

2015



Iowa's Workforce and the Economy

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Message from the Deputy Director



This year marks the ninth edition of *Iowa's Workforce and the Economy*, and this publication is certainly one full of encouraging news. A brief overview of 2014 highlights the many advances the state economy experienced over the past year: a steadily advancing nonfarm employment and labor force coupled with a shrinking unemployment rate, and an upward trend in several economic indicators, such as housing and new vehicle sales, a gain in personal income, and a sharp increase in exports.

Many of the following articles contained herein highlight the advancements the state has achieved in 2014. The article *Recession and Recovery in the Construction Industry* details just how prosperous this sector has been over the past few years. While *Employment Outcomes of Recent Iowa Community College Graduates* illustrates just how important our community colleges have been in preparing our workers for the dynamic and ever-changing work place. Iowa's higher-education institutions will become increasingly vital as the state addresses our aging workforce, and these programs, along with recent science, technology, engineering and math (STEM) initiatives, should help ensure our Iowa labor force remains employable and ready to address the changing demands from employers.

Lastly, this publication contains highlights of the major business expansions and renovations planned across the state by region. These initiatives help ensure that Iowa's economy will remain prosperous for the foreseeable future.

Sincerely,

A handwritten signature in black ink that reads "Ed Wallace". The signature is fluid and cursive, with a long horizontal line extending to the right.

Ed Wallace, Deputy Director
Iowa Workforce Development

Iowa's Workforce and the Economy 2015

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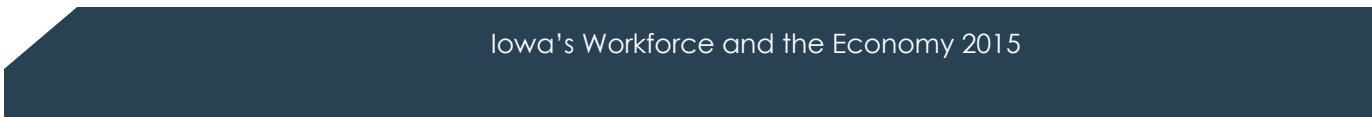


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EXECUTIVE SUMMARY

- The Iowa economy continued to advance in 2014. Most indices reflected expansion and confidence in the economic climate. The labor force reached an all-time high in 2014, exports expanded following a slight contraction in 2013, and the level of unemployed dropped to its lowest level since 2008. Iowa's exports expanded by \$1.2 billion; construction employment surged due to steady, moderate demand from residential homebuyers coupled with several large-scale industrial projects around the state; and new vehicle registrations advanced slightly. This was the fourth consecutive year of growth in nonfarm employment. Job gains were heaviest in metropolitan areas. Personal income increased by 1.4 percent, down slightly from the gain over the last couple of years. Per capita personal income also correspondingly advanced in 2014, climbing to \$45,115 from \$44,763 in 2013. Early forecasts suggested 2015 could be more prosperous for the Iowa economy; however, recent developments suggest that bullish gross domestic product projections might need to be lowered somewhat. Even with that in mind, most sectors are expected to add jobs or maintain current levels through the end of 2015.
- Iowa's statewide annual average unemployment rate dropped to 4.3 percent in 2014 from 4.7 percent in 2013. At the same time, the U.S. rate for unemployment also improved, dropping to 6.2 percent in 2014 from 7.4 percent in 2013. Iowa and Hawaii tied for the ninth-lowest unemployment rate in the nation. The number of unemployed persons in Iowa averaged 74,000 in 2014, down from 78,200 in 2013. Men accounted for 60 percent of the unemployed in Iowa in 2014, compared to women who made up 40 percent. Minorities and youth continued to experience the highest rates of unemployment: Blacks or African Americans (14.1 percent), youth 16 to 19 years of age (12.0 percent), and Hispanics (8.5 percent). Workers with less education also continued to experience a higher unemployment rate than better educated individuals: those with less than a high school diploma (10.9 percent), high school graduates with no college (5.8 percent), those with some college or associate's degree (4.6 percent), and those with a Bachelor's degree or higher (2.1 percent). Iowa's long term unemployment also eased somewhat in 2014, down to 18.8 percent of total unemployment from 21.1 percent in 2013. Unemployment rates in all nine of the state's metropolitan statistical areas (MSA's) and most rural counties decreased in 2014. The Ames MSA experienced the lowest rate of the nine major labor market areas at 2.9 percent; Davenport-Moline-Rock Island MSA was the highest at 6.3 percent. Jobless rates for Iowa's 99 counties ranged from a low of 2.6 percent in Lyon to a high of 6.3 percent in Lee.
- Iowa's economy continued to expand through 2014, ending the year at a record level of nonfarm employment. This is the fourth consecutive year of employment gains. However, compared to surrounding states in 2014, four of the six states had higher rates of growth than Iowa's (1.3 percent). The United States as a whole had a growth rate of 1.9 percent. The gap between Iowa's rate of growth and that of the country has increasingly widened over the past four years, with the nation's rate of growth exceeding Iowa's each year. The overwhelming majority of the state's super-sectors experienced gains in nonfarm

employment from 2013 to 2014. The only sectors with job losses were private education which lost 800 jobs, information, which lost 500, and mining and logging, down 100. The information sector is down 8,000 jobs (23.8 percent) from its peak of 33,600 in 2007 as new technology and information delivery systems continue to play a role in the reduction of the sector's employment. Strong employment gains occurred in construction and professional and business services from 2013 to 2014. Manufacturing also added jobs each of the last four years, although the rate of gain has steadily slowed each year. Other economic indicators show mixed results. Corn and soybean profits fell sharply through 2014, leading many to believe 2015 will be a challenging year for farmers. Home sales in Iowa remained fairly steady from 2013 to 2014 with just 0.4 percent fewer sales in 2014. The average sale price of homes increased 1.3 percent from 2013 to 2014, up to \$157,385.

- The 2012-2022 Iowa Occupational Projections show employment changes over the next decade. Steady incremental growth best describes the projections during this period. Iowa is projected to have 11.2 percent cumulative growth (or 1.1 percent annual growth) across all occupational groups. This represents an increase in employment from 1,758,205 in 2012 to 1,955,480 in 2022. The largest growth rates in the major occupational groups are expected in Construction and Extraction, Computer and Mathematical, Personal Care and Service, Healthcare (Support and Practitioner), and Community and Social Service. In terms of number of jobs, the largest anticipated increases are Office and Administrative, Sales, Transportation and Material Moving, Construction and Extraction, Healthcare Practitioner, Food Preparation and Production. The Iowa occupations with the fastest growth rate over the next decade are expected to be interpreters/translators, medical sonographers, occupational therapy assistants, information security analysts, insulation workers, meeting/convention planners, actuaries, physical therapist assistants, personal care aides, and postsecondary health teachers. The occupations with the largest growth in number of jobs are expected to be truck drivers, registered nurses, food prep/serving workers, retail salespersons, customer service reps, laborers/material movers, childcare workers, home health aides, janitors and cleaners, and cashiers.
- The construction sector of Iowa's economy consists of 74,263 private-sector employees and almost 1,500 public sector employees. It is the 7th largest sector of Iowa's economy and represents about 5.8 percent of Iowa's total private-sector employment. Average annual income for construction workers in Iowa was \$51,937, about 25 percent higher than the average private sector employee's wage of \$41,965. The economic downturn from 2008 to 2010 was especially hard on the construction sector in Iowa. While the state's economy as a whole dropped by 4.3 percent during this period, the construction sector dropped by 15.7 percent. This large gap meant that it took longer for the construction sector to recover. Although the number of jobs statewide surpassed their pre-recession high in 2013, it took the construction sector until 2014 to return to 2008 levels. Since 2011, however, construction has been making a strong comeback. The number of construction jobs in Iowa increased by nearly 10 percent between 2013 and 2014, while the entire state economy grew by less than 1.5 percent.
- In September 2014, the Iowa Department of Education released the *Iowa Community Colleges Education Outcomes: Diploma, Certificate, and Associate Degree Programs* report. It represents the most comprehensive and detailed publicly available employment data

for Iowa community college graduates to date. The purpose of the report is to describe employment and wage outcomes of Iowa community college graduates. Employment and wages are only analyzed for those graduates that have not enrolled in further education, since the earnings for enrolled students could be attributed to additional education. Nine of the ten highest earning programs are AAS (Associate of Applied Science) degrees. The only non-AAS program in the top ten is the lineworker diploma program. Seven of the top ten programs are mechanical, engineering, or production-related. These programs prepare students for jobs in many industries, but primarily in manufacturing, construction and utilities. Two of the top ten are nursing programs and the final one is a multi-disciplinary degree customized by either students or employers.

- One of the responsibilities of Iowa Workforce Development (IWD) is to provide employment services to our customers. For over fifteen years, the Analyst Resource Center (ARC) Employer Database has assisted job seekers with information about employers: who they are, where they are, and how they can be contacted. Job openings are not included in the ARC Employer Database. It is an acquired database that contains information on over fifteen million employers throughout the country. The database has several levels of access to data: licensee, intermediate user, and end user. The IWD website provides end user access only. The end user, e.g. a job seeker, is able to search a defined area of the database and receive a display of partial records, including firm name, address, internet address, phone number and contact, business description, and size.
- Each year, the Iowa Department of Economic Development, receives requests for and grants the Iowa Economic Development Authority (IEDA) Incentive Awards. In 2014, IEDA Awards were granted in the form of tax incentives and direct financial assistance to new and established businesses. The awards are expected to directly and indirectly result in the creation of numerous jobs throughout Iowa. Presented in this publication are examples of those awards broken out by Iowa Workforce Development region.

OVERVIEW OF THE 2014 IOWA ECONOMY

Record Highs Reached in 2014

The Iowa economy continued to advance in 2014, even surpassing records in labor force and nonfarm employment. Most indices reflected expansion over the past year and confidence in the economic climate; the labor force reached an all-time high in 2014, exports expanded following a slight contraction in 2013, and the level of unemployed dropped to its lowest level since 2008. Early evidence suggests this trend should continue through 2015.

While 2013 was prosperous by most measures, it was partially hindered by global uncertainty and partisan budget skirmishes; 2014 was not affected by the same afflictions. Iowa's exports expanded by \$1.2 billion (+8.6 percent), construction employment surged (+6,600 jobs or 9.7 percent) due to steady, moderate demand from residential homebuyers coupled with several large-scale industrial projects around the state, and new vehicle registrations advanced slightly to 142,431 new units registered (+0.4 percent).

Nationally, nonfarm employment added 2.6 million jobs in 2014, a gain of 1.9 percent annually. This was the most jobs gained and fastest pace since 2000. Although positive, Iowa's annual growth rate fell short of the national level (1.3 percent), but did match last year's level. Additionally, this was the fourth-consecutive year of growth in nonfarm employment. Job gains were heaviest in metropolitan areas (71.2 percent urban versus 28.8 percent rural), despite Iowa's large rural working population (56.4 percent). Non-metro employment advanced by just 5,700 jobs in 2014—a gain of 0.9 percent. However, this sluggish growth may simply be a symptom of migration and commuting patterns towards metropolitan areas that has been increasing over the past several decades. The metropolitan areas which experienced the fastest rate of expansion in 2014 were Des Moines (+8,200) and Ames (+1,800). Both added jobs annually at a much faster pace than the state (+2.4 percent and 3.6 percent, respectively). Iowa City and Sioux City gained jobs at nearly the same pace as the state (1.4 and 1.3 percent, respectively), while Dubuque, Cedar Rapids, and Waterloo experienced slower-than-average expansions during the past year but still increased annually.

Most of the indicators trended up, and in most cases, gained momentum in 2014.

Notable highlights for last year include:

- Iowa's housing market remained strong in 2014. According to the Iowa Association of Realtors, the State's average home sales price expanded by \$2,063 (+1.3 percent) to \$157,385. Although positive, the pace is down compared to 2013, when the average home sales price increased by \$7,733 (+5.2 percent). The average number of days on the market shrank slightly to an average of 86 days. Construction employment surged in 2014 (+9.7 percent); however, a majority of that advancement stemmed from industrial, institutional, and business projects. While the number of residential housing projects undertaken has been stagnant versus last year, rising prices coupled with decreasing days on the market and historically low interest rates should bode well for 2015 and provide strong evidence of increasing demand among homebuyers.

