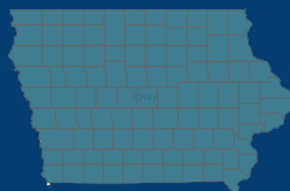


STATE OF IOWA
Executive Summary

RELEASED 2023

EMPLOYMENT BENEFIT ANALYSIS



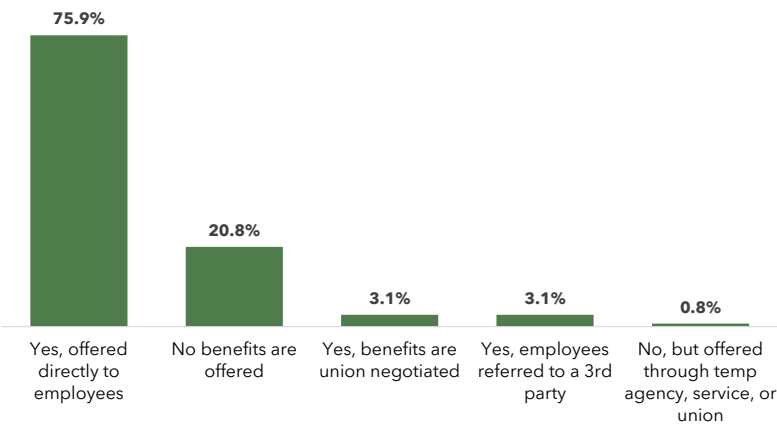
2023 Employment Benefit Analysis for the State of Iowa

Iowa Workforce Development (IWD) conducted the seventh Workforce Needs Assessment Survey during the fall of 2022 through the spring of 2023. Within this survey, data regarding the benefits employers offer their employees is collected. Surveyed employers are asked: if benefits are offered, who are benefits offered to, which benefits are offered, and the cost of benefits—among other questions.

In October of 2022, 25,166 employers operating 39,260 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).

BENEFITS OFFERED

Percentage of employers who offer benefits to their employees



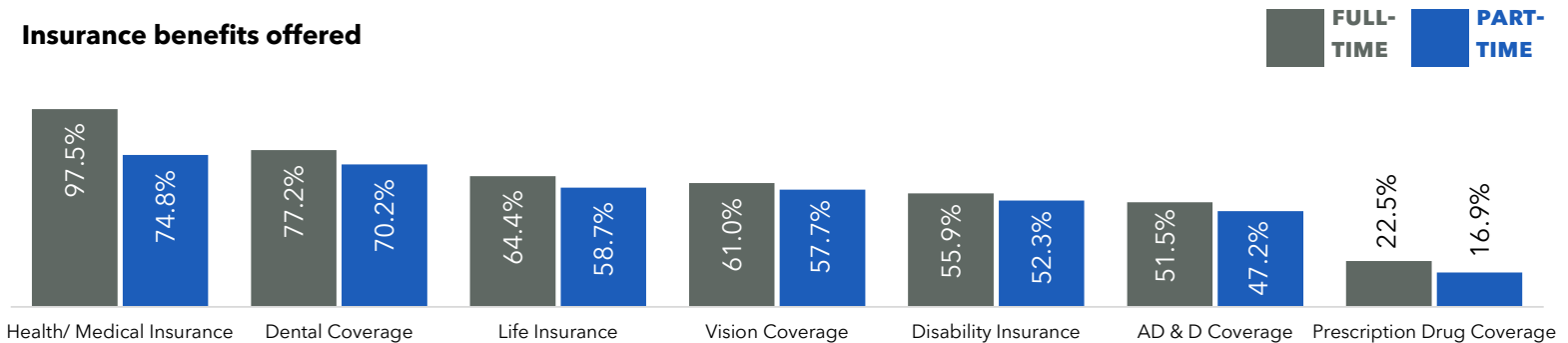
Status of employees employers reported they offer benefits to

EMPLOYEE STATUS OFFERED BENEFITS	%
Full-Time Employees	75.2%
Both Full- & Part-Time Employees	24.5%
Part-Time Employees	0.3%



