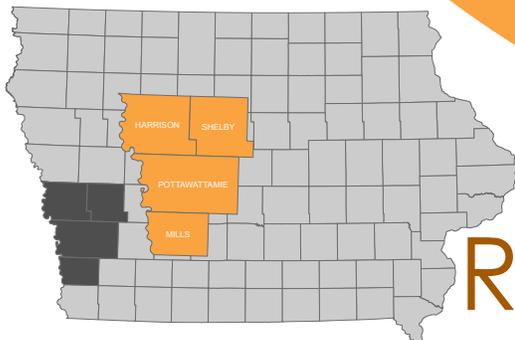


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

HARRISON, MILLS, POTTAWATTAMIE AND
SHELBY 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, 1,453 employers in the region were contacted. By the close of the survey, 334 completed surveys were received by IWD for a response rate of 23.0%. This regional analysis includes aggregate data for the following counties: Harrison, Mills, Pottawattamie and Shelby.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

Occupational Category	Percent of Total Vacancies	Average Vacancies per Day
Healthcare Practitioner & Technical	15.5%	828
Sales & Related	13.8%	737
Office & Administrative Support	11.5%	613
Computer & Mathematical Science	10.0%	534
Food Preparation & Serving Related	6.4%	342
Management	6.4%	338
Business & Financial Operations	5.3%	281
Healthcare Support	4.4%	237
Transportation & Material Moving	4.3%	229
Installation, Maintenance & Repair	3.3%	174
Education, Training & Library	3.0%	161
Production	2.5%	136
Building & Grounds Cleaning & Maintenance	2.2%	122
Arts, Design, Entertainment, Sports & Related	2.1%	111
Architecture & Engineering	1.9%	99
Construction & Extraction	1.6%	83
Protective Service	1.6%	85
Community & Social Services	1.5%	78
Personal Care & Service	1.5%	78
Life, Physical & Social Science	0.9%	46
Legal	0.2%	8
Farming, Fishing & Forestry	0.1%	6
Military Specific	0.0%	3
Total	100%	5,329

OVERALL VACANCY DATA

- 30.2% of respondents within the region reported current or anticipated job vacancies
- 13,839 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Educational services (20.9%); construction (19.1%); wholesale & retail trade (18.8%); and healthcare & social services (13.6%) industries reported the highest volume of current vacancies
- 15.5% of current vacancies are within the healthcare practitioner & technical occupational category followed by 13.8% within the sales & related occupational category and 11.5% within the office & administrative support occupational category
- Large employers (100+ employees) accounted for 10.2% of survey responses and 59.5% of the total job vacancies in the region

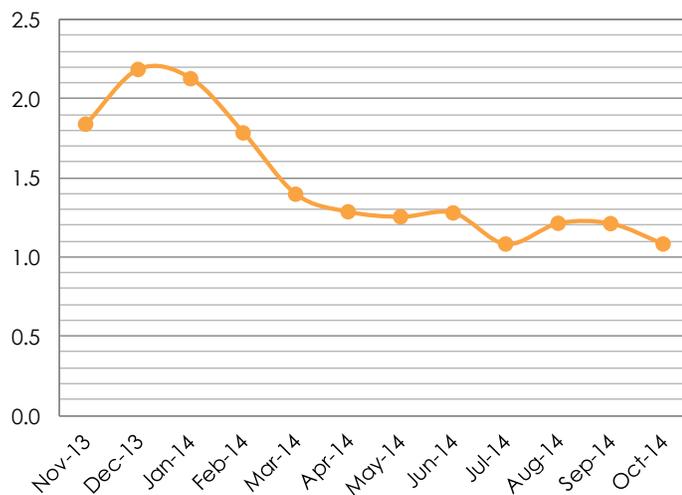
Iowa Workforce Development's job bank
Totals may vary due to rounding methods

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 1.4 unemployed persons for every job vacancy)

- 2,195 Estimated Average Monthly Job Vacancies¹
- 3,093 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

Industry	Regional Employment	Vacancy Rate
Construction	2,350	13.5%
Educational Services	4,638	7.5%
Transportation & Warehousing	2,553	4.3%
Wholesale & Retail Trade	8,642	3.6%
Personal Services	1,145	3.4%
Finance, Insurance & Real Estate	1,586	2.8%
Healthcare & Social Services	7,946	2.8%
Professional & Technical Services	1,039	2.5%
Accommodation & Food Services	6,505	1.8%
Arts, Entertainment & Recreation	252	1.6%
Manufacturing	5,680	1.5%
Administrative & Waste Services	1,604	1.1%
Public Administration	2,002	0.6%
Agriculture & Mining	652	0.0%
Information	749	0.0%
Management	208	0.0%
Utilities	472	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

