



January 4th, 2023
IOWA WORKFORCE DEVELOPMENT
IOWA CAREGIVERS
Ryan Murphy

IOWA WORKFORCE DEVELOPMENT

WHAT IS LABOR MARKET INFORMATION (LMI)?

LABOR MARKET INFORMATION (LMI):

DIVISION OF IOWA WORKFORCE DEVELOPMENT RESPONSIBLE FOR COLLECTING, ANALYZING, AND REPORTING DATA RELATED TO IOWA'S WORKFORCE AND THE ECONOMY.

GOAL: PROVIDE CUSTOMERS WITH INFORMATION TO MAKE INFORMED PLANS AND DECISIONS (CAREER PLANNING, HIRING, EDUCATION, TRAINING, JOB OPPORTUNITES)

NOTABLE NUMBERS:

- ▶ UNEMPLOYMENT RATE
- ▶ OCCUPATIONAL WAGES
- ▶ OCCUPATIONAL & INDUSTRY FORECASTS/PROJECTIONS
- ▶ OCCUPATION & INDUSTRY EMPLOYMENT
- ▶ LABORSHED STUDIES (LABOR AVAILABILITY)
- ▶ CAREER EXPLORATION RESOURCES
- ▶ UNEMPLOYMENT INSURANCE STATISTICS



LABOR MARKET INFORMATION

COMPENSATION

- ▶ **OCCUPATIONAL WAGES** – DETAILED EMPLOYMENT, WAGES & SALARY INFORMATION FOR SPECIFIC OCCUPATIONS
- ▶ **EMPLOYER BENEFIT ANALYSIS** – EMPLOYER OFFERED BENEFITS

AVAILABLE LABOR

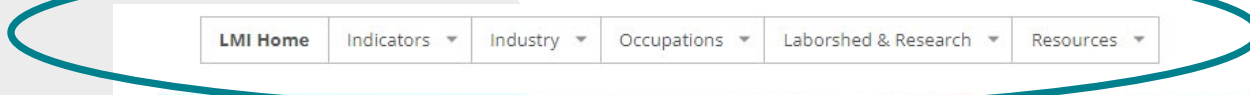
- ▶ **LABORSHED STUDY** – LABOR SUPPLY & WORKFORCE CHARACTERISTICS
- ▶ **COLLEGE STUDENT RETENTION REPORT** – POST GRADUATION LOCATION & EMPLOYMENT
- ▶ **WORKER ADJUSTMENT & RETRAINING** – LARGE LABOR DISLOCATIONS

EMPLOYMENT

- ▶ **QUARTERLY CENSUS OF EMPLOYMENT & WAGES** – EMPLOYMENT & WAGES
- ▶ **INDUSTRY & OCCUPATION FORECASTS** – FUTURE EMPLOYMENT LEVELS



**WHAT LABOR MARKET INFORMATION
DO YOU NEED?**



IOWA'S
LABOR MARKET
INFORMATION DIVISION

UNEMPLOYMENT RATE
NOVEMBER 2022

3.1%

[More Data](#)

A hero image showing a person's hands pointing at a laptop screen. A teal overlay on the left contains text and a "3.1%" figure. White icons are overlaid on the image: a magnifying glass, a bar chart with a line graph, a dollar sign, and a checklist with a checkmark.

**CURRENT
EMPLOYMENT
STATISTICS**

+500

OVER THE MONTH
CHANGE

FEATURED
OCCUPATIONAL WAGE

**FOOD COOKING
MACHINE OPERATORS
AND TENDERS**

2021
STATEWIDE
LABORSHED STUDY

75.4%

OF THOSE EMPLOYED
FULL-TIME IN
MANUFACTURING HAVE
AN EDUCATION BEYOND
HIGH SCHOOL

LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS)

2022 Iowa Labor Force Summary (Seasonally Adjusted)

Seasonally Adjusted

*seasonally adjusted data available for statewide only

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Labor Force	1,680,400	1,686,800	1,692,400	1,697,700	1,704,100	1,709,200	1,710,500	1,709,500	1,709,800	1,712,100	1,711,400
Employment	1,617,700	1,627,100	1,636,800	1,646,800	1,657,300	1,665,400	1,667,100	1,664,800	1,663,300	1,662,400	1,659,000
Unemployment	62,700	59,500	55,800	50,900	46,800	43,900	43,300	44,700	46,500	49,700	52,400
Unemployment Rate	3.7%	3.5%	3.3%	3.0%	2.7%	2.6%	2.5%	2.6%	2.7%	2.9%	3.1%
Labor Force Participation Rate	66.8%	67.0%	67.2%	67.4%	67.6%	67.8%	67.8%	67.7%	67.7%	67.7%	67.7%

Select Year:

2022

Select Month to Show in Map:

November

Select Geography Type:

State

Select Geography to View in Table:

Iowa

UNEMPLOYMENT RATE

MARCH 2020: 2.6%

APRIL 2020: 10.5%

NOVEMBER 2022: 3.1%

UNEMPLOYED

MARCH 2020: 44,400

APRIL 2020: 180,400

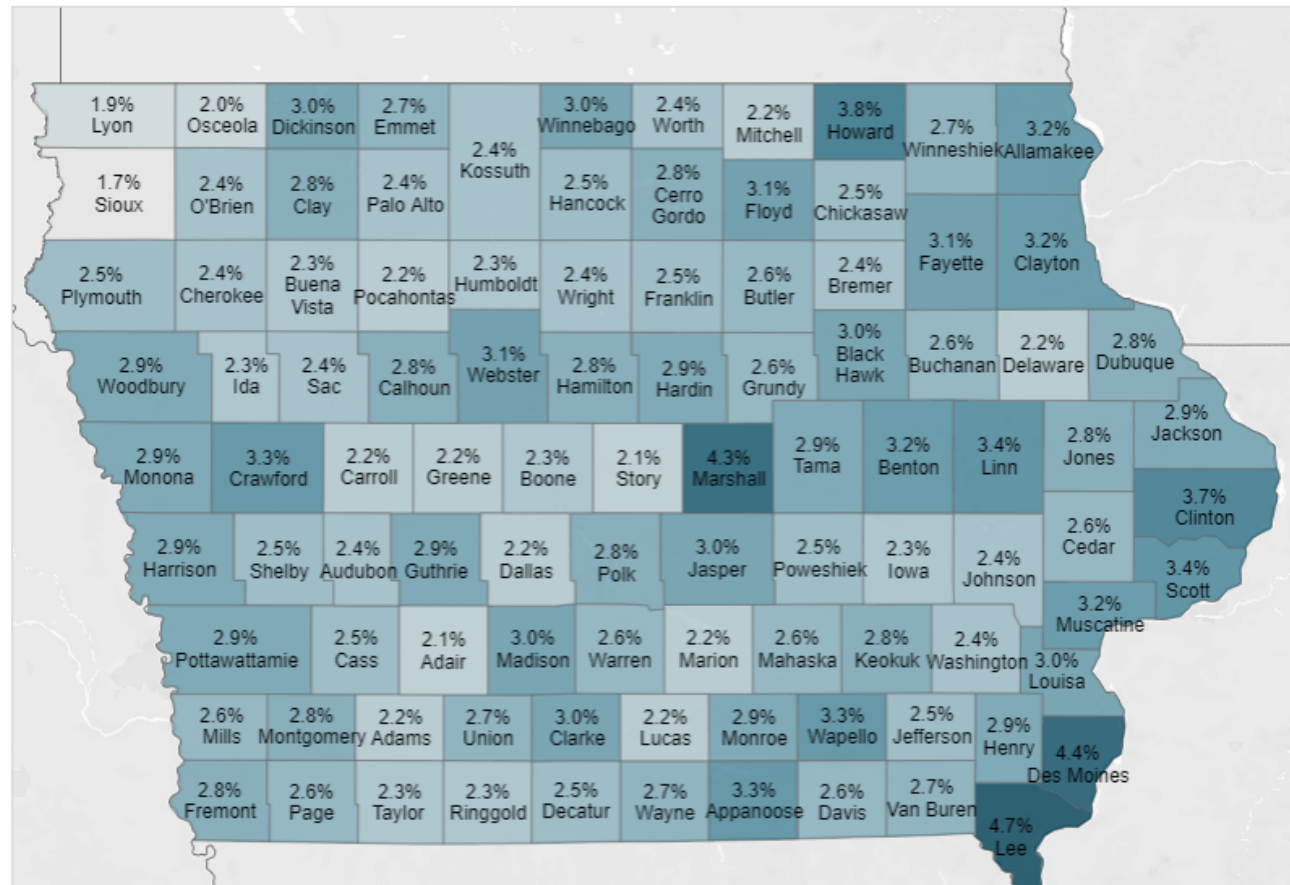
NOVEMBER 2022: 52,400

LABOR FORCE PARTICIPATION

AUGUST 2020: 65.9%

NOVEMBER 2022: 67.7%

November 2022 Unemployment Rate by County (Not Seasonally Adjusted)

