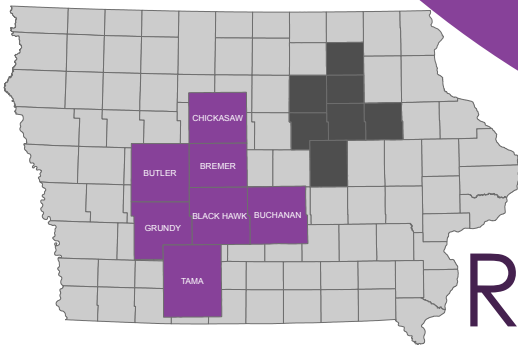


# WORKFORCE NEEDS ASSESSMENT

EXECUTIVE SUMMARY

RELEASED

20  
15



## REGIONAL ANALYSIS

BLACK HAWK, BREMER, BUCHANAN, BUTLER, CHICKASAW, GRUNDY AND  
TAMA 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, 2,950 employers in the region were contacted. By the close of the survey, 761 completed surveys were received by IWD for a response rate of 25.8%. This regional analysis includes aggregate data for the following counties: Black Hawk, Bremer, Buchanan, Butler, Chickasaw, Grundy and Tama.

## CURRENT VACANCIES BY OCCUPATIONAL CATEGORY

Occupational Category	Percent of Total Vacancies	Average Vacancies per Day
Production	11.4%	240
Office & Administrative Support	11.4%	240
Sales & Related	11.1%	234
Transportation & Material Moving	10.3%	216
Food Preparation & Serving Related	7.9%	167
Healthcare Practitioner & Technical	6.6%	139
Construction & Extraction	5.3%	112
Installation, Maintenance & Repair	4.9%	103
Management	4.3%	91
Architecture & Engineering	4.2%	89
Healthcare Support	3.6%	75
Farming, Fishing & Forestry	3.3%	70
Computer & Mathematical Science	2.8%	59
Community & Social Services	2.4%	50
Building & Grounds Cleaning & Maintenance	2.2%	47
Business & Financial Operations	2.1%	44
Education, Training & Library	1.8%	37
Protective Service	1.4%	30
Arts, Design, Entertainment, Sports & Related	1.1%	23
Personal Care & Service	1.0%	22
Life, Physical & Social Science	0.7%	14
Legal	0.1%	1
Military Specific	0.1%	1
<b>Total</b>	<b>100%</b>	<b>2,104</b>

Iowa Workforce Development's job bank

## OVERALL VACANCY DATA

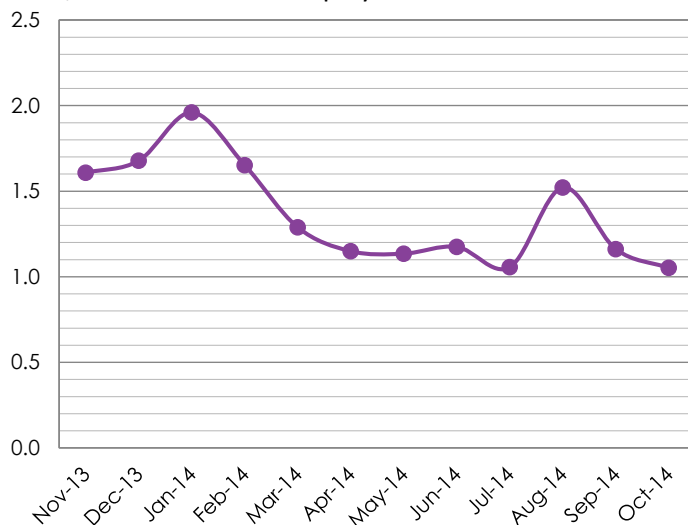
- 31.0% of respondents within the region reported current or anticipated job vacancies
- 24,318 estimated vacancies reported per Iowa Workforce Development's job bank (November 2013 - October 2014)
- Healthcare & social services (21.7%); finance, insurance & real estate (16.7%); manufacturing (11.2%); wholesale & retail trade (10.4%); and management (10.0%) industries reported the highest volume of current vacancies
- 11.4% of current vacancies are within the production occupational category followed by 11.4% within the office & administrative support occupational category and 11.1% within the sales & related occupational category
- Large employers (100+ employees) accounted for 8.5% of survey responses and 56.3% of the total job vacancies in the region

## WORKFORCE DEMAND

### UNEMPLOYED PER JOB VACANCY

(approximately 1.4 unemployed persons for every job vacancy)

- 4,275 Estimated Average Monthly Job Vacancies<sup>1</sup>
- 6,187 Estimated Unemployed Persons<sup>2</sup> Per Month



## VACANCY RATE BY INDUSTRY

Industry	Regional Employment	Vacancy Rate
Management	893	40.0%
Finance, Insurance & Real Estate	5,301	11.2%
Healthcare & Social Services	14,978	5.1%
Accommodation & Food Services	8,421	3.5%
Construction	3,947	3.5%
Professional & Technical Services	2,629	3.4%
Agriculture & Mining	1,194	3.3%
Administrative & Waste Services	4,182	3.1%
Transportation & Warehousing	3,467	3.1%
Arts, Entertainment & Recreation	662	2.9%
Wholesale & Retail Trade	16,295	2.3%
Personal Services	3,356	2.2%
Manufacturing	22,711	1.8%
Information	895	1.3%
Educational Services	11,263	1.1%
Public Administration	4,446	0.7%
Utilities	392	0.0%

