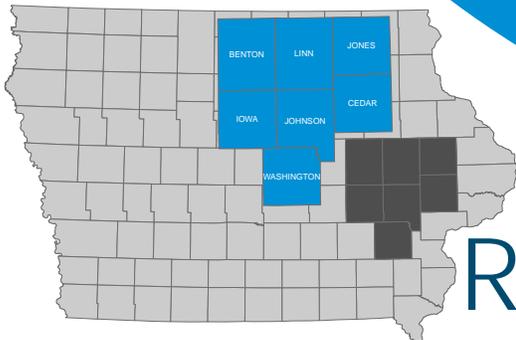


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

BENTON, CEDAR, IOWA, JOHNSON, JONES, LINN
AND WASHINGTON 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, 5,741 employers in the region were contacted. By the close of the survey, 1,305 completed surveys were received by IWD for a response rate of 22.7%. This regional analysis includes aggregate data for the following counties: Benton, Cedar, Iowa, Johnson, Jones, Linn and Washington.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

	Percent of Total Vacancies	Average Vacancies per Day
Building & Grounds Cleaning & Maintenance	18.6%	969
Office & Administrative Support	11.1%	579
Sales & Related	11.1%	577
Transportation & Material Moving	7.1%	368
Healthcare Practitioner & Technical	6.4%	333
Computer & Mathematical Science	5.8%	301
Food Preparation & Serving Related	5.5%	289
Management	4.4%	230
Production	4.2%	220
Business & Financial Operations	3.3%	169
Architecture & Engineering	3.2%	165
Construction & Extraction	2.8%	148
Installation, Maintenance & Repair	2.7%	138
Education, Training & Library	2.5%	128
Farming, Fishing & Forestry	2.3%	122
Community & Social Services	2.2%	113
Healthcare Support	1.8%	93
Life, Physical & Social Science	1.7%	91
Protective Service	1.5%	77
Arts, Design, Entertainment, Sports & Related	1.2%	63
Personal Care & Service	0.5%	26
Legal	0.1%	8
Military Specific	0.0%	2
Total	100%	5,209

OVERALL VACANCY DATA

- 32.4% of respondents within the region reported current or anticipated job vacancies
- 68,462 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Healthcare & social services (20.9%); Wholesale & retail trade (15.4%); manufacturing (10.5%); and accommodation & food services (10.0%) industries reported the highest volume of current vacancies
- 18.6% of current vacancies are within the building & grounds cleaning & maintenance occupational category followed by 11.1% within the office & administrative support occupational category and 11.1% within the sales and related occupational category
- Large employers (100+ employees) accounted for 6.6% of survey responses and 40.9% of the total job vacancies in the region

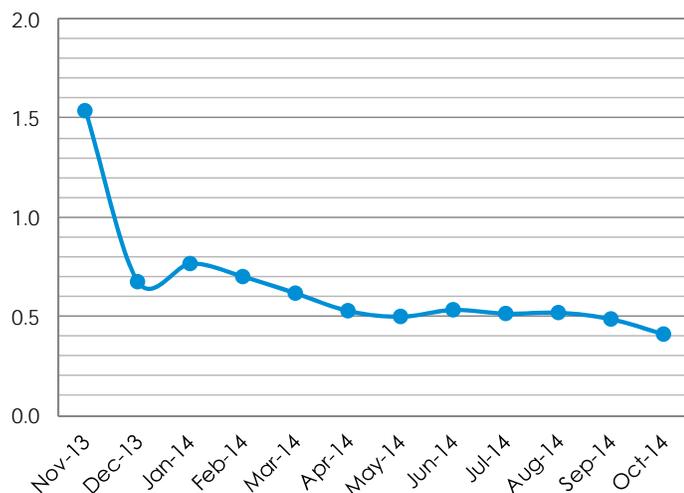
Iowa Workforce Development's job bank
Totals may vary due to rounding methods

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 1.7 job vacancies for every unemployed person)

- 18,493 Estimated Average Monthly Job Vacancies¹
- 10,896 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

	Regional Employment	Vacancy Rate
Management	1,461	5.4%
Public Administration	7,770	4.0%
Professional & Technical Services	7,034	3.9%
Construction	10,658	3.5%
Healthcare & Social Services	34,575	3.5%
Transportation & Warehousing	12,690	3.4%
Accommodation & Food Services	18,439	3.2%
Personal Services	5,964	3.0%
Wholesale & Retail Trade	34,379	2.6%
Administrative & Waste Services	12,792	2.5%
Manufacturing	33,290	1.8%
Agriculture & Mining	1,258	1.7%
Information	7,708	1.7%
Arts, Entertainment & Recreation	2,396	1.1%
Finance, Insurance & Real Estate	14,175	1.1%
Educational Services	30,679	0.7%
Utilities	1,671	0.2%