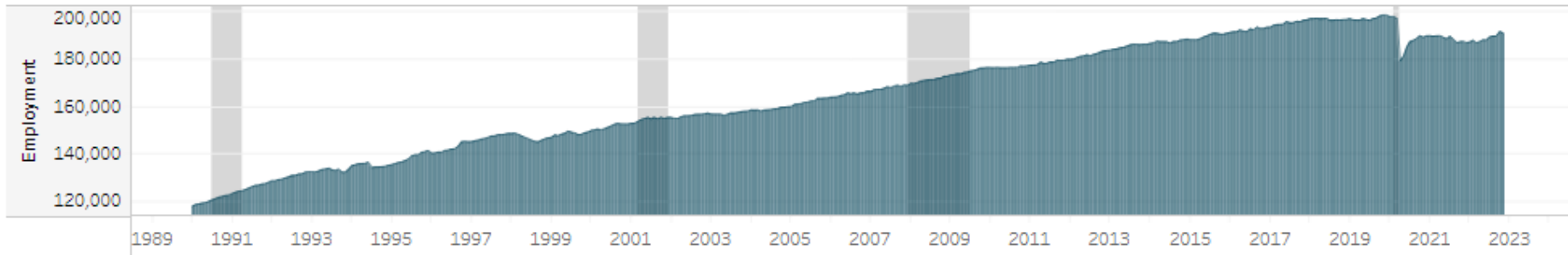


CURRENT EMPLOYMENT STATISTICS (CES)

HEALTH CARE & SOCIAL ASSISTANCE EMPLOYMENT

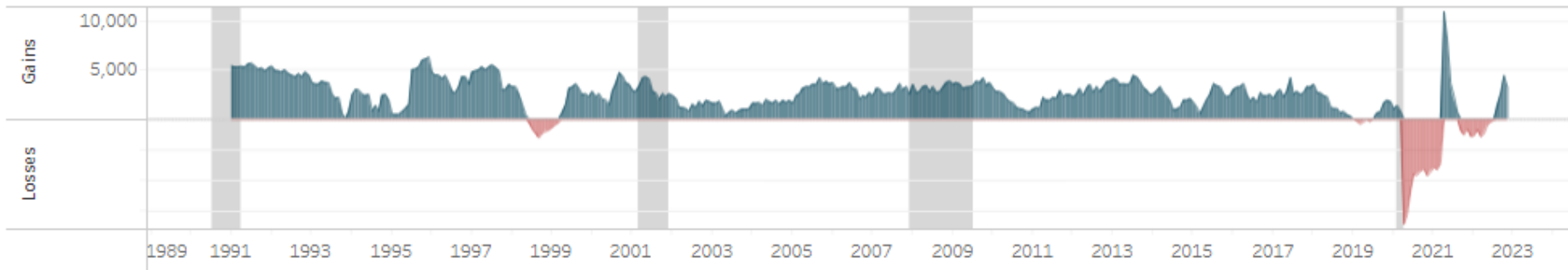
MARCH 2020: 196,800 > APRIL 2020: 178,700 > NOVEMBER 2022: 190,400

Iowa Health Care and Social Assistance Employment (Adjusted)



(Shaded Bands Indicate Official U.S. Recession dates)

Iowa Health Care and Social Assistance Employment Yearly Growth (Adjusted)



Data Range



Area

Iowa

Industry

Health Care and Social Assistance

Iowa Health Care and Social Assistance (Adjusted)

Year	Month	Employment	Monthly Change	Yearly Change
2022	Nov	190,400	-900	3,200
	Oct	191,300	1,900	4,400
	Sep	189,400	0	2,700
	Aug	189,400	400	1,300
	Jul	189,000	1,300	-200
	Jun	187,700	-100	-500

INDUSTRY EMPLOYMENT (QCEW)

Iowa Employment by Sector (All), 2022 Quarter 2

Sector/Subsector	Total Locations	Employment Month 1	Employment Month 2	Employment Month 3	Average Emp	Ave Weekly Wage
Grand Total	111,159	1,533,548	1,544,602	1,557,344	1,545,165	\$1,057
Manufacturing	4,314	222,716	222,989	225,408	223,704	\$1,261
Health Care and Social Assistance	12,571	215,913	216,866	216,961	216,580	\$1,047
Retail Trade	11,468	175,089	174,962	175,920	175,324	\$623
Educational Services	3,014	152,938	152,840	149,520	151,766	\$994
Accommodation and Food Services	7,424	116,196	118,268	119,521	117,995	\$397
Finance and Insurance	7,346	93,866	93,849	93,884	93,866	\$1,655
Construction	9,976	81,934	84,595	87,328	84,619	\$1,200
Transportation and Warehousing	5,151	72,681	72,748	72,345	72,591	\$1,052
Public Administration	3,038	65,122	67,141	73,818	68,694	\$1,046
Administrative and Support and Waste Manag.	6,201	67,954	68,810	68,982	68,582	\$897
Wholesale Trade	7,818	66,163	66,448	65,761	66,124	\$1,445
Professional, Scientific, and Technical Services	11,902	56,253	55,161	55,042	55,485	\$1,537
Other Services (except Public Administration)	7,864	39,138	39,288	39,515	39,314	\$860
Management of Companies and Enterprises	1,495	23,688	23,801	24,183	23,891	\$1,998
Arts, Entertainment, and Recreation	1,583	20,378	22,754	25,160	22,764	\$417
Agriculture, Forestry, Fishing and Hunting	2,757	20,068	20,203	20,189	20,153	\$908
Information	2,537	19,233	19,440	19,376	19,350	\$1,427
Real Estate and Rental and Leasing	3,900	14,706	14,894	14,769	14,790	\$1,052
Utilities	598	7,294	7,297	7,380	7,324	\$1,926
Mining, Quarrying, and Oil and Gas Extraction	202	2,218	2,248	2,282	2,249	\$1,303

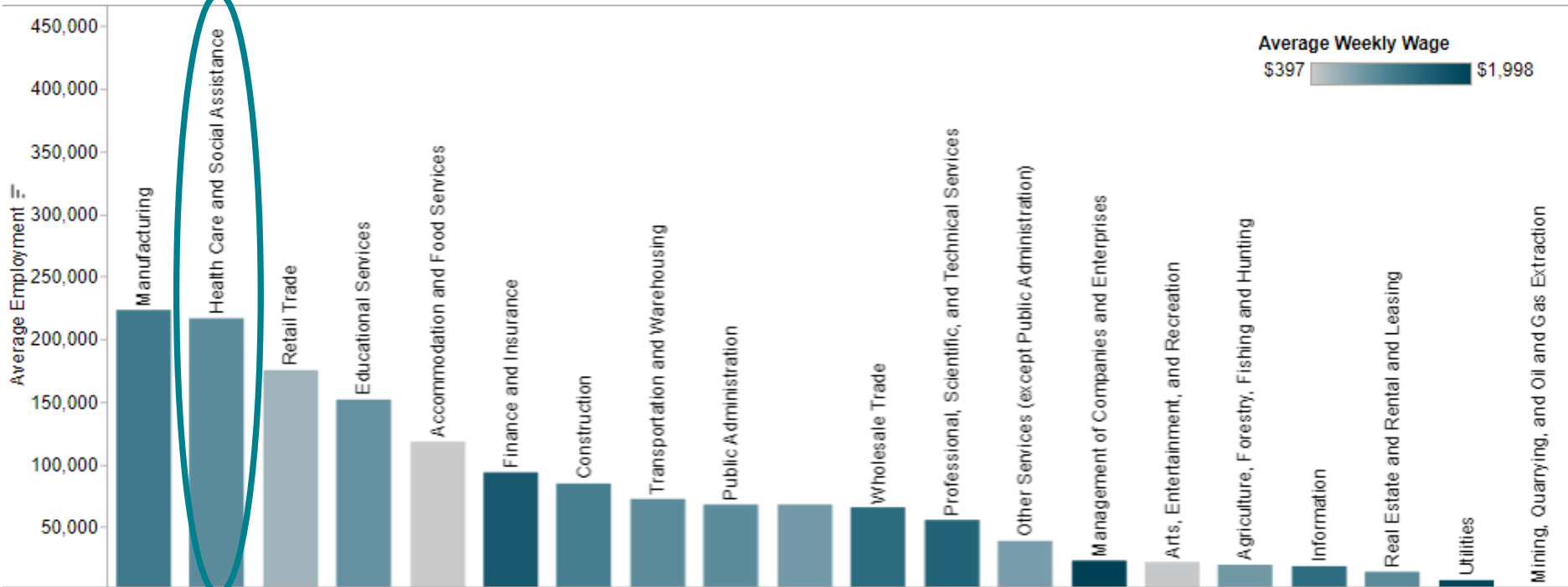
HEALTHCARE & SOCIAL ASSISTANCE, 2022 Q2

2ND LARGEST EMPLOYING INDUSTRY IN IOWA > *LARGEST EMPLOYING INDUSTRY IN 2021 Q2

HOSPITALS: 69,257 > AMBULATORY HEALTHCARE SERVICES: 59,261 >
NURSING & RESIDENTIAL CARE FACILITIES: 51,020

INDUSTRY EMPLOYMENT (QCEW)

Iowa Employment by Sector, 2022 Quarter 2 (Shade is Determined by the Average Weekly Wage)



Iowa Workforce Development, Labor Market Information Division, Quarterly Census of Employment and Wages Program (QCEW).