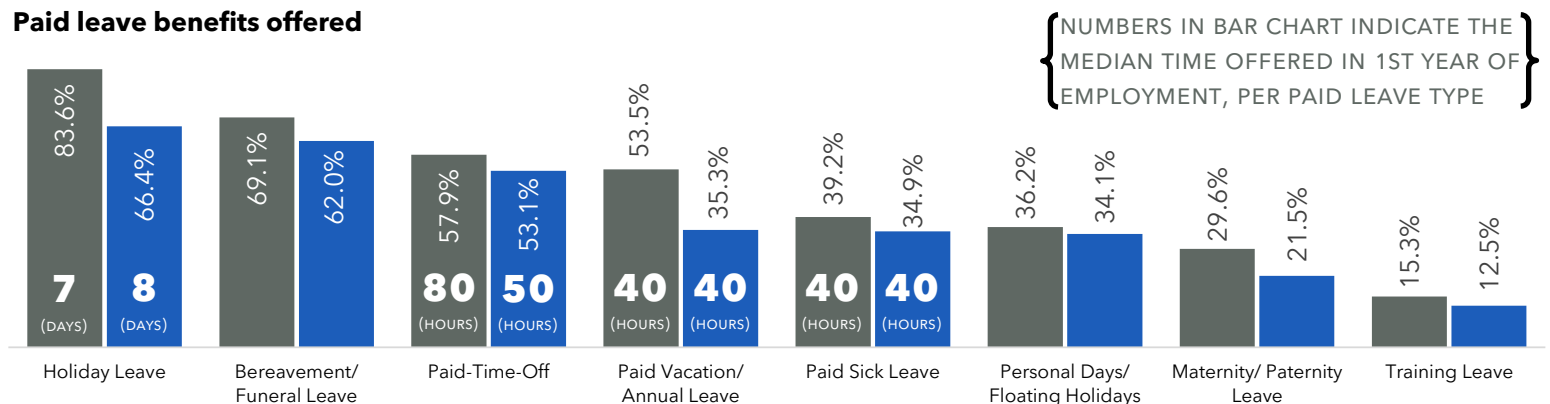
Types of benefits offered by employers by employee status

Insurance benefits offered



*AD & D coverage represents accidental death and dismemberment insurance. Benefits sorted high-to-low by benefits offered to full-time employees.

Paid leave benefits offered

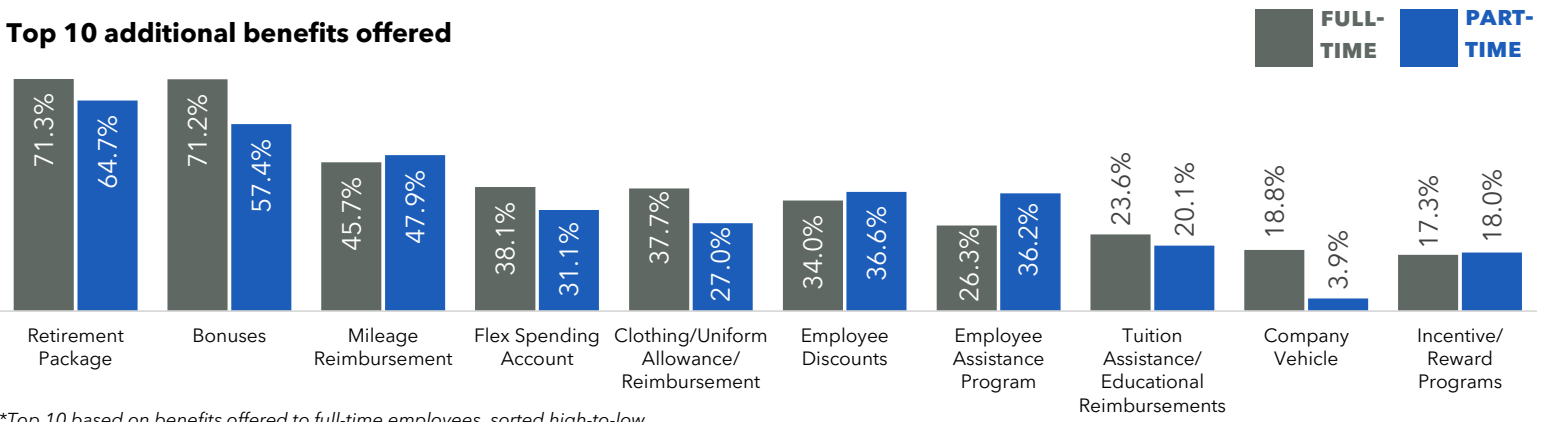


{ NUMBERS IN BAR CHART INDICATE THE MEDIAN TIME OFFERED IN 1ST YEAR OF EMPLOYMENT, PER PAID LEAVE TYPE }

*Benefits sorted high-to-low by benefits offered to full-time employees.

