

Iowa's Workforce and the Economy

2011



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Iowa's Workforce and the Economy 2011

Labor Market and Workforce Information Division

1000 East Grand Avenue, Des Moines, IA 50319-0209

Phone: (515) 281-8182 • Fax: (515) 281-8203

E-mail: iwd.lmi@iwd.iowa.gov

Website: <http://iwin.iowaworkforce.org>

For deaf and hard of hearing, use Relay 711
(800) 831-1399

Iowa Workforce Development

Teresa Wahlert, Director

Ed Wallace, Deputy Director

Kerry Koonce, Communications Director

Jude Igbokwe, Labor Market Information Director



Message from the Director

Welcome to the fifth edition of Iowa's Workforce and the Economy. The information presented in the 2011 publication confirms that the economic recovery accelerated during the fourth quarter of 2010, and that the improvement was led by hiring in the manufacturing sector. However, despite the recent resurgence in the state's economy, there is still a long way to go to recapture the number of jobs that were lost. Thousands of Iowa's workers and their families continue to struggle as the result of one of the most difficult economic periods in the state's history. Iowa Workforce Development reaffirms its commitment to helping these individuals, as they get the assistance and training they need to rebuild their lives.

The Appendix of this publication highlights recent and planned economic development initiatives across the state. These initiatives provide some insight into the types of industries and occupations that will move Iowa's economy forward, and exemplifies the kinds of long-term investments that have been made to create jobs for our state's residents.

Sincerely,

A handwritten signature in cursive script that reads "Teresa Wahlert".

Teresa Wahlert, Director
Iowa Workforce Development

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Executive Summary

- Despite a more upbeat ending to 2010, the missing ingredient in the recovery was strong job growth. Since a financial crisis was the underlying cause of the 2007-2009 recession, the recovery is expected to take longer. Small businesses have been especially slow to hire due to weak demand, and their inability to access credit. Meanwhile, sentiment among Iowa's larger businesses has steadily improved as evidenced by the Iowa Business Council's quarterly Economic Outlook Survey. A bright spot in last year's weak recovery was Iowa's healthy farm economy, which generated activity in other industries across the state. The state's housing market showed signs of stabilizing in 2010, and was helped by the homebuyer tax credit during the first half of the year.
- A prolonged "jobless" recovery increased the number of unemployed in Iowa to an average of 102,600 in 2010. In addition, thousands of others were underemployed, or had dropped out of the labor force. The slow recovery also dimmed the job prospects for many college graduates who were unable to find jobs in their chosen fields, and had to accept lower-skilled, often temporary work. The recovery that began in mid-2009 has proven to be uneven across

the country. Iowa, along with New Hampshire, had the fourth-lowest unemployment rate in the nation in 2010 at 6.1 percent. Seventy-three Iowa counties experienced an increase in their unemployment rates. Lee County had the highest unemployment rate in the state in 2010 at 9.7 percent; Lyon County had the lowest rate at 3.6 percent.

- Iowa's total nonfarm employment declined by 10,100 jobs in 2010. Job losses began toward the end of 2008, extended into 2009, and then finally moderated by 2010. Construction lost the most jobs of any sector, down 3,400 jobs over the year, which translated into a drop of 5.2 percent. Two sectors, professional and business services and education and health services, added 4,200 jobs and 1,600 jobs, respectively. In terms of job growth, Iowa ranked 28th in the nation in 2010.



Executive Summary

- The national recession pushed unemployment benefits paid by Iowa's trust fund to a record \$799 million in 2009. Benefits fell to \$587 million in 2010, but 2010 was the second-highest payout in the history of the fund. However, when benefits are adjusted for employment and wage growth, the highest benefit payout occurred when the benefit ratio reached 2.01 percent in 1982, and 1.61 percent in 1983. Fund revenue primarily comes from UI contributions paid by Iowa employers and interest earned on the fund balance. The trust fund was more than \$100 million in debt to the federal government as 1983 ended. Currently, the trust fund will remain solvent unless the state experiences a "double dip" recession before the fund can rebuild.
- The professional and business services sector is expected to add 30,950 jobs from 2008-2018. Professional and business services will grow faster than any other industry sector, expanding by 25.3 percent. The sector contains three subsectors: (1) Professional, scientific, and technical services, (2) Management of companies and enterprises, and (3) Administrative and support, waste management, and remediation. The first two subsectors require a higher skill level and educational attainment, which is reflected in the higher level of pay, while the third subsector generally provides routine services to businesses, such as administrative services, janitorial and facilities support, and security. The professional and business services sector averaged close to 122,000 jobs in 2010, which represented 8.3 percent of the state's nonfarm employment.
- Based on Iowa's current set of long-term occupational employment projections, the Iowa economy is expected to add 172,615 jobs over the 2008-2018 period, which represents a growth rate of 9.8 percent. Two major occupational groups—professional and related and service occupations—are projected to account for 52 percent of the job growth over the ten-year period. The least amount of growth will occur in the farming, fishing, and forestry occupational group. Projected growth rates by occupation indicate that several of the state's fastest-growing occupations will be in healthcare and technology. The future occupational structure will provide jobs for workers at all educational levels, but individuals with the most education and training will enjoy the best opportunities.
- Iowa's population surpassed 3 million for the first time in 2010, with an official count of 3,046,355, up from 2,926,324 in 2000. In terms of its population, Iowa currently ranks 30th in the nation. Nearly

Executive Summary

40 percent of the nation's population growth over the past decade occurred in the states of California, Florida, and Texas. Iowa's population increased the most over the past two decades, primarily due to immigration. Population growth within the state has followed a long-established trend where the Metropolitan Statistical Areas (MSAs) have increased in population, while most of the rural counties have suffered from population declines. The rural counties that have experienced the largest decreases in population tend to be located in the north central, western, and southern parts of the state.

- The Iowa Green Economy Report is based on an analysis of data from two separate surveys: a survey of Iowa employers (Iowa Green Jobs Survey), and a survey of individuals (Iowa Laborshed Survey). The analysis of survey data from nearly 1,250 employers,

and from 6,000 individuals, ages 18 to 64, yielded significant insights about green jobs in Iowa:

- 9.8 percent of employed laborshed respondents were employed in a green occupation.
- Over 75 percent of the green job vacancies that were identified were with employers having 250 employees or more.
- Nearly one-third of the respondents who were employed in a green job were working in energy efficiency and conservation activities.
- The construction and manufacturing industries have the most green jobs.
- Green jobs are concentrated in production, construction and extraction occupations along with installation, maintenance and repair occupations.
- Employers expect to create about 507 green jobs within the next two years.



2010 in Review

Recovery Lacks Strong Job Growth

The year 2010 closed on a note of optimism as the real economy began showing some signs of life. Consumer spending increased by 3.5 percent last year. That was the best performance since a 5.2 percent rise in 2007, before the recession began. Jobless claims also trended downward in 2010, the stock market rallied, manufacturing continued to post solid growth, and corporate profits were at record levels. In the third quarter of 2010, U.S. corporations increased their cash holdings by 7.3 percent, setting a new record with \$1.9 trillion in liquid assets, according to Federal Reserve data. Businesses invested heavily in equipment and software, which made a significant contribution to economic growth in 2010. Because of these positive trends, the Iowa economy performed much better in 2010 than it did in 2009.

Despite a more upbeat ending to 2010, the missing ingredient in the recovery was strong job growth. The labor market is traditionally a lagging indicator of the economy, and that has certainly been characteristic of the recovery that has unfolded since June 2009. The financial crisis was the underlying cause of the downturn, and that made it different from previous recessions. Recoveries tend to be much weaker coming out of a credit crisis.



After hitting bottom in December 2009, Iowa's nonfarm employment had only gained 15,400 jobs by the end of 2010. Iowa had lost 50,500 jobs throughout the recession, which represented 3.3 percent of the state's nonfarm employment. In contrast, the national economy lost about 5 percent of its nonfarm jobs due to the recession.

Tracking Business Sentiment

Small businesses have been particularly slow to hire due to weak demand for their products and services. According to the National Federation of Independent Business, "weak sales" is still the most frequently cited top business problem. Access to credit continues to be another problem. The tighter lending standards established for small businesses after the financial crisis have just recently begun to ease. Unlike larger corporations, small firms rely very heavily on bank loans. Other

2010 in Review

obstacles that impede hiring by small businesses include government regulations and health insurance costs. The lack of hiring by small businesses is one of the reasons why job growth has been so slow well over a year since the recession ended. However, hiring among small firms is expected to improve slightly in 2011 according to a new nationwide survey from CareerBuilder conducted between November 15 and December 2, 2010. Half of small businesses reported that they are in better financial shape than one year ago, but overall they remain cautious in their recruitment plans.

Meanwhile, sentiment among Iowa's larger businesses showed steady

improvement in 2010. The Iowa Business Council, a nonpartisan, nonprofit organization, conducts a quarterly survey of its membership to obtain a six-month economic outlook on sales, capital spending, and employment. The Council's 25 members are the top executives of 21 of the largest businesses in the state, the three Regent university presidents, and Iowa's largest banking association. The Overall Economic Outlook Survey Index (OSI) for fourth quarter 2010 rose to 64.7, which was 17.0 points higher than one year ago (47.7). The survey also confirmed the fact that employment has lagged sales and capital spending during the recovery.

Iowa Business Council Economic Outlook Survey Index (OSI)

	Fourth Quarter 2010	Third Quarter 2010	Second Quarter 2010	First Quarter 2010	Fourth Quarter 2009	Fourth Quarter 2008
OVERALL OSI	64.7	61.3	62.3	54.3	47.7	43.3
Sales OSI	69	69	67	58	50	51
Capital Spending OSI	66	58	60	55	49	41
Employment OSI	59	57	60	50	44	38

OSI=50 means business sentiment is average; > 50 is positive; <50 is negative.

Agriculture a Bright Spot in the Recovery

A healthy farm economy was the bright spot in last year's weak recovery. In 2010, rising global food demand and smaller supplies fueled a booming farm economy. Livestock prices were the first to rebound as rising exports and reduced supplies bolstered prices. Crop prices also

increased in response to lower-than-expected global grain production. Iowa's farmers spent their increased income on agricultural supplies, farm equipment and buildings, land, and pickup trucks, which generated activity in other areas of the state's economy. Deere & Company is just one of many examples of how increased farm income has benefited the

2010 in Review

state's businesses. Deere reported net income of \$1.865 billion for fiscal year 2010 compared to \$873.5 for the previous year, and projects even better earnings for 2011.

Higher farm incomes were also quickly capitalized into farmland values. After slight declines in 2009, farmland values climbed sharply in 2010. The average value of an acre of farmland in Iowa increased 15.9 percent in 2010, according to the annual survey conducted by Iowa State University Extension. Agricultural land in the state was worth \$5,064 an acre as of November 1, 2010, up from \$4,371 an acre a year earlier. Since 2004, Iowa land values have increased by 93 percent. The highest land values were reported for northwest Iowa at \$6,356 per acre; the lowest land values were reported for south central Iowa at \$2,690 per acre. Iowa currently has about 90,000 farms.

The global demand for U.S. agricultural products has increased due to the fast-growing economies in the developing

world. Increased exports are extremely important because they create jobs. Despite the diversification of Iowa's economy in recent decades, agriculture is still a very dominant player. Based on an analysis of 2007 Census of Agriculture data, agriculture-related jobs account for over 50 percent of employment in 20 Iowa counties, and jobs associated with meat production and meat processing make up over 30 percent of the agriculture-related workforce in 30 counties.

While tight global supplies have influenced increased exports of Iowa's agricultural products, the depreciated value of the U.S. dollar has also been a major factor. Out of total exports of \$9.9 billion for the first 11 months of 2010, Iowa exported \$1 billion in pork products. Japan was the largest customer of Iowa pork in 2010, purchasing \$440 million or 43.8 percent of total pork exports. Since 1998, Iowa's pork exports have increased



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fivefold, and now account for nearly 24 percent of total U.S. pork production.

Iowa Housing Market Shows Signs of Stabilizing

Although some positive trends began to emerge later in the year, home sales in Iowa decreased slightly from 2009 to 2010. Figures from the Iowa Association of Realtors show that 30,389 homes were sold in 2010 compared to 31,795 in 2009, while the average sale price rose slightly to \$140,595 in 2010 from the prior year's \$139,755. The homebuyer tax credit strengthened sales during the first half of the year, but hurt sales in the summer and fall months. Meanwhile, new residential housing permits for the state were up slightly in 2010, but remained about 42 percent below the level reported for 2006.

Iowa accounted for less than 1 percent of the 2,871,891 properties with foreclosure filings reported nationwide for 2010.

Foreclosure filings were reported on 8,663 Iowa properties for 2010, up 52 percent from a year ago and 61 percent above the level reported for 2008. Iowa ranked 37th in the nation in total foreclosures for 2010, and its foreclosure rate of one in every 153 housing units ranked it 41st among the 50 states.

Analysts predict that lenders will foreclose on more homes in 2011 than any other year since the housing downturn began in 2006. The foreclosures are expected to



hit Arizona, California, Florida, Illinois and Michigan particularly hard.

The housing market continues to be burdened by foreclosures, high unemployment and tight credit. In addition, nearly one-quarter of all U.S. homeowners with a mortgage (11 million borrowers) owed more than their homes were worth as of June 30, 2010, according to CoreLogic, a real estate analytics firm. All of these factors combined will make the housing rebound a slow process. Nationally, most housing analysts agree that it typically takes five to seven years for prices to stabilize after a large correction. Iowa's real estate experts feel that home prices are close to stabilizing, but expect housing

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activity in general to remain flat, or show only modest improvement in 2011. They feel that it will be 2012 before the housing market shows signs of strengthening.

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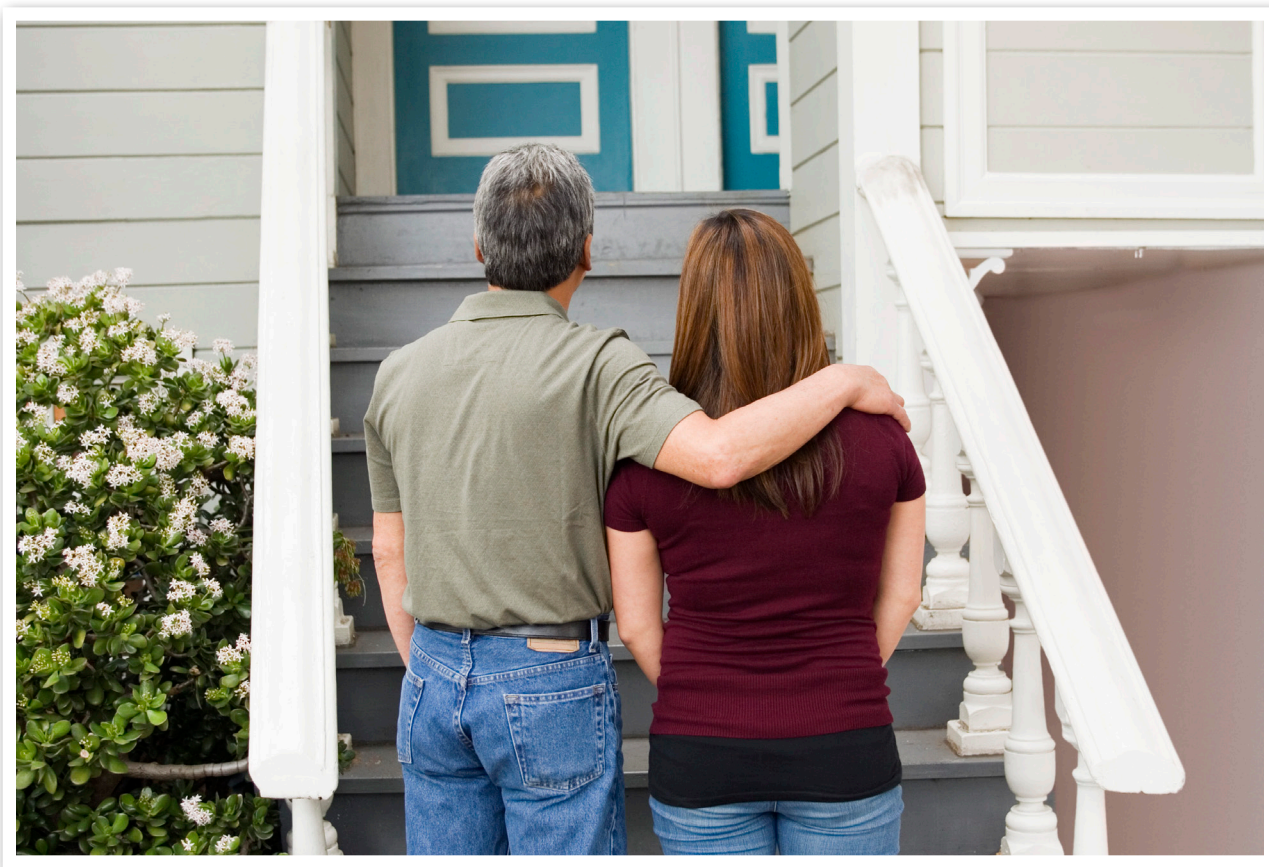
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State and Local Unemployment Trends

Recovery Marked by High Unemployment

The current recovery is a difficult one for Iowa's unemployed. At best, it could take until the middle of the decade for the state to generate enough jobs to reduce the unemployment rate to 4.0 percent, which was the "normal" rate prior to the 2007-2009 recession. The deepest and longest recession since the early 1980's has disrupted the lives of over one hundred thousand Iowans. Countless others are underemployed, or simply sitting on the sidelines, waiting for the economy to improve.