HEALTHCARE & SOCIAL ASSISTANCE, 2022 Q2

2ND LARGEST EMPLOYING INDUSTRY IN IOWA > *LARGEST EMPLOYING INDUSTRY IN 2021 Q2

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INDUSTRY EMPLOYMENT FORECASTS 2020-2030

Projections Time-Span

Long-Term 2020-2030

Geography

Statewide

Search Industry Description(s)

(All)

Long-Term 2020-2030 Statewide Industry Projections

NAICS + Industry Description	Base Estimated Employment	Projected Estimated Employment	Employment Numeric Change	Employment Percent Change
611 Educational Services	171,975	190,875	18,700	10.9%
561 Administrative and Support Services	57,875	75,375	17,500	30.2%
621 Ambulatory Health Care Services	58,975	72,950	15,975	28.0%
541 Professional, Scientific, and Technical Services	52,385	63,565	11,180	21.3%
238 Specialty Trade Contractors	49,545	60,425	10,880	22.0%
623 Nursing and Residential Care Facilities	52,910	61,600	8,690	16.4%
484 Truck Transportation	29,995	37,765	7,770	25.9%
493 Warehousing and Storage	14,740	22,065	7,325	49.7%
671 Self Employed and Unpaid Family Workers	144,555	151,680	7,125	4.9%
624 Social Assistance	35,700	42,810	7,110	19.9%
930 Local Government, Excluding Education and Hospitals	52,795	57,875	5,080	9.6%
551 Management of Companies and Enterprises	21,000	25,965	4,965	23.6%
721 Accommodation	15,190	19,695	4,505	29.7%
813 Religious, Grantmaking, Civic, Professional Organizations	27,820	32,270	4,450	16.0%
622 Hospitals	64,975	69,170	4,195	6.5%
236 Construction of Buildings	15,020	19,145	4,125	27.5%
0 Total All Industries (Nonag)	1,655,270	1,854,185	198,915	12.0%

EMPLOYMENT:

HEALTHCARE & SOCIAL ASSIST: 210,560 (2020) > 246,530, 17.1% (2030)

AMBULATORY CARE (+16K) > NURSING & RESIDENTIAL CARE (+8.7K) > SOCIAL ASSISTANCE (+7.1K) > HOSPITALS (+4.2K)

INDUSTRY PROFILES



HEALTH CARE & SOCIAL ASSISTANCE IOWA INDUSTRY PROFILE

What is Health Care & Social Assistance?

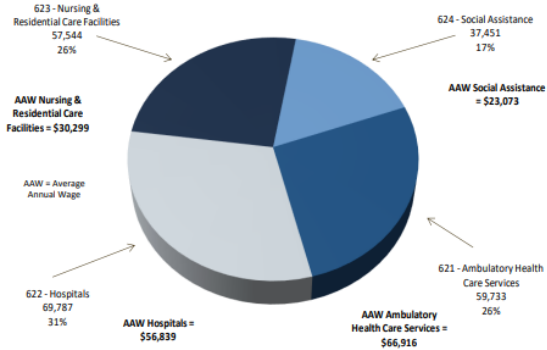
The **Health Care and Social Assistance** sector comprises firms providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities.

The industries in this sector are arranged on a continuum starting with providing medical care exclusively, continuing with those providing health care and social assistance and finally finishing with only social assistance.

The services provided in this sector are delivered by trained health practitioners and social workers with requisite experience.

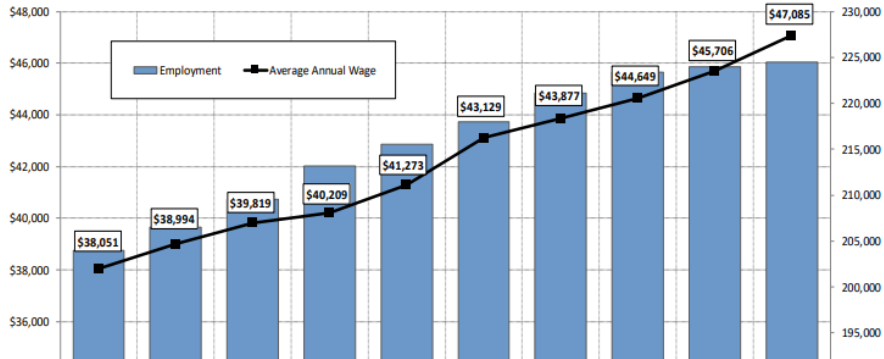
Source: www.bls.gov/cew/bls_naics/bls_naics_app.htm

2019 Industry Breakout by Employment in Iowa
Health Care & Social Assistance NAICS Industry Coding
Percentage Employed and Average Annual Wage by Subsector



Source: Quarterly Census of Employment and Wages (QCEW), Iowa Workforce Development

2010–2019 Employment in Health Care & Social Assistance in Iowa



AGE 55 AND OLDER (2021 Q3)

-44,487 EMPLOYEES

-23.9% OF WORKFORCE

ANNUAL AVERAGE WAGE 2019, HEALTHCARE & SOCIAL ASSISTANCE 2ND LOWEST IN THE MIDWEST

HEALTH CARE & SOCIAL ASSISTANCE IOWA INDUSTRY PROFILE



Top Occupations in Health Care & Social Assistance	Employment
Registered Nurses	29,780
Nursing Assistants	19,291
Personal Care Aides	9,873
Home Health Aides	7,420
Childcare Workers	6,318
Licensed Practical and Licensed Vocational Nurses	6,216
Medical Assistants	4,929
Medical Secretaries	4,408
Medical and Health Services Managers	4,404
Office Clerks, General	3,826
Receptionists and Information Clerks	3,810
Maids and Housekeeping Cleaners	3,728
Preschool Teachers, Except Special Education	3,529
Social and Human Service Assistants	3,354
Cooks, Institution and Cafeteria	3,347
Dental Assistants	2,927
Clinical Laboratory Technologists and Technicians	2,792
Health Technologists and Technicians, All Other	2,722
Food Servers, Nonrestaurant	2,499
Healthcare Support Workers, All Other	2,464

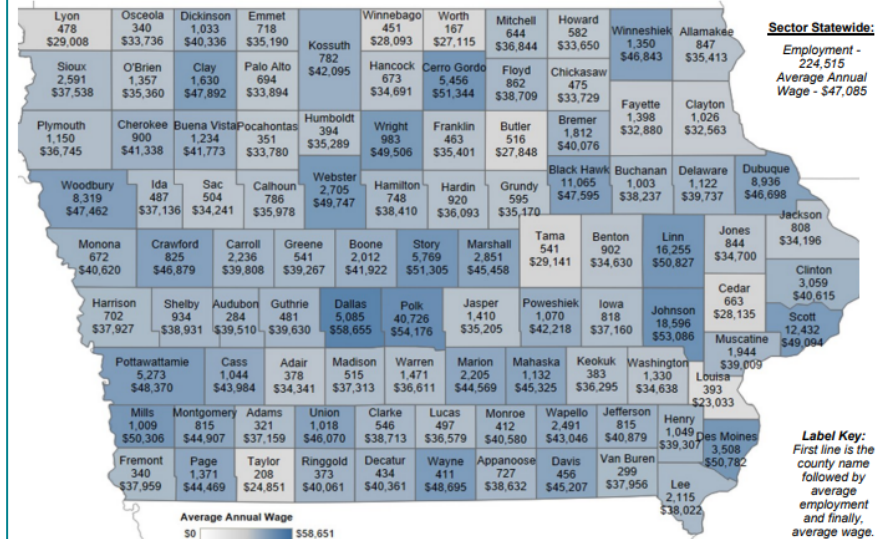
Source: Iowa Workforce Development, Labor Market Information Industry and Occupational Projections (2018-2028 Long-Term Projections)

Establishment Facts:

In 2019, there were 10,964 **Health Care and Social Assistance** locations across Iowa. **Ambulatory health care services** represented the majority of establishments, with 5,475 locations, or 49.9 percent. Not surprisingly, **Hospitals** had the fewest number of establishments in this sector at 254, but had the highest employment with 69,787 workers.

Social assistance had the second-highest number of locations (3,832) but the fewest number of employees (37,451). This is likely due to the prevalence home-based establishments in which only a handful of caretakers are employed.

2019 Covered Employment in Health Care & Social Assistance by County



Sector Statewide:
Employment - 224,515
Average Annual Wage - \$47,085

Label Key:
First line is the county name followed by average employment and finally, average wage.

