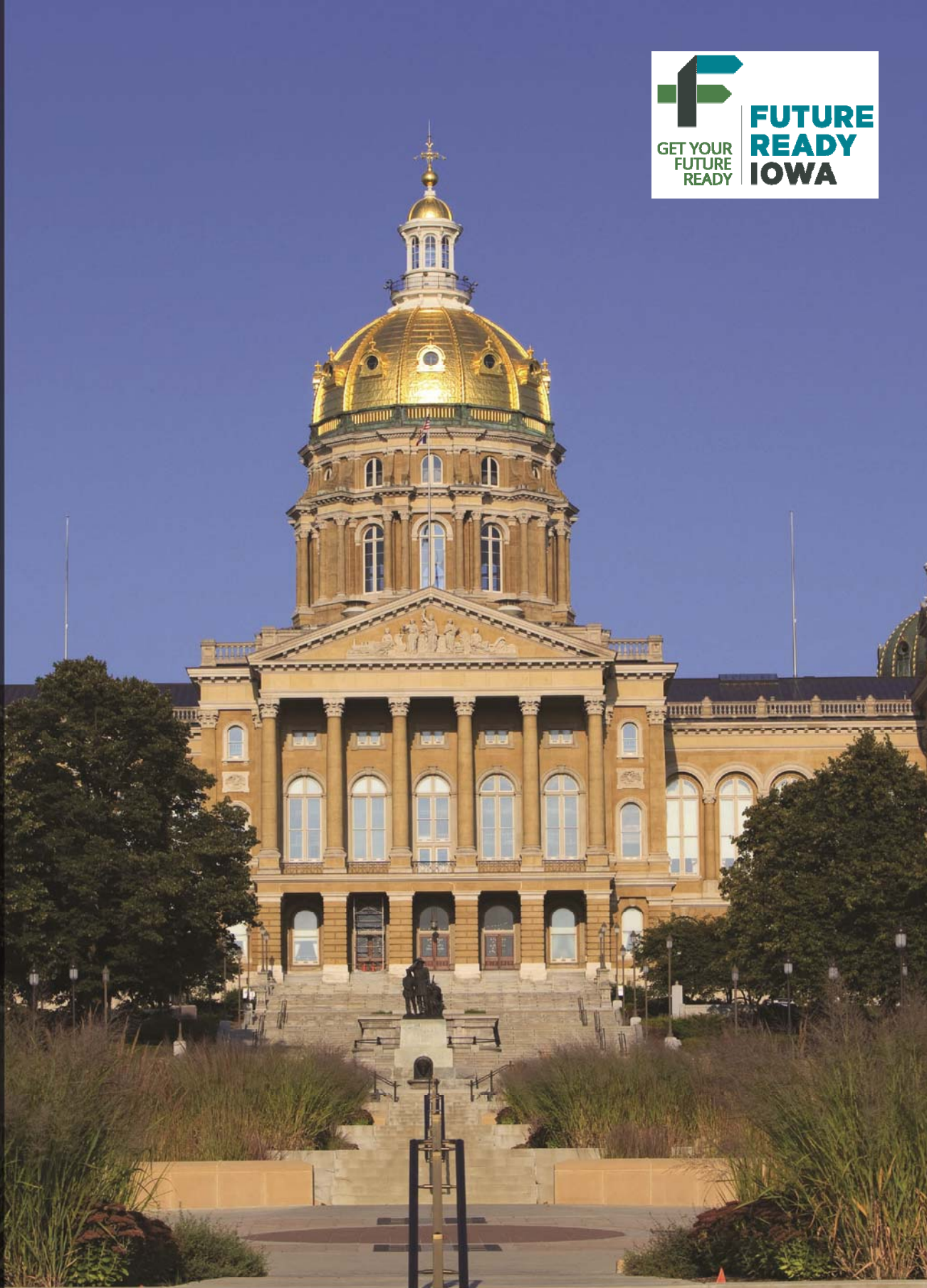


# 2017 Iowa's Workforce and the Economy

Labor Market Information Division



IOWA  
**WORKFORCE**  
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## Message from the Labor Market Information Director



This past year was prosperous for Iowa in many ways. The unemployment rate trended down to a low 3.5 percent to end the year, the total number of jobs in Iowa continued to surpass record levels in total nonfarm employment and were fueled by strong growth in construction and finance. Iowa's unemployment claims continued to remain relatively low. Although most indicators are showing signs of a growing economy, the pace of expansion has been relatively slow in 2016 through the first quarter of 2017. However, early evidence seems to indicate that the pace of establishment hiring could be increasing for the second half of the year. Regardless of the current economic conditions, Iowa Workforce Development's Labor Market Information will continue to be vigilant in monitoring the economy and working to always improve the job market through initiatives such as Future Ready Iowa, a public-private partnership created by the Governor with the goal of 70 percent of Iowans having post secondary education, training or certification by 2025 to meet projected workforce needs.

This year now marks the eleventh edition of our Iowa's Workforce and the Economy publication. While this document includes articles readers have come to expect: annual reports on the local area unemployment statistics (LAUS), current employment statistics (CES), and the overview of the Iowa economy, new articles this year highlight Iowa's population trends and how urban versus rural growth is different in our state and also analyzes how our population differs from our neighboring states. Also included this year is an overview on Iowa's health care industry which outlines the pay, growth, and occupations that make this industry a vital part of the economy and a segment that has been recession-proof. This publication provides a look at recent updates to the Labor Market Information website along with a brief introduction to the Governor's Future Ready Iowa initiative and how it is shaping Iowa's labor force.

As is customary, readers will also find a detailed summary of the Iowa Economic Development Authority (IEDA) Incentive Awards for 2016 by Iowa Workforce Development Region.

Sincerely,

A handwritten signature in black ink that reads "Cathy Ross". The signature is written in a cursive, flowing style.

Cathy Ross  
Information Technology Division Administrator and  
Labor Market Information Director  
Iowa Workforce Development



## Labor Market Information Division

## Iowa Workforce Development

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# Executive Summary

- Iowa's businesses continued to add jobs through 2016. This annual gain was the sixth consecutive for total nonfarm employment; however, the growth rate has been steadily trending down since the 1.5 percent rate achieved in 2012. Although positive, the growth rate trails that of all six surrounding states.
- Most sectors of Iowa's economy showed some signs of expansion in 2016. Education and health care services combined to add the most jobs of any sector (+2,900). Financial activities followed closely behind with 2,800 jobs added. The only super sectors to pare jobs compared to 2015 were manufacturing (-2,900) and information services (-1,700). Construction experienced the greatest percentage increase in employment annually (+3.3 percent) and added 2,600 jobs.
- The State's annual unemployment rate fell to 3.7 percent from 3.8 percent in 2015. The U.S. unemployment rate also showed improvement falling from 5.3 percent in 2015 to 4.9 percent in 2016. Based on state rankings, Iowa and Massachusetts tied for the ninth-lowest unemployment rate in the nation. New Hampshire and South Dakota tied for the lowest jobless rate among all states at 2.1 percent.
- The unemployment rates trended down in all metropolitan areas except for the Omaha-Council Bluffs Metropolitan Statistical Area (MSA) which increased 0.1 percent to 3.4 percent. The lowest unemployment rate among all MSAs occurred in Ames (2.4 percent) followed closely by Iowa City (2.7 percent).
- Many indicators showed improvement over last year's levels, including gross domestic product, per capita income, average home sales prices, and new residential housing units authorized. On the flip side, new vehicle registrations were down from last year's level (-6.8 percent) and exports decreased by \$1.1 billion (-8.3 percent) compared to 2015 totals.
- Iowa is projected to add almost 27,325 jobs from 2016 to 2018, an increase of 1.5 percent. Combined, construction, professional and business services, and health care are expected to account for almost half of the total projected growth (48.2 percent or 13,175 jobs). Construction alone is projected to add 3,730 new jobs with 1,960 jobs being in specialty trade contractors. Within service industries, the largest estimated gains are expected to be in the health care and social assistance (+4,875) and professional and business service (+4,565) sectors.
- Iowa population continued to increase in 2016 and experienced moderate growth compared to neighboring Midwest states. Since 1950, the Midwest has lagged behind other regions of the country with the exception of the northeast. Another trend that continues in Iowa is the expansion of the urban population at the expense of rural population. Since 1960, the majority of Iowa counties undergoing population growth were those that included a metropolitan statistical area. This trend is not limited to Iowa, rural residents all over the country have increasingly abandoned small town living and migrated to larger cities searching for greater opportunities for employment, education, and entertainment.
- Health care and social assistance is the largest sector in Iowa's economy and will continue to be a strong-hold in the state for years to come as this industry grows with the expanding population. Health care increased during the great recession, adding 5,400 jobs as the state shed a combined 50,900 jobs. Long-term projections for health care occupations generally show larger-than-average increases over the next ten years with the largest occupational increases for registered nurses, nursing assistants, and home health aid workers.
- *Future Ready Iowa* is Governor Branstad and Governor Reynolds' initiative to build Iowa's talent pipeline for the careers of today and tomorrow. The program began with a National Governors Association grant in 2014 and calls for 70 percent of all Iowans in the workforce to possess education and training beyond high school that meets the employers needs by 2025.

# 2016 Overview of the Iowa Economy

By James Morris

## Smaller growth for Iowa in 2016

A majority of Iowa's economic indicators showed improvement in 2016. The gross domestic product increased by \$3 billion, a gain of 1.8 percent versus the 2015 mark, personal income continued to trend up, which helped fuel a gain of 1.9 percent (\$864) in per capita personal income. In fact, most measures saw some improvement versus last year's values. Exceptions to this would include manufacturing employment, exports, and new vehicle registrations. (See figure below)

Iowa Economic Indicators					
Indicator	2012	2013	2014	2015	2016
Gross Domestic Product - Iowa (\$ billions)	158.2	162.3	169.8	175.8	178.8
Exports (\$ billions)	14.6	13.9	15.1	13.2	12.1
Personal Income (billions)	\$131.0	\$133.5	\$138.1	\$143.4	\$146.7
Per Capita Income	\$42,580	\$43,189	\$44,442	\$45,930	\$46,794
Total Nonfarm Employment	1,508,900	1,528,100	1,546,900	1,561,300	1,570,800
Manufacturing Employment	210,600	214,400	217,000	216,200	213,300
Construction Employment	64,700	67,700	74,200	78,300	80,900
Average Iowa Home Sales Price				\$165,685	\$171,983
New Residential Housing Units Authorized	9,501	10,877	10,353	12,097	14,317
Iowa New Vehicle Registrations	133,233	141,897	142,431	147,447	137,451
<b>Labor Force Statistics:</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Total Employment	1,569,900	1,597,900	1,631,000	1,637,700	1,638,300
Total Unemployment	83,300	79,700	72,900	64,900	62,400
Percent Unemployed	5.0%	4.7%	4.3%	3.8%	3.7%
<b>Unemployment Insurance:</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Weeks Compensated	1,342,482	1,294,587	1,201,658	1,176,537	1,147,806
Average Duration (weeks)	13.5	13.7	12.9	12.7	13.0
UI Regular Benefits Paid (\$ millions)	\$417.0	\$418.8	\$402.6	\$417.6	\$369.0

**Source: Labor Market Information Division, Iowa Workforce Development**  
Data may be subject to annual revision

Although positive, a few factors stand out as troubling. Manufacturing employment fell for the second year in a row following a recent high achieved in 2014. The majority of these losses stem from durable goods factories adjusting to lowering demand for finished products, particularly within machinery manufacturing locations.

Other notable indicators included:

- Iowa's exports totaled \$12.1 billion in 2016, down 8.2 percent versus 2015. Some sectors showed signs of improvement, such as corn (maize), track-laying tractors, starch residues, nucleic acids, and meat; however, more

commodities trended down from previous year's marks. The largest declines were in combine harvesters, brewing or distilling dregs and waste, grain sorghum, and soybeans, and tractors. This is the second consecutive year Iowa exports decreased following a recent high of \$15.1 billion in exports in 2014.

- New vehicles registered in Iowa regressed in 2016 following annual gains in three-consecutive years. In total, 137,451 new vehicles were registered in 2016, down almost 10,000 versus the 2015 mark. U.S. carmakers absorbed the biggest share of the loss with vehicle registrations dropping by 9,374 (-9.6 percent) from the 2015 level. By contrast, foreign carmakers experienced a loss of just 622 units (-1.2 percent).
- Construction continued to expand in 2016 due to both an increasing demand for housing in urban areas and several large industrial projects taking part across the state. A large portion of the gain was due to a spike in the hiring of specialty trade contractors.
- The total number of weeks compensated for unemployment insurance continued to fall in 2016, decreasing by 2.4 percent versus the 2015 level. The average duration increased slightly, but the overall drop in weeks compensated ultimately led to a drop of \$49 million in benefits paid to claimants.

Iowa nonfarm employment also trailed the U.S. growth rate once again in 2016. The U.S. nonfarm employment growth rate of 1.7 percent more than doubled that of Iowa. This is not a new trend, as the state has experienced slower than expected growth compared to the rest of the nation and was just 42nd out of 50 states in terms of annual growth for 2016.

## Rural versus Urban Economic Growth

Total nonfarm employment growth has been relatively weak over the past few years, falling from an annual growth rate of 1.3 percent in 2013 down to just 0.6 percent in 2016. Further inspection reveals total nonfarm employment expanded by 1.2 percent in metropolitan statistical areas, but contracted by 0.2 percent in rural areas. In 2015, both rural and metropolitan areas showed some signs of growth, yet rural parts of Iowa still lagged behind metro areas 0.6 versus 1.2 percent. Decreasing rural economies are due to a number of factors, including shuttering rural factories and the exodus of younger populations to larger metropolitan areas. This migration from rural to metropolitan areas is not unique to Iowa. Most states are dealing with declining rural populations for a variety of reasons, such as increased job and educational opportunities or social and cultural prospects that aren't available in rural parts of their state. This shift in economic consistency in Iowa could contribute to Iowa's rural population being slower to grow than its urban counterpart for years to come regardless of the business cycle. In 2016, 36.8 percent of all of Iowa's covered employment was centered around the rural areas of the state.

Nationally, rural America since 2008 has been slower to recover than its urban counterpart, with many of the localized cottage industries disappearing and many small towns in the U.S. slowly losing their characteristic industries<sup>1</sup>. Mining and natural resource industries which continue to shrink have been the hardest hit. This has hampered much of rural America's growth over the past several years. Fortunately, this hasn't been too severe of a problem in Iowa with natural resource employment being centered in quarrying, gravel, and sand mining. Combined, these industries comprise a mere 1.4 percent of all covered employment in Iowa. On the other hand, manufacturing has also been struggling and it does have a large presence in Iowa, containing 13.9 percent of all covered employment in the state. Over half of all manufacturing jobs are contained in Iowa's rural areas.

In Iowa, the job growth has been 3.3 percent since 2008. Metropolitan areas have been responsible for all of the growth (+6.0 percent), with rural areas contracting slightly (-1.1 percent). The corresponding increase in percentage of urban versus rural jobs has also increased from 61.6 percent urban in 2008 to 63.2 percent in 2016. If there is one bright spot, it is that rural Iowa still maintains an advantage over urban locations in manufacturing by percentage (53.8 percent to 46.2 percent) and this segment of rural Iowa has done slightly better over the past eight years at retaining manufacturing employment, losing 5.5 percent of its manufacturing workers versus 6.6 percent for urban factory workers.

## Looking at the Economy Ahead

Through the first half of 2016 both Iowa and the U.S. have displayed signs of a “tight” economy. Unemployment has been steadily dropping in most areas and jobs are being added; however, the pace of job creation has been slowing in recent years. Part of the sluggishness could be due to the large population of baby boomers now exiting the labor force. Nonetheless, some economists are estimating that the current U.S. expansion will extend beyond the decade-long expansion of the 1990’s<sup>2</sup>. Part of the reason for this optimism is the lack of a “smoking gun” catalyst that could trigger another recession. Unlike the previous two recessions which included both a housing bubble and an overvalued tech stock revaluing, most indices show that the economy is fairly stable right now.

Iowa’s economic outlook, however, might be viewed with more caution. The state has consistently trailed the national growth levels for total nonfarm employment levels since the recession ended. Additionally, the state’s large manufacturing industry composition, particularly in rural areas of the state, will be something that will need to be watched closely over the next several months.

### Sources:

<sup>1</sup>) *The Divide Between Rural and Urban America, in 6 Charts* (06-06-2017)

<https://www.usnews.com/news/national-news/articles/2017-03-20/6-charts-that-illustrate-the-divide-between-rural-and-urban-america>

<sup>2</sup>) *U.S. Macro Outlook: The Eerie Calm* (06-26-2017), Mark Zandi

(<https://www.economy.com/dismal/analysis/commentary/295725/US-Macro-Outlook-The-Eerie-Calm/>)

Bureau of Economic Analysis, U.S. Department of Commerce, State Personal Income.

