

2018

INDUSTRY INSIGHTS ON TALENT

for the Cedar Valley Region of Iowa

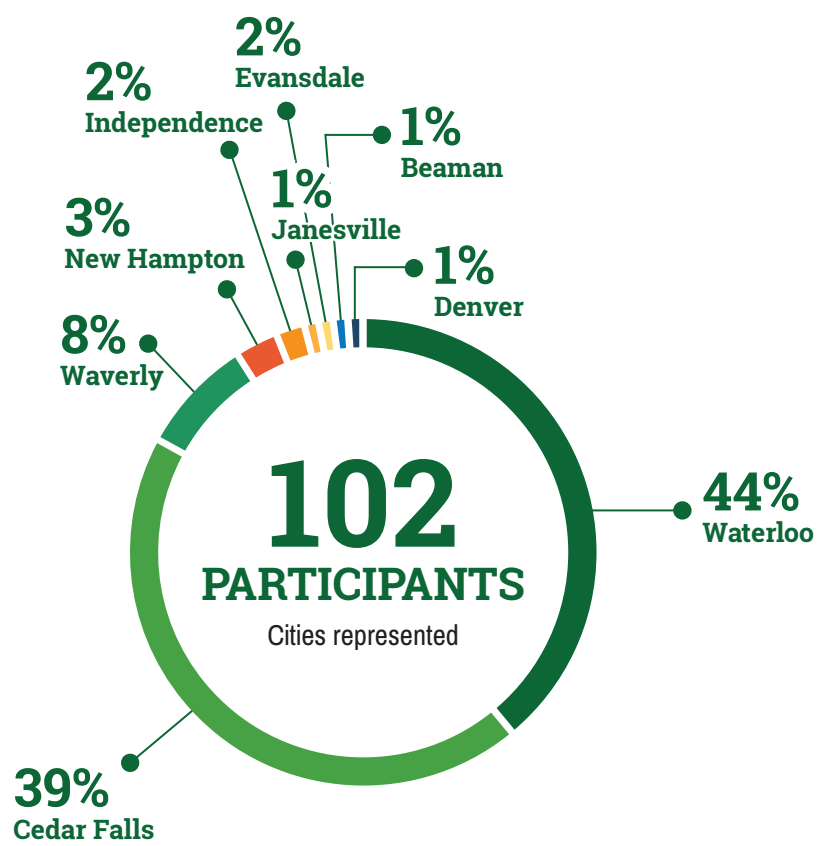


Because workforce availability has emerged as a priority for Cedar Valley businesses, an assessment focused on workforce was distributed to businesses throughout the region. This report details the data collected on workforce supply, skills demands, recruitment, work-based learning programs, and educational preparation. The assessment was developed with input from both education and business partners, and the information gathered will help shape educational programs and talent attraction programming in the Cedar Valley.

Black Hawk | Bremer | Buchanan | Butler | Chickasaw | Grundy



PARTICIPATION OVERVIEW



Average number of employees for COMPANIES REPRESENTED

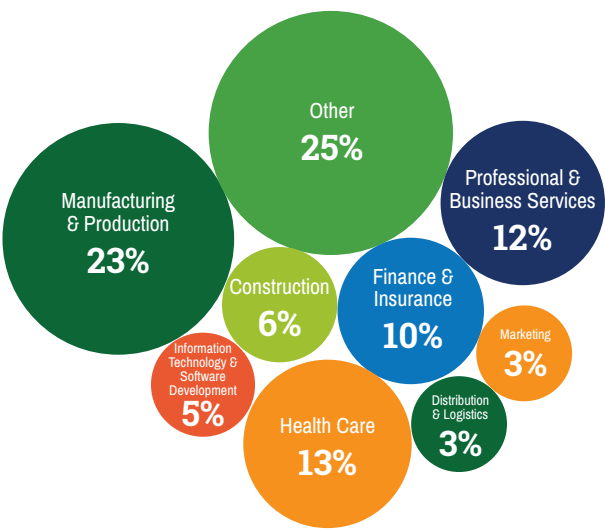
169
FULL-TIME

69
PART-TIME

5
CONTRACT

Companies surveyed employ a total of 16,907 full-time employees, 6,095 employees, and 309 contract employees.

SECTORS REPRESENTED



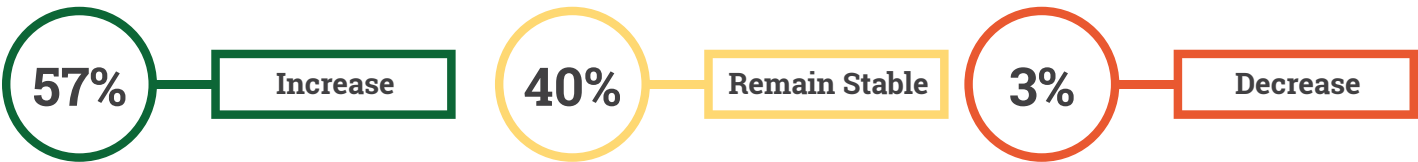
Average Distribution of Employees for COMPANIES REPRESENTED



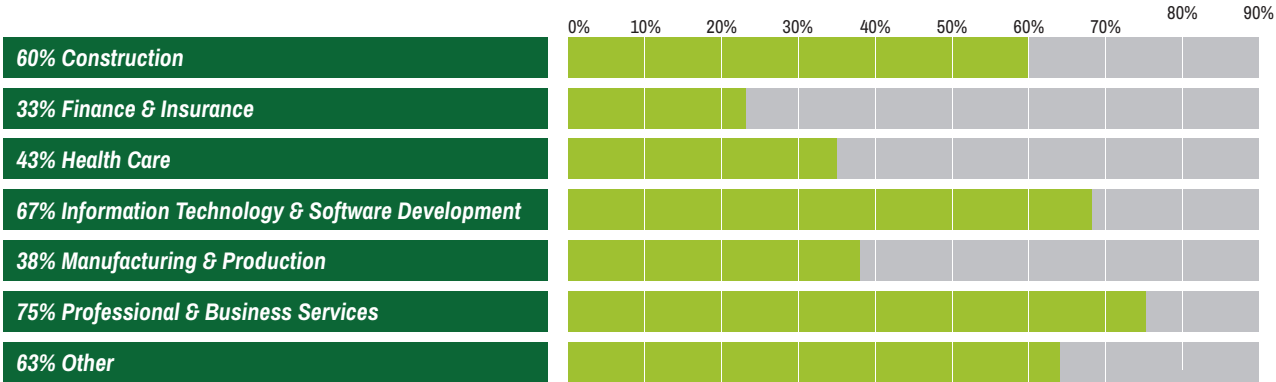
Companies surveyed employ a total of 287 executives, 2,031 managers, 3,296 non-management salaried employees, 16,602 non-management hourly employees, and 407 other types of employees.