NURSING ASSISTANT - CURRENT JOB OPENINGS

STATEWIDE: 1,162 (2ND OVERALL)

EAST CENTRAL IOWA > 294

WESTERN IOWA > 200

NORTHEAST IOWA > 198

CENTRAL IOWA > 145

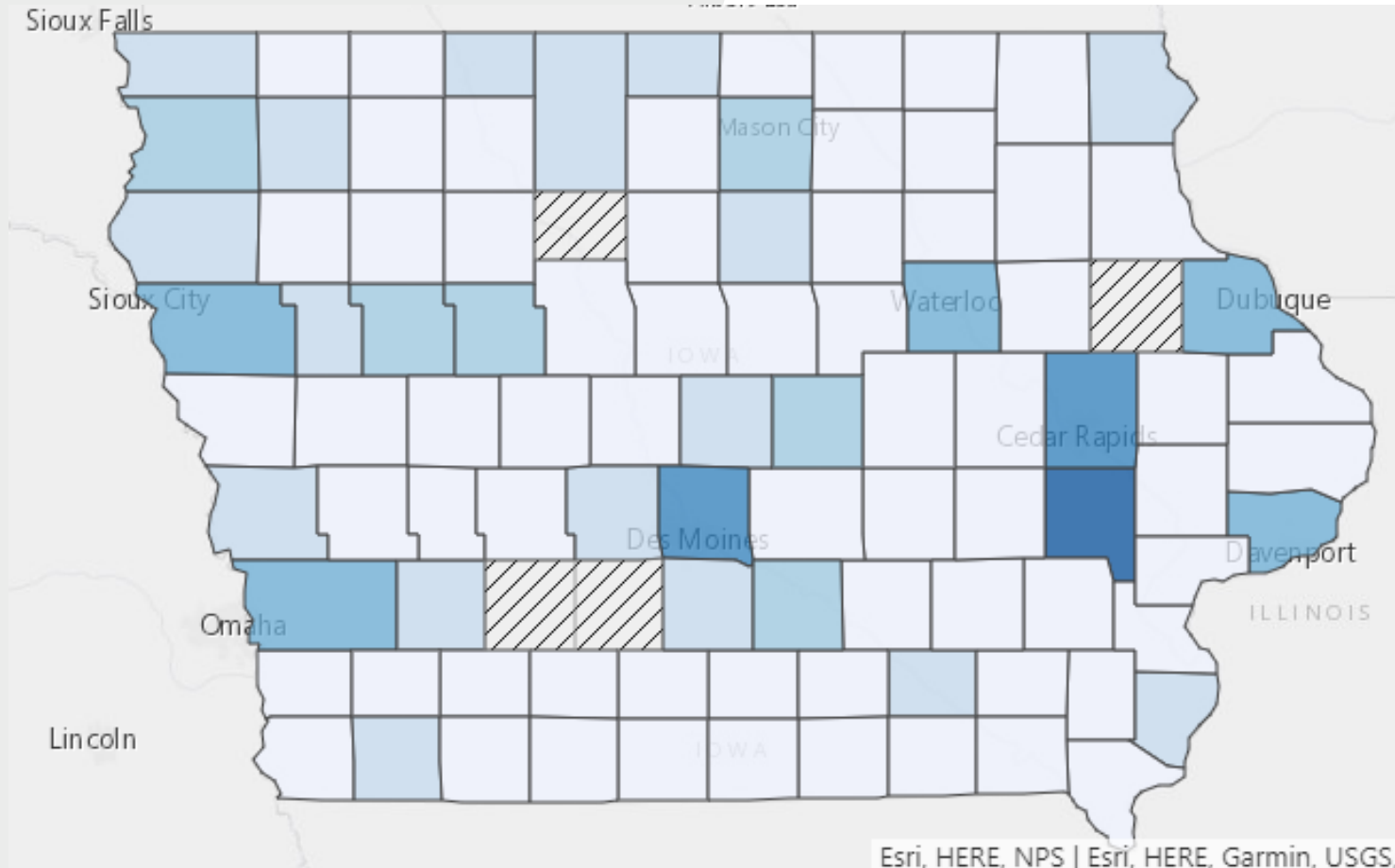
MISSISSIPPI VALLEY > 98

NORTHWEST IOWA > 94

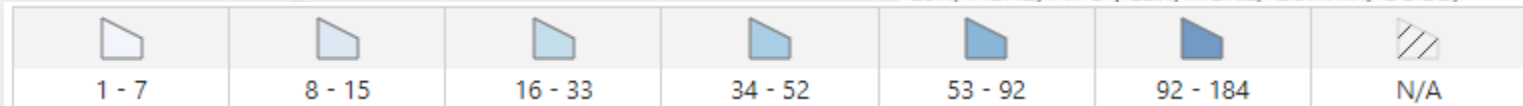
SOUTH CENTRAL IOWA > 71

NORTH CENTRAL IOWA > 35

SOUTHWESTERN IOWA > 27



Esri, HERE, NPS | Esri, HERE, Garmin, USGS.