[http://www.bea.gov/iTable/index\\_regional.cfm](http://www.bea.gov/iTable/index_regional.cfm)

Iowa Association of Realtors, 2016 Annual Data Summary.

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# Nonfarm Employment in Iowa—2016

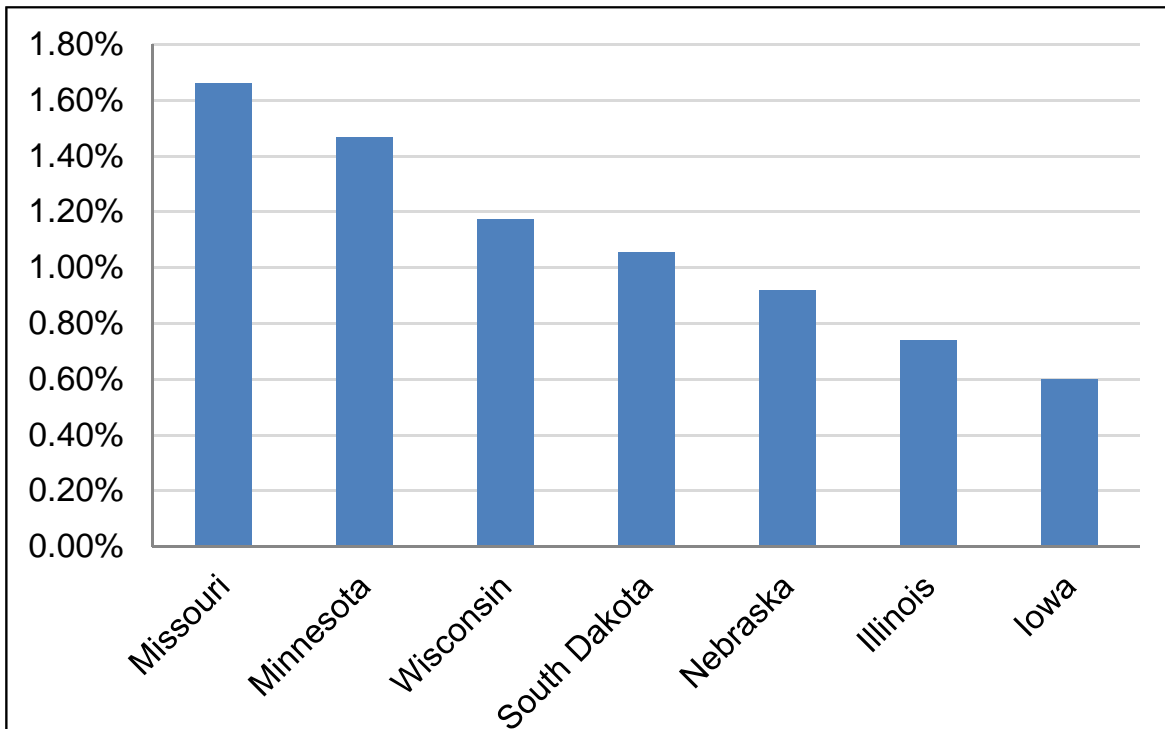
By Dennis Schwartz

## The Year at a Glance

Iowa's economy continued to expand through 2016. This is the sixth consecutive year of expansion, although the rate of growth has been progressively slower over the past four years. The 2016 seasonally adjusted annual average of 1,570,800 is just 9,400 (.60 percent) above the average for 2015.

When compared to surrounding states, Iowa's rate of growth was below the 2016 average of 1.09 percent, and trails all of the other six states. Illinois had the next-lowest growth rate, gaining .74 percent employment. Missouri led the pack with a growth rate of 1.66 percent (Figure 1). All of the six surrounding states experienced some degree of reduction in their growth rate in 2016 when compared to the previous year.

**Figure 1. 2016 Annual Average Total Nonfarm Employment Percent Change**



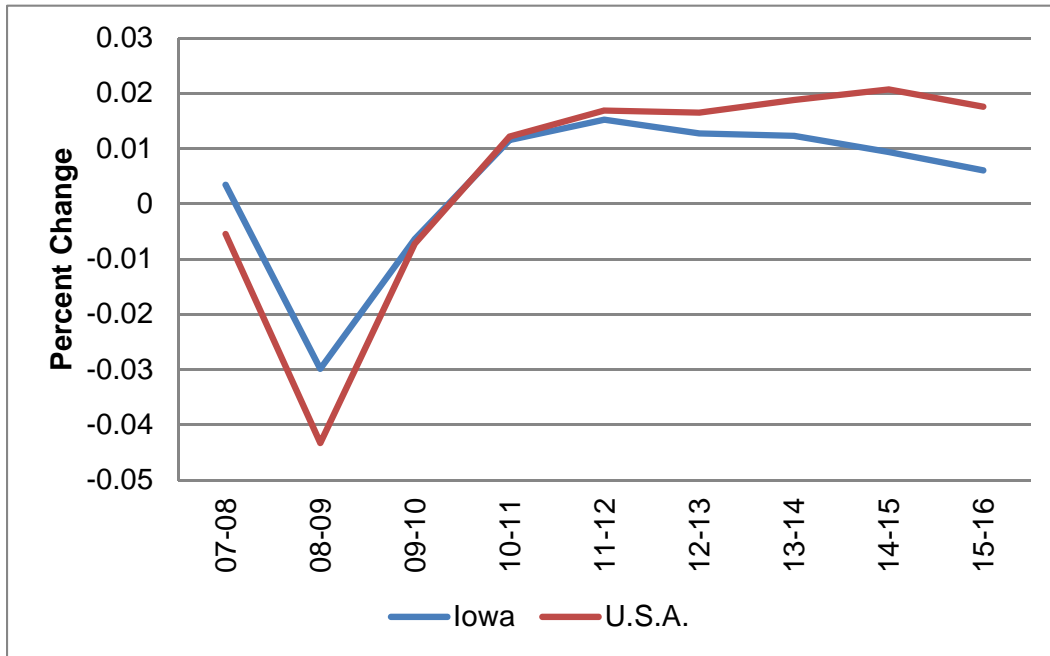
Source: Labor Market Information Division, Iowa Workforce Development

From 2009 to 2010 and again from 2010 to 2011, Iowa's rate of employment change was less than 0.10 percent different from that of the nation. However, in recent years the gap has slowly widened, with Iowa's growth rate trailing that of the nation. In 2016 the national growth rate was 1.76 percent compared to Iowa's growth rate of 0.60 percent (Figure 2).

## Nonfarm Employment Industry Movement

The majority of the state's super-sectors experienced gains in nonfarm employment from 2015 to 2016. Construction experienced the greatest percentage gain in employment, adding 3.33 percent (2,600 jobs) from 2015 to 2016. Employment in the industry set the second-consecutive record high (80,900 annual average); however, the rate of growth in the sector has slowed over the past two years. Some of the slowdown in the construction industry was due to the temporary pipeline labor projects coming to an end.

**Figure 2. Total Nonfarm Employment Growth Rate  
Iowa vs. U.S.A.**



Source: Labor Market Information Division, Iowa Workforce Development

The majority of the state's super-sectors experienced gains in nonfarm employment from 2015 to 2016. The only super-sectors with job losses were manufacturing, which shed 2,900 jobs and information, which pared 1,700 jobs. The decline in manufacturing employment, all of which occurred in the durable goods sector, marks two consecutive years of job declines in the industry and is generally the result of diminished demand for machinery and parts manufacturing. The industry has trended downward over the past ten years, trimming 16,800 jobs from 2007. The information super-sector shed 7.33 percent of its employment from 2015 to 2016 and has experienced employment declines over nine consecutive years, resulting in nearly a third (11,000) fewer jobs in the industry since 2007.

A closer examination of national employment data in the information sector provides some insight into the downward trend. The sector is comprised of sub-sectors covering a range of both seasoned and relatively modern information systems from publishing (books, newspapers and directories) to internet publishing and web search portals. While newer forms of information and information delivery are consistently gaining employment, the more traditional and labor-intensive methods of information delivery are experiencing a decline in the number of jobs. The extreme examples of this on each end are telecommunications, which pared 236,100 jobs nationally from 2007 to 2016 (-22.91 percent) and other information services, which includes internet publishing and web search portals and gained 133,000 jobs from 2007 to 2016 (+105.36 percent). So, not only are we facing diminished demand for the more traditional information systems, but many of these systems have become less labor-intensive through process innovations and advancing technology, thereby affecting employment levels.

## Other Economic Indicators

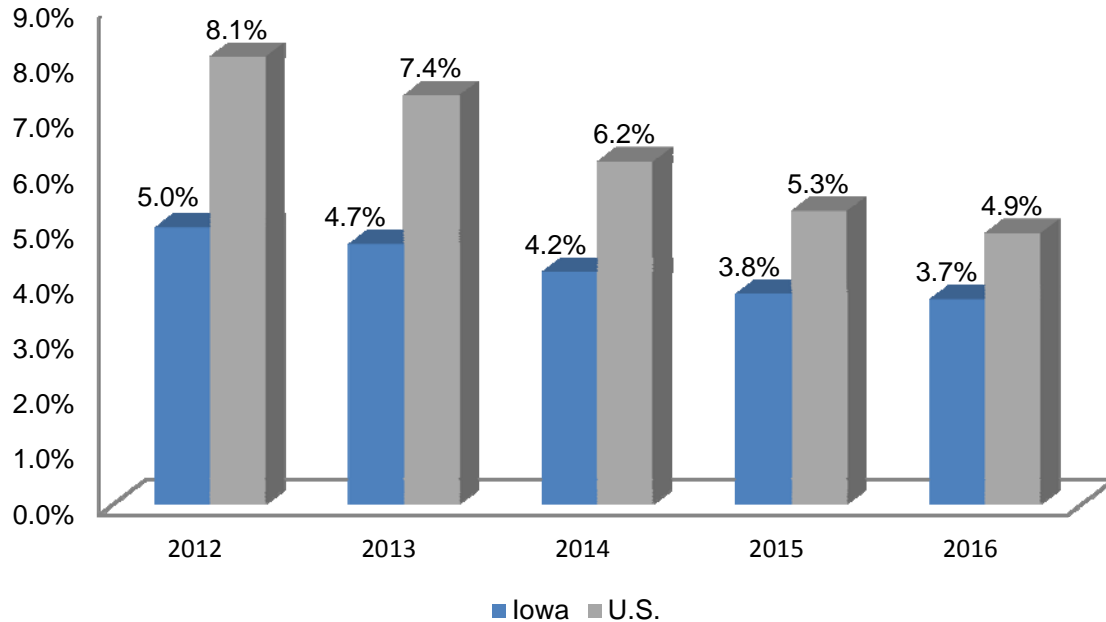
Grain prices continued to decline, based on Iowa State University Extension and Outreach data (annual averages). The price Iowa farmers received for corn averaged \$3.40 in 2016, down \$0.27 from 2015. This is the fourth consecutive year of price declines for corn and third year for soybeans which dropped from \$9.37 to \$9.28. Corn prices are projected to see a slight increase through third quarter 2017 while soybean prices are projected to slip slightly.

# State and Local Labor Force Trends

By Kris Henze

The statewide annual average unemployment rate fell to 3.7 percent in 2016 from 3.8 percent in 2015. Meanwhile, the U.S. rate for 2016 also showed improvement, dropping to 4.9 percent in 2016 from 5.3 percent for the prior year (Figure 1). Based on the state rankings for 2016, Iowa and Massachusetts tied for the ninth-lowest unemployment rate in the nation, and New Hampshire and South Dakota had the lowest jobless rate among the states at 2.1 percent. New Mexico had the highest unemployment rate at 6.7 percent.

**Figure 1. Iowa and U.S. Unemployment Rates (2012-2016)**



**Source: Labor Market Information Division, Iowa Workforce Development, in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.**

The number of unemployed persons in the state averaged 62,400 in 2016, down slightly from the prior year's 64,900. Men accounted for 58 percent of the unemployed compared to 42 percent for women. Minorities and youth continued to experience the highest rates of unemployment: youth, 16 to 19 years (15.3 percent), Black or African American (14.2 percent) and Hispanic (8.1 percent). Workers with less education continued to experience a higher unemployment rate than more educated members of the labor force: those with less than a high school diploma (10.2 percent), high school graduates with no college (5.0 percent), some college or Associate's degree (3.9 percent) and Bachelor's degree and higher (1.8 percent). Long-term unemployment (27 weeks or longer) improved in 2016, representing 7.2 percent of the total compared to 9.1 percent in 2015.

## Unemployment Rates Improve in All Metropolitan Statistical Areas (MSAs)

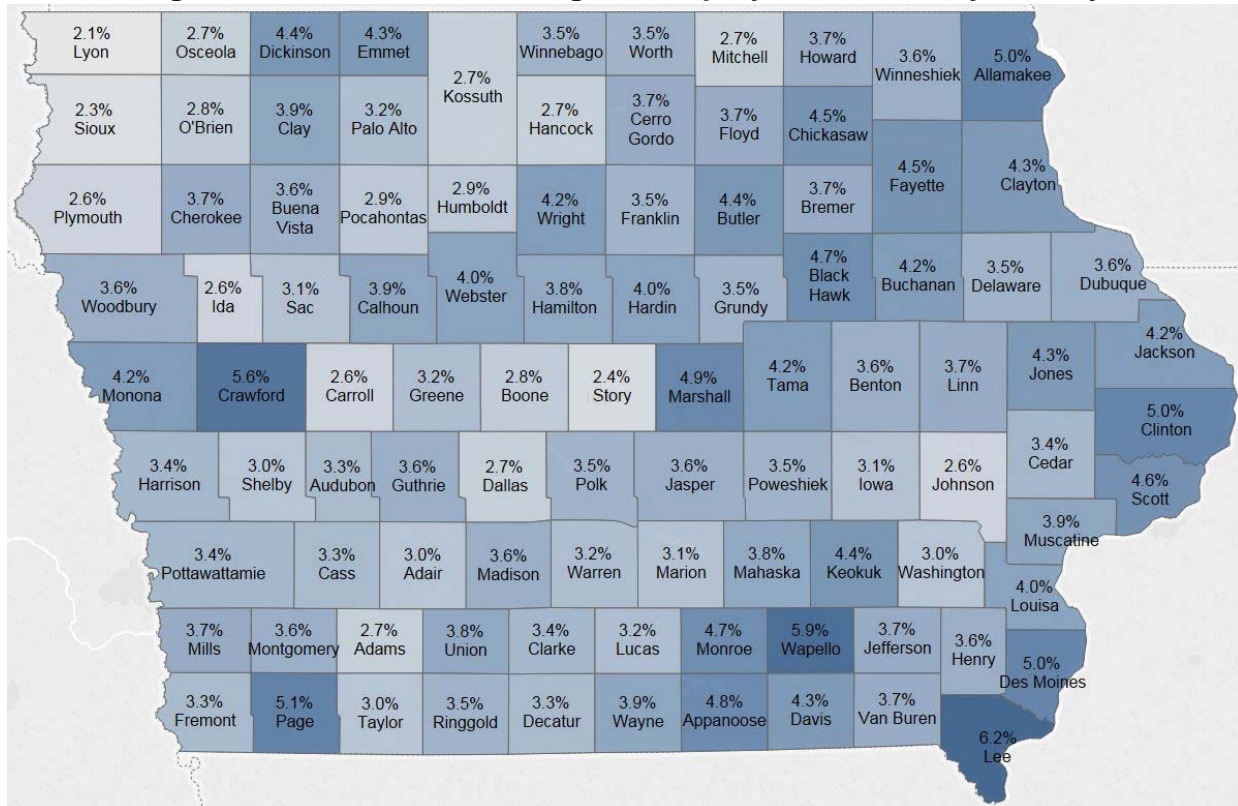
Unemployment rates improved in seven of the state's Metropolitan Statistical Areas (MSAs) in 2016 (Figure 2). The Ames MSA was the lowest of the nine major labor market areas at 2.4 percent. The Davenport-Moline-Rock Island MSA had the highest jobless rate at 5.5 percent. County unemployment rates dropped in 71 out of 99 Iowa counties (Figure 3). Jobless rates for all 99 counties ranged from a low of 2.1 percent in Lyon County to a high of 6.2 percent in Lee County.

