

2017 ANNUAL PROFILE

REGION #3/4

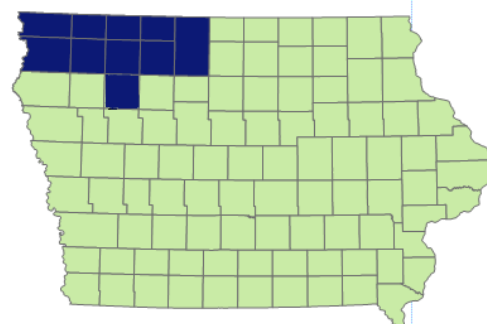
IOWA WORKFORCE DEVELOPMENT

Executive Summary

As of 2016, Iowa Workforce Development's (IWD) Region 3/4's largest private industry was Manufacturing, representing 19.9 percent (15,593) of the region's total covered employment of 78,316. The region's total employment increased by 0.1 percent since 2015, while the average annual wage increased by 1.7 percent to \$38,131 for all industries. The Professional and Business Services industry posted the largest employment percentage increase of 3.2 percent during 2016.

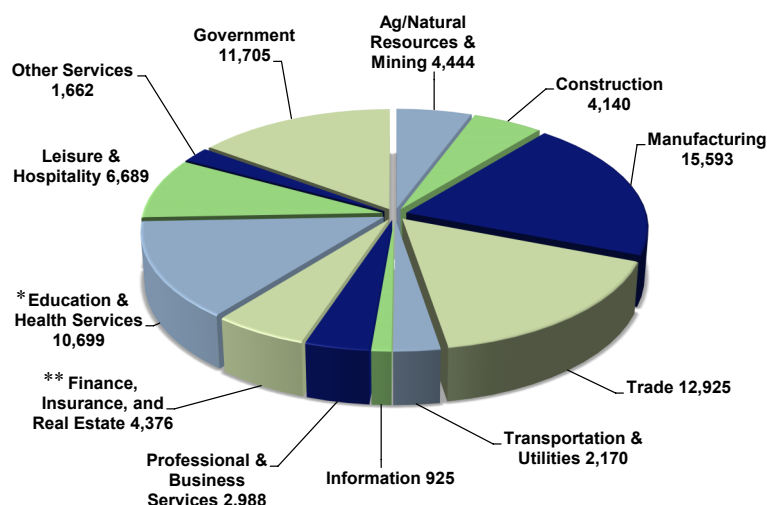
IWD's Region 3/4 average weekly wage for all industries was \$733 for 2016. This was an increase of 1.7 percent since 2015. The highest average weekly wage for a private sector was in Finance, Insurance, and Real Estate, averaging \$1,035. Between 2015 and 2016, the Leisure and Hospitality sector reported the largest percentage increase in average weekly wage of 5.7 percent.

STATE OF IOWA



IWD Region #3/4

2016 Industry Breakout by Employment



*Includes public education and health institutions, **FIRE— Finance, Insurance, and Real Estate
Source: Quarterly Census of Employment and Wages

Ten Major Private Industry Employers

Listed alphabetically

Name of Company	Industry
Berkshire Hathaway Energy	Management of Companies
Community Health Svc	Health Services
Hillshire Brands	Manufacturing
Orange City Area Health Clinic	Health Services
Orange City Hospital	Health Services
Pella Manufacturing Plant	Manufacturing
Polaris Industries Inc	Manufacturing
Pure Fishing Inc	Wholesale Trade
Staples Promotional Products	Professional Services
Tyson Foods Inc	Manufacturing

Source: InfoGroup®

QUICK FACTS

Counties Included in Iowa Workforce Development's Region

Lyon	Osceola
Dickinson	Emmett
Kossuth	Sioux
O'Brien	Clay
Palo Alto	Buena Vista

2016 Covered Employment (QCEW)

		%
Total Employment	78,316	5.1 ¹
Average Weekly Wage	\$733	84.8 ²
Largest Private Sector: Manufacturing	15,593	7.3 ³

¹ Percent is based on statewide covered employment of 1,539,355

² Percent is based on statewide average weekly wage of \$864

³ Percent is based on statewide covered employment in specified sector

Census Statistics

IWD Region 3/4 Population (2016)	154,463
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2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