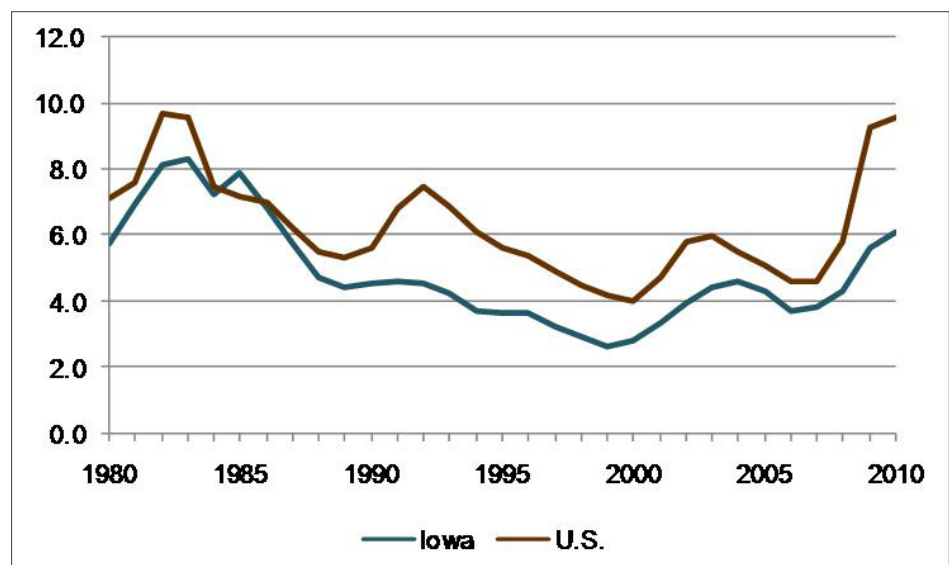
Research has also shown that economic downturns can dim the prospects of new entrants to the job market for a decade or longer. Some college graduates who are unable to find jobs in their chosen fields are forced to accept lower-skilled, often temporary work.

That translates into lower wages and a slower climb up the career ladder. In 2010, the state's 20 to 24-year-old age group had an unemployment rate of 9.2 percent, which was second only to the teen unemployment rate of 16.4 percent.

Part of the reason for the slow-motion recovery is the depth and nature of the recession that preceded it. The most recent recession was coupled with a systemic banking crisis, leaving a lot of damage to repair. A Federal Reserve study of the past three recessions also found that employment, income, spending, stock prices, home values, and wealth all fell much more sharply during the 2007-2009 recession than after the downturns of 2001 or 1991.

The following graph shows that Iowa's unemployment rate reached an historic high of 8.3 percent in 1983, as the state was emerging from a severe recession that coincided with a farm crisis. The rate remained at relatively high levels before finally dropping to 4.7 percent in 1988.

Figure 1. A Comparison of Iowa and U.S. Unemployment Rates 1980 – 2010



Source: Labor Market and Workforce Information Division, Iowa Workforce Development.

State and Local Unemployment Trends

States Show Uneven Recovery

The recession that began in December 2007 spread across the entire U.S., but the recovery has proven to be uneven across the country. According to a report released in March 2011 by Wells Fargo Securities LLC Economics Group, Florida and Nevada will take the longest to recover, while two of the worst hit by the recession—California and New York—will recover faster. The Wells Fargo report also pointed out that Nevada has the highest unemployment rate in the nation, and the bleakest economic outlook of any of the states. While Florida is dealing with a surge in negative equity for many homeowners and a sluggish construction industry, the state has started to experience a strengthening in its travel and tourism industry. And finally, after several years of deep job losses, the Michigan economy is starting to improve due to

a revival in the automobile industry, and the creation of thousands of clean energy jobs.

The agricultural Midwestern states, particularly Nebraska, North and South Dakota, and Kansas have been leading the U.S. economic recovery because they escaped the worst of the housing bubble's collapse, and are now benefiting from exports of farm commodities. The increase in exports is being driven by demand from China and Russia, and a declining dollar.

Overall, annual average unemployment rates increased in 31 states in 2010, declined in 18 states, and remained stable in only one state--Ohio. The following table lists the states with the highest and lowest unemployment rates in the nation in 2010 with comparable rates for 2009.

Figure 2. 2010 Annual Average Unemployment Rates for Selected States

State	States with the Highest Unemployment Rates in 2010		State	States with the Lowest Unemployment Rates in 2010	
	2009	2010		2009	2010
Nevada	12.5	14.9	North Dakota	4.3	3.9
Michigan	13.3	12.5	Nebraska	4.8	4.7
California	11.3	12.4	South Dakota	5.0	4.8
Rhode Island	10.8	11.6	Iowa	5.6	6.1
Florida	10.2	11.5	New Hampshire	6.3	6.1
South Carolina	11.3	11.2	Vermont	6.9	6.2
Oregon	11.1	10.8	Hawaii	6.8	6.6
North Carolina	10.8	10.6	Virginia	6.8	6.9
Kentucky	10.7	10.5	Kansas	7.1	7.0
Mississippi	9.6	10.4	Wyoming	6.5	7.0

Source: Labor Market and Workforce Information Division, Iowa Workforce Development.

State and Local Unemployment Trends

2010 Unemployment Rates Increase in 73 Iowa Counties

Although the Iowa economy showed much improvement in 2010, 73 of the state's counties experienced an increase in their unemployment rates. This is not too surprising since the unemployment rate is a lagging economic indicator, which means the unemployment rate can get worse after the economy has shown signs of improvement. In Iowa, large business closings typically have a long-term effect on a county's unemployment rate. This is exemplified in the 2010 Jasper County unemployment rate of 8.2 percent. Unemployment has remained high in the county since the Maytag closing in late 2006 despite progress that has been made toward attracting new businesses. Geographically, Iowa has clusters of counties that consistently have some of the

higher or lower unemployment rates in the state. The counties located in southeast Iowa generally represent the area of the state that has chronically high unemployment (Lee, Henry, Jefferson, Wapello, Davis and Van Buren), while the counties located in the northwest corner of Iowa tend to have the lower unemployment rates (Lyon, Sioux, Plymouth and Cherokee). In addition to the northwest counties, Johnson and Story counties also have low unemployment rates. Johnson and Story counties are home to two of the state's major universities, the University of Iowa and Iowa State University, where the industry mix protects the counties from large, cyclical downturns.

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Figure 3. 2010 Annual Average Unemployment Rates for Selected Counties

County	Counties with the Highest Unemployment Rates in 2010		County	Counties with the Lowest Unemployment Rates in 2010	
	2009	2010		2009	2010
Lee	9.1	9.7	Lyon	3.7	3.6
Henry	8.2	8.9	Sioux	3.8	3.9
Montgomery	7.9	8.5	Shelby	3.5	4.1
Allamakee	9.0	8.3	Crawford	4.1	4.4
Jasper	7.5	8.2	Johnson	3.9	4.4
Jefferson	7.6	8.1	Mills	4.0	4.4
Wapello	7.7	8.0	Plymouth	4.1	4.6
Davis	8.1	7.9	Story	4.2	4.6
Monona	6.6	7.9	Cherokee	4.0	4.7
Van Buren	7.8	7.9	Sac	4.4	4.7

Source: Labor Market and Workforce Information Division, Iowa Workforce Development.

Total Nonfarm Employment Highlights for 2010

The Year at a Glance

In the wake of the recession, 2010 proved to be “tepid” with regard to the state’s total nonfarm employment. The overall losses moderated year-over-year compared to 2009; however, there was still a net decline of 10,100 jobs when comparing annual averages. Job losses

began toward the end of 2008, extended into 2009, and then finally moderated by 2010. This is why comparing annual averages tells only half the story. Evidence of a recovery revealed itself toward the end of the year, with December 2010 nonfarm employment ending 5,300 higher than one year ago. Of the eleven super sectors in

Figure 1. Total Nonfarm Employment 2005-2010 (Seasonally Adjusted, in thousands)

Industry	2005	2006	2007	2008	2009	2010	Change	
							2009-2010	
							Number	Percent
Mining	2.1	2.2	2.1	2.2	2.2	2.1	-0.1	-4.5
Construction	71.3	74.5	72.8	73.0	65.0	61.6	-3.4	-5.2
Manufacturing	229.1	231.2	229.6	227.3	202.8	200.1	-2.7	-1.3
Durable Goods	140.9	142.9	141.4	138.4	117.0	115.7	-1.3	-1.1
Nondurable Goods	88.2	88.2	88.2	89.0	85.7	84.4	-1.3	-1.5
Trade and Transportation	306.4	308.7	309.0	309.4	302.5	300.0	-2.5	-0.8
Wholesale Trade	67.3	67.6	67.9	68.6	66.8	66.5	-0.3	-0.4
Retail Trade	180.0	179.9	178.9	178.3	175.2	173.4	-1.8	-1.0
Transportation	59.0	61.2	62.2	62.5	60.5	60.2	-0.3	-0.5
Information	33.0	33.0	33.6	33.0	30.3	28.5	-1.8	-5.9
Financial Activities	98.2	100.6	102.7	102.7	102.0	101.2	-0.8	-0.8
Finance and Insurance	83.6	86.1	88.8	89.4	88.9	88.6	-0.3	-0.3
Professional and Business Svcs	113.2	117.3	121.4	123.0	117.5	121.7	4.2	3.6
Prof, Scientific and Tech Svcs	38.4	40.2	41.7	43.1	42.1	42.0	-0.1	-0.2
Administrative and Support Svcs	63.1	64.2	65.8	66.5	62.6	66.9	4.3	6.9
Education and Health Services	195.1	199.1	203.3	207.4	211.9	213.5	1.6	0.8
Educational Services	33.1	34.1	35.5	36.5	37.3	37.2	-0.1	-0.3
Health Services	162.0	165.0	167.8	171.0	174.6	176.4	1.8	1.0
Leisure and Hospitality	130.5	134.2	137.1	135.4	132.6	129.7	-2.9	-2.2
Accommodations and Food Svcs	110.9	113.6	116.3	114.7	112.4	110.0	-2.4	-2.1
Other Services	56.3	56.8	57.7	57.9	57.5	57.0	-0.5	-0.9
Government	245.2	247.1	249.9	252.9	254.8	253.6	-1.2	-0.5
Federal Government	18.1	18.1	18.3	18.3	18.5	19.1	0.6	3.2
State Government	63.8	64.2	65.4	66.8	66.8	65.1	-1.7	-2.5
Local Government	163.4	164.7	166.2	167.7	169.5	169.5	0.0	0.0
Total Nonfarm	1,480.4	1,504.5	1,519.1	1,524.2	1,479.1	1,469.0	-10.1	-0.7

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

Iowa, nine reported losses compared to 2009. None lost more than construction, down 3,400 jobs year-over-year, a drop of 5.2 percent. This sector has lost employment nationally, so the decline was not too

surprising. Smaller losses were reflected in leisure and hospitality, down 2,900 compared to last year due to a decline in the demand for accommodations and food services. Manufacturing finished 2010

Total Nonfarm Employment Highlights for 2010

down 2,700 jobs. Curiously, both durable and nondurable goods shed 1,300 jobs. Yet this decline is somewhat misleading, since manufacturing was still paring employment cyclically when 2009 started. This is evident when one sees that factory jobs in December were 1,100 higher than they started in January. Still, no sector felt the effects of the recession more than Iowa's factories. From 2007-2010 manufacturing lost 29,500 jobs, 58.9 percent of all jobs lost during that time.

Elsewhere, retail trade continued to struggle in 2010, and again brought down trade and transportation, which dropped 2,500 jobs. These losses were minor in comparison with the 2008-2009 drop of 6,900 jobs. Information services again shed employment in 2010, declining by 1,800 jobs and marking the third consecutive

year for a drop. While the loss may seem small in comparison with other sectors, this drop was actually highest by percentage (-5.9 percent). The employment loss in information was not unexpected.

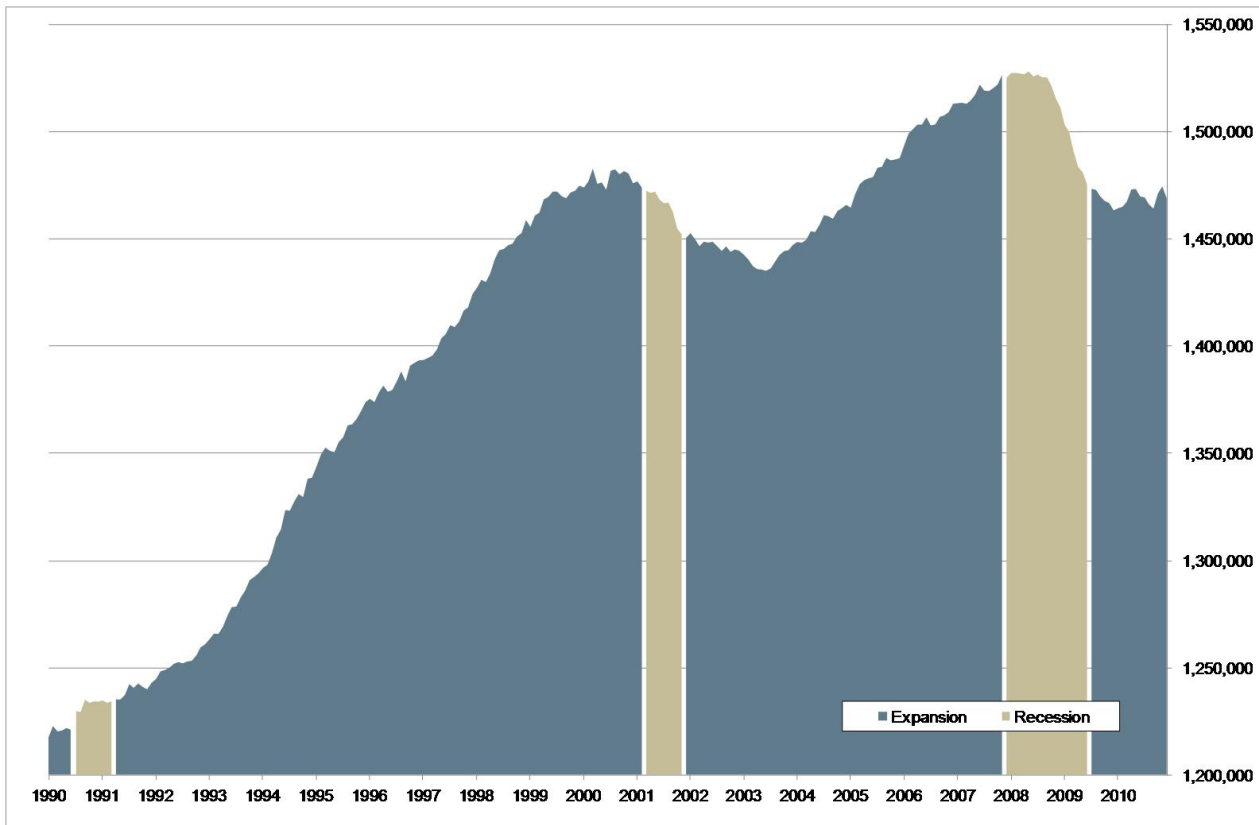
This sector has been declining nationally for a number of reasons: decreased demand for newspapers and other printed materials, improved technology lowering labor demand for data hosting and processing, and cyclical pressures hampering the telecommunications industry.