**Figure 2. Metropolitan Statistical Area (MSA) Labor Force Summary 2016 Annual Averages**

Metropolitan Statistical Area (MSA)	Labor Force	Employed	Unemployed	Unemployment Rate	
				2015	2016
Ames	57,100	55,800	1,300	2.5	2.4
Cedar Rapids	143,500	138,100	5,400	3.9	3.8
Davenport-Moline-Rock Island*	191,600	181,000	10,600	5.6	5.5
Scott County (Iowa Portion)	86,300	82,300	4,000	4.8	4.6
Des Moines-West Des Moines	343,800	332,200	11,600	3.6	3.4
Dubuque	55,100	53,100	2,000	3.7	3.6
Iowa City	97,100	94,500	2,600	2.8	2.7
Omaha-Council Bluffs*	478,600	462,400	16,100	3.3	3.4
Harrison County (Iowa portion)	7,600	7,300	300	3.5	3.4
Mills County (Iowa portion)	7,500	7,200	300	4.2	3.7
Pottawattamie County (Iowa portion)	49,000	47,300	1,700	3.7	3.4
Sioux City*	93,100	89,900	3,200	3.6	3.5
Woodbury and Plymouth Counties (Iowa portion)	70,900	68,500	2,400	3.6	3.4
Waterloo-Cedar Falls	90,300	86,300	4,000	4.4	4.5

Source: Labor Market Information Division, Iowa Workforce Development

**Figure 3. 2016 Annual Average Unemployment Rates by County**



Source: Labor Market Information Division, Iowa Workforce Development

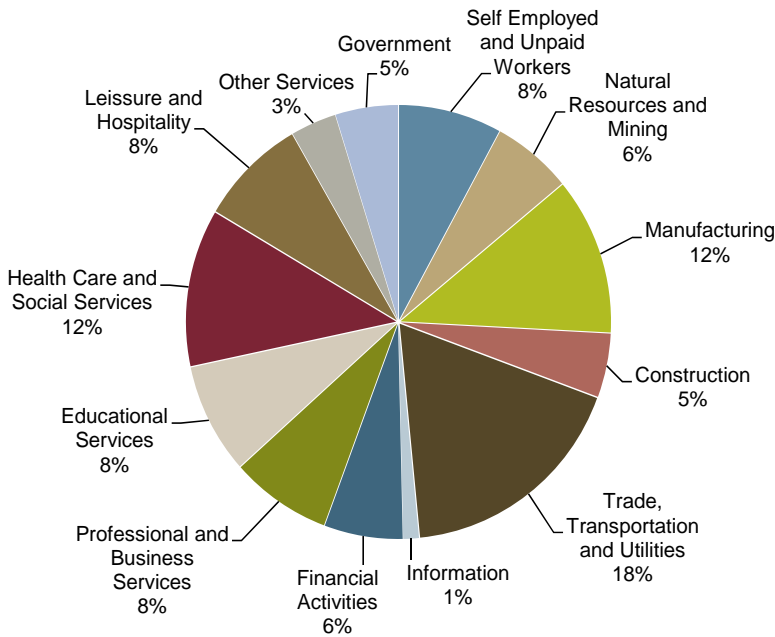
# Iowa Industry Projections (2016 - 2018)

By Dan Brown

The Labor Market Information Division of Iowa Workforce Development published Short-Term Industry Projections which estimates employment changes from the end of third quarter 2016 through third quarter 2018. Iowa's Industry Projections are produced in conjunction with the U.S. Department of Labor (DOL) and the Employment and Training Administration (ETA). Industry employment projections are designed to assist students, job seekers, educators, employers, and public and private groups for planning and reporting purposes. The projections are shown in terms of numeric change (growth or decline in the total number of jobs) and percent change (the rate of job growth or decline). Employment totals in this section cover wage and salary workers, agriculture, and the self-employed. Critical to the production of these projections is the assumption of full employment for the economy in the projected year. Projections are not intended to be a forecast of what the future will be, but are a description of what would be expected to happen under these specific assumption and circumstances. When these assumptions are not realized, actual values will differ from the projections.

Employment growth for all wage and salary workers, agriculture, and the self-employed is projected to add almost 27,325 jobs from 2016 to 2018, an increase of 1.5 percent over the two-year period. The aging population will spur an increase in the demand for healthcare services, resulting in the healthcare industry accounting for a large share of new jobs projected through 2018. Three sectors are expected to account for over 48 percent (13,175 jobs) of the state's job growth. These sectors are: health care and social assistance, construction, and professional and business services.

**Figure 1. Percent Distribution of Employment by Industry Sector (2016)**



Employment growth in industries is contingent on industry output (the total amount produced) and worker productivity (the amount produced by each worker). Labor saving technologies and methods can increase productivity, limiting employment growth even as output increases. Technologies like the Web, artificial intelligence, big data, and improved analytics—all made possible by the ever increasing availability of inexpensive computing power and storage capacity—are automating many routine tasks. Although manufacturing is still one of the largest industries in Iowa, with employment at 214,540 jobs, it is expected to only add approximately 1,100 jobs over the two-year projection period.

**Source: Labor Market Information Division, Iowa Workforce Development. Data references the third quarter.**

Industries are defined according to the 2017 North American Industry Classification System (NAICS), a system used by the federal government to classify establishments into industry categories. Industries fall into either goods-producing or service providing sectors.

## The goods-producing sectors:

**Construction:** Examples of establishments in this sector include electrical contracting firms and non-residential and residential building companies. This industry is projected to grow 4.3 percent which equates to 3,730 new jobs over the 2016-2018 period, the largest amount for the goods-producing sectors. Most of the increase (1,960) will occur in the specialty trade industry, which is expected to grow by 1.8 percent annually.

**Manufacturing:** Examples include businesses that make computer chips, machinery, ethanol and other goods. Manufacturing has been projected to expand by 1,090 jobs over the two-year period. The areas in this industry that will add the most jobs are: chemical manufacturing (ethanol), food manufacturing and wood product manufacturing. While new factory jobs will be added over the projection period, these employment gains will not make up for the job losses that occurred over the last decade. One factor contributing to the loss of jobs losses in manufacturing is a change in skills requirements for manufacturing jobs. In the past, many manufacturing jobs were considered low skill and had fewer educational requirements than other jobs. Over the last few decades, manufacturing plants have become more automated, thus requiring skills that are more technical. Additionally, these factories require less manpower to produce the same output.

**Natural resources and mining:** Establishments in this sector include farms, forestry, fishing, and mining companies. The main component of this industry is crop and livestock production, which will have a decrease of around 100 jobs. Support activities for agriculture will add approximately 90 jobs. Mining employment in Iowa had 2,465 jobs in the third quarter of 2016 and will show a decrease of 20 jobs in the projection period.

**Figure 2. Iowa Major Industry Projections, 2016—2018**

Industry	2016	2018	Growth	Percent Change
<b>Total Wage and Salary Employment</b>	<b>1,820,470</b>	<b>1,847,795</b>	<b>27,325</b>	<b>1.5%</b>
Self Employed and Unpaid Salary Workers	144,255	145,230	975	0.7%
Natural Resources and Mining	111,620	111,515	-105	-0.1%
Trade, Transportation and Utilities	324,830	328,370	3,540	1.1%
Construction	87,425	91,155	3,730	4.3%
Manufacturing	214,540	215,630	1,090	0.5%
Information	22,615	22,265	-350	-1.5%
Financial Activities	108,880	112,510	3,630	3.3%
Professional and Business Services	140,490	145,055	4,565	3.2%
Educational Services	151,600	154,870	3,270	2.2%
Health Care and Social Assistance	215,220	220,100	4,880	2.3%
Leisure and Hospitality	148,390	151,250	2,860	1.9%
Other Services	62,815	63,280	465	0.7%
Government	87,790	86,565	-1,225	-1.4%

**Source:** Labor Market Information Division, Iowa Workforce Development

**Note:** Totals may not equal due to rounding. Data references the third quarter.

## The service-providing sectors are:

**Educational services:** This sector includes state and local public education as well as private schools and other providers of education. As the number of high school graduates increases, and a greater number of older workers seek additional training in their fields in order to keep pace with new job requirements, the demand for educational services will continue to grow. Education is expected to add about 3,270 jobs by 2018 third quarter.

**Financial activities:** Included in this sector are finance, insurance, real estate, and rental services organizations. Financial activities and insurance will add approximately 3,230 jobs (3.4 percent) over the projection period. Real estate and rental leasing has been projected to add 400 jobs. The increase in real estate can be attributed to the recent rebound in the construction industry and the housing market. The turnaround in these areas is expected to gain strength over the two-year span.

**Health care and social assistance:** Health care and social assistance providers, including public and private providers of health care and private providers of social assistance, are part of this sector. Examples include hospitals, doctors' offices, and assisted living facilities. This industry is expected to see substantial growth due to the number of workers who will be needed to provide healthcare to an aging population. Older people require more health services, thus fueling the demand. At this time it is difficult to predict what may happen if the Affordable Care Act is replaced or replaced. It is believed that total growth in this industry will increase by 2.3 percent, creating 4,875 jobs. Ambulatory health care is expected to add about 1,430 jobs, while nursing and residential care facilities will grow by .7 percent, adding 400 jobs. Hospitals will see the most growth with 1,600 jobs. Social assistance will follow with the addition of 1,450 jobs.

**Information:** This sector includes print, software, and database publishing firms; movie, video, and sound production and distribution establishments; broadcasting and telecommunications providers; and information and data processing providers. The industry will reflect decreases of employment in the publishing and telecommunications areas (-450). This loss is due primarily to a decrease in the distribution of print materials as more information becomes available via the Internet, e-readers, and tablets. The largest increase in this sector will be the internet and other information service providers industries, which is projected to add 175 jobs for an increase of 4.4 percent over the two-year period.

**Leisure and hospitality:** Examples include hotels, casinos, restaurants, sports teams, theme parks, performing arts companies and arcades. This industry is expected to add 2,860 jobs. Most of these jobs (1,520) will be in food service and drinking places, which will expand by 1.5 percent over the projection period. Amusement, gambling, and recreation industries will account for 475 jobs. Hotel/motels are also expected to add about 700 jobs.

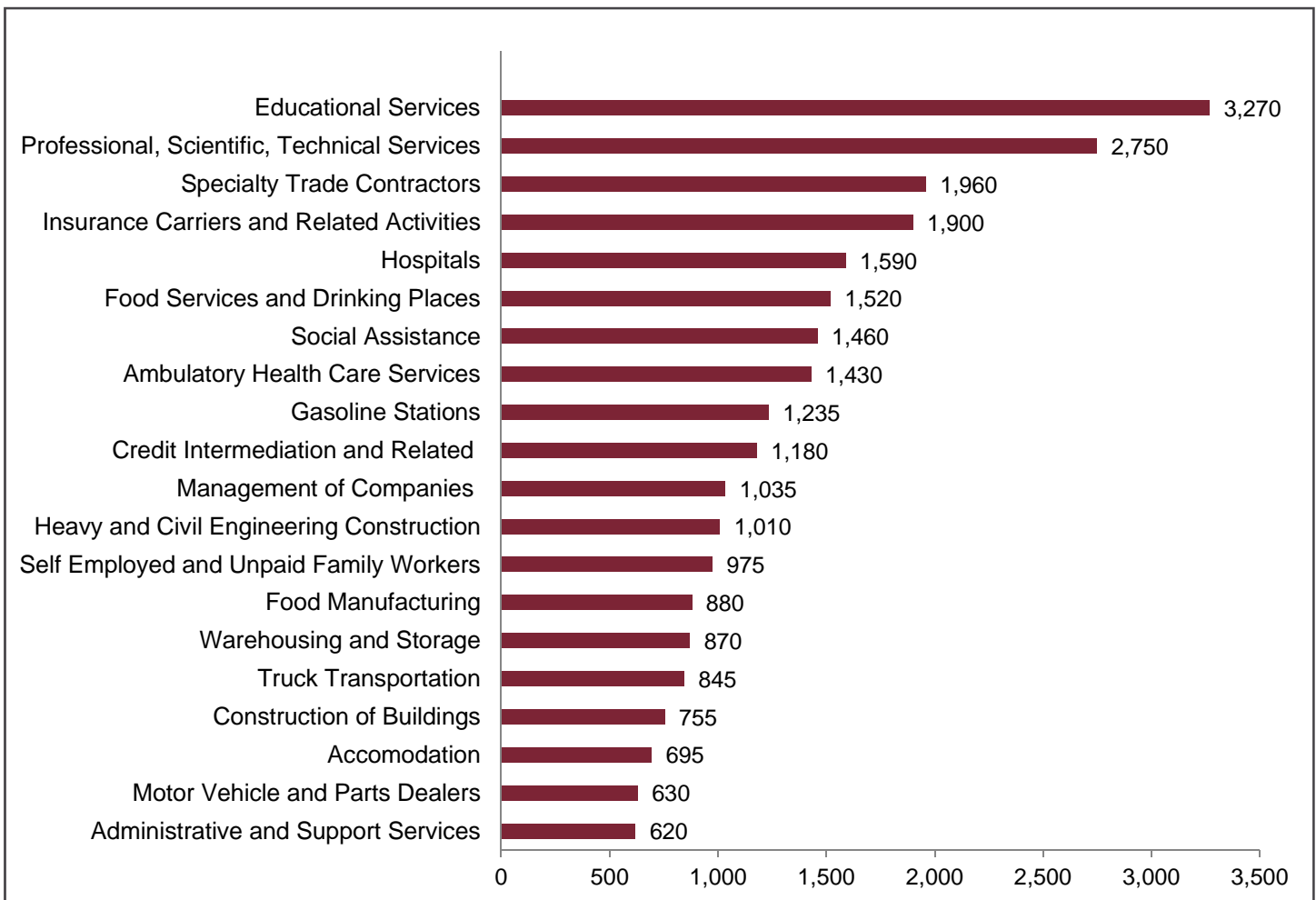
**Professional and business services:** This sector includes temporary help firms, consulting services, and waste management establishments. This industry is expected to experience strong growth over the projection period, accounting for the addition of 4,565 jobs (3.2 percent). This number includes 3,530 from the professional, scientific, and technical services along with administrative support services industries. Much of the growth in jobs in this sector is being driven by the short-term use of contract workers or consultants rather than use of full-time employees. This lowers the cost for firms because short-term employees are hired for specific jobs and are able to keep up with new regulations and newer technology more easily than full-time employees. An example of this would be the movement toward electronic recordkeeping of health records.

**Trade, transportation, and utilities:** Included in this sector are wholesale and retail trade establishments, airports, messenger services and power plants. Utility companies will continue to invest in newer technology which will create a more productive workforce; hence, real output is projected to increase while the number of new employees needed to produce that output will decline. This will result in the loss of about 200 jobs over the two-year period. The large job increases in this sector will occur in truck transportation (845) and warehousing (870). Wholesale trade will encounter a decrease of 1,040 jobs, but retail trade will advance by about 2,750 jobs. The gains in retail trade will result from continued improvement in the economy, which will be fueled by stronger consumer spending. The postal service will experience a reduction of 100 jobs due to declining mail volumes, changing technologies and tight budgets.

**Other services:** This sector includes repair and maintenance firms, laundry services, and religious, civic and professional organizations. The industry is expected to expand by 465 jobs total, with 280 new jobs occurring in repair and maintenance.

**Government:** Included in this sector is government establishments that administer programs and provide for public safety. Federal, state, and local government (except education and hospitals) are classified here. The federal government will lose about 315 jobs as pressure for cuts in government spending continues during the two-year projection period. Local government will experience a loss of about 160 jobs. State government will continue a significant reduction to the year 2018, losing about 750 jobs.

**Figure 3. Iowa's Top Twenty Industries for Job Growth, 2016Q3—2018Q3**



**Source:** Labor Market Information Division, Iowa Workforce Development

**Note:** Totals may not equal due to rounding. Data references the third quarter.



# Population Growth Analysis for Iowa

By Brent Paulson

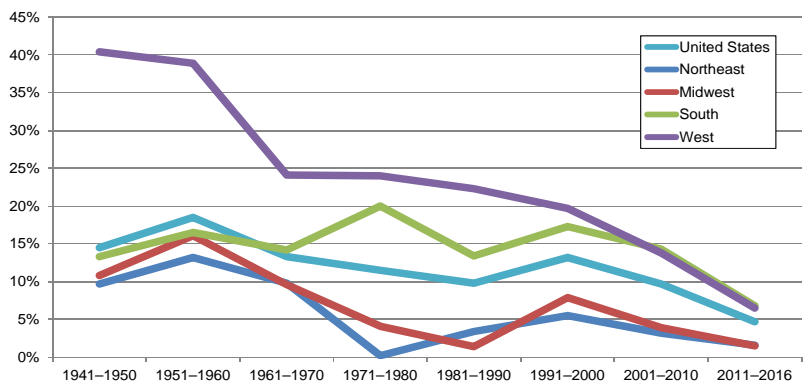
The U.S. Census Bureau reports the continuation of a decades-long trend of slow population growth in the state of Iowa and the Midwest in general. The mid-decennial census estimates confirm Iowa is growing slower than many of its surrounding neighboring states. Another trend is the steady migration of Iowa's rural population to the state's metropolitan areas. The greater availability of jobs in large cities appears to be the likely rationale for the rural exodus.