2015 - 2016 Covered Employment and Reporting Units by Industry

Reporting Units				Employment		
2015	2016	% Change		2015	2016	% Change
6,345	6,344	-0.02%	Total All Industries	78,221	78,316	0.12%
5,854	5,858	0.07%	Private Business	66,589	66,611	0.03%
435	451	3.68%	Ag/Natural Resources & Mining	4,419	4,444	0.57%
726	730	0.55%	Construction	4,079	4,140	1.50%
329	328	-0.30%	Manufacturing	15,740	15,593	-0.93%
1,262	1,247	-1.19%	Trade	12,865	12,925	0.47%
471	455	-3.40%	Wholesale Trade	4,428	4,374	-1.22%
791	792	0.13%	Retail Trade	8,437	8,551	1.35%
385	392	1.82%	Transportation & Utilities	2,187	2,170	-0.78%
104	104	0.00%	Information	940	925	-1.60%
527	525	-0.38%	Finance, Insurance, and Real Estate	2,971	2,988	0.57%
606	602	-0.66%	Professional & Business Services	4,240	4,376	3.21%
501	517	3.19%	Education & Health Services	10,701	10,699	-0.02%
501	491	-2.00%	Leisure & Hospitality	6,817	6,689	-1.88%
480	471	-1.88%	Other Services	1,632	1,662	1.84%
491	486	-1.02%	Government	11,632	11,705	0.63%
105	104	-0.95%	State	510	499	-2.16%
276	274	-0.72%	Local	10,562	10,641	0.75%
110	109	-0.91%	Federal	560	565	0.89%

QUICK FACTS

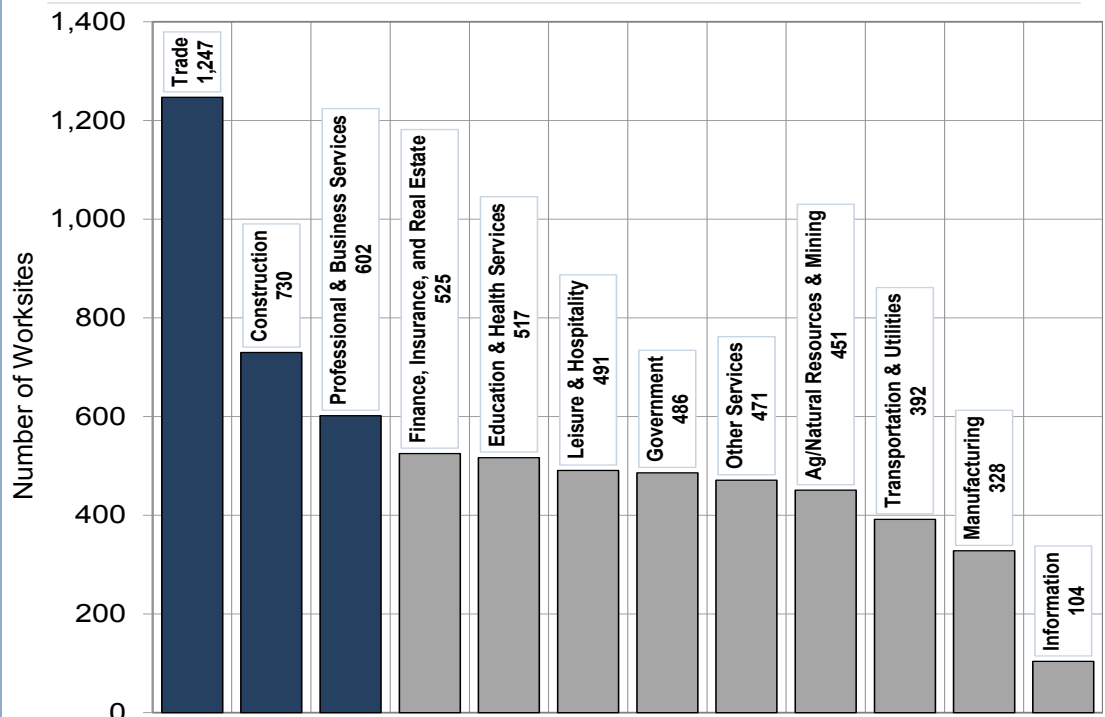
IWD Region 3/4's
Greatest Number of
Worksites

