

2016



IOWA'S WORKFORCE AND THE ECONOMY

Message from the Director



This year marks the tenth anniversary of our Labor Market Information (LMI) Division's Annual *Iowa Workforce and the Economy*. This past year was not that different from the previous few years: the economy again showed signs of expansion, businesses continued to hire, and unemployment claims declined, all reflecting an improving economy. The pace of expansion seemed to slow toward the end of the year and into 2016 and will be something for Iowa's LMI team to carefully watch in the next few months.

This year's publication also highlights recent advancements in data analysis and extraction, mostly from the new LMI website (www.iowalmi.gov), but also the improved Iowa demographic data available at the U.S. Census Bureau created through our LMI/Census Bureau partnership (<http://lehd.ces.census.gov/>).

Readers will also be able to learn more about renewable fuels in Iowa, updated industry projections for 2014—2024, and a brief overview on the Workforce Innovation and Opportunity Act (WIOA) and how it relates to Iowa Workforce Development.

Finally, readers will once again find a summary of the Iowa Economic Development Authority (IEDA) Incentive Awards for 2015 by Iowa Workforce Development Region.

Sincerely,

A handwritten signature in black ink that reads "Beth Townsend". The signature is fluid and cursive.

Beth Townsend
Director for Iowa Workforce Development



Labor Market Information Division

Iowa Workforce Development

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Executive Summary

- Iowa's businesses continued to add jobs through 2015, although at a lesser pace than previous years. The state ended the year with 1,573,900 jobs. This was the sixth consecutive year of employment gains. Although positive, Iowa's growth rate of 1.0 percent trails the national growth rate of 1.8 percent. Job gains were evident in virtually all industries except for manufacturing and information services.
- The State's unemployment rate trended down for the sixth consecutive year from a recent high of 6.4 percent reached in 2009. The 2015 annual rate of 3.7 percent was the lowest since 2007. Additionally, unemployment rates dropped in all metropolitan statistical areas (MSAs) and 96 of 99 Iowa counties. The U.S. unemployment rate also dropped steadily during the past six years although the nation's rate was higher than Iowa's (5.3 percent).
- The average duration for those receiving unemployment insurance benefits dropped to 12.7 weeks from 12.9 weeks in 2014. The average number of weeks compensated decreased by 2.1 percent.
- Iowa's construction industry fared well in 2015 and added 4,300 employees annually. The number of new residential housing units authorized increased by 1,744 units (+16.8 percent). The average Iowa home sales prices increased by \$12,397 to \$166,531 in 2015.
- The number of new vehicles registered increased to 147,447 (+3.5 percent). The majority of these gains stem from new truck and SUV purchases. Registrations were also higher among U.S. automakers versus imports (4.5 percent vs. 1.7 percent).
- Iowa is projected to add 154,150 jobs from 2014—2024 equating to a gain of 8.4 percent. This growth is slightly less than the 2012—2022 projected growth rate of 11.0 percent. Some of the lowered projections are attributable to the baby boomer generation leaving the job market in pursuit of retirement. This movement will also help fuel industry growth in the health care sector. By percentage, professional and business services is projected to add the most jobs (+17.3 percent); however, much of the job gains will be due to the increased use of short-term contract workers or consultants.
- Early results from 2016 show mixed messages for the State's economy. Iowa's unemployment rate has risen, but the business establishment survey shows businesses are expanding and Iowa's nonfarm employment continues to improve.
- Iowa's renewable fuels industry supports nearly 47,000 jobs directly and indirectly (7,000 for wind energy). These contributions added up to over \$5 billion for the State's gross domestic product (GDP). Iowa's reliance on renewable fuels has seen a sharp increase since 2005 while most other non-renewable sources have shown evidence of decline over the past several years.
- To begin 2016, Iowa's Labor Market Information (LMI) Division rolled out the new LMI website located at www.iowalmi.gov which replaced the former site, IWIN, and includes new interfaces for Employment and Training Administration core products, multiple Bureau of Labor Statistics programs, industry and occupational projections, licensed occupations, and more. These webpages and interfaces were created by the economists at Iowa Workforce Development and provide users with unique and innovative tools for data analysis and sharing with others. This site is also home to LMI's Research Bureau's projects including Laborshed Studies, Workforce Needs Assessment Studies, College Student Analysis Studies, and many other products.
- The U.S. Census Bureau's Longitudinal Employer Household Dynamics program (LEHD) (<http://lehd.ces.census.gov/>) represents a partnership between Iowa Workforce Development's Quarterly Census of Employment and Wages program (QCEW) and the U.S. Census Bureau LEHD and allows employment and wage data to be analyzed by age, gender, location, and more that would otherwise not be possible. This data has become easier than ever for users to extract and research using either the Quarterly Workforce Indicator (QWI) Explorer (<http://qwiexplorer.ces.census.gov/>), On the Map (<http://onthemap.ces.census.gov/>) or the LED Extract tool (<http://ledextract.ces.census.gov/>).

Overview of the Iowa Economy

By James Morris

Slowed Progress in 2015

The State economy ended 2015 with mixed reviews. In many ways, this past year was prosperous: the unemployment rate dropped for the sixth time in a row to 3.7 percent, total employment again expanded to reach another all-time high, and the unemployment insurance weeks compensated and average duration of weeks claimed also shrank. Construction and the housing market continue to be a boon to the Iowa economy. In fact, most indicators in the chart below reflect expansion and prosperity in the Iowa economy. (See figure below)

Indicator	2011	2012	2013	2014	2015
Gross Domestic Product - Iowa (\$ billions)	149.4	159.1	163.5	170.7	174.1
Exports (\$ billions)	13.3	14.6	13.9	15.1	13.1
Personal Income (\$ billions)	128.9	133.7	135.2	139.6	140.5
Per Capita Income	\$42,058	\$43,458	\$43,735	\$44,937	\$44,971
Construction Employment	62.4	64.6	67.8	74.3	78.6
Average Iowa Home Sales Price			\$152,562	\$154,134	\$166,531
New Residential Housing Units Authorized	7,526	9,501	10,877	10,353	12,097
Iowa New Vehicle Registrations	123,225	133,233	141,897	142,431	147,447
Labor Force Statistics:	2011	2012	2013	2014	2015
Total Employment	1,570,200	1,565,900	1,593,000	1,626,300	1,638,900
Total Unemployment	92,200	83,300	79,400	71,400	62,500
Percent Unemployed	5.5%	5.1%	4.7%	4.2%	3.7%
Unemployment Insurance:	2011	2012	2013	2014	2015
Weeks Compensated	1,536,467	1,342,482	1,294,587	1,201,658	1,176,537
Average Duration (weeks)	14.2	13.5	13.7	12.9	12.7
UI Regular Benefits Paid (\$ millions)	\$463.4	\$417.0	\$418.8	\$402.6	\$417.6

Source: Labor Market Information Division, Iowa Workforce Development.

On the other hand, global uncertainty and overvalued U.S. dollars reduced demand for manufactured goods and Iowa felt these effects in the form of 2,100 jobs lost in durable goods factories and a reduction of \$2 billion in Iowa exports (-13 percent annually, see chart). Still, the U.S. and Iowa economy weathered the storm and it remains to be seen whether the next turning point in the economy will arise from the global stagnation and pessimism lingering worldwide, or if domestic economies will continue to see expansion slow and eventually regress due to these combined suppressions.

Nationally, establishments added 2.9 million jobs annually from 2014 to 2015, this translated to an increase of 2.1 percent. By comparison, Iowa added 15,200 jobs, equating to a modest increase of 1.0 percent. The U.S. rate of increase in 2015 was the highest since the last recession; by contrast, Iowa's rate of increase was the lowest since the most recent recession, although not markedly so, as 1.2 percent has been the average increase annually over the past five years. By percentage, both urban and rural areas of Iowa's economy expanded by the same amount (1.0 percent). This was an increase of 0.4 percent for Iowa's rural areas, while Iowa's urban areas experienced a slowing in their growth by 0.5 percent. With the exception of Waterloo/Cedar Falls, all of Iowa's Metropolitan Statistical areas (MSAs) expanded in 2015, led by 5,200 jobs added in Des Moines (1.5 percent). Other notable metropolitan expansions included Ames (2.5 percent) and Dubuque (1.4 percent), both of which outpaced the state in the annual growth rate.

Other notable indicators included:

- Iowa's exports decreased by \$2 billion (-13.2 percent). Exports dropped for the top five commodities, with losses being felt most in machinery, appliances; vehicles, rolling stock, and parts; cereals; and meat and edible meat offal. Combined, these four groups exported \$1.4 billion less than in 2014. While 2015's export valuation is the lowest since 2010 it wasn't all bad news for exporters, residues and waste from food industries/prepared animal feed continued to expand and topped \$1 billion in exports in 2015—a gain of 15.7 percent annually. Both electrical machinery and equipment and chemical products increased their overseas markets. Combined, these two industries made up \$1.2 billion in exports.
- Iowa's personal income increased, but only marginally. The increase of 0.4 percent is the lowest in several years. The rate of increase over the past three years averaged 2.7 percent. Accordingly, per capita income gained just \$34 over the 2014 value of \$44,937, raising the total to \$44,971. The state averaged \$960 in gains over the three years prior to 2015. At least some of the weakness could be the result of reduced farming income which was especially weak in 2015. Durable goods manufacturing also played a role. Personal income from durable goods factories shrank by 1.0 percent.
- Construction has fueled much of the economic growth through 2015. Jobs expanded on an all-time high last year and were up 5.8 percent annually—the highest percentage gain of any sector. Construction has been increasingly expanding in the wake of the recession with job growth peaking in 2014 at 9.6 percent. While large-scale industrial projects and public infrastructure maintenance and improvement are partially responsible for the progression, new residential housing demand has also played a major factor. New housing units authorized surged ahead 16.8 percent in 2015 to 12,097 units. The average Iowa home sales price increased to \$166,531 in 2015. The 2015 growth rate was markedly higher than that of 2014 (8.0 percent vs. 1.0 percent).
- New vehicles registered in Iowa continued to trend up in 2015. The annual gain of 5,016 vehicles was 3.5 percent higher than 2014, and compares favorably with the anemic gain of 0.4 percent of last year. Vehicles listed are multi-purpose, SUVs, and trucks comprised most of the gains. Registrations advanced by 4.5 percent for U.S. carmakers compared to just 1.7 percent for import carmakers.
- Unemployment Insurance, with very few exceptions, showed improvement in 2015. Benefits paid increased slightly from a low reached in 2014, but still remains on par with 2012 and 2013's low levels. The average duration declined slightly to 12.7 weeks from 12.9 weeks in 2014.

Aligning Iowa's Talent Pool with Employers

Much discussion these days revolves around Iowa's skills gap, or the ability of Iowa's employers to find individuals prepared to fill job vacancies of employers. Projections from the Georgetown University Center on Education and the Workforce estimate that by 2025 approximately 68 percent of all Iowa jobs are expected to require postsecondary education and training beyond high school. This ranks Iowa 18th in terms of states requiring additional education and three percentage points higher than the national average. To this end, the Governor's office implemented the Future Ready Iowa initiative to help bridge the gap.

Future Ready Iowa represents collaboration between business partners to help overcome the skills gaps that may otherwise inhibit business growth with the goal of 70 percent of Iowa's workforce having postsecondary education and training beyond high school by 2025. A Future Ready Iowa Summit was held in April and brought together the efforts of multiple agencies including Iowa Workforce Development, the Iowa Department of Education, Iowa Economic Development Authority, College Student Aid, and others to address how we can help Iowa's workforce gain skills in a rapidly changing economy and better match skills with employers needs.

Moving forward, individuals will be able to connect to the Future Ready Iowa Portal (<https://www.futurereadyiowa.gov/>) and find information helpful to those entering the job market such as career exploration, education and training, financial resources, and more. This career exploration tool is still being developed and is scheduled to be added to the Future Ready Iowa website by the end of December 2016.

The Economy Moving Forward

While Iowa's economy fared well in 2015, the next few years will be especially critical to gauging whether or not the state and the nation enter another recessionary period. While there was some sign that economic indicators might be softening or weakening, early information received to begin 2016 has been somewhat encouraging and it's been difficult for economists to pinpoint a catalyst for the next recession as they were able to do with the housing bubble, a waning stock market, or rising fuel prices.

Through June, Iowa's unemployment rate has been inching upward, but so too has been establishment employment. The real test for the economy will be whether or not firms are optimistic about the future and continue to expand despite weakened conditions around the globe.

Sources:

Future Ready Iowa Fact Sheet (07-14-206)

<https://governor.iowa.gov/sites/default/files/documents/FutureReadyIowa-FactSheet.pdf>

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

http://www.bea.gov/iTable/index_regional.cfm

Iowa Association of Realtors, 2015 Annual Data Summary.

<http://www.iowarealtors.com/images/default-source/news-and-meetings/price-chart-2015-year-end-v2.jpg?sfvrsn=2>

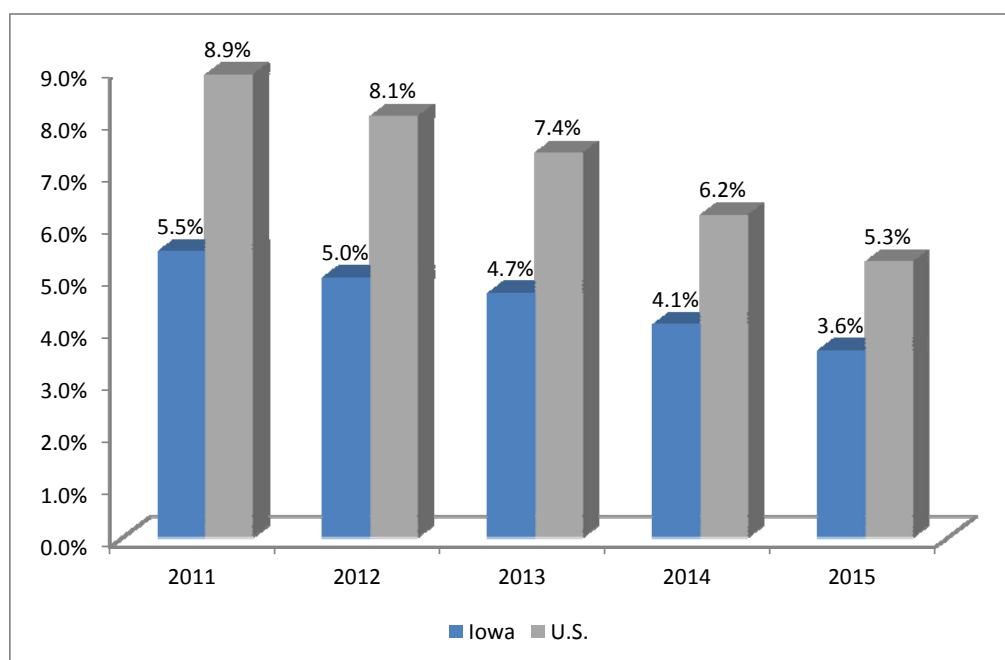
State and Local Labor Force Trends

By Kris Henze

Improvement Shown in 2015

The statewide annual average unemployment rate fell to 3.6 percent in 2015 from 4.1 percent in 2014. Meanwhile, the U.S. rate for 2015 also showed improvement, dropping to 5.3 percent in 2015 from 6.2 percent for the prior year. (Figure 1) Based on the state rankings for 2015, Iowa, Minnesota and Vermont tied for the seventh-lowest unemployment rate in the nation, and North Dakota had the lowest jobless rate among the states for the seventh consecutive year at 2.7 percent. District of Columbia had the highest unemployment rate at 6.9 percent.

Figure 1. Iowa and U.S. Unemployment Rates, 2011-2015



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

The number of unemployed persons in the state averaged 62,500 in 2015, down from the prior year's 71,400. Men accounted for 55 percent of the unemployed compared to 45 percent for women. Minorities and youth continued to experience the highest rates of unemployment: youth, 16 to 19 years (16.5 percent), Black or African-Americans (14.8 percent) and Hispanics (9.0 percent). Characteristics of the unemployed also showed that long-term unemployment (27 weeks or longer) eased in 2015, representing 9.1 percent of the total compared to 14.9 percent in 2014. Workers with less education continued to experience a higher unemployment rate than better educated members of the labor force: those with less than a high school diploma (10.7 percent), high school graduates with no college (5.6 percent), some college or associate's degree (4.2 percent) and Bachelor's degree and higher (1.9 percent).

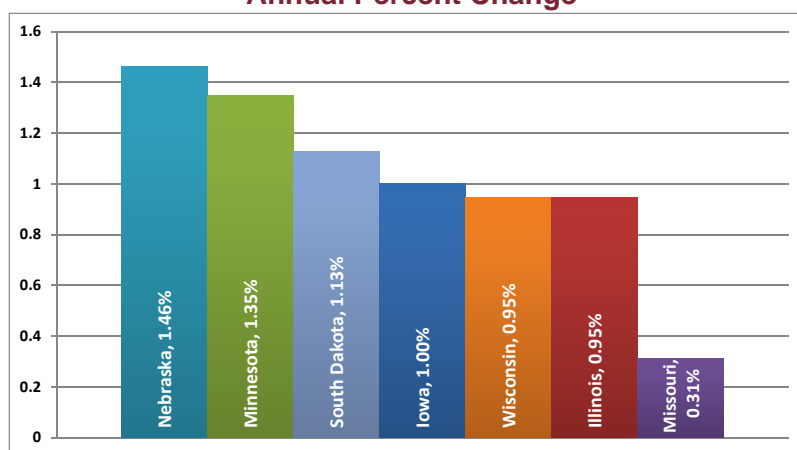
2015 Nonfarm Employment Trends

By Dennis Schwartz

The Year at a Glance

Iowa's economy continued to expand through 2015, although the rate of expansion is the slowest since 2010. The state ended the year with 1,573,900 jobs. This is the sixth consecutive year of employment gains.

Figure 1. 2015 Total Nonfarm Employment Annual Percent Change

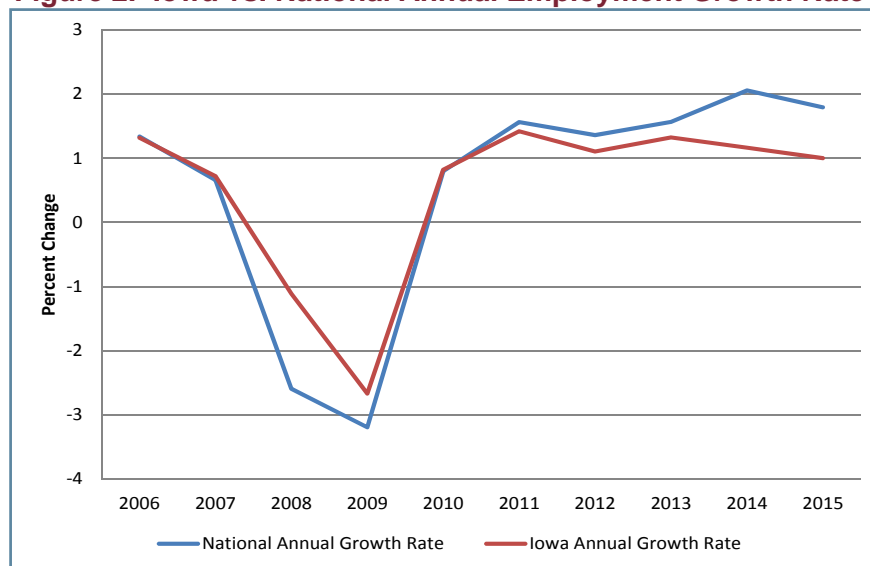


Source: Labor Market Information Division, Iowa Workforce Development

When compared to surrounding states, Iowa's rate of growth (1.00%) was slightly below the 2015 average of 1.02%, but sits in the center of the seven states, with three states (Nebraska, Minnesota and South Dakota) experiencing a more aggressive rate of growth and three states (Illinois, Wisconsin and Missouri) experiencing a slower rate of growth (Figure 1). It was 2013 before Iowa's average annual nonfarm employment level surpassed the pre-recession level, but there has been steady growth since 2011 resulting in a 3.83% gain over the past ten years.