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	8.3%	25.4%	29.9%	30.7%	5.7%
Applicants possess the basic skills required for the job	2.6%	18.4%	29.4%	38.2%	11.4%
Applicants possess the soft skills required for the job	6.6%	22.9%	39.2%	25.6%	5.7%
Applicants possess the occupational skills required for the job	9.3%	29.2%	30.9%	24.8%	5.8%
Applicants are often disqualified due to controlled substance testing	50.2%	14.2%	25.8%	6.7%	3.1%
Applicants are often disqualified for failure to pass a background check	35.6%	15.1%	23.5%	16.0%	9.8%



**21.0%**  
**BASIC SKILLS**

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



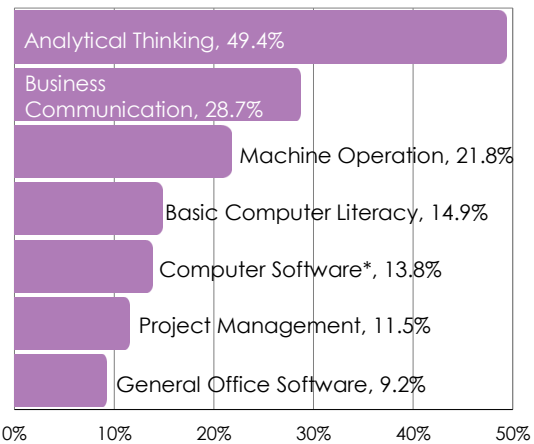
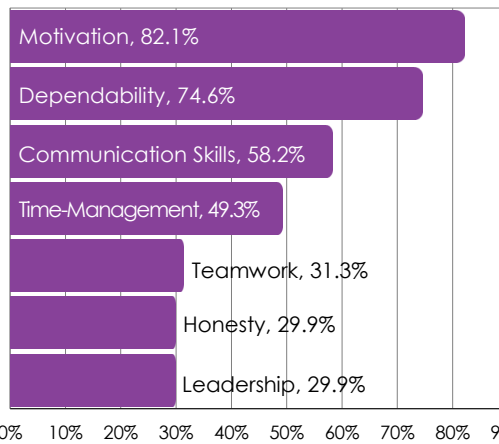
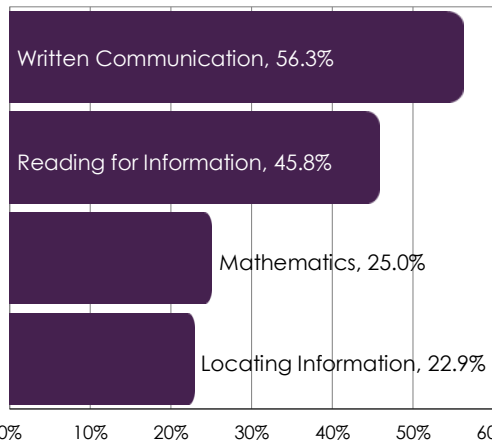
**29.5%**  
**SOFT SKILLS**