- New vehicle registrations rose slightly (+0.4 percent) to 142,431, continuing a streak started in 2009. Like housing, the auto industry also benefited from historically low interest rates and should also be buoyed by easing consumer spending in 2015. Unfortunately, U.S. automakers sales decreased in Iowa in 2014 (-1.4 percent);

Iowa Economic Indicators

Indicator	2010	2011	2012	2013	2014
Gross Domestic Product - Iowa (\$ billions)	140.5	142.8	146.3	150.5	N/A
Exports (\$ billions)	10.9	13.3	14.6	13.9	15.1
Personal Income (\$ billions)	119.1	130.1	135.1	138.3	140.2 ^P
Per Capita Income	\$39,033	\$42,656	\$44,014	\$44,763	\$45,115
Construction Employment	61,600	62,400	64,600	67,800	74,400
Average Iowa Home Sales Price	N/A	N/A	\$147,589	\$155,322	\$157,385
New Residential Housing Units Authorized	7,607	7,526	9,501	10,877	10,256
Iowa New Vehicle Registrations	105,881	123,225	133,233	141,897	142,431
Labor Force Statistics:					
Total Employment	1,576,700	1,571,400	1,565,500	1,595,400	1,630,400
Total Unemployment	100,200	91,000	82,200	78,200	74,000
Percent Unemployed	6.0	5.5	5.0	4.7	4.3
Unemployment Insurance:					
Weeks Compensated	1,920,298	1,536,467	1,342,482	1,294,587	1,201,658
Average Duration (weeks)	15.3	14.2	13.5	13.7	12.9
UI Regular Benefits Paid (\$ millions)	586.9	463.4	417	418.8	402.6

Source: Labor Market Information Division, Iowa Workforce Development ^P = preliminary

all of the annual growth in vehicle registrations were from gains in foreign vehicle sales (+4.0 percent). While purchases were stagnant for cars and trucks, multi-purpose vehicle sales (SUVs, minivans, and other all-terrain vehicles) were strong in 2014—up 4,295.

- Personal income increased by 1.4 percent. Although positive, this rate is down from the 3.1 percent average gain over last couple years, and markedly below the 9.2 increase in the rebound year of 2011 following the recession. The per capita personal income also correspondingly advanced last year, climbing to \$45,115 from \$44,763 in 2013. Iowa ranked 25th in terms of per capita income compared with other states, yet 49th in terms of annual growth with only Nebraska trailing (0.5 percent growth).
- Iowa's total employment expanded by 35,000 jobs in 2014, the second-consecutive year for growth. The state's labor force also increased, gaining 30,900 participants. These gains marked all-time highs in employment and labor force, eclipsing prior records established in 2008. The 2014 unemployment rate of 4.4 percent is the lowest annual rate since 4.3 percent established in pre-recession 2008.
- Unemployment insurance benefits paid and average duration continued to trend downward in the wake of the recession. The total weeks compensated for unemployment insurance decreased by 7.2 percent versus 2013. Average duration of benefits dipped to 12.9 weeks from 13.7 in 2013. These levels peaked for Iowa in 2009 when the average duration of benefits were 15.6 weeks paid and 2.6 million weeks were compensated—over twice the amount paid in 2014. Recent benefit amounts now trend near pre-recession levels.
- Iowa exports increased by \$1.2 billion to \$15.1 billion following a small decline in 2013. Absent many of the austerity measures which partially hampered foreign trade in 2013, the 2014 values expanded with the largest gains being in cereals, meat and edible offal, oil seeds and grains, and residues and by-products from the food industry. Cereals comprise 5.8 percent of total export revenue for the state and doubled following a weak showing in 2013. Industrial machinery makes up the largest component of Iowa exports (17.8 percent) but has declined the last few years from 21.3 percent in 2012.

Planning Ahead for a Strong Iowa Workforce

As the economy continued expanding this past year, several initiatives were undertaken to help insure that Iowa's workforce remains adequately prepared for future opportunities that accompany increased demand for a skilled workforce.

Iowa's Apprenticeship and Job Training Act, signed in May 2014 by Governor Terry Branstad, was passed to help train a skilled workforce and help meet demand from businesses looking to expand in Iowa. This program should help train younger workers to fill middle-skill occupations while alleviating the need for student debt.

Lt. Governor Kim Reynolds announced a combined effort to increase Science, Technology, Engineering, and Math (STEM) education and mentoring of Iowa's young girls and women. This initiative is designed to emphasize the importance and opportunities available in the future Iowa workforce.

Recent projections completed by Iowa Workforce Development show that from 2012-2022 several STEM and middle-skill occupational groups are expected to grow faster than the projected statewide growth rate of 1.1 percent. Efforts to bring technological firms into Iowa should bolster the demand for STEM and middle-skill workers as workplaces become more technologically-driven as opposed to labor-intensive.

2015 Economic Climate

While early forecasts suggested that 2015 was going to be a more prosperous year for the Iowa economy, recent developments have suggested that bullish gross domestic product projections might need to be lowered somewhat. Last year, the nation felt the effects of austerity within foreign markets and global uncertainty of a recession; 2015 has already dealt with particularly harsh winter in the country's northeast (one that likely shed a few percentage points off first quarter gross domestic product) coupled with an increasingly overvalued dollar throttling demand for increasingly expensive American exports. In other parts of the country, rapidly decreasing oil prices may soon have a real impact on oil and gas production jobs and the related manufacturing that goes along with extraction machinery.

Many of these national "shocks" to the economy will have a mitigated impact on the 2015 Iowa economy. Reduced oil prices will generally increase Iowans' disposable income, while diminished demand for domestic fuel extraction and equipment is not a factor as oil and gas production and related activities have little to no presence in the state.

The Iowa economy began 2015 on a positive note, adding jobs in every month through March, while the unemployment rate steadily trended down. Most sectors have also advanced and are expected to add jobs or maintain current levels through the end of the year.

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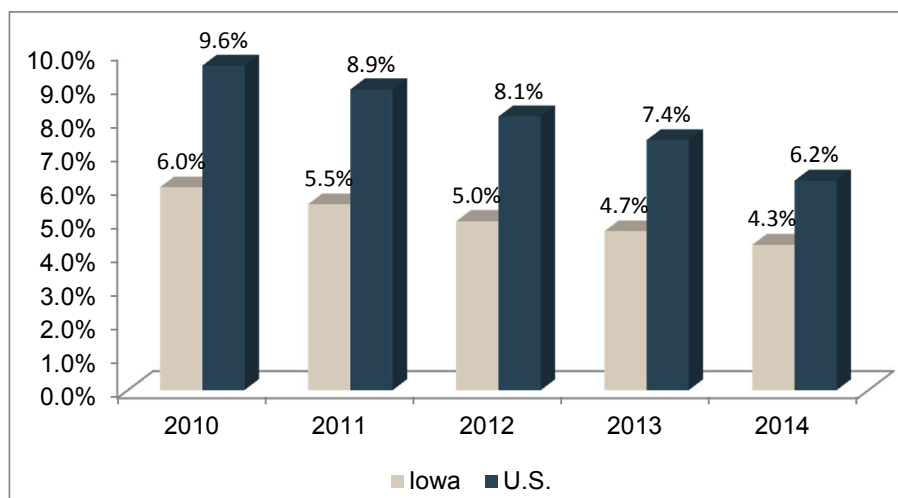
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STATE AND LOCAL LABOR FORCE TRENDS

The statewide annual average unemployment rate fell to 4.3 percent in 2014 from 4.7 percent in 2013. Meanwhile, the U.S. rate for 2014 also showed improvement, dropping to 6.2 percent in 2014 from 7.4 percent for the prior year. Based on the state rankings for 2014, Iowa and Hawaii tied for the ninth-lowest unemployment rate in the nation, and North Dakota had the lowest jobless rate among the states for the sixth consecutive year at 2.8 percent. The District of Columbia, Mississippi and Nevada tied for the highest unemployment rate at 7.8 percent.

Figure 1. Iowa and U.S. Unemployment Rates, 2010-2014



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 74,000 in 2014, down from the prior year's 78,200. Men accounted for 60 percent of the unemployed while only 40 percent of the unemployed were women. Minorities and youth continued to experience the highest rates of unemployment: youth, 16 to 19 years (12.0 percent), Black or African American (14.1 percent) and Hispanic (8.5 percent). Characteristics of the unemployed also showed that long-term unemployment (27 weeks or longer) eased somewhat in 2014, representing 18.8 percent of the total compared to 21.1 percent in 2013. 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 (10.9 percent), high school graduates with no college (5.8 percent), some college or associate's degree (4.6 percent) and Bachelor's degree and higher (2.1 percent).

Unemployment Rates Improve in All Metropolitan Statistical Areas (MSAs) and Counties

Unemployment rates in all nine of the state's metropolitan statistical areas (MSAs) and most rural counties improved in 2014. On average, the jobless rates for the metropolitan areas decreased by four tenths of a percentage point from 2013. The Ames MSA was the lowest of the nine major labor market areas at 2.9 percent. The Davenport-Moline-Rock Island MSA had the highest

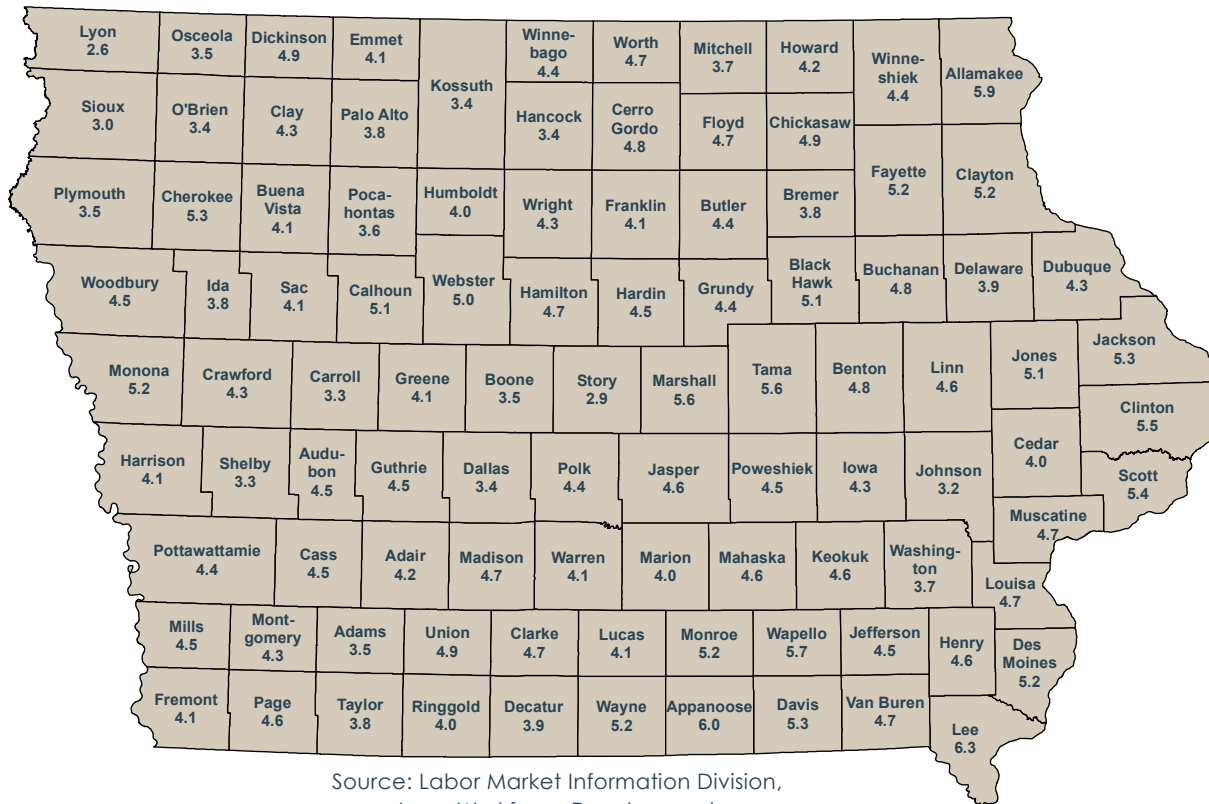
jobless rate at 6.3 percent. Unemployment rates for all 99 counties ranged from a low of 2.6 percent in Lyon County to a high of 6.3 percent in Lee County.

Figure 2. Metropolitan Statistical Area (MSA) Labor Force Summary 2014 Annual Averages

Metropolitan Statistical Area (MSA)	Labor Force	Employed	Unemployed	Unemployment Rate	
				2013	2014
Ames	56,800	55,200	1,700	3.3	2.9
Cedar Rapids	145,100	138,400	6,700	5.1	4.6
Davenport-Moline-Rock Island*	195,200	182,900	12,300	7.0	6.3
Scott County (Iowa Portion)	88,330	83,520	4,810	5.6	5.4
Des Moines-West Des Moines	339,800	325,400	14,400	4.7	4.2
Dubuque	55,900	53,500	2,400	4.6	4.3
Iowa City	96,800	93,700	3,100	3.5	3.2
Omaha-Council Bluffs*	480,000	462,500	17,500	4.1	3.7
Harrison County (Iowa portion)	7,690	7,370	320	4.5	4.1
Mills County (Iowa portion)	7,530	7,190	340	4.4	4.5
Pottawattamie County (Iowa portion)	49,650	47,450	2,200	4.6	4.4
Sioux City*	93,800	89,700	4,100	4.8	4.4
Woodbury and Plymouth Counties (Iowa portion)	71,200	68,100	3,100	4.6	4.3
Waterloo-Cedar Falls	93,400	88,900	4,500	4.9	4.9

Source: Labor Market Information Division, Iowa Workforce Development
 * Metropolitan Statistical Area includes counties in a neighboring state

Figure 3. 2014 Annual Average Unemployment Rates by County



Source: Labor Market Information Division, Iowa Workforce Development

2015 Local Area Unemployment Statistics (LAUS) Redesign

The 2015 redesign was implemented with the publication of the January 2015 estimates. At the same time, new and revised labor area definitions took effect for the states. Since the last program improvements were made in 2005, some issues have been identified that affect the

accuracy and analysis of the estimates. BLS is committed to producing high-quality data and continually conducts research to improve its methods and procedures. Moreover, when data sources cease to exist, new sources must be found to replace them. For example, the LAUS methodology has incorporated data from the long form (decennial census) for years. Since U.S. Census information is no longer being collected on the long form, BLS will be using the American Community Survey (ACS) as an alternate source.