WORKFORCE TRENDS

EXPECTATIONS OF WORKFORCE SIZE



48% of employers express that workforce is a limiting factor to growing in the Cedar Valley.



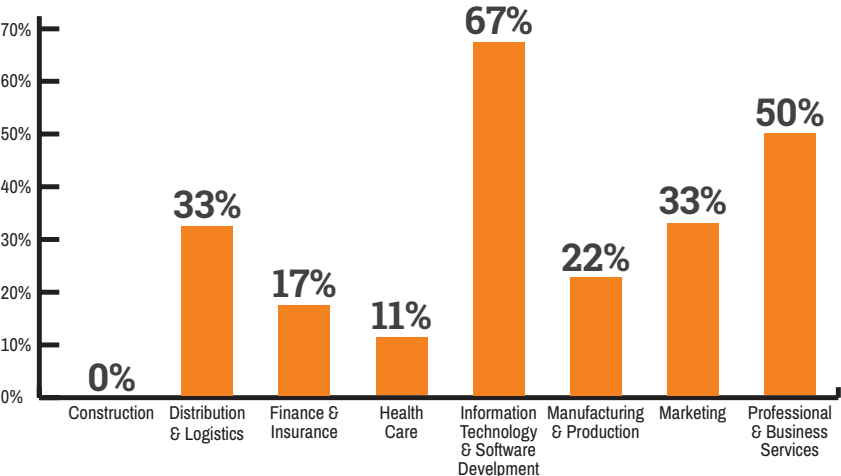
The above graph shows percentage of employers by industry that expressed workforce as a limiting factor to growing in the Cedar Valley.



20%

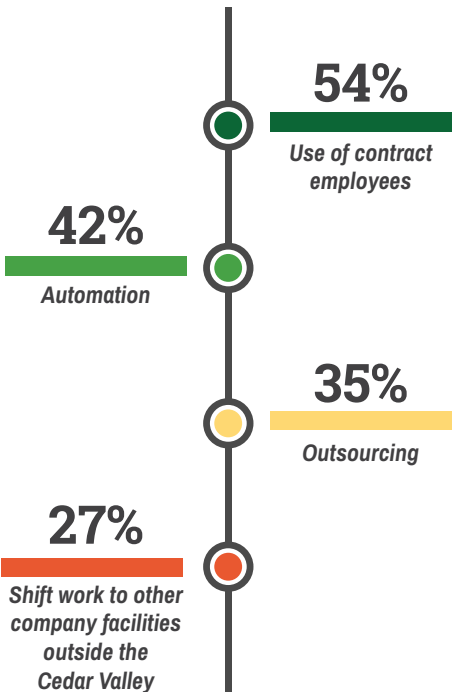
of employers have contracted out or relocated business functions due to a lack of available workforce.

The following graph shows percentage of employers by industry that have contracted out or relocated business functions due to a lack of available workforce.

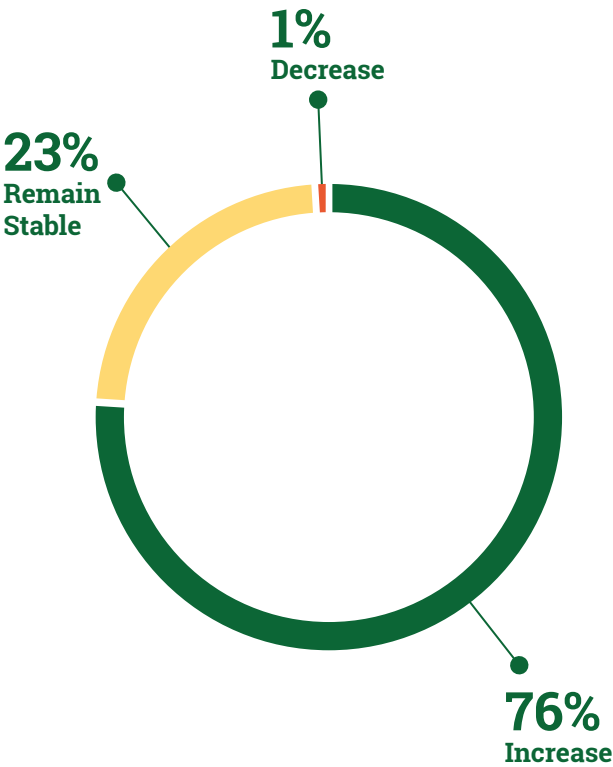


WORKFORCE TRENDS continued

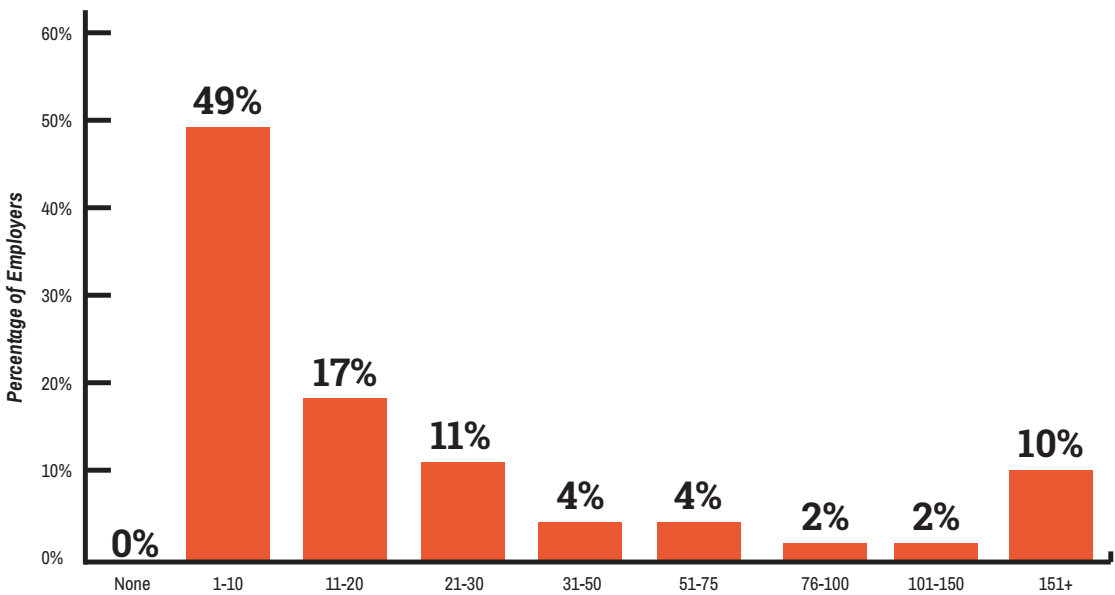
Companies have considered using or are using the following labor shifting strategies.