HOME HEALTH AIDE - CURRENT JOB OPENINGS

STATEWIDE: 222

EAST CENTRAL IOWA > 33

NORTHEAST IOWA > 52

CENTRAL IOWA > 50

WESTERN IOWA > 27

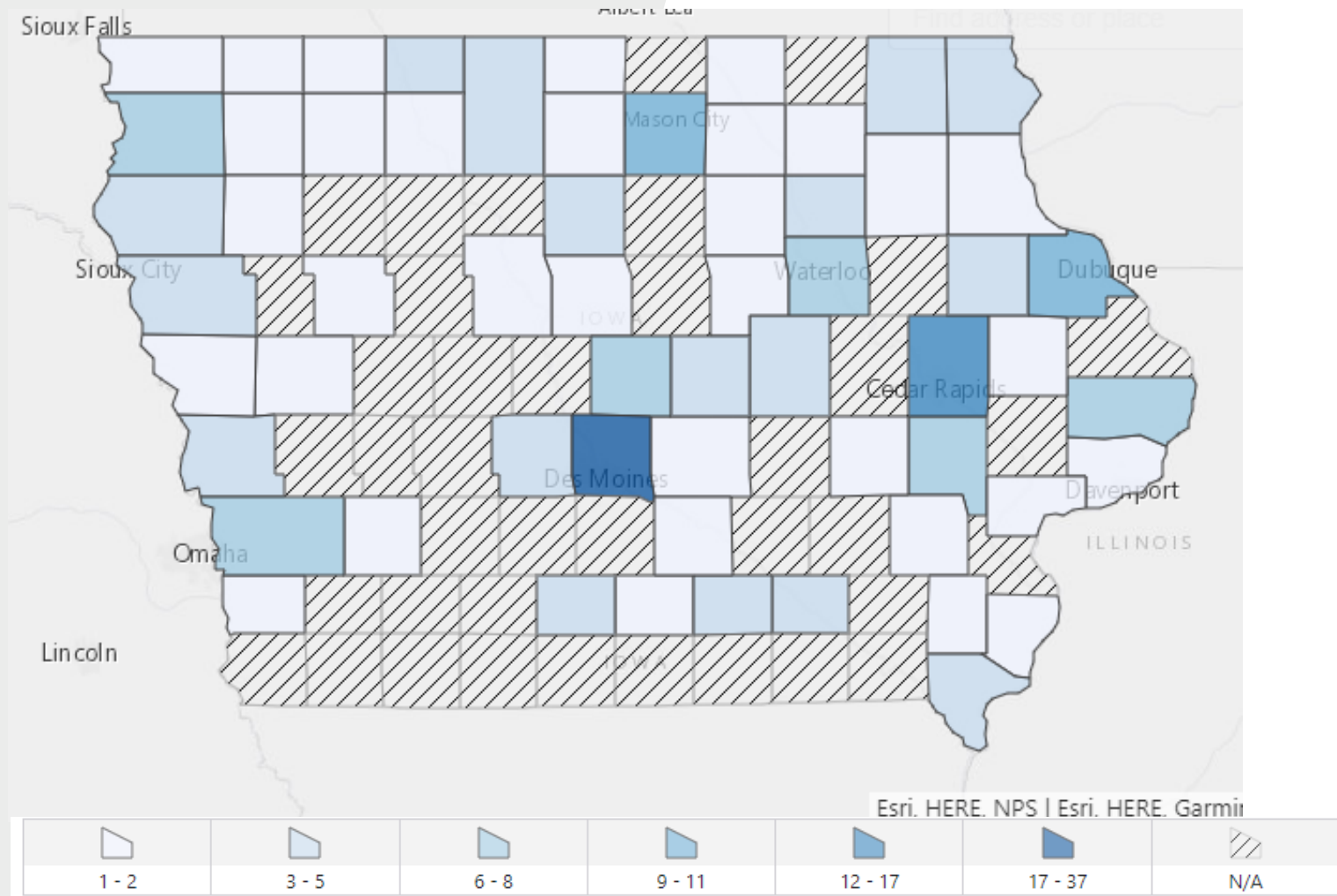
NORTHWEST IOWA > 21

MISSISSIPPI VALLEY > 16

SOUTH CENTRAL IOWA > 13

NORTH CENTRAL IOWA > 6

SOUTHWESTERN IOWA > 4



PERSONAL CARE AIDE - CURRENT JOB OPENINGS

STATEWIDE: 281

NORTHEAST IOWA > 68

CENTRAL IOWA > 61

MISSISSIPPI VALLEY > 49

EAST CENTRAL IOWA > 43

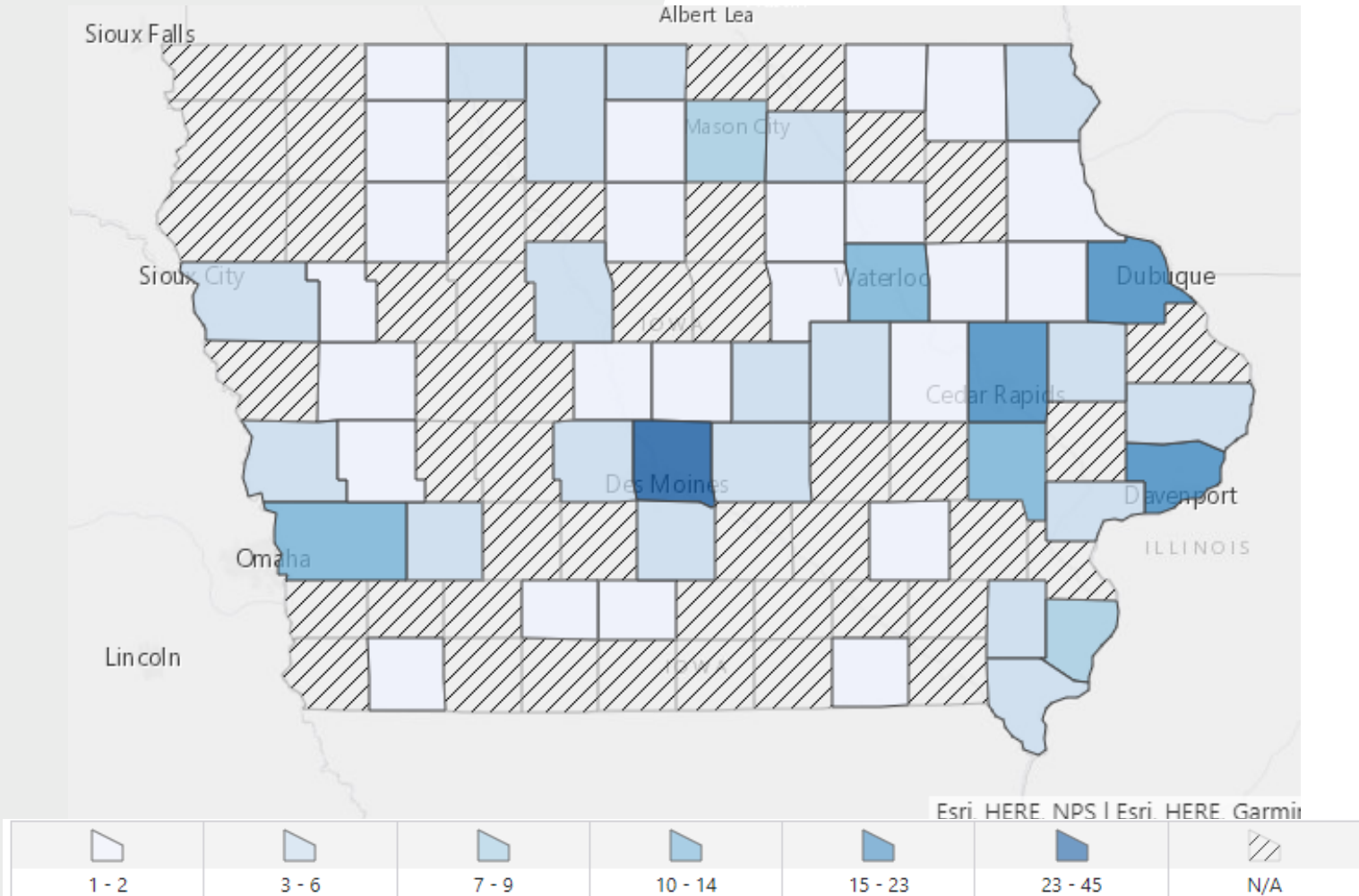
WESTERN IOWA > 32

NORTHWEST IOWA > 10

NORTH CENTRAL IOWA > 8

SOUTH CENTRAL IOWA > 8

SOUTHWEST IOWA > 2



OCCUPATION FORECASTS LONG-TERM 2020-2030

SELECT

CURRENT ESTIMATED EMPLOYMENT, ANNUAL GROWTH & OPENINGS

HOME HEALTH & PERSONAL CARE AIDES
 >23,550
 >3.2%
 >4,115

NURSING ASSISTANTS
 >22,070
 >1.2%
 >3,215

LP & LV NURSES
 >5,790
 >1.4%
 >610

REGISTERED NURSES
 >32,650
 >1.2%
 >2,215

Select an Area:

Statewide

Select an Occupation:

Nursing Assistants (31-1131)

Nursing Assistants

Statewide

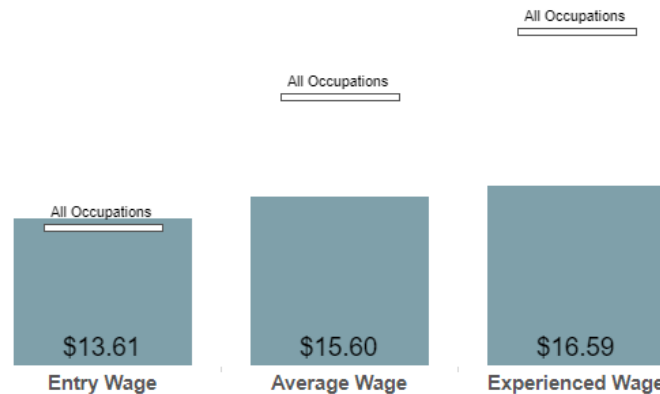
22,880

employed in 2020 and 25,725 projected to be employed in 2030. This job is projected to grow 1.2 percent annually.

3,215

projected annual job openings. This represents 1,555 exiting the labor force, 285 growth openings, and 1,375 people entering a different field.

Hourly Wages



Typical Entry-Level Education*

Postsecondary non-degree award

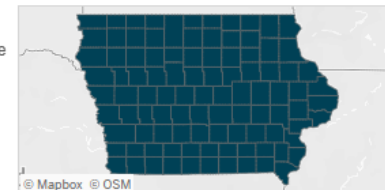
Typical Entry-Level Work Experience*

None

Typical On-the-Job Training to Attain Competency*

None

Region Shown:



* Based on national data provided by the U.S. Bureau of Labor Statistics. Education and experience requirements may vary by state/region and/or employer.
 ** Employment data suppression

NURSING ASSISTANTS OCCUPATION FORECASTS LONG-TERM 2020-2030

Area	SOC	Occupational Title	Base Estimated Employment	Projected Estimated Employment	Annual Growth Rate	Total Annual Openings	Median Wage*
Statewide	31-1131	Nursing Assistants	22,880	25,725	1.2%	3,215	\$14.42
Central Iowa L..	31-1131	Nursing Assistants	4,545	5,130	1.3%	640	\$14.70
Northeast low..	31-1131	Nursing Assistants	4,375	4,645	0.6%	570	\$14.28
East Central I..	31-1131	Nursing Assistants	3,190	3,635	1.4%	455	\$14.51
Western Iowa ..	31-1131	Nursing Assistants	3,265	3,590	1.0%	445	\$14.54
Mississippi Va..	31-1131	Nursing Assistants	2,580	2,785	0.8%	345	\$14.19
South Central ..	31-1131	Nursing Assistants	1,575	1,695	0.8%	210	\$14.17
Northwest low..	31-1131	Nursing Assistants	1,220	1,290	1.0%	160	\$14.00
North Central I..	31-1131	Nursing Assistants	665	705	0.7%	85	\$13.97
Southwest Io..	31-1131	Nursing Assistants	565	620	0.9%	75	\$14.00

HOME HEALTH & PERSONAL CARE AIDES OCCUPATION FORECASTS LONG-TERM 2020-2030

Area	SOC	Occupational Title	Base Estimated Employment	Projected Estimated Employment	Annual Growth Rate	Total Annual Openings	Median Wage*
Statewide	31-1120	Home Health & Personal Care Aides	23,885	31,585	3.2%	4,115	\$13.89
Central Iowa L..	31-1120	Home Health & Personal Care Aides	6,130	8,125	3.3%	1,060	\$14.03
East Central I..	31-1120	Home Health & Personal Care Aides	3,535	4,815	3.6%	630	\$14.09
Mississippi Va..	31-1120	Home Health & Personal Care Aides	2,770	3,515	2.7%	455	\$13.70
North Central I..	31-1120	Home Health & Personal Care Aides	340	420	2.4%	55	\$13.63
Northeast low..	31-1120	Home Health & Personal Care Aides	4,020	4,930	2.3%	630	\$13.77
Northwest low..	31-1120	Home Health & Personal Care Aides	810	1,020	3.0%	130	\$14.00
South Central ..	31-1120	Home Health & Personal Care Aides	990	1,280	2.9%	165	\$13.70
Southwest Io..	31-1120	Home Health & Personal Care Aides	420	545	3.0%	70	\$13.97
Western Iowa ..	31-1120	Home Health & Personal Care Aides	2,810	3,435	2.2%	440	\$14.03