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



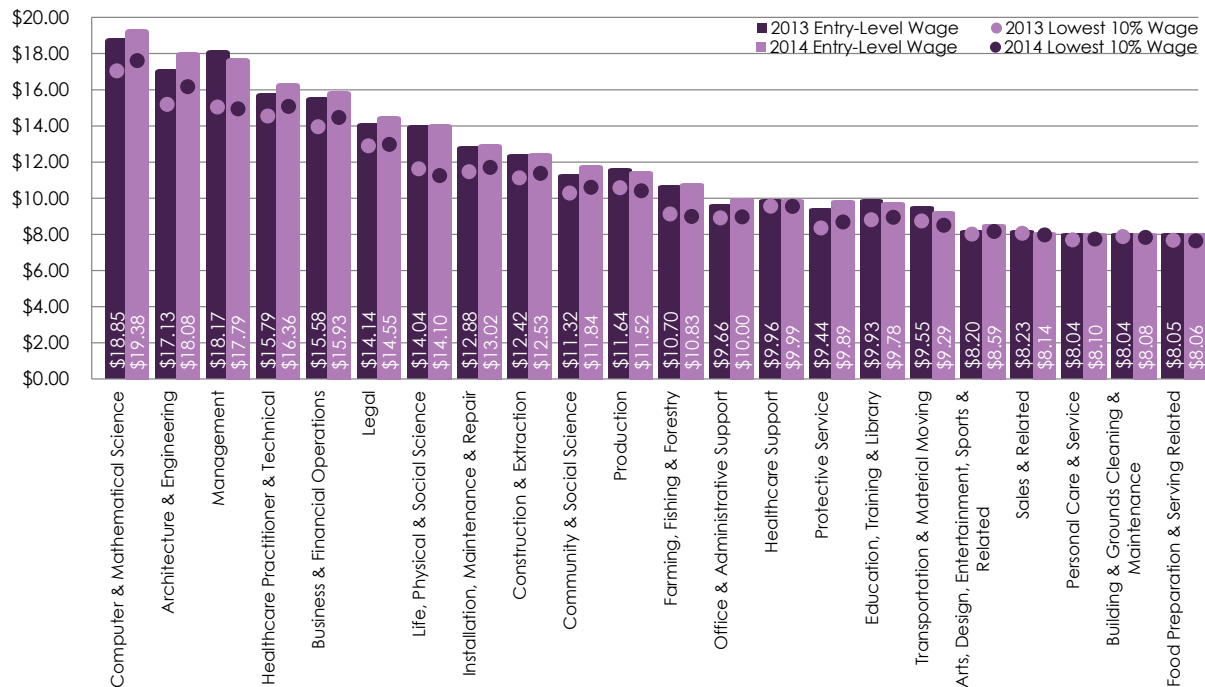
**38.5%**  
**HARD SKILLS**

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



\*Job specific

# HOURLY WAGES BY OCCUPATIONAL CATEGORY



Iowa Wage Survey estimates

## FUTURE WORKFORCE PLANS

### MAINTAIN

- 69.4% of employers plan to maintain their workforce

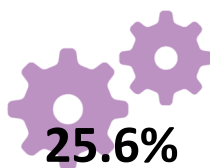
### EXPAND

- 28.4% of employers plan to expand their workforce
  - 82.5% plan on expanding within 12 months
  - 10.5% plan on expanding in one to two years
  - 7.0% plan on expanding in two to three years
- Top reasons for payroll expansion include: to meet current market demands; increase share of existing market; and to enter into new markets

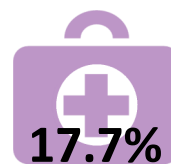
### REDUCE

- 2.2% of employers plan to reduce their workforce
  - 100% plan on reducing within 12 months

## TOP OCCUPATIONAL CATEGORIES BY PLANNED PAYROLL EXPANSION



PRODUCTION



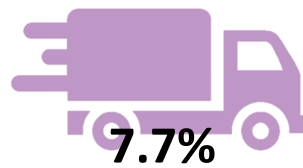
HEALTHCARE  
SUPPORT



SALES & RELATED



FOOD SERVICES



TRANSPORTATION



PERSONAL CARE

## PLANNED PAYROLL EXPANSION BY INDUSTRY

Industry	Percent of Each Industry	Percent of Total Expansions
Healthcare & Social Services	11.6%	16.7%
Wholesale & Retail Trade	6.7%	15.2%
Manufacturing	8.7%	12.1%
Professional & Technical Services	16.3%	10.6%
Administrative & Waste Services	21.4%	9.1%
Construction	8.7%	9.1%
Personal Services	8.3%	6.1%
Accommodation & Food Services	8.6%	4.5%
Agriculture & Mining	20.0%	4.5%
Educational Services	7.1%	3.0%
Management	28.6%	3.0%
Transportation & Warehousing	6.5%	3.0%
Finance, Insurance & Real Estate	1.7%	1.5%
Information	8.3%	1.5%
Arts, Entertainment & Recreation	*	*
Public Administration	*	*
Utilities	*	*

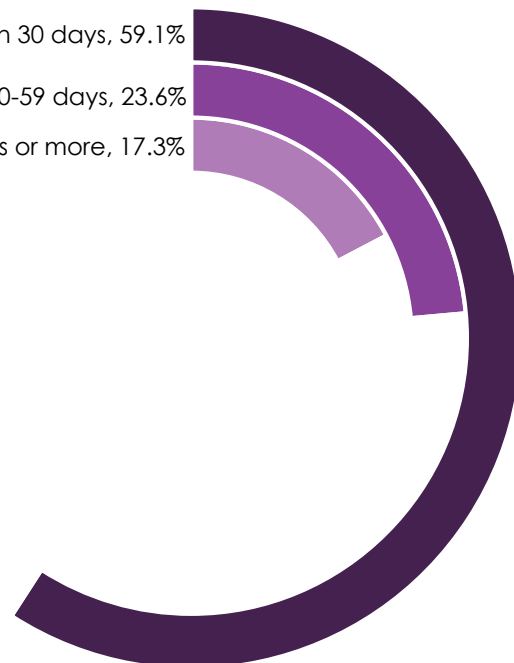
- Insufficient data reported

## RECRUITMENT PERIOD FOR JOB OPENINGS

Less than 30 days, 59.1%

30-59 days, 23.6%

60 days or more, 17.3%



## RETIREMENTS

- 5,665 employees in the region are currently over the age of 64
  - Representing 5.4% of the total regional workforce
- 52.5% are male and 47.5% are female
- Of those retiring in the next five years, 38.5% are within the manufacturing industry; followed by 19.5% within the healthcare & social services industry and 11.4% within the finance, insurance & real estate industry

## ESTIMATE OF NEWLY ELIGIBLE TO RETIRE