To illustrate, Figure 1 reveals the nation's regional population growth trends relative to the U.S. average. Since 1950, the Midwest has trailed much of the nation in population growth. In fact, the region has teetered back and forth with the Northeast region for slowest growth in the last half century.

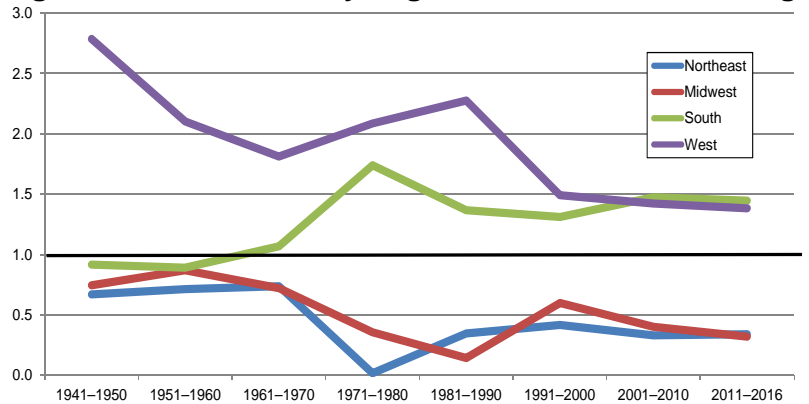
Figure 2 normalizes the U.S. growth rate, providing a clearer look at how regions are growing relative to the national average. The South and West regions have been the historic and present winners, far outpacing the rest of the country.

Figure 3 shows Iowa's position in population growth amongst Midwestern states. Iowa historically has been one of the slower growing states but has gained some ground in the past decade. For much of the past fifty years, Iowa's national ranking in terms of population has been slipping. In 1960, Iowa ranked twenty-fourth in total population and in 2010 the state managed thirtieth place.

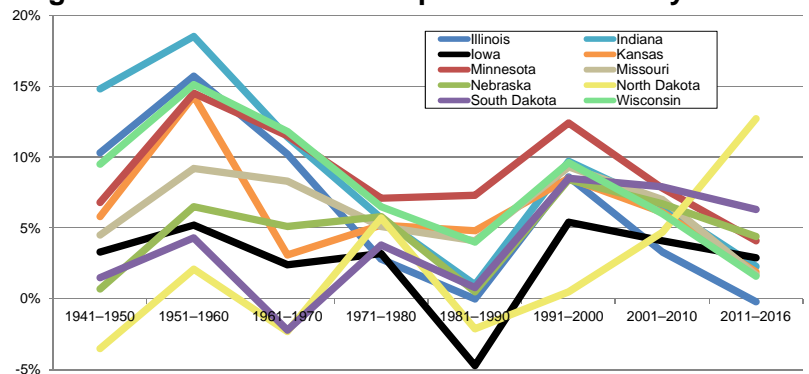
**Figure 1. U.S. Regional Growth by Decade**



**Figure 2. Growth Rate by Region Relative to U.S. Average**



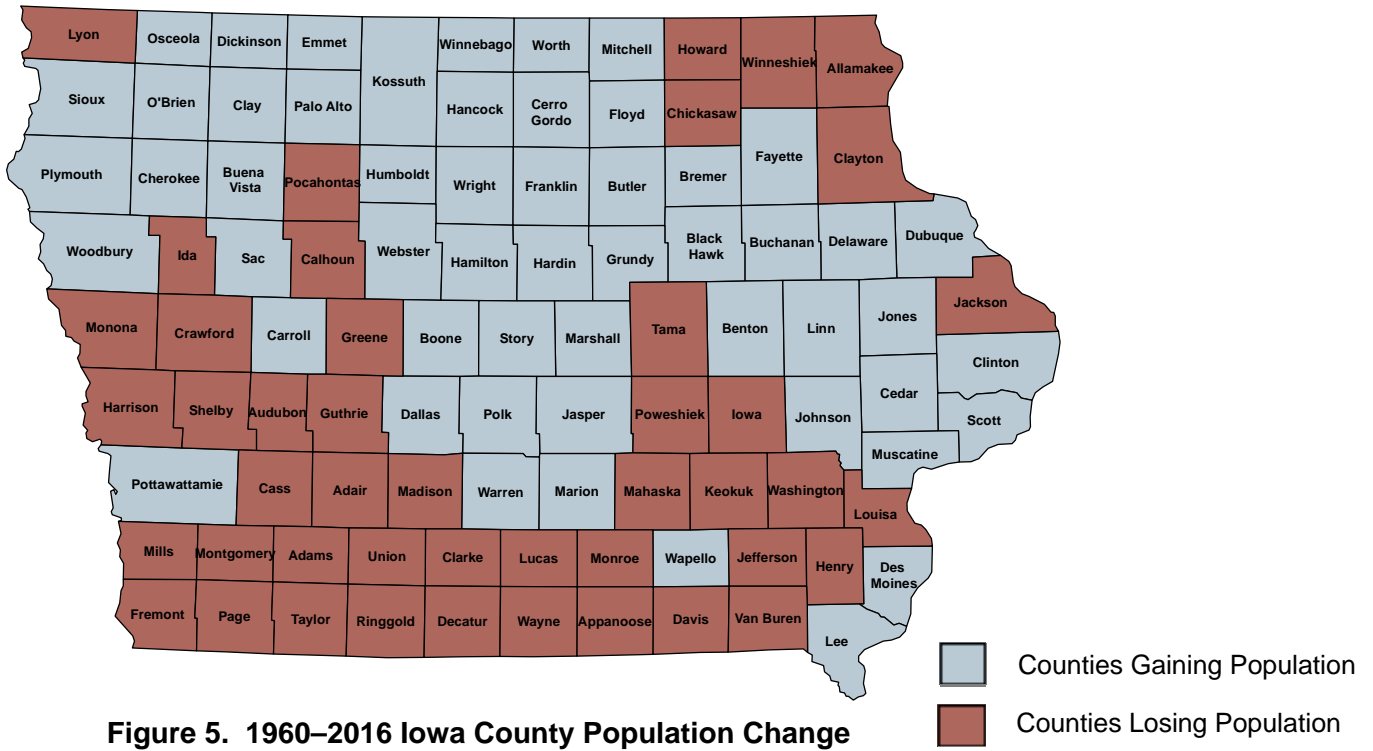
**Figure 3. Midwest States Population Growth by Decade**



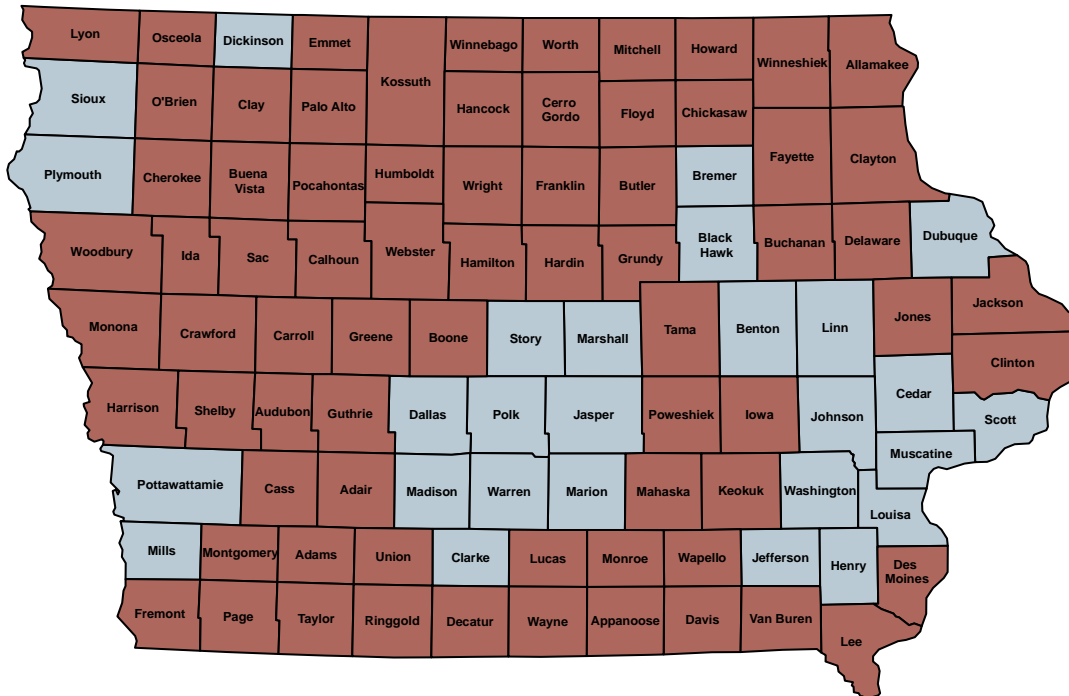
Source: U.S. Census Bureau

The state of Iowa is experiencing another national trend of increased urbanization. Lured by the possibility of greater employment, education, culture and entertainment opportunities, a dramatic rural population shift to larger cities has been occurring for decades. Figures 4 and 5 highlight the shift in approximately fifty-year time periods. From 1910 to 1960, fifty-four (of ninety-nine) Iowa counties had population increases. Since 1960 (and through 2016) that number was reduced to twenty-seven counties experiencing growth. This growth primarily occurred in counties with large cities and/or Metropolitan Statistical Areas (MSAs) such as the Ames-Des Moines and Cedar Rapids-Iowa City corridors.

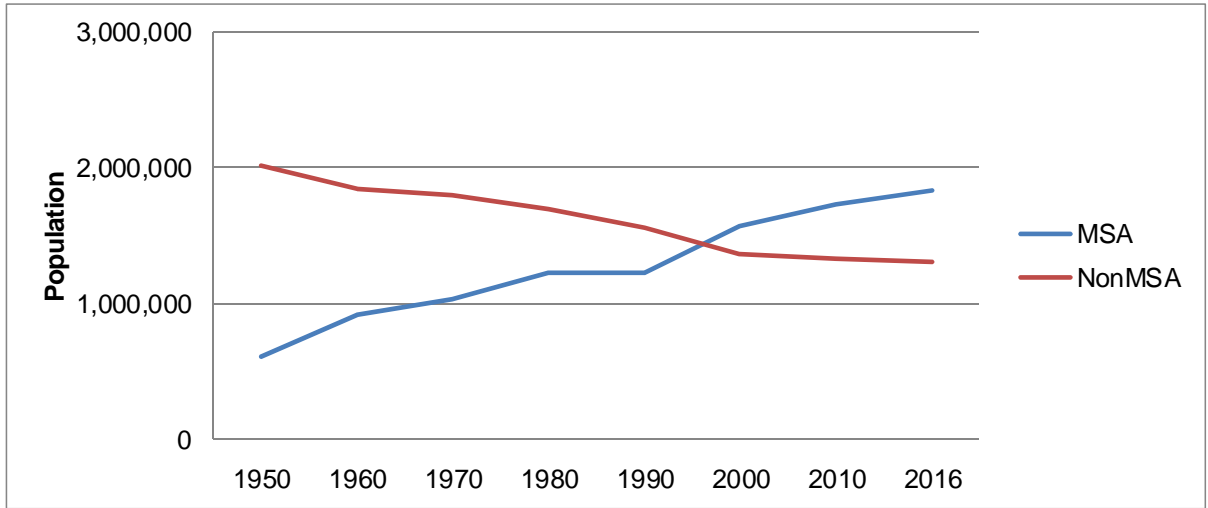
**Figure 4. 1910–1960 Iowa County Population Change**



**Figure 5. 1960–2016 Iowa County Population Change**



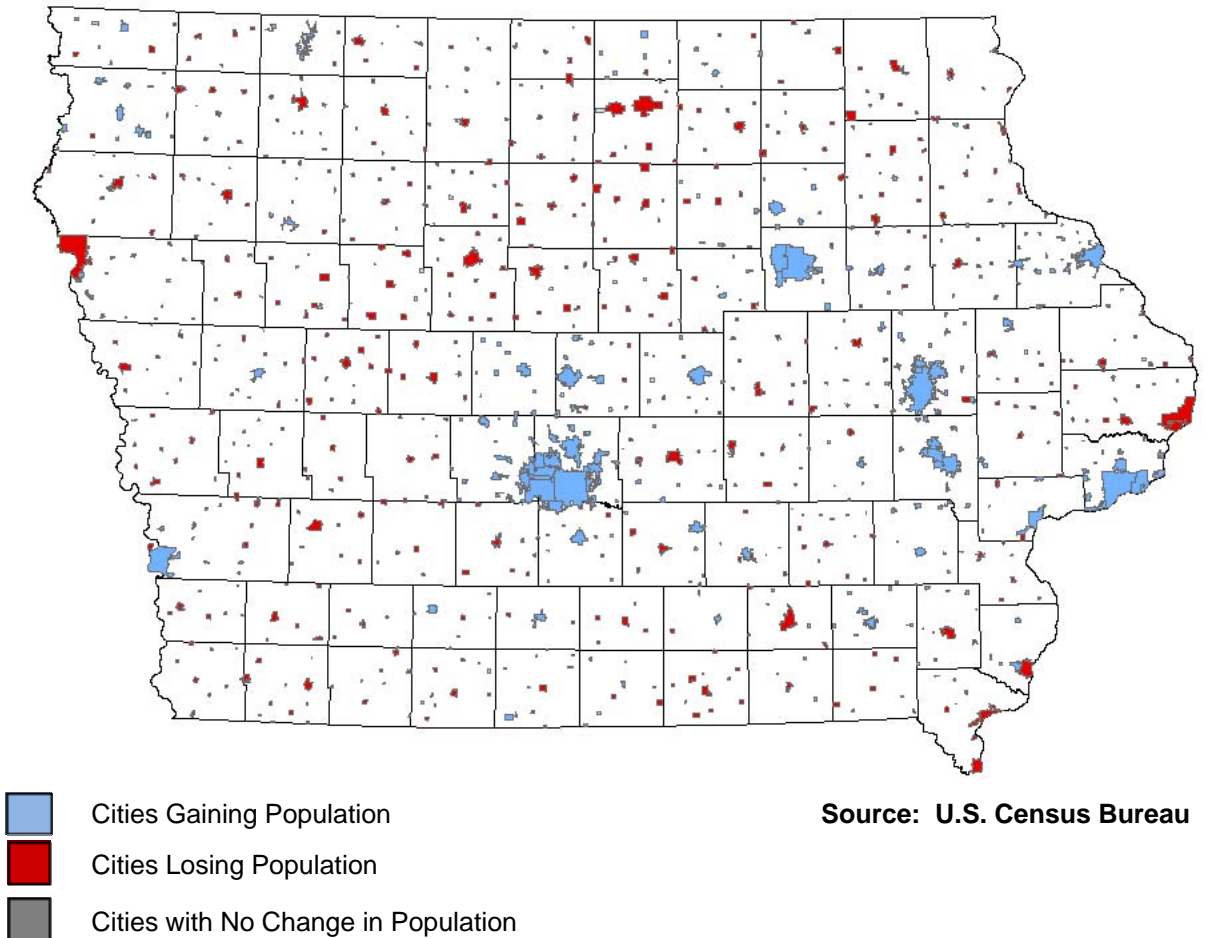
**Figure 6. Iowa Total MSA and NonMSA Population**



Source: U.S. Census Bureau

Figures 6 and 7 further illustrate the rural mass migration. Since the beginning of the new century and culminating from decades-long migration trends, MSAs have overcome non-MSAs as areas where the majority of Iowa's population resides. This trend as it appears in Figure 6 is not likely to be changing any time soon. Figure 7 provides yet another overview of Iowa's migration patterns: rural areas are steadily losing out to MSAs. This is a national trend that highlights the employment divide existing between rural and urban areas. With agriculture being dependent on fewer farmers, rural areas will need additional high-employment industries to offset their losses.