Traditionally, Iowa's rate of employment change has tracked somewhat closely with that of the nation, with few exceptions. In 2010, following the recession, Iowa's rate of jobs growth was 0.82% versus a national rate of 0.80%. However, in recent years the gap has slowly widened, with Iowa's growth rate trailing that of the nation. In 2015 the national growth rate was 1.79% and Iowa's growth rate was 1.00% (Figure 2).

Figure 2. Iowa vs. National Annual Employment Growth Rate



Source: Labor Market Information Division, Iowa Workforce Development

Nonfarm Employment Industry Movement

The majority of the state's super-sectors experienced gains in nonfarm employment from 2014 to 2015. The only super-sectors with job losses were manufacturing, which shed 900 jobs, information, which pared 1,000 jobs and government, down 300 jobs. The decline in manufacturing employment, all of which occurred in the durable goods sector, marks the end of four consecutive years of adding jobs in the industry. The industry has trended downward over the past ten years, trimming 8.66% of the employment.

The information super-sector has experienced employment declines that have continued over eight consecutive years, resulting in nearly 25% (8,300) fewer jobs in the industry over the past 10 years.

Government employment losses were minimal (0.13%) and all from the local government sector.

Professional and business services has fared better than any other super-sector with a 2.12% average annual increase in employment over the past 10 years, gaining 26,000 jobs in that time period.

Strong employment gains also occurred in educational and health services where more than 27,000 jobs were added over a ten-year period in the health services sector alone. Health services will likely continue to be a major area of growth for some time as baby boomers continue to age and more access to health care is available and necessary. It is also noteworthy that, according to the Bureau of Labor Statistics – Occupational Employment Statistics (OES), more than 90,000 temporary help workers were employed nationally in healthcare practitioners and technical operations occupations in 2015.

Construction employment, hit hard by the recession, has continued to rebound over the last five years. Employment in the industry is now at a record high (78,600 annual average) following two years of solid gains (9.59% in 2014 and 5.76% in 2015).

Other Economic Indicators

Grain prices continued to fall for the third consecutive year (based on annual average prices) with little relief in sight according to grain price projections from the U.S. Department of Agriculture. From their 2012 peak, corn and soybean prices are down 49.4% and 39.9%, respectively. Prices are projected to hold fairly steady through third quarter 2016.

According to the Iowa Association of Realtors, home sales in Iowa enjoyed a boost from 2014 to 2015. Sales edged up from an annual average of 3,285 in 2014 to 3,429 in 2015, a 4.38% gain. The average sale price of homes also increased with the 2014 average at \$153,722 and the 2015 average at \$164,921, representing a gain of just above 7.3%.

Sources:

Current Employment Statists (CES), Labor Market Information Division, Iowa Workforce Development

Corn and Soybeans Commodity Prices from:

<http://www.tradingeconomics.com/commodity/corn> (corn)

<http://www.tradingeconomics.com/commodity/soybeans> (soybeans)

Iowa Association of Realtors, Iowa Housing Trends.

<http://www.iowarealtors.com/news/housing-trends>

Using Occupational Employment Data for Analysis

By Donna Burkett and Wendy Gerrish

Overview

Occupational Employment Statistics (OES) is a Bureau of Labor Statistics (BLS) program that produces the most comprehensive annual employment and wage data at the occupational level. OES produces the estimates for over 800 occupations categorized by the Standard Occupational Classification (SOC) System (<http://www.bls.gov/soc/>).

In Iowa, the Labor Market Information Division of Iowa Workforce Development conducts the OES program which samples approximately 7,000 locations per year. Three years are required to fully collect the sample of nearly 21,000 business locations. The three year cycle dramatically reduces the sampling errors and improves and strengthens the accuracy of detailed occupational data.

The sample for the semi-annual report of employers is obtained from unemployment insurance reports that are required to be filed quarterly. The sample includes nonfarm employers of all sizes and is drawn by geography and industry using the 6-digit North American Industry Classification System (NAICS) <http://www.census.gov/eos/www/naics/>. Self-employed persons, owners and partners of unincorporated firms, household workers or unpaid family workers are not included.

Employers report the number of paid full-time and part-time employees in each distinct occupation. Wages provided for each occupational title or job description are straight time gross pay, and are exclusive of premium pay. (Figure 1) Most employers receive a request for information only once every three years for a given location to minimize their burden.

Figure 1. Data Elements Asked of Employers

	Defined as:	Including:	Excluding:
Employment	The number of full-time and part-time employees on paid vacation or other type of paid leave, ... assigned temporarily to other units, <i>and</i> -- ... paid owners, officers and staff of <i>incorporated</i> firms.	... proprietors, owners, partners of <i>unincorporated</i> firms, ... unpaid family workers, ... workers on unpaid leave, <i>and</i> -- ... contractors and temporary agency employees not on the company payroll.
Wages	A fixed regular payment, typically paid on a daily, weekly, bi-weekly, bi-monthly, or monthly basis -- made by employer to an employee base rate, ... commissions, ... cost-of-living allowances, ... deadheading pay, ... guaranteed pay, ... hazardous-duty pay, ... incentive pay, ... longevity pay, ... mileage, ... piece rate, ... portal-to-portal, ... production bonuses, ... on-call pay, <i>and</i> -- ... tips.	... attendance pay, ... back pay, ... clothing allowances, discounts, draws, ... holiday bonus/premium pay, ... jury duty pay, ... meal and lodging, ... non-production bonuses, ... on-call pay, ... overtime pay, ... perquisites, ... profit-sharing payments, ... relocation allowance, ... severance pay, ... shift differentials, ... stock bonuses, ... tool/equipment allowances, ... tuition reimbursements, ... uniform allowance, ... weekend premium pay, <i>and</i> -- ... year-end bonuses.







State staff are required to make follow-up calls to request data from non-respondents or to clarify information submitted. They are also required to achieve a 75 percent response rate for all geographical areas, either in the number of units or in the amount of employment collected. Statewide employment overall must reach a response rate of 65 percent.

Data Reporting

The OES program produces consistent and comparable occupational wage information for major group and detailed occupation levels in every state. Data submitted by employers is the crucial supply from which we aggregate, average, and publish occupational data valued by the numerous user groups covered later. Strict BLS confidentiality guidelines must be followed to avoid revealing individual or company information.

Geographically, data are available for the nation, states, the District of Columbia, Guam, Puerto Rico, the U.S. Virgin Islands, metropolitan and nonmetropolitan areas—as are national occupational estimates for industries. Iowa creates estimates for the state, metropolitan statistical areas (MSA), and balance-of-state (BOS) areas. (Figure 2).

Figure 2. Where to Find OES Data and Information by Geography

National	States	Iowa	MSA's	Balance-of-State	IWD Regions
					
U.S. Bureau of Labor Statistics: (National, Other States, State of Iowa, MSA's, Balance-of-State) http://www.bls.gov/oes/home.htm					
			Iowa OES Program Report: (State of Iowa, MSA's, Balance-of-State) https://www.iowaworkforcedevelopment.gov/occupational-employment-statistics		
			Iowa Wage Report: (State of Iowa, MSA's, Balance-of-State, IWD Regions) https://www.iowaworkforcedevelopment.gov/occupational-employment-and-wages		

Source: Labor Market Information Division, Iowa Workforce Development

Hourly wage rates and annual salaries are available for most occupations. Due to the nature of their job, however, pay rates for workers not commonly working 2,080 hours per year are depicted as one or the other. For example, wages for teachers, athletes, coaches, sport officials, flight attendants and pilots will be conveyed only as annual salaries. Other occupations such as actors, dancers, musicians and singers, entertainers and performers, sports and related workers are reported only as hourly wages.

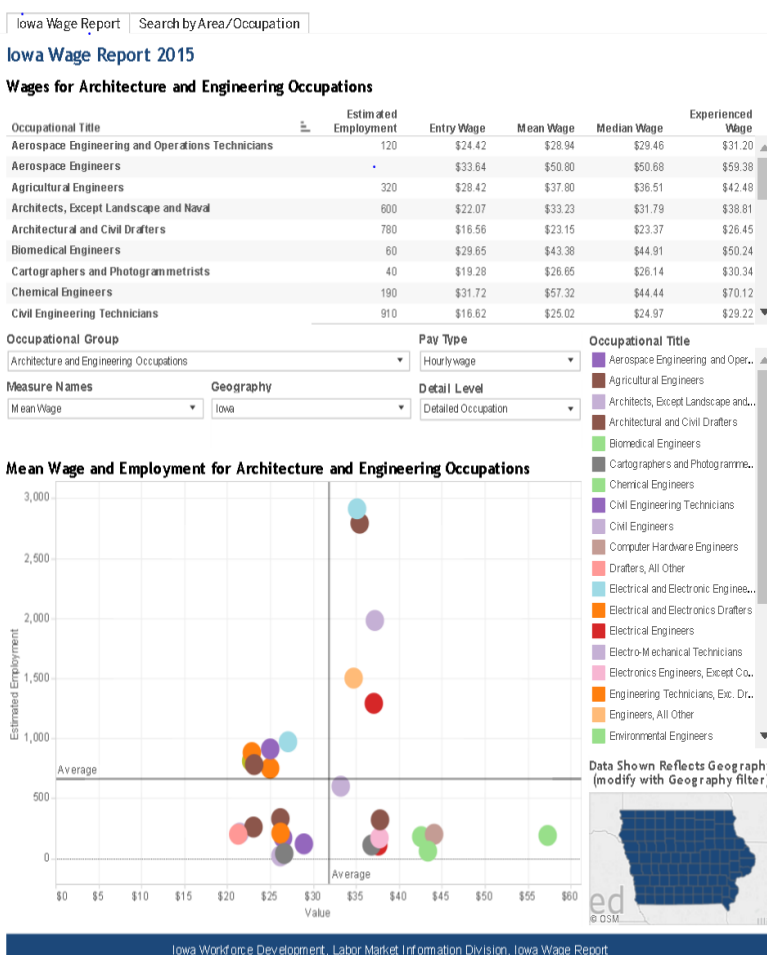
Depending on the needs and interests of data seekers, various OES wage levels are available:

Annual	Calculated by multiplying the hourly wages by 2,080 hours (fulltime hours derived by multiplying 52 weeks by 40 hours).
Entry	The average of lowest third of reported wages.
Experienced	The average of the upper two-thirds of reported wages.
Mean	The estimated total wage for an occupation divided by its weighted survey employment.
Median	The point at which 50 percent of the employment is above the wage and 50 percent of employment is below the wage.
Percentile	The estimated distribution of wages. For example, the 25 th percentile hourly wage refers to the wage in which 25 percent of workers in an occupation earn wages below, and 75 percent earn wages above.

The Iowa Wage Report—Updated Figures

To better meet local user needs, Iowa uses OES data to produce updated wage estimates by applying the U. S. Department of Labor's Employment Cost Index. In addition to Iowa, MSAs, and Balance of State Areas,

Figure 3. Visualization of the Iowa Wage Report



users can also find data for Iowa Workforce Development Regions. The update applies only to wage data and not to employment estimates. Wage data for all geographical areas will be updated to the second quarter.

Iowa Wage Report data has not been validated by the BLS and are not official BLS data series; however, Iowa's Labor Market Information Division believes the additional information is helpful to our users. (Figure 3)

Uses for OES Data — Did You Know That ...?

The OES Program produces one of the most sought after labor market information components. This employer-supplied data pays forward benefits that reach beyond the most-obvious. The following fictitious scenarios illustrate how this information adds value to the decision-making capabilities of individuals, businesses, agencies, educators, and governments at every level (see right):

Dara will attend Eastern Iowa Community College in Davenport this fall to become a Medical Records Technician (MRT). With two parents in need of constant care in Langworthy, IA, Dara's goal of becoming a nurse practitioner will be put on hold. She arrived at this decision with help from a school guidance counselor familiar with Iowa's Labor Market Information resources at iowalmi.gov. There, she learned that MRT employment is expected to increase by 20 percent through 2018 and requires two years of training.

[Iowa's OES data](#) provided average hourly wages she might expect to earn as an MRT in nearby MSAs while living at home to help with parental care (Cedar Rapids—\$16.64, Davenport—\$12.01, Dubuque—\$16.44, and Waterloo/Cedar Falls—\$16.78). Armed with this information, Dara crafted a feasible plan that fit her circumstances while still providing training that is valuable toward her nursing goal.

After a plant closure in Naperville, IL, Uncle Ray is ready to take his industrial engineering skills outside of the large metro, but is concerned by the loss of a great salary. By consulting the BLS website (Figure 2), Ray learns what others can earn at the experienced level of pay in the various states where opportunities currently exist. This will help him to negotiate a proper salary; plus, using the cost-of-living calculators will ease the process by showing how a lower salary sometimes has more [purchasing power](#) in smaller areas. Ray was amazed to discover the different industries that now seek his career skills.

Ron is a compensation specialist in the human resources department of a hospital network. Charged with staying current on the ever-changing nuances that distinguish job duties, he refers to the BLS website as a source. Disaggregation of several occupations has been proposed for the healthcare industry in the 2018 Standard Occupational Coding System (SOC). For example, "Physicians and Surgeons, All Other":

Physicians

Cardiologist, Dermatologist, Emergency Medicine
Physician, Neurologist, Pathologist, Radiologist

Surgeons

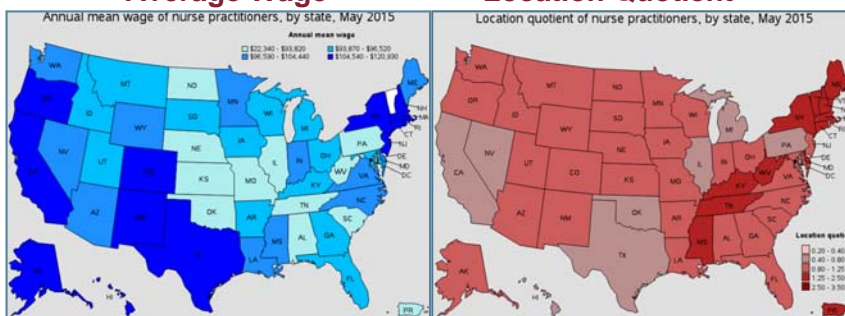
Ophthalmologists, Orthopaedic
Surgeons, Pediatric Surgeons

He also notes that new and emerging job duties already being performed by workers have now been given a title and corresponding job description (e.g., database integration architects, sustainability analysts, data scientists, surgical assistants, and calibration technologists and technicians). Having new titles and more-uniform duties helps in the hiring process and the job description criteria becomes easier to formulate when developing new positions. The OES data reveals concentrations of where workers exist with the skills to match business needs. Differences in saturation level in an area can influence the approach required to attract key employees.

Title changes can alter expectations from applicants and employers regarding prospective duties, salaries, and levels of training required to perform a job. Occupational wage data helps employers: 1) set salary ranges for their occupations, 2) determine if occupations are paid differently by location, and 3) decide if differentials exist between various industries. The data also assists with administering the Employment and Training Administration's Foreign Labor Certification program for H1-B program, which sets the minimum rate for individuals on work visas.

Ron needs to hire a nurse practitioner (a title that emerged in the 2013 updates). He utilizes the National [OES Mapping Tool](#) on the BLS Program site to compare the average wages and [location quotient](#) in states neighboring Iowa. (Figure 4) Ron ascertains that while the average pay for practitioners in Illinois is lower than Iowa's, there are also relatively fewer of them in this state to entice. Nebraska, Kansas, and Missouri have similar saturation levels to Iowa, but do not pay as well for this occupation, which could encourage a move to Iowa. Minnesota, on the other hand, has comparable saturation, but pays them more. Encouraging a move from workers in this state may require a larger budget for the position.

Figure 4. May 2015 OES Maps by State - Nurse Practitioners
Average Wage **Location Quotient**



Source: Occupational Employment Statistics Program, U.S. Bureau of Labor Statistics

A G E N C I E S	<p>Ted was recently promoted to chamber of commerce director of a metro suburb in Iowa. RLD, Inc., a mid-level software development company based in Seattle is planning to expand their operation to the Midwest. Ted's city is identified as a competitor and the search for a location is narrowing. After the closure of two local companies, many are counting on Ted's marketing skills to land the company and he wants to include the recently-unemployed as part of the labor supply.</p> <p>His report to attract RLD's attention included research on occupations that the chamber was able to gather free-of-charge from Iowa's OES data collection. These data showed the labor availability in the areas, the types of existing occupations, and the average wages paid to similar workers. Ted's colleagues on the Regional Workforce Investment Board (RWIB) also use similar data for recruitment, expansion, and developing local plans.</p>
E D U C A T I O N	<p>Educators and administrators utilize occupational employment and wage data in a variety of ways. Amy is the superintendent of schools in Ted's metropolitan area. As such, she works <i>with</i> the local chamber of commerce, RWIB members, local businesses, etc., toward common goals (e.g., landing RLD Inc.). Government researchers, Amy, and her instructional coordinators used OES data to study the local labor market and wage and employment trends. Her staff will then strive to incorporate curriculum that will help meet local needs for educational, workforce and training development plans.</p> <p>OES data collection also provides the National Science Foundation with employment and wage data for science, technology, engineering, mathematical (STEM) occupations. The types of jobs found in RLD, Inc. will bring technology occupations to the metro area.</p>
G O V E R N M E N T	<p>When linked to a plan, all levels of government can more-effectively use tax dollars when making financial decisions for education and training (valuable to employers <i>and</i> employees). Occupational employment and wage data:</p> <ul style="list-style-type: none"> ■ Can be analyzed for trends, emerging and declining occupations, composition of industries and geographies, and the impact of technology on occupations, ■ Is a primary input for the Employment Projections program which creates industry and occupational projections for current and projected employment needs and opportunities, ■ Assists with forming the fixed employment weights for the Employment Cost Index, ■ Is used in the calculation of occupational rates for the Survey of Occupational Injuries and Illnesses used for incident rate comparison, and, ■ Are used by MedPAC to improve the calculation of Medicare reimbursement rates by using the staffing patterns and wages.

