

# STATE OF IOWA

## LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

IOWA™



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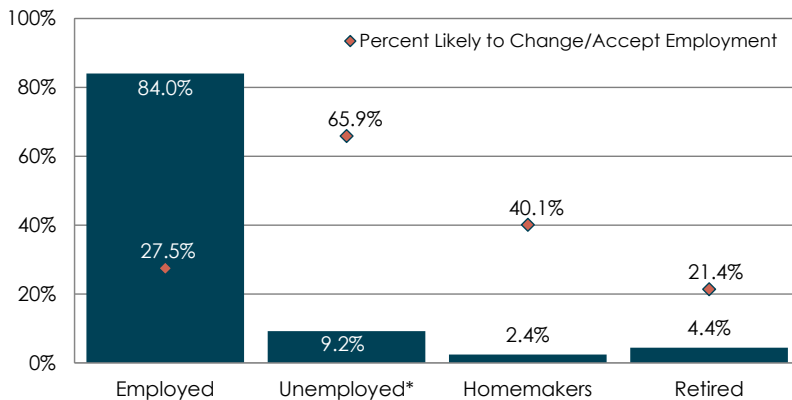
# STATE OF IOWA LABORSHED SURVEY ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. Community Laborshed analyses are conducted across the State of Iowa and are used to determine the approximate boundaries of a Laborshed area and to measure the availability and characteristics of its workers. The following analysis is a summary of the data compiled from 6,000 survey responses provided by individuals between the ages of 18 and 64 years old residing in the State. These responses were extracted from the statewide Laborshed database of 8,991 surveys conducted between January 2024 and December 2024.

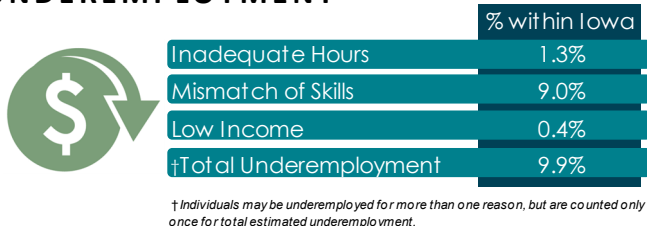
## OCCUPATIONS AND EMPLOYMENT STATUS IN IOWA

Survey respondents were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the wholesale & retail trade; healthcare & social services; manufacturing; and construction industries. In addition, the top reported occupations for respondents are in management and office & administrative support.

The chart below shows the percentage of respondents by employment status within the State.



## UNDEREMPLOYMENT



The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or worked for higher wages at previous employment; or are working 35 hours or more per week with wages equal to or less than the national poverty level.

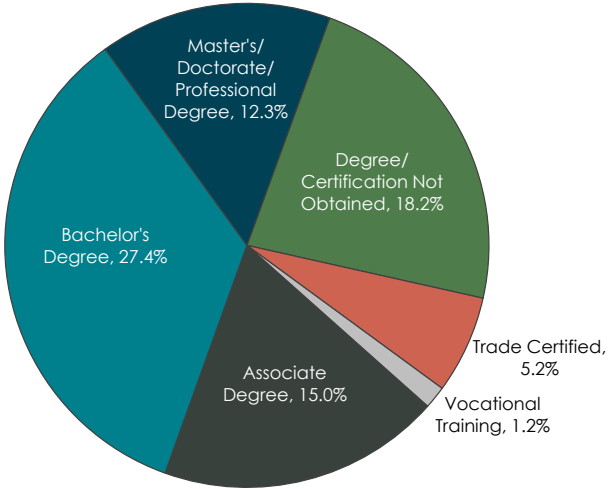
## INDUSTRIAL CLASSIFICATION OF THE EMPLOYED

	% within Iowa	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Wholesale & Retail Trade	15.6%	79.9%	35.4%	13.8%
Healthcare & Social Services	14.3%	84.4%	29.9%	7.6%
Manufacturing	11.5%	82.4%	31.2%	11.5%
Construction	9.5%	90.0%	18.0%	7.8%
Education	9.2%	83.4%	30.5%	4.3%
Professional Services	8.9%	83.8%	26.6%	10.6%
Finance, Insurance & Real Estate	8.1%	86.9%	25.9%	6.7%
Transportation, Communication & Utilities	7.3%	85.2%	25.2%	8.7%
Public Administration & Government	7.0%	87.2%	24.1%	4.9%
Agriculture, Forestry & Mining	3.7%	92.5%	16.8%	4.0%
Personal Services	3.2%	87.1%	16.8%	7.3%
Entertainment & Recreation	0.9%	71.7%	30.2%	16.7%
Active Duty Military	0.8%	73.7%	26.2%	8.8%