There was positive news in 2010, as two sectors, professional and business services and education and health services, added 4,200 jobs and 1,600 jobs, respectively. Administrative and support services fueled almost all of the gains in professional and business services, with temporary help services showing a



Total Nonfarm Employment Highlights for 2010

Figure 2. Iowa Total Nonfarm Employment 1990-2010 (Seasonally Adjusted)



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

marked increase following the recession.

This increase seems to underscore the reluctance on the part of employers to hire permanent, full-time staff in the wake of the downturn. Education and health services added employment, which was concentrated in health care, as education pared a slight 100 jobs since last year. Government sectors were down 1,200 jobs compared to 2009 due to state government cutbacks. Temporary federal employment due to the decennial census helped offset this loss.

How does this previous recession compare for Iowa?

This past recession was, by most measures, the worst for Iowa since the early 1980s. In terms of duration alone, this recession was the longest since the great depression of 1929-1933, eclipsing the 1973-1975 and 1981-1982 recessions by two months. It was also longer than the previous two recessions combined. Even so, the last two recessions had different effects on Iowa. In the case of the 1990-1991 recession, Iowa never felt the impact as severely as the U.S. did. The recession was minor in nature, but hiring

Total Nonfarm Employment Highlights for 2010

remained weak until after the 1993 floods. The 2001 recession was short in duration, beginning and ending in 2001. While consumer spending remained strong throughout the recession, the downturn was followed by a jobless recovery that lasted for about 20 months. In the case of the most recent recession, Iowa nonfarm

employment held steady after the official recession start point began, and even peaked five months later. The brunt of the recession was felt in 2009, and the drop that followed for that year was equivalent to the losses in 2001, 2002, and 2003



Figure 3. Total Nonfarm Employment Change (2009-2010)

United States	-0.74%
Midwest Region	-0.62%
Iowa	-0.68%
Border States	
South Dakota	-0.22%
Nebraska	-0.50%
Minnesota	-0.60%
Wisconsin	-0.63%
Illinois	-0.81%
Missouri	-1.33%

Source: Bureau of Labor Statistics, U.S. Department of Labor

combined. Despite an official end date to the recession in 2009, the after-effects of the downturn made 2010 a gloomy year for most of the country. Forty states shed employment last year, while only ten states and the District of Columbia added employment. Still, the overall trend of 2010 was down, and the United

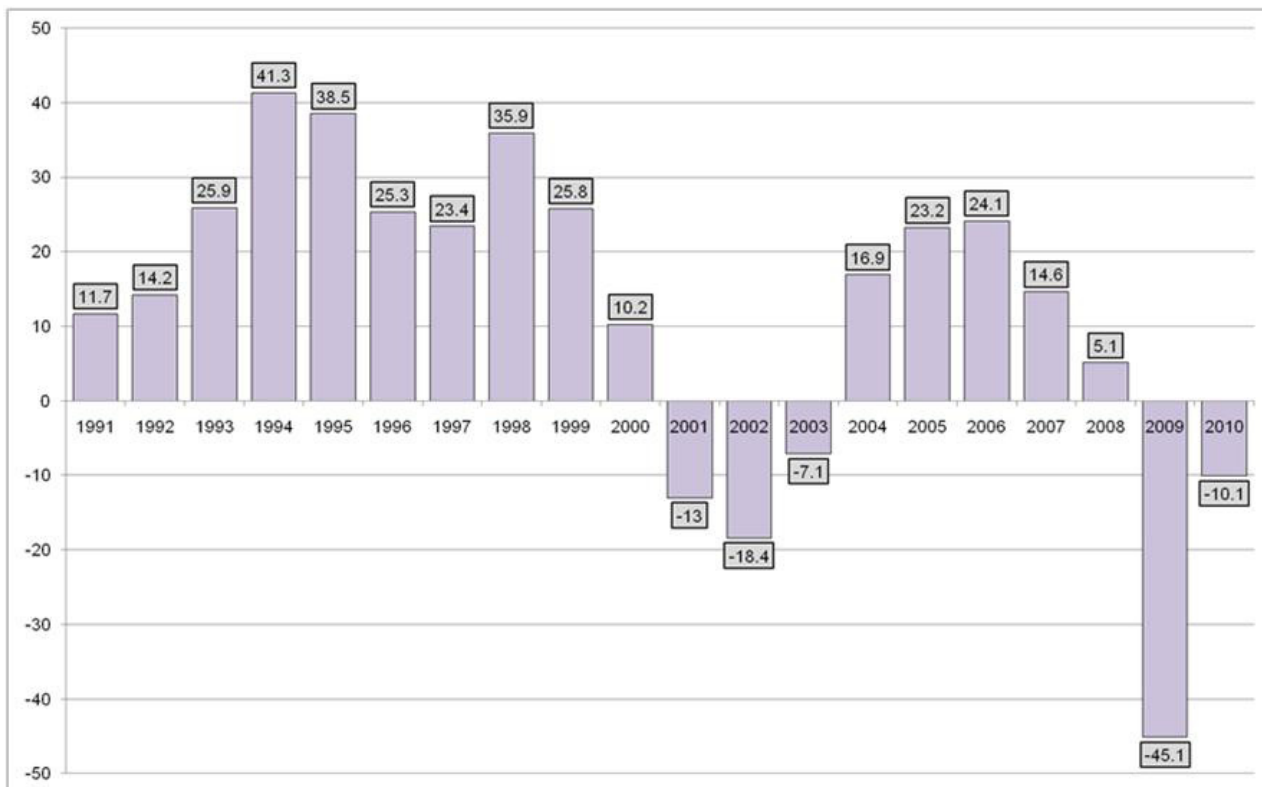
States as a whole ended the year down 0.74 percent in total nonfarm employment. The Midwest region fared slightly better, shedding 0.62 percent of nonfarm employment (slightly less than Iowa did).

Iowa nonfarm employment again reflected the uncertainty that pervaded the statewide economy. Compared to other states, Iowa ranked 28th in terms of over-the-year growth. Among the border states, four ranked higher for employment growth (South Dakota, Nebraska, Minnesota, and Wisconsin), while only two (Illinois and Missouri) ranked lower.

Figure 4 illustrates how the past three recessions compare graphically. The 1990 recession does not really show any job losses, but does reflect very mild job gains

Total Nonfarm Employment Highlights for 2010

Figure 4. Annual Job Gains and Losses (1991-2010)



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

compared to the following years. The recession of 2001 had a much more severe impact in Iowa and translated to three years of nonfarm employment job losses. Finally, with respect to the last recession, the figure shows how Iowa held employment through the beginning of the recession (2008) only to have dramatic declines in 2009. Losses carried over into the beginning of 2010, which again led to a year-over-year loss.

What does the recovery look like?

The National Bureau of Economic Research (NBER) announced last year

that the nation had officially exited the recession in June, 2009. While this signifies a turning point in the economy nationally, this does not always hold true for the Iowa economy. The good news is that employment was overall positive in 2010. In the case of the 2001 recession, nonfarm employment was pared for several months after the official recession ended. In fact, nonfarm employment increases did not become apparent until mid-2003. In the case of the most recent recession, nonfarm employment moderated, and even posted increases during 2010. Fears of a “double-dip”

Total Nonfarm Employment Highlights for 2010



recession were widespread in the summer, but those concerns subsided as nonfarm employment ended with December's level 5,700 higher than the previous year. Just as is true nationally, Iowa had six months of increases in nonfarm employment and six months of contractions. In both cases, the increases were greater in magnitude than the losses—an increase of 0.32 percent statewide and 0.76 percent nationally. Early estimates for 2011 have been

positive for Iowa and the nation, which could provide an early indication that Iowa will not have to wait quite as long as the previous recession to begin feeling the effects of the recovery.

References

National Bureau of Economic Research. [Business Cycle Expansions and Contractions.](http://www.nber.com/cycles.html)
<http://www.nber.com/cycles.html>

All total nonfarm data can be retrieved from the Bureau of Labor Statistics
<http://www.bls.gov/sae/>

Unemployment Insurance Benefits and Claimant Characteristics

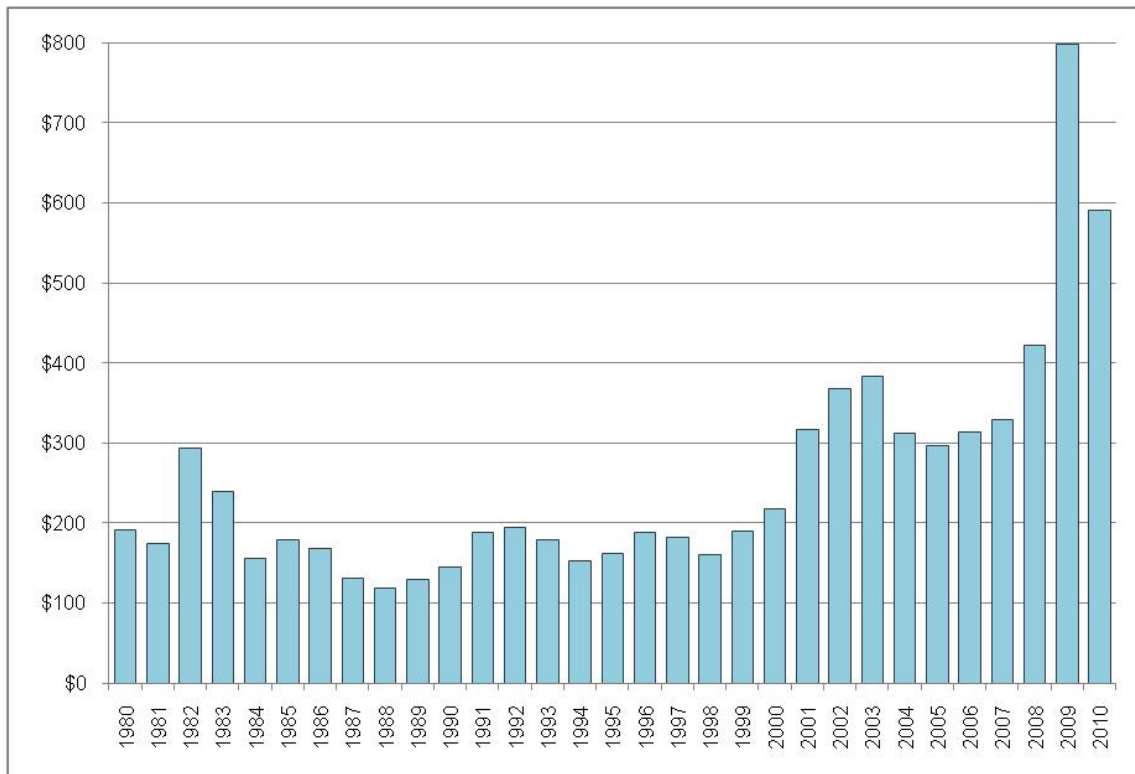
This article evaluates the solvency of Iowa's unemployment compensation trust fund. Emphasis will be placed on unemployment insurance benefits paid to claimants. The report will adjust fund expenditures and revenue based on employment and wage growth. The term benefit ratio and contributions ratio refer to benefits paid, or contributions received divided by total covered wages. This article will also cover unemployment

benefits paid under federally funded economic stimulus programs.

UI Benefits

The national recession pushed unemployment benefits paid by Iowa's trust fund to a record \$799 million in 2009. Benefits fell to \$587 million in 2010, but 2010 was the second-highest payout in the history of the fund. Both the number of persons receiving benefits, and the duration of benefits increased.

Figure 1. Unemployment Insurance Benefits Paid Regular State UI Plus Workshare (millions)



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

Unemployment Insurance Benefits and Claimant Characteristics

The number of UI first payments increased from 126,000 in 2008 to 165,000 in 2009. The number of new layoffs decreased in 2010, and the first payment count fell back to 126,000. The average duration of regular benefits rose from 11.6 weeks in 2008 to 15.6 weeks in 2009. The average duration dropped slightly to 15.3 weeks in 2010. The number of new layoffs declined in 2010; however, unemployed persons still had difficulty finding new jobs.

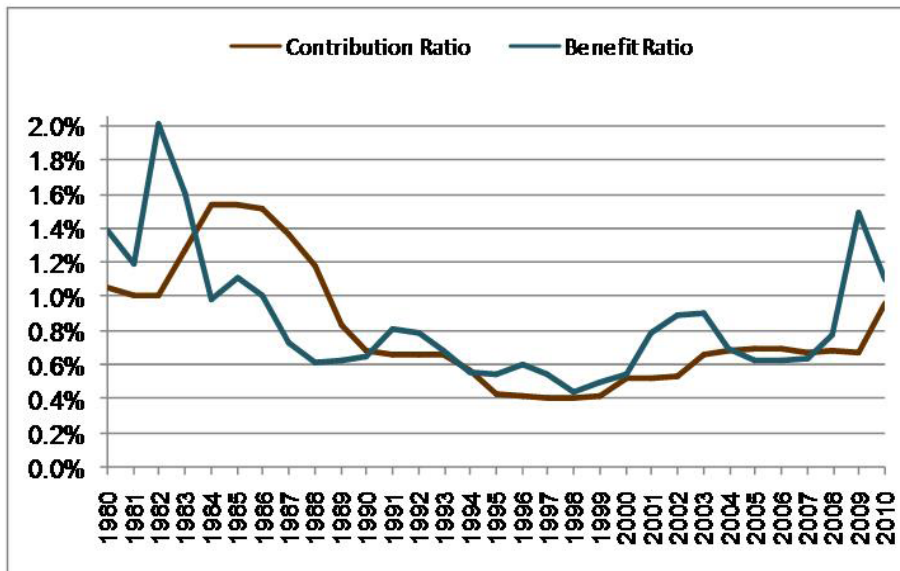
Even though 2009 and 2010 had the highest benefit payout in terms of dollars, they were not the highest years when benefits are adjusted for employment and wage growth. The benefit ratio was 1.52% in 2009 and 1.10% in 2010. The highest benefit payout in modern UI history occurred when

the benefit ratio reached 2.01% in 1982 and 1.61% in 1983. The recession of the early 2000's was moderate by comparison when the benefit ratio was 0.90% in 2003, and 0.91% in 2004. During the relatively good economic period of 1995 through 2001, the benefit ratio averaged 0.53%.

