2%



26.8%
BASIC SKILLS

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



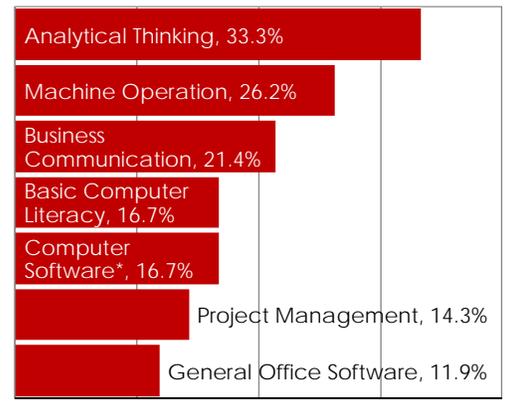
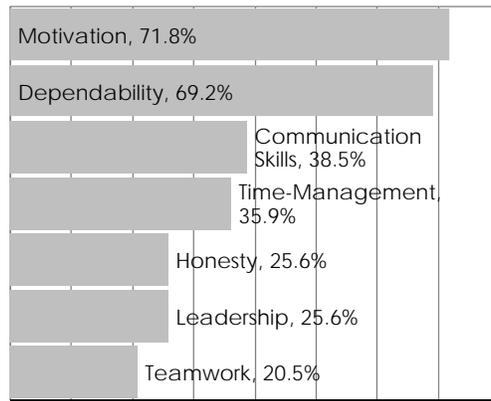
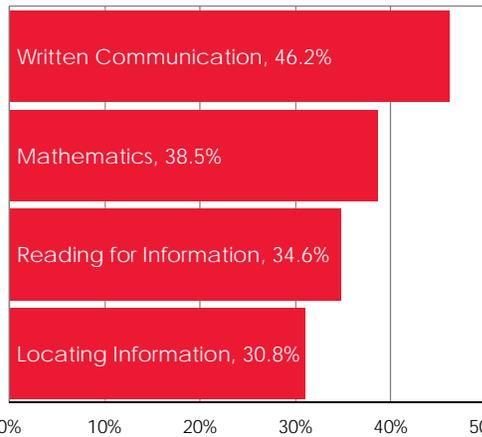
40.2%
SOFT SKILLS

