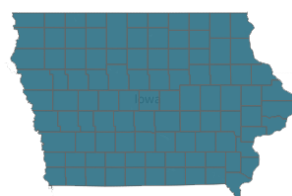




STATE OF IOWA
Executive Summary

RELEASED 2023

WORKFORCE NEEDS ASSESSMENT



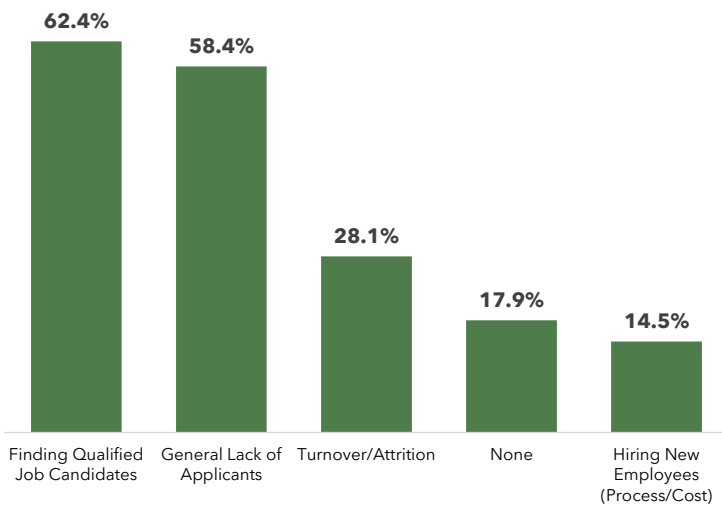
2023 Iowa Workforce Needs Assessment Survey Results for the State of Iowa

Iowa Workforce Development (IWD) conducted the seventh Workforce Needs Assessment Survey during the fall of 2022 through the spring of 2023. This survey collects information from employers across the state regarding their vacancies, workforce challenges, difficulties in hiring, perceptions of applicants, advertising outlets for job openings, and upcoming retirements—among other questions.

In October of 2022, 25,160 employers operating 39,254 locations in the State of Iowa were contacted and asked to participate in the survey. By the end of the survey period (March 2023), IWD received 11,212 responses for a response rate of 28.6% (by locations contacted).

WORKFORCE CHALLENGES

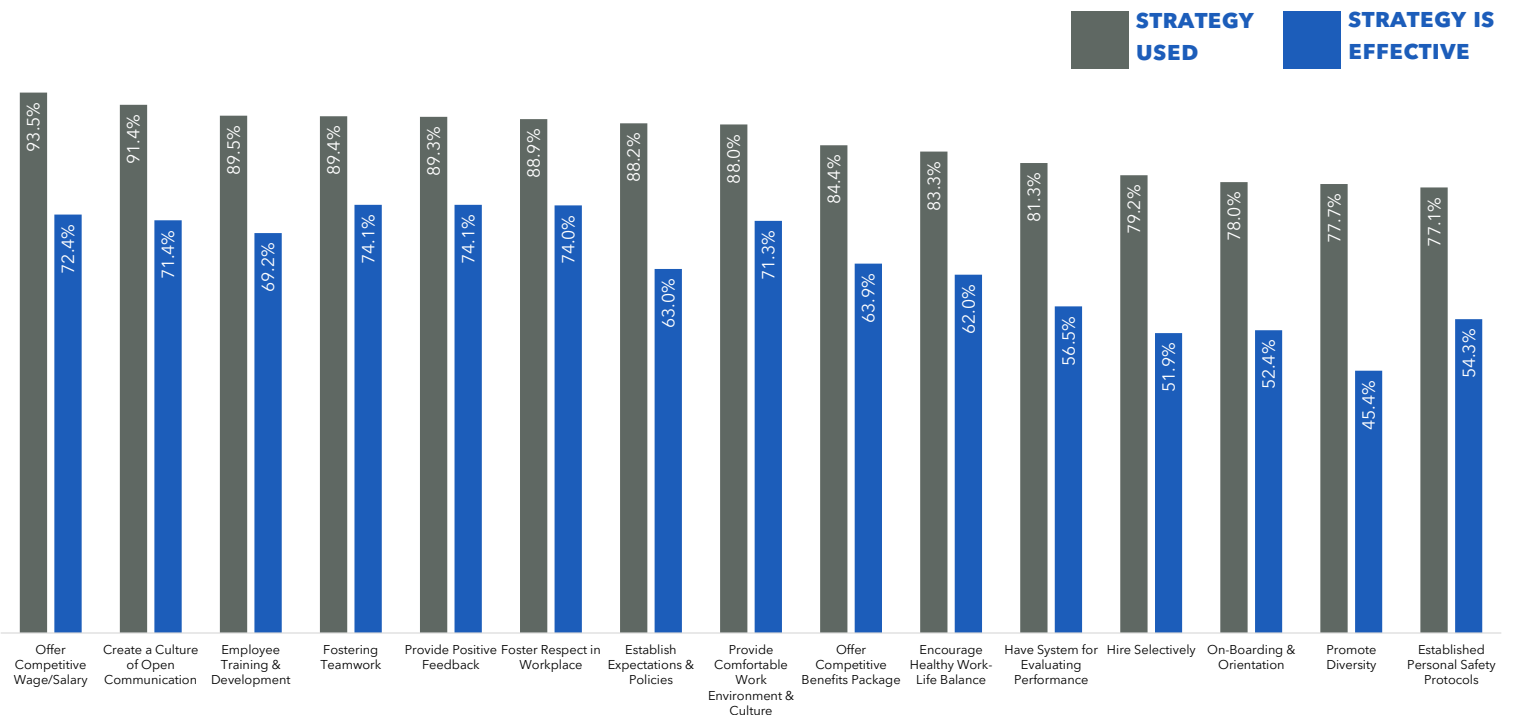
Top five most significant workforce challenges, reported by surveyed employers concerning employees in the past 12 months.