Expectations of WAGE LEVEL

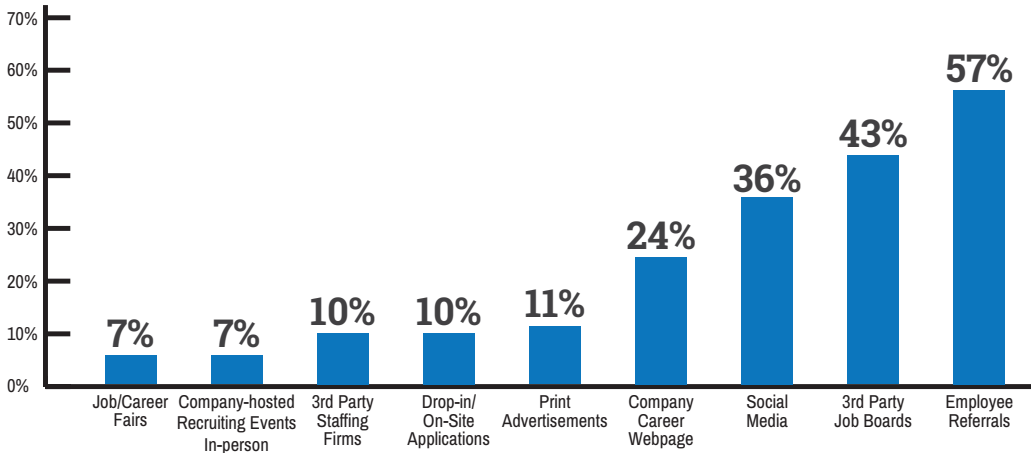


Employers expect to fill the following
NUMBER OF POSITIONS IN THE NEXT 3 YEARS

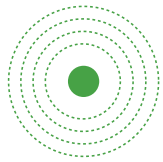


RECRUITMENT & RETENTION

Employers chose the following RECRUITING CHANNELS AS MOST EFFECTIVE

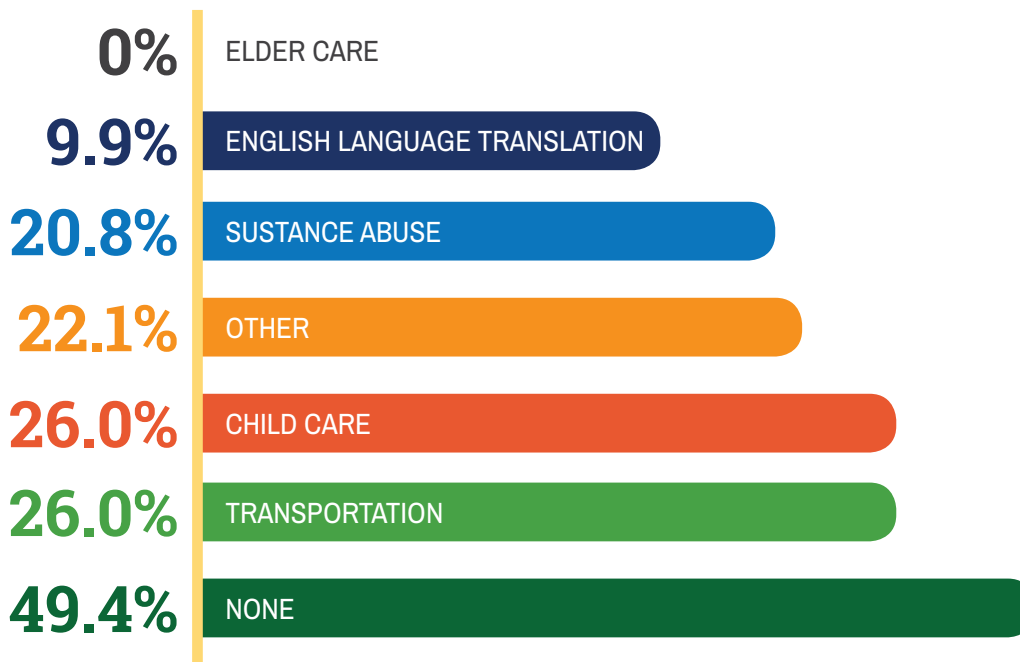


Employers ranked how challenging the following factors are when **RECRUITING TALENT**
Scale of 1-7
(7 being difficult)

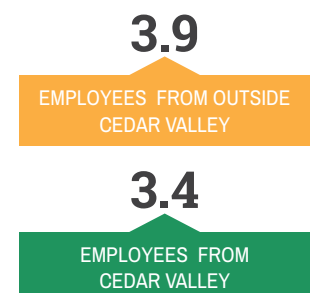


62% of employers recruit talent from outside the Cedar Valley

EMPLOYMENT BARRIERS

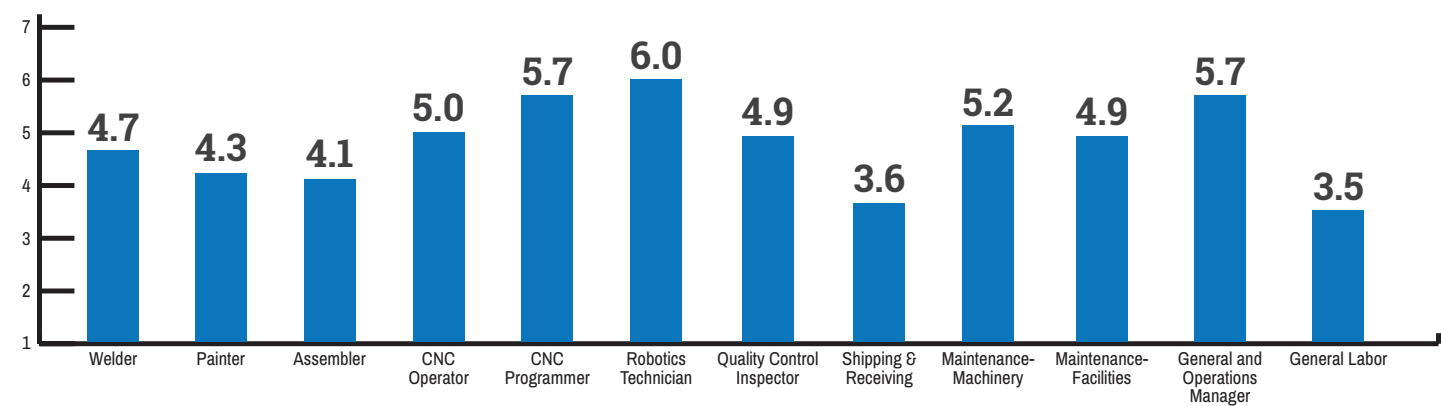


Ranking of Difficulty to
RETAIN EMPLOYEES
1-7 (7 being difficult)