**Figure 7. 2000–2015 Iowa Municipality Population Change**



Source: U.S. Census Bureau

**Sources:**

U.S. Department of Commerce, Census Bureau. Annual Estimates of the Resident Population: 2010 to 2016.  
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<http://www.iowadatacenter.org/data/decennial/population>

# Health Care and Social Assistance Profile

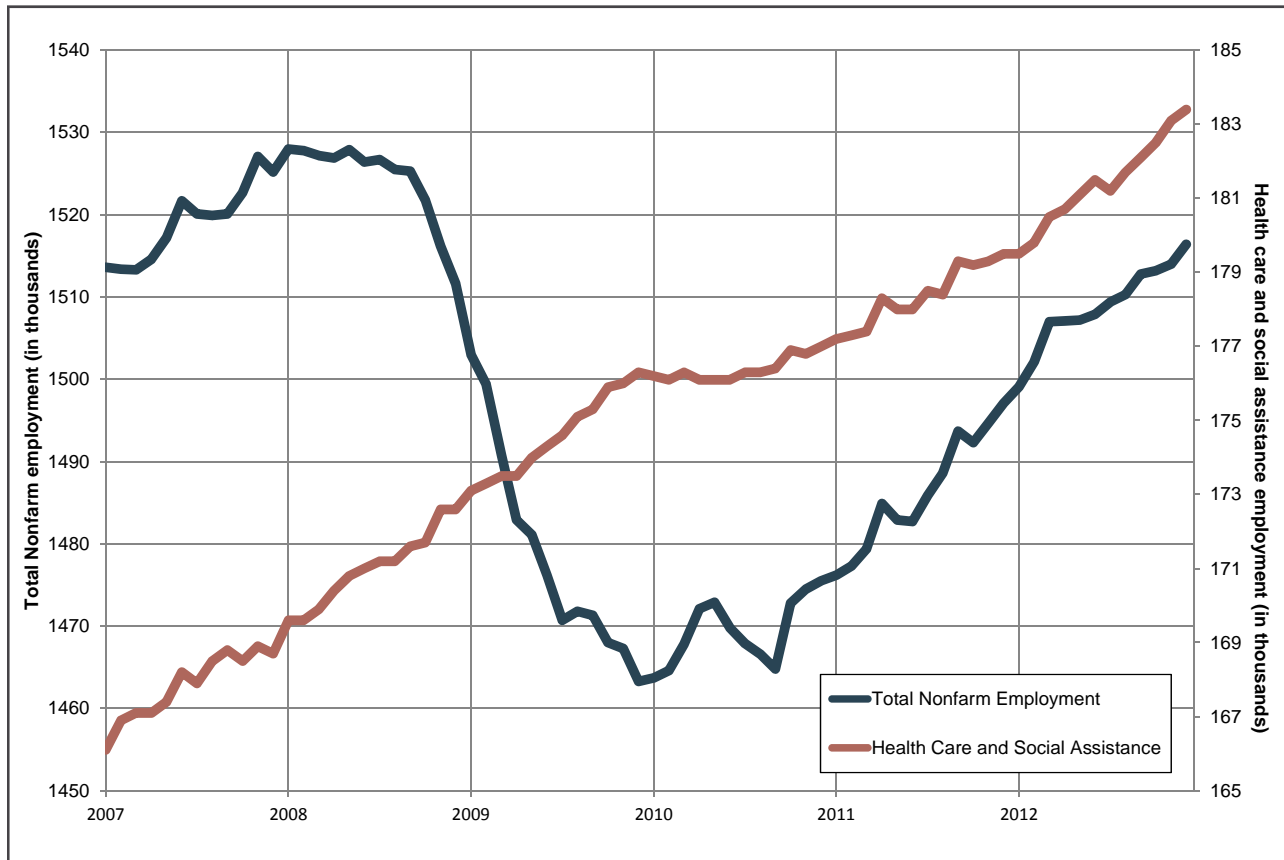
By Brad Frevert

## Health Care and Social Assistance Overview

The health care and social assistance sector in Iowa comprises a plurality of all employment in the state of Iowa. What makes health care and social assistance such an employment stronghold is based on a number of factors, such as Iowa's aging population and the retirement of the baby boomer generation. Aging Iowans will continue to need health care services and vacancies will need to be filled as more people leave the workforce.

This supply and demand effect creates a recession-proof industry that has continued to add jobs and increase wages over the last 10 years. During the Great Recession, health care and social assistance outperformed statewide employment growth from December 2007 to June 2009. To illustrate, Figure 1 shows that this sector added 5,400 jobs while Iowa's total nonfarm employment lost 50,900 during this period. In addition, health care and social assistance either increased or maintained employment levels for 18 consecutive months during this time frame.

**Figure 1. Statewide Nonfarm Employment Compared to Health and Social Assistance, 2007–2012**



Source: Labor Market Information Division, Iowa Workforce Development

Health care and social assistance is refined by four subsectors using the North American Industry Classification System (NAICS). These subsectors provide a better understanding of the composition of services provided within the industry:

**Ambulatory Health Care Services (621):** Industries in the Ambulatory Health Care Services subsector provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this subsector provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process.

**Hospitals (622):** Industries in the Hospitals subsector provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients and the specialized accommodation services required by inpatients. Hospitals may also provide outpatient services as a secondary activity. Establishments in this subsector provide inpatient health services, many of which can only be provided using the specialized facilities and equipment that form a significant and integral part of the production process.

**Nursing and Residential Care Facilities (623):** Industries in the Nursing and Residential Care Facilities subsector provide residential care combined with either nursing, supervisory, or other types of care as required by the residents. In this subsector, the facilities are a significant part of the production process and the care provided is a mix of health and social services with the health services being largely some level of nursing services.

**Social Assistance (624):** Industries in the Social Assistance subsector provide a wide variety of social assistance services directly to their clients. These services do not include residential or accommodation services, except on a short-stay basis.

### **Statewide Health Care and Social Assistance Employment and Wage Trends**

By the end of the second quarter of 2016, health care and social assistance averaged 219,703 (14.3 percent) public and private jobs in the state. This ranked health care and social assistance as the top employment sector with 4,723 more jobs than manufacturing. However, when factoring in only private sector health care and social assistance jobs, manufacturing leads all industry sectors with 214,980 employees.

Health care and social assistance also ranks second in the number of establishments among all sectors. Currently, there are 10,105 establishments in the healthcare and social assistance sector in the state of Iowa. The sector with largest number of firms is retail trade with 11,874. Construction (9,501), Other Services (9,120), and Professional, Scientific, and Technical Services (8,930) round out the top five sectors with the largest number of establishments.

By wage, health care and social assistance ranks 13<sup>th</sup> in the state, with an average annual wage of \$43,371. This is slightly lower than the statewide average annual wage of \$44,374 for all sectors. When factoring in health care and social assistance wages by subsector, there are large variances in terms of yearly wages paid. This variance can be attributed to employee educational requirements needed to provide specific services within the sector.

### **Health Care and Social Assistance Subsector Employment and Wage Trends**

Taking a closer look at the services provided at the subsector level, there are substantial differences within the health care and social assistance industry. At the end of the second quarter of 2016, hospitals employed more people than all other subsectors with 67,975 workers comprising 30.9 percent of all sector employment. This is a sharp contrast with social assistance, which employs 36,090 or 16.4 percent of sector employment. Despite employing greater than 30 percent of sector employment, hospitals have the fewest number of establishments with 243. This is not surprising, as a hospital's production process encompasses a wide variety of health care services performed at each location. The ambulatory and health care services subsector comprises the greatest number of establishments with 5,410. This accounts for 53.5 percent of all firms within the health care and social assistance sector.

**Figure 2. 2016 Statewide Employment and Wage Trends by Industry Sector**

NAICS	Sector	Employment	Firms	Average Annual Wage
<b>62</b>	<b>Health Care and Social Assistance</b>	<b>219,703</b>	<b>10,105</b>	<b>\$43,371</b>
31-33	Manufacturing	214,980	4,125	\$55,854
44-45	Retail Trade	181,704	11,874	\$25,442
61	Educational Services	147,384	2,702	\$43,867
72	Accommodation and Food Service	122,573	6,977	\$15,358
52	Finance and Insurance	92,985	6,505	\$71,353
23	Construction	80,890	9,501	\$56,370
56	Administrative and Waste Services	70,052	5,142	\$30,524
42	Wholesale Trade	67,171	7,529	\$60,809
92	Government	66,839	2,948	\$48,078
48-49	Transportation and Warehousing	66,589	4,639	\$43,201
54	Professional, Scientific, Technical Services	50,762	8,930	\$63,811
81	Other Services	45,144	9,120	\$31,545
51	Information	24,094	1,752	\$53,092
71	Arts and Entertainment	20,595	1,511	\$18,409
11	Natural Resources	19,430	2,492	\$38,143
55	Management of Companies	19,192	919	\$83,434
33	Real Estate and Rental	14,450	3,244	\$44,406
22	Utilities	8,178	433	\$81,725
21	Mining	2,182	201	\$55,735

Source: Labor Market Information Division, Iowa Workforce Development

Ambulatory and health care services leads all subsectors in terms of average annual wages paid at \$62,352. Employment in this subsector paid almost three times as much as social assistance at \$21,544. Hospitals have the second-highest average annual wage at \$52,338, followed by nursing and residential care facilities at \$27,388. The difference in average annual wages between subsectors can be attributed to jobs that require higher education requirements such as physicians, medical and diagnostic laboratory workers, and dentists.

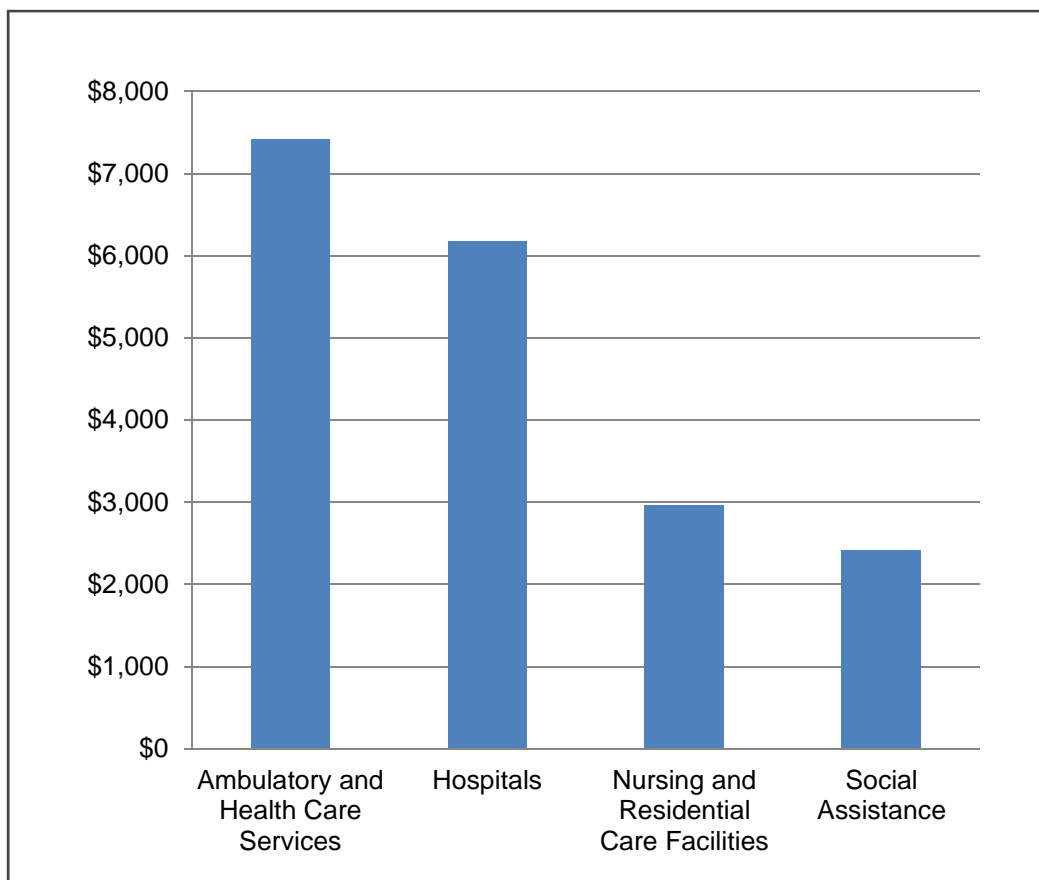
**Figure 3. 2016 Health Care and Social Assistance Subsector Employment**

NAICS	Subsector	Employment	Firms	Average Annual Wage
621	Ambulatory and Healthcare Services	57,961	5,410	\$62,352
622	Hospitals	67,975	243	\$52,338
623	Nursing and Residential Care Facilities	57,676	1,323	\$27,388
624	Social Assistance	36,090	3,130	\$21,544

Source: Labor Market Information Division, Iowa Workforce Development

The correlation between wage growth and education is evident when analyzing average monthly earnings across health care and social assistance subsectors for employees holding a bachelors or advanced degree. Ambulatory and health care service workers earned \$7,424 during the first quarter of 2016. On a monthly basis, employment in ambulatory and health care services paid 207 percent more than social assistance (\$2,420) and 150 percent more than nursing and residential care facilities (\$2,968).

**Figure 4. 2016 Average Monthly Earnings by Subsector among Those Holding Bachelors or Advanced Degree**



**Source: Labor Market Information Division, Iowa Workforce Development**

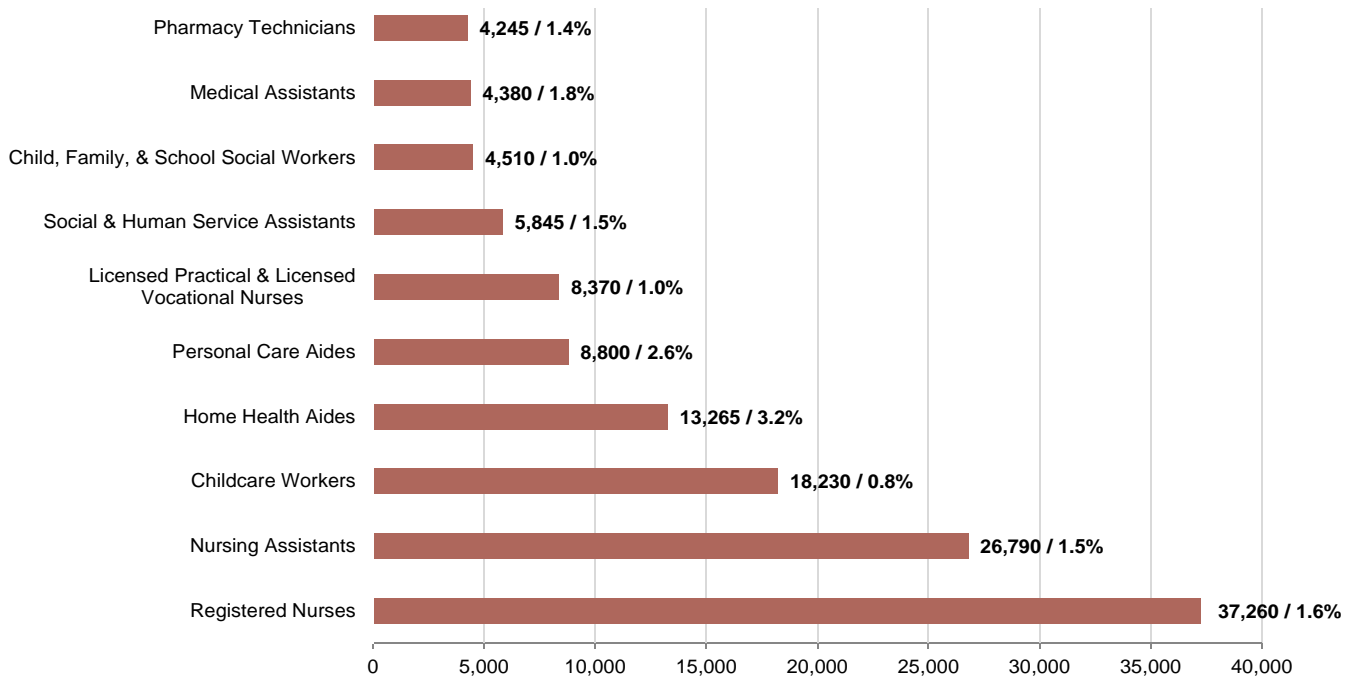
When comparing the average monthly wage for employees holding some college or an associate degree, the percentage increase between these subsectors begins to drop. Among this educational demographic, ambulatory and health care services (\$4,012) average monthly earnings were 98.0 percent and 58.5 percent higher when compared to social assistance (\$2,028) and nursing and residential care facilities (\$2,531) respectively. Hospitals had the highest average monthly wage of \$4,132.