Top 10 responses to workforce challenges, reported by surveyed employers.

EMPLOYER RESPONSE	% USED
Revised Pay Scale	51.9%
Expanded Current Employees Responsibilities/Job Duties	41.5%
Hired a Less Qualified Applicant	40.0%
Increased Recruiting Efforts	34.8%
Chose Not to Fill a Job Opening	27.5%
Increased Overtime for Current Employees	26.8%
Provided Flexible Scheduling	23.7%
Revised Benefits	17.1%
Increased Training	14.8%
Outsourced Work or Used Contract Services	13.9%

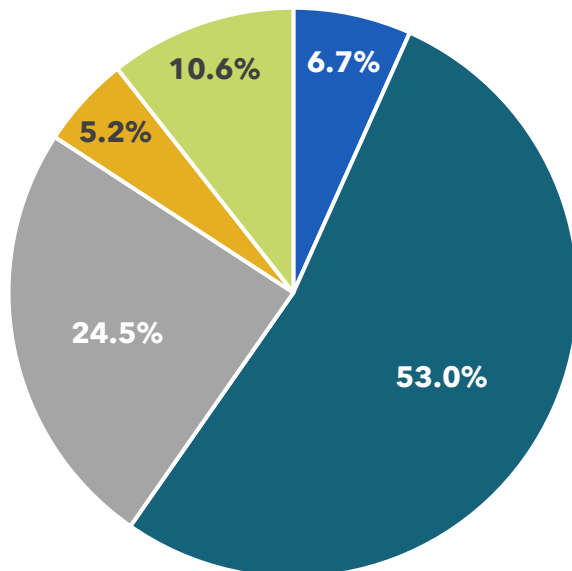
Top 15 employee retention strategies reported by surveyed employers and percentage of employers that found the retention strategies effective.



DIFFICULTIES IN HIRING

Rate the experience of filling job openings in 2022 compared to that of 2021.

- Easier than in 2021
- Same as in 2021
- More difficult than in 2021
- No job openings in 2021
- No job openings in 2022