Fund Revenue

Fund revenue primarily comes from UI contributions paid by Iowa employers and interest earned on the fund balance. The Iowa Code has eight rate tables. Rate tables are triggered based on the relative trust fund strength. Contributions paid by employers have ranged from 0.41% of total covered wages to 1.53% of total covered wages over the last 30 years.

Figure 2. Total UI Benefits Paid and Contributions Received as a Percentage of Total Covered Wages



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

The trust fund was more than \$100 million in debt to the federal government as 1983 ended. In order to repay the debt and replenish the trust fund, the contributions ratio climbed to over 1.5% during 1984 through 1986. As benefits paid declined, the contribution ratio fell to around 0.4% for 1995 through 1999.

Unemployment Insurance Benefits and Claimant Characteristics

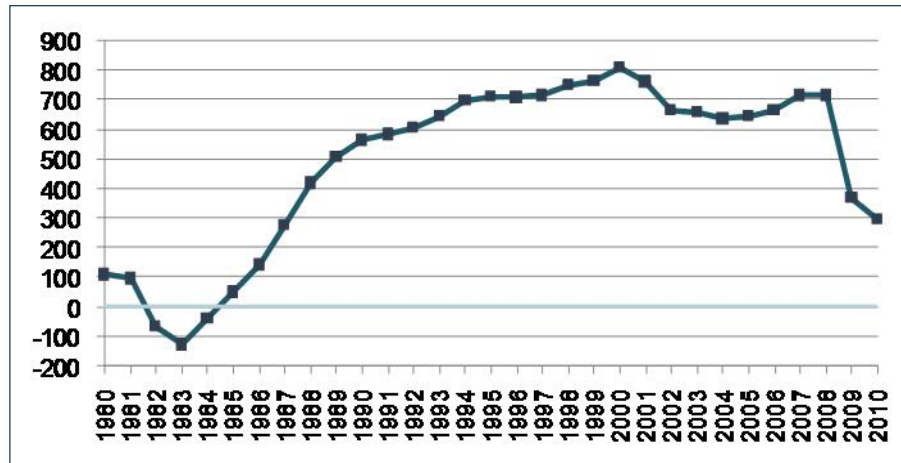
In response to the increase in benefits paid in the early 2000's, the contributions ratio rose to 0.7% from 2003 through 2009. The current decline in the trust fund balance caused the contribution rate table to move from table 6 in 2009 to table 4 in 2010. This

caused contribution rates to increase, and the contribution ratio rose to 0.96% in 2010, the highest since 1988.

Trust Fund Solvency: Record benefit levels caused the year-end UI Trust fund available for benefits to decline from \$715 million in 2008 to \$369 in 2009. The fund continued to fall in 2010 to \$297 million. Iowa's unemployment rate was well below the national average in 2010. This enabled Iowa's trust fund to remain solvent during a period when over 30 states had to borrow from the federal government in order to pay benefits. The total amount borrowed by states exceeded \$40 billion.

The recession has reduced the strength of the fund. The fund balance is the lowest

Figure 3. UI Trust Fund Available for Benefits Dollars (millions) Year-End-Balance



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

in more than 20 years. The 2010 fund balance would be sufficient to pay benefits for six months at the current benefit level, and three months at the historic highest benefit level adjusted for wages.

Trust Fund Summary: The 2008-2009 recession caused the unemployment insurance payout to reach record levels in 2009, and to remain high in 2010. Iowa's available fund balance reached a low point of \$171 million during April 2010. The benefit payout began to decline during the second quarter of 2010, and the fund stabilized. If the benefit payout continues to decline, the trust fund will remain solvent. If the state experiences a "double dip" recession before the fund can rebuild, borrowing may be necessary.

Unemployment Insurance Benefits and Claimant Characteristics

Emergency Unemployment Compensation and Economic Stimulus Payments

Two of the programs enacted to assist unemployed persons deal with the recession were Emergency Unemployment Compensation and Federal Additional Compensation. These programs were modified or extended several times under various acts including: the Supplemental Appropriations Act of 2008, the Worker, Homeownership, and Business Assistance Act of 2009, the Assistance for Unemployed Workers and Struggling Families Act, the Unemployment Compensation Extension Act of 2010 and the Unemployment

Insurance Reauthorization, and Job Creation Act of 2010. These programs were all 100% federally funded.

Emergency Unemployment Compensation (EUC08)

The current EUC08 program provides benefits to claimants who have exhausted their regular unemployment insurance benefits. The program provides up to four tiers of benefits to states depending on the state's unemployment rate. Iowa claimants who exhaust their regular benefits are eligible for up to 20 weeks of tier 1, 14 weeks of tier 2 and 13 weeks of tier 3. This represents a potential total maximum of 73 weeks. The maximum does not apply to all claimants. For example, if a claimant only has enough base period wages to qualify for 22 weeks of regular benefits instead of 26 weeks, each tier of EUC will be reduced proportionately.

The current economic slowdown has had a drastic effect on the length of a spell of unemployment. According to figures published by the Bureau of Labor Statistics for all unemployed persons, the average duration of unemployment has increased from 12.6 weeks in 2008 to 17.0 weeks in 2009 to 25.1 weeks in 2010. This increase in average duration has impacted EUC recipients. The number of claimants exhausting all of three tiers of EUC benefits totaled 29,513 during 2010.



Unemployment Insurance Benefits and Claimant Characteristics



Federal Additional Compensation (FAC)

The FAC program provided regular UI and EUC recipients an additional payment of \$25 per week. This payment was designed to assist struggling families and to stimulate the economy.

Payments

EUC08 payments totaled \$313 million in 2009 and \$463 million in 2010. The FAC program paid \$80 million in 2009 and \$76 million in 2010. These two programs added over \$930 million to the Iowa economy over two years.

Economic Stimulus

The two programs were intended to assist struggling families impacted by the recession and to help stimulate the economy. Unemployment insurance payments are quickly returned to the local economy because they are often spent on necessities. This not only helps families of the unemployed, but the spending it generates benefits local grocery stores, utilities, landlords, mortgage providers and other local business. A Department of Labor study concluded that each dollar in UI benefits added to the economy ultimately increases overall GDP by an average of \$2.15.

Professional and Business Services At a Glance

Professional and Business Services on the Fast Track

Based on Iowa's Industry Employment Projections for 2008-2018,

Professional and Business Services will add 30,950 jobs over the ten-year projection period, and will also grow faster than any other industry sector, expanding by 25.3 percent. This forecast is not too surprising considering the frequent announcements of new businesses and business expansions in the sector. One of the largest additions within the last two years was the IBM technology service delivery center in Dubuque, which provided hundreds of new technology jobs in eastern Iowa. More recently, Web Filings LLC, a software developer, announced that the company hopes to hire several hundred professionals in marketing and customer service over the next four years in Ames. These are just two examples of the types of employment the industry has been attracting in Iowa.

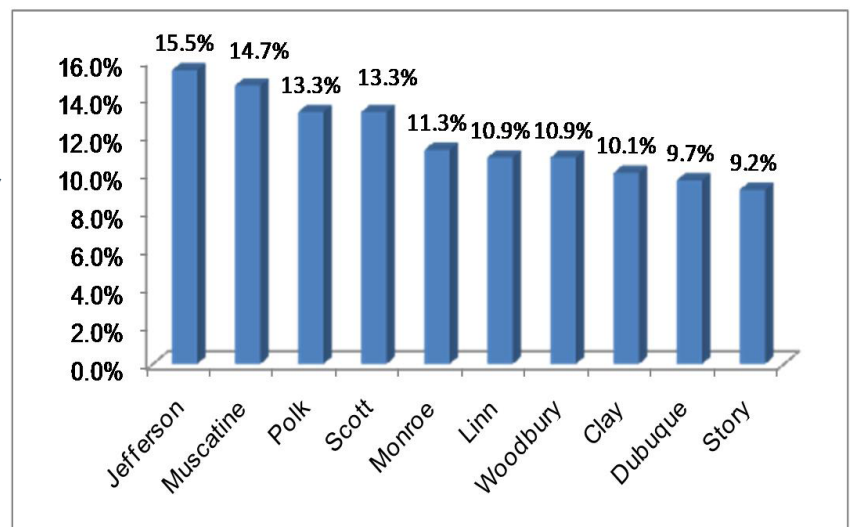
Professional and Business Services, as formally defined by the North American Industry Classification System (NAICS), includes three subsectors:

- Professional, scientific, and technical services (NAICS 54)
- Management of companies and enterprises (NAICS 55)

- Administrative and support, waste management, and remediation (NAICS 56)

The first two subsectors require a higher skill level and educational attainment, which is reflected in the higher level of pay. The third subsector, administrative and support services, generally provides routine services to businesses, such as administrative services, janitorial and facilities support, and security. The Professional and Business Services sector averaged close to 122,000 jobs in 2010, which represented 8.3 percent of the state's nonfarm employment. Nationally, the proportion was closer to 13 percent. In Iowa, professional and business services are heavily concentrated in the larger, urban counties; however, there are a few smaller counties that have a high proportion of these services as well.

Figure 1. Iowa Counties with the Highest Concentration of Professional and Business Services in 2010



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

Professional and Business Services At a Glance

Covered Employment and Wages for Professional and Business Services.

Professional and Business Services provide both high-paying and low-paying jobs. The wage polarization that exists within the sector is reflected in the annual average wage data displayed in Figure 2. The subsector, Management of Companies and Enterprises, paid the highest of the three components with

an annual average wage of \$70,915 in 2010. In contrast, Administration and Support and Waste Management and Remediation Services paid an annual average of only \$26,444. Figures 3, 4, and 5 provide some insight into the types of occupations that are most common in each of the three subsectors, and the corresponding rate of pay for each occupation.

Figure 2. 2010 Covered Employment and Wages for Professional and Business Services

	Number of Establishments	2010 Employment	2010 Average Wage
Professional, Scientific and Technical Services	7,937	42,580	\$51,283
Professional and Technical Services	7,937	42,580	\$51,283
Legal	1,641	7,433	\$51,798
Bookkeeping and Accounting	1,149	6,522	\$45,642
Architectural and Engineering	824	6,092	\$62,996
Specialized Design	177	581	\$42,476
Computer System Design and Related	1,489	7,075	\$65,604
Management and Technical Consulting	1,138	3,839	\$56,963
Scientific Research and Development	170	1,807	\$62,724
Advertising and Public Relations	399	3,768	\$41,086
Other Professional and Technical Services	951	5,463	\$25,904
Management of Companies and Enterprises	631	12,775	\$70,915
Administration and Support and Waste Management and Remediation Services	4,610	66,435	\$26,444
Administrative and Support Services	4,176	62,970	\$26,000
Office Administration	413	3,423	\$60,388
Facilities Support	18	430	\$16,965
Employment Services	759	22,250	\$23,930
Business Support	501	12,583	\$25,008
Travel Arrangement and Reservation Services	165	702	\$33,509
Investigation and Security	211	4,314	\$21,843
Services to Buildings and Dwellings	1,899	16,180	\$21,353
Other Support Services	212	3,088	\$36,536
Waste Management and Remediation Services	434	3,465	\$34,513
Waste Collection	217	1,653	\$31,792
Waste Treatment and Disposal	59	606	\$40,656
Remediation and Other Waste Services	158	1,207	\$35,154

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

Professional and Business Services At a Glance

Professional, Scientific, and Technical Services (NAICS 54)

This sector tends to employ a large number of highly educated and highly paid workers. It is comprised of establishments that specialize in performing professional, scientific, and technical services for others. These services require a high degree of expertise and training. Some of the main activities include: accounting and bookkeeping services, advertising; architectural, engineering, and design services; computer services, legal services, management consulting, public relations, and research.



Figure 3. Top Occupations in Professional, Scientific, and Technical Services (Based on 2008 Estimated Employment)

Occupational Title	2008 Estimated Employment	2018 Projected Employment	Mean Hourly Wage	Entry Hourly Wage
Accountants and Auditors	2,870	4,005	\$31.78	\$17.99
Office Clerks, General	2,545	3,395	\$13.74	\$9.26
Legal Secretaries	2,285	2,820	\$16.21	\$12.18
Bookkeeping, Accounting, and Auditing Clerks	1,885	2,410	\$15.69	\$10.73
Secretaries, except Legal, Medical and Executive	1,830	2,215	\$13.21	\$9.40
Paralegals and Legal Assistants	1,230	1,640	\$20.42	\$14.01
Computer Programmers	1,005	1,135	\$30.95	\$19.38
Computer Software Engineers, Applications	935	1,480	\$36.30	\$24.20
Civil Engineers	845	1,180	\$36.16	\$24.29
Receptionists and Information Clerks	780	1,055	\$11.29	\$8.60
Computer Software Engineers, Systems Software	715	1,125	\$33.88	\$20.65
Customer Service Representatives	660	1,000	\$15.18	\$10.12
Management Analysts	650	1,105	\$36.68	\$20.47
Veterinarians	650	910	\$30.74	\$18.91
Computer Support Specialists	645	965	\$24.12	\$15.71
Computer Systems Analysts	630	900	\$37.86	\$22.63
Title Examiners, Abstractors and Searchers	550	625	\$13.37	\$8.30
Advertising Sales Agents	545	715	\$22.30	\$12.46
Graphic Designers	530	735	\$21.05	\$14.02
Tax Preparers	525	565	\$12.10	\$8.22

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

Professional and Business Services At a Glance

Management of Companies and Enterprises (NAICS 55)

This sector is composed of establishments primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their

management decisions. They may undertake the function of management, or they may entrust the function of financial management to portfolio managers. In 2010, this sector had the highest annual average wage of the three components of Professional and Business Services (\$70,915).

Figure 4. Top Occupations in Management of Companies and Enterprises (Based on 2008 Estimated Employment)

Occupational Title	2008 Estimated Employment	2018 Projected Employment	Mean Hourly Wage	Entry Hourly Wage
Bookkeeping, Accounting, and Auditing Clerks	1,230	1,420	\$15.96	\$11.83
Office Clerks, General	790	915	\$13.28	\$9.07
Customer Service Representatives	635	805	\$14.38	\$10.02
Accountants and Auditors	500	655	\$26.08	\$16.85
General and Operations Managers	480	550	\$52.98	\$25.35
First-Line Supervisors/Managers of Office and Administrative Support Workers	475	550	\$27.38	\$17.51
Financial Managers	265	340	\$50.33	\$27.94
Computer Support Specialists	240	280	\$24.39	\$15.72
Billing and Posting Clerks and Machine Operators	235	270	\$15.40	\$11.49
Managers, All Other	225	260	\$37.00	\$22.05
Business Operations Specialists, All Other	220	255	\$26.90	\$15.58
Maintenance and Repair Workers, General	220	265	\$16.94	\$11.42
Computer Systems Analysts	190	220	\$34.96	\$25.53
Administrative Services Managers	185	215	\$37.98	\$25.90
Registered Nurses	180	215	\$32.27	\$20.99
Chief Executives	175	180	\$90.76	\$52.05
Marketing Managers	155	200	\$46.43	\$27.01
Sales Managers	155	195	\$51.67	\$27.58
Training Managers	155	195	\$22.14	\$15.18

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

Professional and Business Services At a Glance

Administrative and Support and Waste Management and Remediation Services (NAICS 56)

Establishments in this sector provide business support functions for businesses and organizations, which businesses had done for themselves in the past. In 2010, Employment Services accounted for one-third of the sector's employment. A wide

range of employment agencies and temporary help services are classified in this group. These particular services have grown in popularity as a way to reduce the overhead costs of businesses. Waste management and remediation services are also included in the sector. These services involve the collection, treatment and disposal of waste materials.