Changes to the OES Program

Currently, OES data should not be used to compare wages and employment over time. There are several concerns with using the data as a time series, including the changes in classification systems of: occupations, industries, geographies, data collection, reference periods, and methodology. The OES program is considering changes in methodology that would make data useful for time-series comparisons at the aggregated levels. The Office of Management and Budget has scheduled a revision of the SOC for 2018 following the 2017 NAICS revision. The revised SOC will maintain the major group structure, correct, change or combine some detailed occupations and include new detailed occupations.

Sources:

May 2015 OES Chapter in the BLS Handbook of Methods. <http://www.bls.gov/opub/hom/pdf/homch3.pdf>

Technical notes for May 2015 OES Estimates http://www.bls.gov/oes/current/oes_tec.htm

Iowa Industry Projections (2014-2024)

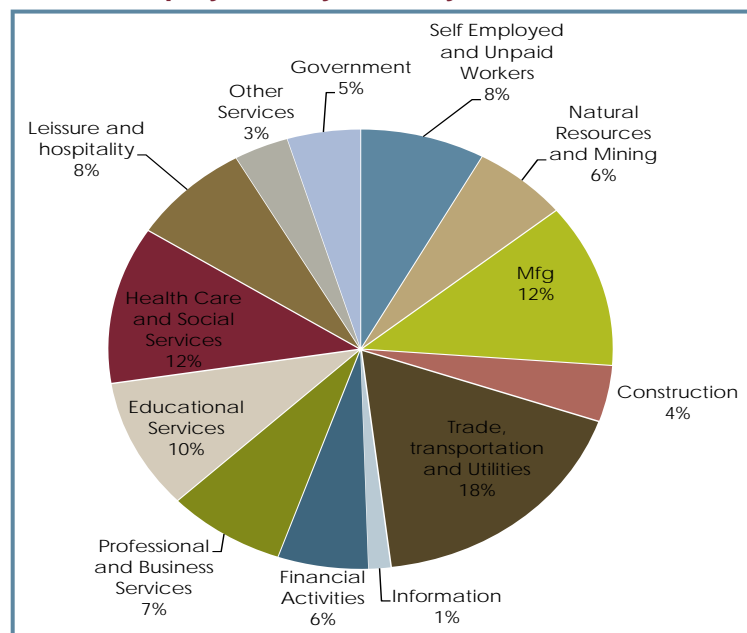
By Dan Brown

Overview

Iowa's 2014-2024 Industry Projections estimate projected employment change for major industries for a decade. Industry employment projections are shown in terms of numeric change (growth or decline in the total number of jobs) and percent change (the rate of job growth or decline). Employment totals include unemployment insurance covered wages and salary workers, agriculture, and the self-employed. The total projected employment growth for all wage and salary workers, agriculture, and the self-employed will add almost 154,150 jobs from 2014 to 2024, an increase of 8.6 percent. Less overall growth is projected compared to the 2012-2022 projections when an 11% increase for the ten year period was estimated. Contributing to this slower projection is the aging baby boom generation which is moving into retirement and out of the labor force. The aging population will also spur an increase in the demand for healthcare services, resulting in the healthcare industry accounting for a large share of new jobs projected through 2024. Three major industries are expected to account for over 54 percent (83,030 jobs) of the state's job growth. The industries are the Health Care and Social Assistance sector; Trade, Transportation, Utilities sector; and the Professional and Business Services sector.

Critical to the production of these projections is the assumption of full employment for the economy in the projected year. Thus, the projections are not intended to be a forecast of what the future will be, but instead are a description of what would be expected to happen under these specific assumption and circumstances. When these assumptions are not realized, actual values will differ from projections. Industry employment growth relies on industry output (the total amount produced) and worker productivity (how much each worker produces). Figure 1 depicts the 2014 industry breakdown for Iowa. Labor-saving technologies and methods can increase productivity while limiting employment growth. As such, even as agricultural output is projected to increase, employment on farms is projected to decline due to advanced methods and machines reducing the number of workers needed to raise crops and care for livestock. Also contributing to this decline is the trend away from smaller farms and toward larger corporate-owned farms. This decrease is reflected in the major industry of Natural Resources and Mining, which is expected to lose 1,850 jobs.

Figure 1. Percent Distribution of Employment by Industry Sector, 2014



Source: Labor Market Information Division, Iowa Workforce Development

Manufacturing remains one of the largest industries in Iowa with 2014 employment at 216,745 jobs (Figure 2); however, it is estimated to add only 5,330 jobs over the ten-year projection period.

Industries are defined according to the 2012 North American Industry Classification System (NAICS), a system used by the federal government to classify establishments into industry categories. Industries fall into either goods-producing or service providing sectors.

Figure 2. Iowa's Major Industry Projections, 2014-2024

Industry	2014	2024	Growth	Percent Change
Total Wage and Salary Employment	1,795,150	1,949,300	154,150	8.6%
Self Employed and Unpaid Salary Workers	143,195	152,435	9,240	6.5%
Natural Resources and Mining	109,220	107,370	-1,850	-1.7%
Trade, Transportation and Utilities	319,685	343,425	23,740	7.4%
Construction	73,825	86,405	12,580	17.0%
Manufacturing	216,745	222,075	5,330	2.5%
Information	25,690	25,800	110	0.4%
Financial Activities	104,110	117,950	13,840	13.3%
Professional and Business Services	136,405	160,050	23,645	17.3%
Educational Services	173,015	186,040	13,025	7.5%
Health Care and Social Assistance	208,675	244,320	35,645	17.1%
Leisure and Hospitality	137,520	150,110	12,590	9.2%
Other Services	62,865	67,140	4,275	6.8%
Government	84,200	86,170	1,970	2.3%

Source: Labor Market Information Division, Iowa Workforce Development

Note: Totals may not equal due to rounding.

The goods-producing sectors

- **Construction** Examples of establishments in this sector include electrical contracting firms and residential and non-residential building companies. This industry is projected to grow 1.7 percent annually. This equates to 12,580 new jobs over the 2014-2024 decade, the largest amount for the goods-producing sectors. Most of the increase (8,580) will occur in the specialty trade industry, which is expected to grow by 18 percent. Despite expected fast growth, construction sector employment in 2014 was still below the peak level of 74,420 in 2006.
- **Manufacturing** Examples include businesses that make computer chips, machinery, ethanol and other goods. Manufacturing has been projected to expand by 5,330 jobs over the ten-year projection period.

The areas that will add 1,000 jobs or more are: chemical manufacturing (ethanol), fabricated metal, food manufacturing and transportation equipment. While new manufacturing jobs will be added, employment gains will not make up for the job losses that occurred over the last decade. One factor contributing to the loss of jobs in manufacturing is a change in skills requirements. In the past, many manufacturing jobs were considered low skill and had fewer educational requirements than other jobs. Over the last few decades, manufacturing plants have become more automated, thus requiring skills that are more technical.

- **Natural resources and mining** Establishments in this sector include farms, forestry, fishing, and mining companies. The main component of this industry is crop and livestock production, which will have a decrease of about 2,680 jobs. Support activities for agriculture will add about 770 jobs. Mining employment in Iowa had an estimated 2,160 jobs in 2014, and will show a very small increase of 55 jobs by 2024.

The service-providing sectors

- **Educational services** This sector includes state and local public education as well as private schools and other providers of education. As the number of high school graduates increases, and a larger number of older workers seek additional training in their fields in order to keep pace with new job requirements, the demand for educational services will continue to grow. Education is expected to add about 13,025 jobs by 2024.
- **Financial activities** Included in this sector are finance, insurance, real estate, and rental services organizations. Financial activities and insurance will add approximately 13,800 jobs (13 percent) over the projection period. With the implementation of the Affordable Care Act, whose open enrollment in health exchanges began in October 2013, there will be an increase in the need for agents who are familiar with health care insurance options. This will result in an increase of about 7,970 jobs in this subsector. Real estate and rental leasing has been projected to add about 1,000 jobs. The increase in real estate can be attributed to the recent rebound in the construction industry and the housing market. The turnaround in these areas is expected to gain strength over the 2014-2024 period.
- **Health care and social assistance** Health care and social assistance providers, including public and private providers of health care and private providers of social assistance, are part of this sector. Examples include hospitals, doctors' offices, and assisted living facilities. This industry is expected to see substantial growth due to the number of workers who will be needed to provide healthcare to an aging population. Older people require more health services, which increases the demand for these services. In addition, the number of insured people is expected to increase over the projections period, leading to an increased demand for the services offered by all types of health care providers. With more people having access to insurance, a shift away from hospital care to physicians' offices and clinical services will occur, as fewer people will use the emergency room for their primary care. Total growth in this industry will increase by 17 percent, creating 35,650 jobs. Ambulatory health care is expected to add the most jobs at 14,500 while nursing and residential care facilities will grow by 20 percent, increasing by 11,150 jobs. Social assistance will follow with the addition of 5,500 jobs, while hospitals will increase by 4,400 (7 percent).
- **Information** This sector includes print, software, and database publishing firms; movie, video, and sound production and distribution establishments; broadcasting and telecommunications providers; and information and data processing providers. The industry will reflect decreases of employment in the publishing and telecommunications areas (-950). This loss is due primarily to a decrease in the distribution of print materials as more information becomes available via the Internet, e-readers, and tablets. The largest increase in this sector will be the internet service providers industry, which is projected to add 900 jobs for an increase of 15 percent.
- **Leisure and hospitality** Examples include hotels, casinos, restaurants, sports teams, theme parks, performing arts companies and arcades. This industry is expected to add 12,600 jobs. Most of these jobs (7,700) will be in food service and drinking places, which will expand by 8 percent over the projection period. Amusement, gambling, and recreation industries will account for 2,300 jobs. Hotel/motels are also expected to add about 2,200 jobs.
- **Professional and business services** Examples include temporary help firms, consulting services, and waste management establishments. This industry is expected to experience strong growth over the projection period, accounting for the addition of 23,650 jobs (17 percent). This includes 18,400, or 78 percent, from the professional, scientific, technical services and administrative support services industries. Much of the job growth in this sector is being driven by the short-term use of contract workers or consultants rather than use of full time employees, thus lowering the cost for firms who hire short-term employees for specific jobs and are able to keep up with new regulations and newer technology more easily than full-time employees. This will be helpful given the movement toward electronic recordkeeping of health records, for instance.
- **Trade, transportation, and utilities** Included in this sector are wholesale and retail trade establishments, airports, messenger services and power plants. Utility companies will continue to invest in newer technology which will create a more productive workforce; hence, real output is projected to increase while the number of

new employees needed to produce that output will decline. This will result in the loss of about 335 jobs over the ten-year period. The large job increases in this sector will occur in truck transportation (5,100) and warehousing (2,400). Wholesale and retail trade will advance by 3,900 and 13,100 jobs, respectively. These gains will result from continued improvement in the economy, which will be fueled by stronger consumer spending. The postal service will continue to experience large reductions (-1,600) by the projection year of 2024 due to declining mail volumes, changing technologies and tight budgets.

- **Other services** This sector includes repair and maintenance firms, laundry services, and religious, civic and professional organizations. The industry is expected to expand by 4,300, with most of the jobs in repair and maintenance with 2,000 new jobs. This other services sector will expand by 7.0 percent.
- **Government** This sector consists of government establishments that administer programs and provide for public safety. Federal, state, and local government (except education and hospitals) are classified here. The federal government will lose approximately 750 jobs as pressure for cuts in government spending continues during the ten-year projection period. Local government will experience moderate growth, creating about 3,000 jobs for an increase of 5.4 percent. State government will continue a slow reduction to the year 2024, losing about 230 jobs.

Figure 3. Iowa's Top Twenty Industries for Job Growth 2014-2024



Note: Local Government excludes Education and Hospitals.

Source: Labor Market Information Division, Iowa Workforce Development

Sources:

U.S Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, Industry employment and output projections to 2024, December 2015, available at:

<http://www.bls.gov/opub/mlr/2015/article/industry-employment-and-output-projections-to-2024-1.htm>

Analyzing Iowa's Renewable Fuels

By Brent Paulson

Renewables

America's dependence on fossil fuels is projected to continue well into the future. A century of favorable energy policies have ensured that fossil fuel energy sources will dominate the nation's energy mix. Petroleum, natural gas, and coal are the top energy sources, followed by renewable and nuclear energy. In fact, the U.S. Energy Information Administration contends that fossil fuels will contribute up to 80.0 percent of the world energy supply through 2040, with natural gas being the fastest growing at 1.7 percent annually. However, both renewable and nuclear energy are expected to increase faster at a 2.5 percent annual rate worldwide.¹ The International Energy Agency adds that "renewables overtake coal as the largest source of electricity by the early 2030s and account for more than half of all growth over the period to 2040."²

With global demand for sustainable, carbon-neutral sources of energy increasing dramatically, Iowa is positioned to play a significant role for further renewables energy development. Wind power and biomass energy renewable organic material (like wood, plants, and waste that can be processed into biofuels like ethanol and biodiesel) are two such fast growing renewables sectors where Iowa has a vested interest in their development.³ Currently, Iowa's renewable fuels industry (ethanol, biodiesel) supports nearly 47,000 jobs in the state and contributes \$5 billion to Iowa's GDP.⁴ Wind energy likewise has benefited the Iowa economy by employing nearly 7,000 workers and adding value to GDP while eliminating the use of water and harmful carbon dioxide emissions.⁵

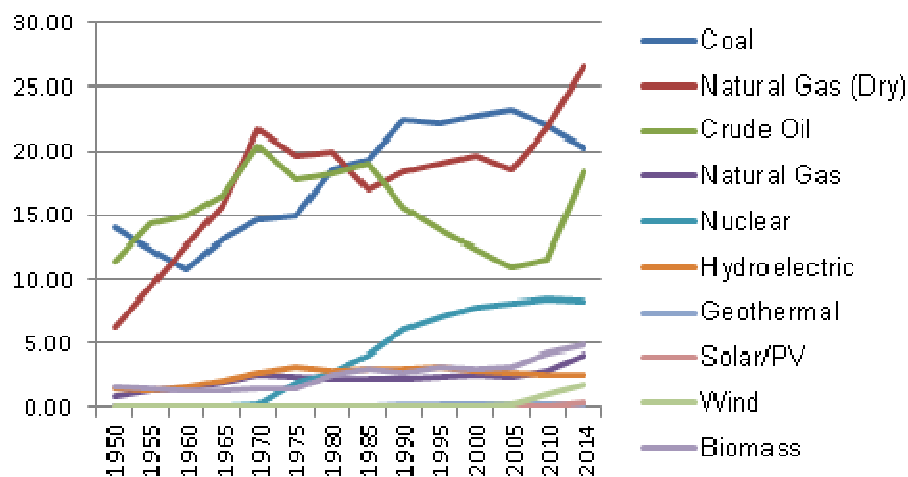
Production

A look at Figure 1 provides historical perspective of U.S. energy production. Coal, natural gas, and crude oil have led and continue to lead all other energy sources. Despite decreasing and/or stagnant production during the 1970s through the early 2000s, natural gas and crude oil have returned to an upward trajectory. Coal production's early rise seemed to plateau beginning in the 1990s and since the 2000s has steadily declined.

However, the 2000s have seen jumps in renewable energy production, most notably in biomass and wind but also solar energy. There appears to be plenty of room for alternative energy growth in relation to energy production from fossil fuels.

With crude being non-existent, coal all but gone, and nuclear energy plateauing in the state of Iowa, an energy vacuum combined with the need for clean renewable energy has provided Iowa with ample opportunities in the biomass and wind energy sectors.

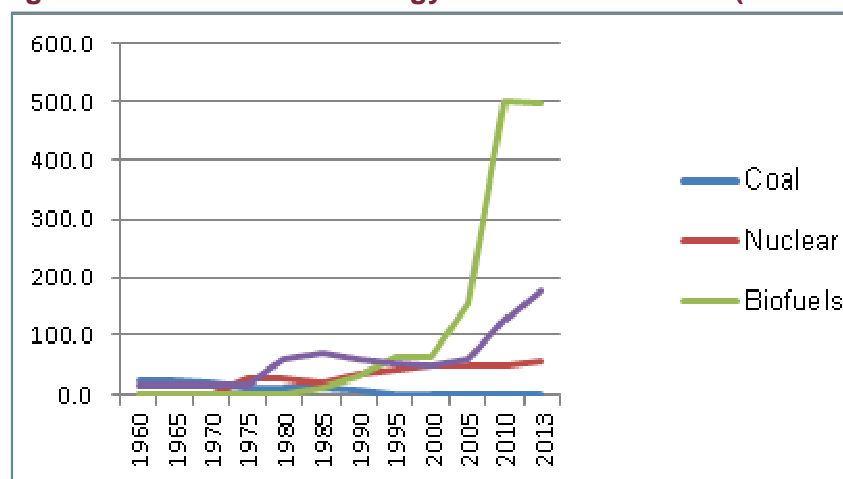
Figure 1. U.S. Historical Energy Production in BTUs (Quadrillion)*



Source: U.S. Energy Information Administration, State Energy Data System, July 24, 2015

Since the beginning of 2000, Iowa has taken advantage of these energy sectors with dramatic growth (Figure 2). The U.S. Energy Information Administration reports that in 2014 Iowa was the nation's leader in fuel ethanol production (28 percent of total) and second nationally (behind Texas) in wind power generation (9.0 percent of nation's total).⁶ Currently, Iowa is producing 31.3 percent of its electricity from wind power and has the potential to reach 40 percent within five years.⁷

Figure 2. Iowa Historical Energy Production in BTUs (Quadrillion)*

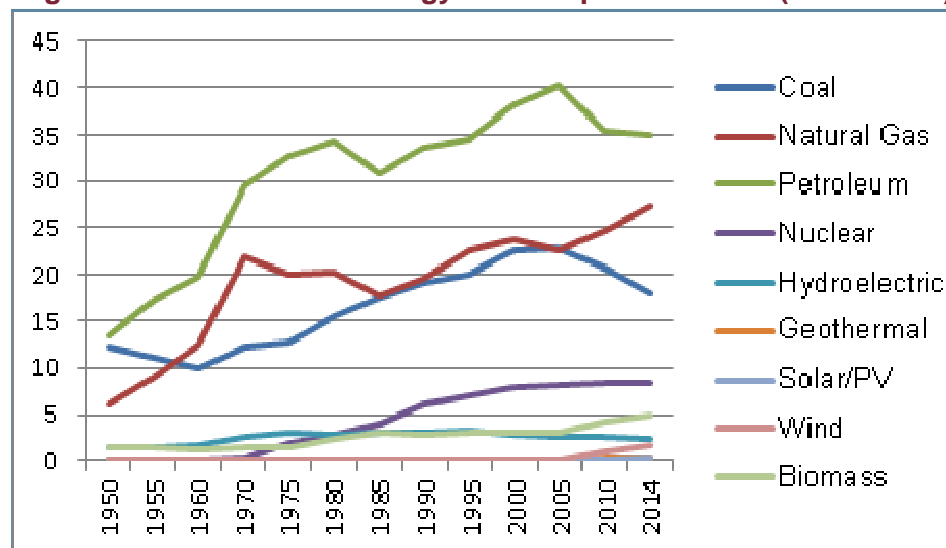


Source: U.S. Energy Information Administration, State Energy Data System, July 2015