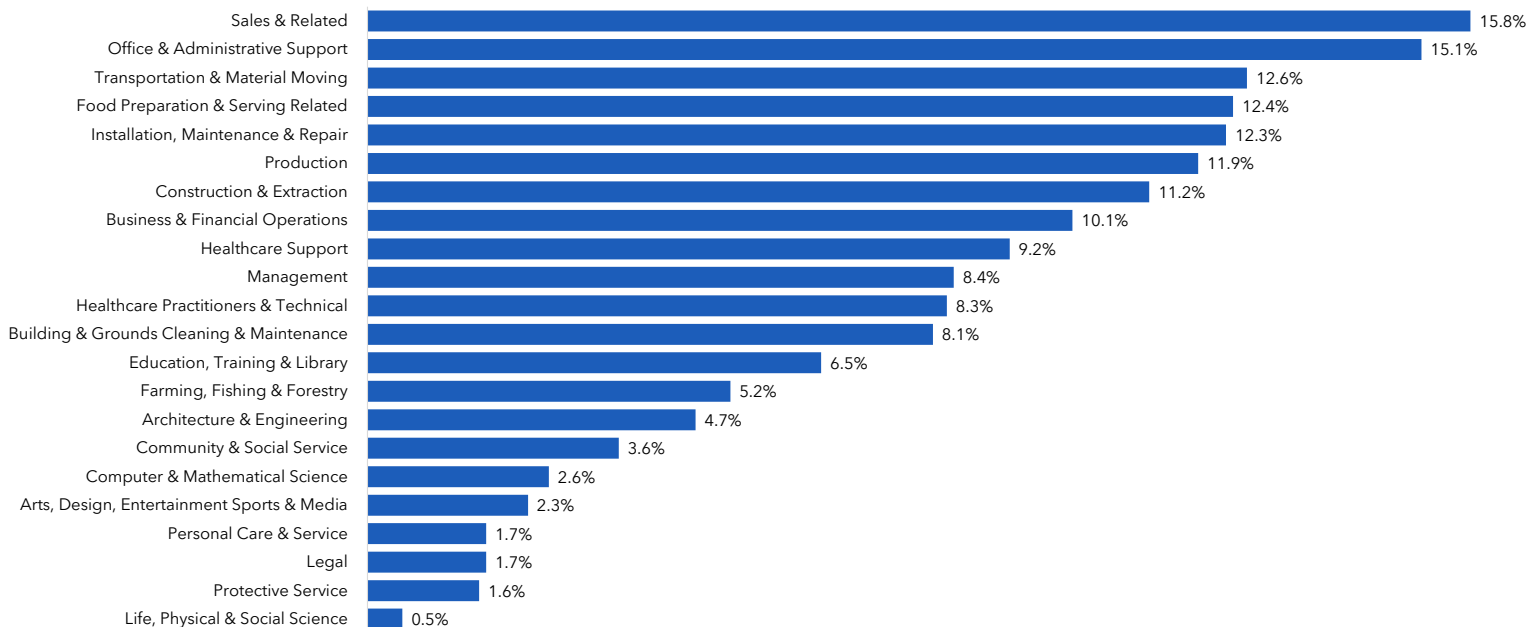
Rate, from "Strongly Disagree" to "Strongly Agree" regarding problems your organization has filling job openings.

ORGANIZATION HAS PROBLEM FILLING POSITIONS DUE TO:	DISAGREE	NEUTRAL	AGREE
Lack of Qualified Applicants	7.5%	20.6%	71.9%
General Lack of Applicants	10.4%	19.1%	70.5%
Wage Applicants are Willing to Accept	26.1%	33.7%	40.2%
Local Competition	24.8%	41.6%	33.6%
Type of Work Involved	29.1%	39.7%	31.2%
Hours or Shifts Offered	37.2%	38.0%	24.8%
Benefit Package Applicants Expect	37.0%	39.1%	23.9%
Lack of Telework/Hybrid Schedule Options	35.6%	52.8%	11.6%

*Ratings of "strongly disagree" and "disagree" were summed and listed under the above "disagree" column. Ratings of "strongly agree" and "agree" were summed and listed under the above "agree" column. Table is sorted by the "agree" column, high-to-low.

Occupational categories that are the most challenging to find qualified candidates for job openings.

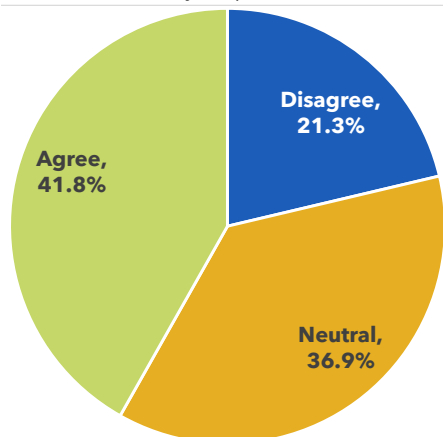
Results for permanent positions only, displayed below



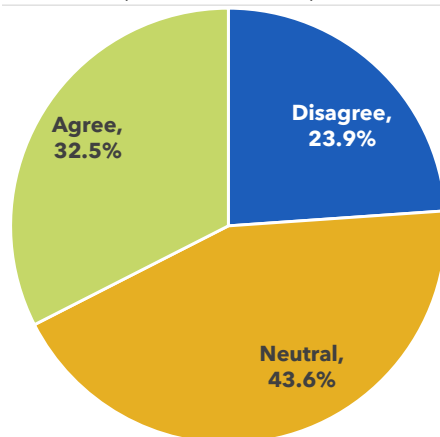
PERCEPTION OF APPLICANTS

Rate each statement below regarding job applicants.