OCCUPATIONAL WAGES - IOWA WAGE REPORT

SELECT

Select an Area:

Iowa

Select an Occupation:

Home Health and Personal Care Aides (31-1120)

MEDIAN HOURLY WAGE
AVERAGE ANNUAL SALARY

Home Health and Personal Care Aides

HOME HEALTH &
PERSONAL CARE AIDES:

> \$13.89 PER HOUR
> \$29,596 PER YEAR

NURSING ASSISTANTS:

> \$14.42 PER HOUR
> \$32,439 PER YEAR

LP & LV NURSES:

> \$22.60 PER HOUR
> \$48,006 PER YEAR

REGISTERED NURSES:

> \$29.71 PER HOUR
> \$64,990 PER YEAR

Iowa

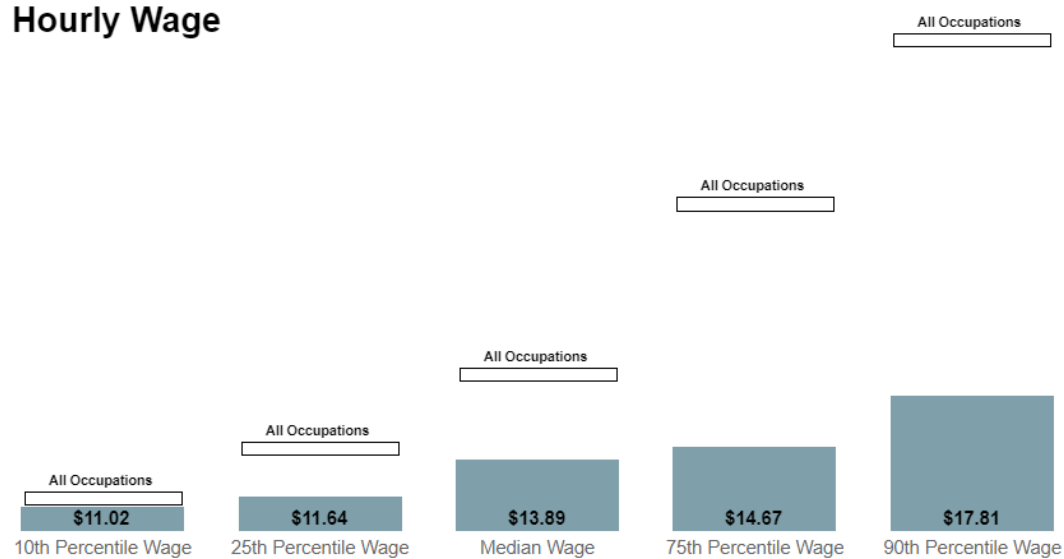
The total employment for this occupation is 23,550

The entry wage for this occupation is \$11.45

Mean wages for this occupation average \$14.23

Experienced wages for this occupation average \$15.62

Hourly Wage



[Click Here for Tutorial Video](#)

Annual Wages

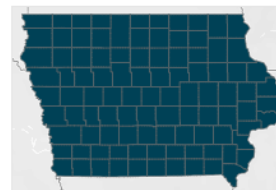
Entry Wage:
\$23,819

Mean Wage:
\$29,596

Experienced Wage:
\$32,485

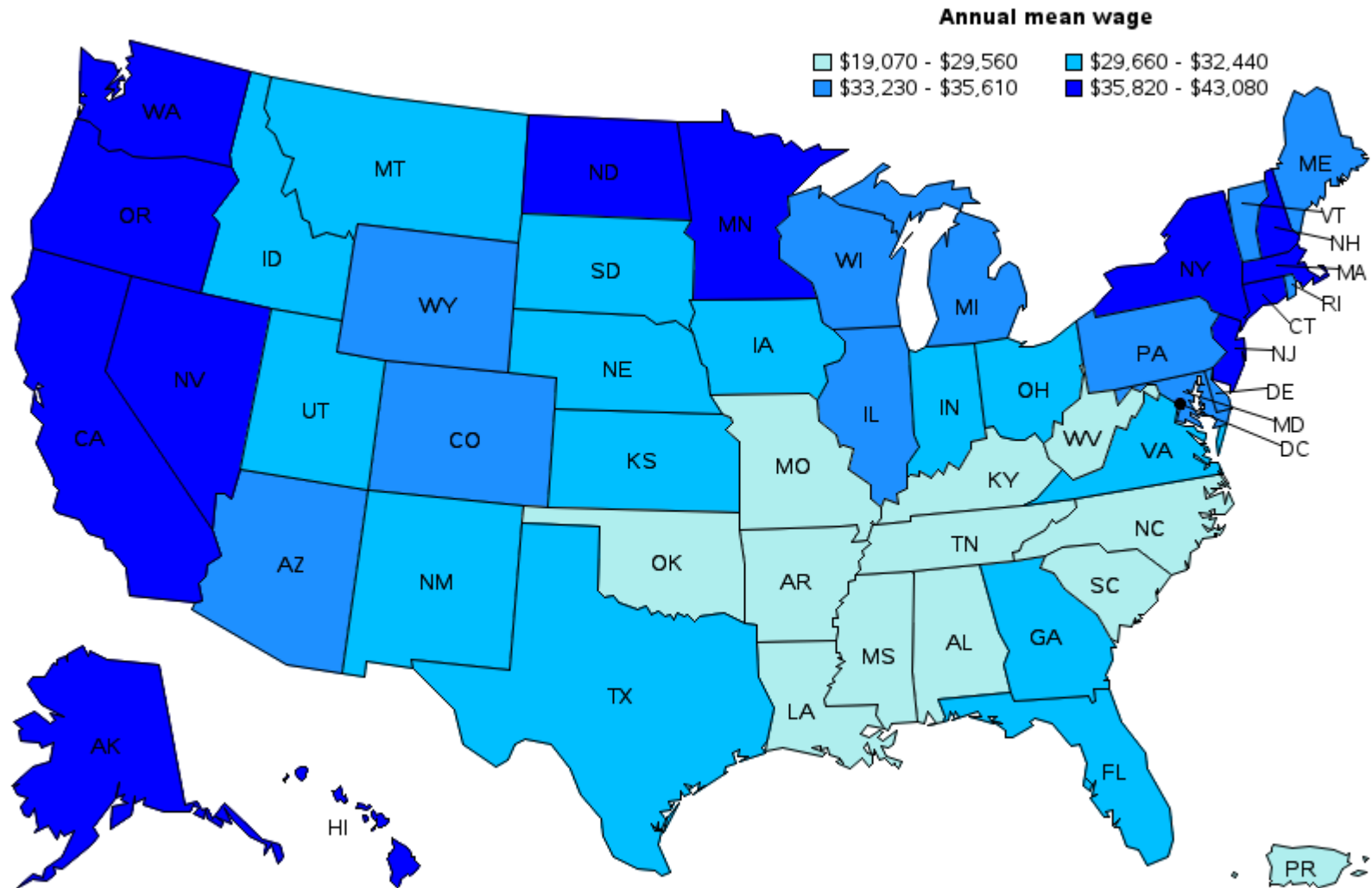
**Blanks indicate that data is not available for the given area and occupation.*

Region Shown:



