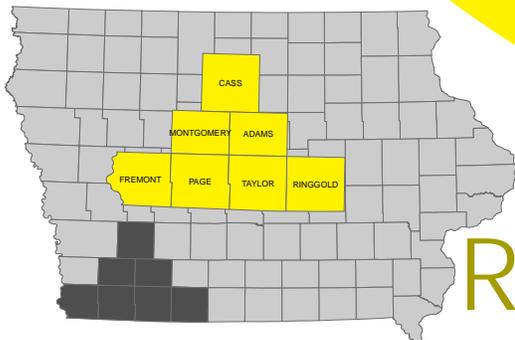


WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20
15



REGIONAL ANALYSIS

ADAMS, CASS, FREMONT, MONTGOMERY,
PAGE, RINGGOLD AND TAYLOR 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, 827 employers in the region were contacted. By the close of the survey, 232 completed surveys were received by IWD for a response rate of 28.1%. This regional analysis includes aggregate data for the following counties: Adams, Cass, Fremont, Montgomery, Page, Ringgold and Taylor.

CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

Occupational Category	Percent of Total Vacancies	Average Vacancies per Day
Production	14.6%	63
Healthcare Practitioner & Technical	14.2%	61
Transportation & Material Moving	9.6%	41
Office & Administrative Support	9.4%	41
Healthcare Support	9.0%	39
Sales & Related	8.1%	35
Food Preparation & Serving Related	6.8%	29
Installation, Maintenance & Repair	6.4%	28
Management	4.3%	19
Construction & Extraction	4.2%	18
Farming, Fishing & Forestry	3.5%	15
Building & Grounds Cleaning & Maintenance	1.9%	8
Arts, Design, Entertainment, Sports & Related	1.6%	7
Business & Financial Operations	1.4%	6
Community & Social Services	1.1%	5
Personal Care & Service	0.9%	4
Architecture & Engineering	0.7%	3
Education, Training & Library	0.6%	3
Military Specific	0.5%	2
Life, Physical & Social Science	0.4%	2
Protective Service	0.4%	2
Computer & Mathematical Science	0.3%	1
Legal	0.0%	0
Total	100%	432

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

OVERALL VACANCY DATA

- 24.7% of respondents within the region reported current or anticipated job vacancies
- 6,543 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Healthcare & social services (41.1%); wholesale & retail trade (22.2%); information (9.5%); and construction (6.3%) industries reported the highest volume of current vacancies
- 14.6% of current vacancies are within the production occupational category followed by 14.2% within the healthcare practitioner & technical occupational category; transportation & material moving (9.6%) and 9.4% within the office & administrative support occupational category
- Large employers (100+ employees) accounted for 6.6% of survey responses and 25.9% of the total job vacancies in the region

WORKFORCE DEMAND

UNEMPLOYED PER JOB VACANCY

(approximately 1.4 unemployed persons for every job vacancy)

- 962 Estimated Average Monthly Job Vacancies¹
- 1,359 Estimated Unemployed Persons² Per Month



VACANCY RATE BY INDUSTRY

Industry	Regional Employment	Vacancy Rate
Arts, Entertainment & Recreation	41	26.8%
Information	391	13.6%
Healthcare & Social Services	4,442	5.2%
Utilities	78	5.1%
Construction	823	4.4%
Wholesale & Retail Trade	3,374	3.7%
Transportation & Warehousing	468	3.0%
Personal Services	617	1.8%
Accommodation & Food Services	1,217	1.7%
Agriculture & Mining	652	1.1%
Finance, Insurance & Real Estate	659	1.1%
Educational Services	1,819	0.6%
Manufacturing	3,856	0.6%
Public Administration	1,274	0.5%
Administrative & Waste Services	509	0.0%
Management	4	0.0%
Professional & Technical Services	344	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	3.6%	25.0%	32.1%	37.5%	1.8%
Applicants possess the basic skills required for the job	3.6%	14.3%	41.0%	30.4%	10.7%
Applicants possess the soft skills required for the job	8.9%	17.9%	39.3%	26.8%	7.1%
Applicants possess the occupational skills required for the job	14.3%	21.4%	41.1%	19.6%	3.6%
Applicants are often disqualified due to controlled substance testing	41.1%	19.6%	33.9%	1.8%	3.6%
Applicants are often disqualified for failure to pass a background check	33.9%	19.6%	30.4%	14.3%	1.8%