Occupation	% within Iowa
Management	20.0%
Office & Administrative Support	8.6%
Business & Financial Operations	7.4%
Sales & Related	6.8%
Transportation & Material Moving	6.6%
Installation, Maintenance & Repair	6.0%
Healthcare Practitioner & Technical	5.8%
Production	5.4%
Education, Training & Library	5.2%
Construction & Extraction	5.1%
Computer & Mathematical Science	3.4%
Food Preparation & Serving Related	2.5%
Architecture & Engineering	2.4%
Community & Social Services	2.4%
Healthcare Support	2.4%
Life, Physical & Social Science	2.0%
Building/Grounds Cleaning & Maintenance	1.6%
Protective Service	1.6%
Arts, Design, Entertainment, Sports & Related	1.5%
Personal Care & Service	1.5%
Legal	0.7%
Military Specific	0.6%
Farming, Fishing & Forestry	0.5%

EDUCATION OF THE EMPLOYED

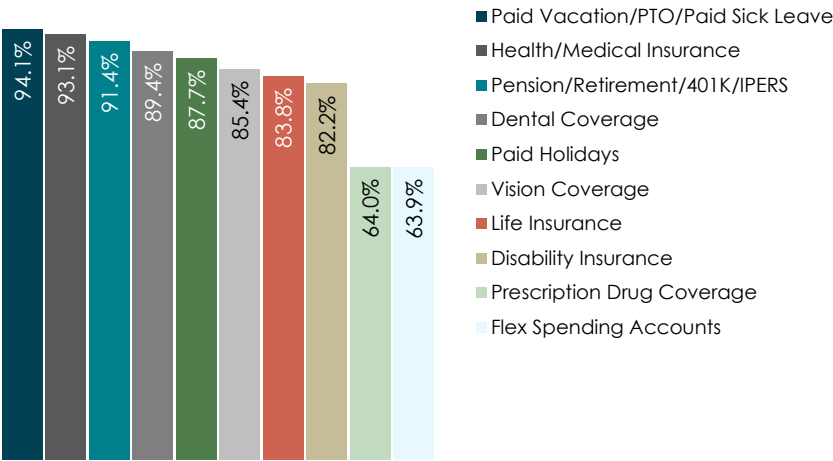
79.3% have an education beyond high school



FIELDS OF STUDY



CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



The majority (83.1%) of respondents employed full-time state that they are currently sharing the cost of health/medical insurance premiums with their employer. However, 10.9 percent indicate their employer pays the entire cost of insurance premiums.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- 27.5% of employed are likely to change employment
- 30.6% are actively seeking new employment
- 14.7% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 40 years old
- 31.3% currently working in the professional, paraprofessional & technical occupational category followed by 23.7% in the production, construction & material handling occupational category
- 57.7% earn an hourly wage
  - \$21.00 - median hourly wage
- 36.2% earn an annual salary
  - \$72,000 - median annual salary
- Most frequently identified job search resources:
  - Internet - 88.6%
    - www.indeed.com
    - www.linkedin.com
  - Networking through friends, family and acquaintances - 42.7%
  - IowaWORKS Centers - 18.9%
  - Private Employment Services - 16.2%

EDUCATION AND MEDIAN WAGE BY INDUSTRY

	Some Level Beyond High School	Associate Degree	Bachelor's Degree or Higher	Annual Salary	Hourly Wage
All Employed	79.2%	15.0%	39.7%	\$76,000	\$23.00
Agriculture, Forestry & Mining	68.3%	13.1%	33.1%	\$70,000	\$22.44
Construction	60.2%	10.6%	16.9%	\$75,000	\$30.00
Education	93.5%	9.2%	70.9%	\$63,000	\$17.50
Entertainment & Recreation	75.0%	13.3%	36.7%	\$50,000	\$17.50
Finance, Insurance & Real Estate	88.4%	15.1%	52.1%	\$90,000	\$21.00
Healthcare & Social Services	88.4%	20.2%	47.1%	\$70,000	\$21.60
Manufacturing	68.8%	14.7%	29.8%	\$97,500	\$24.20
Personal Services	74.2%	21.9%	15.7%	\$51,000	\$21.90
Professional Services	82.3%	15.1%	46.2%	\$85,000	\$21.20
Public Administration & Government	87.1%	17.4%	46.1%	\$85,000	\$27.44
Transportation, Communication & Utilities	71.0%	13.3%	27.0%	\$84,000	\$25.00
Wholesale & Retail Trade	66.3%	13.8%	22.2%	\$75,000	\$16.50

