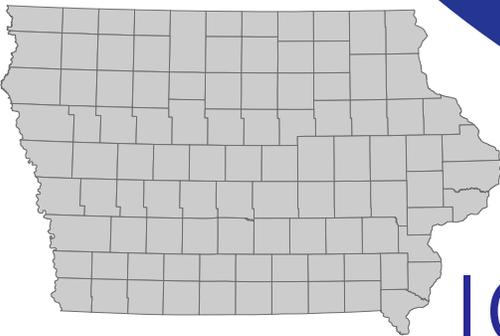


W O R K F O R C E  
N E E D S A S S E S S M E N T  
EXECUTIVE SUMMARY

RELEASED

20  
15



IOWA ANALYSIS

# WORKFORCE NEEDS ASSESSMENT

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, 39,996 employers in the region were contacted. By the close of the survey, 9,754 completed surveys were received by IWD for a response rate of 24.4%.

## CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

Occupational Category	Percent of Total Vacancies	Average Vacancies per Day
Sales & Related	11.6%	3,993
Office & Administrative Support	11.0%	3,779
Transportation & Material Moving	10.6%	3,642
Healthcare Practitioner & Technical	8.3%	2,847
Production	7.5%	2,592
Food Preparation & Serving Related	6.8%	2,333
Computer & Mathematical Science	5.5%	1,887
Building & Grounds Cleaning & Maintenance	4.9%	1,696
Management	4.8%	1,639
Installation, Maintenance & Repair	4.3%	1,480
Business & Financial Operations	3.7%	1,287
Construction & Extraction	3.6%	1,221
Healthcare Support	3.5%	1,205
Architecture & Engineering	3.0%	1,046
Community & Social Services	2.1%	719
Farming, Fishing & Forestry	2.0%	682
Education, Training & Library	1.9%	639
Arts, Design, Entertainment, Sports & Related	1.5%	503
Protective Service	1.1%	386
Personal Care & Service	1.1%	366
Life, Physical & Social Science	1.0%	355
Legal	0.1%	45
Military Specific	0.1%	28
<b>Total</b>	<b>100%</b>	<b>34,370</b>

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

## OVERALL VACANCY DATA

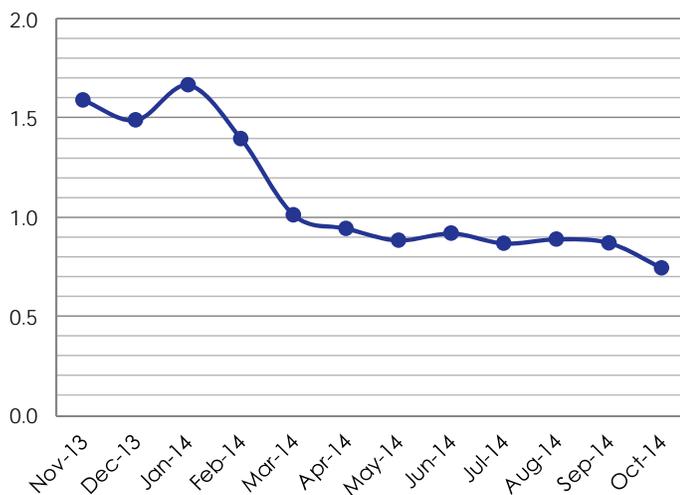
- 31.0% of respondents within the region reported current or anticipated job vacancies
- 400,658 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Healthcare & social services (19.3%); manufacturing (14.3%); accommodation & food services (14.2%); and wholesale & retail trade (12.1%) industries reported the highest volume of current vacancies
- 11.6% of current vacancies are within the sales & related occupational category followed by 11.0% within the office & administrative support occupational category; 10.6% within the transportation & material moving occupational category; and 8.3% within the healthcare practitioner & technical occupational category
- Large employers (100+ employees) accounted for 7.5% of survey responses and 47.2% of the total job vacancies in the region

## WORKFORCE DEMAND

### UNEMPLOYED PER JOB VACANCY

*(approximately 1.0 unemployed person for every job vacancy)*

- 72,245 Estimated Average Monthly Job Vacancies<sup>1</sup>
- 75,626 Estimated Unemployed Persons<sup>2</sup> Per Month



## VACANCY RATE BY INDUSTRY

Industry	Regional Employment	Vacancy Rate
Management	17,656	8.6%
Accommodation & Food Services	112,163	5.5%
Arts, Entertainment & Recreation	15,841	4.8%
Construction	66,159	4.1%
Healthcare & Social Services	205,165	4.1%
Transportation & Warehousing	53,646	4.1%
Administrative & Waste Services	66,898	3.3%
Manufacturing	216,074	2.9%
Professional & Technical Services	45,986	2.9%
Public Administration	58,803	2.4%
Personal Services	41,442	2.3%
Wholesale & Retail Trade	231,248	2.3%
Information	25,459	1.8%
Finance, Insurance & Real Estate	97,678	1.7%
Agriculture & Mining	18,759	1.4%
Educational Services	143,639	1.3%
Utilities	7,654	0.7%