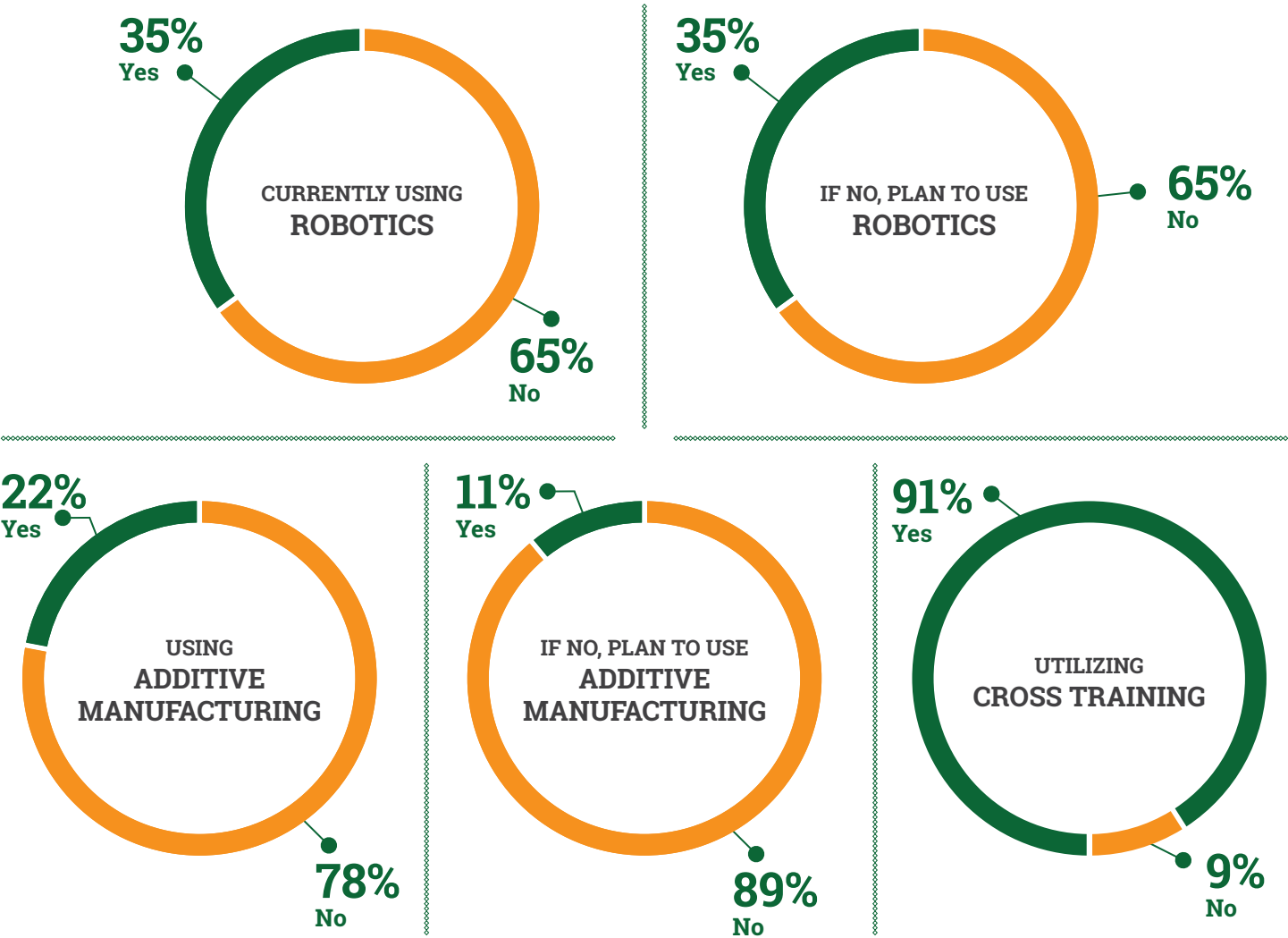


WORKFORCE AVAILABILITY

1-7 (7 being difficult)