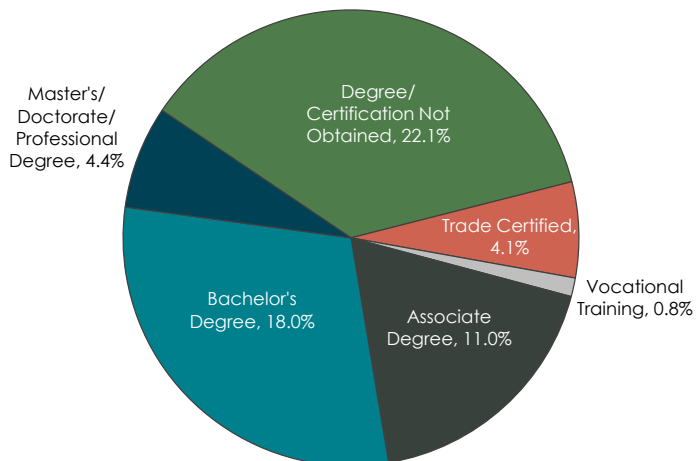
This table includes all respondents without consideration of employment status or willingness to change/enter employment. The category of respondents is based on their current or former industry of employment.

## UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 10.8% of the respondents are unemployed\*
- 65.9% are likely to accept employment
- 72.9% are actively seeking employment
- Average age is 40 years old
- 56.1% are male; 43.9% are female

### EDUCATION:

- 60.5% have some post high school education



### WAGES:

- \$19.00/hr - to attract 66% of applicants
- \$20.00/hr - to attract 75% of applicants
- \$17.50/hr - lowest wage willing to accept (median)

### TOP REASONS FOR BEING UNEMPLOYED:

- Health/disability issues - 24.4%
- Layoff/employer closure - 20.2%
- Got fired - 14.9%

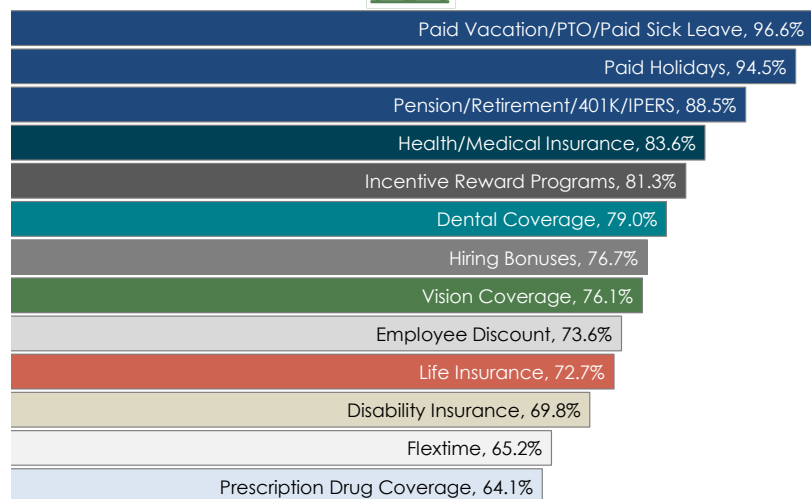
### LENGTH OF TIME UNEMPLOYED:

- 12 months or less - 77.3%
- Greater than one year - 22.7%

### PREVIOUS OCCUPATIONAL CATEGORIES:

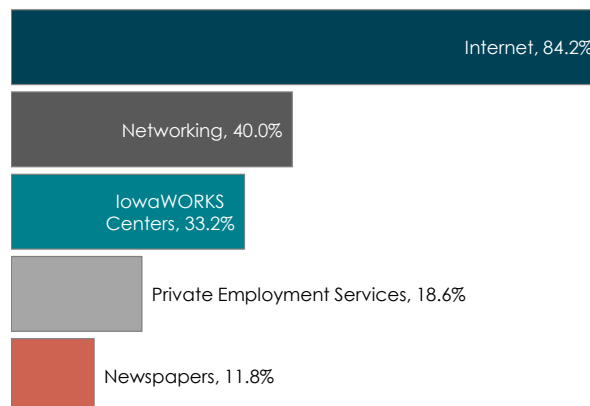
	% Unemployed Likely to Accept
Production, Construction & Material Handling	38.2%
Professional, Paraprofessional & Technical	23.3%
Service	14.6%
Sales	10.5%
Clerical/Administrative Support	7.0%
Managerial/Administrative	6.1%
Agriculture	0.3%
<b>Total</b>	<b>100%</b>

## TOP DESIRED BENEFITS



- 55.0% indicated they prefer employment offers where employer and employee share the cost of medical insurance premiums.

## TOP JOB SEARCH RESOURCES



\*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

## IN PARTNERSHIP:



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