Data for the national unemployment rate are obtained directly from the Current Population Survey (CPS), a monthly survey conducted by the U.S. Census Bureau. The CPS sample consists of approximately 60,000 households, of which over 700 households are in Iowa. State CPS samples are not large enough to directly produce statistically significant monthly estimates. Instead, BLS has developed statistical models for all states that primarily use the monthly CPS survey results along with nonfarm employment estimates for the state developed from the Current Employment Statistics (CES) program and Iowa Workforce Development records on Unemployment Insurance (UI) claims. The use of time series models dates back to 1989, when estimates for 39 states (Iowa included) and the District of Columbia became based on models developed by BLS and tested by state employment security agencies.

LAUS redesign for State models occurred in 2005 with the introduction of the third generation of LAUS models. In 2015, a fourth-generation model was implemented that added further improvements to the monthly employment and unemployment estimates, including a historical series back to 1976 for the State. There are four main differences between the 2005 and 2015 models: (1) structural differences, (2) real-time benchmarking, (3) smoothed seasonal adjustment, and (4) treatment of outliers (extreme values in a particular month).

Both the 2005 and 2015 state models are signal-plus-noise models. The 2015 models, or fourth-generation models, move from the bivariate structure to a regressor format. Nonfarm employment from the CES program and unemployment insurance claims are used as regressor variables, rather than separate input variables. This feature allows greater flexibility for the treatment of outliers and for long-term model development.

In the 2005 generation of the models, real-time benchmarking was an external process applied after the completion of model estimation. With the fourth-generation model, real-time benchmarking is now a model-based component of the estimation procedure, distributing the benchmark discrepancy to the states where it is most appropriate. The states that contributed more to the discrepancy will receive a larger adjustment. The new, fourth-generation models will utilize an improved smoothed seasonal-adjustment filter. In addition to the trend filter, weights have been added to create a seasonal filter.

In the 2005 or third-generation models, state outliers were added to the model prior to real-time benchmarking. With the 2015 models, outliers will be added subsequent to real-time benchmarking. This approach allows the preservation of the impact of the outlier in the originating state and prevents the distortion of estimates in other states.

IOWA'S NONFARM EMPLOYMENT TRENDS

The Year at a Glance

Iowa's economy continued to expand through 2014, ending the year at record level nonfarm employment with an annual average of 1,547,900 jobs. This is the fourth consecutive year of employment gains following the latest recession.

Figure 1: Annual Nonfarm Employment Growth Rates

Area	2011	2012	2013	2014
United States	1.21%	1.71%	1.71%	1.93%
Iowa	1.13%	1.54%	1.29%	1.28%

Minnesota	1.79%	1.60%	1.70%	1.41%
Missouri	0.31%	0.69%	0.94%	0.86%
Wisconsin	0.98%	1.06%	1.02%	1.32%
Nebraska	0.82%	1.69%	1.18%	1.34%
Illinois	1.12%	1.31%	0.95%	1.11%
South Dakota	1.07%	1.67%	0.84%	1.38%

Source: Current Employment Statistics (CES) - U.S. Bureau of Labor Statistics

Compared to surrounding states, Iowa's rate of growth was slightly above average in 2014 and has been for the past four years. However, in 2014, four of the six surrounding states experienced a greater rate of growth than Iowa, making Iowa's growth rate fifth among seven states. The previous year, Iowa's growth rate was second among Iowa and surrounding states. The growth rate of the United

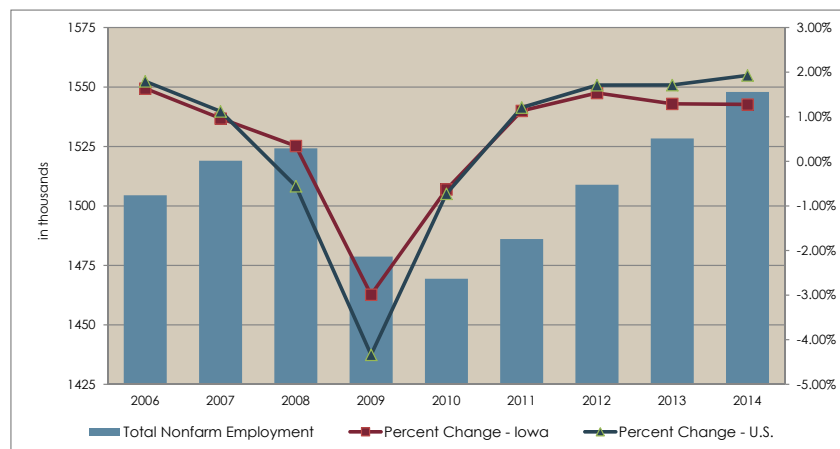
States as a whole (1.9 percent) eclipsed that of all Midwest states, with Minnesota enjoying the greatest gain at 1.4 percent. The Minnesota growth rate was closely followed by South Dakota (1.4 percent), Nebraska (1.3 percent), Wisconsin (1.3 percent), Iowa (1.3 percent), Illinois (1.1 percent), and Missouri (0.9 percent).

Over the past several years, Iowa's rate of employment change tracked closely with that of the nation with few exceptions. In 2014, Iowa's statewide rate of growth for nonfarm employment (1.3 percent) was below that of the United States (1.9 percent). The gap between Iowa and the United States has increasingly widened over the past four years.

Nonfarm Employment Industry Movement

The overwhelming majority of the state's super-sectors experienced gains in nonfarm employment from 2013 to 2014. The only sectors with job losses were private education, which lost 800 jobs, information, which was down 500, and mining and logging, down 100. This is the

Figure 2: Iowa Annual Average Seasonally Adjusted Nonfarm Employment & Percent Change (Iowa vs. U.S.)



Source: Current Employment Statistics (CES) - U.S. Bureau of Labor Statistics

second consecutive year for job losses in education and the seventh consecutive year for losses in the information sector. The information sector is down 8,000 jobs (23.8 percent) from its peak of 33,600 achieved in 2007 as new technology and information delivery systems continue to play a role in the reduction of the sector's employment.

Strong employment gains occurred in construction and professional and business services from 2013 to 2014. Construction has added 6,600 jobs (9.8 percent) and the professional and business services sector has gained 3,800 jobs (2.9 percent). Manufacturing also has added jobs each of the last four years, although the rate of gain has steadily slowed over each year (2.6 percent from 2010-2011, 1.1 percent from 2013-2014).

Employment in educational and health services has increased each of the last four years at a steadily decreasing rate. Health services employment has remained fairly steady and averaged a 1.5 percent four-year gain, while educational services has averaged a 1.1 percent decrease over four years.

Growth in financial activities increased 0.5 percent from 2013-2014. While still gaining employment, this rate of gain is significantly lower than the 2.0 percent gain realized from 2012-2013.

Other Economic Indicators

Grain profits fell sharply through 2014, leading many to believe 2015 will be a challenging year for farmers. The average profit per bushel of corn (for grain) dropped 66.2 percent from 2013 to 2014 and, with exception of a small gain in December, has declined each month since June 2013.

Profits from soybeans have suffered a similar setback, although there was a hint of a comeback mid-year before continuing to decline. The Iowa Department of Revenue reported the change in average profits from 2013 to 2014 was 27.9 percent.

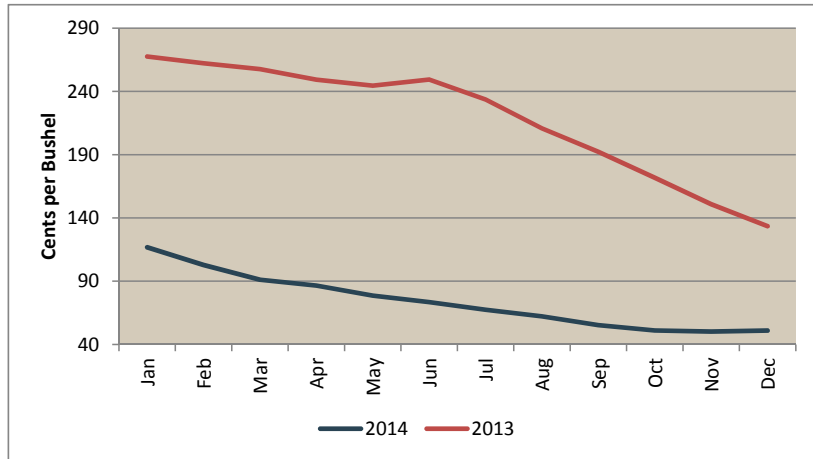
Figure 3: Seasonally Adjusted Nonfarm Employment Annual Average

Industry Title	2009	2010	2011	2012	2013	2014	2013-2014 percent change
Total Nonfarm	1478.7	1469.4	1486.1	1508.9	1528.4	1547.9	1.3%
Total Private	1224.1	1216.3	1233.2	1255.2	1273.7	1292.4	1.5%
Goods Producing	270.0	264.3	270.3	277.5	284.4	293.4	3.2%
Service-Providing	1208.7	1205.1	1215.8	1231.4	1244.0	1254.5	0.8%
Private Service-Providing	954.1	952.0	962.9	977.8	989.3	999.0	1.0%
Mining and Logging	2.2	2.2	2.2	2.2	2.3	2.2	-1.1%
Construction	64.9	61.6	62.4	64.6	67.8	74.4	9.8%
Manufacturing	202.8	200.6	205.8	210.6	214.4	216.8	1.1%
Durable Goods	117.1	116.4	121.8	126.2	128.7	130.7	1.6%
Nondur. Goods	85.7	84.1	84.0	84.4	85.7	86.1	0.5%
Trade & Transport.	302.4	299.5	303.0	307.2	310.8	312.9	0.7%
Wholesale Trade	66.8	66.1	67.1	68.7	68.9	69.2	0.5%
Retail Trade	175.2	172.8	174.2	175.6	177.8	179.2	0.7%
Transportation	60.5	60.6	61.7	62.9	64.0	64.5	0.8%
Information	30.3	28.7	28.0	26.9	26.1	25.6	-1.9%
Financial Activities	102.0	101.2	100.7	101.7	103.6	104.2	0.5%
Finance & Insurance	89.0	88.3	87.6	88.5	90.1	90.2	0.1%
Prof. & Bus. Svcs.	117.5	121.8	125.6	129.9	132.3	136.1	2.9%
Prof, Scientific & Tech Serv	42.1	42.3	43.4	44.8	46.7	48.4	3.8%
Admin & Support	62.5	65.9	67.1	69.0	68.9	69.6	1.1%
Educ. & Health	211.9	214.0	217.2	220.1	221.9	223.2	0.6%
Educ. Services	37.3	37.6	38.8	38.7	36.8	36.0	-2.2%
Health Services	174.6	176.4	178.4	181.4	185.1	187.2	1.1%
Leisure & Hospitality	132.6	129.9	131.7	134.3	136.4	137.9	1.0%
Accomm & Food Services	112.4	110.2	111.8	115.6	118.0	119.3	1.1%
Other Services	57.5	56.9	56.8	57.8	58.2	59.1	1.6%
Government	254.6	253.1	252.9	253.7	254.7	255.5	0.3%
Federal Govt.	18.5	19.1	18.0	17.6	17.4	17.5	0.7%
State Govt.	66.8	64.8	65.3	65.7	66.2	67.0	1.2%
Local Govt.	169.3	169.1	169.6	170.3	171.1	171.0	0.0%

Source: Current Employment Statistics (CES) - U.S. Bureau of Labor Statistics

According to the Iowa Association of Realtors, home sales in Iowa remained fairly steady from 2013 to 2014 with just 0.4 percent fewer sales in 2014. The sale price of homes increased 1.3 percent from 2013 with a 2014 average sale price of \$157,385. The year ended on a positive note, with home sales for the month of December up 4.8 percent from the previous year and pending sales up 8.2 percent. When combined with the current low home mortgage interest rates, this end-of-year boost bodes well for a solid start in 2015.

Figure 4: Corn Profits 2013 - 2014



Source: Iowa Department of Revenue

IOWA'S OCCUPATIONAL PROJECTIONS – 2012-2022

The 2012-2022 State of Iowa long-term occupational projections provides the basis for many forms of labor market analysis. With hundreds of occupations under review, many varying types of reports have been made to capture, categorize, and create an understanding of the data. This article will provide an occupational analysis and the publications from which they come.