Annual 2014 total regional employment data from IWD  
Totals may vary due to rounding methods

<sup>1</sup>Iowa Workforce Development Job Bank

<sup>2</sup>Bureau 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	8.8%	23.5%	32.9%	28.3%	6.5%
Applicants possess the basic skills required for the job	4.1%	16.8%	32.1%	36.0%	11.0%
Applicants possess the soft skills required for the job	6.9%	23.0%	38.3%	26.0%	5.8%
Applicants possess the occupational skills required for the job	11.7%	25.4%	34.5%	22.3%	6.1%
Applicants are often disqualified due to controlled substance testing	44.7%	18.1%	27.9%	6.5%	2.8%
Applicants are often disqualified for failure to pass a background check	32.7%	20.2%	25.9%	14.3%	6.9%



**20.9%**  
**BASIC SKILLS**

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



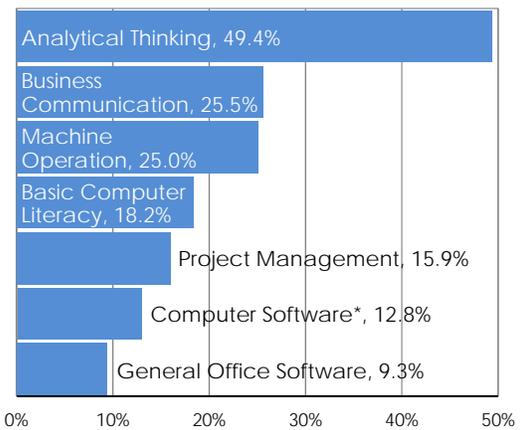
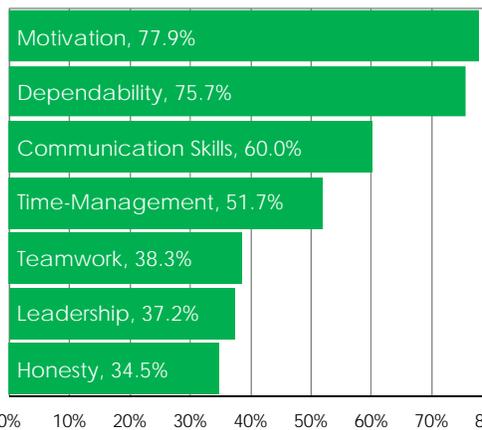
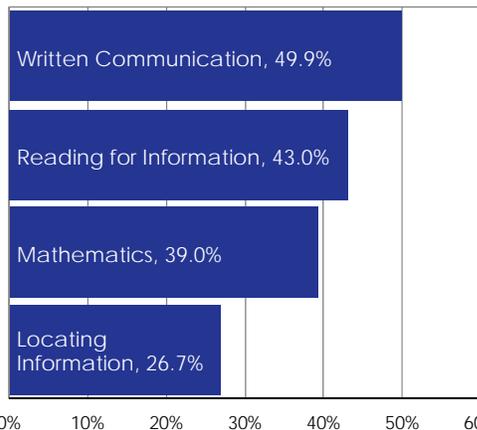
**29.9%**  
**SOFT SKILLS**