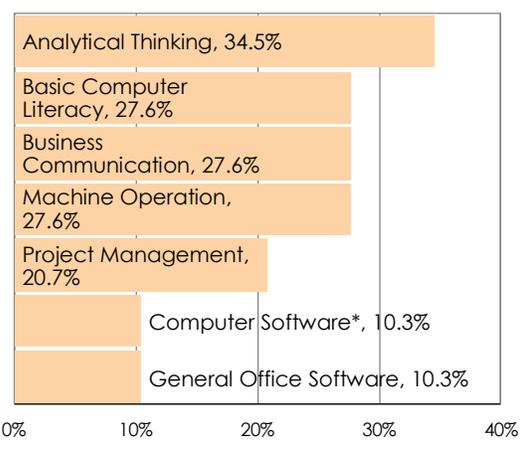
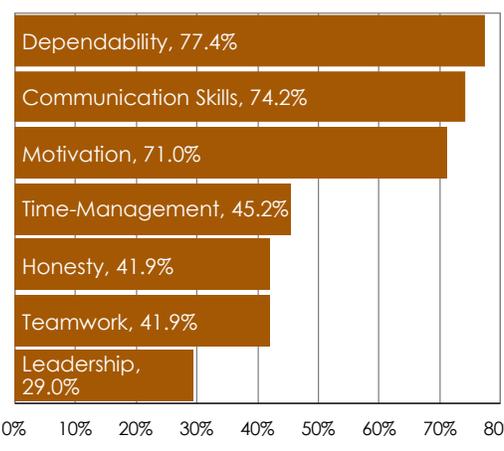
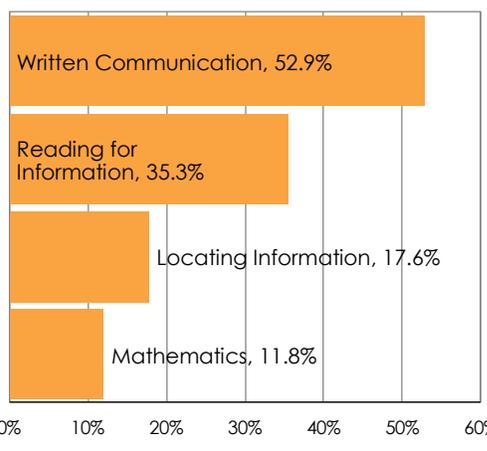
PERCENTAGE OF EMPLOYERS THAT PERCEIVE A LACK OF SKILLS AMONG APPLICANTS

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job	11.5%	14.6%	33.3%	33.3%	7.3%
Applicants possess the basic skills required for the job	8.2%	9.3%	33.0%	39.2%	10.3%
Applicants possess the soft skills required for the job	8.3%	24.0%	43.7%	19.8%	4.2%
Applicants possess the occupational skills required for the job	12.5%	17.7%	40.6%	21.9%	7.3%
Applicants are often disqualified due to controlled substance testing	34.4%	14.6%	36.4%	11.5%	3.1%
Applicants are often disqualified for failure to pass a background check	24.0%	19.8%	31.2%	18.8%	6.2%

17.5% BASIC SKILLS
(Includes: literacy, numeracy, basic computer skills and organization)

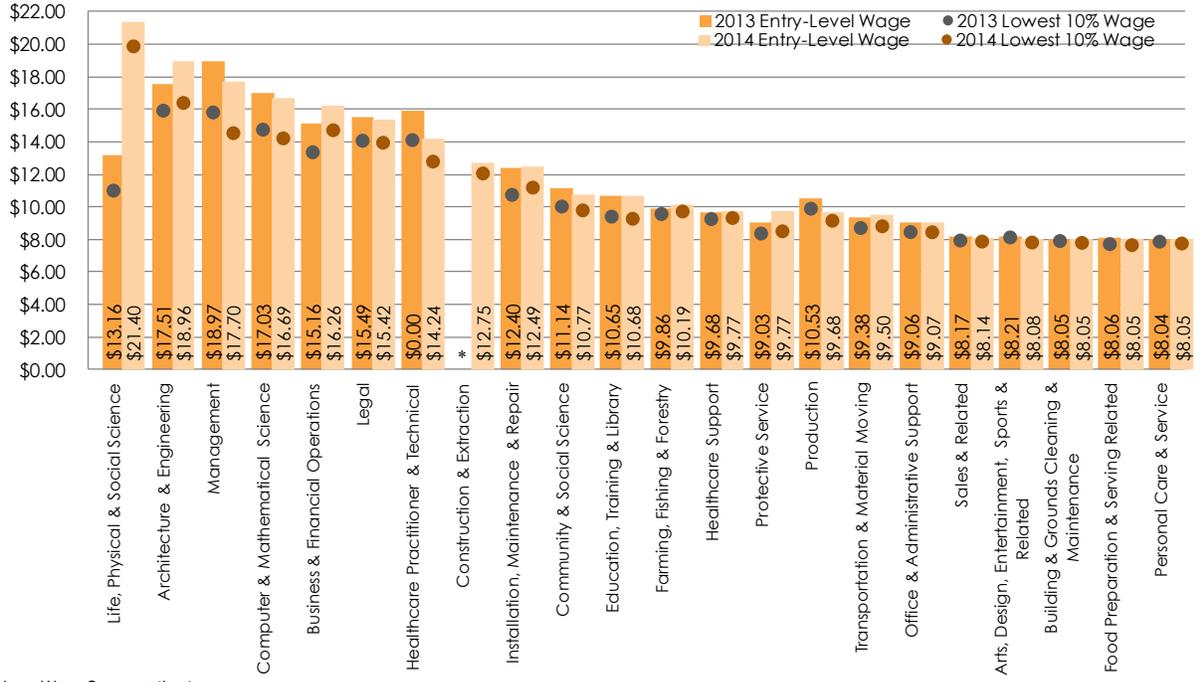
32.3% SOFT SKILLS
(Includes: timeliness, responsibility, teamwork, integrity and self-esteem)