Occupational Group Projections

Steady incremental growth best describes the 2012-2022 State of Iowa occupational projections. During this period, Iowa is projected to have an 11.2 percent growth (or 1.1% annual) across all occupational groups. Numerically, this translates from Iowa's initial 2012 total employment estimate of 1,758,205 to a projected 1,955,480 count for 2022. Figure 1 provides the projections data by growth rate and Figure 2 by employment change. Construction, Computer and Mathematical, Personal Care, Healthcare (Support, Practitioner), and Social Services are among the leading occupational groups by growth rate. In terms of employment change, Office and Administrative, Sales, Transportation, Construction, Healthcare Practitioner, Food Preparation, and Production lead the way.

Figure 1: 2012-2022 Iowa Occupational Group by Growth Rate

Occupational Group	2012 Est Employment	2022 Proj Employment	Numeric Change	Annual Growth Rate (%)
Construction and Extraction Occupations	75,710	93,145	17,435	2.3
Computer and Mathematical Occupations	33,470	40,560	7,085	2.1
Personal Care and Service Occupations	53,010	63,675	10,665	2.0
Healthcare Support Occupations	49,160	58,595	9,435	1.9
Healthcare Practitioners and Technical Occupations	84,995	100,885	15,890	1.9
Community and Social Service Occupations	25,495	30,165	4,670	1.8
Building and Grounds Cleaning and Maintenance Occupations	59,645	68,480	8,835	1.5
Business and Financial Operations Occupations	76,000	87,095	11,095	1.5
Transportation and Material Moving Occupations	133,170	150,785	17,615	1.3
Legal Occupations	8,250	9,305	1,050	1.3
Arts, Design, Entertainment, Sports, and Media Occupations	26,560	29,770	3,210	1.2
Installation, Maintenance, and Repair Occupations	68,585	76,810	8,225	1.2
Total, All Occupations	1,758,205	1,955,480	197,275	1.1
Life, Physical, and Social Science Occupations	12,490	13,850	1,360	1.1
Food Preparation and Serving Related Occupations	132,020	146,170	14,145	1.1
Education, Training, and Library Occupations	115,965	127,835	11,870	1.0
Sales and Related Occupations	177,320	195,030	17,710	1.0
Office and Administrative Support Occupations	246,530	268,415	21,885	0.9
Protective Service Occupations	22,335	24,270	1,930	0.9
Architecture and Engineering Occupations	18,715	20,165	1,450	0.8
Production Occupations	161,460	173,485	12,030	0.7
Farming, Fishing, and Forestry Occupations	15,395	16,015	620	0.4
Management Occupations	161,915	160,970	-945	-0.1

Figure 2: 2012-2022 Iowa Occupational Group by Employment Growth

Occupational Group	2012 Est Employment	2022 Proj Employment	Numeric Change	Annual Growth Rate (%)
Total, All Occupations	1,758,205	1,955,480	197,275	1.1
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Top Ten Occupational Projections

Iowa's top ten occupations expected to have the largest percentage of employment growth for 2012-2022 are primarily in the Computer, Healthcare, and Construction occupational groups as seen in Figure 3. The top ten occupations include Interpreters, Medical Sonographers, Occupational Therapy Assistants, Information Security Analysts, Insulation Workers, Meeting and Convention Planners, Actuaries, Physical Therapist Assistants, Personal Care Aides, and Postsecondary Health Teachers.

Iowa's top ten occupations expected to have the largest employment growth for 2012-2022 will account for 44,705 (or 23%) of the projected 197,275 new jobs. The major occupational groups of Healthcare, Food Service, Sales, Office and Administrative Support, and Transportation and

Material Moving will account for 33,395 (or 75%) of the 44,705 new jobs as shown in Figure 4. Truck Drivers, Registered Nurses, Food Preparation Workers, Retail Salespersons, Customer Service Reps, Laborers/Material Movers, Childcare Workers, Home Health Aides, Janitors/Cleaners, and Cashiers are projected to be Iowa's top ten leading occupations in employment growth.

Iowa's Hot Jobs and STEM Jobs

The 2012-2022 occupational projections serve as the basis for both Iowa's *Hot Jobs* and *STEM Jobs*. *Hot Jobs* examine an occupation's rate of growth and rate of pay and must be higher than the state average for all occupations in both annual growth and salary.

STEM Jobs refer to occupations heavily dependent on acquiring tools and skills from Science, Technology, Engineering, and Math (STEM). These occupations can be found predominantly in Computer and Mathematical; Architecture and Engineering; Life, Physical, and Social Science; and Healthcare (Practitioner and Support) occupational groups.

Figure 3: 2012-2022 Iowa Occupations with Fastest Growth Rate

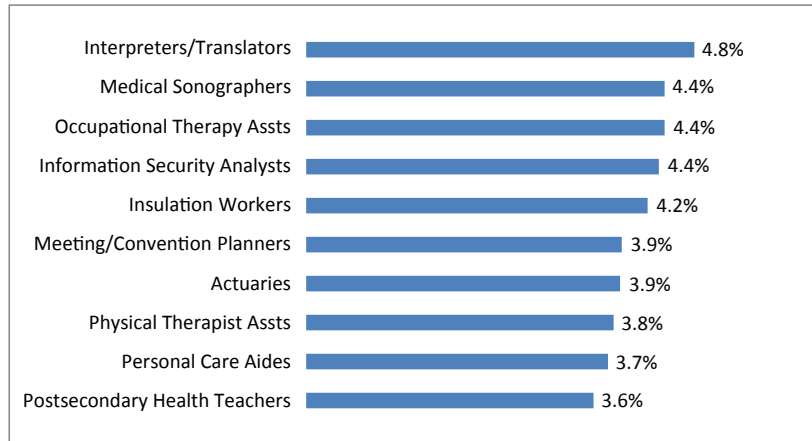


Figure 4: 2012-2022 Iowa Occupations with Largest Growth

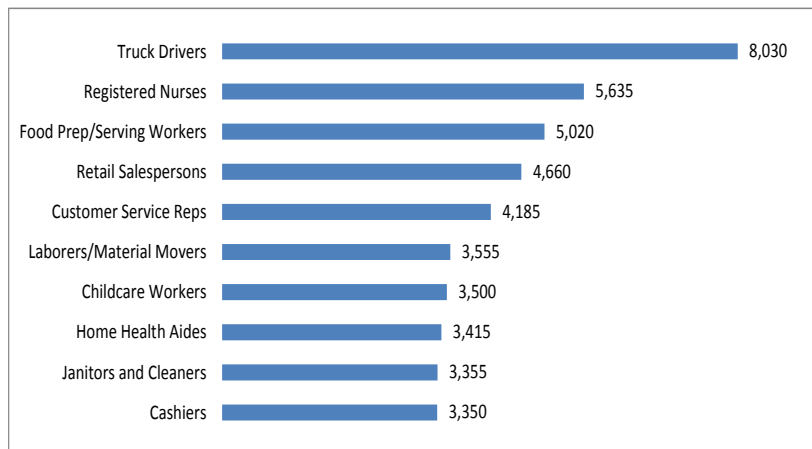


Figure 5 provides a listing of Iowa's top fifty Hot Jobs, including occupations that are also considered STEM (indicated with an *). In fact, the majority of these occupations are indeed STEM-related and fall under the occupational groups mentioned earlier. Further analysis also confirms that STEM occupations are growing faster than non-STEM, 1.6 percent vs. 1.1 percent annually across all occupations.

Figure 5: 2012-2022 Iowa Hot Jobs and STEM Jobs

Occupational Title	Employment			(\$)	
	2012 Est	2022 Proj	Annual Growth Rate (%)	2014 Mean Wage	2014 Mean Salary
Optometrists*	555	665	2.1	61.51	127,947
Health Specialties Teachers, Postsecondary*	1,825	2,480	3.6	60.21	125,247
Computer & Information Systems Managers*	2,310	2,805	2.1	53.56	111,404
Actuaries*	540	750	3.9	45.00	93,595
Physician Assistants*	725	955	3.2	43.31	90,094
Real Estate Brokers	680	840	2.4	41.88	87,111
Nurse Practitioners*	720	920	2.8	41.00	85,289
Physical Therapists*	1,700	2,240	3.2	38.88	80,875
Management Analysts	5,365	6,650	2.4	37.62	78,251
Medical & Health Services Managers*	4,650	5,600	2.0	37.48	77,968
Personal Financial Advisors*	1,605	2,130	3.3	37.47	77,937
Computer Systems Analysts*	5,260	6,910	3.1	37.18	77,326
Construction Managers*	3,300	4,010	2.2	35.55	73,944
Operations Research Analysts*	770	980	2.7	35.37	73,580
Occupational Therapists*	855	1,120	3.1	35.29	73,404
Information Security Analysts*	1,945	2,800	4.4	34.32	71,377
Architects, Ex Landscape & Naval*	935	1,140	2.1	33.02	68,690
Dental Hygienists*	2,035	2,575	2.7	32.31	67,195
Nursing Instructors & Teachers, Postsecondary*	790	1,070	3.5	30.71	63,875
Loan Officers	5,190	6,230	2.0	30.56	63,572
Logisticians*	560	700	2.6	30.08	62,570
Diagnostic Medical Sonographers*	540	780	4.4	28.45	59,167
Cost Estimators*	2,085	2,505	2.0	27.55	57,300
First-Line Supvs of Const Trades/Extract Wkrs	5,690	6,990	2.3	26.29	54,683
Market Research Analysts & Mktg Specialists	2,425	3,190	3.2	25.86	53,790
Social & Community Service Managers	2,405	2,910	2.1	25.74	53,529
Insurance Sales Agents	6,205	7,665	2.4	25.42	52,879
Dietitians & Nutritionists*	745	895	2.0	25.27	52,570
Structural Iron & Steel Wkrs	855	1,050	2.3	25.15	52,309
Fundraisers	460	550	2.1	25.03	52,056
Occupational Therapy Assistants*	360	520	4.4	24.84	51,659
Sheet Metal Wkrs	2,020	2,415	2.0	24.16	50,243
Physical Therapist Assistants*	800	1,105	3.8	22.76	47,339
Medical Equipment Repairers	480	645	3.4	22.72	47,258
Healthcare Social Wkrs	1,565	1,895	2.1	22.55	46,906
Electricians*	7,350	8,830	2.0	22.55	46,897
Plumbers, Pipefitters, & Steamfitters*	6,290	7,745	2.3	22.51	46,826
Heating/A C/Refrig Mechanics & Installers*	3,235	4,015	2.4	22.29	46,366
Meeting, Convention, & Event Planners	435	605	3.9	22.04	45,839
Millwrights	800	980	2.3	21.37	44,450
Brickmasons & Blockmasons	1,695	2,245	3.2	21.18	44,054
Operating Engineers & Other Equip Operators	5,105	6,150	2.0	20.84	43,340
Industrial Machinery Mechanics	4,270	5,365	2.6	20.83	43,334
Real Estate Sales Agents	1,570	1,910	2.2	20.24	42,098
Mental Health & Substance Abuse Social Wkrs	1,625	1,950	2.0	19.63	40,839
Medical & Clinical Laboratory Technicians*	1,460	1,820	2.5	19.54	40,637
Computer User Support Specialists*	4,850	5,980	2.3	19.53	40,632
Environmental Science & Protection Technicians*	440	550	2.4	19.50	40,565
Substance Abuse/Behavioral Disorder Counselors	1,295	1,605	2.4	19.27	40,086
Carpenters	9,980	12,900	2.9	18.90	39,315

*= STEM

Source:

Occupational Projections, Labor Market Information Division, Iowa Workforce Development

RECESSION AND RECOVERY IN THE CONSTRUCTION INDUSTRY

Since the “Great Recession” peaked in 2008, the construction industry has been under the spotlight, because the downturn began, in part, when the housing bubble burst. As one would expect, in the state of Iowa construction was hit significantly harder and employment dropped faster than the average Iowa industry. This industry has also experienced a robust recovery, and the ground lost has been regained over the past few years. Surprisingly, while all subsectors of the industry took a hit and bounced back during and after the recession, non-residential construction employment lost proportionally more jobs, but has boomed in the post-recession years.

Construction Defined

The construction sector is made up of establishments that erect buildings or engineering projects such as utility systems and highways. Firms that build or repair structures as well as firms that prepare sites for new construction are included in this sector. Construction work can include work additions, alterations, and repairs.

There are three subsectors that make up this sector. The first is the construction of buildings which consists of constructing or remodeling both residential and industrial buildings. The second subsector is heavy and civil engineering construction. This subsector consists of establishments that work on engineering projects—like highways, bridges, and dams—either completing entire projects or working on specific components of such projects. The third subsector of construction is specialty trade contractors. These establishments perform specific activities related to construction work, for example HVAC or painting, but are not responsible for entire construction projects.