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



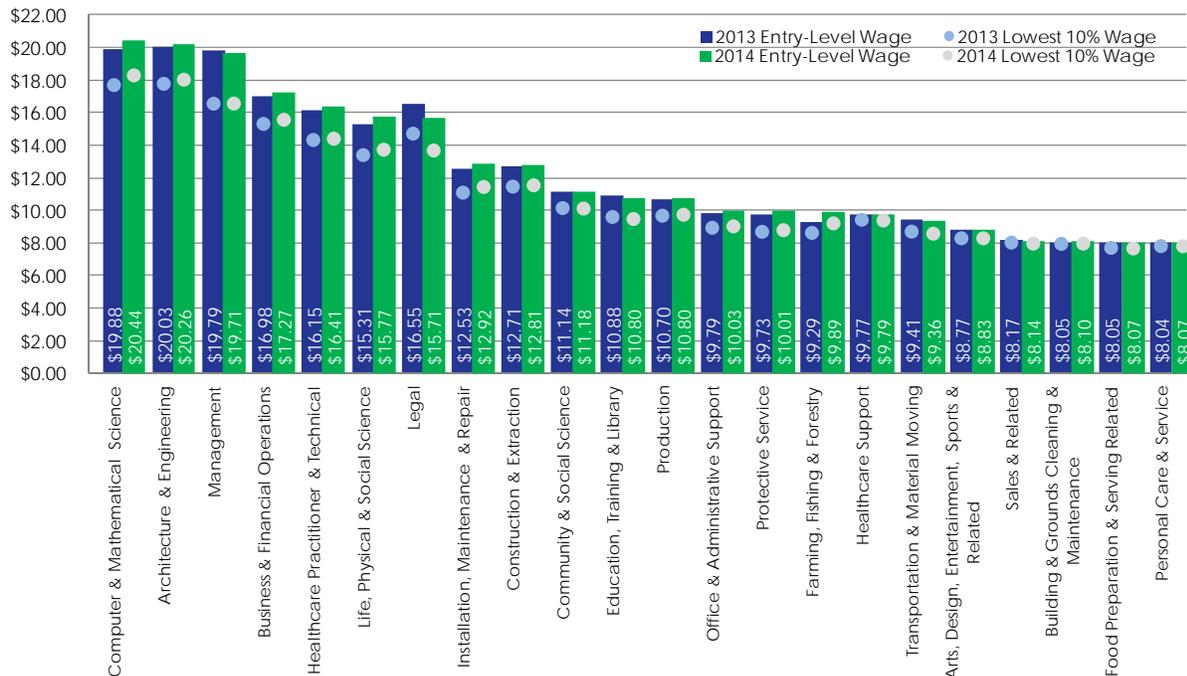
**37.1%**  
**HARD SKILLS**

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



\*Job specific

## HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates

## FUTURE WORKFORCE PLANS

### MAINTAIN

- 70.5% of employers plan to maintain their workforce

### EXPAND

- 27.9% of employers plan to expand their workforce
  - 76.1% plan on expanding within 12 months
  - 19.2% plan on expanding in two to three years
  - Top reasons for payroll expansion include: to meet current market demands; increase share of existing market; and to enter into new markets; and opening a new location

### REDUCE

- 1.6% of employers plan to reduce their workforce
  - 71.0% plan on reduce within 12 months
  - 19.4% plan on reduce in two to three years
  - Top reasons for payroll reduction include: closing an existing location; reduced profits from current operations; and business sale or closure

## PLANNED PAYROLL EXPANSION BY INDUSTRY

Industry	Percent of Each Industry	Percent of Total Expansions
Wholesale & Retail Trade	6.7%	16.4%
Manufacturing	15.6%	15.5%
Healthcare & Social Services	10.5%	15.3%
Professional & Technical Services	13.5%	11.2%
Construction	10.6%	10.1%
Administrative & Waste Services	18.2%	6.5%
Accommodation & Food Services	6.5%	5.8%
Transportation & Warehousing	11.2%	5.0%
Finance, Insurance & Real Estate	4.7%	4.2%
Personal Services	5.6%	3.8%
Educational Services	4.3%	2.0%
Management	0.0%	1.9%
Agriculture & Mining	5.8%	1.3%
Information	5.0%	1.2%
Public Administration	1.5%	0.7%
Arts, Entertainment & Recreation	1.2%	0.1%
Utilities	*	*

\*Insufficient data reported

## RETIREMENTS

- 80,569 employees in the region are currently over the age of 64
  - Representing 5.7% of the total regional workforce
- 51.1% are male and 48.9% are female
- Of those retiring in the next five years, 23.2% are within the manufacturing industry; followed by 22.3% within the healthcare & social services industry and 11.7% within the wholesale & retail trade industry

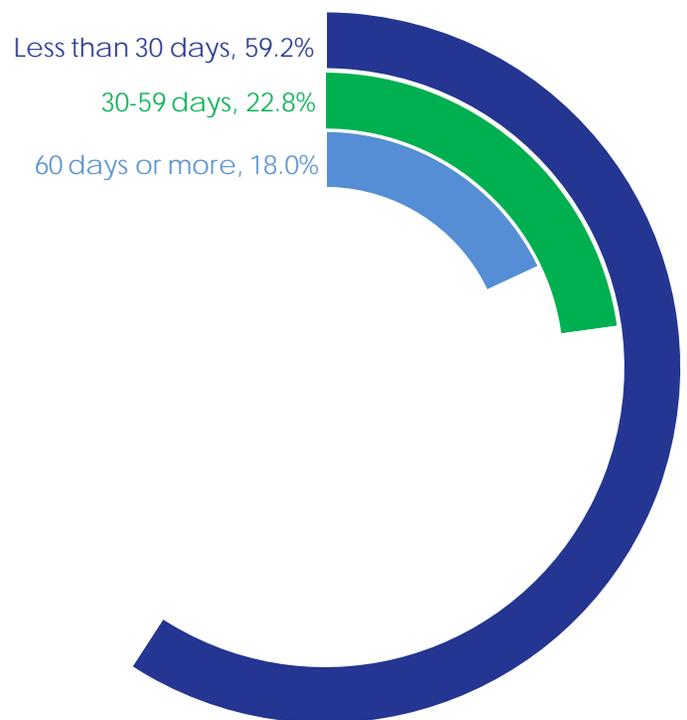
## TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION



## TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL REDUCTION



## RECRUITMENT PERIOD FOR JOB OPENINGS



## ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