Consumption

U.S. consumption trends have seen general growth across all energy sectors. The primary fossil fuels of petroleum, natural gas, and coal are consumed at far greater rates than other sources, although the 2000s did usher in notable increases in renewables due to calls for additional cleaner, renewable energy sources to combat climate change. Barring any significant turn of events or legislation, fossil fuels are expected to maintain their dominant consumption positions for the foreseeable future, although consumption of coal and petroleum has been trending down since the 2000s. (Figure 3)

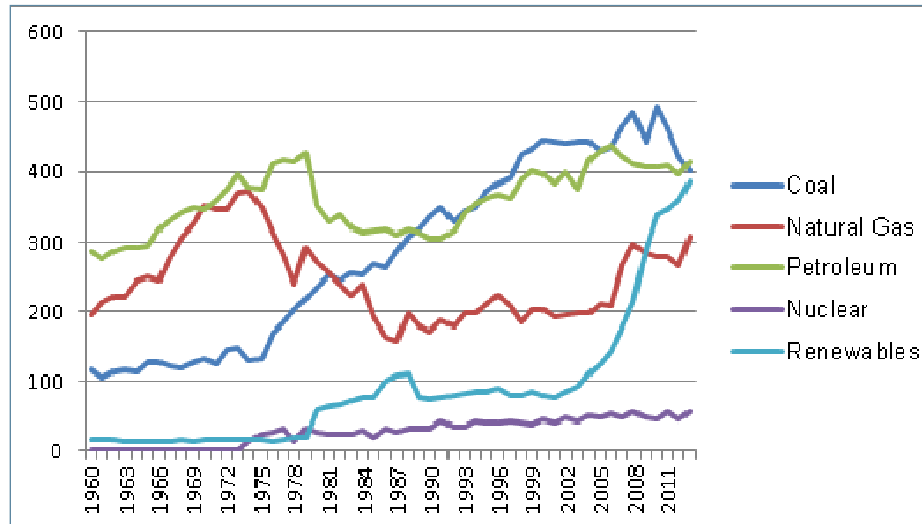
Figure 3. U.S. Historical Energy Consumption in BTUs (Quadrillion)*



Source: U.S. Energy Information Administration, State Energy Data System, July 2015

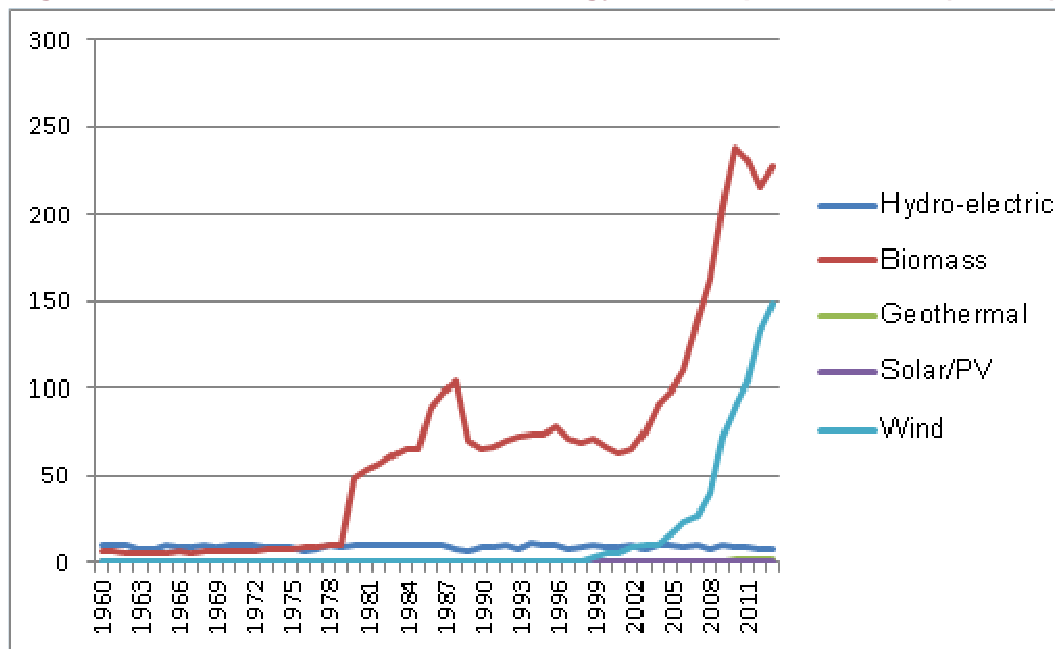
For the most part, energy consumption patterns in Iowa have mirrored national patterns. The renewables surge of the 2000s, however, is even more dramatic. Because of biomass and wind energy, renewable energy consumption (like production), has skyrocketed. The charts in Figures 4 and 5 illustrate the state's burgeoning renewable energy consumption patterns. Since sustainability and carbon neutrality are energy buzzwords prompting a global focus on alternative energy sources more friendly to the environment, renewable energy has been at the forefront. This is reflected in the charts below.

Figure 4. Iowa Historical Energy Consumption in BTUs (Trillion)*



Source: U.S. Energy Information Administration, State Energy Data System, July 2015

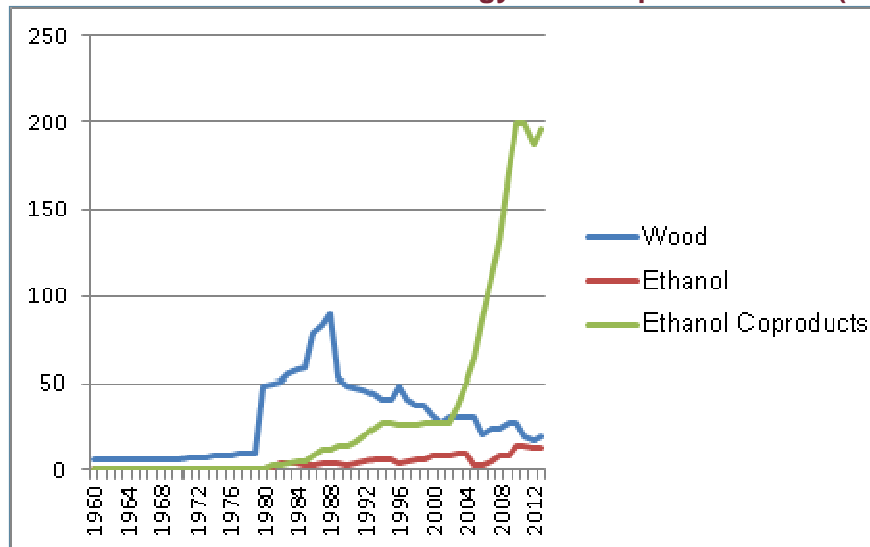
Figure 5. Iowa Historical Renewable Energy Consumption in BTUs (Trillion)*



Source: U.S. Energy Information Administration, State Energy Data System, July 2015

A closer examination on biomass production in Iowa indicates that ethanol, ethanol co-products, and wood comprise the extent of biomass energy sources. With wood on a downward path, ethanol and ethanol co-products (made primarily from corn/stover) are changing the biomass energy landscape. Figure 6 reveals Iowa's biomass energy consumption trends. As a vehicle fuel additive, ethanol production is dependent on favorable legislative mandates for their inclusion at the fuel pumps which explains why ethanol plants continually reach their ceiling mandates but actually could be producing significantly more if permitted. Ethanol co-products, on the other hand, are produced generally as high protein livestock feed additives (such as dried/wet distillers grains, corn gluten, corn oil, etc.).⁸

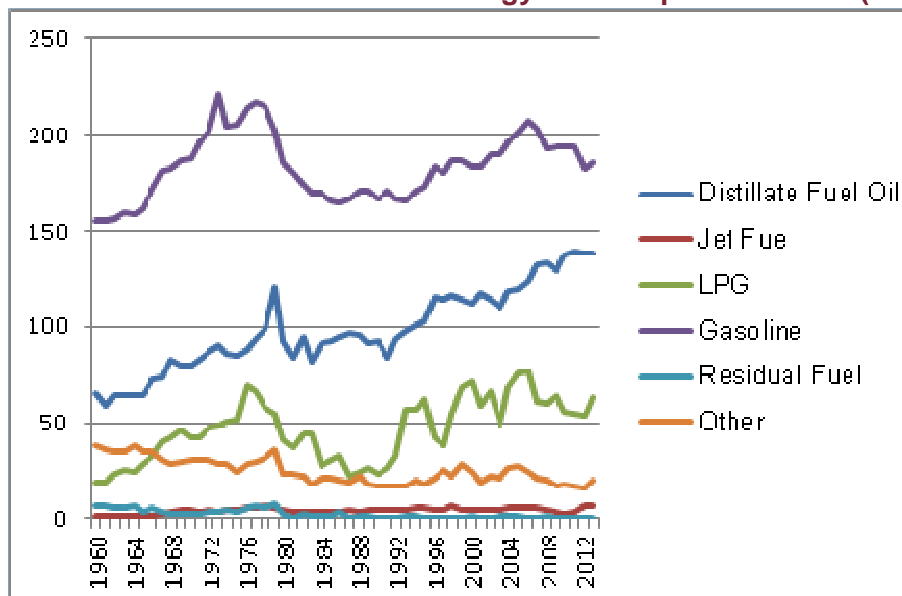
Figure 6. Iowa Historical Biomass Energy Consumption in BTUs (Trillion)*



Source: U.S. Energy Information Administration, State Energy Data System, July 2015

For comparison purposes, Figure 7 gives a historical breakdown on Iowa's petroleum consumption with distillate (diesel), gasoline, and liquefied petroleum gases making up the bulk of energy consumption.

Figure 7. Iowa Historical Petroleum Energy Consumption in BTUs (Trillion)*



Source: U.S. Energy Information Administration, State Energy Data System, July 2015

Outlook

The need for sufficient energy sources to meet not only global energy demands but to do so in an eco-friendly, sustainable way is critical. Iowa is positioned to capitalize on these challenges to improve on existing renewable energy technology (particularly biomass and wind) and perhaps discover or harness new technology through its research institutions. Already, Iowa is generating from several wind farms over 30.0 percent of its electricity needs. Increasing the capacity to produce more coupled with transmission lines to export surplus power to larger out of state markets would greatly benefit not only wind energy producers but also an eco-friendly environment.

The same can be said for increased solar, geothermal, and biomass renewable energy production. Iowa is the nation's leader in ethanol production and is home to the world's largest cellulosic ethanol plant in Nevada, IA with several other large plants capable of large scale ethanol production. Leaders in the renewables industries remain optimistic but recognize that decisions made from policymakers will determine their fate. Questions regarding the importance of energy independence and sustainability will undoubtedly be of prime importance in any future energy policy decision making.

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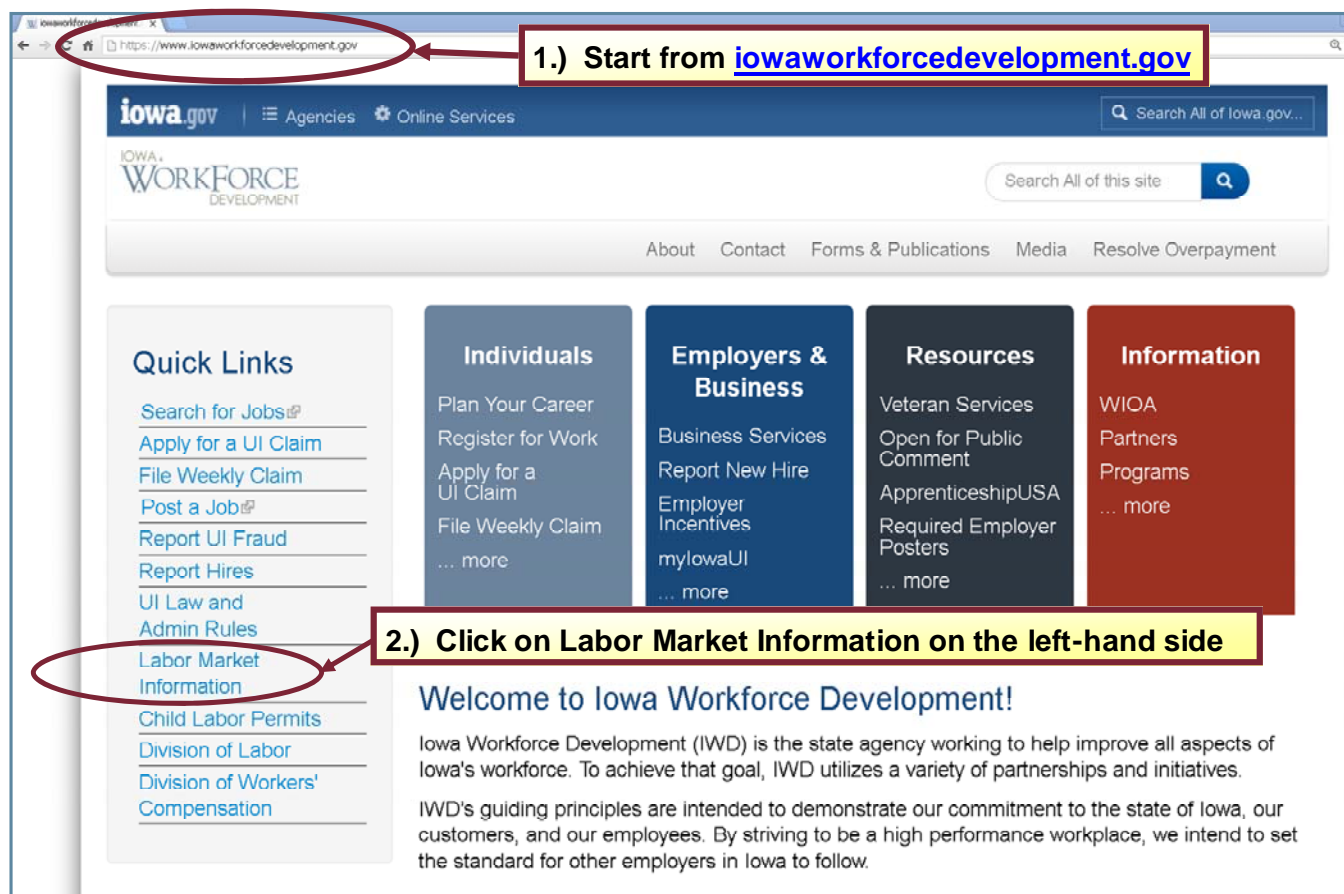
*Charts one through seven, U.S. Energy Information Administration, State Energy Data System, 24 July 2015.
<http://www.eia.gov/state/seds/seds-data-complete.cfm>

Understanding and Navigating the New Labor Market Information Website

By James Morris

Beginning in 2016, Iowa Workforce Development's Labor Market Information Division (LMI) migrated to a new website. This new site replaced the old LMI legacy site called *IWIN*—an acronym for Iowa Workforce Information Network. While *IWIN* satisfied LMI's Bureau of Labor Statistics (BLS) and Employment and Training Administration's (ETA) requirements, it proved difficult to update and was housed on an outdated server. These restrictions necessitated LMI searching other options, and possible third-party vendors, for website upgrades. However, it was ultimately decided that the least complicated and most economical course of action would be to design it in-house using existing resources along with a data visualizer called Tableau. This new website went live on January 1st, 2016 with the hard work of many talented economists working together in labor market information. (Figure 1)

Figure 1. Accessing the New Labor Market Information Website



Source: Labor Market Information Division, Iowa Workforce Development



TIP: Users may also enter [iowalmi.gov](https://www.iowalmi.gov) into your address bar to go directly to the Labor Market Information website.

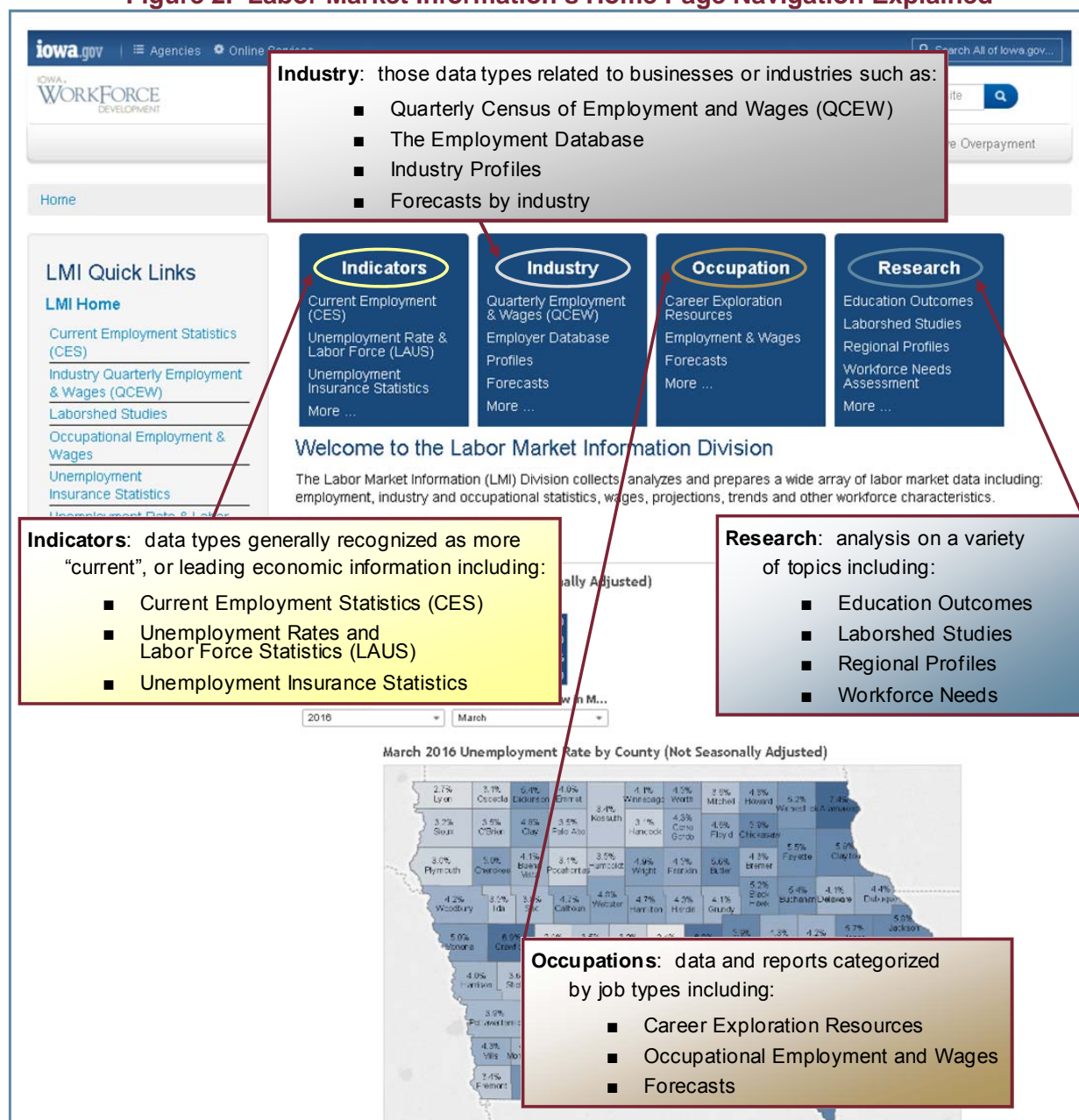
Labor Market Information Website Overview

Once on the Labor Market information website home screen users will notice some similarities and differences versus the main Iowa Workforce Development website. Both sites contain quick links on the left-hand side of the webpage, both are clad in a blue scheme, and both contain four primary grouping buckets at the top of the page.