### Health Care and Social Assistance Projected Growth

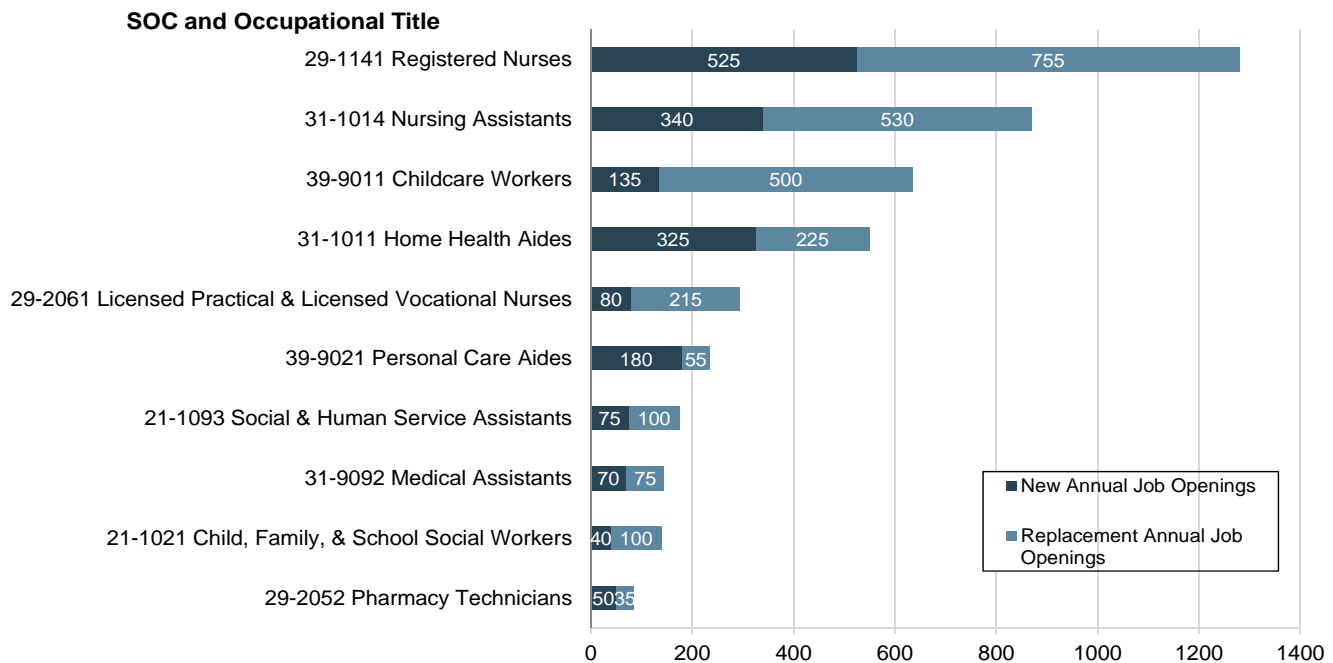
The expected growth rate for Iowa's total occupational employment from 2014 to 2024 is 8.6 percent (0.9 percent annually). When compared to top health care and social assistance employment occupations over the same time period, all but childcare workers (0.8 percent) had a higher expected annual growth rate than the statewide average. This would include home health and personal care aides, which respectively have projected growth rates of 3.2 and 2.6 percent.

**Figure 5. Projected Growth in Employment by Number and Percent, 2014–2024**



Source: Labor Market Information Division, Iowa Workforce Development

**Figure 6. Health Care and Social Assistance Jobs by Growth and Replacements 2014–2024**



Source: Labor Market Information Division, Iowa Workforce Development

Registered nurses, the sector's largest occupation by employment, had a projected growth rate of 16.3 percent over the next 10 years, nearly doubling the statewide average.

In addition to reviewing projected growth among health care and social assistance occupations, one can also evaluate annual job openings by replacement need or newly created positions. Upon further analysis of the top employing occupations, there will be a strong need to fill both future vacancies and growth openings. Registered nurses, nursing assistants, and childcare workers reveal a greater job replacement demand, while home health aides, personal care aides, and pharmacy technicians show the strongest potential to create new jobs openings.

**Sources:**

Current Employment Statistics (CES), Labor Market Information Division, Iowa Workforce Development  
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# Labor Market Information Website Updates

By James Morris

## Background

In January of 2016 the new Labor Market Information website went live, replacing the older IWIN website. This change was necessitated due to failing hardware and security concerns. After some consideration, it was decided to build this website within the framework of the existing Iowa Workforce Development site using data files, PDF documents, and Tableau Visualization software. This new website came as a considerable savings over a third-party vendor for the maintenance and preserves Labor Market Information's span-of-control over the site and maintained the timeliness of updates.

While the new website is functioning and delivers on those enhancements and the requirements of the Bureau of Labor Statistics (BLS) and the Employment and Training Administration (ETA), it doesn't mean that the LMI team is ready to rest on its laurels. In the past year enhancements have been made to help data users understand how to navigate the website. Additionally, some visualizations have been altered or added.

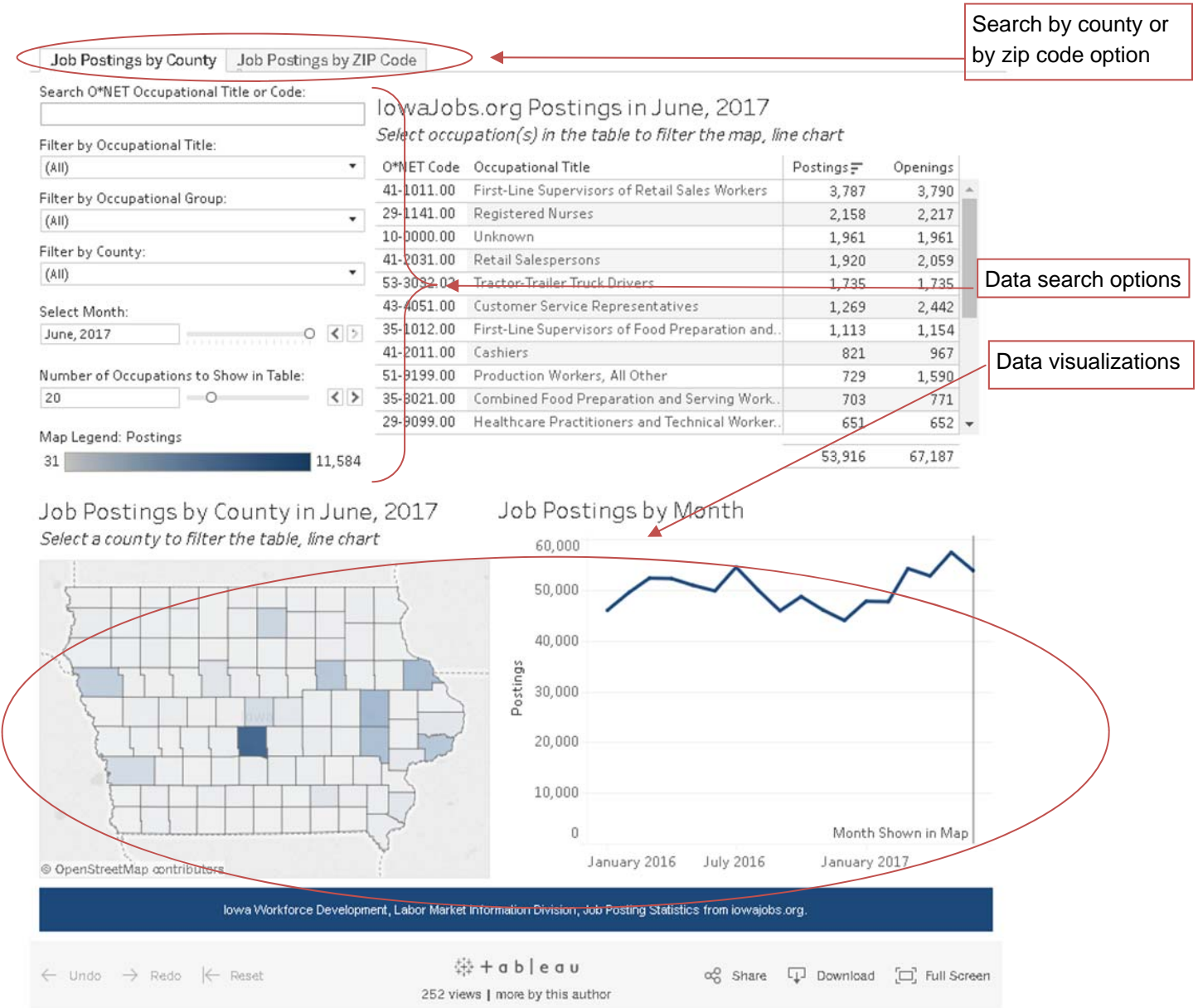
## Job Posting Statistics Visualization

Unveiled in July of 2017, the job posting webpage is a visual depiction of the job postings scraped from the [iowajobs.org](http://iowajobs.org) website. It was incidentally recognized by Tableau as being the one-millionth visualization. The number of postings open each month for each occupation and county are displayed back to January 2016. This information can be used to garner what jobs are being advertised in Iowa, although users need to keep in mind that 1) some types of jobs are less likely to be posted online, 2) there can be multiple job postings advertising the same position, 3) a job posting does not necessarily correlate to an open position, and 4) caution should be used when viewing the data as a time series since changes in reporting between time periods can cause the data to fluctuate and not be representative of true economic activity.

This data can be navigated by county and zip code levels, along with occupational groups, occupational titles, and by month. Additionally, information can be downloaded by county or by zip codes in comma separated files (CSVs) for further analysis.

The visualization (Figure 1) contains a county map which provides geographical context for where the selected job listings are located in the state, while the job postings by month allows for some historical information on how these listings relate to other postings in time. Again, caution should be used when viewing this data for analytical purposes since this data hasn't been cleaned of errors and may not necessarily represent an accurate time series.

Figure 1. Job Postings Visualization on the LMI Website



Search by county or by zip code option

Data search options

Data visualizations

Source: <https://www.iowaworkforcedevelopment.gov/job-posting-statistics>

## Job Posting Statistics Visualization

Using Tableau may not seem intuitive for some users. Fortunately, all data pages that include a Tableau Visualization include not only a Tableau Key (see image below), but also a new Tableau Guide.

### Tableau Key

- Sorts data from lowest to highest.
- Sorts data from highest to lowest.
- Download to PDF, image file or Tableau workbook (Tableau software required).
- View selected data as a table.
- Share visualization on Twitter or Facebook, copy the link or access the embed code of the current or original view.
- To print a visualization, select the Download icon and choose either PDF or Image.

The new Tableau Guide can be accessed on those pages containing a Tableau visualization by clicking on the link in the following note statement shown below:

**Note:** For optimal experience we recommend using the Chrome browser. For assistance in navigating the Tableau visualization below, visit the [Tableau Guide](#)

After clicking on the Tableau Guide link users will notice a pop-up shown below of help topics regarding how to navigate Tableau.

From there, users will simply need to click on the (+/-) symbol to expand the selected topic.

**How to Navigate** 

Many of the pages within the Labor Market Information (LMI) website use a visualization platform called Tableau to display data and allow for interaction and customization of views by the user.

To ensure that you are able to make the most of your experience with Tableau we have included a few helpful tips and tricks on this page for your reference.

Click the button of the topic you are interested in and content will expand (+) below it providing further information. To collapse (-) the information just click the button again.

- [How to Print a Tableau Visualization \(+/-\)](#)
- [How to Share Customized Versions of Tableau Visualizations \(+/-\)](#)
- [How to Use Filters in a Tableau Visualization \(+/-\)](#)
- [How to Sort a Data Table in a Tableau Visualization \(+/-\)](#)
- [Chart Interactions \(+/-\)](#)
- [How to Navigate Tableau Maps \(+/-\)](#)
- [How to Undo a Change or Reset a Visualization \(+/-\)](#)
- [How to Embed Customized Versions of Tableau Visualizations on Your Website \(+/-\)](#)

One of the most common questions users ask when dealing with Tableau is “How do I print the visualization?” Fortunately, this guide provides three possible options for saving the visualization in addition to a section on how to embed and share the link to the altered visualization.

Finally, if users have any questions about navigating Tableau or finding any pieces of data on the LMI website there are always contact numbers at the bottom on all LMI webpages so you can quickly be connected to an analyst who can help the user find and retrieve the data they're searching for (*see below*).

**For further information contact:**

Labor Market Information Division  
 Cathy Ross, Director  
 Telephone: 515-725-3860  
 Email: [cathyross@iwd.iowa.gov](mailto:cathyross@iwd.iowa.gov)

Questions/Comments? You can also contact us through our [LMI Feedback form](#).



# Future Ready Iowa



The Future Ready Iowa initiative was conceived with the help of a grant from the National Governors Association, and was instituted by Governor Terry Branstad through executive Order 88 on the 29<sup>th</sup> of August 2016. The initiative is set to develop strategies to improve the educational and training attainment of its citizens and the alignment of those degrees and credentials with employer demand. The main goal of the initiative is to have 70 percent of Iowa's workforce ages 25 to 64 obtain education or training beyond high school by 2025.

The Future Ready Iowa Alliance, led by Gov. Kim Reynolds and Principal Chairman, President and CEO Dan Houston, incorporate members appointed by the Governor from business and industry, labor, pre-K-12 and higher education, workforce development advocates, economic development professionals, students, non-profits, and various other community leaders. The alliance will help take steps to close the skills gap and empower Iowans with rewarding careers, and Iowa employers with the workforce they need to grow and innovate. The alliance will make recommendations by October 31, 2017 on how to reach its goals.

## ***Future Ready Iowa Goals***

- By 2025, 70 percent of all Iowans in the workforce will have earned education or training beyond high school (the new minimum) that meets employer needs.
- Progress toward reducing the socioeconomic, ethnic and racial achievement gaps in kindergarten through 12th grade and increasing equity in postsecondary enrollment
- Progress toward increasing the percent of traditional-age students and adult learners who earn postsecondary degrees, certificates or other quality credentials
- Progress toward how well degrees, certificates and other credentials awarded by Iowa postsecondary institutions align with high-demand job needs and job-placement rates

## ***Why Do We Need the Future Ready Iowa Initiative?***

Education or training beyond high school has become the new minimum threshold for Americans to earn a living wage and attain middle class status. In 1973, only 28 percent of U.S. jobs required education beyond a high school diploma; by 2025, almost two out of three jobs in the nation are projected to require at least some postsecondary education or training. Iowa's economy reflects this national trend and demonstrates a steady increase in the demand for postsecondary education and training in the industries that form the mainstay of the economy. The goal of Future Ready Iowa would be to help more Iowans attain the "new minimum" of high-quality education and training beyond high school by aligning education, workforce, and economic development resources.

The potential for a larger portion of Iowa's citizenry to earn, and benefit from a higher annual income is greatly increased with the possession of postsecondary education. The effects of a greater number of Iowans earning higher annual incomes would be a boost to the State's economy and a benefit to its citizenry, communities and business.

## ***Accessing Future Ready Iowa's Data Portal***

Future Ready Iowa's website (<https://www.futurereadyiowa.gov/>) allows users to plan and explore career paths, build valuable job skills, help secure the means to pay for school, and ultimately find employment (Figure 1).

Figure 1. Accessing Future Ready Iowa



<https://www.futurereadyiowa.gov/>

Selecting any of the first five options: **Career Coach**, **Explore Careers**, **Build Your Skills**, **Pay for School**, or **Find a Job** opens a new page with several options for users to view options.

- **Career Coach:** allows individuals to investigate potential career paths by searching by occupation name, education and training program, military background, and hot jobs (high pay and high growth). Users may also utilize a short career coach test to receive career suggestions based on interests.
- **Explore Careers:** displays a variety of options for deciding on a new career. Users can search by licensed occupations, opportunities for internships and veterans, explore career outlooks and related videos, or view wages by job.
- **Build Your Skills:** a portal showing the various educational opportunities for students and job seekers to help match the education and skill requirements necessary for the new career path.
- **Pay for School:** shows individuals different schools cost and comparisons to other institutions. Also have links to federal aid, grants and scholarships, and loan repayment programs.
- **Find a Job:** puts users in touch with IowaWorks Centers, provides job search tips and advice, a link to the employer database, and job search links by industry, area, or veteran status.

In addition to the career seeker services above, there are resources for employer work-based learning programs, employer workforce services, and sector partnerships along with information on the various Future Ready Partners.

For further information regarding Future Ready Iowa visit the website at <https://www.futurereadyiowa.gov/>

# Iowa Economic Development Authority (IEDA) Incentive Awards by IWD Region—2016

## Region 1

**Elkader** - Mobile Track Solutions, LLC, located in Elkader, manufactures heavy earth moving equipment for contractors of all sizes, including construction grade tractors, various sized scrapers, disks and roller blades. The proposed project includes construction of a 44,000 square-foot building in the Johnson Industrial Park in Elkader to rebuild components and remanufacture Caterpillar 740 haul trucks. The planned expansion has a capital investment of \$5.1 million and will create 30 jobs at a qualifying wage of \$14.70 per hour. Mobile Track Solutions was awarded \$180,000 in direct financial assistance and tax benefits via the High Quality Jobs (HQJ) program.