Figure 1: Employment and Wage Trends Before the Recession, at Their Recession Low, and in 2014

ID NO.	INDUSTRY NAME	2008	2010	2014
STATEWIDE	Total Private Employment in Iowa	1,254,897	1,201,163	1,280,034
STATEWIDE	Average Private Wage in Iowa	\$36,360	\$37,429	\$41,965
23	Construction Employment	73,026	61,586	74,263
23	Construction Average Wage	\$44,032	\$43,733	\$51,937
236	Construction of Buildings Employment	17,372	13,685	16,417
236	Construction of Buildings Average Wage	\$44,157	\$41,646	\$51,857
237	Heavy and Civil Engineering Construction Employment	10,067	8,759	10,903
237	Heavy and Civil Engineering Construction Average Wage	\$51,495	\$53,002	\$64,456
238	Specialty Trade Contractors Employment	45,586	39,142	46,944
238	Specialty Trade Contractors Average Wage	\$42,336	\$42,389	\$49,058

Source: Quarterly Census of Employment and Wages, Labor Market Information Division, Iowa Workforce Development
The employment numbers are calculated by averaging the employment for the four quarters of each year. The average annual wage is the total wages paid for that year divided by the annual employment.

The Construction Sector in Iowa

The construction sector of Iowa's economy consists of 74,263 private-sector employees in addition to nearly 1,500 public-sector employees. This sector represents about 5.8 percent of Iowa's total private-sector employment, making it the 7th largest sector of Iowa's economy.

The average annual income for construction sector workers in Iowa was \$51,937 a year, nearly 25 percent higher than the average private sector employee's wage of \$41,965 per year.

The largest sub sector is specialty trade contractors, representing 46,944 employees. This sector, although the lowest paid of the three sectors, boasts a respectable average annual salary of \$49,058. Building construction consists of 16,417 employees whose annual wage was \$51,857 for 2014. Heavy and civil engineering construction is the most generously compensated subsector in this industry, averaging \$64,456 a year in 2014. This subsector consists of 10,903 employees.

Recession and Recovery

The economic downturn that lasted from about 2008 to 2010 was especially hard on the construction sector. While the state's economy as a whole shrunk by 4.3 percent between 2008 and 2010 (the year at which employment reached its lowest point), the construction sector shed 15.7 percent of its employment over the same period. It also took the construction sector in this state longer to recover than it took the aggregate economy. While the number of jobs statewide surpassed their pre-recession high in 2013, the construction sector took until 2014 to return to 2008 employment levels.

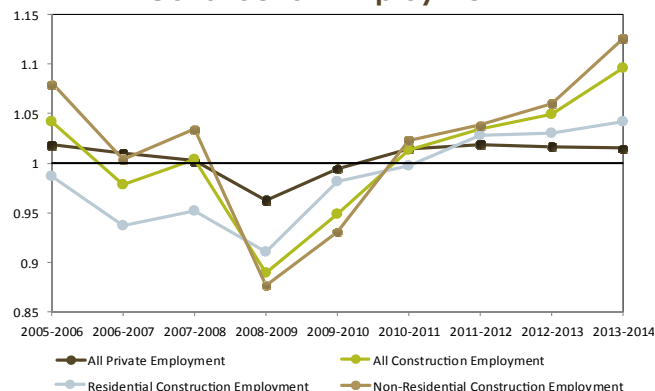
Despite the big hit the construction sector took during the recession, the sector looks destined for a strong comeback. Since 2011, the sector has been adding jobs faster than the state's economy as a whole and the number of construction jobs in Iowa increased by nearly 10 percent between 2013 and 2014, while the entire state economy grew by less than 1.5 percent. If the trend continues, we should experience a return to pre-recession employment peaks by the end of 2015.

Residential and Non-Residential Growth Patterns

The Quarterly Census of Employment and Wages program data divide most subsectors into residential and non-residential. To examine the effects of the housing crash on construction employment, all residential construction industries were summed, and nonresidential construction was inferred by subtracting residential from total construction.

The crash of the housing market played a large role in the recent recession. Therefore, it may not be surprising to learn that construction took a larger hit than other sectors in Iowa.

Figure 2 Year over Year Changes in Construction Employment



Source: Quarterly Census of Employment and Wages, Labor Market Information Division, Iowa Workforce Development

Plot points are Year 2 divided by year 1, so values below one indicate that the sector shrank over the past year and values greater than one indicate growth.

However, residential construction was a lesser factor of the steep decline in construction employment. While residential construction constricted by a substantial 10.4 percent between 2008 and 2010, non-residential construction dropped a staggering 18.4 percent over the same period. Furthermore, residential construction in Iowa had not grown for years before the recession and did not start adding jobs until 2011, so the construction slump was not a catalyst of the mortgage crisis in Iowa.

The phenomenal growth in construction jobs since 2010 is also not attributable to a housing boom. While the number of jobs in residential construction grew a respectable 10 percent between the low-point of the recession in 2010 and 2014, non-residential jobs rocketed up an impressive 21 percent over the same period.

Construction is an important industry in the state of Iowa, but sector increases depends on growth in other areas. In recent years, construction has expanded as industrial and commercial employment has increased, with residential construction as a secondary source of job creation. This dependency on other areas of the economy implies that construction may be especially hurt in recessions, but can be a source for great growth as the economy recovers.

EMPLOYMENT OUTCOMES OF RECENT IOWA COMMUNITY COLLEGE GRADUATES

Since the turn of the century, it has become progressively inexpensive to store large amounts of data. This abundance of accessible data has also brought around an increased focus on data-based decision making in both the public and private sectors, fundamentally changing the way organizations—from professional sports franchises to Wall Street—are managed.

This push has not left the education industry behind. In 2005, the Institute of Education Sciences (IES) started awarding competitive federal grants to states under the Statewide Longitudinal Data Systems (SLDS) Grant Program. These grants assisted states in developing and expanding the infrastructure of their state educational data systems. One goal of these grants is to connect postsecondary education records with state Unemployment Insurance (UI) wage records in order to track the employment outcomes of college graduates.

The demand for, and availability of, data on the earnings of recent college graduates has increased markedly over the past five years. One of the primary drivers behind the demand is the growing student debt load and the need to quantify students' abilities to pay it down. Many states have started to make that data publicly accessible via the internet. College Measures'™ Economic Success Metrics (ESM) Program (collegemeasures.org/esm) is one example of a website doing just that. Six participating states have published employment rates and earnings data for college graduates by program and by postsecondary institution.

In September 2014, the Iowa Department of Education released the Iowa Community Colleges Education Outcomes: Diploma, Certificate and Associate Degree Programs report. This report was a cooperative venture with Iowa Workforce Development and analyzes the employment and wage outcomes of recent Iowa community college graduates by award type and by program. It represents the most comprehensive and detailed publicly available employment data for Iowa community college graduates to date.

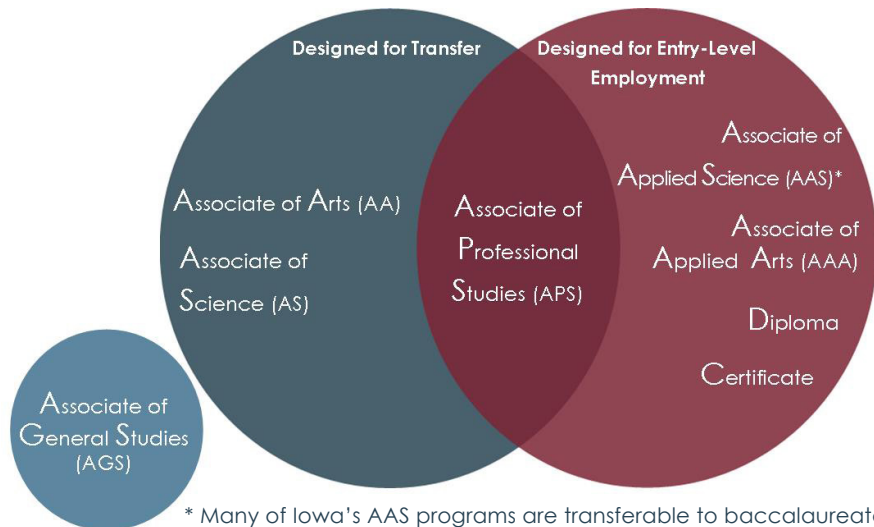
Iowa Community College Award Types

Community colleges offer a much more diverse selection of awards than the majority of four-year institutions. Therefore, one should gain an understanding of the differences in these awards' purposes before attempting to analyze the employment outcomes of those graduates that receive them. Most people are familiar with the associate degree -- an award designed to take two years of full-time study to attain. What many do not realize is that there are several varieties of associate degrees offered by Iowa community colleges, and their purposes vary greatly.

Figure 1 illustrates a very simplified breakdown of these differing intents. Some associate degrees (i.e. Associate of Arts (AA), Associate of Science (AS)) are designed for the student planning to transfer to a four year program upon completion. Other associate degrees (i.e. Associate

of Applied Science (AAS), Associate of Applied Arts (AAA)) are based on career and technical education (CTE) programs designed to prepare students for entry-level employment in technical occupations. The Associate of General Studies (AGS) degree is pictured outside of these two circles because the course of study is constructed by the individual student who can customize his or her individual program of study.

Figure 1: Summary of Iowa Community College Awards and Their Intent



Beyond associate degrees, Iowa community colleges also offer diplomas and certificates which are awarded upon completion of shorter programs; program length varies greatly, but is intended to be no more than one year of full-time study. These are also based on CTE programs that prepare students for employment.

Where do Iowa community college graduates end up?

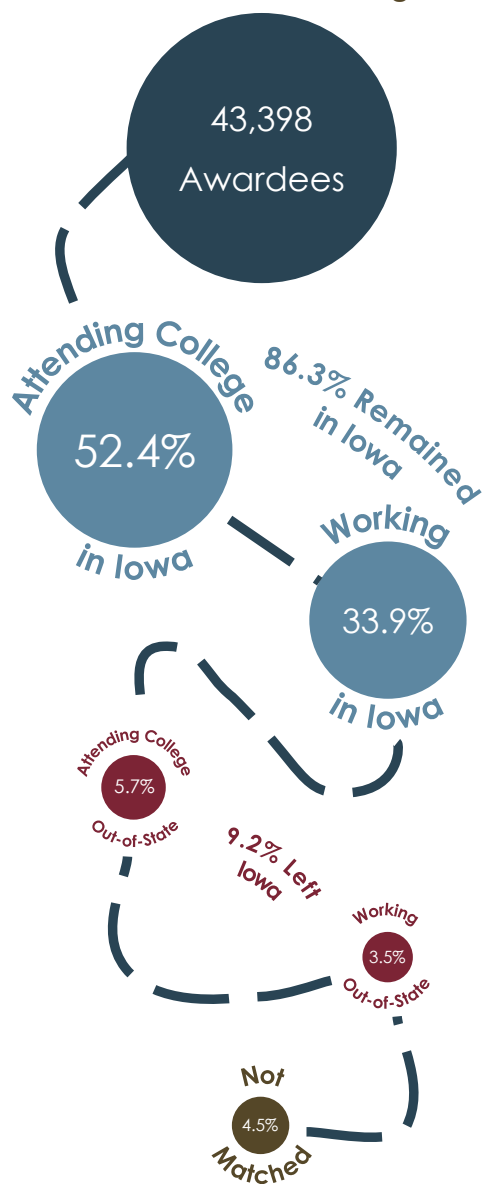
The *Iowa Community Colleges Education Outcomes: Diploma, Certificate and Associate Degree Programs* report does not only include employment and wage data. One of its other sections which can be analyzed is student migration. Figure 2 summarizes what Iowa community college graduates from state fiscal years 2010 to 2012 (FY2010 - FY2012) were doing in the first year after receiving their award. For the purposes of the report, if a student was both enrolled in further education and working, they are counted as attending college.

There were 43,398 awardees between FY2010 and FY2012, 86.3 percent of which were in either Iowa postsecondary education or Iowa employment in the first year after receiving their award. Of the 22,732 awardees that were enrolled in further education in Iowa (52.4% of the entire cohort), slightly over two thirds (68.1%) of them were still enrolled at an Iowa community college. The remaining 31.9 percent transferred to an in-state four year institution.

Of all the awardees, only 9.2 percent left the state of Iowa for either further education or employment in the first year after graduation. Iowa community college graduates tend to migrate out of the state in aggregate at a relatively slow rate, so this number will rise as the time since graduation increases. This pattern is illustrated in the *2011 Iowa Statewide Community College Economic Impact Report*, a collaborative report between the Iowa Association of Community College Trustees, Iowa Workforce Development and the Iowa Department of Education. Of those students that did leave Iowa in the first year after graduation, just over three-fifths (62.1%) enrolled in further education while almost two-fifths (37.9%) entered the workforce.

All of this further education and employment data comes from matching the Iowa community college graduate records to National Student Clearinghouse records (for further education)

Figure 2: Fiscal Year 2010 to Fiscal Year 2012 Iowa Community College Awardees First Year Following Award



Source: Iowa Community Colleges Education Outcomes: Diploma, Certificate and Associate Degree Programs

had median earnings of \$40,806. This represents a very strong value as a diploma is typically no more than one year of full-time study, in contrast to associate's degrees which are two years of study. There could be other factors affecting the employment outcomes of these program graduates (pre-existing employment, an abnormal amount of previous experience or a training agreement with an employer), but the data seems to indicate that this a very valuable short-term award.