Figure 5. Administrative and Support and Waste Management and Remediation Services (Based on 2008 Estimated Employment)

Occupational Title	2008 Estimated Employment	2018 Projected Employment	Mean Hourly Wage	Entry Hourly Wage
Janitors and Cleaners, except Maids and Housekeeping Cleaners	8,510	10,195	\$10.07	\$8.25
Telemarketers	4,350	4,105	\$11.25	\$8.15
Customer Services Representatives	4,175	5,750	\$12.56	\$9.10
Laborers and Freight, Stock, and Material Movers, Hand	3,945	4,590	\$9.78	\$8.39
Security Guards	3,520	4,405	\$10.50	\$8.55
Landscaping and Groundskeeping Workers	3,255	4,365	\$12.05	\$9.12
Team Assemblers	3,255	4,095	\$10.84	\$8.89
Office Clerks, General	2,545	3,035	\$12.55	\$9.14
Production Workers, All Other	1,430	1,855	\$11.01	\$8.35
Bill and Account Collectors	1,165	1,530	\$12.87	\$9.92
Truck Drivers, Heavy and Tractor-Trailer	1,095	1,385	\$15.97	\$11.54
Refuse and Recyclable Material Collectors	1,030	1,260	\$13.24	\$9.01
Packers and Packagers, Hand	1,020	1,180	\$10.01	\$8.45
Executive Secretaries and Administrative Assistants	960	1,150	\$16.76	\$12.40
Maids and Housekeeping Cleaners	755	900	\$9.59	\$8.61
First-Line Supervisors/Managers of Office and Administrative Support Workers	680	865	\$20.82	\$14.61
Helpers, Production Workers	640	830	\$11.39	\$8.79
Bookkeeping, Accounting, and Auditing Clerks	615	780	\$14.56	\$10.14
Receptionists and Information Clerks	560	665	\$11.86	\$8.99
Industrial Truck and Tractor Operators	530	675	\$12.69	\$9.97

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

Professional and Business Services At a Glance

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Quarterly Census of Employment and Wages (QCEW) data prepared by Iowa Workforce Development in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.



Iowa Job Outlook, 2008-2018

Whether you are choosing your first career, or considering a career change, getting informed is always a good idea. The 2008-2018 occupational projections developed by Iowa Workforce Development are an excellent resource for determining the future growth potential of close to 400 occupations in the state. Although Iowa has been recovering from one of the deepest recessions in the state's history, the current set of projections assumes that the Iowa economy will return to its long-term trend rate of growth over the next decade. The occupational projections are also a valuable tool in the planning and preparation of educational and training programs, and for the purpose of analyzing long-term trends in occupational employment.

According to Iowa's current set of projections, occupational employment in the state is expected to grow from 1,762,260 in 2008 to 1,934,875 by 2018. The increase of 172,615 jobs represents growth of 9.8 percent. All major occupational groups in the state are expected to show some job growth over the ten-year projection period.

Two major occupational groups—professional and related occupations and service occupations—are projected to provide 52 percent of the total employment growth during the 2008-2018 period. The least amount of growth will occur in the farming, fishing, and forestry group, which will only increase by 150 over the period, or 1.1 percent. Improvements in technology, crop science, and farm management have all

Figure 1. 2008-2018 Occupational Projections by Major Occupational Category

Occupational Group	2008	2018	Change		Total
	Estimated Employment	Projected Employment	2008 - 2018 Number	Percent	Annual Openings
Total, All Occupations	1,762,260	1,934,875	172,615	9.8	57,640
Management, Business and Financial	230,995	246,300	15,300	6.6	5,435
Professional and Related	314,600	364,090	49,490	15.7	11,875
Service	319,685	360,020	40,335	12.6	12,340
Sales and Related	182,310	193,870	11,560	6.3	6,680
Office and Administrative Support	243,955	266,520	22,565	9.2	7,670
Farming, Fishing, and Forestry	13,455	13,605	150	1.1	380
Construction and Extraction	81,600	91,570	9,970	12.2	2,445
Installation, Maintenance, and Repair	69,420	75,405	5,985	8.6	1,970
Production	171,740	177,860	6,115	3.6	4,575
Transportation and Material Moving	134,490	145,635	11,145	8.3	4,270

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

Iowa Job Outlook, 2008-2018

boosted output while reducing the need for labor. Productivity growth has, in turn, led to farm consolidation and decreases in farm employment.

These projections arrive at a challenging time, as Iowa continues to recover from a deep and lengthy recession that has



overshadowed the state's economy for the past three years. Nonetheless, the long-term trends depicted in the projections are expected to continue, regardless of the slow hiring

pattern that is currently being experienced. It is important to keep in mind that the projected changes in employment between 2008 and 2018 include regaining jobs that have been lost during the downturn.

What produces jobs? Economic growth is the engine that powers the expansion of many occupational fields. The other producer of jobs is the need to replace workers who die, retire, or leave the labor force for some other reason. Growth and replacement together influence the

future job picture. In fact, more job openings overall are due to replacement needs. It is estimated that 68 percent of the job openings that have been projected for Iowa over the 2008-2018 period will occur due to replacement needs. The need to replace workers often provides numerous job openings even in an occupation that is projected to decline. Also, large occupations that have high worker turnover, or a large number of workers of retirement age offer many opportunities, regardless of their rate of growth.

The occupational projections show projected employment growth from two perspectives—percent change and numerical change. Occupations that reflect the largest numerical change over the projection period tend to be prevalent across most industries, and had a relatively large base of employment in 2008. Percent change shows the rate of job growth or decline over the projection period, and also illustrates trends in employment. A fast growth rate does not necessarily translate into lots of jobs. For example, employment of medical scientists (except epidemiologists) is expected to grow by 4.3 percent annually—much faster than average. However, since the occupation is small,

Iowa Job Outlook, 2008-2018

its growth rate will result in only 30 annual openings.

Iowa's top 10 occupations expected to have the largest employment growth for 2008-2018 will account for 48,870 (or 28 percent) of the projected 172,615 new jobs. Of the 48,870 new jobs, 29,025 (or

nearly 60 percent) will fall into the major occupational groups of health care and office and administrative support. Several of Iowa's fastest-growing occupations are in health care, as the state's aging population is increasing the demand for all health-related services. Technology

Figure 2. Occupations with the Largest Number of Annual Openings, 2008-2018

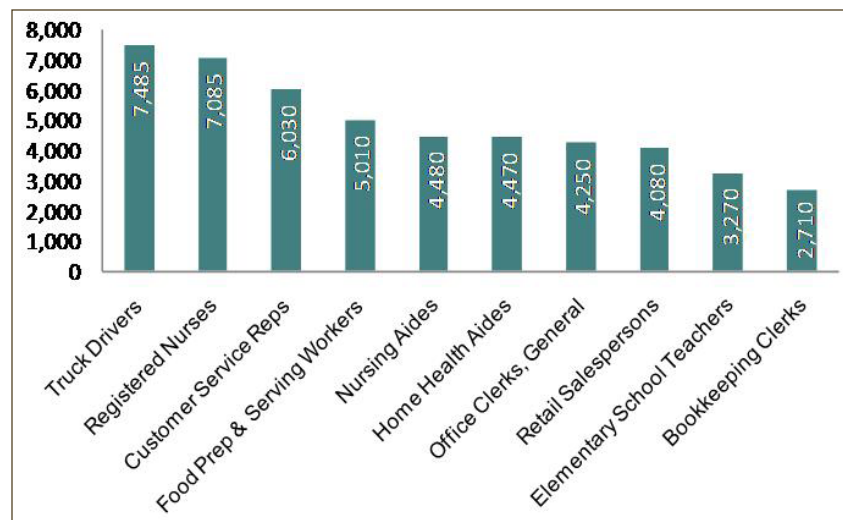


Figure 3. Iowa's Fastest-Growing Occupations, 2008-2018

Occupation	Growth Rate 2008-2018
Network Systems Analyst	5.4
Financial Examiners	4.4
Medical Scientists	4.3
Home Health Aides	4.3
Home Care Aides	4.0
Personal Financial Advisors	3.8
Physicians' Assistants	3.5
Heating, Air Conditioning and Refrigeration Mechanics	3.4
Computer Software Engineers	3.4
Veterinary Technicians	3.2

Figure 4. Iowa's Fastest-Declining Occupations, 2008-2018

Occupation	Growth Rate 2008-2018
Postal Service Mail Sorters, Processors and Related	-3.0
Order Clerks	-2.5
File Clerks	-2.3
Weighers, Measurers, Checkers, Samplers; Recordkeeping	-1.4
Metal and Plastic Workers, All Other	-1.3
Conveyor Operators and Tenders	-1.2
Gaming Change Persons and Booth Cashiers	-1.2
Information and Record Clerks, All Other	-1.1
Office and Administrative Support Workers, All Other	-1.1
Paper Goods Machine Setters, Operators, and Tenders	-1.0

Iowa Job Outlook, 2008-2018



jobs are also growing rapidly, and can be found in a wide range of industries. Any company that manages lots of data, including hospitals, banks, insurance firms and retailers needs technology workers. Iowa's Fastest-Growing Occupations graph, at the bottom of the previous page, displays the annual growth rates for the state's occupations.

Iowa's top 10 occupations expected to have the largest percentage of employment decline for 2008-2018 are primarily in the office-administrative major occupational group. Declining occupations are the result of industries that decrease in employment, technological advancements, changes in business practices, and changes in consumer preferences. Most of the

occupations that appear on the list of Fastest-Declining Occupations are projected to decline as a result of increased automation. The annual rate of decline is shown for these occupations shown in Figure 4.

Implications of Labor Market Trends

The future occupational structure is projected to provide jobs for workers at all educational levels, but individuals with the most education and training will enjoy the best opportunities. As the state economy continues to make its way back from a severe recession, greater emphasis will be placed on the creation of skilled jobs. Workers who lost jobs that required only a high school education or less will find that their relatively low-

Iowa Job Outlook, 2008-2018

skill jobs will not come back at all due to automation or overseas competition. Many of the jobs that survived the recession and the jobs created in the recovery will require postsecondary education or training.

The current postsecondary education and training system is composed of a wide range of options, where colleges and universities represent only 35 percent of the picture. The rest consists of apprenticeship programs, on-the-job

training, formal employer-provided training programs, military training, and a variety of other programs. Rapid technological change and increased international competition will require a workforce that is highly adaptable.

In the growing, knowledge-based economy, businesses are favoring strong cognitive skills, such as abstract reasoning, problem-solving, communication, and collaboration. Businesses are also looking for people with multiple skill sets who can move fluidly with marketing or operations.

For example, social media has caught the attention of many companies who have started to hire communications professionals who are familiar with sites like Facebook, LinkedIn and Twitter to promote their brands and capture new customers. The jobs of the future will require individuals who have a hybrid set of skills.

To effect this change, businesses and schools will need to collaborate more closely to help future graduates expand their base of knowledge and skills outside the boundaries of their chosen discipline.



Iowa's Changing Population

Recently released data on decennial population changes from the Census Bureau indicate or confirm continuing population trends at the national, state, and local levels. For the first time in history, Iowa topped the 3 million population plateau, increasing from 2,926,324 in 2000 to 3,046,355 in 2010. In addition, all but one of the state's Metropolitan Statistical Areas (MSAs) showed significant growth. (An MSA is an economically and socially integrated area that consists of one or more contiguous counties. The area also contains at least one city of a population of 50,000 or more, and a metropolitan population of 100,000 or more.) Yet, Iowa's growth rate is below the national average, and a majority of its counties (mostly rural) are suffering declines with many being severe. Geography, urbanization, fertility, immigration, and other socioeconomic variables help to explain these trends, some of which will be discussed in this article.

Iowa and the Nation

Aside from the Depression era of the 1930s, the nation grew at one of its slowest rates ever at 9.7% from 281,421,906 in 2000 to 308,745,538 in 2010. Nearly 40 percent of the nation's population growth, some 10.5 million people, can be attributed to the top states of Texas, California, and Florida. Iowa ranked 36th (same as 2000) in population growth which is its best showing since the 1950s. Nevada, Arizona, Utah, Idaho, and Texas lead the nation in terms of rate of growth with each experiencing 20 percent plus growth. The 2010 census showed that Iowa remained the 30th most populous state in the nation. The Midwest trails significantly in percentage population growth when compared with other regions of the country as Figure 1 illustrates. For the past several decades, the South and West regions grew at substantially higher rates than any other region. Over the past decade, the South and West accounted

Figure 1. U.S. and Regional Population Growth by Decade

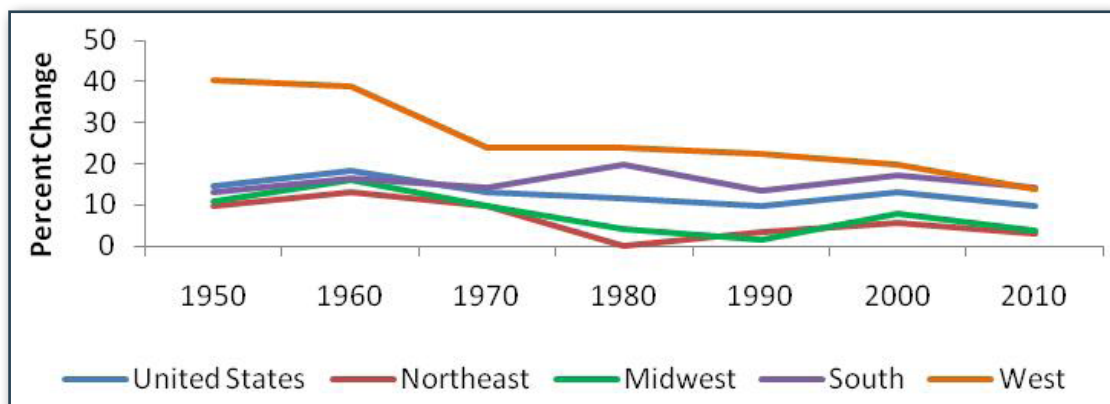
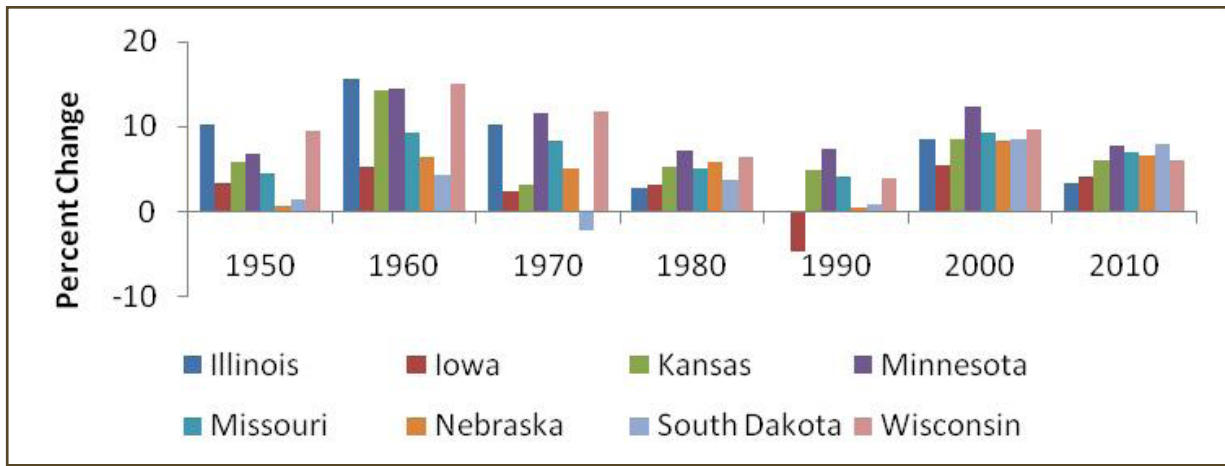


Figure 2. Midwest Population Growth by Decade



for almost 85 percent of the country's population increase.