Trade
1,247

Construction
730

Professional &
Business Services
602

Reporting Units by Industry in 2016



*Trade includes wholesale & retail trade

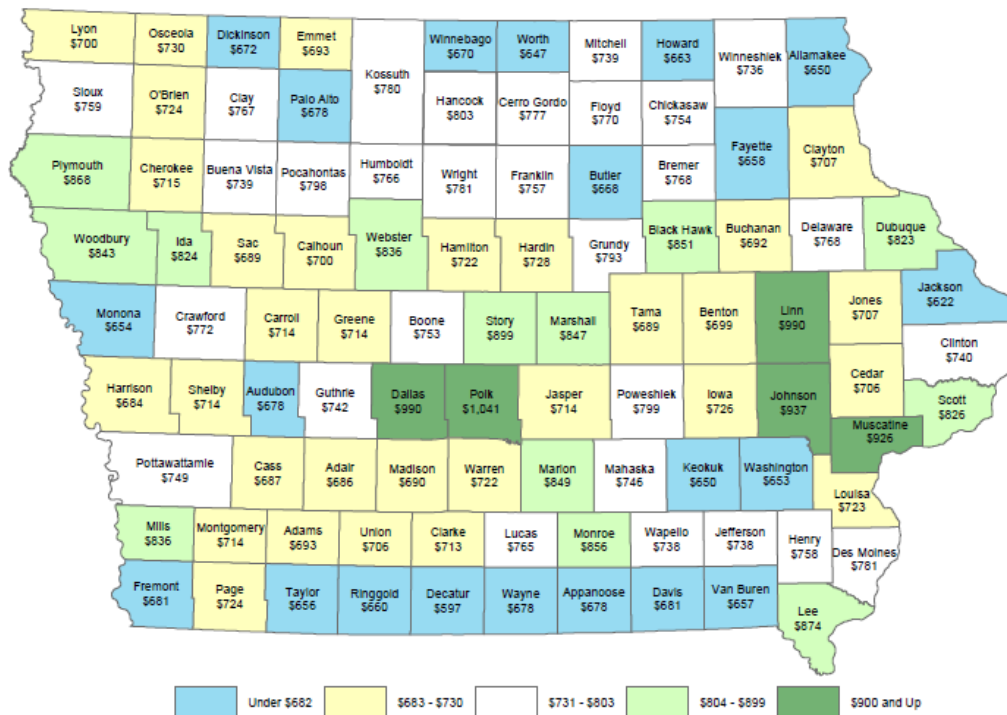
2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

2015 - 2016 Average Annual and Weekly Wage by Industry

Average Annual Wage				Average Weekly Wage		
2015	2016	% Change		2015	2016	% Change
\$ 37,511	\$ 38,131	1.65%	Total All Industries	\$ 721	\$ 733	1.66%
\$ 37,469	\$ 38,097	1.68%	Private Business	\$ 721	\$ 733	1.66%
\$ 40,719	\$ 41,665	2.32%	Ag/Natural Resources & Mining	\$ 783	\$ 801	2.30%
\$ 50,133	\$ 49,952	-0.36%	Construction	\$ 964	\$ 961	-0.31%
\$ 47,113	\$ 47,097	-0.03%	Manufacturing	\$ 906	\$ 906	0.00%
\$ 33,945	\$ 34,175	0.68%	Trade	\$ 653	\$ 657	0.61%
\$ 52,767	\$ 52,963	0.37%	Wholesale Trade	\$ 1,015	\$ 1,019	0.39%
\$ 24,067	\$ 24,564	2.07%	Retail Trade	\$ 463	\$ 472	1.94%
\$ 45,615	\$ 46,461	1.85%	Transportation & Utilities	\$ 877	\$ 893	1.82%
\$ 34,490	\$ 35,261	2.24%	Information	\$ 663	\$ 678	2.26%
\$ 51,502	\$ 53,830	4.52%	Finance, Insurance, Real Estate	\$ 990	\$ 1,035	4.55%
\$ 41,735	\$ 42,684	2.27%	Professional & Business Services	\$ 803	\$ 821	2.24%
\$ 30,981	\$ 32,101	3.62%	Education & Health Services	\$ 596	\$ 617	3.52%
\$ 13,772	\$ 14,573	5.82%	Leisure & Hospitality	\$ 265	\$ 280	5.66%
\$ 27,442	\$ 28,650	4.40%	Other Services	\$ 528	\$ 551	4.36%
\$ 37,753	\$ 38,328	1.52%	Government	\$ 726	\$ 737	1.52%
\$ 51,602	\$ 52,872	2.46%	State	\$ 992	\$ 1,017	2.52%
\$ 36,211	\$ 36,888	1.87%	Local	\$ 696	\$ 709	1.87%
\$ 54,222	\$ 52,604	-2.98%	Federal	\$ 1,043	\$ 1,012	-2.97%