17.9%
BASIC SKILLS

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



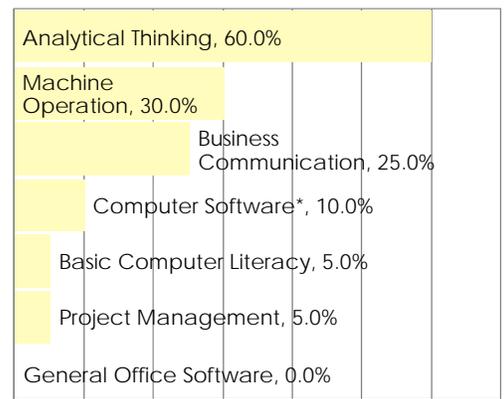
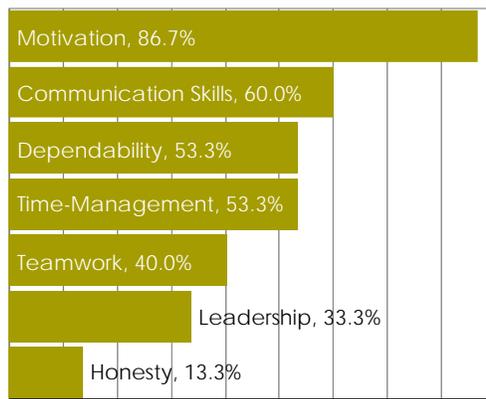
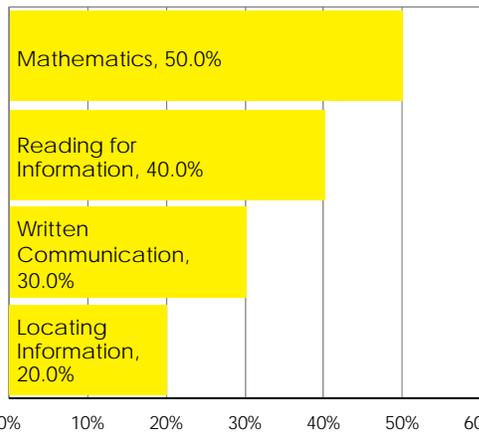
26.8%
SOFT SKILLS