From a broader occupational standpoint, seven of the top ten programs are mechanical, engineering or production-related in nature. These programs prepare students for jobs in

and Unemployment Insurance wage records (for employment). Of the 43,398 awardees, 4.5 percent of them were not found in either source and therefore cannot be accounted for.

Employment Outcomes by Program

The primary purpose of the *Iowa Community Colleges Education Outcomes: Diploma, Certificate and Associate Degree Programs* report is to describe employment and wage outcomes of Iowa community college graduates. Employment and wages are only analyzed for those graduates that have not enrolled in further education, as the earnings for enrolled students could be attributed to that additional education.

Figure 3 shows the top ten awards by earnings in the first year after graduation (median) for fiscal year 2012 awardees. The programs included are limited to those that had at least 25 employed graduates. The biggest takeaway from this table is that nine of the ten highest earning programs are AAS degrees. This pattern is shown in the overall data as well. The overall median first year earnings for fiscal year 2012 AAS recipients was \$30,379. The awards with the next highest median earnings were diploma with \$22,770 and Associate of Science/Career Option with \$22,230 (the latter is an award type that is being phased out in Iowa). Students receiving awards that are intended for transfer that directly enter employment instead of transferring tend to earn lower wages than students in CTE programs (\$19,077 and \$20,640 median wages for AA and AS degree recipients, respectively).

The only non-AAS program featured in the top ten is the lineworker diploma program. All 28 graduates that did not become enrolled in further education matched to employment in their first year after graduation and

Figure 3: Top Ten Iowa Community College Programs by Median First Year Earnings (fiscal year 2012 Awardees, Programs with at least 25 Employed in First Year after Award)

FY2012 Cohort FY2013 Employment and Wages by Program by Award Type						
Program (CIP)	CIP Title	Award Type	# in Cohort (not enrolled)	Matched to Emp.		Unadjusted Median Wage
				#	%	
511601	Nursing	AAS	94	93	98.9%	\$43,614
480501	Machine Tool Technology/Machinist	AAS	33	32	97.0%	\$42,874
309999	Multi-/Interdisciplinary Studies, Other	AAS	32	30	93.8%	\$41,301
470105	Industrial Electronics Technology/Technician	AAS	60	57	95.0%	\$40,806
460303	Lineworker	Diploma	28	28	100.0%	\$40,800
150503	Energy Management and Systems Technology/Technician	AAS	63	60	95.2%	\$39,143
513801	Registered Nursing/Registered Nurse	AAS	694	683	98.4%	\$39,101
470303	Industrial Mechanics and Maintenance Technology	AAS	25	25	100.0%	\$39,069
010204	Agricultural Power Machinery Operation	AAS	71	67	94.4%	\$36,889
470605	Diesel Mechanics Technology/Technician	AAS	77	73	94.8%	\$35,388

Source: Iowa Community Colleges Education Outcomes: Diploma, Certificate and Associate Degree Programs FY2010 to FY2012 electronic appendix. CIP Titles from the National Center for Education Statistics.

a variety of industries, but most of the jobs would be concentrated in the manufacturing, construction and utilities industry sectors. Two of the top ten are nursing programs and the last is a multi-disciplinary degree customized by either students or employers.

The graduate employment data provided in the *Iowa Community Colleges Education Outcomes: Diploma, Certificate and Associate Degree Programs* report can be useful to a variety of audiences. Prospective students (and parents) can learn how much money they can expect to earn right out of college. Community college administrators can also use this data as part of their program evaluation. There are many other factors to take into consideration when evaluating a postsecondary program, though. Short-term graduate earnings should just be one piece of the puzzle.

The full report and associated data tables are available at www.educateiowa.gov/iowa-community-college-program-outcomes.

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USING THE ANALYST RESOURCE CENTER EMPLOYER DATABASE

One of the responsibilities of Iowa Workforce Development (IWD) is to provide employment services to our customers. For over fifteen years, the Analyst Resource Center (ARC) Employer Database has assisted job seekers with finding information about employers including who the employers are, where they are located, and how they can be contacted. Infogroup, based in Omaha, Nebraska, provides the ARC Employer Database through a contract with the State of Connecticut. Currently, the contract goes through November 30, 2020, if all extensions of the contract are enacted.

The ARC Employer Database is an acquired database containing information on over fifteen million employers throughout the country. Job seekers, career counselors, public economic development entities, and other intermediaries have direct access to information about these employers. Access to this database is available through a DVD and an IWD website located at the following web address: <http://iwin.iwd.state.ia.us/iowa/employers>. The ARC Employer Database is funded by the U.S. Department of Labor, Employment and Training Administration and contracted by the State of Connecticut. The database contains information for all 50 states, District of Columbia, Puerto Rico, Guam, and the U.S. Virgin Islands. Each state receives updates of the database from Infogroup twice a year in April and October.

The ARC Employer Database has several levels of access to the data: licensee, intermediate user, and end user. The licensees are the State Employment Security Agency (SESA) or State Workforce Agency and the U.S. Employment and Training Administration. The licensee will be able to either download the entire database to a PC or search the database using the DVD directly. The intermediate user, a local One-Stop, public economic development entity, or other service deliverer, can search the entire database and retrieve an unlimited number of partial records of which no more than 250 records can be viewed at one time. The end user, e.g., a job seeker, is able to search a defined area of the database and receive a display of partial records of which not more than 50 records can be displayed or printed at one time. The IWD website provides end user access only. If a state chooses to use the included search application, a number of fields can be searched, including name of business, NAICS code,

Figure 1. Partial Listing of Data Elements

The ARC Employer Database Contains over 50 Data Elements including:

Employer Name	Census Tract
Mailing Address	Fax Number
Telephone Number	Employment
Contact Person	Physical Address
Internet Address	North American Industry Classification (NAIC)
Ownership Code	Mapping Link

city, county, state, phone number or employment size. Figure 1 displays a partial list of data elements available in the ARC Employer Database.

After conducting a search of an employer or list of employers the user can then display specific information about the company. There are many data elements displayed that can be very beneficial for the job seeker. Figure 2 provides a sample of a downloaded record from the ARC Employer Database. A valuable tool is a map to the employer location that can be displayed by clicking the available link. Job openings are not included in the ARC Employer Database.

Figure 2. Sample Downloaded Record from ARC Employer Database

Information and data in the Employer Database tool is not gathered or developed by the Iowa Workforce Development. The source of this information is the national [infogroup](#) database. The **Employer Database** is licensed only for career exploration, job search, job development, employment support services, and related public workforce and public economic development system efforts.

Firm Name: Company Name here

Street Address: 0000 Sample St.
Des Moines, IA 50001 0000 [Map to employer location](#)

Internet Address: [sample.com](#)

Phone: (515)200-1000
Contact: Contact: Joe Smith

Business Description: Grocers-Retail (NAICS: 445110)

Industry Description: This industry comprises establishments generally known as supermarkets and grocery stores primarily engaged in retailing a general line of food, such as canned and frozen foods; fresh fruits and vegetables; and fresh and prepared meats, fish, and poultry. Included in this industry are delicatessen-type establishments primarily engaged in retailing a general line of food.

Sizeclass: 250 - 499 employers

Year Established: 1998

Credit Rating: Excellent (The information or data obtained from the infogroup database shall not be used in any manner as a factor for establishing an employer's eligibility for credit.)

Annual Sales: 50 Million < 100 Million

Click the web browser **Back** control to return to the list of employers.



This database contains listings of nearly 15 million U.S. employers. The employer information is provided by infogroup., Omaha, NE, 800/555-5211. Copyright 2015. All Rights Reserved. Send requests for changes and additions to infogroup by e-mailing employer.database@infogroup.com or calling 1-800-555-5211 (ask for the Government Division)

For further information contact:
Daniel Brown, Iowa Workforce Development
Phone: 515-281-5093; Email: daniel.brown@iwd.iowa.gov

IOWA ECONOMIC DEVELOPMENT AUTHORITY (IEDA)

INCENTIVE AWARDS BY IWD REGION — 2014

Region 1

- **DUBUQUE** — Kunkel and Associates, Inc. is an insurance consulting firm providing innovative insurance services to commercial accounts and their employees. The board approved direct financial assistance as well as tax benefits through the High Quality Jobs Program (HQJP) for the company's proposed building expansion. The project has a capital investment of \$2.4 million and will create 18 jobs, of which 16 are incented at a qualifying wage of \$20.06 per hour.
- **DUBUQUE** — Rockfarm Holdings is planning to construct new corporate facility in Dubuque, Iowa. The organization is currently based in East Dubuque, Illinois, and is a group of companies offering transportation management services that include: brokerage, freight management, technology, consultation, quality inspections, and freight forwarding services. The company's growth has exhausted the available office space at the Illinois location. As a result, the company is evaluating a corporate facility in Dubuque's Technology Park. The board awarded the company \$336,600 in direct financial assistance as well as tax benefits for this \$2.1 million capital investment that is expected to create 48 jobs.
- **DYERSVILLE** — JEDA Polymers, a compounder of engineering thermoplastics with applications to the injection molding industry, will be moving to a manufacturing facility in Dyersville, Iowa. JEDA Polymers, LLC is headquartered in Naperville, IL. The board awarded the company \$120,000 in direct financial assistance as well as tax benefits for its plans to build a manufacturing facility in Dyersville's new industrial park. The \$3.2 million capital investment is expected to create 25 jobs, of which 21 are incented.
- **LUANA** — Swiss Valley Farms is looking to expand in Luana, Iowa. The Swiss Valley Farms Cooperative is a four-state cooperative owned and controlled by 626 dairy producers and headquartered in Davenport. The board awarded the company \$465,000 in direct financial assistance as well as tax benefits from the HQJP for this \$20.6 million capital investment. The Luana-based project is set to create 10 jobs, four of which are incented, and retain 89 jobs at a qualifying hourly wage of \$13.70.
- **OELWEIN** — Transco Railway Products, an Oelwein, Iowa manufacturing facility, will be increasing operations. The firm repairs and refurbishes all types of railcars in the United States and Canada and has operated a facility in Oelwein since 1969. The proposed expansion project – the second phase of a three-phase project - at the Oelwein facility includes adding the service of refurbishing tank cars, erecting a wash shop facility and an exterior and interior blast and lining building. The project will have a capital investment of \$10.8 million. The IEDA board awarded the company \$155,000 in direct financial assistance and tax benefits through the HQJP to create 31 jobs at a qualifying wage of \$13.55 per hour.

Region 2

- **OSAGE** — A to Z Drying, an Iowa corporation with production facilities in Osage, is looking to expanding its facilities. A to Z offers custom spray drying, blending, packaging and warehousing services for clients. The proposed expansion project would include the construction and installation of a new high-capacity dryer to meet customer demands. In addition to the new dryer, a 16,000 sq. ft. packaging and warehouse facility will be constructed. The board awarded A to Z Drying tax benefits through the Enterprise Zone (EZ) program to create 17 jobs, of which 10 are incented at a qualifying wage of at least \$13.71 per hour. The initiative is projected to have a capital investment of \$5.4 million.
- **WORTH COUNTY** — A Biodiesel Chemical Producer plans to locate to Worth County. New Heaven Chemicals Inc., a subsidiary of TSS Group in India, is a newly incorporated Iowa company that will produce chemicals used in biodiesel production. Once completed, the facility will produce 36,000 tons of sodium methyolate catalyst within three years to supply to the many biodiesel operations located within 200 miles. The board awarded the project \$128,000 and tax benefits through the HQJP to create 16 jobs at a qualifying wage of \$14.79 per hour. New Heaven Chemicals first North American facility will have a capital investment of \$8.9 million.

Region 3 & 4

- **MILFORD** — Polaris Industries, a global leader in the power sports industry with manufacturing locations in Iowa, Minnesota, Wisconsin and Monterrey, Mexico, recently announced expanding operations in Milford, Iowa. Polaris designs, engineers, manufactures, and markets innovative, high-quality off-road vehicles, including all-terrain vehicles (ATVs), side-by-side vehicles, snowmobiles, motorcycles, and on-road electric/hybrid powered vehicles. Due to the demand for Polaris' products, it is proposing an expansion project at the Milford facility to transform a warehouse into an operation facility that will house assembly, welding and metal painting operations. This \$10 million project was awarded direct financial assistance of \$300,000 and tax incentives via the HQJP to create 150 jobs, 45 of which are incented at a qualifying wage of \$15.21 per hour.
- **SPENCER** — Simonsen Iron Works expects to create 28 jobs in Spencer. The business provides contract manufacturing for original equipment manufacturers and has its own product line of skid steer and 3-point attachments called Ground Effect. It is developing other product lines in other industries. This proposed \$3 million project includes the acquisition of a 120,000 square foot manufacturing facility in Spencer and is expected to create 28 jobs, seven of which are incented at a qualifying wage of \$18.49, and retain six jobs. The board awarded the project a \$300,000 loan through the HQJP.