Average Weekly Wage for All Industries by County

Annual 2016



Source: Quarterly Census of Employment and Wages (QCEW)

QUICK FACTS

Average Weekly Wage Comparisons

IWD Region 3/4
\$733

Rank
Among All 15
IWD Regions
#12

Statewide
\$864

2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

QUICK FACTS

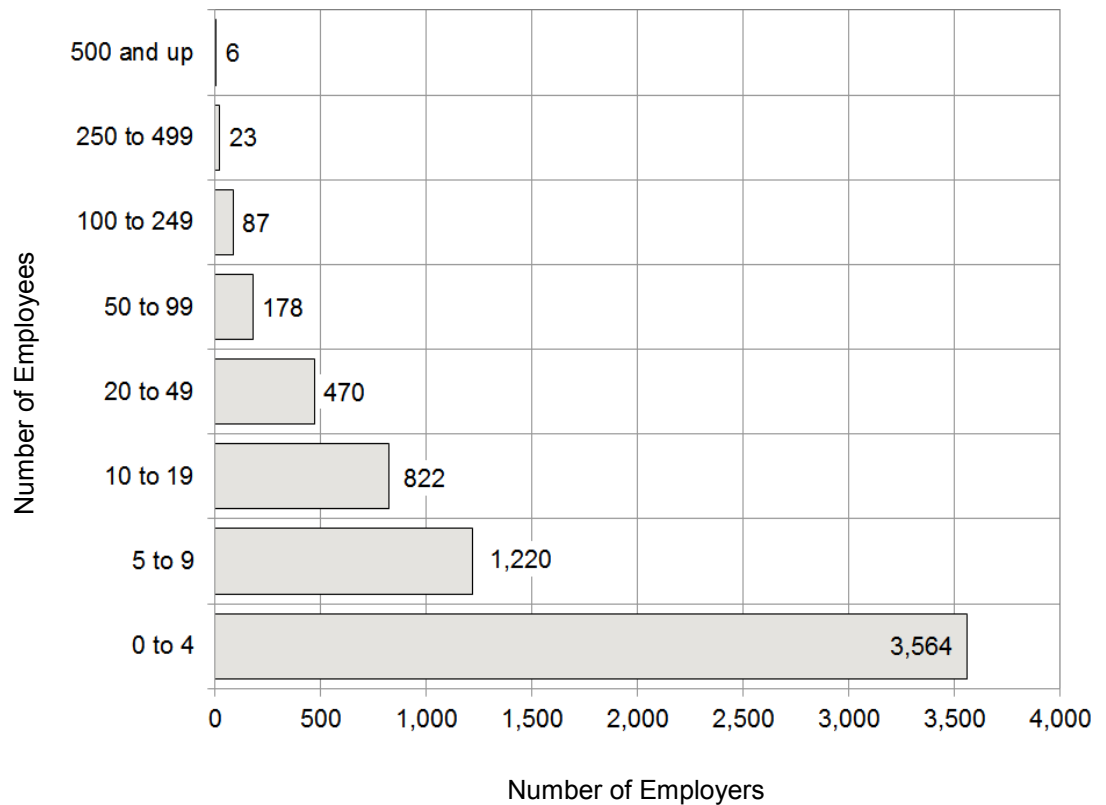
Size of Firm

Six firms in Region 3/4 employ 500 or more workers, totaling 5,615 employees, which accounts for 7.2 percent of total employment in the region.

Firms that employ less than 50 workers represent 95.4 percent of all establishments region-wide.