When compared to other Midwestern states, Iowa lagged in population growth from 2000 to 2010 with nearly all states save for Illinois, Michigan, and Ohio. The recent recession hit the auto industry hard, causing major population distribution effects in these states. Figure 2 provides a population growth comparison since 1950 for Iowa and its neighboring states. One can conclude from the graph that Iowa has not led in population growth.

Iowa and the Substate Areas

During the 1980s, Iowa lost 4.7 percent of its population due to a farm crisis that coincided with a deep recession. Since then, Iowa's population has rebounded relatively well. As Figure 3 shows, Iowa enjoyed a 5.4 percent population gain in the 1990s, and a most recent 4.1 percent increase from 2000 to 2010. These back-

to-back periods saw Iowa increase its population by 269,524. At no time in the last 100 years has Iowa enjoyed greater population increases than in the past two decades. In fact, only twice in the past century has Iowa increased faster than 4 percent (5.2 percent from 1950-1960 and 8.1 percent from 1910-1920). Moreover, the trend line indicates continued population growth.

A look at the larger substate areas reveals a long-established trend. Basically, the MSAs are rising in population growth,



Iowa's Changing Population

while most counties outside of the MSAs are not. See Figures 4 and 5 for evidence of this divergent population dynamic. Iowa has six MSAs located entirely within its borders (Ames, Cedar Rapids, Des Moines-West Des Moines, Dubuque, Iowa City, and Waterloo-Cedar Falls). Three MSAs are partially located in Iowa, and also contain counties in four

neighboring states (Davenport-Moline-Rock Island, Omaha-Council Bluffs and Sioux City.) The 2010 Census data reflected Iowa's fastest population growth for the Ames-Des Moines and Cedar Rapids-Iowa City corridors.

For the most part, rural Iowa is facing severe population declines, specifically counties in the west, north central, and

Figure 3. Iowa Population Growth by Decade

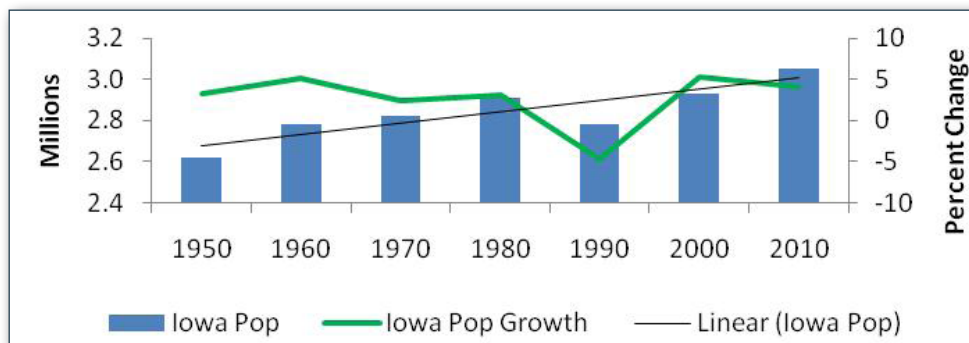


Figure 4. MSA Population Growth by Decade

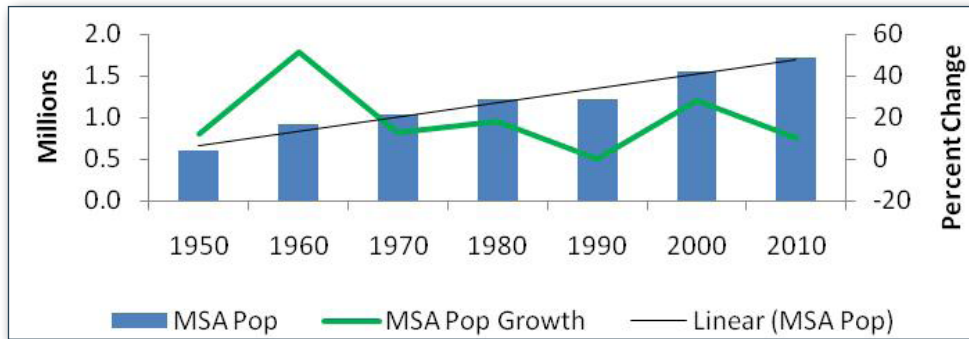
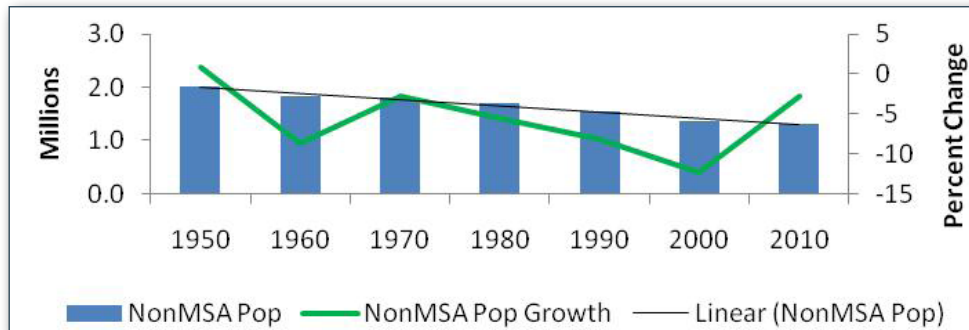
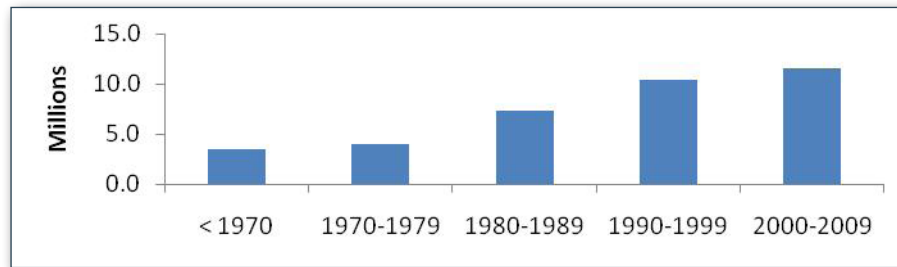


Figure 5. NonMSA Population Growth by Decade



Iowa's Changing Population

Figure 6. U.S. Foreign-Born Population and Decade of Entry



southern-tier areas. In fact, from 2000 to 2010, 66 counties (out of 99) experienced declining populations with the rate of decline in the double-digits for many. About half of the counties that grew belong to MSAs. One in particular, Dallas County, grew by 62.3 percent.

Fertility and Immigration

A couple factors affecting population growth involve fertility and immigration. Regarding the former, a measure often used to gauge growth is the Total Fertility Rate (or TFR). This statistic refers to the average number of children that will be born to a woman over her lifetime. For

most industrialized nations, a TFR of approximately 2.1 births per woman is needed to replace and/or maintain the country's population. The national TFR stood at 2.08 in 2008, while the comparable rate for Iowa was 2.109. However, significant state and national population growth is not entirely dependent upon fertility rates.

Immigration is also an important factor. Figure 6 takes a look at the foreign-born population and their decade of entry into the U.S. as of 2009. More foreign immigrants entered the U.S. during the past two decades than before. (This does not include illegal immigrants.) The immigrants came from Latin America (51%), Asia (27%), Europe (15%), and Other (7%). Mexico led all countries at 28 percent.

Iowa's minority race and ethnic population reflect a similar pattern. The 2010 Census show that the state's ethnic and minority numbers also grew faster over the past two decades. The racial composition of Iowa's population from 1990 through 2010 is

Figure 7. Iowa Population by Race/Ethnicity

Race/Ethnicity	1990	2000	2010
White	96.6	93.9	91.3
Black	1.7	2.1	2.9
American Indian	0.3	0.3	0.4
Asian/Pacific Islander	0.9	1.3	1.8
Other	0.5	1.3	1.8
Two or More Races	n/a	1.1	1.8
Total	100	100	100
Latino, Any Race	1.2	2.8	5.0

2010 Census Trends Iowa's Changing Population



presented in Figure 7. All minority racial groups have increased in number during this period. Latinos, the largest ethnic immigrant group, is listed as well. With relatively low Total Fertility Rates, both Iowa and the nation can cite immigration as a primary reason for their population growth (Iowa showed a net decline in domestic, or state-to-state, migration from the 2000 Census). Without immigration, state and national populations would only replace themselves. If increased population growth is something Iowans desire, and assuming the Total Fertility Rate remains constant, in-migration from other countries and other states is crucial.

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Executive Summary: Green Economy Survey

Overview of the Project/Grant

The development of the Iowa Green Economy Report was a part of the State of Iowa's Labor Market Information Improvement Grant from the U.S. Department of Labor's Employment and Training Administration (ETA). ETA's State Labor Market Information Improvement grant program was funded through the American Recovery and Reinvestment Act, and was designed to support the analysis of labor market data to assess economic activity in the "green economy," and to identify occupations and skill requirements in critical industries within the "green economy." The State of Iowa was awarded its grant in December 2009, and the grant provided funding for project activities through May 2011.

The Iowa Green Economy Report was designed to provide a detailed examination of the labor supply and demand in Iowa's "Green Economy." The "green economy"

can be defined as the economic activity related to reducing the use of fossil fuels, decreasing pollution and greenhouse gas emissions, increasing the efficiency of energy usage, recycling materials, and developing and adopting renewable sources of energy. The labor supply is based upon the knowledge, skills, abilities and experience of individuals who are in, or could potentially be in Iowa's labor force. The labor demand is based upon the skills that employers need their workers or potential workers to possess in order to fill green-related occupations.

The results in the Iowa Green Economy Report are based upon an analysis of data from two separate surveys: a survey of Iowa employers (Iowa Green Jobs Survey) and a survey of individuals (Iowa Laborshed Survey). The report is structured to provide the results of each of the surveys. The first section is an analysis of the current supply of green labor skills using data



Executive Summary: Green Economy Survey

from the Iowa Laborshed Survey. The following section is an analysis of the current and projected future demand for labor for green jobs using data from the Iowa Green Jobs Survey. The report then provides an examination of the gaps between labor demand and labor supply for green jobs in Iowa based upon the results of the two surveys. The report concludes with a series of recommendations for potential next steps for estimating the number of green jobs in Iowa over time, and potential strategies for meeting the needs of employers to fill their green jobs.



Key Observations and Recommendations

The analysis of survey data from nearly 1,250 employers and from 6,000 individuals age 18 to 64 yielded significant insights about green jobs in Iowa. The following statements summarize the key facts and findings included in this report:

- **Many Individuals Believe Their Job Is Green:** A significant percent of employed laborshed respondents considered their job to be a green job. However, after further examination of the responses by Iowa Workforce Development it was estimated that 9.8 percent of the employed respondents were actually in a green job.
- **1,247 Employers Report at Least One Green Job:** Employers reported 9,827 jobs with green-related activities, representing 14.9 percent of the respondents' total employment. Over 500 of those green jobs were created or modified since January 2009.
- **Largest Employers Have Most Current Vacant Green Jobs:** Employers identified 442 vacant green positions, and over 75 percent of those green job vacancies were with employers having 250 employees or more.
- **Most Green Jobs Entail a Mix of Green and Non-Green Activities:** For the majority of the green jobs identified by employers, less than 50 percent of the position's responsibilities are green activities.
- **Vast Majority of Green Jobs Are Held By Men:** Among the laborshed respondents employed in a green job, 80.6 percent were men; comparatively, only 34.1 percent of the employed respondents not in a green job were men.

Executive Summary: Green Economy Survey

- **Energy Efficiency and Conservation Are the Most Common Green Activities:** Nearly one-third of the laborshed respondents (32.4 percent) employed in a green job stated that their jobs entail energy efficiency and conservation activities. This aligns with 34.1 percent of the green jobs identified through the employer survey falling into the energy efficiency and conservation category.
- **Manufacturing and Construction Sectors Have the Most Green Jobs:** Employers reported 2,310 green jobs in the manufacturing sector representing 32.7 percent of all reported green jobs. Employers in the construction sector reported 1,167 green jobs, or 16.5 percent of the reported green jobs. The laborshed survey data produces similar results; 23.6 percent of the employed laborshed respondents in a green job were employed in the manufacturing sector, and 14.0 percent were employed in the construction sector.
- **Green Jobs Are Concentrated in Production Occupations, Construction and Extraction Occupations, and Installation, Maintenance and Repair Occupations:** 28.5 percent of green jobs reported by employers were production occupations, 14.2 percent were construction and extraction occupations, and 10.2 percent were

installation, maintenance and repair occupations. Among the laborshed respondents employed in a green job, 14.4 percent are employed in installation, maintenance and repair occupations, 12.4 percent are employed in production occupations, and 10.4 percent are employed in construction and extraction occupations.

- **The Education and Training Required for Many Green Jobs is Fairly Minimal:** Over one-third of the green jobs reported by employers (38.5%) only



Executive Summary: Green Economy Survey

required a high school diploma, and 18.2 percent had no minimum educational or training requirements. Among the laborshed respondents employed in a green job, 31.5 percent stated their highest level of educational attainment was a high school degree. Another 27.1 percent of the laborshed respondents employed in a green job stated they had at least a bachelor's degree, yet only 3.0 percent of the green jobs identified by employers required at least a bachelor's degree as a requirement for the position.

- **Many Green Jobs Pay Higher Than Non-Green Jobs:** Over 56.8 percent of the laborshed respondents employed in a green job earned an hourly wage

of at least \$18.25 per hour, or an annual salary of at least \$37,960 (if salaried). The average hourly wage for the survey respondents was \$19.39 and the average annual salary was \$64,877. For employed respondents not in a green job the average hourly wage was \$15.91 and the average annual salary was \$62,500. Among the green jobs identified by employers, 40.2 percent had an hourly wage of at least \$18.25 or higher or paid an annual salary of \$37,960 or higher. (General statewide salary and wage averages by specific job title can be found on the Iowa Workforce Development web site.)