30.2% HARD SKILLS
(Includes: analytical skills, physical ability, knowledge and experience)



*Job specific

HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates
 *Insufficient survey data

FUTURE WORKFORCE PLANS

MAINTAIN

- 63.6% of employers plan to maintain their workforce

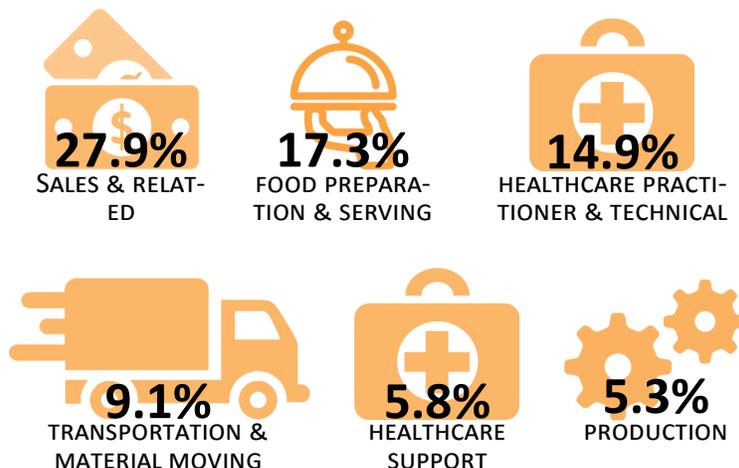
EXPAND

- 35.4% of employers plan to expand their workforce
 - 80.8% plan on expanding within 12 months
 - 19.2% plan on expanding in one to two years
 - Top reasons for payroll expansion include: increase share of existing market; to meet current market demands; to enter into new markets; opening a new location; insourcing of business operations; merger/acquisition; reduction of overtime; and changes in tax or regulatory incentives

REDUCE

- 1.0% of employers plan to reduce their workforce

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

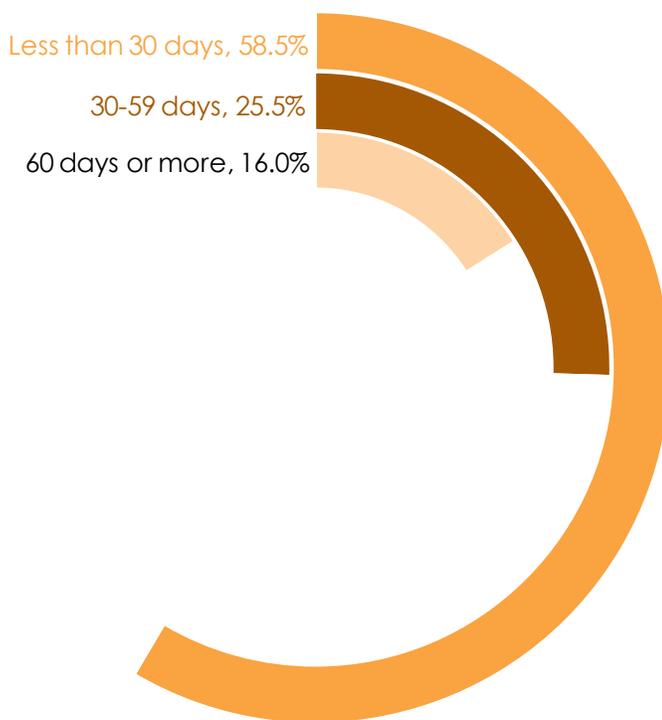


PLANNED PAYROLL EXPANSION BY INDUSTRY

Industry	Percent of Each Industry	Percent of Total Expansions
Wholesale & Retail Trade	15.6%	34.2%
Healthcare & Social Services	18.6%	22.9%
Administrative & Waste Services	33.3%	11.4%
Accommodation & Food Services	8.3%	5.7%
Construction	8.0%	5.7%
Manufacturing	13.3%	5.7%
Professional & Technical Services	11.1%	5.7%
Finance, Insurance & Real Estate	4.3%	2.9%
Personal Services	6.7%	2.9%
Transportation & Warehousing	6.3%	2.9%
Agriculture & Mining	*	*
Arts, Entertainment & Recreation	*	*
Educational Services	*	*
Information	*	*
Management	*	*
Public Administration	*	*
Utilities	*	*

* Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 2,963 employees in the region are currently over the age of 64
 - Representing 6.2% of the total regional workforce
- 49.6% are male and 50.4% are female
- Of those retiring in the next five years, 44.5% are within the educational services industry; followed by 20.3% within the wholesale & retail trade industry and 12.5% within the healthcare & social services industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