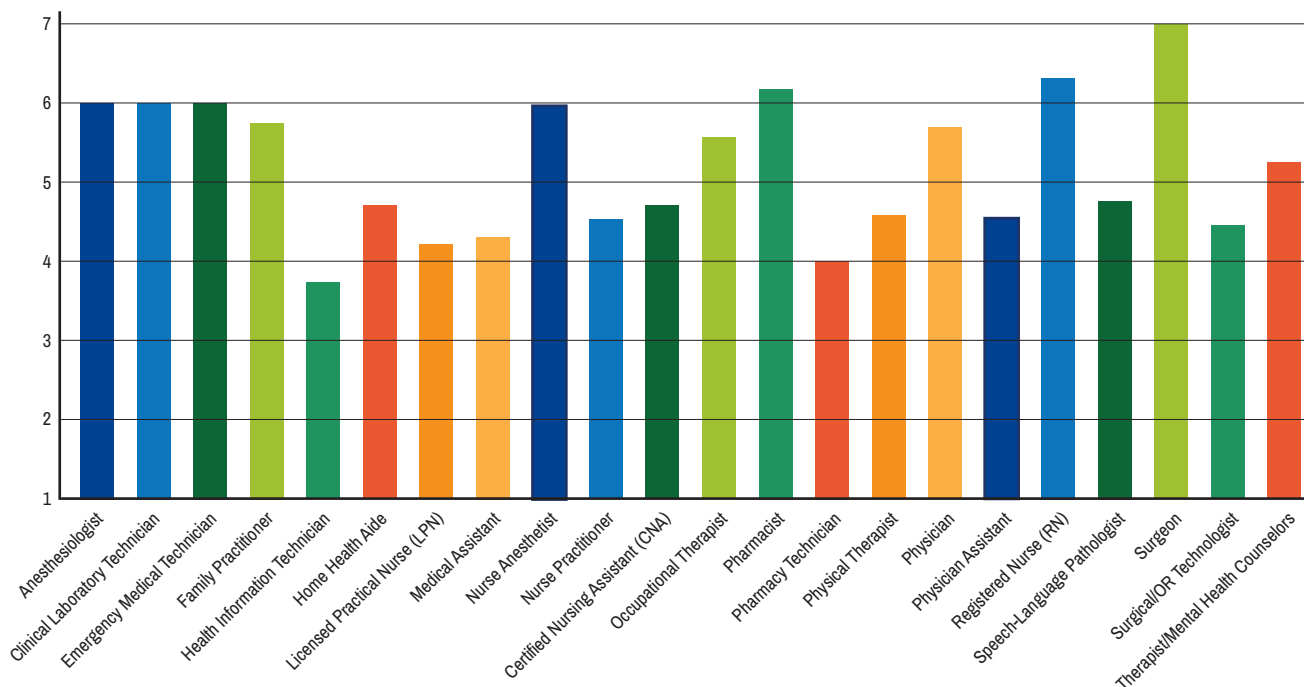


Use of
NEW TECHNOLOGIES



WORKFORCE AVAILABILITY

1-7 (7 being difficult)



NURSING Hiring Practice

67% HIRE WITH ADN OR BSN

33% PRIMARILY HIRE BSN, BUT NOT REQUIRED

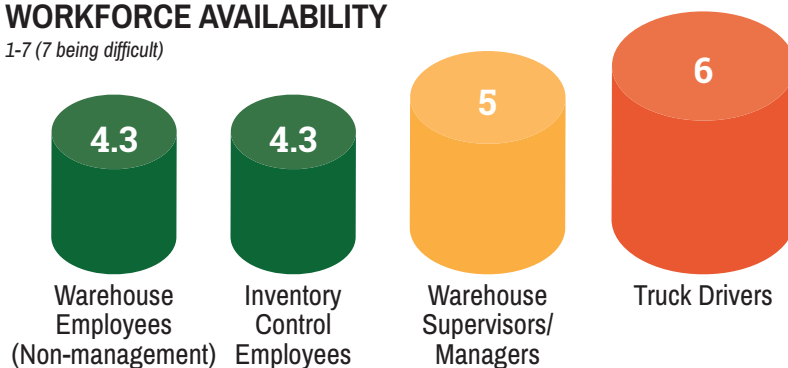
0% REQUIRE BSN

*BSN: Bachelor of Science in Nursing
*ADN: Associates Degree in Nursing

DISTRIBUTION & LOGISTICS

WORKFORCE AVAILABILITY

1-7 (7 being difficult)



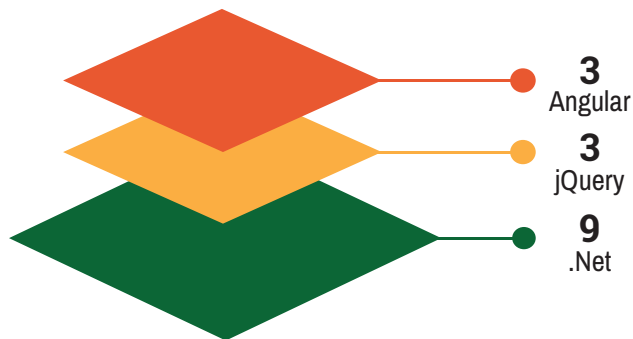
Plan to use
AUTONOMOUS TRUCKING/PLATOONING

100% NO 0% YES

INFORMATION TECHNOLOGY

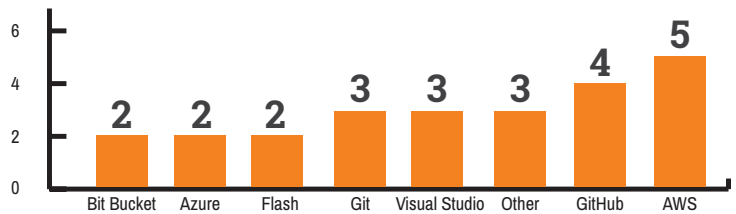
Skills needed for entry-level employees DEVELOPMENT FRAMEWORKS USED

17 employers responded



Skills needed for entry-level employees DEVELOPMENT TOOLS

12 employers responded



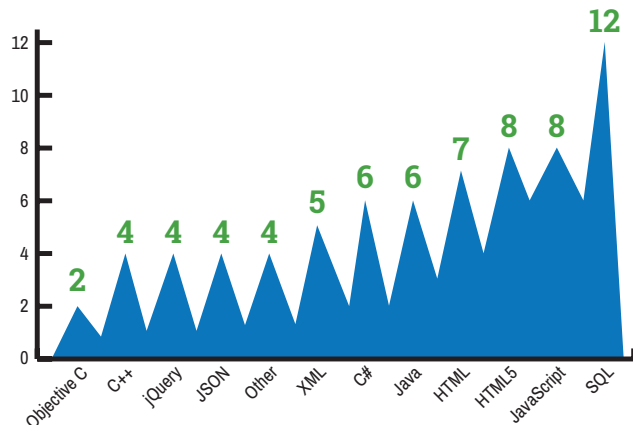
OPERATING SYSTEMS

24 employers responded



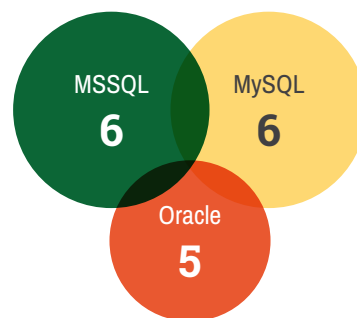
Skills needed for entry-level employees PROGRAMMING LANGUAGES

17 employers responded



Skills needed for entry-level employees DATABASE MANAGEMENT SYSTEMS

15 employers responded



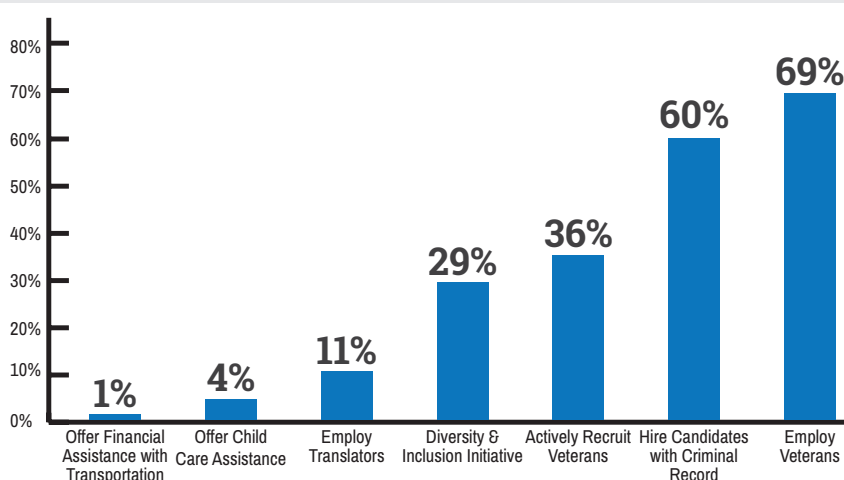
Skills needed for entry-level employees TECHNICAL COMPETENCIES