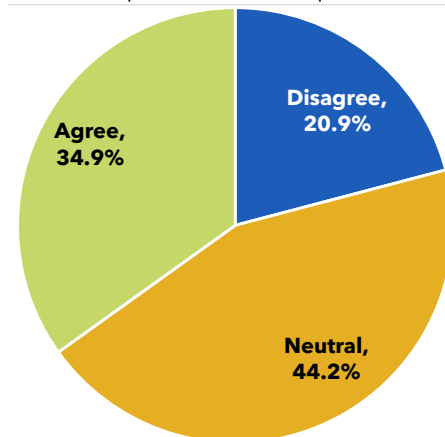
In general, applicants fulfill the necessary requirements.



Applicants fulfill the "hard" or occupational skills required.



Applicants fulfill the "soft" or interpersonal skills required.



Type of skills applicants are generally lacking.

20.8%
of employers indicate a
**LACK OF
BASIC SKILLS**

65.0%
of employers indicate a
**LACK OF
HARD SKILLS**

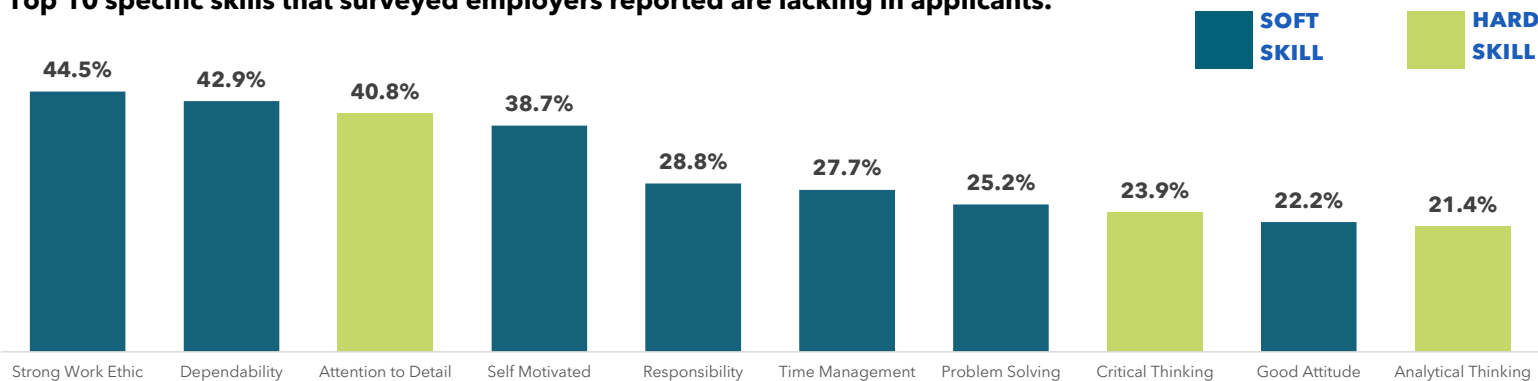
95.3%
of employers indicate a
**LACK OF
SOFT SKILLS**

Basic skills: are those skills most commonly developed during elementary and middle school. Examples include: literacy, numeracy, and the ability to locate and read information.

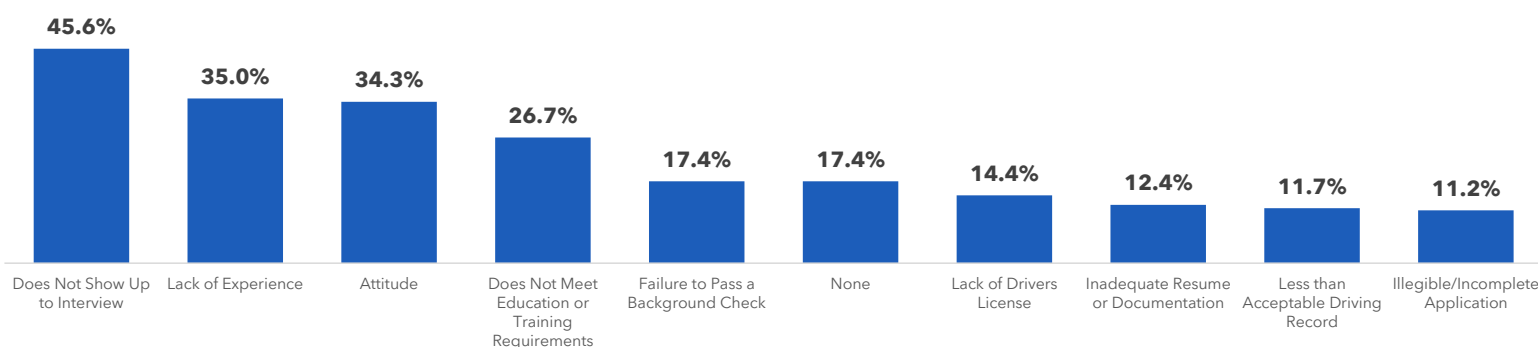
Hard skills: are generally considered to be teachable and measurable abilities, which apply directly to the job. Examples include: critical thinking, data analysis, problem-solving, machine operation, computer literacy, software knowledge, etc.