Size of Firm Based on Employment

December 2016



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Quarterly Workforce Indicators Definitions

Total Employment

Number of workers who are employed by the same employer in both the current and previous quarter

New Hires

Total number of accessions that were also not employed by that employer during the previous four quarters

For additional definitions see source information below the LED tables

2016 Local Employment Dynamics (LED) - Quarterly Workforce Indicators

Comparison of 1st Quarter 2015 to 1st Quarter 2016

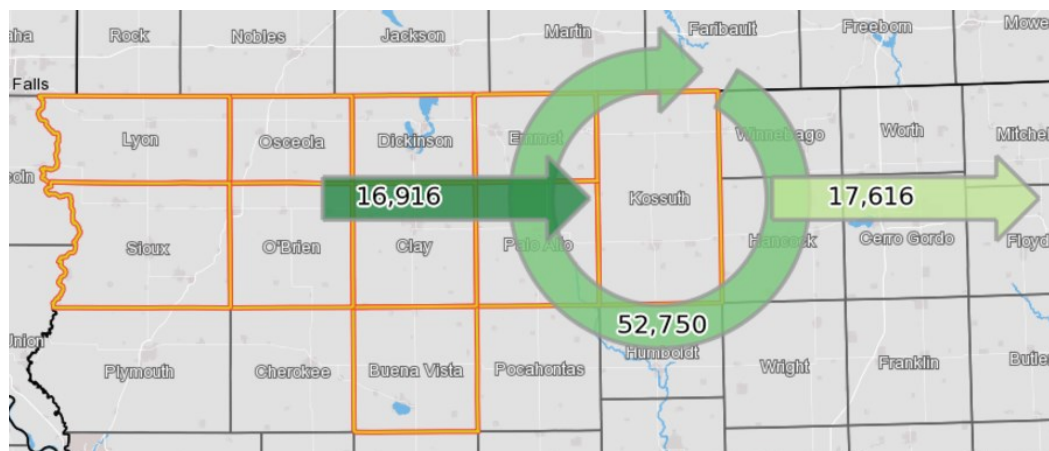
Quarterly Workforce Indicators	Region 3/4 (2015)	Region 3/4 (2016)
Total Employment	62,933	62,141
New Hires	6,403	6,467
Separations	5,049	5,208
Turnover Rate %	9.3%	-
Average Monthly Earnings	\$3,049	\$3,059
Average New Hire Earnings	\$1,903	\$1,756
Quarterly Workforce Indicators	Iowa (2015)	Iowa (2016)
Total Employment	1,480,668	1,488,265
New Hires	164,056	167,515
Separations	135,706	137,100
Turnover Rate %	8.9%	-
Average Monthly Earnings	\$3,750	\$3,727
Average New Hire Earnings	\$2,047	\$2,100

Source: Local Employment Dynamics, <http://lehd.did.census.gov/datatools/qwi-online.html>. For definitions of the Quarterly Workforce Indicators, visit http://lehd.did.census.gov/doc/QWI_101.pdf.

2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

Inflow/Outflow Job Analysis of Region 3/4 2014

Characteristics of workers who commute in, out, and within Region 3/4.



For an online tour of the application, please follow this link:
<http://lehd.ces.census.gov/led/datatools/onthemap.php?name=WhatIsOnTheMap>

QUICK FACTS

'On the Map' Interactive Mapping Application

As of 2014, there were 69,666 primary jobs in this region.

25.0 percent (17,616) of workers living in Region 3/4 work in other regions.

24.3 percent (16,916) of Region 3/4 workers live outside of the region.

ON THE MAP Statistics — Region 3/4

Distribution of Worker's Age, Monthly Earnings, and Educational Attainment—Primary Jobs

Total Primary Jobs	2014		2012		2010	
	Count	Change	Count	Change	Count	Change
	69,666	2.7%	67,821	4.9%	64,638	-
Jobs By Worker Age	2014		2012		2010	
	Count	Share	Count	Share	Count	Share
Age 29 or younger	16,512	23.7%	16,253	24.0%	15,628	24.2%
Age 30 to 54	34,849	50.0%	34,693	51.2%	34,425	53.3%
Age 55 or older	18,305	26.3%	16,875	24.9%	14,585	22.6%
Jobs by Earnings	2014		2012		2010	
	Count	Share	Count	Share	Count	Share
\$1,250 per month or less	16,106	23.1%	16,471	24.3%	16,595	25.7%
\$1,251 to \$3,333 per month	28,962	41.6%	29,767	43.9%	29,648	45.9%
More than \$3,333 per month	24,598	35.3%	21,583	31.8%	18,395	28.5%
Jobs by Worker Educational Attainment	2014		2012		2010	
	Count	Share	Count	Share	Count	Share
Less than high school	5,055	7.3%	4,748	7.0%	4,279	6.6%
High school or equivalent, no college	16,875	24.2%	16,530	24.4%	15,872	24.6%
Some college or Associate degree	19,008	27.3%	18,220	26.9%	17,395	26.9%
Bachelor's degree or advanced degree	12,216	17.5%	12,070	17.8%	11,464	17.7%
Edu. attainment n/a (workers aged 29 or younger)	16,512	23.7%	16,253	24.0%	15,628	24.2%