What is different are the quick links and items contained within the category buckets at the top. These quick links reference the major BLS programs in labor market information, while the blue category blocks differ based on data type (Figure 2). These categories are: Indicators, Industry, Occupation, and Research.

All sections within these categories also include links to other data sources, such as the U.S. Census Bureau, the Bureau of Labor Statistics, and the Bureau of Economic Analysis, contained within the index page or in the program pages themselves.

Figure 2. Labor Market Information's Home Page Navigation Explained



Source: Labor Market Information Division, Iowa Workforce Development

Using Data Visualizations

Users may notice something different on Labor Market Information webpages from the beginning—interactive data visualizations (Figure 3).

While the previous LMI website (IWIN) contained data visualizers, these tools were directly linked to the Oracle database and featured limited interactivity. With the implementation of Tableau, users now have increased options for sorting, comparing, highlighting, and even sharing data on the website.

One of the often missed features of Tableau visualizations is the tabs. Many data sources, such as local area unemployment statistics (LAUS), current employment statistics (CES), occupational employment and wages (OES), and others have multiple tabbed visualizations contained within the same view (Figure 4).

Tip: Worksheets may have multiple tabs, allowing for alternate views of the same program data, check the top-left of the visualization to see if this is an option.

Figure 3. The Quarterly Census of Employment and Wages Page Before Changes

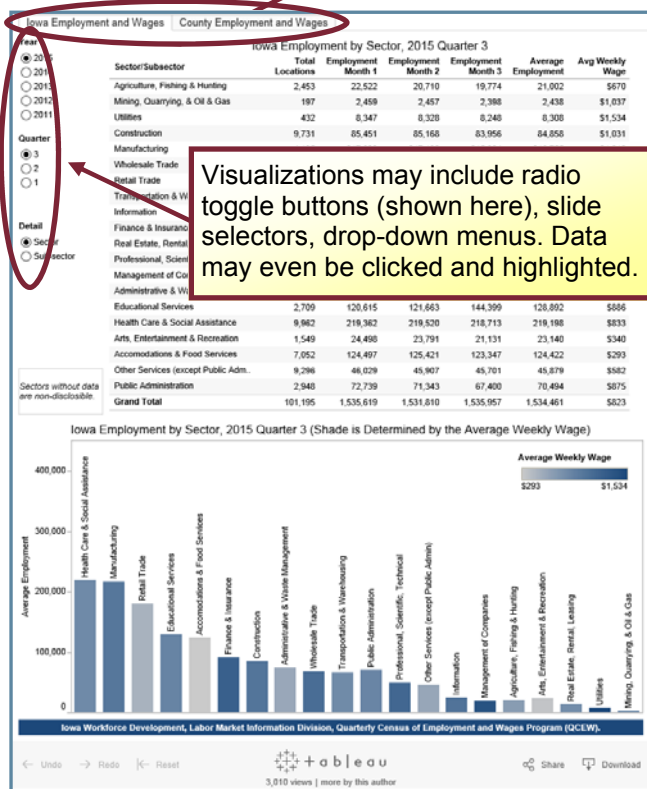
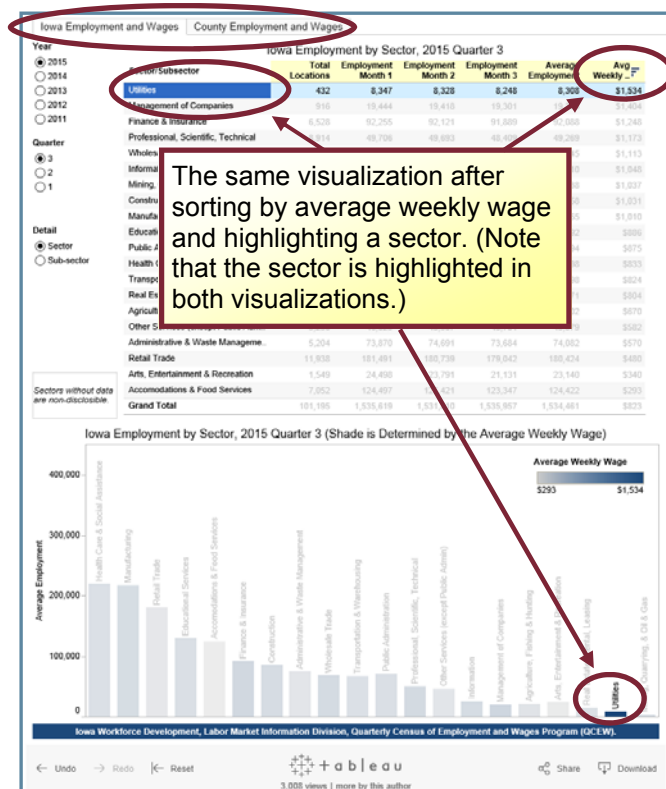


Figure 4. The Same Page After Sorting by Average Weekly Wages and Highlighting Utilities



Source: Labor Market Information Division, Iowa Workforce Development

As previously mentioned, the data visualizations also include embed and download options; these are shown below (Figures 5 and 6).

Figure 5. The Quarterly Census of Employment and Wages Page Showing the Share Options

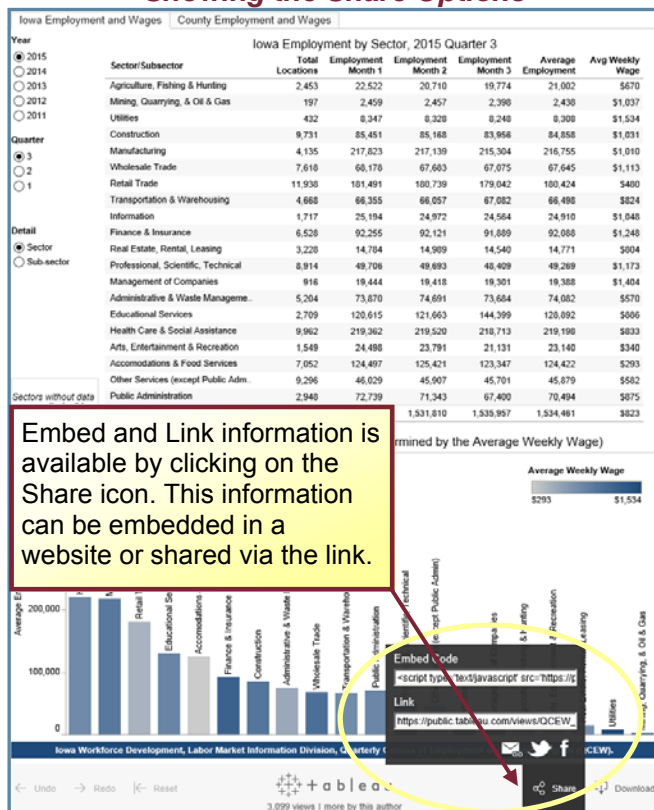
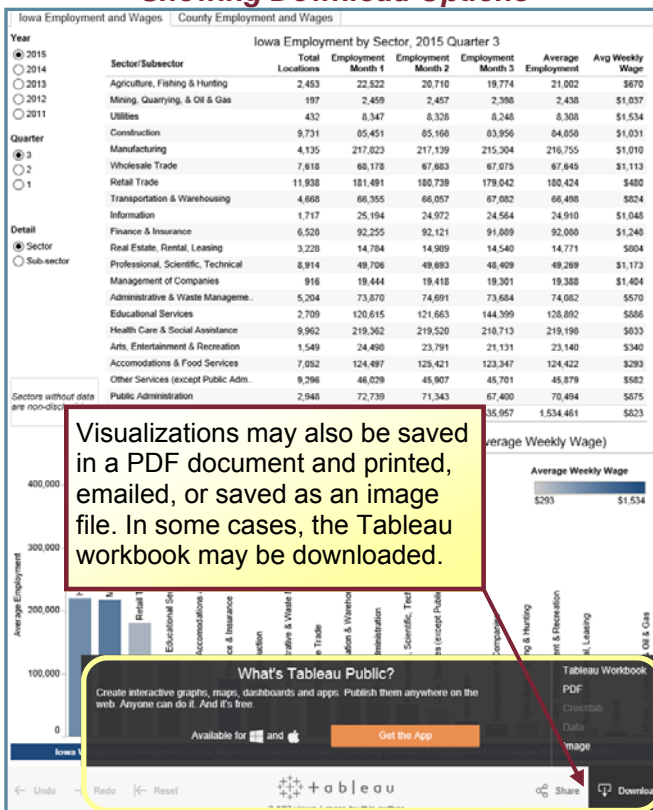


Figure 6. The Quarterly Census of Employment and Wages Page Showing Download Options



Source: Labor Market Information Division, Iowa Workforce Development

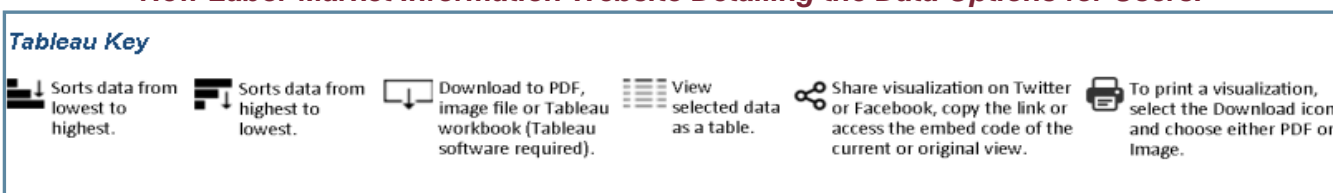
Finding Help when Navigating the LMI Website

Users may notice a Tableau Key contained on all webpages that utilize a data visualization (Figure 7). This key briefly outlines the options available when using a visualization, such as sorting, downloading, viewing, sharing, and printing Tableau visualizations. Users should not be afraid to sort, highlight, and manipulate the visualizations to generate the time frame and view they want, especially given the Undo, Redo, and Reset options located in the bottom-left corner of each visualization.

Also note that visualizations may be reset by refreshing the page on your web browser if you alter the visualization in such a way that it becomes difficult to fix or a user would simply prefer to start over.

Users who may experience difficulty navigating the site or have further questions, please note that all LMI web pages contain contact phone numbers and emails at the bottom of each page.

Figure 7. Tableau Key Image Found Below All Tableau Visualizations on the New Labor Market Information Website Detailing the Data Options for Users.



Moving Forward

While the new LMI website shows all the functionality necessary to meet Bureau of Labor Statistics, Employment and Training Administration (ETA), and Laborshed requirements, the labor market information team does not view it as finalized. Changes can and will be made to improve functionality based on requests from users and pages will be updated to accommodate both new products and upgrades in technology. In some cases, visualizations were released with upgrades planned, not due to missing data, but rather to allow for increased analysis of reported data.

If there are any suggestions regarding the current layout or problems with functionality, please use the appropriate information located at the bottom of the LMI screens or call (515-281-8515 or 800-542-1249).

Acknowledgements:

Katie Lippold—LMI webpage design, training and updates

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Ryan Murphy (Bureau Chief)—Design and guidance, Research programs

Researching Demographics in Iowa's Job Market

By James Morris

Perhaps one of the most asked question we receive in Labor Market Information (LMI) at Iowa Workforce Development (IWD) is “how many people work in this area/industry?” There are several programs that can answer this question in a number of different ways. One of the next follow up questions is often “how many of these workers are women/men and what are their ages?” This question is not directly answered by Iowa Workforce Development, but it is through state partnerships with the U.S. Census Bureau through a program called the Local Employment Dynamics Partnership with states (LED).

By utilizing Iowa's Quarterly Census of Employment and Wage data and wage records the U.S. Census Bureau can further refine State's workforce data beyond mere job counts to provide further insight to data users. These data sources are heavily encrypted and masked to insure confidentiality from the public, but still provide utility to allow economic developers, businesses, and government entities to make informed decisions regarding the labor force demographics.

Accessing the Data Tool

To access the U.S. Census Bureau's LED data, users will need to go to the Census Bureau's website and click under data tools and select Local Employment Dynamics. A link provided at the end of this article will take users to a page that looks like Figure 1 (below). On this page, users have a choice between using the following data options: QWI Explorer, On the Map (and On the Map Emergency Management), and the LED Extraction Tool.

Figure 1. Accessing Demographic Data on the U.S. Census Bureau's Website: Data Options are Highlighted in Yellow



Source: U.S. Census Bureau web site: <http://lehd.ces.census.gov/>

Depending on what is being sought, users will select one of these interface options.

QWI Explorer: a visualization of employment, age, race, gender, and industry data by area. QWI stands for Quarterly Workforce Indicators. Useful for specific data questions and prefer a graphical representation of their data.

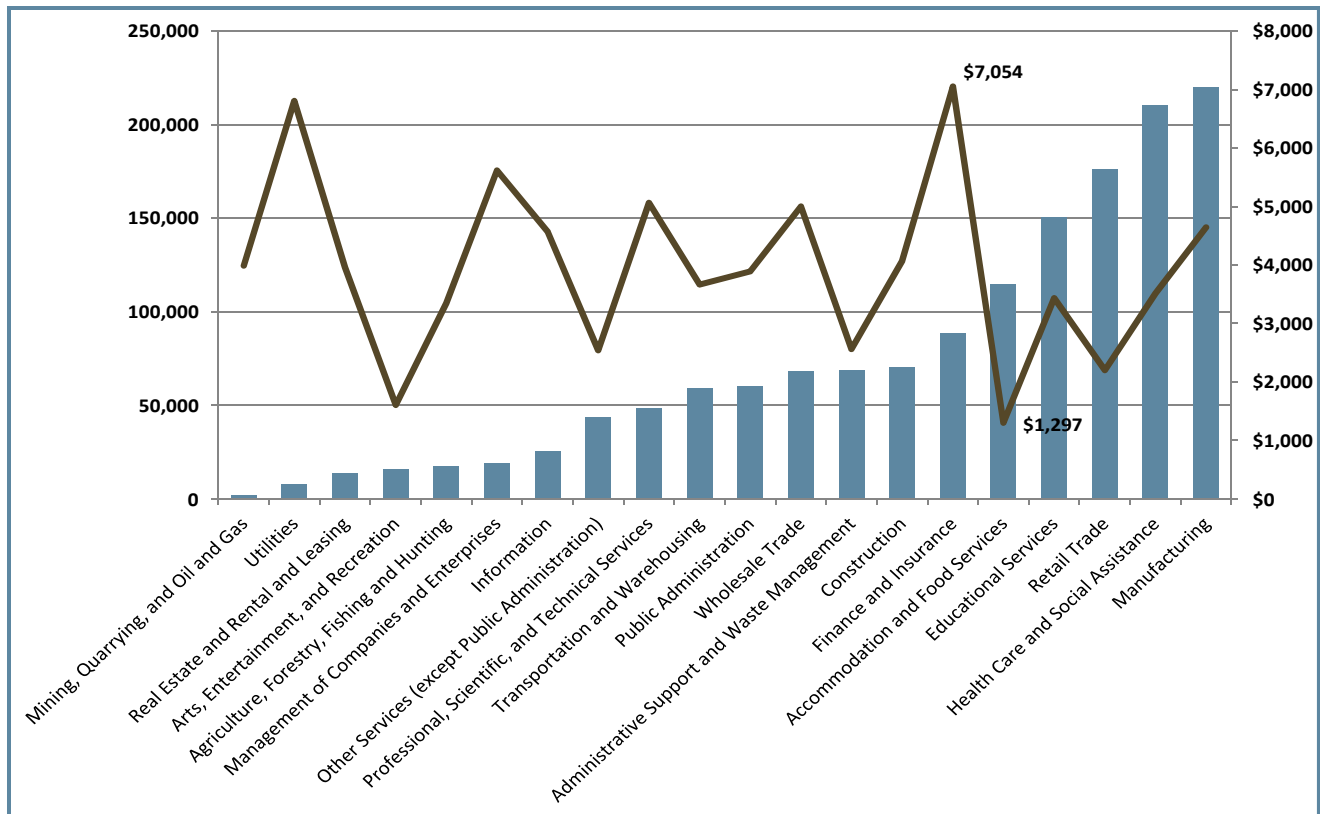
On the Map (and On the Map Emergency Management): a visualization of employment, wage, and demographic data with a map-oriented interface. This is particularly useful for analyzing customized areas beyond those offered by the QWI Explorer. What this option gains in geographical options it loses in employment and wage detail.

LED Extraction Tool: a data interface that allows for a large amount of QWI data to be extracted in batch form. This data can then be put into Excel or another spreadsheet-type program for analysis. This option is used for large data queries only and when users are not interested in visualizations.

Analyzing Iowa's Workforce

Figure 2 below represents a typical view of Iowa's workforce for the first quarter of 2015. This data is sorted by sector and contains a corresponding average monthly wage for individuals employed in these sectors. We can see from the chart that manufacturing employs the most workers, followed closely by health care and social assistance. Mining employs the fewest. The line shows that finance has the highest average monthly wage (\$7,054), while accommodations and food services has the lowest (\$1,297). The average wage for all workers during this time frame was \$3,941 per month.