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	6.5%	25.4%	34.7%	26.6%	6.8%
Applicants possess the basic skills required for the job	3.1%	17.7%	30.3%	33.9%	15.0%
Applicants possess the soft skills required for the job	7.2%	23.4%	36.1%	27.3%	6.0%
Applicants possess the occupational skills required for the job	9.4%	28.8%	32.5%	22.3%	7.0%
Applicants are often disqualified due to controlled substance testing	46.6%	18.0%	27.3%	5.4%	2.7%
Applicants are often disqualified for failure to pass a background check	34.8%	20.4%	24.6%	14.6%	5.6%



20.8%
BASIC SKILLS

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



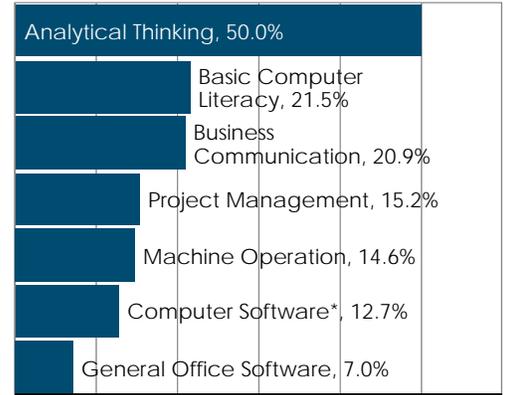
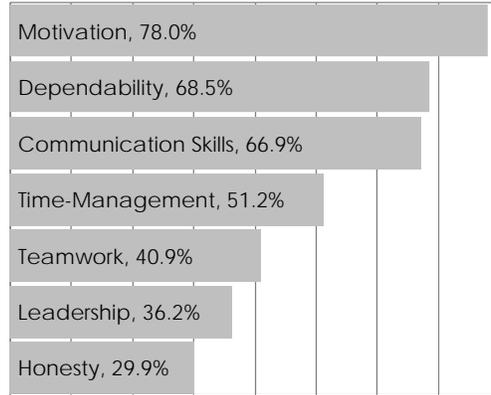
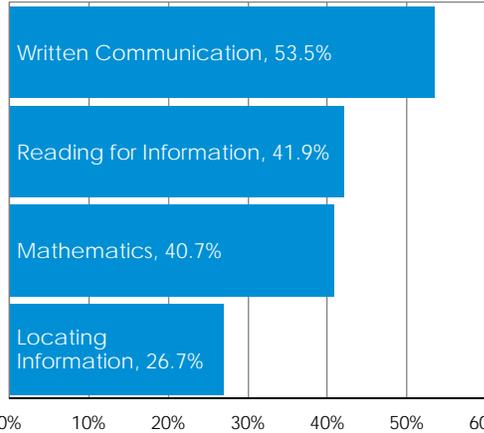
30.6%
SOFT SKILLS