Source: Local Employment Dynamics, On the Map: <https://onthemap.ces.census.gov/>. For definitions and instruction on this mapping application, visit <http://lehd.ces.census.gov/led/datatools/onthemap.php?name=GettingStarted>

QUICK FACTS

'On the Map' Reports

One of the reports generated from 'On the Map' displays total primary jobs of 69,666 in Region 3/4 and the distribution of age and monthly earnings of the workers.

41.6 percent of Region 3/4 workers earn from \$1,251 to \$3,333 per month.

26.3 percent of the region's workers are age 55 and older.

2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

Top 20 Growing Industries by Employment

2014 - 2024

Industry Description	NAICS Code	2014 Estimated Employment	2024 Projected Employment	Total Growth	Percent Change
Total, All Industries (Non-ag)	000	84,100	90,240	6,140	7.3%
Educational Services	611	8,730	9,305	575	6.6%
Nursing and Residential Care Facilities	623	3,555	4,110	555	15.6%
Self Employed and Unpaid Family Workers	671	7,650	8,105	455	5.9%
Specialty Trade Contractors	238	2,285	2,705	420	18.4%
Ambulatory Health Care Services	621	1,690	2,050	360	21.3%
Professional, Scientific, and Technical Services	541	1,680	1,980	300	17.9%
Social Assistance	624	1,990	2,275	285	14.3%
Truck Transportation	484	1,520	1,800	280	18.4%
Hospitals	622	3,485	3,735	250	7.2%
Food Services and Drinking Places	722	4,530	4,750	220	4.9%
Transportation Equipment Manufacturing	336	1,840	2,020	180	9.8%
Insurance Carriers and Related Activities	524	820	995	175	21.3%
Support Activities for Agriculture	115	755	925	170	22.5%
Fabricated Metal Manufacturing	332	1,655	1,820	165	10.0%
Construction of Buildings	236	950	1,105	155	16.3%
Food Manufacturing	311	4,985	5,140	155	3.1%
Administrative and Support Services	561	1,705	1,860	155	9.1%
Accommodation	721	1,615	1,770	155	9.6%
Chemical Manufacturing	325	915	1,060	145	15.8%
Food and Beverage Stores	445	2,145	2,290	145	6.8%

Source: Long-Term Industry Projections

<https://www.iowaworkforcedevelopment.gov/industry-projections>

"Hot Jobs" in Region 3/4

2014 - 2024

SOC	Occupational Title	Employment			Career Preparation		
		2014 Estimated	2024 Projected	Annual Growth Rate (%)	Educ	Work Exp	Job Training
47-2061	Construction Laborers	840	985	1.7	NE	N	S
51-4041	Machinists	580	680	1.7	HS	N	L
47-2051	Cement Masons & Concrete Finishers	345	400	1.6	NE	N	M
13-2011	Accountants & Auditors	485	550	1.4	BA	N	N
29-1141	Registered Nurses	1,450	1,655	1.4	BA	N	N
43-3021	Billing & Posting Clerks	245	275	1.2	HS	N	M
53-3032	Heavy & Tractor-Trailer Truck Drivers	2,585	2,870	1.1	PS	N	S
47-2031	Carpenters	590	655	1.1	HS	N	A
11-3031	Financial Managers	380	420	1.1	BA	> 5	N
45-2091	Agricultural Equipment Operators	305	335	1.0	NE	N	S
49-3023	Automotive Service Technicians & Mechanics	570	625	1.0	PS	N	S

Education (typical education level needed to enter an occupation): DP = Doctoral or Professional degree; MA = Master's degree; BA = Bachelor's degree; AS = Associate's degree; PS = Postsecondary non-degree award; SC = Some college, no degree; HS = High school diploma or equivalent; < HS = Less than high school;

Job Training (typical on-the-job training level needed to attain occupational competency): I = Internship/residency; A = Apprenticeship; L = Long-term on-the-job training; M = Moderate-term on-the-job training; S = Short-term on-the-job training; None = N.

Occupations were selected based on the annual growth rate from 2014-2024 occupational projections.