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



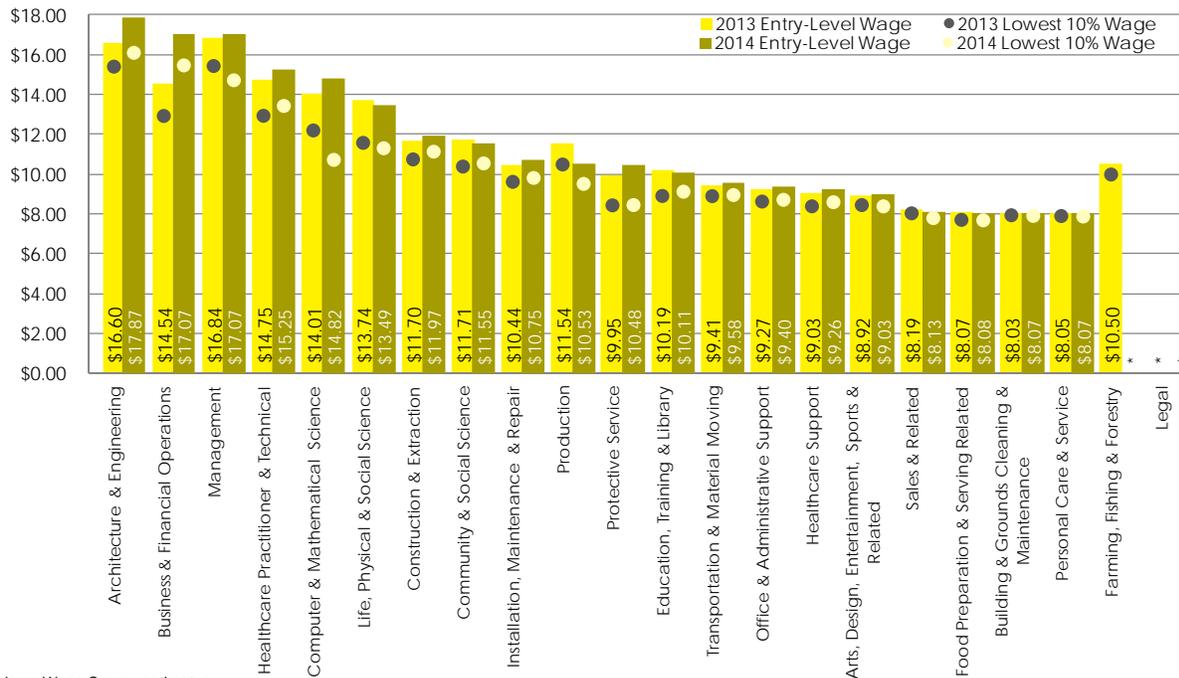
35.7%
HARD SKILLS

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



*Job specific

HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates
* Insufficient data reported

FUTURE WORKFORCE PLANS

MAINTAIN

- 73.2% of employers plan to maintain their workforce

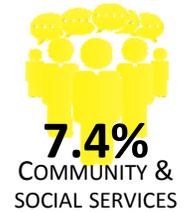
EXPAND

- 25.0% of employers plan to expand their workforce
 - 66.7% plan on expanding within 12 months
 - 25.0% plan on expanding in one to two years
 - Top reasons for payroll expansion include: to meet current market demands; to enter into new markets; increase share of existing market; insourcing of business operations; reduction of overtime; opening a new location; merger/acquisition; and changes in tax or regulatory incentives

REDUCE

- 1.8% of employers plan to reduce their workforce

TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION

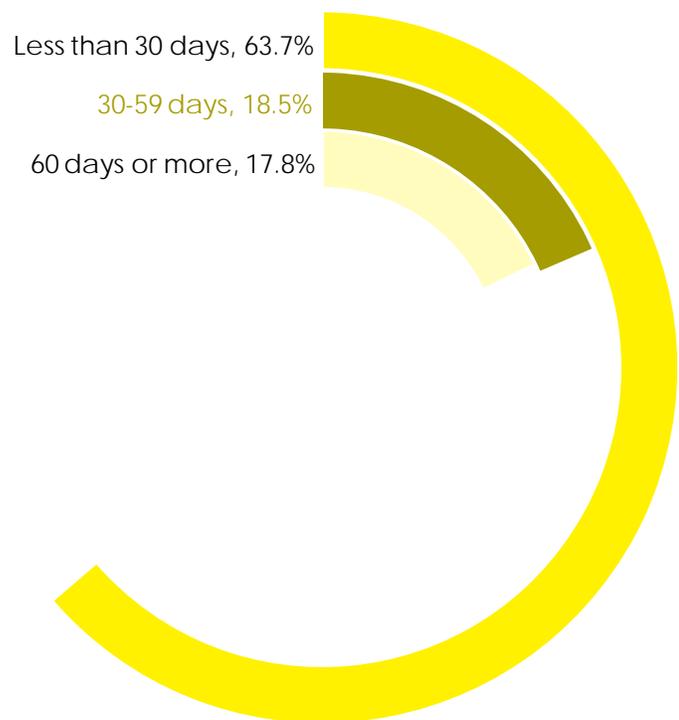


PLANNED PAYROLL EXPANSION BY INDUSTRY

	Percent of Each Industry	Percent of Total Expansions
Healthcare & Social Services	19.4%	42.9%
Wholesale & Retail Trade	8.8%	35.8%
Arts, Entertainment & Recreation	20.0%	7.1%
Manufacturing	9.1%	7.1%
Public Administration	12.5%	7.1%
Accommodation & Food Services	*	*
Administrative & Waste Services	*	*
Agriculture & Mining	*	*
Construction	*	*
Educational Services	*	*
Finance, Insurance & Real Estate	*	*
Information	*	*
Management	*	*
Personal Services	*	*
Professional & Technical Services	*	*
Transportation & Warehousing	*	*
Utilities	*	*

* Insufficient data reported

RECRUITMENT PERIOD FOR JOB OPENINGS



RETIREMENTS

- 1,544 employees in the region are currently over the age of 64
 - Representing 7.5% of the total regional workforce
- 49.4% are male and 50.6% are female
- Of those retiring in the next five years, 30.3% are within the healthcare & social services industry; followed by 23.7% within the manufacturing industry and 13.2% within the public administration industry

ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