**Dubuque** - Cottingham & Butler is the 37th largest insurance broker in the U.S. and is headquartered in Dubuque. The company employs over 700 employees across the U.S. and provides a full suite of risk management and employee benefits services. Cottingham & Butler is proposing an expansion to its Dubuque location with the creation of 75 positions that will have a qualifying wage of \$20.53 per hour. The company was awarded a \$300,000 forgivable loan through High Quality Jobs (HQJ) for its expansion that will have a capital investment of \$565,000.

**Dubuque** - Rite-Hite is the world leader in the manufacture, sale and service of loading dock equipment, industrial doors, safety barriers, HVLS fans, industrial curtain walls, and more - all designed to improve safety, productivity, security, energy savings and environmental control. The company is proposing to expand the existing Rite Hite Dubuque facility, consolidating its Dubuque area businesses within one facility, improving productivity and operational efficiencies, and expanding research and development capabilities to support current and future business growth. Rite-Hite was awarded direct financial assistance in the amount of \$44,000 and tax credits via High Quality Jobs (HQJ) to create 24 new jobs, 11 of which are technical, engineering, and professional positions that are incented at the Dubuque area's qualified wage of \$20.53 per hour. The project has a proposed capital investment of \$8.9 million.

## Region 2

**Charles City** - Simply Essentials, LLC has been in business since 2013 with a primary focus on health and wellness foods. The company has contract cattle produced in Iowa and Minnesota with a proprietary feed formulation that enhances the Omega 3 attributes while lowering cholesterol. The company's proposed project expands the business into high quality chicken production by purchasing and upgrading an existing facility in Charles City. This \$29.9 million capital investment is expected to create 254 jobs, of which 34 are incented at a qualifying wage of \$15.93 an hour. The company was awarded tax benefits via High Quality Jobs (HQJ) for this project.

## Region 3 & 4

**Algona** - KOFAB, a Division of Precision, Inc. (formerly Kossuth Fabricators, Inc.), was founded in 1977 and was purchased by Precision, Inc. in 2014. The company operates two facilities in Algona which manufacture products specifically designed to move or handle food products. These products include conveyor systems, dumpers, lifts, and



the components related to these products. KOFAB is planning to construct a new building to increase capacity to support the sales growth at this location. The company was awarded \$250,000 in direct financial assistance as well as tax benefits from High Quality Jobs (HQJ) for this \$4.7 million capital investment, which will be expended over a three-year period. The project is expected to create 32 jobs, of which 27 are incented at or above the hourly qualifying wage of \$19.15.

**Orange City** - Vogel Paint and Wax Company, Inc. is a manufacturer of industrial powder and liquid coatings, wood finishes, automotive coatings, and other miscellaneous coatings. The company was awarded tax benefits via High Quality Jobs (HQJ) for a \$29.9 million capital investment project that includes an 86,000 square foot expansion of the powder coatings manufacturing facility in Orange City. The project is expected to create 49 jobs, of which three are incented at a qualifying wage of \$20.82 per hour.

**Rock Valley** - Rock Valley-based Kooima Company is a fully integrated, laser-based fabrication job shop that performs services including laser cutting, CNC machining, CNC press brake work, assembly and logistics. The proposed modernization project includes the acquisition of fiber lasers, automated storage and retrieval equipment, press brakes, and robotic welding systems over the next three years. The company was awarded tax benefits via High Quality Jobs (HQJ) for this project that has a capital investment of \$12.1 million.

**Sanborn** - Associated Milk Producers Inc. (AMPI) is a dairy marketing cooperative owned by 2,200 Midwest dairy farm families who operate in Iowa, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin. AMPI members own 10 manufacturing plants and market cheese, butter and powdered dairy products to foodservice, retail and food ingredient customers. The company is proposing an expansion at its Sanborn cheese and whey facility that includes a building expansion and the addition of equipment that will help increase capacity and efficiency of the existing facility. The project, expected to result in a capital investment of \$16 million, was awarded a \$37,500 forgivable loan and tax benefits via High Quality Jobs (HQJ) to retain nine jobs at a qualifying wage of \$19.44 per hour.

**Sheldon** - Rosenboom Machine and Tool Inc. was established in 1974 and is a privately owned company with locations in Sheldon and Spirit Lake, Iowa along with Bowling Green, Ohio. The company is a leader in high-quality, innovative fluid power solutions. Rosenboom designs and produces a variety of products including hydraulic cylinders, actuators, accumulators and high pressure gas springs, supporting heavy-duty applications across several industries including agriculture, construction, military, commercial, transportation and many more. The company was recently awarded the responsibility from the Oshkosh Corporation to supply two key components for the Joint Light Tactical Vehicle (JLTV), the vehicle that will replace many of the HMMWV vehicles that the Army currently has in service. To meet demand, Rosenboom is proposing to add the new production line as well as vertically integrate steel preparation activities through an in-house manufacturing operation. The project is expected to create 54 jobs, 17 of which are incented at a qualifying wage of \$19.44 per hour, and result in a capital investment of \$16.1 million. The company was awarded tax benefits via High Quality Jobs (HQJ) to expand in Iowa.

**Storm Lake** - Tyson Fresh Meats, Inc., a wholly-owned subsidiary of Tyson Foods, Inc., owns and operates a pork processing facility in Storm Lake. This facility produces a variety of pork products which are sold to major retailers. The company has proposed an expansion that would add capacity to the company's existing building. This \$30 million capital investment project was awarded tax benefits from High Quality Jobs (HQJ) and is expected to create eight jobs incented at a qualifying wage of \$18.35 per hour.

## Region 5

**Eagle Grove** - Prestage Farms, Inc. is a 33-year-old "top 5" producer of swine and turkeys with multiple U.S. locations including Iowa. Since 2003, Prestage Farms has operated swine finishing facilities in Iowa. The company has formed a new entity, Prestage Foods of Iowa, LLC, to build a state-of-the-art pork processing facility in Wright County. The project

plant represents a \$239 million capital investment. The company was awarded tax benefits via High Quality Jobs (HQJ) for this project and is expected to create 922 jobs, of which 332 are incented at a qualifying wage of \$15.54 per hour.

## Region 7

**Cedar Falls** - Jack Henry & Associates, Inc. © is a leading provider of technology solutions and payment processing services primarily for the financial services industry. Its solutions serve almost 11,300 customers nationwide and internationally which are marketed and supported through three primary brands. In March 2014, Jack Henry acquired Cedar Falls-based Banno. The company's proposed \$580,000 capital investment includes relocating the Des Moines office to a larger facility, remodeling their offices in Cedar Falls and Des Moines, and purchasing equipment to accommodate growth. The project was awarded \$200,000 in direct financial assistance as well as tax benefits from High Quality Jobs (HQJ) and is expected to create 50 jobs at a qualifying wage of \$26.72 per hour.

**Cedar Falls** - Scientific Games Corporation develops technology-based products and services, and associated content for the gaming and lottery industries worldwide. The company operates through three segments: Gaming, Lottery, and Interactive. Scientific Games Corporation's proposed project would include an expansion and upgrade of the existing space in Des Moines and Cedar Falls to accommodate future growth. The Des Moines-based expansion has a capital investment of \$300,000 and is expected to create 20 jobs, 17 of which are incented at a qualifying wage of \$26.72 per hour. The \$400,000 capital investment expansion in Cedar Falls is expected to create 31 jobs, 27 of which are incented at a qualifying wage of \$16.79 per hour. The new jobs being created at both facilities are professional, R&D-focused technical jobs, many of which exceed the qualifying wage level. The company was awarded tax benefits via High Quality Jobs (HQJ) to complete its proposed expansions.

**Waterloo** - Hydrite Chemical Company is one of the largest manufacturers and distributors of chemical products in the United States. The company provides expertise in chemical distribution, food and dairy sanitation, food ingredients, organic processing, liquid sulfur salts, water treatment, foam control, and compliance management. Hydrite Chemical's proposed project would increase manufacturing capabilities in Waterloo by expanding its product lines in the food, agriculture and sulfur industries. The company was awarded tax benefits through High Quality Jobs (HQJ). The project is expected to create 11 jobs at a qualifying wage of \$16.79 per hour. The proposed project includes land acquisition, site preparation, the construction of a 20,000 square-foot building, and installation of manufacturing machinery and equipment and will have a capital investment of \$15.9 million.

## Region 8

**Templeton** - Templeton Rye Spirits, LLC is looking to expand its operations by moving the distilling and aging process to its facility in Templeton. With this addition in operations, the company is looking to expand both its facility and workforce to meet the current and future demand of its products while also expanding into new markets. Templeton Rye received tax benefits via High Quality Jobs (HQJ). This \$26 million capital investment is expected to create 27 jobs, of which 18 jobs are incented at a qualifying hourly wage of \$19.79.

## Region 9

**Durant** - Schumacher Company, LC is a family-owned and operated business with local subsidiaries around the globe. The company specializes in developing components and systems for harvesting machines and is planning to expand its Durant facility. The project includes consolidating its Iowa operations in Durant, new building construction and

purchasing additional equipment. The company was awarded \$50,000 in direct financial assistance as well as tax benefits via High Quality Jobs (HQJ) for this \$4.6 million capital investment, which is expected to create seven jobs at a qualifying hourly wage of \$22.49.

**Muscatine** - HNI is the second largest manufacturer of office furniture and the largest manufacturer of fireplaces and stoves in the world. The company is considering a significant modernization investment of its Muscatine facilities primarily involving machinery, equipment, infrastructure and installation. HNI was awarded tax benefits from High Quality Jobs (HQJ) for this \$17.8 million capital investment. The project is expected to retain 175 jobs at a qualifying wage of \$17.60 per hour.

## Region 10

**Cedar Rapids** - Vspec, LLC is a third-party administrator located in Cedar Rapids that specializes in handling physical damage claims for all vehicle types. The company's technical experts serve as an office of centralized "vehicle claim specialists" to the insurance industry. As a resource to the industry, Vspec's unique core product is a managed repair program designed to reduce expenses for insurance companies, while expediting repairs and improving vehicle owner satisfaction. The company was awarded tax benefits from High Quality Jobs (HQJ) for a \$3.7 million capital investment that consists of repurposing and renovating an existing building in Cedar Rapids. The project is expected to create 30 jobs, of which 21 are incented at a qualifying wage of \$23.62 per hour.

**Cedar Rapids** - ReConserve, Inc., parent company of Cedar Rapids-based ReConserve of Iowa, Inc., owns and operates plants for the collection and processing of bakery waste materials into animal feed ingredients. The company is planning a project that includes land acquisition and site improvements that will keep the company in Iowa and assist them with operating more efficiently. ReConserve was awarded tax benefits through High Quality Jobs (HQJ) for this \$12 million modernization project.

**Cedar Rapids** – Diamond V Mills was approved for tax benefits through High Quality Jobs (HQJ) for its proposal to expand its manufacturing facility in Cedar Rapids. The project includes building an additional facility that will increase production capacity and expand research and development capabilities. The \$28 million capital investment will create 16 jobs incented at a qualifying hourly wage of \$24.70.

**Iowa City** - MetaCommunications, Inc. is an enterprise software company that produces industry-leading software solutions sought out by leading creative agencies and global brands, helping these companies innovate faster and more effectively than competitors. The company continues to expand its client base and develop new software solutions to meet the unique work management challenges of creative and marketing teams worldwide. HNI's proposed project would expand operations in Iowa City to accommodate the aggressive hiring plans over the next three years. The company was awarded \$775,000 in direct financial assistance via High Quality Jobs (HQJ) for this \$1.6 million capital investment. The project is expected to create 105 new jobs and retain 53, with 97 of the new jobs and 44 of the retained jobs incented at a qualifying wage of \$23.24 per hour.

## Region 11

**Altoona** - Edge Business Continuity Center (BCC) Data Managed Services Cloud Technology company serves mid-sized enterprises in the Midwest and provides the data center infrastructure for LightEdge Solutions cloud computing services. The company is proposing an expansion of its data center co-locations services with the construction of a new data center facility in Altoona. This project will provide additional capacity for affiliate company LightEdge Solutions, Inc. to continue to sell disaster recovery services in Iowa and surrounding regional markets. EdgeBBC was awarded tax benefits via High Quality Jobs (HQJ) for this project that is expected to create six jobs at a qualifying wage of \$26.72 and result in a capital investment of \$30 million.

**Altoona** - Iowa Cold Storage, LLC is a public refrigerated warehouse which opened in Altoona in December 2004. Due to increased demand, the company is planning an addition to their existing facility. Iowa Cold Storage was awarded tax benefits through High Quality Jobs (HQJ) for this \$14.5 million capital investment, which is expected to create one job at a qualifying hourly wage of \$27.92.

**Ankeny** - Power Distributors (PD) in Ankeny is a wholesale distributor based in Columbus, OH. The company provides distribution, sales, customer service and tech support from 11 distribution centers across the U.S. Power Distributors is proposing to construct a new velocity distribution center to serve the Midwest region. The project would have a capital investment of \$2.2 million. PD received tax benefits via High Quality Jobs (HQJ) for the creation of 25 jobs, one of which is incented at a qualifying wage of \$26.72 per hour.

**Boone** - Glycerin Group, LLC (dba KemX Global) is a startup company that is planning to set up operations in Boone. The company will produce pharmaceutical-grade glycerin and non-GMO cooking oils. KemX products will have over 5,000 uses in the food, agriculture and bio-based chemical industries and the company's customer base will include large chemical companies in the food and agriculture industries. The company was awarded tax benefits from High Quality Jobs (HQJ) for this \$27 million capital investment that is set to create 41 jobs at a qualifying wage of \$21.58 per hour.

**Des Moines** - Electrical Power Products, Inc. is a manufacturing company located in Des Moines that provides complete power management systems for commercial and utility industries for power generation, transmission and distribution. The company was awarded tax benefits through High Quality Jobs (HQJ) for a project that includes the construction of a new 184,000 square foot facility. The facility will allow the company to grow and operate the integrated control enclosure portion of the business. This \$14.7 million capital investment will be built by Electrical Power Products' parent company, Electro Management Corp. The project is expected to create seven jobs at a qualifying hourly wage of \$26.72.

**Des Moines** - Crossroads Cold Storage, LLC is a newly created entity that will be wholly owned by Des Moines Cold Storage. This company proposes to construct a new cold storage facility in Des Moines to meet expanding customer needs and international market growth. This project represents a capital investment of \$16.8 million and will result in the creation of 13 new jobs, three of which are incented at a qualifying wage of \$26.72. The company was awarded with tax benefits via High Quality Jobs (HQJ).

**Des Moines** - Excell Marketing distributes trading cards (sports and gaming) and related toy products to mass market retailers throughout the U.S.. The company is considering a warehouse expansion in Des Moines to relieve overcrowding in the current facility, allow for expansion of fulfillment operations to new product lines, and support anticipated acquisitions of companies in complimentary businesses. Excell Marketing was awarded tax benefits via High Quality Jobs (HQJ) to create 58 jobs, 11 of which are incented at a qualifying wage of \$26.72 per hour. The project will have a capital investment of \$5.4 million.

**Des Moines** - Cognizant Technology Solutions is a leading provider of information technology, consulting, and business process services. A member of the NASDAQ-100, the S&P 500, the Forbes Global 2000, and the Fortune 500, Cognizant is ranked among the top performing and fastest growing companies in the world. One of the largest STEM (Science, Technology, Engineering, and Mathematics) recruiters in the United States, the company has its global headquarters in Teaneck, New Jersey. As a result of structural changes in business and emerging social, mobile, analytics and cloud technologies, there is continued demand for business. Cognizant is proposing a two-phase project in Des Moines that includes the expansion of their Business Process Services delivery center. The project would result in a capital investment of \$9 million and is expected to create at least 1,014 jobs over the next five years, of which 116 are incented at a qualifying wage of \$26.72 per hour. The company was awarded direct financial assistance in the amount of \$812,000 as well as tax benefits from High Quality Jobs (HQJ).

**Des Moines** - Scientific Games Corporation develops technology-based products and services, and associated content for the gaming and lottery industries worldwide. The company operates through three segments: Gaming, Lottery, and Interactive. The company's proposed project would include an expansion and upgrade of the existing space in Des Moines and Cedar Falls to accommodate future growth. The Des Moines-based expansion has a capital investment of

\$300,000 and is expected to create 20 jobs, 17 of which are incented at a qualifying wage of \$26.72 per hour. The \$400,000 capital investment expansion in Cedar Falls is expected to create 31 jobs, 27 of which are incented at a qualifying wage of \$16.79 per hour. The new jobs being created at both facilities are professional, R&D-focused technical jobs, many of which exceed the qualifying wage level. The company was awarded tax benefits via High Quality Jobs (HQJ) to complete its proposed expansions.