Region 5

- **FORT DODGE** — Boehringer Ingelheim Vetmedica announced nearly \$98 million in capital investments at Fort Dodge and Ames facilities. Boehringer Ingelheim Vetmedica, Inc. (BIVI) is a subsidiary of Boehringer Ingelheim Corporation and a member of the Boehringer Ingelheim group of companies. BIVI is a world leader in developing, manufacturing and marketing an extensive line of quality biological and pharmaceutical products for its core segments: cattle, swine, horses and pets. BIVI acts as a center of competence in biological research,

development and manufacturing for worldwide animal health business. BIVI is proposing a project to expand capacity and modernize operations in Fort Dodge, including enhancements to its freeze drying capacity with the addition of a new line and a separate high speed fill and freeze dry suite; improvements to the performance of aging systems, equipment and other plant assets to increase the facility's overall competitiveness; and the construction of a new Veterinary Research Center (VRC). The board approved tax credits through the HQJP for this \$94.8 million capital investment project.

Region 6

- **TAMA** — Iowa Premium Beef (IPB) is a start-up premium beef processing company that plans to operate a beef harvest and fabrication facility that will produce boxed beef, trim and other products for foodservice, retail and international customers. The expansion equates to a \$48 million capital investment in Tama County. The proposed project includes updating the current facility in Tama into a state-of-the-art beef production facility that is expected to have total employment of at least 600 when at full production. The company was awarded tax benefits for this \$48 million capital investment that is set to create 120 incented jobs.

Region 7

- **CEDAR FALLS** — John Deere is a world leader in designing and manufacturing advanced products and services for agriculture, construction, forestry and turf care and is looking to build upon the Cedar Falls facility. This proposed project includes an investment to expand tractor product laboratories at the John Deere Product Engineering Center in Cedar Falls. These investments will address the evolution of tractor size and power, and add test capabilities to help ensure that John Deere products meet customers' expectations for productivity, reliability, efficiency and comfort. The project is expected to have a capital investment of \$27.7 million and would retain 29 jobs at a qualifying wage of \$18.84. The board awarded John Deere tax incentives through the HQJP to complete this project in Iowa.
- **WATERLOO** — CPM is securing a test center expansion in Waterloo, Iowa. CPM Acquisition Corp. designs and manufactures particle preparation equipment for the biomass, animal feed and food/industrial processing markets, among others. The company is proposing a project in Waterloo to invest in its test center, including pilot-scale particle conditioning, grinding, sizing, and agglomeration applications. The project will double the size and increase the test center's capacity. It is expected to have a capital investment of \$715,000. The board awarded the company tax benefits through the HQJP to create one job and retain one job at a qualifying wage of \$19.13 per hour.

Region 8

- **SCRANTON** — Scranton Manufacturing, based in Scranton, primarily produces a variety of waste management trucks and trash compactors and sells to both a national and international market. The company is planning to expand its current facility to accommodate new market demand. This \$2.5 million capital investment was awarded \$250,000 in direct financial assistance through the federally funded Economic Development Set-Aside (EDSA) program. The project is set to create 70 jobs, of which 50 are incented.

Region 9

- **DAVENPORT** — Hardi North America designs, manufactures and distributes a broad range of agricultural sprayers. The company plans to build an addition to support a new product line at their Davenport manufacturing facility. The manufacturer was awarded tax benefits for this \$2.1 million capital investment project. The project is expected to create 24 jobs, of which four are incented.
- **DAVENPORT** — Grace Engineered Products is the leader in electrical safety product solutions that increase productivity and exceed electrical workplace safety standards. The company's growing international presence has provided an opportunity to expand into new product lines and bring the overseas outsource business in-house. The IEDA board awarded the company \$30,000 in direct financial assistance and tax benefits through the HQJP program to create 11 jobs, 8 of which are incented at a qualifying wage of \$17.47 per hour. The project will have a capital investment of \$2.7 million.
- **MUSCATINE** — Monsanto is planning an expansion project in Muscatine. The Company is a leading provider of agricultural products for farmers. Monsanto Company and its subsidiaries were awarded tax assistance through the HQJP to expand and improve operations at its crop protection plant in Muscatine. The proposed project, which represents a potential \$73.9 million capital investment, is expected to create 51 new jobs in Muscatine at a qualifying hourly wage of \$17.06.

Region 10

- **CEDAR RAPIDS** — General Mills, Inc. is a leading global manufacturer and marketer of branded consumer foods sold at retail stores. They are also a leading supplier of branded and unbranded food products to the food service and commercial baking industries. The board awarded the company \$200,000 in direct financial assistance as well as tax benefits for a proposed project that includes the conversion of warehouse space in their Cedar Rapids facility to food-grade manufacturing space. The \$47 million capital investment is expected to create 41 new jobs.
- **CEDAR RAPIDS** — CRST International is one of the nation's largest transportation companies, providing total transportation solutions and comprehensive logistics services to customers all over North America. CRST is considering building its world headquarters in downtown Cedar Rapids. The 11-story building would consist of three levels of parking and an additional eight levels of office space. This \$36 million project was awarded Enterprise Zone (EZ) tax incentives to create 30 jobs, 12 of which are incented at a qualifying wage of \$17.20 per hour.
- **CEDAR RAPIDS** — Diamond V, a family owned business founded in 1943, is headquartered in Cedar Rapids and provides nutritional products that optimize digestive function and nutrition critical to animal and aqua health, productivity, efficiency and profitability. The company plans to add 56,000 square feet to its manufacturing facilities to meet increasing global demand. The new space and equipment will allow increased production of existing and newly developed fermentation products. The board awarded the company tax benefits for this \$30 million capital investment. The project is expected to create 17 jobs.

- **CEDAR RAPIDS** — Cedar Rapids' Apache is to expand operations. Apache Inc., a 100 percent employee-owned company, was founded in 1963 in Cedar Rapids as Apache Hose & Belting Company and has since grown to six locations across the United States. The company sells a wide range of custom fabricated industrial conveyor belts, hose, and molded rubber products, and consumer packaged products for industries including agriculture, recycling, mining, hydro, food, chemical and many others. In order to continue to grow in the future, Apache is proposing a \$7.3 million project to expand production space, adding 90,000 square feet. to its existing facility. The project was awarded a \$75,000 forgivable loan and tax credits through HQJP and is expected to create 15 jobs, eight of which are incented at a qualifying wage of \$23.45 per hour.
- **CEDAR RAPIDS** — The IEDA is assisting an Iowa Brewing Company to secure a new facility. Iowa Brewing Company, LLC is a newly formed company that is proposing a \$2.1 million project to construct and operate a production craft brewery in downtown Cedar Rapids, including brewing, fermenting, aging, packaging, and marketing various styles of craft beer and other beverages. Estimates indicate that the present site can support as much as 50,000 barrels of annual production. The board awarded the project tax credits through the HQJP to create 16 jobs, nine of which are incented at a qualifying wage of \$19.54 per hour.
- **CEDAR RAPIDS** — French-based Lesaffre receives assistance for a Cedar Rapids expansion project. Lesaffre Yeast Corporation (LYC) is part of the global Lesaffre Group based in France and is a global provider of yeast, yeast extracts and other fermentation-related products. The company designs, manufactures and markets solutions that promote baking, ingredients and a range of nutrition and health, feed, biofuel and other industries. LYC is proposing a \$5 million capital investment to construct a facility to manufacture various products and applications. The project is expected to create four jobs at a qualifying wage of \$23.45 and was awarded tax credits via the HQJP.
- **MARION** — The Freund-Vector Corporation announced plans for an expansion. The corporation is based in Marion and manufactures and services a wide range of equipment for the processing of powders, particles, beads, pellets, tablets and other solid materials and forms for the pharmaceutical, nutritional, food, confectionery, chemical, powdered metals, automotive and pyrotechnics industries. The board awarded the company tax benefits for its plans to add additional assembly space to their existing facility. The \$2.1 million capital investment is expected to create 12 jobs.
- **MARION** — Legacy Manufacturing Co. is looking to expand operations in Marion. The Company has been located in Marion for nearly 20 years, manufacturing air hose assemblies and related products. The company is continuing to expand as it enters into a new licensing agreement to produce a new line of Flexzilla Outdoor Power cords. The proposed project will allow Legacy to build a new building on a lot with additional room for future expansions. The project will have a capital investment of \$8.7 million. The IEDA board awarded the company tax benefits through the HQJP program to create 34 jobs, one of which is incented at a qualifying wage of \$23.45 per hour.
- **SWISHER** — A micro-distillery is expanding production capacity in Swisher. Cedar Ridge Vineyard, located in rural Swisher, is a winery and distillery that produces and sells wine

and spirits to customers in Iowa and eight other states. The company is Iowa's oldest licensed micro-distillery and specializes in sourcing local materials to create unique, craft beverages. To increase production capacity, Cedar Ridge needs to expand its operations with the construction of a new facility on the vineyard/distillery campus. The new facility will allow the company to source and process more local grains which will be turned into finished product for sale outside the state. The IEDA board approved HQJP tax incentives for this \$1 million capital investment that is expected to create one job at a qualifying wage of \$21.71 per hour.

- **TIPTON** — Gott Ice Cream was organized as an Iowa LLC in February 2012 and began sales of ice cream in the ultra-premium segment of the ice cream market, primarily in grocery stores in the Iowa City and Cedar Rapids area. The proposed project in Tipton would establish a dedicated production facility in Iowa and increase production capacity which is needed to meet the growing demand for the product. The product is currently being produced in Minnesota. The project was awarded direct assistance of \$125,000 plus tax benefits via HQJP. It is expected to result in a capital investment of \$820,000 and 35 jobs, of which 24 new jobs and one retained job are incented at a qualifying wage of \$18.22 per hour.

Region 11

- **AMES** — Boehringer Ingelheim Vetmedica announced nearly \$98 million in capital investments at Fort Dodge and Ames facilities. Boehringer Ingelheim Vetmedica, Inc. (BIVI) is a subsidiary of Boehringer Ingelheim Corporation and a member of the Boehringer Ingelheim group of companies. BIVI is a world leader in developing, manufacturing and marketing an extensive line of quality biological and pharmaceutical products for its core segments: cattle, swine, horses and pets. BIVI acts as a center of competence in biological research, development and manufacturing for worldwide animal health business. BIVI is also pursuing a project to expand its research capacity in Ames. Following BIVI's acquisition of NOBL Laboratories Ames operation in 1999, its research efforts in Ames grew with successful collaboration from Iowa State University (ISU). The expansion project includes a new build-to-suit 52,088 square foot building facility on the ISU Research Park. BIVI is also planning a capital investment of \$2.8 million. The larger facility will allow the company to expand efforts in all five target species (swine, equine, cattle, companion animals and poultry), continue to research for larger livestock other diseases with an unmet therapeutic need and enhance privacy and security. The project will create one job with a qualified wage of \$23.21 per hour and was approved for tax credits through HQJP.
- **ANKENY** — Mrs. Clark's Foods receives an IEDA award. MCF Operating, LLC, (dba Mrs. Clark's Foods) manufactures fruit and vegetable juices, salad dressings and other sauces. The company is proposing an expansion of its plant in Ankeny. The proposed \$7.3 million project includes the construction of a 69,000 sq. ft. facility for warehousing and refrigeration. The board awarded the company tax benefits through HQJP to create 13 new jobs, of which two are incented at a qualifying wage of \$25.52 per hour.
- **ANKENY** — Dickten Masch Plastics is a manufacturer of custom engineered thermo-plastic and thermo-set molded components for the automotive, industrial and heavy truck industries.

Dickten Masch Plastics also performs value-added operations including the manufacture of metal stamped components and complex assembly and test processes. Dickten Masch Plastics is planning a \$4.4 million capital investment at its Ankeny facility that includes the building of a high bay warehouse and assembly work cell expansion. This project was awarded tax benefits and is expected to create 30 jobs, of which six are incented.