19 employers responded



ECONOMIC INCLUSION

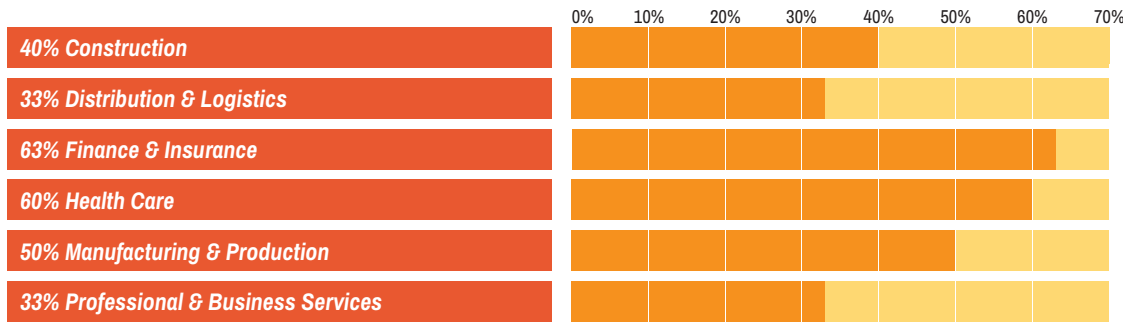
Economic Inclusion INITIATIVES USED BY EMPLOYERS



EDUCATIONAL PREPARATION

ENGAGE WITH EDUCATIONAL INSTITUTIONS

51% of employers engage with regional educational institutions

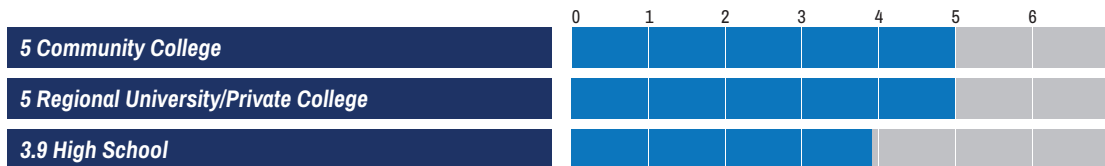


The left shows percentage of employers by industry that engage with regional higher and lower educational institutions.

Range of How Adequately Regional Educational Institutions Prepare

WORK-READY GRADUATES

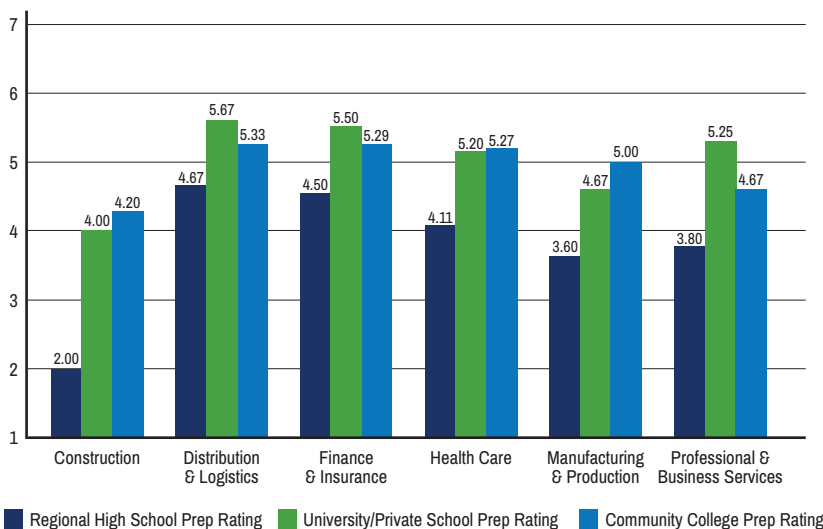
1-7 (7 being well-prepared)



Rating of How Adequately Regional Educational Institutions Prepare

WORK-READY GRADUATES BY INDUSTRY

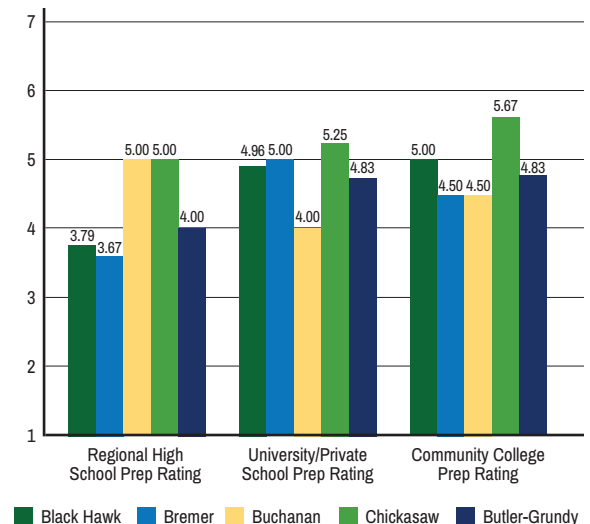
1-7 (7 being well-prepared)



Rating of How Adequately Regional Educational Institutions Prepare

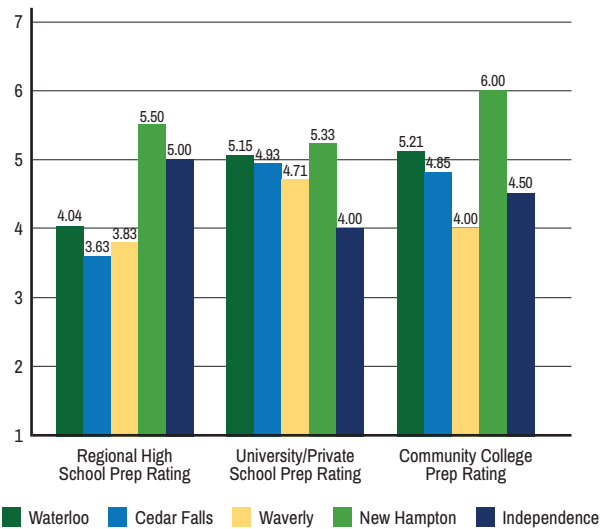
WORK-READY GRADUATES BY COUNTY

1-7 (7 being well-prepared)