Soft skills: are most often considered to be skills associated with an individual's habits, personality, and character. Examples include: dependability, honesty, self-motivation, communication skills, time management, teamwork, etc.

Top 10 specific skills that surveyed employers reported are lacking in applicants.



Top 10 reasons surveyed employers reported for rejecting an applicant.



RETIREMENTS

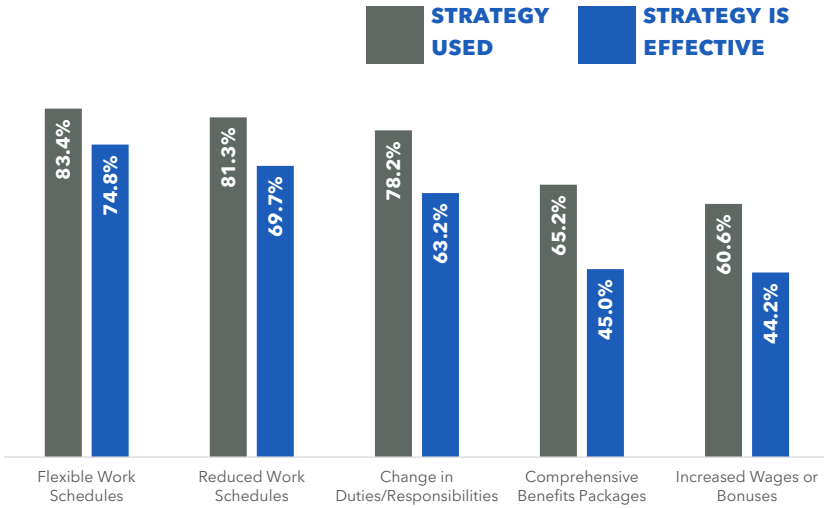
Are employee retirements, within the next two years, a concern?

25.9% YES

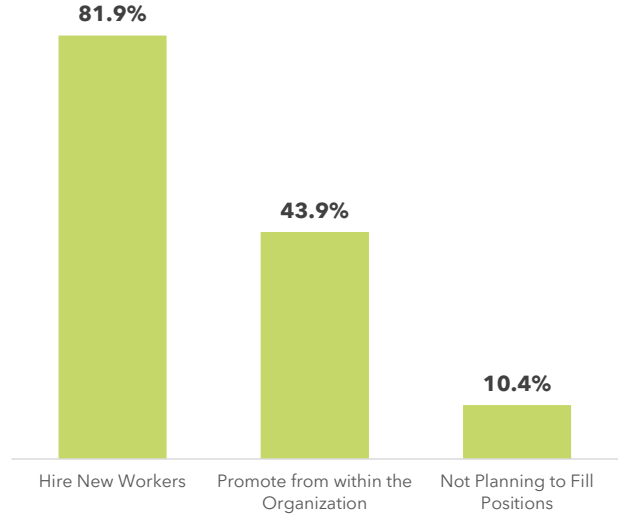
49.9% NO

24.2% NONE, WITHIN NEXT 2-YEARS

Top 5 retention strategies used to retain employees eligible to for retirement.