Figure 2. Iowa's Workers by Industry and Wage (all ages)

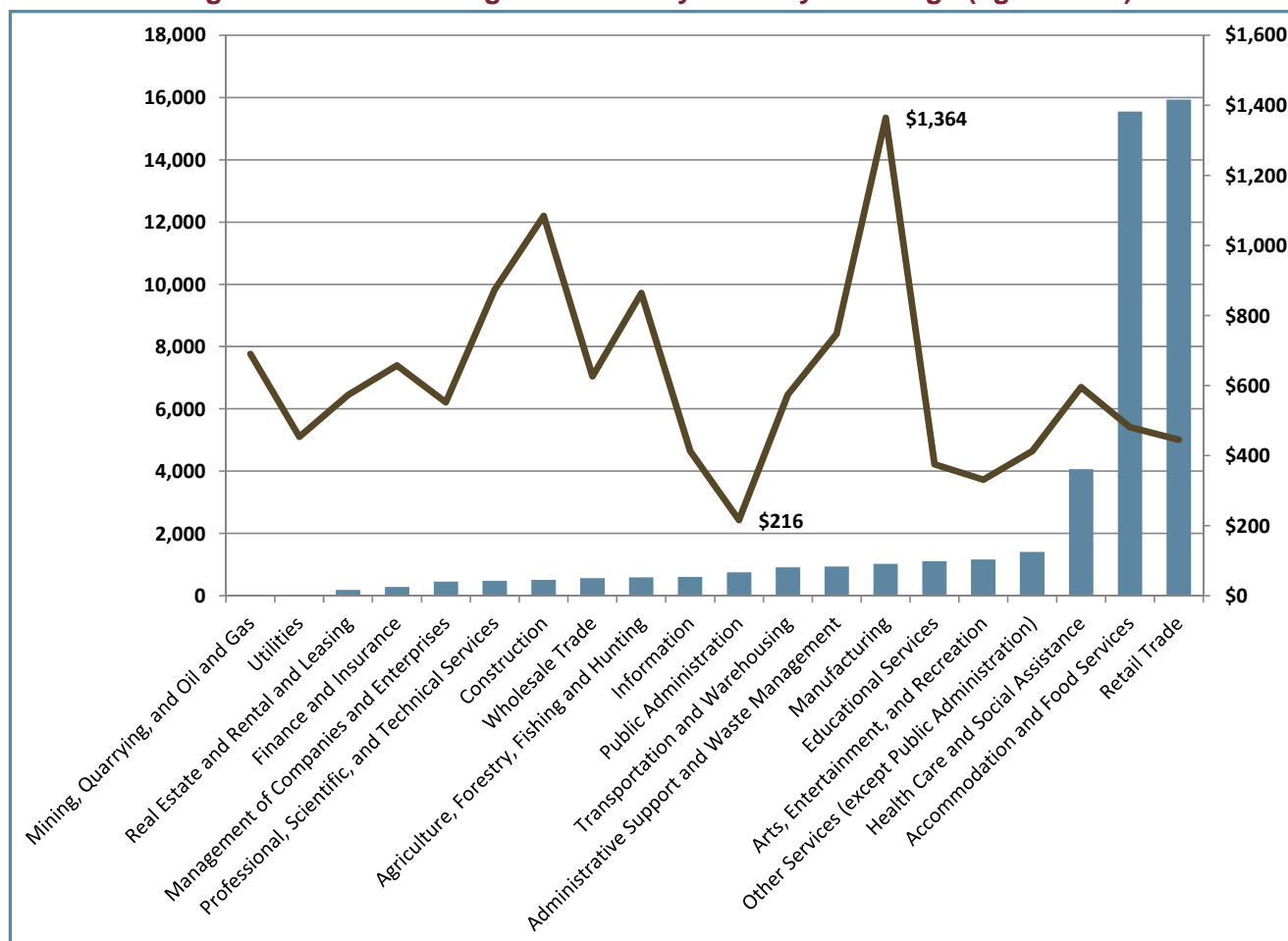


Source: U.S. Census Bureau web site: <http://lehd.ces.census.gov/>

Iowa's Workforce by Age (Younger Workers)

Figure 3 shows Iowa's employment and wages by sector for those workers ages 14-18. Whereas this sector data is available from Iowa Workforce Development's Labor Market Information Department, the breakout by age group is not.

Figure 3. Iowa's Younger Workers by Industry and Wage (ages 14-18)



Source: U.S. Census Bureau web site: <http://lehd.ces.census.gov/>

Based on the findings, younger workers tend to start out in industries which have fewer barriers to entry (such as education and experience). By a wide margin, those sectors are retail trade and accommodations and food services. These areas aren't the highest paying, but they're not the lowest either. The modest monthly earnings may be explained by the higher availability of scheduled hours younger workers may be allowed to work. Public administration averages the lowest of all wages for younger workers; however, this is likely a case of small number of hours worked for those individuals due to temporary summer employment.

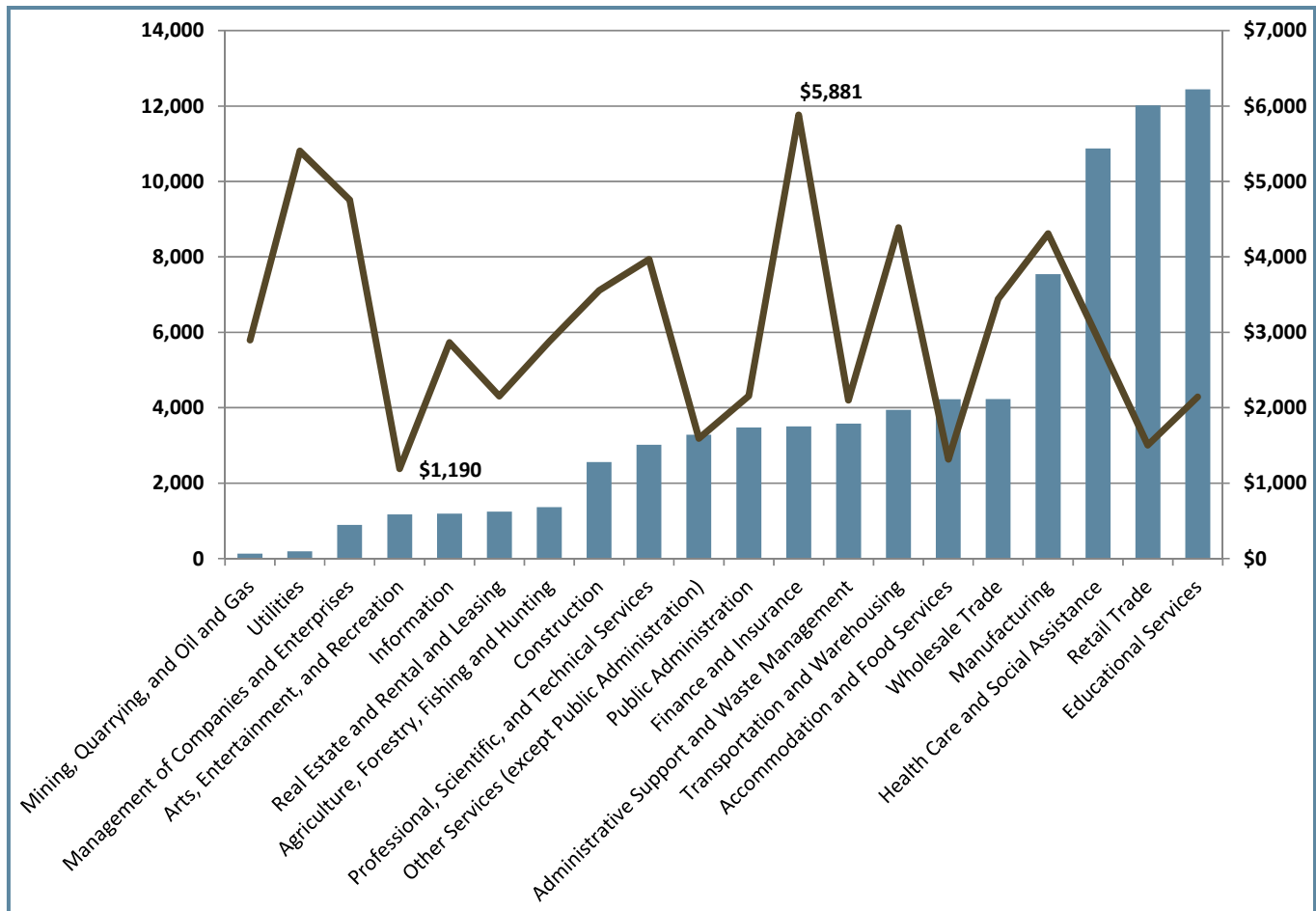
The highest wages for individuals generally starting a career out of high school exists in manufacturing (\$1,364 per month) which typically pays 40+ hours a week. Other higher-paying industries younger workers may start their careers in include construction and agriculture, although these sectors have relatively few workers by comparison to the top three employing sectors (retail, accommodations and food services, and health care and social assistance).

The average wage for all younger workers was \$608.40 per month.

Iowa's Workforce by Age (Older Workers)

Figure 4 shows Iowa's employment and wages by sector for those workers ages 65 and over. Understandably, wages are higher for Iowa's senior workers than younger workers and is typically due to an increase in experience and education.

Figure 4. Iowa's Older Workers by Industry and Wage (age 65+)



Source: U.S. Census Bureau web site: <http://lehd.ces.census.gov/>

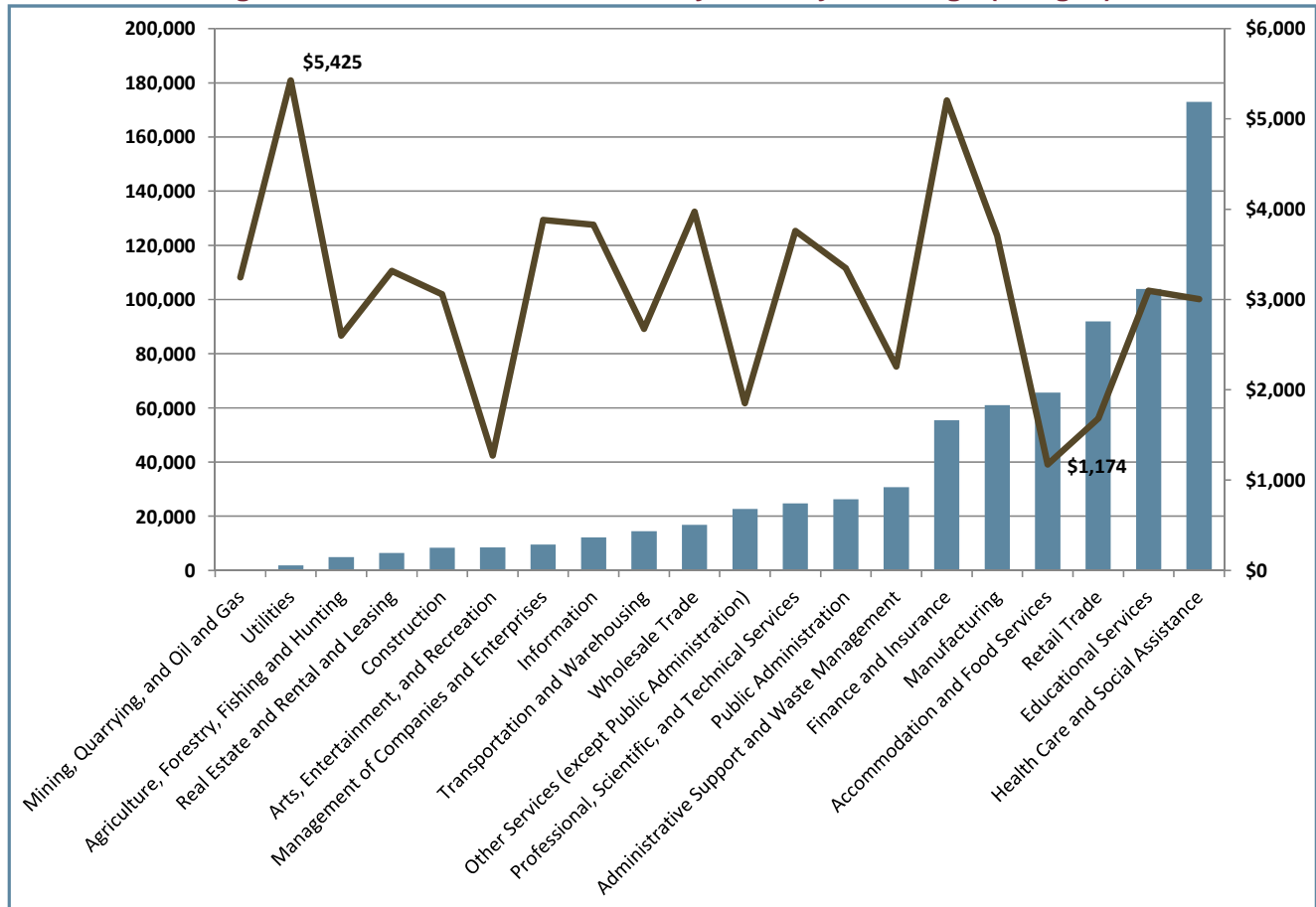
Retail is an important sector for this age group, as was the case for Iowa's younger workers, but accommodations and food services isn't as important in the employment of this demographic. Health care and social assistance becomes far more important in the employment of the older workers by percentage, although it's the third largest employer in both cases.

Education services is the largest employer of Iowa's older workers, although the average monthly wage is just \$2,000 per month on average. The lowest paying industry for senior workers is in arts, entertainment, and recreation (\$1,190) and the highest wages are in the financial sector (\$5,881). Wages for those workers in the utilities sector are also relatively high (over \$5,000), but the total number of individuals in this sector is extremely low.

The average wage for all workers age 65+ was \$3,071 per month.

Iowa's Workforce by Gender (Female Workers)

Figure 5. Iowa's Female Workers by Industry and Wage (all ages)



Source: U.S. Census Bureau web site: <http://lehd.ces.census.gov/>

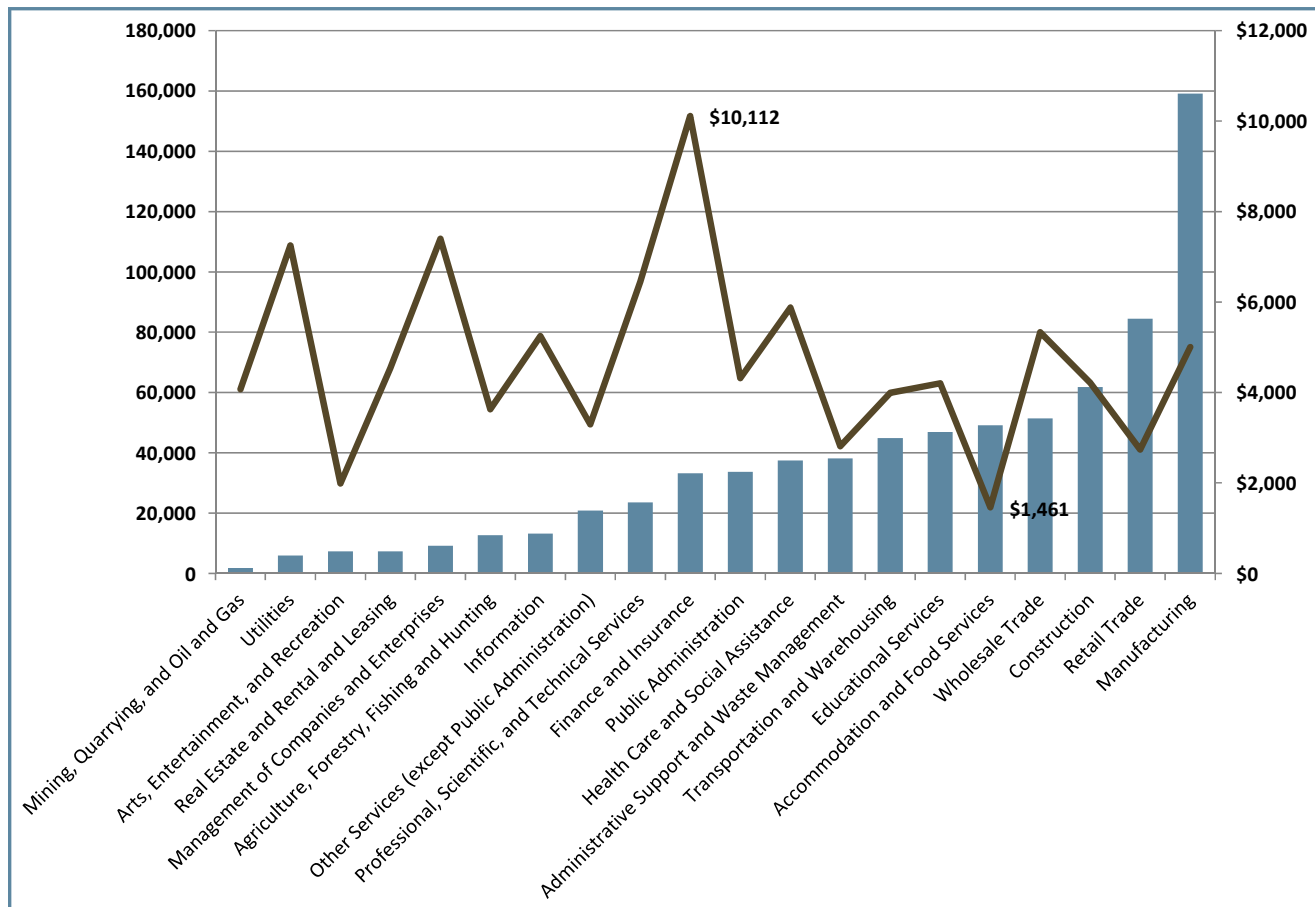
The highest average wage for all female workers was in utilities (\$5,425), followed by finance and insurance (\$5,204) and then a distant third to wholesale trade (\$3,973). The lowest wages for female workers are in accommodations and food services (\$1,174) and partially explained by the high concentration of young and part-time workers.

The average wage for all female workers was \$3,118 per month.

Iowa's Workforce by Gender (Male Workers)

Figure 6 shows Iowa's employment and wages by sector for male workers of all ages. Manufacturing is clearly the largest employer of all male workers, employing over 20 percent with over 159,000 jobs. By contrast, retail trade employs only 84,000 jobs. While health care and social assistance and educational services are the top two employers for female workers, those two categories slip to numbers nine and six, respectively for male workers. Construction makes the largest leap for all categories, going from a mere 8,424 female employees in Iowa to 61,784 male employees.

Figure 6. Iowa's Male Workers by Industry and Wage (all ages)



Source: U.S. Census Bureau web site: <http://lehd.ces.census.gov/>

Also by a wide margin, male employees had the highest average monthly earnings in finance and insurance (\$10,112), although this number was likely skewed by large annual bonuses paid. As with female workers, the lowest average monthly wage was in accommodations and food services (\$1,461).

The average monthly wage for all male workers was \$4,696 per month.

Source:

U.S. Census Bureau, Local Employment Dynamics (LED) Program. <http://lehd.ces.census.gov/>

For help accessing Census data please contact Brad Frevert (515-281-5831) or James Morris (515-281-8515)

Workforce Innovation and Opportunity Act (WIOA) In Iowa

Background

Congress passed the **Workforce Innovation and Opportunity Act (WIOA)** in 2014 by a large bipartisan majority. It replaces the **Workforce Investment Act of 1998**, the primary federal program that provides investment and support in employment services, workforce development activities, job training, adult education, and vocational training. The comprehensive program authorizes over 45 federal programs throughout nine federal agencies, including the U.S. Department of Labor, U.S. Department of Education, U.S. Department of Health and Human Services, U.S. Department of Agriculture, and U.S. Veterans Affairs. Since WIA was originally authorized in 1998, it is more than a decade overdue for Congressional reauthorization. In this time, many workforce programs have failed to maintain pace with changing economic conditions and evolving and emerging industries. The purpose of WIOA is to amend and reauthorize WIA as an efficient program that prepares workers for long-term careers with family-sustaining wages.