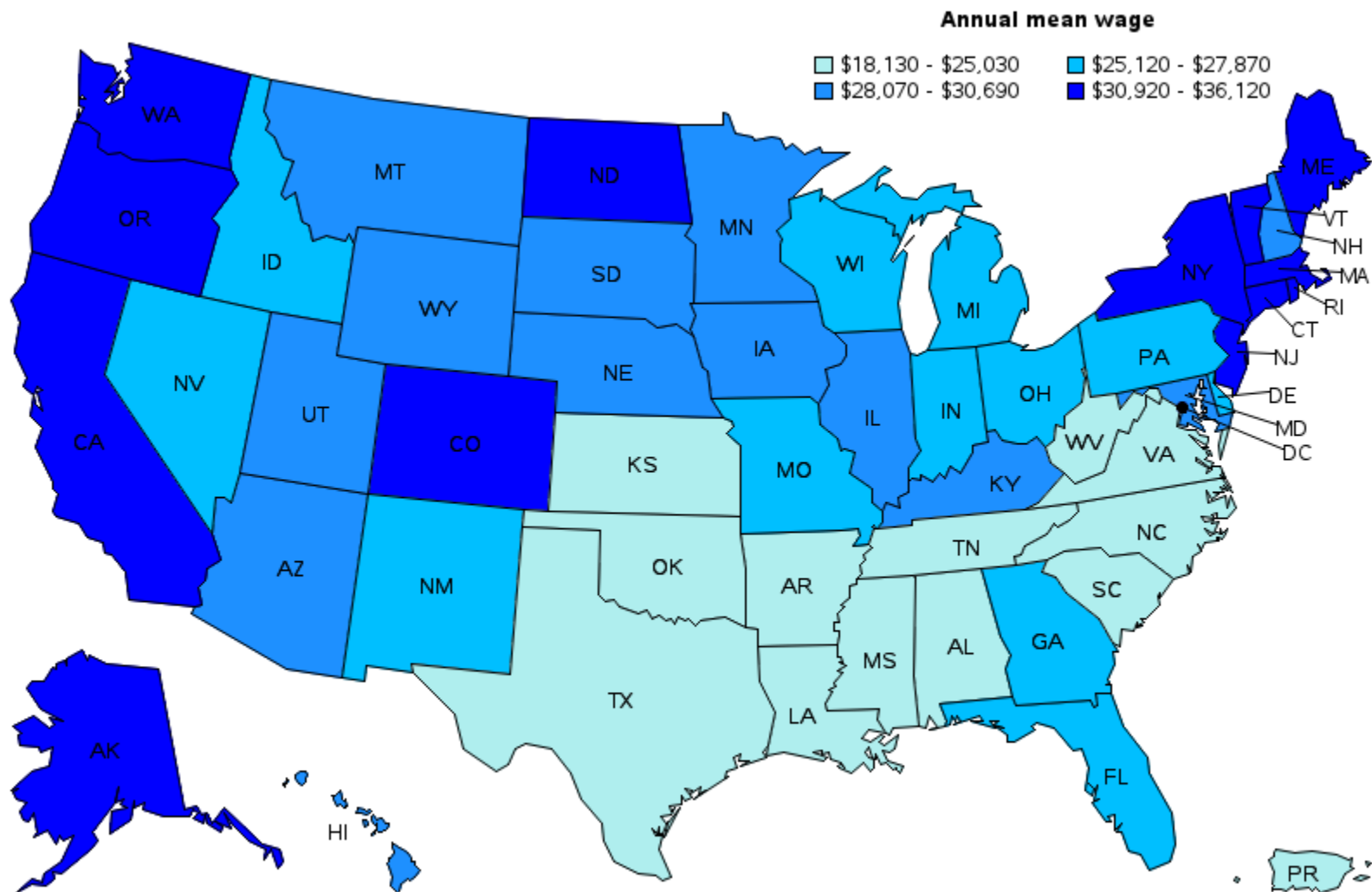
WAGE COMPARISON – NURSING ASSISTANTS

Annual mean wage of nursing assistants, by state, May 2021



WAGE COMPARISON – HOME & PERSONAL CARE AIDES

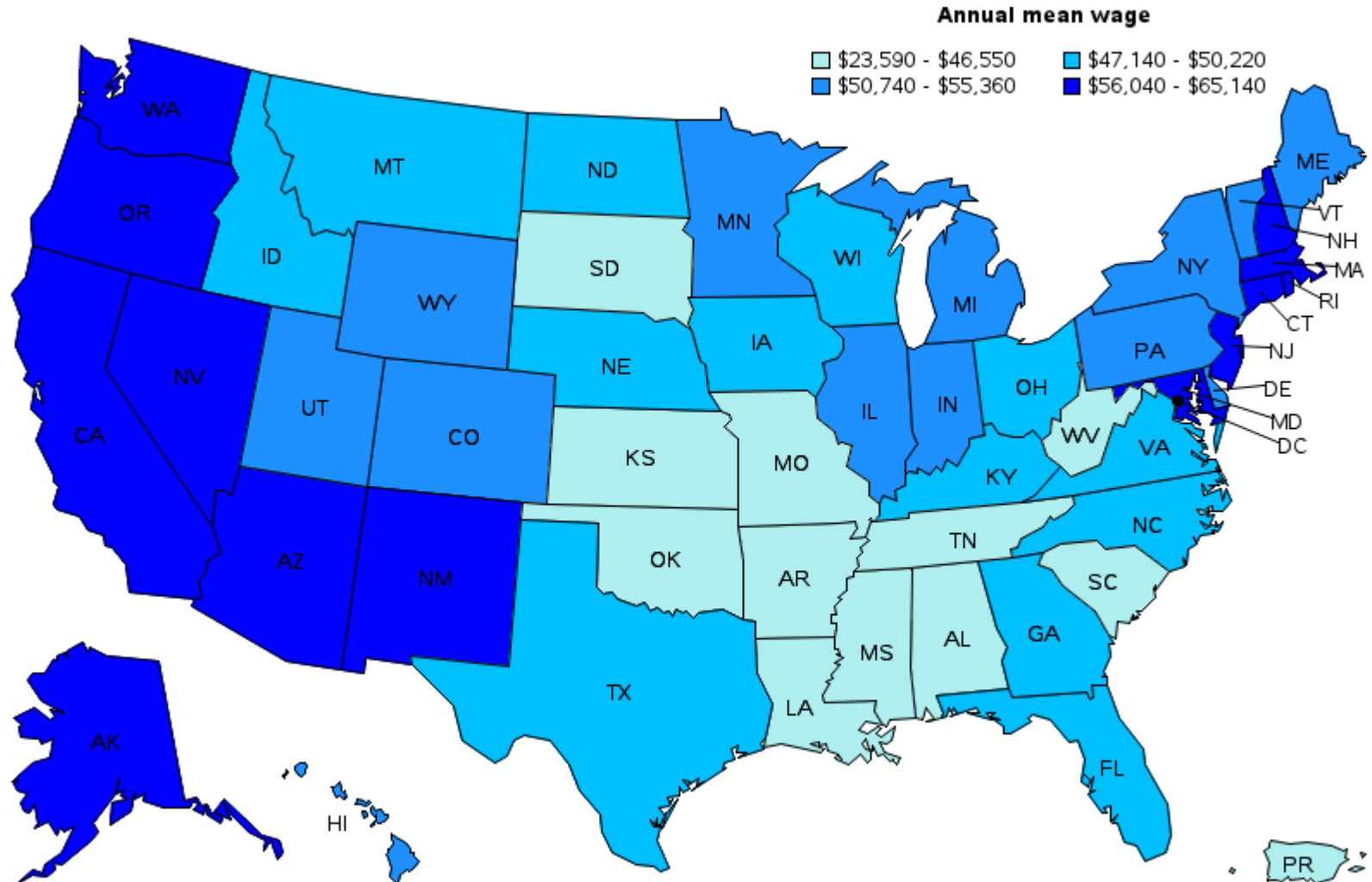
Annual mean wage of home health and personal care aides, by state, May 2021



Blank areas indicate data not available.