- **DES MOINES** — A Des Moines insurer is continuing to grow in central Iowa. Merchants Bonding Company (MBC) is an Iowa domiciled insurance carrier that specializes in contract, commercial and fidelity surety bonds. The bonds are sold through qualified agencies throughout the U.S. In addition to its headquarters in Des Moines, MBC also has offices in four other U.S. markets. The board approved tax incentives through the HQJP for a proposed project that would relocate MBC to a new corporate headquarters building in West Des Moines to accommodate the company's immediate and future growth plans. The project has a capital investment of \$14.6 million and will create 11 jobs, of which one is incented at a qualifying wage of \$25.52 per hour.
- **DES MOINES** — Kum & Go announced plan for headquarters slated for downtown Des Moines. Krause Holdings, Inc. is the privately owned parent company of Kum & Go, LC and Sole Transport, LC (dba Solar Transport). Kum & Go's primary business is the retail sale of convenience items, petroleum-based motor fuels, food and beverages. Solar Transport is a common carrier of gasoline, diesel, ethanol, aviation fuel, soy, propane, lube oil and anhydrous ammonia in 21 states. Due to significant business growth, Kum & Go needs to expand its corporate headquarters. The proposed project would relocate the company's headquarters to a site in downtown Des Moines. This \$92 million project was awarded EZ tax benefits to create 62 jobs at a qualifying wage of \$18.24 per hour.
- **DES MOINES** — American Republic Insurance provides personal and customized health and life insurance solutions for individuals, families and small business owners. The company is proposing a project to reconfigure its historic building and also adding employees to its Des Moines operations to meet demands of its growing business. The IEDA board approved HQJP tax incentives for this \$24.5 million capital investment project. American Republic's expansion is expected to create 146 jobs at a qualifying wage of \$24.32 per hour.
- **DES MOINES** — EMC obtained assistance for a new construction project in Des Moines. Employers Mutual Casualty Company (EMC) is a property and casualty insurance company based in Des Moines and is doing business in over 40 states through multiple branch offices. EMC ranks among the top 60 insurance organizations in the U.S. The company writes the insurance for many communities and a majority of the school districts throughout Iowa, and sells its products solely through independent insurance agencies. The proposed \$22.7 million project includes new construction downtown for collaborative meeting space, an employee fitness center, operational support and improved IT areas that today's high-skilled workers demand. The board awarded EMC tax credits through the HQJP to retain 103 incented jobs at a qualifying wage of \$25.52 per hour.
- **DES MOINES** — Loffredo Gardens, Inc. is receiving financial assistance for new facility. The company is a regional fresh produce distribution company that started in Des

Moines in 1892 and currently sells produce to customers in seven Midwestern states. The board awarded the company tax benefits to build a new facility in Norwalk for its fresh-cut produce and perishable food division. Loffredo will continue to operate its distribution center in Des Moines as its primary headquarters. This project will result in a \$7 million capital investment and is expected to create six jobs.

- **NEVADA** — Almaco designs and manufactures precision agricultural machinery that is specifically used in agriculture research programs throughout the world. The company plans to expand its operations in an effort to increase its manufacturing capacity to develop new products in the area of agriculture research equipment. The board awarded the Nevada-based company \$150,000 in direct financial assistance in addition to tax benefits for this \$1.3 million capital investment that is set to create 23 jobs.
- **STORY CITY** — A packaging company in Story City is receiving an award for an expansion project. American Packaging Corporation, located in Story City, is a packaging company specializing in flexographic printing and adhesive lamination of film. The company also fabricates pouches and bags with a variety of features. In an effort to grow its customer base and increase capacity, the company plans to purchase new equipment. The board awarded American Packaging \$62,500 in direct financial assistance as well as tax benefits for this \$8.8 million dollar capital investment. The project is expected to create 20 jobs at a qualifying wage of \$22.01 per hour.
- **URBANDALE** — Delta Dental is looking to expand its headquarters in Urbandale. The company serves 850,000 members in and out-of-state and delivers access to more than 90 percent of the dentists in Iowa to employer groups and individual customers. Delta Dental of Iowa plans to construct an addition to its current headquarters in Urbandale to accommodate new growth in the market for individual dental insurance coverage as well as other opportunities. The company was awarded tax benefits. The project represents a \$9.3 million capital investment and is set to create 15 jobs, of which 12 are incented.
- **URBANDALE** — IP Pathways plans to lease and remodel a facility in Urbandale. Founded in November 2007, IP Pathways' corporate headquarters location is in Des Moines with branches in Omaha and Kansas City. The company specializes in data center related technologies such as data storage, virtualization, business continuity and cloud. The board awarded the company \$240,000 in direct financial assistance as well as tax benefits for growth at an existing facility in Urbandale. This \$825,000 capital investment is set to create 53 jobs, of which 45 are incented.
- **WAUKEE** — Express Logistics, a Waukee third-party freight broker, announced plans to expand in a new location. The business provides brokerage services that include less-than-truckload (LTL), full truckload, intermodal and refrigerated trucking to its customers. The proposed expansion project will allow Express Logistics to relocate its operations to a new building in Waukee and add 19 jobs at a qualifying wage of \$25.52 per hour. The IEDA board awarded the company \$130,000 in direct financial assistance and tax benefits through the HQJP program for this \$1.1 million capital investment project.
- **WEST DES MOINES** — Microsoft plans a \$1.1 billion capital investment project in 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 for a project that consists of building a data center and associated support infrastructure in West Des Moines. The data center will house servers and computer equipment to operate large-scale web portal services as part of Microsoft's online services businesses. The \$1.1 billion capital investment is expected to create 84 jobs, of which 66 are incented.

Region 12

- **SERGEANT BLUFF** — Iowa's largest soybean processor is receiving an award for expansion. Ag Processing Inc. (AGP) is a cooperative engaged in the procurement, processing, marketing and transportation of grains and agricultural products. The company's primary business is soybean processing. It is the largest soybean processor in Iowa with six plants located in Eagle Grove, Emmetsburg, Manning, Mason City, Sergeant Bluff, and Sheldon with additional plants located in Minnesota, Missouri, and Nebraska. AGP is proposing an \$89.1 million project that includes the construction of a 30 standard tank car per day vegetable oil refinery built on the existing 85 acre tract of land that is currently home to the company's soybean processing and biodiesel plants. The refinery project includes the addition of crude oil filtration, degumming, refining, bleaching and deodorizing processes. The project is expected to create 20 jobs, of which 19 are incented at a qualifying wage of \$20.66 per hour. The board awarded AGP direct financial assistance of \$152,000 as well as tax credits via the HQJP.
- **SIOUX CITY** — FEH Associates, Inc. is an architectural and structural engineering firm with locations in Iowa and Wisconsin. The company plans to lease a facility for their operations in Sioux City. The board awarded FEH benefits through the Targeted Jobs Withholding Tax Credit program for this \$20,000 capital investment. The project is expected to create four jobs and retain 14 jobs.
- **SIOUX CITY** — Hirschbach Motor Lines is planning to relocate recruiting and operations personnel from Nebraska to Sioux City. Hirschbach Motor Lines, Inc. is a long-haul, refrigerated trucking company operating in the continental U.S. They primarily haul refrigerated/frozen food for customers that include Farmland Foods, Tyson Foods, JBS, National Beef and Wal-Mart. The company is planning to relocate recruiting and operations personnel from Nebraska to Sioux City. The board awarded the company tax benefits for this \$850,000 capital investment that is expected to create 25 jobs.
- **SIOUX CITY** — Tri-State Specialists (TSS) is a multi-disciplinary practice, caring for patients with musculoskeletal, joint and pain problems through state-of-the-art medical treatment, surgery, rehabilitation and diagnostic services. The clinic's current space on the UnityPoint - St. Luke's campus will no longer be available, compelling them to look for a new location. The proposed project in Sioux City would allow TSS to relocate its existing operations, expand into physical therapy and add additional surgeons at the new site. The project has a capital investment of \$400,000 and is expected to result in 40 jobs, of which one new job and 17 retained jobs at a qualifying wage of \$16.14 will be incented with tax benefits via the TJWTC program.

- **SIOUX CITY** — Cloverleaf Cold Storage Co. is a refrigerated warehouse company with operations in several states and is considered the seventh largest public refrigerated warehouse company in the U.S. The board awarded Cloverleaf benefits through the Targeted Jobs Withholding Tax Credit (TJWTC) program to maintain its headquarters operations at a new location in Sioux City. The project will create 13 jobs, nine of which are incented, and retain 23 jobs at an average county wage of \$16.63 per hour. The headquarters project has a capital investment of \$927,725.
- **SIOUX CITY** — Sioux City's Trinity Rail is planning to establish a new operating facility in the area. Trinity Industries, Inc. provides industrial products and services ranging from railcars, inland barges, storage containers, and aggregates to highway products, structural wind towers, railcar parts and railcar leasing and management services. The company plans to establish a new operating facility in Sioux City to provide railcar maintenance, railcar re-manufacturing and railcar services. The board awarded the company tax benefits through the Targeted Jobs Withholding Tax Credit program to create 250 new jobs, of which 160 are incented at a qualifying wage of \$16.63 per hour. The project represents a \$29.5 million capital investment.

Region 13

- **CARTER LAKE** — Owen Industries is expanding its Carter Lake operations. Owen Industries supplies fabricated steel for commercial, industrial and nuclear projects at its Carter Lake facility. The company was awarded \$50,000 in direct financial assistance as well as tax benefits for a project to expand operations to a new green-field facility and add several major pieces of processing equipment to meet customer requirements. The \$33.6 million capital investment is expected to create 16 new jobs and retain 72 jobs, of which 20 are incented.
- **CARTER LAKE** — Carter Lake is to become the new home of a truck leasing company. Lone Mountain Truck Leasing provides financing and maintenance services to owner-operators pursuing ownership of a semi-truck to operate their business. The proposed project would relocate the corporate office from Nebraska to Carter Lake where a new office campus would consolidate truck maintenance operations and corporate offices where truck/tractor sales and leasing activities are conducted. The project would have a capital investment of \$1.3 million. The IEDA board awarded the company tax benefits through the HQJP program to create 39 jobs, 19 of which are incented at a qualifying wage of \$20.95 per hour.
- **COUNCIL BLUFFS** — Gavilon Ingredients, LLC is a wholly owned subsidiary of Gavilon Agricultural Holding Company. The company intends to construct an animal feed handling facility in Council Bluffs with attached storage and container loading terminal capabilities. The company was awarded tax benefits by the board for this \$4.5 million capital investment that is set to create 11 jobs, nine of which are incented.
- **COUNCIL BLUFFS** — Tyson Fresh Meats, Inc., a wholly owned subsidiary of Tyson Foods, owns and operates a prepared food facility in Council Bluffs that produces beef and pork products and is looking to expand operations in Council Bluffs. The company is planning to increase its operations by installing new equipment. This project was awarded tax benefits by the board for this \$9.5 million capital investment that is set to create 139 jobs, of which 22 are incented.

- **COUNCIL BLUFFS** — Echo Group, Inc. is a holding company that operates 18 electrical product sales subsidiary locations in Iowa, Nebraska, Minnesota and South Dakota with a total employment of approximately 400. The company is proposing a \$11 million capital investment project to relocate the company's wholesale division to a 13-acre site in Council Bluffs. The project would include warehouse space, a large equipment/product storage area and a training center and administrative support services building in a campus setting. The IEDA board awarded the company tax benefits through both the HQJP and the TJWTC programs to create and retain 117 jobs.
- **COUNCIL BLUFFS** — XTL, Inc. is a leading customized logistics solutions provider and plans to acquire a new site for expansion in Council Bluffs. The firm utilizes state-of-the-art robotic warehousing and inventory control for commodities and finished goods. The company specializes in providing capacities to primary processors and employees in order to maximize on-site production while using off-site logistics resources. This \$62 million capital investment project was awarded tax benefits through the HQJP to create 50 jobs, of which 16 are incented, at a qualifying hourly wage of \$20.95.

Region 16

- **BURLINGTON** — Baker's Pride announced an expansion in Burlington. The company is a co-packer of breads and doughnuts for food companies and distributors whose markets are within 600 miles of Burlington. The company provides either fresh or frozen breads or doughnuts for its customers from its two bakery locations in Burlington. The proposed expansion project will have three phases including upgrading production equipment to increase product offerings and installing new equipment to allow the company to add product lines. The board awarded this \$8.5 million capital investment project tax benefits via the TJWTC program to create 62 jobs, of which 27 are incented at a qualifying wage of \$17.09 per hour
- **BURLINGTON** — CNH Industrial announced an expansion of facilities due to a new product line. CNH Industrial is a world leader in the manufacturing of agricultural and construction equipment and has operated facilities in Iowa since 1937 with the opening of the Burlington site. The proposed expansion project would bring the crawler/dozer production line from out of state to the Burlington facility. The IEDA board approved HQJP tax incentives for this \$5.5 million capital investment project and benefits through the TJWTC program. CNH Industrial's expansion is expected to create 50 jobs.
- **BURLINGTON** — Shearer's Foods, LLC, is a leading national contract manufacturing and private label supplier in the snack industry in North America, operating eight manufacturing facilities around the U.S. Due to the recent acquisition of a private label cookie and cracker business, Shearer's is proposing an expansion of its Burlington facility. The proposed \$33 million project would include the addition of a new cracker line including equipment for bulk materials, mixing, baking, production, receiving and warehousing. The board awarded the company tax benefits through HQJP to create 83 new jobs, of which six are incented at a qualifying wage of \$14.73 per hour. The project also received benefits via the TJWTC program.
- **KEOKUK** — VAMA is a biotech company located in Keokuk that develops targeted, natural

and effective solutions for insect control. The company developed a technology platform allowing them to create targeted solutions for any insect while being safe for humans and other animals. The company has recently developed a product that combats Varroa, an external parasitic mite that attacks honey bees, and is proposing a project to develop and sell this solution through a facility in Keokuk. The company was awarded tax benefits via the Targeted Jobs (TJ) Withholding Tax Credit program to complete this \$408,000 capital investment and create 45 jobs, of which 30 are incented at a qualifying wage of \$17.60 per hour.

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