<https://www.iowaworkforcedevelopment.gov/career-exploration-resources>

2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

Employment and Unemployment Statistics

Annual 2016

County	Labor Force	Number Unemployed	Unemployment Rate	Number Employed
Buena Vista	11,610	420	3.6	11,200
Clay	8,750	350	3.9	8,400
Dickinson	10,360	450	4.4	9,910
Emmet	5,610	240	4.3	5,370
Kossuth	8,910	240	2.7	8,670
Lyon	7,110	150	2.1	6,960
O'Brien	8,420	240	2.8	8,190
Osceola	3,670	100	2.7	3,570
Palo Alto	5,010	160	3.2	4,850
Sioux	20,810	490	2.3	20,320
Total	90,260	2,840	3.1	87,440

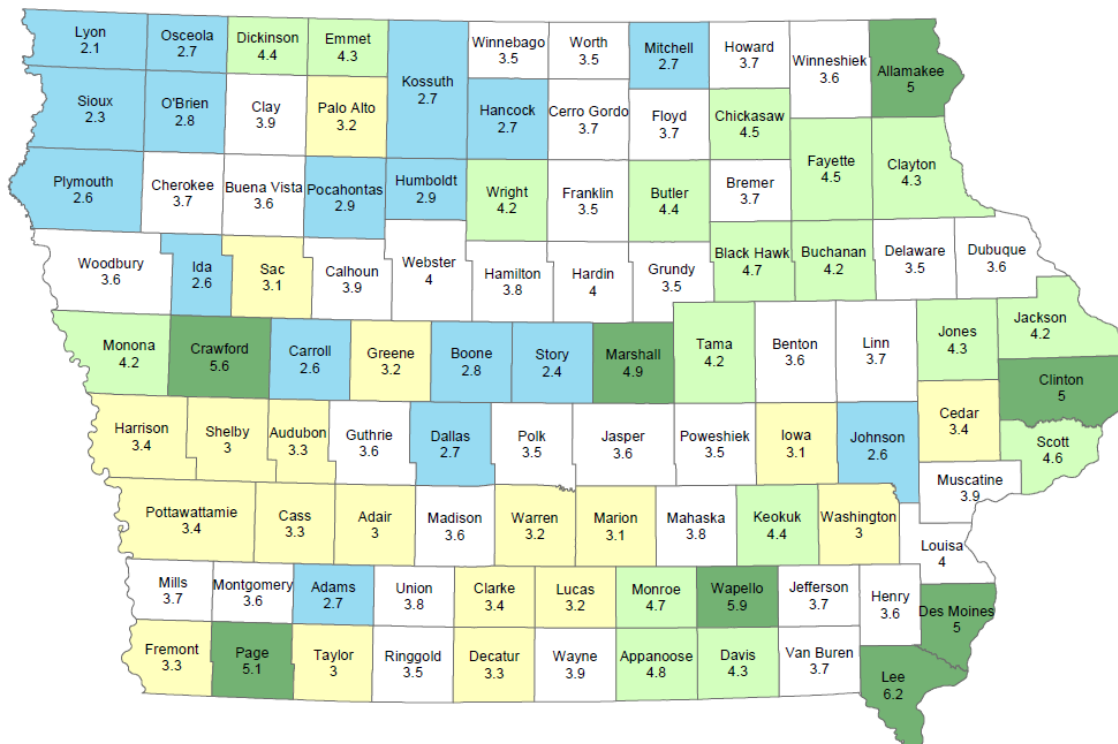
Note: The unemployment rate is widely recognized as an important economic indicator that is used to gauge the vitality of the labor market. The release of the monthly unemployment rate causes markets to react and analysts to speculate on the health of the economy. A low jobless rate indicates a strong economy where job seekers can find employment quickly, whereas a high rate may indicate a weaker economy. On the other hand, businesses can find employees more easily when the unemployment rate is high.

Source: Local Area Unemployment Statistics (LAUS)

Note: Total employed and unemployed may not reflect total labor force, due to rounding.