Iowa's Unified State Plan Vision

Iowa's workforce delivery systems will collaborate to build a Future Ready Iowa – a pipeline of skilled workers who are prepared to meet the workforce needs of Iowa's current and emerging industries. In alignment with the National Governor's Association Talent Pipeline vision and goals, this unified plan will ensure individuals are prepared for dynamic careers through an emphasis on lifelong learning while meeting the needs of employers. Iowa's workforce delivery system will assist more Iowans to become Future Ready by attaining the "new minimum" of high-quality education, training, and work readiness by bringing together education, rehabilitation, workforce, and economic development resources and ensuring that all Iowans have access to an integrated and efficient workforce delivery system. Future Ready Iowans will be ready to meet the employment challenges of today and into the future so that ALL Iowans work in competitive, integrated employment settings.

Iowa's Goals for Preparing an Educated and Skilled Workforce

- Goal I:** Iowa's employers will have access to advanced, skilled, diverse and Future Ready workers.
- Goal II:** All Iowans will be provided access to a continuum of high quality education, training, and career opportunities in the nation.
- Goal III:** Iowa's workforce delivery system will align all programs and services in an accessible, seamless and integrated manner.



Themes Found Throughout Iowa's Unified State Plan

Themes	Strategies to Achieve Goals
Accessibility	In order to achieve accessibility, there remains much work to be done with Iowa's employers to identify and reduce barriers to employment for ALL Iowans. This includes expanding accessible opportunities for traditionally underserved and underrepresented populations, and individuals with barriers to employment to enter into sustainable employment.
Sector Partnerships	Engage employers in the continuous and dynamic development of programs and initiatives which are responsive to Iowa's existing and future labor-market needs.
Career Pathways	Engage ALL Iowans in the career pathway process using innovative approaches in the delivery of career services. Offer a variety of career path navigation supports to enhance transition into the workforce for ALL Iowans.
Integration	Integration will rely on improvements to the quality of workforce development services through provision of consistent, integrated, and non-duplicative services across education, rehabilitation, economic and workforce activities.
Integrated Education and Training	Preparing a Future Ready workforce that readies ALL Iowans to meet the evolving demands of tomorrow's workforce is the result of successful integration education and training activities. Creating accessible and increased education and training opportunities for ALL Iowans that support the development of the knowledge, skills and abilities necessary to succeed in the job market is equally important. ALL Iowans must be able to gain entrepreneurial skills and to learn business strategies and concepts through connection with Iowa's business leaders.

Iowa's Unified State Plan Core Partners and Key WIOA Agency Contacts

Office of the Governor of Iowa

Governor Terry Branstad
1007 East Grand Avenue
Des Moines, Iowa 50319
515-281-5211
<https://governor.iowa.gov/>

Iowa Department for the Blind (IDB)

Richard Sorey, Director
524 Fourth Street
Des Moines, IA 50309
515-281-1333, Toll Free (in Iowa); 1-800-362-2587
<http://www.idbonline.org/>

Iowa Vocational Rehabilitation Services (IVRS)

David Mitchell, Administrator
Jess Parker Building
510 East 12th Street
Des Moines, Iowa 50319
1-800-532-1486; 515-281-4211 V/TTY
<http://www.ivrs.iowa.gov/index.html>

Iowa Department of Education, Adult Education and Literacy (IDOE)

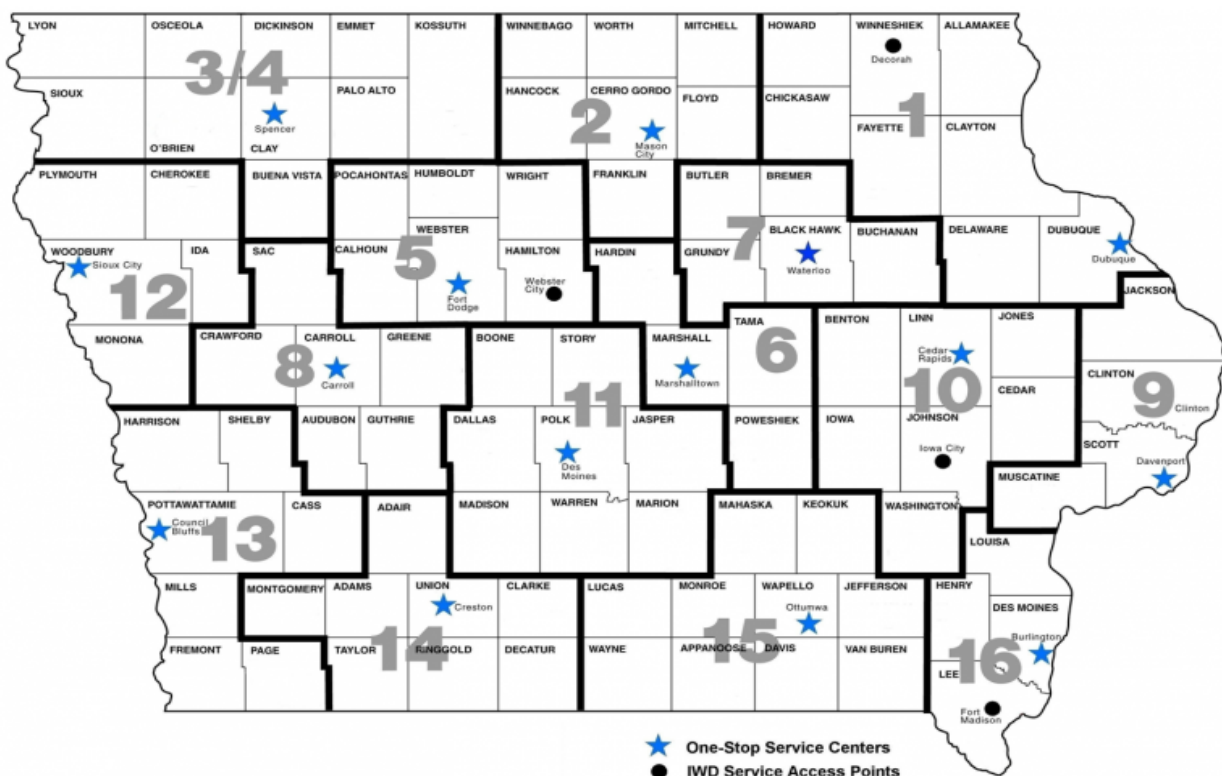
Alex Harris, State Director for Adult Education, Division of Community Colleges,
Bureau of Community Colleges
400 East 14th Street
Des Moines, Iowa 50319
515-281-3640
<http://www.educateiowa.gov>

Iowa Workforce Development (IWD)

Beth Townsend, Director
1000 East Grand Avenue
Des Moines, Iowa 50319
515-281-5387, Toll Free 1-800-562-4692
<https://www.iowaworkforcedevelopment.gov/>



Economic Development Initiatives by IWD Region (2015)



Region 1

Cascade— Cascade Lumber Company is a full-service component manufacturer serving residential, commercial and agricultural markets with prefabricated wood and cold-formed steel roof trusses, floor trusses and wall panels. The company is proposing a \$1.5 million expansion of its production capacity in Cascade, requiring the purchase and installation of additional machinery and equipment to produce steel and wood components. The board awarded the project tax benefits via HQJP to create two jobs at a qualifying wage of \$19.15 per hour.

Dubuque— Cottingham & Butler is headquartered in Dubuque and was established in 1887. The company is the 37th largest insurance broker in the U.S. and a recognized leader in offering innovative property and casualty and employee benefit insurance solutions. The board awarded the company \$600,000 in direct financial assistance from HQJP* for its \$1.2 million project that includes leasing office space and tenant improvements that will allow the company to attract employees for the knowledge jobs it creates. The project is expected to create 90 jobs, of which 75 pay at least the qualifying hourly wage of \$20.06.

Dubuque— Hirschbach Motor Lines is a truckload carrier providing temperature-controlled (reefer) transportation services throughout the continental U.S. They are proposing the purchase and renovation of the Kretschmer Manufacturing Building in downtown Dubuque. Hirschbach was awarded \$500,000 in direct financial assistance as well as tax benefits via HQJP for this project that represents a \$9 million capital investment. In addition, the project is expected to create 99 jobs, of which 80 are incented at an hourly qualifying wage of \$16.72.

* HQJP - High Quality Jobs Program

* TJWTC - Targeted Jobs Withholding Tax Credit

Oelwein— East Penn Manufacturing has been in business in Pennsylvania since 1946, producing high-quality batteries and battery accessories for the agricultural, automotive, commercial, marine, industrial, stationery and specialty markets. The proposed project is for the construction of a building in Oelwein for the purpose of supporting the company's Transportation/SLI (Starting, Lighting and Ignition) battery division. The \$64 million capital investment will include warehousing, auxiliary equipment buildings, fleet service building, and personnel facilities, as well as modifications in road access, water, gas, communication and electrical upgrades to satisfy electrical demand. East Penn was awarded \$1,750,000 in direct financial assistance as well as tax benefits through HQJP. The project is expected to create 350 jobs at a qualifying wage of \$13.55 per hour.

Region 2

Clear Lake— Cambrex Charles City, Inc., a subsidiary of Cambrex Corporation of East Rutherford, New Jersey, manufactures Active Pharmaceutical Ingredients (APIs) and pharmaceutical intermediates for branded and generic human pharmaceutical markets. Due to recent rapid growth, Cambrex has identified the need for a capital expansion to increase manufacturing capacity. The proposed facility represents a \$52 million capital investment and will be built and outfitted with commercial scale CGMP (Current Good Manufacturing Practices) assets. The board awarded Cambrex tax benefits through the HQJP to create 32 jobs at a qualifying wage of \$14.93 per hour.

Thompson— McKesson Corporation, a Fortune 100 company in the healthcare sector, was approved for incentives to build a regional forward distribution center to serve its operation in numerous Midwestern states. The project is expected to create 164 jobs at a qualifying wage of \$14.79 per hour and result in capital investment of \$65.2 million. The board approved a \$170,000 forgivable loan and tax benefits through the HQJP.

Region 3 & 4

Bancroft— Aluma began operating in 1992 building aluminum trailers for golf carts. After several expansions through the years, the company now manufactures over 60 models of open utility and enclosed cargo trailers which they sell through 350 dealers in all 50 states and Canada. Aluma is proposing to expand again with an addition to the existing facility that would expand shipping operations in Bancroft. The board awarded the company \$40,000 in direct financial assistance and tax benefits through the HQJP to create 18 jobs, six of which are incented at a qualifying wage of \$19.09. The project is expected to have a capital investment of \$3 million.

Sioux Center— Cambridge Technologies is a new company and part of the Prairie Holdings Group of companies located in Worthington, Minnesota. Prairie Holdings Group is an agricultural-based center with companies providing a variety of products and services for animal care, health and nutrition. Cambridge manufactures and provides ingredients and other products, such as serum, to the animal health industry for animal production and care, specifically for disease prevention. The company is planning to establish a new production facility in Sioux Center. An award of \$67,500 in direct financial assistance, as well as tax benefits via HQJP for this \$820,000 capital investment expected to create 39 jobs, of which nine are incented at a qualifying wage of \$20.77 per hour.

Spencer— Quality Refrigerated Services began serving customers in Spencer in 1989. The company provides its clients with packaging, freezing and standard cold storage services. The proposed project will include the construction of a 30,000 square-foot building, which will contain coolers, freezers and a loading dock. This will allow for better utilization of existing food processing space and provide additional storage space needed by local and regional clients. The company was awarded tax benefits through HQJP. The \$4.4 million capital investment is expected to retain seven jobs and create 14 jobs, of which two are incented at a qualifying wage of \$18.49 an hour.

Region 5

Fort Dodge— AML Riverside is a wholly owned subsidiary of Argenta Limited, a privately held animal health pharmaceutical Contract Research and Manufacturing Organization (CRMO) based in Auckland, New Zealand. The company provides contract research and development services, clinical research, and manufactures large volume liquid and solid-dose animal health pharmaceuticals for the top global animal health marketing companies. The board approved a \$500,000 loan through HQJP for the proposed project in Fort Dodge that is expected to create 30 jobs at a qualifying wage of \$16.45 per hour. The project includes the acquisition of the Riverside facility from Boehringer Ingelheim Vetmedica, Inc. (BIVI) in Fort Dodge to establish an animal health contract manufacturing facility in the U.S. and is expected to result in a capital investment of \$5.7 million.

Region 7

Cedar Falls— Martin Brothers is a full-line, family and employee-owned food service distributor that provides products and equipment to restaurants, schools, nursing care facilities and other institutional facilities. The proposed expansion project would add approximately 77,000 square feet to the dry goods, refrigerated and frozen food areas of the company's existing Cedar Falls Industrial Park distribution facility. The board approved tax incentives for this expansion that would create 35 new jobs, with 16 incented at a qualifying wage of \$19.13 per hour. The proposed project will have a capital investment of \$16 million.

Clarksville— Creative Composites develops, manufactures and sells specialty door cores. To accommodate a new specialty door core that the company just developed, Creative Composites is proposing an expansion to its manufacturing facility in Clarksville. The \$2.9 million project would also include processing equipment needed to produce door core in volume to serve a growing market segment in the commercial door business. The board approved an \$18,000 forgivable loan and tax benefits through the HQJP for this project that will create 16 jobs, six of which are incented at a qualifying wage of \$15.12 per hour.

Independence— Geater Machining & Manufacturing Co. has been servicing the aerospace, electronics and high-tech industries since 1962. The company offers a variety of secondary manufacturing processes that help eliminate the need to send machined and fabricated parts to multiple vendors. Geater Machining is proposing to expand its production capacity by purchasing machinery and equipment and upgrading its research and development activities. The board awarded the \$2.5 million capital investment project tax benefits through the HQJP to create four jobs, two of which are incented at a qualifying wage of \$15.53 per hour.

Waterloo— ConAgra Foods, one of North America's largest packaged food companies, is proposing to build a state-of-the-art snack seeds facility adjacent to its current Waterloo snacks facility. The \$50 million expansion is expected to add approximately 99,000 square feet to the current facility as well as 57 new jobs. The board awarded ConAgra Foods tax benefits through HQJP for this project.

Region 8

Denison— Quality Food Processors (QFP) produces bacon and cooked meats by processing on contract for 10 customers, including King Cotton and Blue Ribbon. Because of a new, long-term supply agreement, the company needs to expand and upgrade its existing operations to house a new bacon cooking line. The board awarded QFP \$1 million in direct financial assistance through the Iowa Economic Development Authority.

Region 9

Davenport— Alter Trading Corporation is one of the largest metal recycling companies in the country, recycling both ferrous and non-ferrous metals. The board approved tax incentives for the company through the HQJP. The company plans to build a new facility on land adjacent to the existing plant in Davenport as part of its \$5.9 million expansion project. The project is expected to create 13 jobs of which four are incented at a qualifying wage of \$17.47 per hour.

Davenport— CharNor in Davenport is a remanufacturer of forklift driveline components that are marketed and sold to forklift dealers. In order to grow its business, improve efficiency, increase capacity and expand to new markets, the company is proposing to relocate to a larger facility. The new building will address the need for substantial storage, which is currently handled offsite, as well as alleviate bottlenecks in current operations. The board awarded the project a \$245,000 loan/forgivable loan through HQJP to create 74 jobs, of which 49 are incented at a qualifying wage of \$16.06 per hour. The project has a capital investment of \$570,000.

Davenport— The board approved a HQJP award to Kraft Heinz Foods Company to construct a state-of-the-art manufacturing facility. Currently, the company's Davenport facility manufactures Oscar Mayer products and is the largest bologna plant in the world. Initially built in 1915, Kraft Heinz purchased the facility from Kohrs Packing Company in 1946. Located along the riverfront, this historic facility is not optimally designed for 21st century food manufacturing. Kraft Heinz had been evaluating its North American facilities to optimize its operations. The incentives awarded to Kraft Heinz include modest tax benefits in the amount of \$1.75 million and direct financial assistance in the amount of \$3 million that can only be used by the company to demolish the existing facility and create a development-ready site that is marketable for future projects. The project has a capital investment of \$163 million and will retain at least 475 jobs, of which 261 are incented at a qualifying wage of \$17.84 per hour.

Muscatine— Union Tank Car Company (UTLX) is a Marmon/Berkshire Hathaway Company. At its Muscatine location, UTLX inspects and qualifies railroad tank cars, performing necessary cleaning and mechanical repairs. The cars are sand blasted and painted. The Muscatine plant also offers state-of-the-art interior coatings, which protect the steel tank shells from corrosion and commodities like corn syrup from contamination. UTLX's proposed project represents a \$1.9 million capital investment and involves increasing the Muscatine facility's coating capacity. The project is expected to retain 20 jobs and create 10 jobs at a qualifying wage of \$17.06 per hour.

Region 10

Belle Plaine— Frontier Co-op specializes in natural and organic products such as herbs, spices, aromatherapy, foods, and teas. The co-op offers high-quality products that are both environmentally friendly and socially responsible. Frontier is proposing expansion in three Iowa locations: Belle Plaine, Benton County and Urbana. The Belle Plaine expansion includes the purchase of a new building to serve as a warehouse and distribution center for the co-op's Simply Organic and Aura Cacia brands. The proposed project would result in a capital investment of \$2.8 million and create 16 jobs, two of which are incented at a qualifying wage of \$15.76 per hour. The board approved tax benefits through the HQJP.

Cedar Rapids— Lesaffre Yeast Corporation (LYC), Red Star Yeast Company, LLC (RSYC) and Bio Springer North America Corporation (BSNAC) are subsidiaries of the global Lesaffre Group based in France. Lesaffre Group 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, RSYC and BSNAC have facilities in Cedar Rapids, Iowa. The joint venture was awarded \$25,000 in direct financial incentives and tax credits via HQJP to construct new locations in Cedar Rapids and install additional manufacturing machinery and equipment for various applications and products. This \$51.25 million project is expected to create 30 jobs, eight of which are incented at a qualifying wage of \$23.45 per hour.

Cedar Rapids— The United Fire Group (UFG), headquartered in Cedar Rapids, was founded in 1946. The insurance carrier has grown into a super-regional insurance company that sells commercial and personal bonds and insurance through more than 1,200 independent agencies and life insurance and more than 900 independent life agencies. UFG is a publicly traded company with offices in several states. The company is planning to renovate its existing 10-story American Building and construct a new 10-story adjoining building. The board awarded UFG tax benefits through HQJP. The \$28.4 million capital investment will accommodate UFG's employee growth over the past two years as well as an additional 50 jobs, of which 46 are incented at a qualifying hourly wage of \$23.45.

Cedar Rapids— ConAgra Foods manufactures, distributes and markets private-brand food products. Its products include ready-to-eat foods, hot cereals, and nutritional cereal bars. The company's Cedar Rapids plant currently produces private brand cereal (oatmeal) products. ConAgra Foods' proposed project is comprised of a packaging system upgrade that includes the purchase and installation of new vertical pouching machines and top-load cartooning. The board awarded the company tax benefits via HQJP for this \$10 million capital investment. The project is expected to retain 130 jobs, 33 of which are incented at a qualifying wage of \$23.45 an hour.