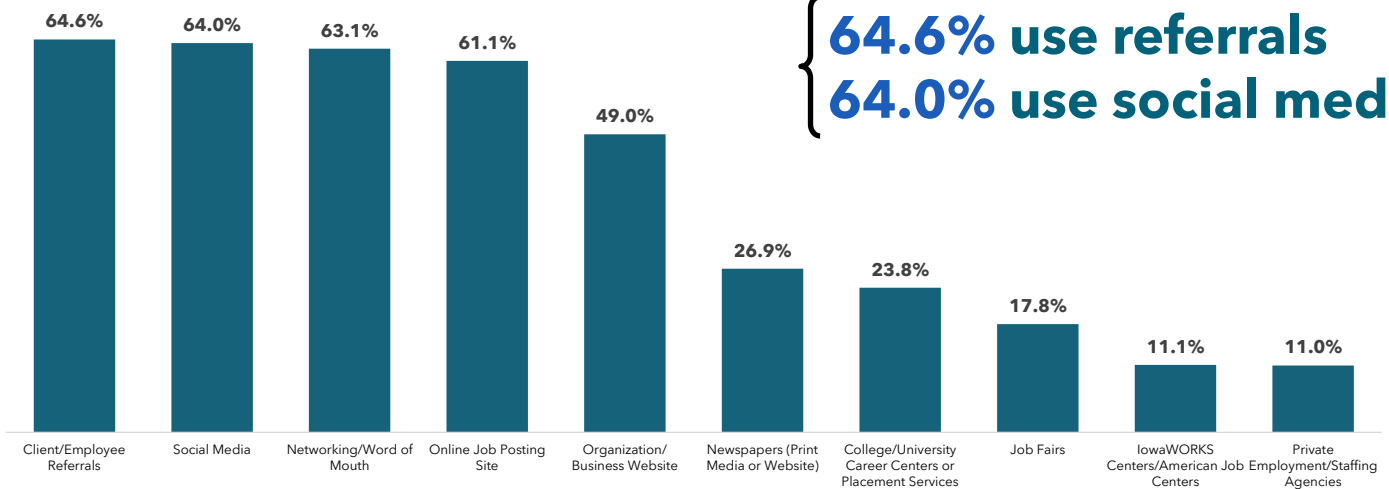


Top plans for filling vacant jobs due to retirements.

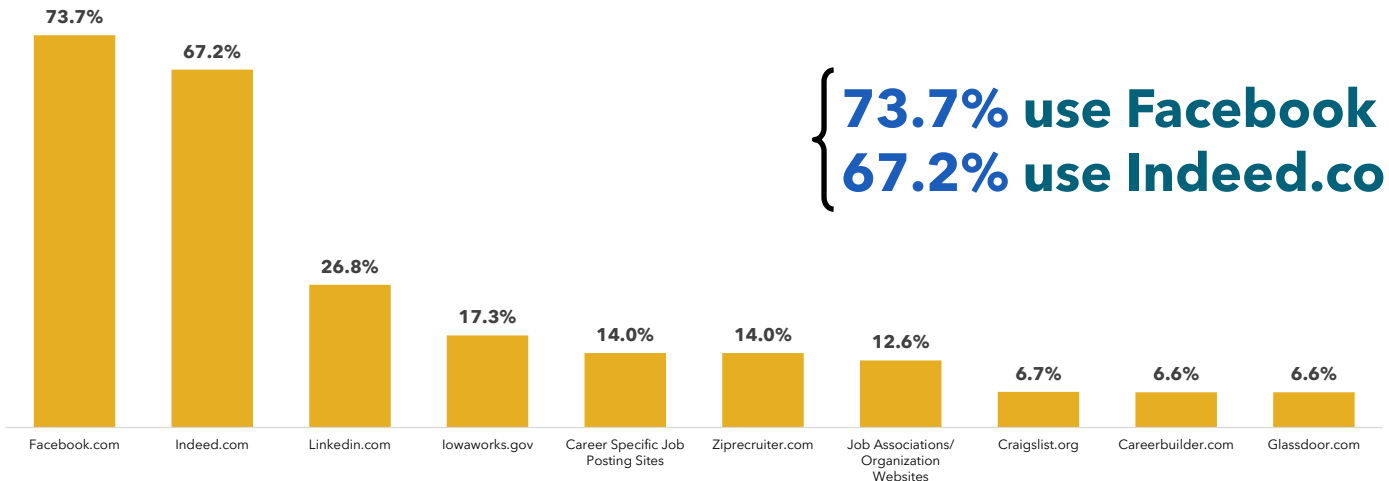


ADVERTISING OUTLETS FOR OPEN JOBS

Outlets used to attract new employees/fill openings.



Social media platforms and websites used to advertise job openings.





Iowa Workforce Development

Labor Market Information Division

Research & Analysis Bureau

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Des Moines, IA 50309

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