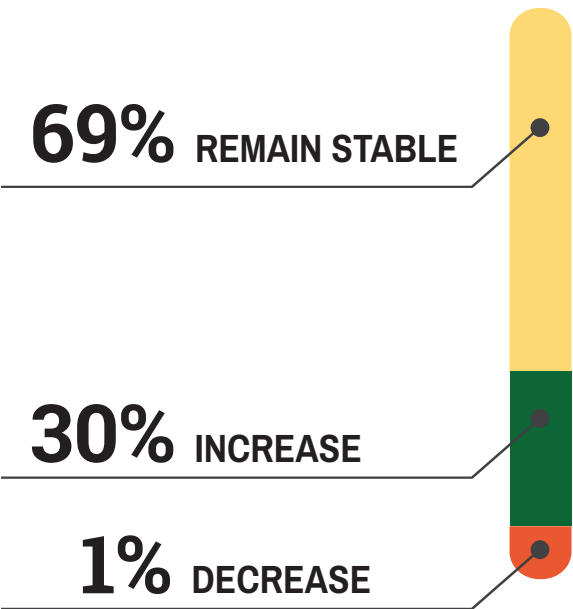


EDUCATIONAL PREPARATION continued

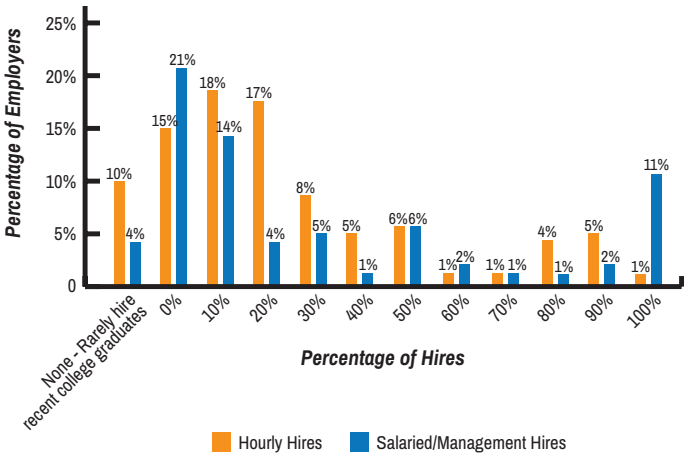
Rating of How Adequately Regional Educational Institutions Prepare
WORK-READY GRADUATES BY CITY
1-7 (7 being well-prepared)



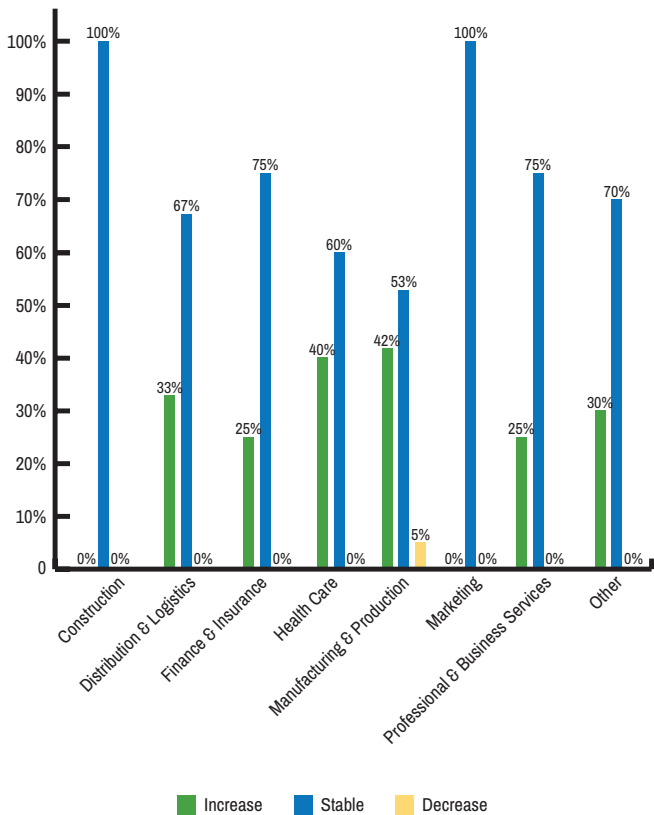
Expectation of Amount of Hires that are
RECENT COLLEGE GRADUATES



Percentage of Hires that are
RECENT COLLEGE GRADUATES



Expectation of Amount of Hires that are
RECENT COLLEGE GRADUATES BY INDUSTRY

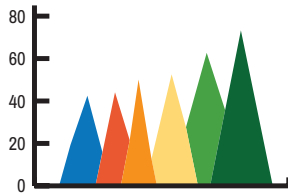


WORK-BASED LEARNING

58%

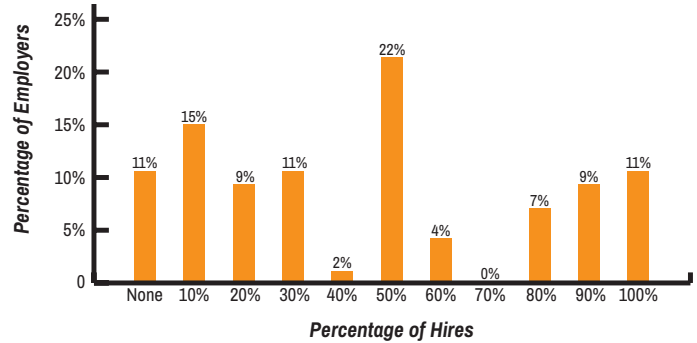
of employees utilize a work-based learning program like an internship, preceptorship, or apprenticeship program.