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



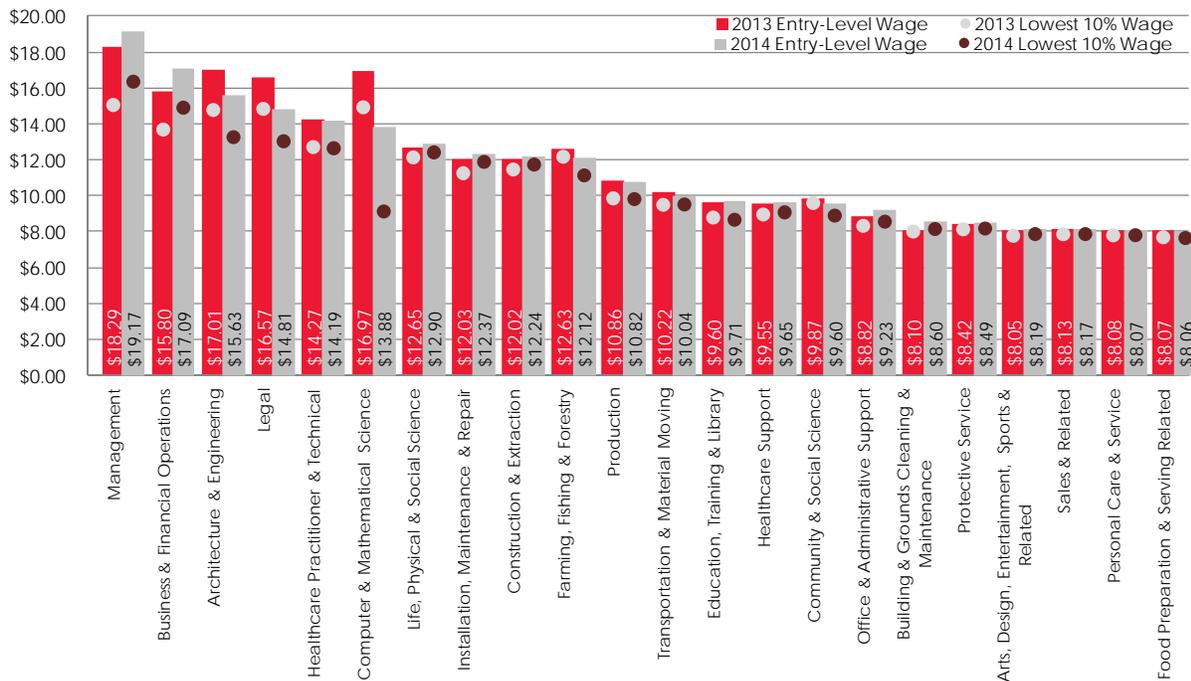
43.3%
HARD SKILLS

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



*Job specific

HOURLY WAGES BY OCCUPATIONAL CATEGORY



FUTURE WORKFORCE PLANS

MAINTAIN

- 75.8% of employers plan to maintain their workforce

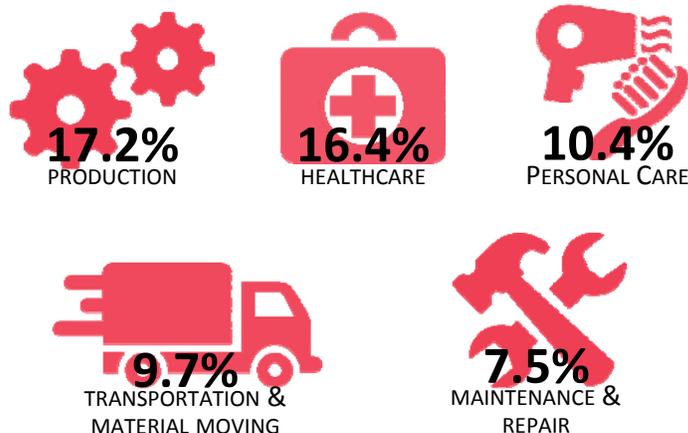
EXPAND

- 23.2% of employers plan to expand their workforce
 - 75.0% plan on expanding within 12 months
 - 20.0% plan on expanding in one to two years
 - 5.0% plan on expanding in two to three years
- Top reasons for payroll expansion include: to meet current market demands; increase share of existing market; opening a new location; entry into new markets; reduction of overtime; insourcing of business operation; merger/acquisition; and changes in tax or regulatory incentives

REDUCE

- 1.0% of employers plan to reduce their workforce

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

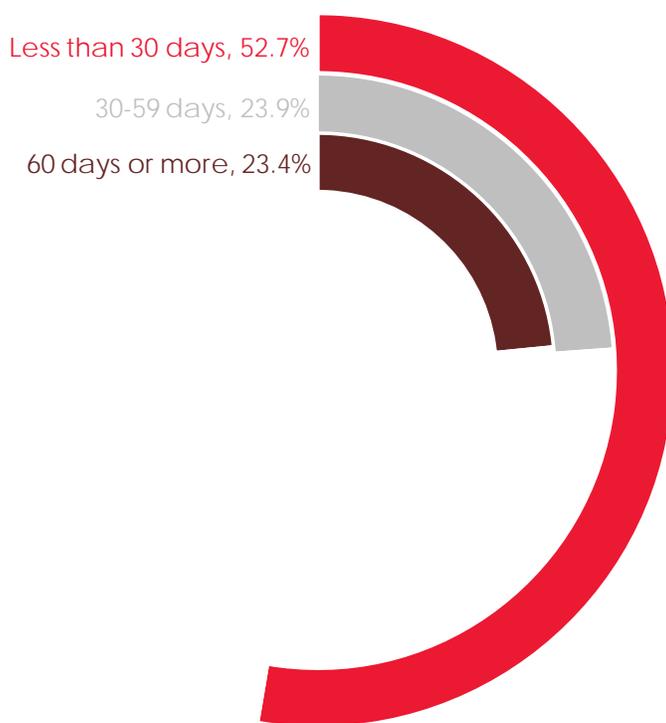


PLANNED PAYROLL EXPANSION BY INDUSTRY

	Percent of Each Industry	Percent of Total Expansions
Healthcare & Social Services	18.2%	26.1%
Manufacturing	14.3%	21.6%
Construction	12.5%	13.0%
Administrative & Waste Services	28.6%	8.7%
Transportation & Warehousing	9.5%	8.7%
Wholesale & Retail Trade	2.0%	8.7%
Educational Services	5.9%	4.4%
Finance, Insurance & Real Estate	3.0%	4.4%
Information	10.0%	4.4%
Accommodation & Food Services	*	*
Agriculture & Mining	*	*
Arts, Entertainment & Recreation	*	*
Management	*	*
Personal Services	*	*
Professional & Technical Services	*	*
Public Administration	*	*
Utilities	*	*

*Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 2,462 employees in the region are currently over the age of 64
 - Representing 7.6% of the total regional workforce
- 50.2% are male and 49.8% are female
- Of those retiring in the next five years, 18.7% are within the manufacturing industry; followed by 18.7% within the wholesale & retail trade industry and 17.9% within the healthcare & social services industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