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



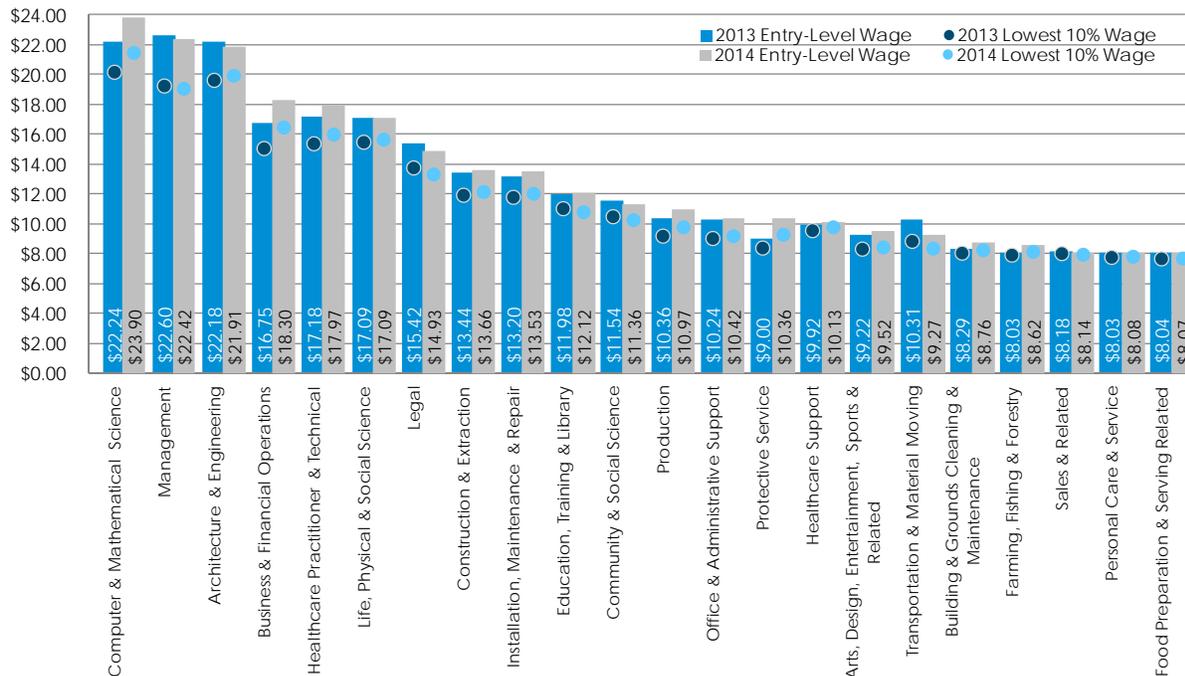
38.2%
HARD SKILLS

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



*Job specific

HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates

FUTURE WORKFORCE PLANS

MAINTAIN

- 67.1% of employers plan to maintain their workforce

EXPAND

- 31.5% of employers plan to expand their workforce
 - 83.8% plan on expanding within 12 months
 - 10.3% 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

- 1.4% of employers plan to reduce their workforce
 - 60.0% plan on reducing within 12 months
 - 40.0% plan on reducing in one to two years
 - Top reasons for payroll reduction include: business sale or closure; closing of an existing location; and changes in tax or regulatory burdens

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

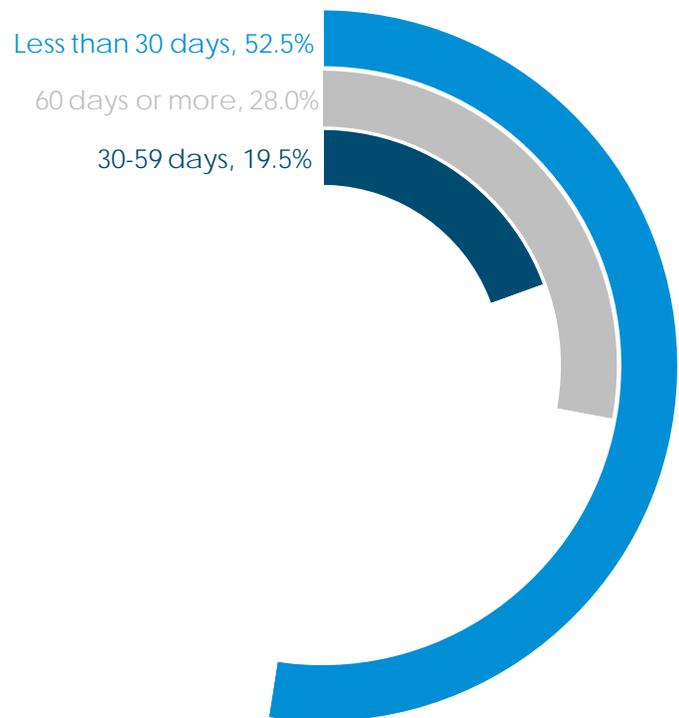


PLANNED PAYROLL EXPANSION BY INDUSTRY

	Percent of Each Industry	Percent of Total Expansions
Professional & Technical Services	21.6%	18.2%
Wholesale & Retail Trade	9.5%	18.2%
Healthcare & Social Services	10.8%	12.9%
Manufacturing	15.6%	11.3%
Administrative & Waste Services	22.7%	7.6%
Construction	8.3%	7.6%
Accommodation & Food Services	7.3%	6.1%
Transportation & Warehousing	14.6%	4.5%
Finance, Insurance & Real Estate	4.9%	3.8%
Personal Services	4.8%	3.0%
Educational Services	6.1%	2.3%
Information	9.7%	2.3%
Management	16.7%	1.5%
Public Administration	2.3%	0.8%
Agriculture & Mining	0.0%	0.0%
Arts, Entertainment & Recreation	0.0%	0.0%
Utilities	0.0%	0.0%

*Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 11,724 employees in the region are currently over the age of 64
 - Representing 4.9% of the total regional workforce
- 51.7% are male and 48.3% are female
- Of those retiring in the next five years, 26.6% are within the manufacturing industry; followed by 21.5% within the healthcare & social services industry and 7.9% within the wholesale & retail trade industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