BENEFITS OFFERED (continued)

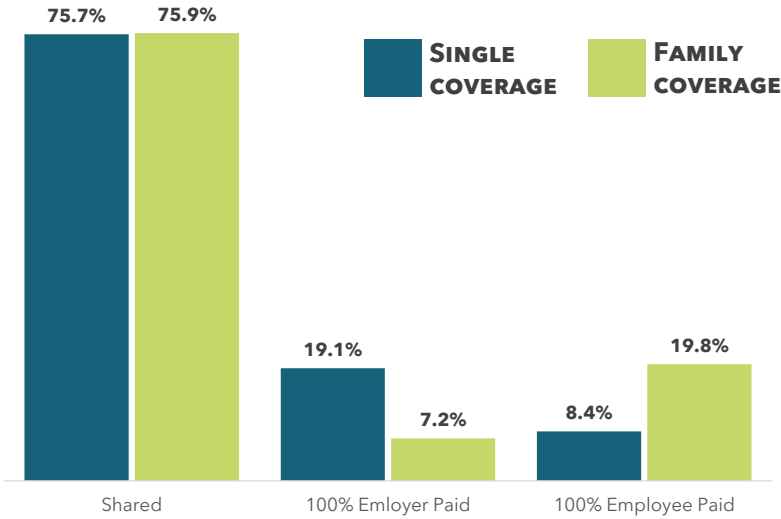
Top 10 additional benefits offered



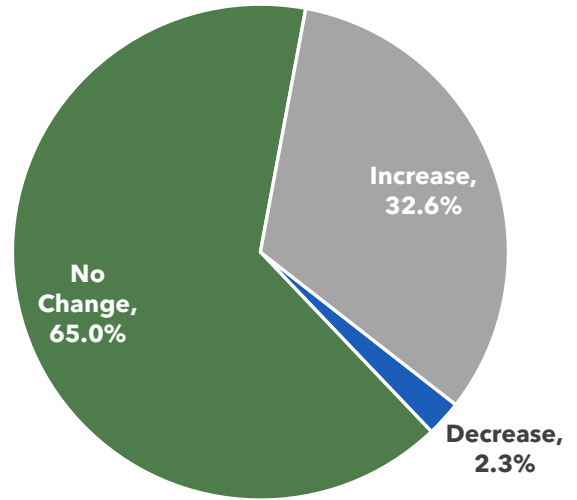
*Top 10 based on benefits offered to full-time employees, sorted high-to-low.

BENEFIT COSTS

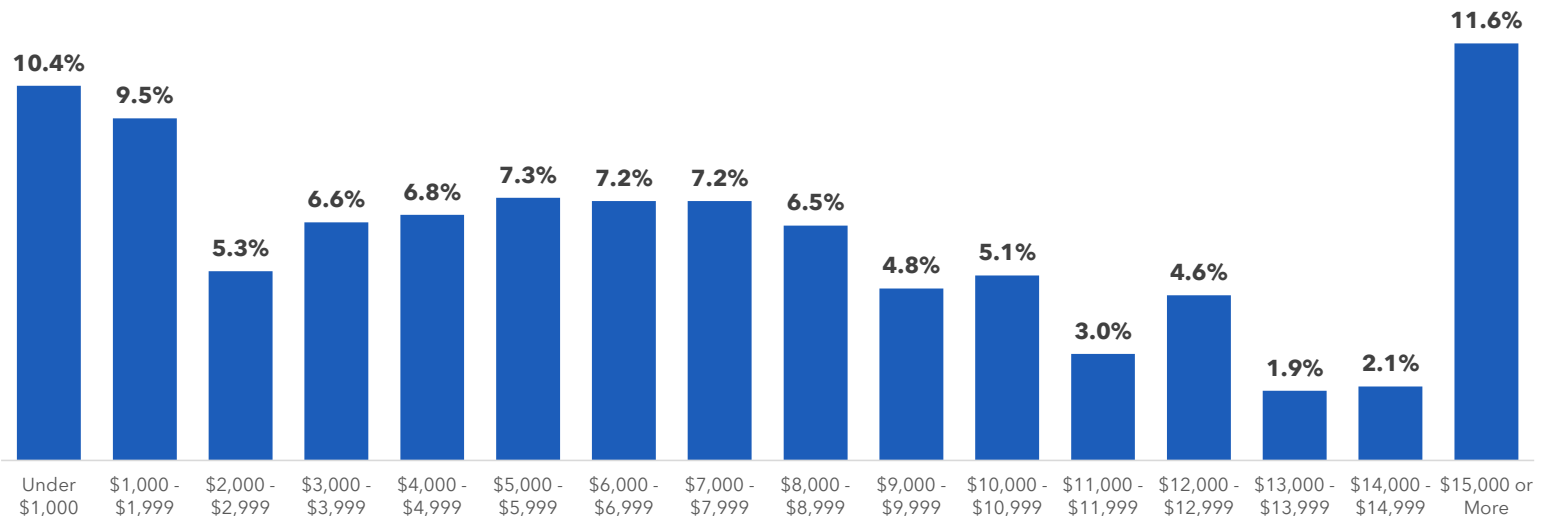
How insurance premiums are paid, as reported by surveyed employers



Expected change to employee contribution to health insurance premiums in the next year



Average annual cost of health insurance premiums per employee, as reported by surveyed employers





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