**Grimes** - Daimler Trucks North America, LLC (DTNA), headquartered in Portland, Oregon, is the leading heavy-duty truck manufacturer in North America. It manufactures, sells, and services commercial vehicles under various nameplates. The company plans to establish a new parts distribution center in a new warehouse located in Grimes. DTNA was awarded tax benefits through High Quality Jobs (HQJ) for this \$6.4 million capital investment. The project is expected to create 43 jobs, of which six are incented at a qualifying hourly wage of \$27.92.

**Johnston** - DuPont Pioneer was approved for incentives for a Global Business Center project that is expected to result from the recently announced merger between Dow and DuPont. The newly created agriculture company will maintain a strong research, production and business operation that will retain 250 to 500 employees at a qualifying wage of \$26.72 at its Johnston location. The company was awarded direct financial assistance of up to \$2 million, as well as research activities tax credits, via High Quality Jobs (HQJ). The project will have a capital investment of \$500,000.

**Knoxville** - Weiler, Inc., located in Knoxville, is a contract manufacturer building parts and whole goods on an OEM basis for companies including Textron, Vermeer, Case-New Holland and Fiat. The company also produces and markets its own products, including road graders that serve a national rental market, concrete mixers installed on customer trucks serving the general construction industry, and road building equipment such as road wideners, asphalt transfer machines, pavers and compactors. Weiler is proposing a project to accommodate growth as sales increase, new products are designed and released for production, and new markets develop. The company was awarded direct financial assistance in the amount of \$500,000 as well as tax benefits from High Quality Jobs (HQJ) to create 117 jobs at a qualifying wage of \$19.49. The project will have a capital investment of \$5.9 million.

**Newton** - Graphic Packaging International, Inc., a subsidiary of Graphic Packaging Holding Company headquartered in Atlanta, Georgia, is a leading provider of paper-based packaging solutions. The company's carton plant in Newton produces packaging for dry, frozen and refrigerated foods. Graphic Packaging was awarded tax benefits through High Quality Jobs (HQJ) for a \$20 million capital investment involving an expansion of the Newton facility. This project is expected to create 31 jobs, of which four are incented at a qualifying wage of \$17.87 per hour.

**Pella** - Headquartered in Canada, Agile Manufacturing specializes in additive manufacturing utilizing 3D printing machines and materials such as metal, plastics and acrylic epoxy. The company's products supply various sectors that include the aerospace, medical and agricultural industries. Agile was awarded \$90,000 in direct financial assistance as well as tax benefits from High Quality Jobs (HQJ) for a \$1.7 million capital investment that involves the development of a new facility in Pella. The project is expected to create 15 jobs, of which nine are incented at a qualifying wage of \$20.17 per hour.

**Urbandale** - Energy Control Technologies (ECT) engineers high value control solutions for compressors, steam and gas turbines and centrifuges. The Urbandale-based company was founded in 2008 and plans to lease a building to accommodate increases in shipment size and expanded testing. ECT was approved for \$37,500 in direct financial assistance through High Quality Jobs (HQJ). This \$15,000 capital investment project is expected to create 10 jobs at a qualifying wage of \$27.92 per hour.

**Waukee** - HMA Group (a.k.a. Holmes Murphy) originated in Des Moines and has a presence in 14 states. The company is an independent insurance brokerage firm that partners with business and industry leaders in the areas of property casualty, employee benefits, captive insurance, risk management and loss control. Recent growth of Holmes Murphy has led to intent to lease a build-to-suit office building in Waukee. The company received tax benefits from High Quality Jobs (HQJ) for this \$1.8 million capital investment. The project is expected to create 17 jobs at a qualifying wage of \$26.72 per hour.

**West Des Moines** - West Des Moines-based Innovative Injection Technologies, Inc. is a custom plastic injection molder supplying contract manufacturing services in the agricultural, industrial, automotive and recreational markets.

The company specializes in complex, highly engineered and cosmetic plastic parts. Innovative Injection Technologies is proposing to renovate, expand and connect two buildings to facilitate lean manufacturing flow, improving efficiency, and meet future demand and growth. The project is expected to have a capital investment of \$10.7 million and create 36 jobs, of which six are incented at a qualifying wage of \$26.72 per hour. Innovative Injection Technologies was awarded tax benefits from High Quality Jobs (HQJ).

**West Des Moines** - ePATHUSA, Inc., located in West Des Moines, was established in May 2005 and is a software development company that specializes in business intelligence, application development, web design and hosting and software quality assurance. The company is proposing to relocate into a new office building to accommodate expansion and future growth. ePATHUSA was awarded \$40,000 in direct financial assistance as well as tax benefits via High Quality Jobs (HQJ) to create five new jobs that are incented at a qualifying wage of \$26.72 per hour. The project is expected to have a capital investment of \$405,750.

**West Des Moines** - Microsoft Corporation develops, manufactures, licenses and supports a range of services, devices and software products for a wide variety of devices. The company was awarded tax benefits from High Quality Jobs (HQJ) for phase one of a four-phase regional data center and associated support infrastructure to house servers and computer equipment to operate large-scale web portal services as part of Microsoft's online services businesses. The \$417.7 million capital investment in West Des Moines is expected to create 57 jobs, of which 11 are incented at a qualifying wage of \$27.92 per hour.

**West Des Moines** - The IMT Group is a regional property and casualty insurance company and writes all personal, commercial and bonds insurance products in the upper Midwest using independent agents. Due to past and projected growth and an increased workforce, the company is planning to build a home office in West Des Moines. IMT was awarded tax benefits through High Quality Jobs (HQJ). This \$36 million capital investment is expected to create 33 jobs, of which 15 are incented at a qualifying hourly wage of \$27.92.

**West Des Moines** - Businessolver.com began operations in 1998 and has grown into a technology enabled benefits administrator for employers through the company's internally developed software-as-a-service configurable platform. The company was awarded \$100,000 in direct financial assistance as well as tax benefits through High Quality Jobs (HQJ) for a proposed project that includes the major renovation of their building to accommodate future growth of the company. This \$4.4 million capital investment is expected to create 40 jobs at a qualifying hourly wage of \$26.72.

## Region 12

**Holstein** - VTI Architectural Products, Inc. (V-T Industries) is a family-owned and operated business headquartered in Holstein. The company produces architectural wood doors and countertops. V-T Industries is proposing a \$21 million capital investment project that would expand the current location to accommodate increased production and allow for relocation of existing offices. The company received tax benefits from High Quality Jobs (HQJ) for this project, which is expected to create 60 jobs, of which four are incented at a qualifying wage of \$19.51 per hour.

**Le Mars** - Nor-Am Cold Storage, Inc., (d/b/a Pro-Visions Packing) is a Public Refrigerated Warehouse that offers value added services, including blast freezing, re-packing, boxing and tempering to food companies. The company was awarded tax benefits through High Quality Jobs (HQJ) for a project that consists of building cold storage warehousing and dock space in Le Mars. This \$17.9 million capital investment is expected to create 13 jobs, of which one is incented at a qualifying wage of \$20.84 per hour.

**Le Mars** - Founded in Le Mars in 1913, Wells Enterprises, Inc. manufactures ice cream and frozen dessert under brand names such as Blue Bunny and Weight Watchers Frozen Novelties. The company is proposing a modernization project at the existing facility located in Le Mars. The \$40 million capital investment will include the addition of new production lines as well as significant investments and various improvements to the manufacturing facilities. The company was awarded tax benefits from High Quality Jobs (HQJ) for this project, which is expected to create 81 jobs incented at a qualifying hourly wage of \$19.31.

**Sergeant Bluff** - GELITA USA, Inc., produces gelatine and related process by-products at its Sergeant Bluff location. The company is planning to construct a new manufacturing plant in Woodbury County dedicated to the production of collagen peptides, which can be produced from the same raw material as gelatine. GELITA was approved for \$105,000 in direct financial assistance as well as tax benefits from High Quality Jobs (HQJ). The project represents a \$22 million capital investment and is expected to create 21 jobs at a qualifying hourly wage of \$20.17.

**Sioux City** - Cloverleaf Cold Storage Company is a family-owned and operated warehouse company offering public and contract storage in refrigerated, frozen and dry environments. All Cloverleaf warehouses are food-grade facilities, and the majority of company throughput is related to the food processing, food service and retail business. Cloverleaf plans to expand the existing facility to meet increased sales demand. This expansion complements their Farmer's Produce business and will help enable the storage of produce after manufacturing. The company received tax benefits via High Quality Jobs (HQJ) for this \$18 million capital investment. The project is expected to create eight jobs, of which one is incented at a qualifying wage of \$20.17 per hour.

**Sioux City** - Time Management Systems, Inc. (TMS) is a family-owned technology business that offers one of the leading employee time-tracking, labor tracking and door access security system technologies available on the market. KV, LLC was created for the purpose of buying or building commercial buildings to lease to its primary business, TMS. The proposed project would include the construction of a new commercial building, which will double the size of the location TMS is currently renting in Sioux City. TMS and KV, LLC were awarded tax benefits through the Targeted Jobs Withholding Tax Credit (TJWTC) program for this \$490,484 capital investment. The project is expected to create seven jobs, six of which are incented at a qualifying hourly wage of \$18.72. In addition, 10 jobs will be retained, of which eight are incented at the same qualifying hourly wage.

**Sioux City** - Bruening Eye Specialists has been providing comprehensive medical and surgical eye care in the Siouxland area since 2007. The company is located in Dakota Dunes, South Dakota and is the only ophthalmology practice in the 80 mile service area that provides complete medical and surgical eye care to all age groups and willing to serve the Medicaid population. Bruening is planning to construct a new office building in Sioux City that will serve as its primary location. Bruening Eye Specialists was awarded tax benefits via the Targeted Jobs Withholding Tax Credit (TJWTC) program. This project represents a \$1.6 million capital investment and is expected to create 13 jobs, of which six are incented at a qualifying hourly wage of \$18.72.

**Sioux City** - Rocklin Manufacturing Company is an established manufacturer of industrial electronic equipment located in Sioux City. The proposed project includes removing the company's unusable buildings and renovating the remaining facility to meet current operational needs and accommodate future growth. These plans represent a capital investment of \$1.4 million and is expected to retain eight jobs. Rocklin was awarded tax benefits via High Quality Jobs (HQJ) based on exceeding a qualifying hourly wage of \$20.17. Additionally, the company received tax benefits through the Targeted Jobs Withholding Tax Credit program based on exceeding a qualifying hourly wage of \$18.72.

## Region 13

**Atlantic** - Farmers Energy Cardinal, LLC is proposing to construct and operate a 150 million gallon per year, dry-mill corn ethanol plant in Cass County. The company was awarded a sales tax refund for this project from High Quality Jobs (HQJ) to create 49 jobs, of which 45 are incented at a qualifying wage of \$18.67. The project will result in a capital investment of \$189.9 million.

**Council Bluffs** - US Pipe, originally incorporated in 1899 as United States Cast Iron Pipe and Foundry Company, manufactures ductile iron pipe and related fittings, valves and gaskets for the water and wastewater industry. Through US Pipe Fabrication, US Pipe also manufactures coated, fabricated and lined pipe used in wastewater treatment facilities. The company has 11 operational locations coast-to-coast as well as international manufacturing operations. The proposed project includes the rehabilitation and upgrading of a dormant facility in Council Bluffs, formerly owned by Griffin Pipe, which was purchased by US Pipe in February 2014. The company received tax benefits through the Targeted Jobs Withholding Tax Credit (TJWTC) program for this \$22.5 million capital investment that is set to create 144 jobs at a qualifying hourly wage of \$17.24.

**Council Bluffs** - Future Foam, Inc. started business in Council Bluffs in 1958. The company currently has five locations in Council Bluffs and is a major manufacturer of polyurethane foam products used in furniture, bedding, carpet padding, packaging and other applications. The company was awarded tax benefits through the Targeted Jobs Withholding Tax Credit (TJWTC) program for the construction of a new building to house the expansion of the IT department. This \$720,000 capital investment is expected to retain four jobs and create six jobs, of which three are incented at a qualifying wage of \$17.93 per hour.

## Region 14

**Corning** - Aero Technologies is a newly-formed company that will serve as a design and manufacturing resource for the RG Hanson sales group. The company will specialize in manufacturing technical, niche, heavy duty industrial cleaning equipment and products and is planning to build its facility in the Blue Grass Industrial Park located in Adams County. Aero Technologies was awarded \$225,000 in direct financial assistance as well as tax benefits through High Quality Jobs (HQJ) for this \$1.1 million capital investment. The project is expected to create 25 jobs at a qualifying hourly wage of \$18.88.

## Region 15

**Centerville** - RMA Armament, Inc. is a composite manufacturing company, specializing in body armor applications. The company's customers are primarily domestic law enforcement officers and allied foreign governments. RMA plans to move its operations to the former National Guard Armory in Centerville and expand manufacturing capabilities to meet industry demands. RMA Armament was awarded \$34,000 in direct financial assistance as well as tax benefits via High Quality Jobs (HQJ) for this \$501,000 capital investment. The project is expected to create 20 jobs at a qualifying hourly wage of \$14.42.

**Fairfield** - Dexter Laundry, Inc. is a manufacturer of commercial washers and dryers and offers a complete line of machines and management systems to laundry owners and managers across the globe. The company is proposing a \$6 million modernization of its existing facility in Fairfield. Dexter Laundry was awarded tax credits via High Quality Jobs (HQJ) to position the company for future growth opportunities.



**Fairfield** - Agri-Industrial Plastics Co., located in Fairfield, is a leading industrial blow molder of large scale industrial parts, including non-automotive fuel tanks for the turf equipment, power sports, agricultural, and marine industries. The company is proposing to purchase a new co-extrusion, blow molding machine to support additional growth. The expansion will include the purchase of two new robots to support the post-mold operation trimming process. Agri-Industrial Plastics received tax benefits via High Quality Jobs (HQJ) to create three new jobs that are incented at a qualifying wage of \$15.93 per hour. The project is expected to have a capital investment of \$4.7 million.

**Fairfield** - Hawthorne Direct, LLC is a technology-based firm that utilizes proprietary analytics, data science and systems to develop accountable broadcast and digital campaigns. The company is looking to grow and relocate within Fairfield to accommodate the expansion of research and development, data science, media management and operation positions. Hawthorne received \$75,000 in direct financial assistance as well as tax benefits via High Quality Jobs (HQJ) for this \$385,000 capital investment. The project is expected to create 15 jobs at a qualifying hourly wage of \$15.93

## Region 16

**Keokuk** - Ziegler Industries, Inc., is a specialty industrial service contractor in the areas of industrial coatings application, scaffold erection and mechanical insulation installation. The company is proposing to relocate its operations from Illinois to Keokuk. Project activities would include building acquisition, site preparation and building remodeling. The plan has a capital investment of \$840,000 and is expected to create 27 jobs, 19 of which are incented at the qualifying wage of \$18.91 per hour (the Lee County average wage). Ziegler was awarded tax benefits via the Targeted Jobs Withholding Tax Credit (TJWTC) program.

**Keokuk** - Keokuk Mills, LLC, is a company recently formed to reopen the Keokuk Steel Manufacturing Company, which was closed in March 2016 by its parent company. The new organization proposes to restart operations of the steel casting foundry that produces castings for manufacturers in the agricultural, construction and utility industries. The project has a capital investment of \$4.5 million and is expected to create 200 jobs at a qualifying wage of \$14.39 per hour. The company received direct financial assistance of \$1 million and tax benefits via High Quality Jobs (HQJ). Additionally, the Targeted Jobs Withholding Tax Credit (TJWTC) program will also be accessed in the amount of \$400,000 to assist with this project in Keokuk.

**Mount Pleasant** - Hearth & Home Technologies, LLC (HHT) is a division of HNI Corporation, which is headquartered in Muscatine. The company is the world's largest manufacturer and distributor of fireplaces, stoves and hearth related products. HHT is transitioning production lines from its Kentucky facility to its existing distribution center in Mt. Pleasant. The company received tax benefits via High Quality Jobs (HQJ) for this \$7.7 million capital investment. The project, comprised of adding building infrastructure, is set to create 28 jobs, of which six are incented at a qualifying hourly wage of \$16.04.

**Mount Pleasant** - Veyance Technologies, Inc. in Mt. Pleasant manufactures industrial hose products that are distributed through retail and replacement markets throughout the world. Customers include Home Depot, John Deere and Case New Holland. The company is proposing an expansion project to increase the number of production lines and capacity to better serve customers, grow the business, and develop new products and markets. The project would have a capital investment of \$7.4 million and is expected to result in the creation of 14 jobs at a qualifying wage of \$15.86 per hour. Veyance was awarded a \$56,000 forgivable loan and tax benefits via High Quality Jobs (HQJ) for this expansion.

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