- **Most Job Applicants for Green Jobs**



Executive Summary: Green Economy Survey



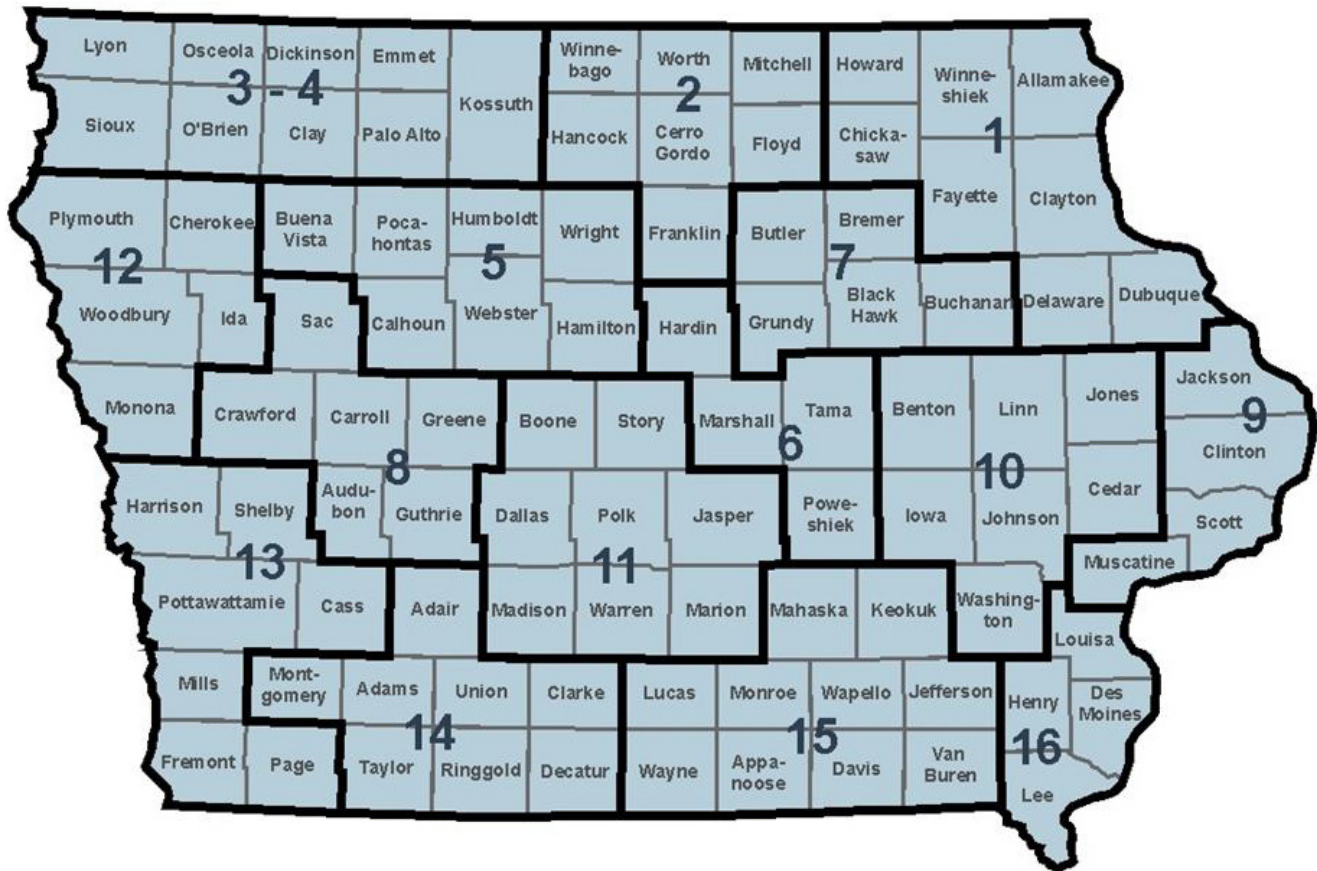
Possess Basic Skills: Two-thirds of the responding employers felt that their applicants do possess the basic skills required for their vacant green jobs.

- **“Hard” or Occupational Skills are More of a Challenge to Find:** Over 26 percent of employers stated they have problems finding applicants that possess the “hard” or occupational skills required for their vacant green positions.
- **“Soft” Skills Less of An Issue:** The lack of “soft” skills among applicants and workers is a common complaint among employers; however only 18.1 percent of employers stated they have problems filling their vacant job openings because applicants do not possess the “soft” or interpersonal skills

required for their positions.

- **Over 500 Green Jobs Are Projected to Be Created:** Employers project the creation of 507 green jobs within the next two years, with 45.8 percent being created in the manufacturing sector. Employers with 250 or more employees are projecting to create 214 of the 507 jobs.
- **There is a Disconnect Between the Supply and Demand for Labor For In-Demand Green Jobs:** There is a disconnect between the green jobs that are most “in-demand” (either vacant or projected to be created by employers) and the skills of employed laborshed respondents that are very or somewhat likely to change employment.

Economic Development Initiatives by Region



Region 1

Cresco – Featherlite in Cresco weathered some tough times in 2008 and 2009, but prospects for the livestock trailer manufacturer have improved. The company recently hired back about 20 workers, bringing its workforce back to around 400.

Decorah – Decorah's second-largest employer, InFasTech, added about 65 employees in 2010. InFasTech, formerly known as Camcar, specializes in the manufacture of metal fasteners.

Dubuque – Sedgwick CMS will add 150 new jobs in Dubuque and Jackson Counties (106 jobs in Dubuque; 44 jobs in Bellevue). The financial services company plans to

expand its location in the Dubuque Technology Park to bring in 106 jobs in the areas of customer service, technical and management positions.

Dyersville – FarmTek plans to expand its operation on the west side of Dyersville, and create 100 new jobs within the next three years. The company, part of Connecticut-based Engineering Services & Products Co., plans to construct a new building on its campus to manufacture ClearSpan fabric structure.

Osage – Valent BioSciences, a Japanese corporation that already operates in Illinois, announced in April 2011 that it will build a \$150 million fermentation facility in Osage

Economic Development Initiatives by Region

for the production of biorational agricultural, horticultural, public health and forestry products. The plant will bring 89 jobs to Osage when it is completed.

Groundbreaking is expected in 2012.

Postville – Agri Star Meat and Poultry LLC, resumed beef production in 2010. There had been just one beef processing plant operating in Iowa at Denison. If projections hold true, the facility will become the world's leading producer of kosher beef and poultry. The plant will continue to add staff as beef production increases from about 90 head of cattle per day to 500 per day.

Region 2

Charles City – Mitas Tires, a company based in Czechoslovakia, is building an agricultural tire factory in Charles City. The company will invest \$43.81 million to build a new agricultural tire production plant that will produce Mitas and Continental brands of farm radial tires for the North American market. The plant will be located in the former Charles City Winnebago plant that closed in August 2008. One of the reasons for selecting the Charles City site was its close location to customers such as John Deere, New Holland, and Caterpillar. The company had announced earlier that it was relocating its principal North American office from North Carolina to Charles City. Production is scheduled to begin in 2012.

Clear Lake – Titan Pro SCI, a seed, chemical and crop insurance company; will bring

approximately 40 new full-time and seasonal jobs to Clear Lake with an average salary for full-time positions of \$42,000. Titan Pro SCI has approximately 200 dealers in seven states with annual sales of approximately \$50 million.

Corwith – Hawkeye Pride Egg Farm, a new egg farm near Corwith, opened in 2010. An egg-breaking plant was also added later in the year, and 60 employees were added when production began at the plant in early November 2010.

Forest City – Winnebago Industries, the recreation-vehicle maker, has increased production and recalled more than 120 workers due to large orders the company has received from rental agencies. In early March 2011, the company returned its three plants to five-day workweeks for the first time since mid-October 2010. The latest recall will increase Winnebago's workforce to just under 2,000, and will leave some 300 employees laid off.

Mason City – Cargill Kitchen Solutions, a leading marketer of further-processed egg products in North America, added 53 new jobs.

Riceville – Farmer's Telephone Company will receive federal money to increase broadband Internet access in rural areas. The project is expected to create 250 jobs.

Region 3-4

Armstrong – GKN Wheels added 40 jobs in 2010. As the result of a company

Economic Development Initiatives by Region

restructuring, the company's hubs and spindles production has been brought under one roof. Bringing the hubs and spindles production to Iowa means it is located much closer to the end user market, which has created an opportunity to reduce lead times and further improve customer service.

Emmetsburg – Project LIBERTY will be POET's first commercial-scale, cellulosic ethanol plant. Scheduled to begin operations in Iowa in early 2012, it will produce 25 million gallons of ethanol per year from corncobs, leaves and husks that will be provided by farmers in the area around Emmetsburg. The company will break ground for the new plant in 2011, and 25 workers will be employed at the plant when it is in operation. POET will expand cellulosic ethanol production with the POET network, and license the technology to other ethanol producers. The technology will be tweaked to work with other forms of biomass, such as woodchips or switchgrass. Altogether, POET plans to be involved in the production of 3.5 billion gallons of cellulosic ethanol.

Larchwood – The \$120 million Grand Falls Resort Casino will open in the summer of 2011. The new casino is expected to employ about 700 people.

Orange City – Staples Promotional Products will add 40 to 50 new jobs in northwest Iowa over the next six months. The jobs will be in customer service, distribution and

decoration, which will involve embroidery and screen printing. The majority of the new jobs will be located in Orange City, with a smaller number of positions in Marcus, Iowa. The company employs 525 people in northwest Iowa, with 440 in Orange City. Staples Promotional Products, a division of office supply giant, Staples Inc., was created in 2008 when Staples bought Overland Park, Kansas-based American Identity and its warehouse and manufacturing facilities in northwest Iowa. This included the former K-Products headquarters in Orange City.

Spencer – Phase 1 of the Green Industrial Center in Spencer was completed in 2010. This is the region's first "green" project, with an environmentally-friendly design in the infrastructure and landscaping. Construction was also completed on a new 40,000–square-foot speculative building, which was the first structure to go up in the industrial park. The park's sites will be marketed through the Iowa Lakes Corridor Development Corporation, particularly to companies producing products and providing services for renewable energy.

West Bend – Country Maid, a locally-owned company that makes pastry products, completed a \$4.5 million building project in the fall of 2010 to consolidate its production facilities and offices at one site in the new West Bend industrial park. The company created 19 new jobs in 2010.

Economic Development Initiatives by Region

Region 5

Ft. Dodge – Boehringer Ingelheim Vetmedica Inc., is planning to create 78 new jobs in Ft. Dodge, and add three buildings at its Fifth Street Northwest facility to expand its research capabilities. The project will cost \$19 million, with \$17.6 million being invested in Fort Dodge. The maker of animal drugs and vaccines is also proposing to add more jobs in Ames and Sioux Center. The new jobs will have annual salaries ranging from \$46,000 to \$117,000. The company, based in Germany, gained a local presence last year when it bought most of the assets of Fort Dodge Animal Health. Boehringer Ingelheim Vetmedica Inc. is one of the top ten animal health companies in the world, and is the leading swine vaccine company in the U.S. and globally. The 78 new jobs proposed for Ft. Dodge include veterinary service technicians, operations engineers, associate and senior scientists, and research veterinarians. As part of the project, the company plans to add 20 jobs at its site in the Iowa State University Research Park in Ames. Another four jobs will be added in Sioux Center.

Ft. Dodge – Cargill announced on March 31, 2011 that it had purchased Tate & Lyle's corn wet mill ethanol plant in Ft. Dodge. The company plans to use the facility as a bio-refinery campus that will produce ethanol and other bio-based products. Cargill's new business venture will create over 100 jobs in Webster County.

Ft. Dodge – Kohl's will open a retail store in Ft. Dodge in October 2011, and will hire 30 or more employees. The store's presence is estimated to generate \$100,000 in sales tax revenue for the city.

Humboldt – Hy-Capacity, Inc. has expanded its facility south of Humboldt. The company is a remanufacturer of tractor components such as clutches, water and hydraulic pumps, and other products for the agricultural sector. With the new expansion, the company planned to add 28 more employees to its workforce of 130.

Storm Lake – Harvest International will be relocating from Cherokee to Storm Lake, and will bring 35 employees, with plans to increase to 40 employees. The company will be constructing a 74,000 square-foot building in the Bargloff addition.

Region 6

Iowa Falls – Times Citizen Communications in Iowa Falls is once again expanding their printing press capabilities. The current expansion will add 50 new jobs.

Marshalltown – The new state-of-the-art Emerson Innovation Center for Fisher Technology located in Marshalltown officially opened in May 2010. The \$30 million investment is designed to help customers tackle the toughest engineering challenges facing today's process manufacturing and energy industries. The center is home to the world's largest "flow lab" that, for the first time, enables large

Economic Development Initiatives by Region

valves to be tested in real-world plant conditions to ensure production reliability, efficiency, environmental compliance, and safety before being installed at a customer site.

Marshalltown – JBS/Swift & Company, will complete the construction of a multi-million dollar Midwest Distribution Center at its facilities in Marshalltown in the summer of 2011. The refrigeration warehouse will add up to 50 new employees.

Marshalltown – Mechdyne Corporation announced in November 2010 the opening of a major addition to its technical center in Marshalltown. The company will use the increased space for system pre-delivery verification, research and development, and for accommodating up to 25 additional new employees that will be hired over the next three years. The company designs, engineers and develops audio visual, immersive 3D, networked and collaborative data visualization solutions.

Marshalltown – Thomas L. Cardella & Associates has added 140 jobs at its Marshalltown call center. The company will hire 40 outbound sales positions for DIRECTV's top-tier customers. Another 100 positions will fill three shifts to provide 24-hour service for inbound calls for a large financial firm.

Steamboat Rock – Naturally Recycled Proteins is constructing a new \$5 million facility near Steamboat Rock. The project will add about 35 jobs when fully

operational. The company has developed a patented process that utilizes natural enzymes to produce a high protein easily-digested feed supplement.

Tama – Plans are underway to reopen the former Tama beef plant under the name of Iowa Premium Beef. The City of Toledo put a new \$4.8 million waste water treatment plant on line in 2010 to accommodate the opening of the plant. Iowa Premium Beef is expected to open during the second half of 2011 with an initial workforce of 75 to 100. The packing plant and adjoining property was purchased by the Amber Capital investment organization in October 2010 from Liberty Bank. When fully operational, the plant would deal in "high quality beef" and kill 800 head daily, and employ 350 workers.

Region 7

Shell Rock – Unverferth Manufacturing plans to expand their Shell Rock facility, and create 40 jobs. The company's products include wheel systems and grain handling, tillage, hay handling and spraying equipment.

Waterloo – Cedar Valley Tech Works has become a reality for Waterloo, as two former Deere buildings were renovated to serve as the campus anchors. The University of Northern Iowa's National Ag-Based Lubricants Center became the first occupant of the Tech Works Technology Center. The organization's focus on the

Economic Development Initiatives by Region

research and development of biobased products is a natural fit for the Tech Works project. TechWorks is a bioeconomy, technology and advanced manufacturing campus connecting technology, intellectual property and industry innovators, with a focus on commercializing and manufacturing bioproducts.

Waterloo – Deere & Company is in the process of modernizing its Waterloo foundry, and will invest over \$90 million in the facility. The foundry project will take four or five years to complete, and will improve processes, redesign workflow, and include more advanced casting designs and manufacturing technologies. Among the products manufactured at the foundry are engine blocks for Deere's tractors and other equipment. Deere has operated the foundry since the early 1970s.

Waverly – Terex USA in Waverly plans to add 45 jobs over a three-year period. Terex is a global manufacturer of construction and materials processing equipment.

Region 8

Carroll – Scranton Manufacturing plans to bring 22 new jobs to Carroll. The company is one of the leaders in manufacturing small to medium-sized refuse compactors.

Scranton – B & D Mfg., Inc. will create 50 jobs in 2011. The company supplies distributors with flow centers manufactured in-house, along with manifolds and other specialty parts. The company also offers

P.E. pipes, P.E. fittings, fusion tools and many other geothermal products.

Region 9

Bettendorf – Berry Plastics, a manufacturer of food-grade and pharmaceutical bottles, will add up to 30 new employees in late 2011. These individuals will fill positions as maintenance workers, production operators, production packers, quality control workers and warehouse workers. The company has been doing business as Berry Plastics since 1998.

Davenport – Lee Enterprises opened an outbound call center for advertising sales in late 2010. The center has created 23 new jobs with the potential to add more.

Eldridge – Ryerson Inc., a leading processor and distributor of metals in North America and China, will open a plate processing center in Eldridge. The facility is expected to begin operations in July 2011. Ryerson's processing capabilities include laser cutting, plasma and oxy-fuel burning, robotic beveling, plate blasting, machining and press brake bending. The new business will create 51 jobs.

Eldridge – Uniparts Olsen, Inc. has added approximately 70 workers to its manufacturing operation in Eldridge. The hiring started in 2010, and continued in 2011. The plant produces precision steel parts for customers in agriculture and construction.

Maquoketa – HUSCO continued to ramp up employment at its Maquoketa facility

Economic Development Initiatives by Region

in 2010, reaching a workforce of over 100 in early 2011. HUSCO produces hydraulic products for customers around the world. Among HUSCO's biggest customers are Deere & Co., Volvo and Caterpillar.