Primary benefits of WORK-BASED LEARNING PROGRAMS

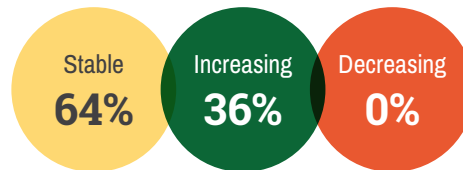


- 42% New points of view and organizational diversity
- 43% Community relations to build awareness of your organization
- 50% Developing future leaders
- 52% Opportunity for staff to mentor and supervise
- 63% Operational support to help with regular employee workload
- 73% Create a strong pipeline of future workforce

Percentage of INTERNS HIRED FULL-TIME

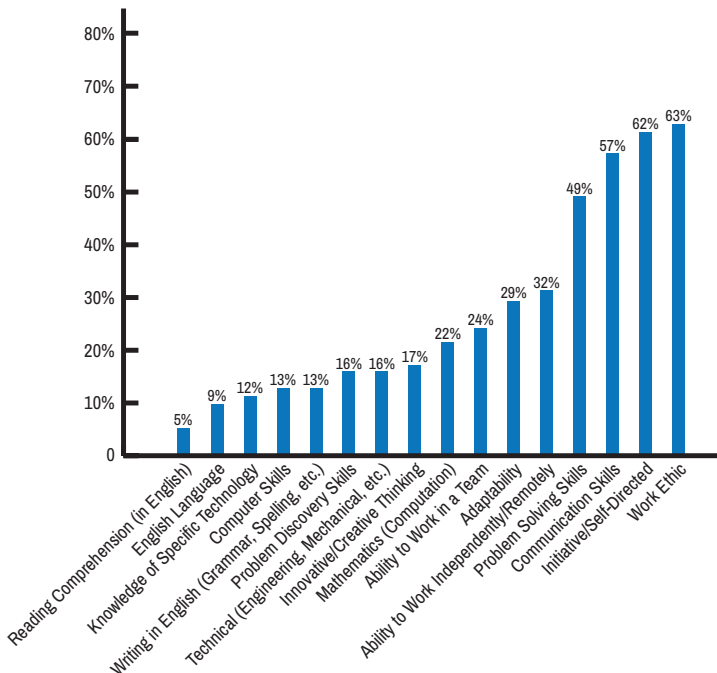


Anticipated INTERNSHIP PROGRAM USAGE



WORKFORCE SKILLS

Knowledge/Skills Gap with NEW HIRES

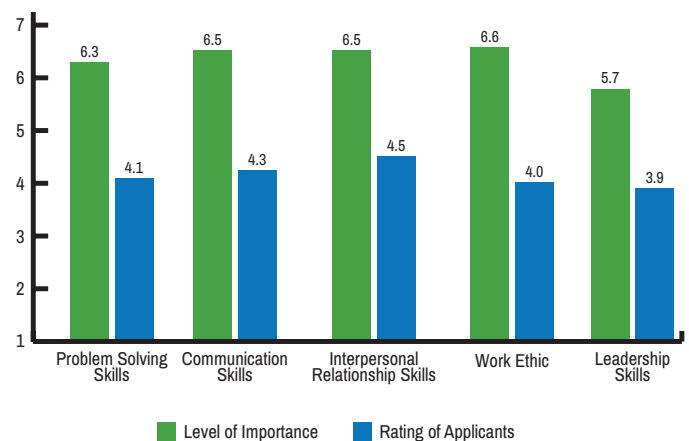


78%

of employers have a training program or financially support employee development

Soft Skills Importance & Rating of APPLICANTS

1-7 (7 being high)

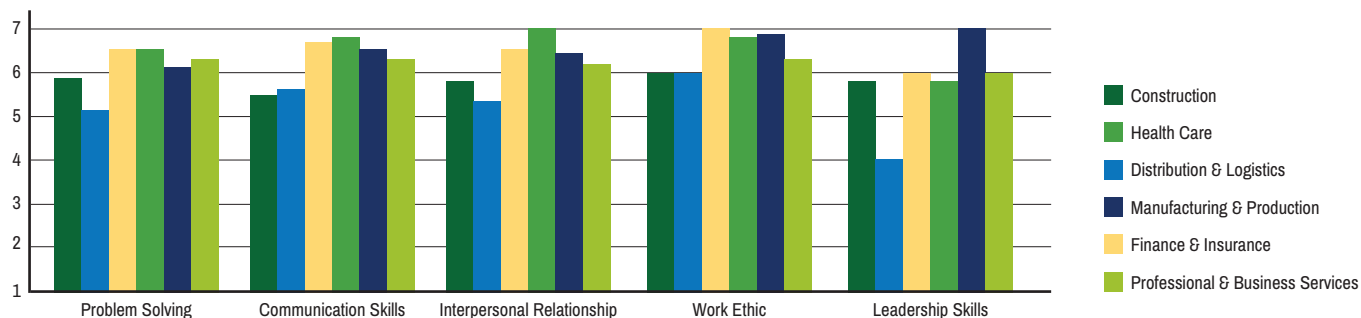


WORKFORCE SKILLS continued

Importance of Soft Skills by

INDUSTRY

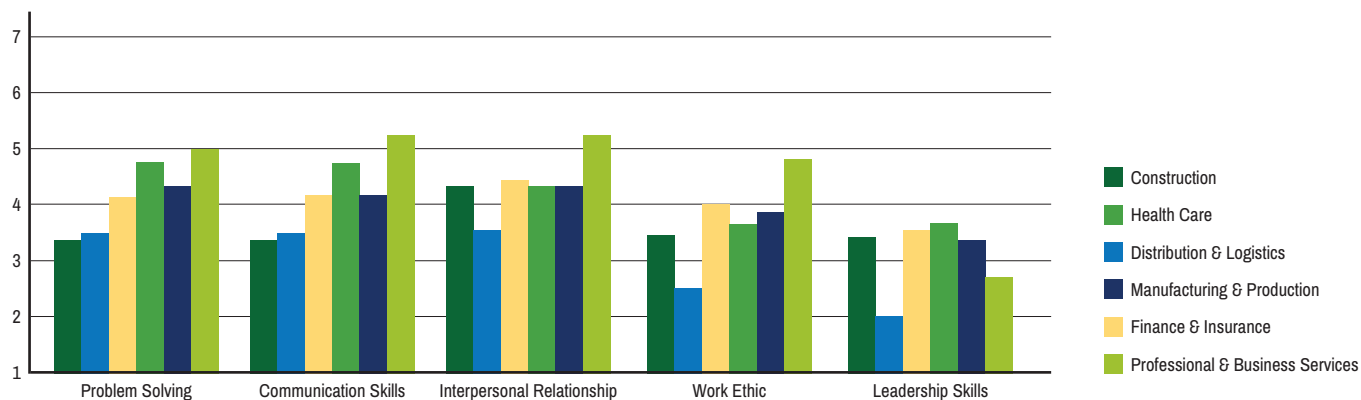
1-7 (7 being high)



Rating of Applicants' Soft Skills by

INDUSTRY

1-7 (7 being high)



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Data compiled and prepared by the
Greater Cedar Valley Alliance & Chamber