Unemployment Rates per Iowa Counties

2016 Annual Average



2017 QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

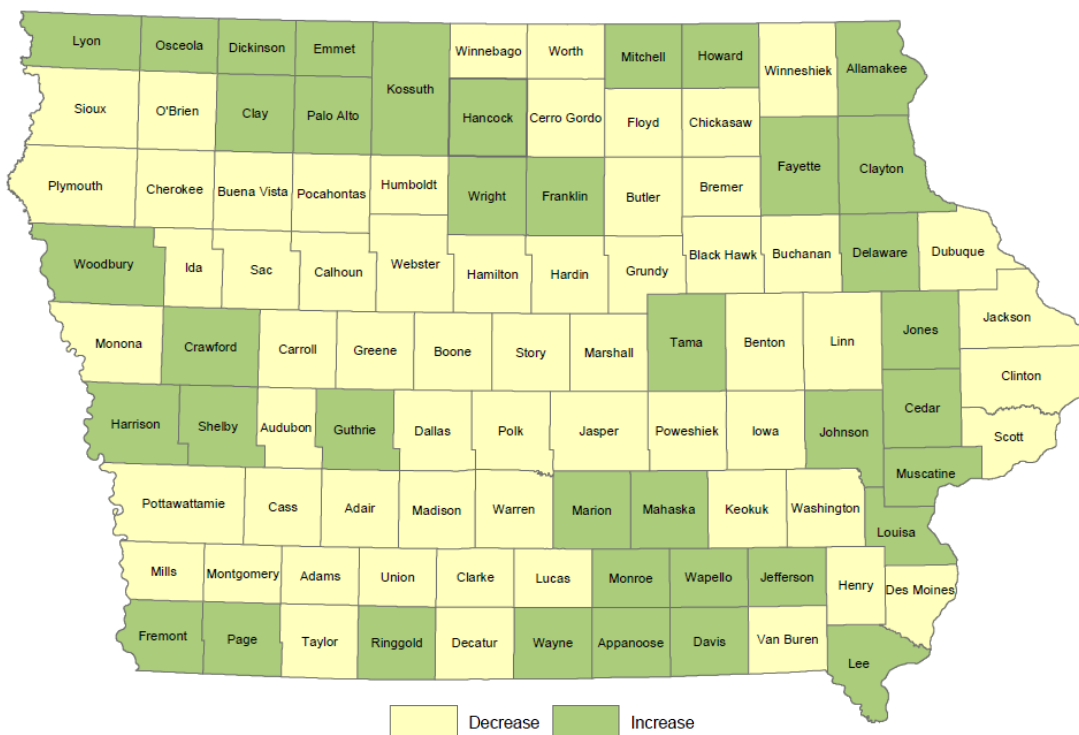
QUICK FACTS

Annual 2016 UI Benefits

UI Benefits for Iowa increased slightly from \$417.6 million in 2015 to \$423.5 million in 2016, an increase of 1.4 percent.

UI Benefits in Region 3/4 increased from \$15.3 million in 2015 to \$16.9 million in 2016, an increase of 10.8 percent.

Percentage Change in Total Unemployment Insurance (UI) Benefit From Annual 2015 to Annual 2016



Source: Unemployment Insurance Statistical Data, www.iowaworkforce.org/lmi/uistats/index.html

CONTACT INFO

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www.iowalmi.gov

*Equal opportunity employer/
program. Auxiliary aids and
services are available upon
request to individuals with
disabilities.*

TTY 515-281-4748;
1-800-831-1399



For Additional Information visit our Website!

www.iowalmi.gov

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Welcome to the Labor Market Information Division

The Labor Market Information (LMI) Division collects, analyzes and prepares a wide array of labor market data including employment, industry and occupational statistics, wages, projections, trends and other workforce characteristics.

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

Labor Force Summary Data Tool

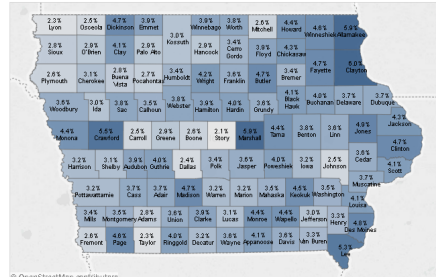
Statewide Local Area Annual Averages

2017 Iowa Labor Force Summary (Seasonally Adjusted)

	Jan	Feb
Labor Force	1,693,900	1,693,300
Employment	1,637,000	1,639,700
Unemployment	56,900	53,600
Unemployment Rate	3.4%	3.2%
LFP*	68.1%	68.2%

Select Year: 2017 Select Month to Show in Map: February * Labor Force Participation Rate

February 2017 Unemployment Rate by County (Not Seasonally Adjusted)



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