Riverdale – Alcoa hired 100 workers in December 2010 to help meet the business volumes it had projected for 2011. Once all the jobs are filled, the plant's employment will return to about 2000. Also, in September 2010, the company held its first job fair in two years to recruit for electricians, mechanics and other industrial maintenance positions.

Region 10

Amana – Whirlpool Corporation shifted its ice maker production from a plant in Indiana to its Amana refrigerator plant in Iowa. The move is expected to create 60 new jobs in Iowa. The Benton Harbor, Michigan-based company also revealed plans to invest \$20 million in the Iowa plant to upgrade equipment, improve energy efficiency and production.

Cedar Rapids – A new Convention Complex is under construction in downtown Cedar Rapids. The project will include a renovated arena and hotel, and a new convention center. When the complex is completed in February 2013, it will become the second largest convention and events complex in the state.

Cedar Rapids – Rockwell Collins anticipates hiring 400 new workers in 2011 in engineering

and technology positions for its Cedar Rapids location. Meanwhile, the company moved 400 existing employees in its e-business branch to the Town Centre building in downtown Cedar Rapids. The e-business department consists primarily of Rockwell Collins' information technology group.

Coralville – GEICO's Coralville branch announced that it will be adding 100 employees in 2011. The new positions will be in sales and customer service. Prior to the new hiring, GEICO employed about 350 people in its Coralville office. GEICO is one of the nation's fastest-growing car insurance companies, and third largest in terms of private passenger vehicles insured.

Coralville – Thomas L. Cardella & Associates expanded its operations in the Coralville location, adding 50 new positions in 2010. The company is ranked as one of the fastest-growing contact center companies in the United States. In just over three years, the company has grown to four locations in Iowa: Cedar Rapids, Coralville, Keokuk, and Marshalltown.

Hiawatha – Go Daddy, the world's largest Web-hosting and domain name registrar, will locate in Hiawatha. Go Daddy hired about 60 people immediately, and has significantly added to its employment over the past year. After a hiring event that occurred in March 2011, the company's workforce had reached 400.

Iowa City – A Maryland company plans to

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build an iron castings foundry that will employ 175 people in Iowa City by 2013. Nadicom—the North American Ductile Iron Company—will provide parts to the wind energy industry, and ultimately to other industries, including rail and agriculture. Nadicom will be located near two major wind industry companies, Acciona Energy North America Corporation in West Branch and Clipper Wind Power in Cedar Rapids. The foundry will employ administrative staff, engineers and machinists at an average pay of about \$18 an hour, including benefits.

North Liberty – Frontier Natural Products Co-op is expanding its operations to North Liberty in 2011, where 38 employees will be located. The co-op's growth is due to both increasing consumer demand for organic products, and their continued success at adding more products on the shelves of natural food retailers and the organic sections of larger, mainstream retailers. Frontier's location in Norway will continue to be its headquarters for packaging, distribution and corporate offices.

Washington – After substantially reducing its employment during the 2008-2009 recession, Modine Manufacturing Company is once again in a hiring mode. The company manufactures cooling systems.

Region 11

Ames – Web Filings has developed a Web-based application to automate and improve the drafting process of Securities

Exchange Commission (SEC) filings for public companies. While the company is headquartered in the Silicon Valley, its operations center is located in the Iowa State University Research Park. WebFilings plans to hire several hundred professionals in marketing and customer service over the next four years in Ames.

Ankeny – Accumold has broken ground for a 40,000-square-foot, \$7 million addition that will eventually increase the company's workforce from 160 to as many as 250 employees. Accumold makes small plastic parts for medical and communications equipment, and ships the products worldwide.

Des Moines – Aviva Investors announced a move to the Davis Brown Towers in downtown Des Moines. The company also plans to add 100 employees over the next several years.

Des Moines – The Firestone Agricultural Tire plant announced in March 2010 that it will invest \$77 million in an expansion that will add about 50 jobs to their workforce of 1,400.

Des Moines – Kemin Industries is expanding its Des Moines manufacturing and worldwide corporate office. Its new five-year capital expansion plan consists of ten new office, research and manufacturing buildings, totaling approximately 330,000 square feet. Kemin plans to hire an additional 98 employees over the next five years at a projected average starting wage of \$24.07 an hour, plus benefits. Kemin

Economic Development Initiatives by Region

is one of Iowa's most innovative life science companies.

Indianola – Marketlink Inc., a national provider of outbound and inbound teleservices solutions, opened a new call center in Indianola in December 2010. The Indianola call center will specialize in telephone-based sales for the communications industry. It will employ 50 people in the first year, and gradually grow to 100 employees.

Johnston – Pioneer Hi-Bred began building a \$40 million, 200,000-square-foot office and research facility in September 2010, and will occupy the space by late 2011 or early 2012. The 400 new jobs that will be created are primarily research positions, with many requiring advanced degrees, and paying more than \$100,000 annually. In addition, the company is planning to expand its operations at its manufacturing plant in Johnston that will lead to the creation of over 138 new jobs.

Newton – Caleris announced in May 2011 that the firm will add about 100 positions to its Newton call center. Caleris, an Iowa-based company that provides corporate technical support and customer help services to its clients, already employs roughly 140 workers in the former Maytag corporate headquarters. The planned hiring will increase Caleris' Newton workforce to about 240.

Newton – TPI Composites ramped up employment in 2010, and into 2011. The

Newton plant builds high-performance wind turbine blades for distribution to the U.S. wind energy market. The current workforce once again totals several hundred employees after 237 positions were cut in 2010 as part of a restructuring process.

Newton – Trinity Structural Towers, a manufacturer of tubular wind turbine towers, hired about 50 new employees in 2010. The company plans to hire another 50 workers in 2011.

Pella – Lely, a producer of robotic milking systems, will soon expand its production facilities to include Pella, the headquarters for Lely USA. Plans include a 40,000-square-foot production and office facility dedicated for Lely's robotic milking equipment, including the Astronaut system and Lely's feed and animal care products. The new space will be Lely's first dairy production facility outside its headquarters and production facilities in Maassluis and Rotterdam, The Netherlands. The expansion will create about 25 full-time jobs within the first year.

West Des Moines – Microsoft Corporation is constructing a \$100 million modular data center in West Des Moines, which will open in the summer of 2011. The company will create 25 jobs that will pay an average wage of \$31.04 per hour plus benefits.

West Des Moines – The Sammons Annuity Group expanded two divisions in West Des Moines, the Midland National Life Insurance Company "Midland" and its

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sister company, North American Company for Life and Health Insurance “North America.” The company moved into its new 93,150–square–foot–space, and plans to create 85 new jobs.

Region 12

Sergeant Bluff – Stream Global Services announced in April 2011 that it will reverse plans to cut jobs, and that it will add at least 250 workers at its service center in Sergeant Bluff. As part of its expansion, Stream will invest about \$3.5 million in its call center in the Pioneer Mall. Stream, the largest employer in Sergeant Bluff, opened its call center in September 2006.

Sioux City – American Pop Corn Company will expand its facilities in Sioux City, responding to an increased demand for their Jolly Time products and their recent successful endorsement by Weight Watchers for Jolly Time Healthy Pop. Headquartered in Sioux City, American Pop Corn is a global leader in microwave and other popcorn products. The company plans to build a second microwave plant that will add nearly 43,000–square–feet, and create at least 17 new jobs.

Sioux City – Delta Airlines Reservations Center expanded its workforce from 225 to 275 in 2010. The center opened three years ago in downtown Sioux City.

Sioux City – Global Food Processing Inc. has announced plans to expand its operation in Sioux City with the

construction of a new facility on the site of the former John Morrell & Company meatpacking plant. The company already has a plant in Sioux City. The current plant employs 175 people, and the \$10 million expansion is expected to add nearly 200 jobs. The company has cited growing pork exports for the need to expand.

Sioux City – GSA is constructing a new 11,000-square-foot federal office facility in the Expedition Business Park in Sioux City. The project is expected to have a capital investment of at least \$1,500,000, and house 40 employees.

Sioux City – Industrial Design and Fabrication and Installation Inc. (IDFI) bought the former Aalfs Manufacturing building in the Bridgeport industrial area, and will move into it once the renovations have been completed. The company fabricates, installs, and services conveyor systems for meatpacking and food processing companies such as Tyson Foods, Cargill, JBS Swift and Wells' Dairy. IDFI brings with it 38 jobs with plans to create 33 more.

Sioux City – Pierce Street, a major artery linking downtown Sioux City with northside neighborhoods, is currently being revitalized. A series of redevelopment projects, including a new convenience store, a neighborhood supermarket, and new homes, are being added in the area. Including the Select Food Market the project has the potential to add about 80 new jobs.

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Sioux City – St. Luke's Health System is expanding its outpatient services in Sioux City with plans for a new outpatient campus in Morningside's Sunnybrook Business District. The new medical campus will be an extension of the hospital, providing multiple St. Luke's services in collaboration with physician partners. Work on the first phase is planned for 2011, with the project's second phase planned for a later date.

Sioux City – Select Food Market opened in Sioux City in April 2011. The new grocery store is located in the former Fareway store building, and is part of the Nash Finch distribution center. About 40 people will be employed at the store.

Sioux City – The Pearl Street redevelopment project was started in August 2010, which calls for the renovation of eight structures in the 400 and 500 blocks of Pearl Street. An authentic Irish pub serves as the centerpiece of the \$1.5 million redevelopment with plans to also include a wine bar, a coffee and doughnut shop, an engineering firm, an art and photo studio, and offices for an optometrist. When completed, the entire project could create 100 new jobs in the area.

Region 13

Council Bluffs – Several new businesses have opened within the last year. Each of the following has created at least 40 new jobs: Olive Garden, Pizza Ranch, Texas

Roadhouse, Culvers, Puerto Vallarta, CVS Pharmacy, BioPlasma, Hy-Vee on West Broadway, and the Hilton Garden Inn.

Council Bluffs – Tyson Foods is planning a major renovation and expansion in 2011 that will create as many as 45 new jobs.

Region 14

Osceola – Valley of the Moon Commercial Poults has announced plans to locate its first turkey hatchery in Osceola. Construction of the 87,000-square-foot hatchery will begin in Spring 2011, and will be completed by the end of the year. Up to 50 million turkey eggs will be hatched at the facility annually when it is fully operational in two or three years. The hatchery expects to hire about 50 employees.

Osceola – West View Assisted Living opened in October 2010, creating 25 new jobs. The assisted-living facility is owned by Park Lane Development of Omaha, and has a total of 37 apartments.

Red Oak – American Hydraulics located in Red Oak in 2010, creating 135 jobs. The company manufactures, reconditions, and upgrades end-of-car and center-of-car hydraulic cushioning units for the railroad industry.

Red Oak – DirecTV has opened a dispatch center in Red Oak, moving its operations from Stanton, Iowa. Meanwhile, the company added about 70 more employees. The center expects to hire more employees as its business expands, and

Economic Development Initiatives by Region

will eventually employ about 150 people.

Red Oak – Red Oak Manufacturing opened in 2010 with about 35 employees. The company manufactures several styles of trailers.

Region 15

Centerville – Barker Specialty Products in Centerville is hiring 40 new employees. Hill PHOENIX, a company based out of Georgia, purchased Barkers in 2009, and made an investment of over \$3 million in the facility. The two companies make large refrigeration units for supermarkets and grocery store chains. Barker currently has 190 employees with the potential to double the number of workers at its Centerville plant over the next two to three years.

Centerville – Jef-Scot Metal Industries Inc., an aluminum foundry in Centerville, is expanding. The first phase of the expansion will create 20 new jobs.

Ottumwa – Construction began in the fall of 2009 on a new Job Corps campus near the Indian Hills Community College North Campus, located near the Ottumwa Industrial Airport. The campus was completed in January 2011, and students are scheduled to begin arriving in the fall of 2011. The center in Ottumwa will be the second such facility in Iowa. The other center is located in Denison, in the western part of the state. Job Corps is a federally-funded education and vocational training program run by the Department of Labor.

The new center's mission will be to educate and provide vocational training for economically-disadvantaged youth ages 16-24. The Ottumwa Job Corps Center will house about 300 students at a time, and will provide about 100 full-time jobs and 30-40 part-time jobs.

Region 16

Burlington – CNH, one of Burlington's largest employers, outlined a three-year growth plan for the Burlington plant that includes additional product lines, nearly \$25 million in capital investment, \$90 million in research and development, and the addition of 198 new jobs. CNH began adding some of the new positions in 2010. CNH America is primarily owned by Fiat, and has global employment in excess of 28,000.

Ft. Madison – The groundbreaking ceremony for the new 800-bed Iowa State Penitentiary in Ft. Madison occurred in April 2010. The construction of the facility is expected to create up to 500 jobs, and should be completed in less than three years.

Ft. Madison – Pinnacle Foods Group LLC plans to invest \$20 million, and add 65 jobs to the Armour plant south of Fort Madison. Pinnacle will consolidate the manufacturing of its Nalley's Chili and Brooks Beans from Tacoma, Washington into its Armour canned meat plant in Ft. Madison. The plant in Ft. Madison was selected because it has the best production capabilities, and is geographically closer to the source of

Economic Development Initiatives by Region

ingredients. The addition of approximately 65 jobs to the Ft. Madison facility will occur in the second half of 2011. The Armour plant has 430 employees.

Ft. Madison – Siemens AG added 200 workers in its Ft. Madison plant in 2010 and 2011. The manufacturer of wind turbine blades has been operating in Ft. Madison for four years, and recently expanded its plant to 600,000 square feet. In the Spring of 2010, President Barack Obama toured the new facility, and was given the opportunity to see a blade for a 2.3 MW wind turbine in the process of being manufactured. The factory was a recipient of a \$3.5 million tax credit from America's Recovery and Reinvestment Act (ARRA) in 2010, plus additional stimulus funds administered at the state level. Siemens used the tax credit to secure additional blade molds and increase production of its next generation blade, which is designed to improve wind harvesting in low-wind conditions.

Mt. Pleasant – Golden Eagle Distributing, a beer and beverage wholesaler, has taken its Burlington and Ottumwa facilities and consolidated them into a new \$5 million building located in Mt. Pleasant's Crossroads Industrial Park. The new distribution center was built to centralize the company's southeast Iowa operation and make it more efficient. The facility currently has a workforce of about 50, consisting of key account managers, district managers, sales representatives,

route drivers and warehouse personnel.

West Burlington – Burlington Trailways expanded its corporate headquarters in 2010 at a cost of approximately \$3.6 million, and also announced plans to create 25 new jobs within two years. The facility was built to house the company's administrative offices, and provide the company with adequate space to service and repair its growing bus fleet. The company, which is family-owned and operated, was established in West Burlington in 1981.

West Burlington – KPI Concepts announced in late 2009 that it expected to add at least 24 new employees, and expend nearly \$2.4 million in capital investment. KPI designs and manufactures store fixtures for large retailers, and has also diversified its product line to supply the wind energy industry.

Source:

The information on new businesses and business expansions was obtained from economic developers across the state, and The Quarterly Industry Review, which is an in-house compilation of excerpts from public announcements, and newspaper articles.

Contact Information

Article	Author
2010 in Review State and Local Unemployment Trends Professional and Business Services at a Glance Economic Development Initiatives by IWD Region	Ann Wagner – (515) 281-8182
Total Nonfarm Employment Highlights - 2010	James Morris – (515) 281-8515
Unemployment Insurance Benefits Overview	Pat Callan – (515) 281-8180
The Iowa Job Outlook 2008-2018	Brent Paulson – (515) 281-3439
Iowa's Changing Population - 2010 Census Trends	Brent Paulson – (515) 281-3439
Executive Summary: Iowa Green Economy Report	Adam Haar – (515) 725-2193

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