Cedar Rapids— TrueNorth Companies, L.C., located in Cedar Rapids, is an insurance and financial strategies company founded in 2001. The company's services include: risk management/property casualty, employee benefits, executive benefits, qualified retirement plans, and business continuation and personal financial planning. The company would like to resolve its current space restrictions and accommodate its human capital needs by remodeling unfinished space. The new space will include a combination of offices, conference/meeting areas, additional restrooms, and open floor space for work stations. The \$2.5 million capital investment is expected to create 57 jobs at a qualifying hourly wage of \$23.62.

Hiawatha— GoDaddy.com, LLC operates the world's largest domain marketplace. With almost 13 million customers in 37 countries, the company provides website building, hosting and security tools to help customers easily construct and protect their online presence. The GoDaddy Hiawatha office, with more than 600 current employees, serves as a customer care center. The proposed \$6 million expansion would create 131 jobs, of which one is incented at a qualifying wage of \$23.45 per hour. The board approved tax benefits through the HQJP for this proposed project.

Norway— In Benton County, Frontier Co-op's proposed expansion includes the renovation of the flavorings and food facility in Norway and the addition of a new bottling line. The \$8.4 million project will increase capacity and also allow Frontier Co-op to maintain compliance with new food safety and sanitation regulations. The board awarded the company \$82,500 in direct financial assistance as well as tax benefits through the HQJP to create 23 new jobs, of which 11 are incented at a qualifying wage of \$19.54 per hour.

Urbana— The Frontier Co-op proposed project in Urbana includes an addition of heated/cooled space in their co-op's current production/warehousing facility. The facility will mostly warehouse bulk essential oils and related aromatherapy products. The expansion will also include an additional bottling line for the essential oils and distribution equipment and will have a capital investment of \$4.4 million. The board approved tax benefits through the HQJP for the creation of six jobs, with one incented at a qualifying wage of \$17.01 per hour.

Region 11

Ames— Created in Parma in 1877 out of a bread and pasta shop, Barilla Group is today among the top Italian food groups, a world leader in the pasta and pasta sauce businesses in continental Europe, bakery products in Italy, and the crispbread business in Scandinavia. Currently, the Barilla Group owns 30 production sites and exports to more than 100 countries. The Ames facility is planning to add two production lines, raw material storage and associated packaging and palletizing equipment to produce gluten-free pasta. The board awarded Barilla tax benefits via HQJP for the \$26.5 million capital investment that is expected to create 23 jobs, of which two are incented, at a qualifying wage of \$23.21 per hour.

Ames— Xpanxion is a software services company providing solutions to Fortune 1000 enterprise level companies in five states. The company has recently undergone a change in ownership that led to an expanded and more diversified service portfolio. The proposed expansion project adds dedicated training, research and development labs, and equips these areas with additional software, hardware and network infrastructure to allow the company to continue its growth. The project will have a capital investment of \$360,000. Xpanxion was awarded direct financial assistance of \$180,000 through the HQJP to create 45 jobs at a qualifying wage of \$23.21 per hour.

Ankeny— Ankeny-based Accumold began operations in 1986 and manufactures small and micro custom-designed precision plastic parts, lead-frame parts and subassemblies used by high-tech customers in diverse industries that include microelectronics, medical and optics applications. The board approved tax incentives through the High Quality Jobs program (HQJP). The company plans to build an addition to its existing facility as part of its \$20 million expansion. The project is expected to create 200 jobs, of which 36 incented at a qualifying wage of \$25.52 per hour.

Ankeny— Advanced Analytical Technologies, Inc. (AATI) develops, manufactures and markets high-throughput, fully-automated nucleic acid and genetic analysis systems. Due to rapid growth in sales, AATI has outgrown their existing facility in Ames. The board approved \$500,000 in direct financial assistance as well as tax incentives for the company through HQJP. The company plans to lease space at the LGI Business Park in Ankeny as part of its \$2 million capital investment. The project is expected to create 57 jobs at a qualifying wage of \$25.52 per hour.

Clive— 8040 Holdings, Inc. was founded in 1931 to serve all segments of the vending industry. The Clive-based company provides a full range of products and services to meet the needs of small or large vending operations including design, manufacturing, financing, national and international sales. The company's proposed project involves expanding its existing software platform that will necessitate the creation of a new product line and offerings from a standard vending machine. 8040 Holdings was awarded tax benefits from HQJP for this \$5.1 million capital investment that is expected to create three jobs at a qualifying wage of \$26.72 per hour.

Colfax— Formed in 1937, Beck's Hybrids is the largest family-owned company that produces, processes and sells seeds in the U.S. They are planning to build a sales office and distribution center for forages, soybeans, wheat and corn along with practical farm research study plots in Colfax. The facility would consist of three buildings and 80 acres of university type agronomic testing to help Iowa farmers be successful on their family farms. This facility would also be the company's main Iowa distribution center for seed produced and processed in Mt. Pleasant as well as other facilities. The company was awarded \$200,000 in direct financial assistance as well as tax benefits through HQJP for this \$14.3 million capital investment. The project is expected to create 50 jobs at a qualifying wage of \$15.87 per hour.

Des Moines— EFCO is a vertically integrated manufacturer providing concrete and concrete support systems. Products produced in Des Moines are used in the construction of commercial high rise buildings, oil and energy applications, bridges and highways, utilities and water treatment and home building. The proposed project consists of a new 154,000 square foot facility that will provide additional production capacity. The expansion will also allow for the modernization of standard product manufacturing processes, resulting in productivity increases. The board awarded the project tax benefits through HQJP for the projected \$11 million capital investment. The expansion will create 40 jobs and retain 88, all of which are incented at a qualifying wage of \$26.72 per hour.

Des Moines— Krause Holdings, Inc. is the privately-owned parent company of Kum & Go, LC and Sole Transport, LC dba Solar Transport. Kum & Go is the fifth largest privately-held, company-operated convenience store chain in the U.S. Due to significant growth, Kum & Go needs to expand corporate headquarters. The proposed project represents a \$151 million capital investment and relocation of headquarters from West Des Moines to downtown Des Moines. The board granted Krause Holdings tax benefits from HQJP to create 90 jobs and retain 11 jobs at a qualifying wage of \$25.52 per hour.

Des Moines— Pillar Technology Group, LLC is a high-tech computer software consulting firm that expands boundaries of traditional software creation. It uses an innovative approach called "Speed to Value" and serves a broad range of Fortune 500 companies to start-ups. Pillar does this work through an innovation center called the Forge. Pillar Technology Group, LLC has facilities in Ohio, Michigan and Silicon Valley and is considering opening a regional office in Des Moines. The company is planning a \$450,000 capital investment that includes leasing office space. The board approved \$200,000 in financial assistance from HQJP for this project that is expected to create 40 jobs at a qualifying hourly wage of \$25.52.

Knoxville— Weiler began operations in Knoxville 15 years ago and manufactures a variety of heavy road equipment products that includes road graders, core saws, concrete mixers and compactors. As a result of current product line sales growth, the company plans to make a capital investment of approximately \$6.6 million for a building expansion for manufacturing purposes. The company was awarded \$600,000 in direct financial assistance as well as tax benefits via HQJP for this project that is expected to create 106 new jobs at a qualifying wage of \$18.95 per hour.

Knoxville—3M is a diversified technology company that uses science to improve lives and solve problems. They have a global market presence in the business sectors of: Industrial, Safety and Graphics, Electronics and Energy, Health Care and Consumer. 3M employs 90,000 people worldwide, with 36,000 in the United States. The Knoxville location is planning to install trade secret manufacturing and technology to produce and convert tapes and adhesives. These equipment and plant investments are designed to meet global demand for new products and provide adequate manufacturing capacity for existing products. Also, these capital investments improves efficiency and productivity and expand the 3M's already significant Iowa manufacturing base. The board awarded \$360,000 in direct financial assistance, and tax benefits from the HQJP for the project, which includes building modifications, equipment procurement, installation and manufacturing. This \$25.8 million capital investment is expected to create nine jobs and retain 52 jobs at a qualifying wage of \$19.49 per hour.

Pella— Headquartered in Pella, Pella Corporation is a family-owned company and leader in designing, testing, manufacturing and installing quality windows and doors for new construction, remodeling and replacement applications for home and commercial markets. This project builds upon the Insynctive branded product line introduced in January 2015 with added features such as motorized wood blinds. The project will require additional equipment and numerous equipment modifications to allow for manufacturing and finishing; all to occur within the existing building footprint. The board awarded Pella Corporation \$152,000 in direct financial assistance as well as tax benefits through HQJP for this \$3.4 million capital investment. The project is expected to create 38 incented jobs at a qualifying hourly wage of \$18.62.

Story City— American Packaging Corporation is an integrated, flexible packaging converter that services the beverage, food, medical, personal care, household, pet food, agricultural chemical, lawn and garden and other specialty markets. The company specializes in flexographic and rotogravure printing, multi-ply extrusion and adhesive lamination of film, foil, and paper. To remain competitive, the proposed \$44 million expansion would add ancillary equipment, a triplex laminator, two new printing presses and a building addition, giving the facility more capacity to enable growth. The board approved a \$470,000 forgivable loan and tax benefits through HQJP to create 94 jobs at a qualifying wage of \$23.21 per hour.

Urbandale— Fastpath is an Urbandale-based software development company specializing in audit, security solutions and compliance that enable organizations to automate audit processes. The company has over 1,000 customers in more than 30 countries. The proposed \$175,000 expansion includes additional space for help desk support and a large application development team, allowing the company to more than double its workforce and position it for future growth. The project will create 12 jobs at a qualifying wage of \$26.72 per hour and was awarded tax benefits through HQJP.

Urbandale— BirdDogHR uses a cloud-based platform and provides talent management solutions including recruiting and applicant tracking, onboarding, performance management, learning management and succession planning. The company has outgrown its existing location and is looking to lease larger office space in Urbandale for human resource software development and sales. The company was awarded \$215,000 in direct financial assistance and tax benefits for this \$1 million capital investment project to create 71 jobs at a qualifying wage of \$25.52 per hour.

Urbandale— Ventech Solutions is set to create 200 jobs in Urbandale. The company is a systems integration and consulting services firm headquartered in Columbus, Ohio and specializes in managing full life cycle deployment of software systems and solutions. Ventech offers enterprise business solutions to federal, state and local government agencies and plans to lease office space in Urbandale for help desk support and a large application development team. The company was awarded \$500,000 in direct financial assistance via HQJP. The proposed project is set to create 200 jobs, of which 75 are incented at a qualifying wage of \$25.52 an hour.

Urbandale— Probioferm LLC grows and markets high-quality, beneficial bacteria with the expertise to utilize cultures to manufacture custom blends, nutritional supplements, gels and pastes. The company, a contract manufacturer who provides animal product development, probiotic private label products and finished product manufacturing that caters to small-to-medium sized markets. Probioferm is proposing a \$1.9 million expansion to internalize its product packaging and provide additional space needed for manufacturing, warehousing and distribution. The board awarded tax benefits via the HQJP for the expansion that will create four new jobs, one of which is incented at a qualifying wage of \$25.52 per hour.

West Des Moines— FunnelWise develops software that provides a unified view of companies complete revenue funnel, bridging the gap between marketing and sales with a powerful and easy-to-use tool that provides real-time insight into key performance questions. The company plans to lease space in West Des Moines. The board awarded \$150,000 in direct financial assistance through the HQJP for this \$3.3 million project that is set to retain six jobs and create 14 jobs at a qualifying wage of \$25.52 per hour.

West Des Moines— Hy-Vee, headquartered in West Des Moines, is an employee-owned chain of 235 supermarkets located throughout Iowa and the Midwest. The company is planning to expand its conference center and office space in West Des Moines. The board awarded Hy-Vee tax benefits via HQJP for this \$70 million capital investment that is expected to create 102 jobs at a qualifying wage of \$25.52 per hour.

West Des Moines— Headquartered in West Des Moines, GAR-MRO (Global Aviation Resources Maintenance Repair Overhaul) Services, Inc., is a unique service-based aviation partner with expertise in sales, lease, exchange and repair of aircraft rotatable components, as well as aircraft sales and purchasing in both air transport and general aviation. Shojaat Properties, Inc. plans to construct a building to house GAR-MRO's repair facility. The new location will provide additional component, product repair, warehouse and office space which represents a \$4.9 million capital investment. The company was awarded \$115,000 in direct financial assistance as well as tax benefits from HQJP. The project is expected to create 29 jobs, of which 23 are incented at a qualifying wage of \$25.52 per hour.

West Des Moines— INTL FCStone Inc. is a Fortune 500 financial services firm specializing in commodity trading, including base and precious metals; energy products; forest product; grains and oilseeds; and soft commodities, including coffee, sugar, cocoa and cotton. The company also provides a wide range of other financial services, including foreign exchange trading and global payments. INTL FCStone's customers include the producers, processors and end-users of virtually every major traded commodity; commercial counter-parties; governmental, non-governmental and charitable organizations; institutional investors; brokers; professional traders; commercial banks; and major investment banks. The company is proposing to locate its Iowa regional headquarters in a new facility in West Des Moines to house its financial services and commodities operations. The project will have a capital investment of \$1.4 million. The board awarded INTL FCStone \$200,000 in direct financial assistance from HQJP to create 50 jobs at a qualifying wage of \$26.72 per hour.

Region 12

Le Mars— The board approved tax benefits for BoDeans Cone Company through HQJP. The company has been producing ice cream cones in Le Mars since 2001. The proposed project consists of a warehouse expansion. This \$4.5 million capital investment is expected to create two jobs incented at a qualifying wage of \$19.87 an hour.

Le Mars— Founded in 1913, Wells Enterprises, Inc. manufactures ice cream products under such names as Blue Bunny, Bomb Pop and Sweet Freedom. The company is planning to upgrade and modernize its South Ice Cream Plant in Le Mars. The \$19.3 million capital investment will include installation of a new multi-product production line, and construction of a building addition with installation of additional hardening equipment. Wells Enterprises was awarded tax benefits via HQJP for this project that is expected to create 19 jobs, of which 11 are incented at a qualifying hourly wage of \$20.84.

Sioux City— Physical Therapy Specialists PC is a private practice physical therapy clinic serving the residents of the tri-state area. The board approved TJWTC* benefits for the expansion in Sioux City. The \$223,000 capital investment project is expected to create six jobs and retain nine jobs, all are incented at a qualifying wage of \$16.63 per hour.

Sioux City— Seaboard Triumph Foods, LLC is a new entity that is planning to construct a pork processing plant to sell pork products to further processors, foodservice operators, grocery stores, other retail outlets and other distributors in the U.S. and various foreign markets. Triumph Foods and Seaboard Foods currently operate large-scale pork processing facilities similar to the size and scope proposed for this facility in Sioux City. The company was awarded tax benefits through both the HQJP and TJWTC programs for this \$269 million capital investment. The project is set to create 1,110 jobs, of which 212 are incented at a qualifying wage of \$20.66 per hour and 559 (which includes the 212 HQJP jobs) are incented at a qualifying wage of \$16.63 an hour.

Sioux City— Curly's Foods, whose parent company is Smithfield Foods, is a processed meats producer that supplies product to many national restaurants and grocery stores. Curly's has proposed an expansion of its Sioux City facility with an overall capital investment of approximately \$9 million to accommodate increasing demand for cooked products. The board awarded the company tax benefits from HQJP. The project is expected to create 30 jobs, of which eight are incented at a qualifying hourly wage of \$20.66 an hour.

Sioux City— Braunger Foods, LLC, is a 125-year old food service distribution company in Sioux City. The company distributes food and related products to approximately 1,000 restaurants, schools and health care facilities. Braunger needs to relocate to a larger facility to meet customer demands and enter new markets. The project includes purchasing and remodeling a building located within Sioux City for the manufacturing and distribution of the company's products. This \$4.3 million capital investment was awarded tax benefits through the TJWTC program and is set to retain 18 jobs at a qualifying hourly wage of \$17.33.

Region 15

Eddyville— Ajinomoto Heartland, Inc. (AHI) has operated a production facility in Eddyville since 1986 and uses a fermentation process to produce feed grade crystalline amino acids for animal feed for the North American and export market. The production process is based on fermentation technology and the main feedstock is corn sugar produced at the neighboring Cargill plant. The board awarded benefits through the HQJP for a project that will expand manufacturing facilities to produce additional products. The \$42 million capital investment is expected to create 10 jobs at a qualifying wage of \$15.73 an hour.

Ottumwa— Plastipak was established in 1967 and is currently the third largest blow molder in North America. Plastipak manufactures plastic pre-forms and containers for the beverage, food, consumer cleaning, and industrial and automotive markets. The company is looking to expand its operation in Ottumwa by opening a manufacturing facility to service its customer base. Plastipak received tax benefits via HQJP for this \$16.4 million capital investment. The project is expected to create 25 jobs, of which 15 are incented at a qualifying wage of \$16.67 per hour.

Region 16

Burlington— Doran & Ward is a printing and packaging company operating in Burlington since 1952. The company creates high impact packaging such as film wraps, rack cards, paper wraps and folding cartons. The industries it serves vary, but include health and beauty, pharmaceuticals, hotel and amenity, confectionary and pet foods. To meet growing customer demand, the company is planning a \$1 million capital investment to increase capacity. Doran & Ward was awarded tax benefits via the TJWTC program and is expected to create 13 jobs, of which three are incented at a qualifying wage of \$17.54 per hour.

Burlington— Silgan is a solutions-based manufacturer of metal food containers, in partnership with many of the country's most recognizable packaged goods companies. The board awarded the company \$550,000 in direct financial assistance and tax benefits via HQJP, as well as tax benefits through the TJWTC program for its plans to construct a new building and install equipment. This project, which represents a \$125 million capital investment, is expected to create 120 jobs, of which 110 are incented at a qualifying wage of at least \$14.73 per hour.

Fort Madison— Gregory Manufacturing Company, located in Fort Madison since 1968, has been manufacturing containers for the sanitation business. In the early 1990's, the company established itself as a reliable producer of flat glass racks for AFG, Cardinal, Guardian, LOF, PPG and many other affiliates. Gregory is proposing a \$1.58 million expansion to house a new powder coat painting system that will allow for the enhancement of the assembly department, therefore adding the potential for continued growth of the Iowa facility. The project would retain 13 jobs at a qualifying wage of \$18.91. The board awarded the project tax benefits through the TJWTC program.

West Burlington— General Electric Company (GE) provides customers across various industries with end-to-end product and service solutions that help ensure the reliability and protection of electrical infrastructure. The company plans to make a \$7.4 million capital investment that involves remodeling and upgrading its existing West Burlington facility and investing in machinery and equipment. The board awarded GE \$930,000 in financial assistance through HQJP. The project is expected to create 128 jobs, of which 124 are incented at a qualifying wage of \$15.73 an hour.

Note: Project information provided by Iowa Economic Development Authority (IEDA)

* HQJP - High Quality Jobs Program

* TJWTC - Targeted Jobs Withholding Tax Credit

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