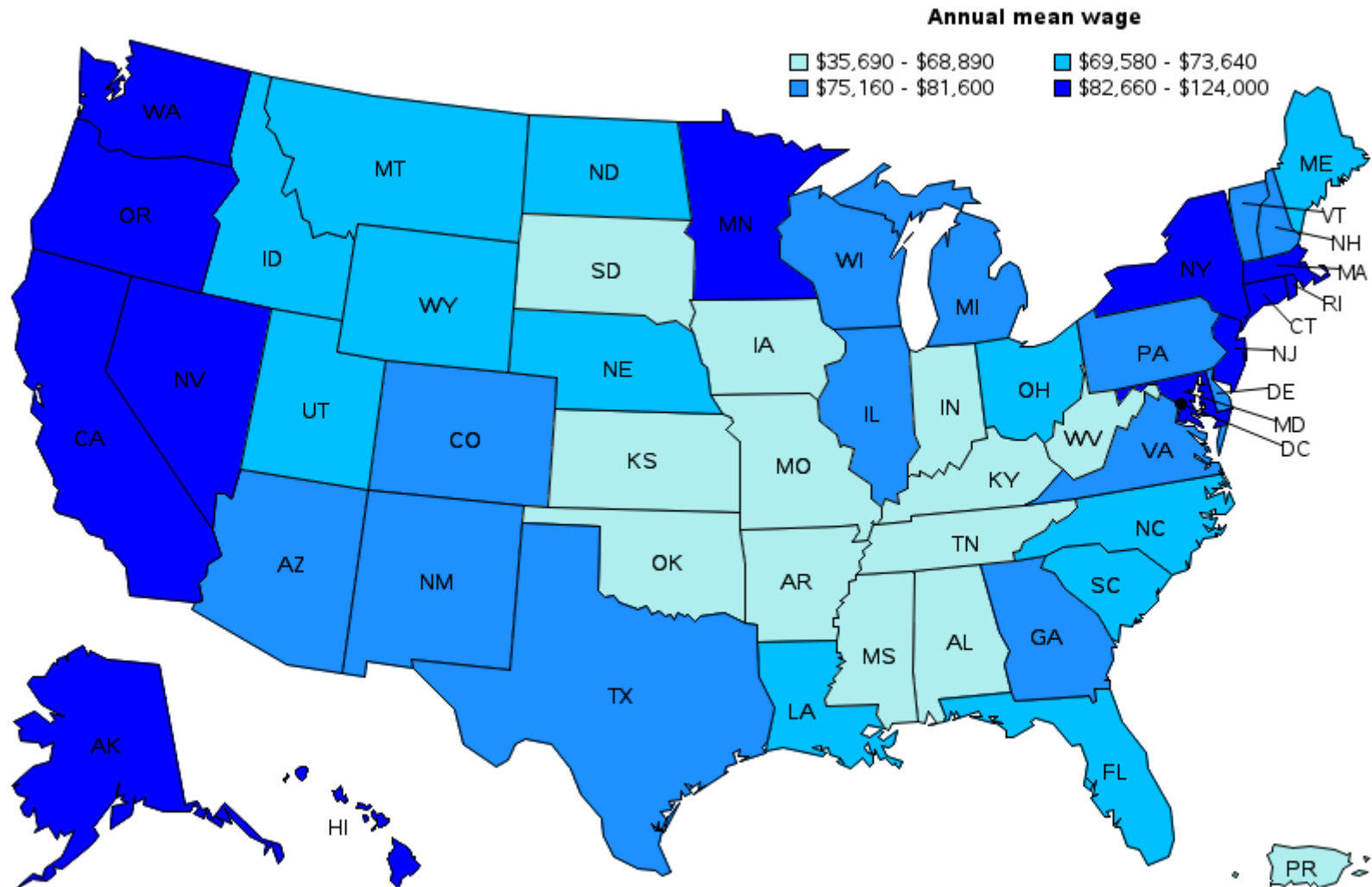
WAGE COMPARISON – LICENSED PRACTICAL & VOCATIONAL NURSES

Annual mean wage of licensed practical and licensed vocational nurses, by state, May 2021



WAGE COMPARISON – REGISTERED NURSES

Annual mean wage of registered nurses, by state, May 2021



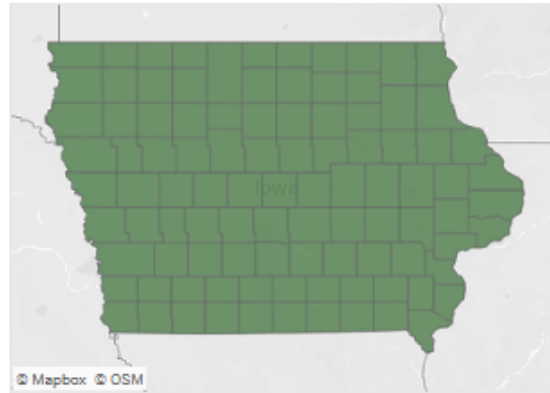
Blank areas indicate data not available.

BENEFITS OFFERED BY EMPLOYERS

SELECT YOUR INDUSTRY, REGIONAL DATA ON ADDITIONAL TABS

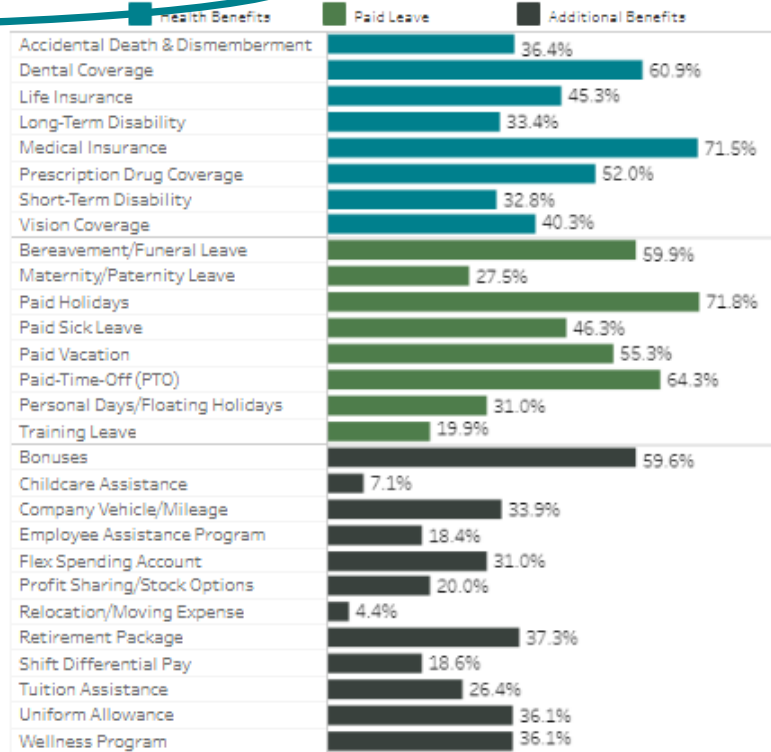
Industry

Region Shown



Mapbox OSM

Benefits Offered to Full-Time Employees

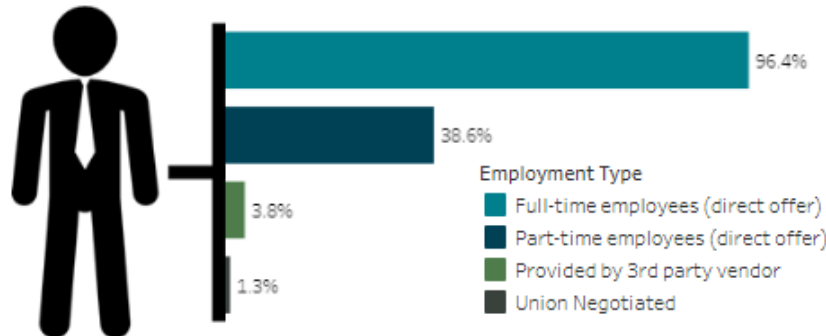


Benefits Offered to Employees



of respondents reported providing benefits to employees

Benefits Offered to Employees by Type of Employment



Select Image Below for Full Report



LABORSHED STUDY (LABOR SUPPLY & CHARACTERISTICS)

SELECT

BY CITY
(INTERACTIVE FORMAT)

Sioux City (Siouxlar) ▼

BY CITY
(EXECUTIVE SUMMARY)

Dubuque ▼

BY REGION
(INTERACTIVE FORMAT)

Select Region ▼

BY REGION
(EXECUTIVE SUMMARY)

Select Region ▼

The drop-down menu below provides data for the most recent statewide study. All reports are PDF files.

STATEWIDE ANALYSIS

Select Report ▼

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

Laborshed FAQ

LABORSHED DATA TOOL

Current Laborshed data can be viewed and explored in the Tableau visualization below. Navigate the various visualizations by using the tabs at the top of the frame. To customize the view, adjust the available filters to select the geography your are interested in as well as the category and/or subgroup.

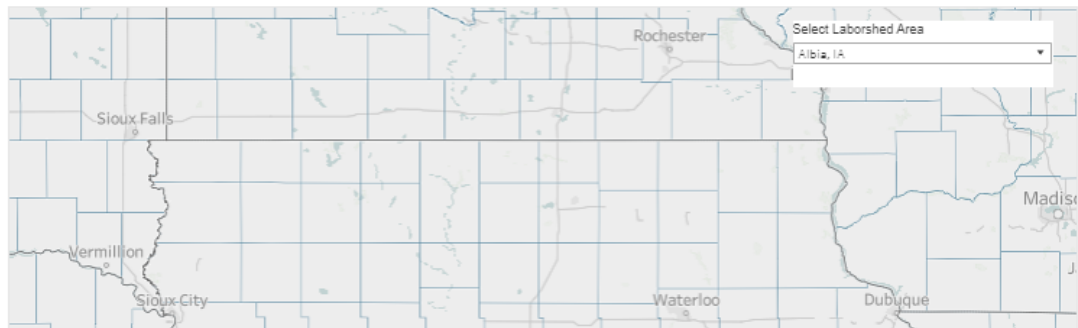
LABORSHED SURVEY RESULTS

Laborshed Analysis



Geography of Laborshed Area

Defined by commuting patterns. Included communities have been documented to significantly contribute to Albia, IA's workforce. Data released: September 2020.



HEALTHCARE & SOCIAL, LIKELINESS TO CHANGE EMPLOYMENT

>2021: 34.2% (2ND HIGHEST)
>2019: 25.3% (7TH HIGHEST)

EDUCATION ATTAINMENT

>ASSOCIATE: 23.2%
>BACHELOR'S: 27.5%
>GRADUATE-PROFESSIONAL: 15.4%
>BEYOND HIGH SCHOOL: 87.9%

JOB SEARCH SITES:

> INDEED.COM
> LINKEDIN.COM
> FACEBOOK.COM

COLLEGE STUDENT RETENTION

**SELECT
DECISION FACTORS,
INTENDED OCCUPATION,
INSTITUTION TYPE,
DEMOGRAPHICS**

**HEALTHCARE
PRACTITIONERS**

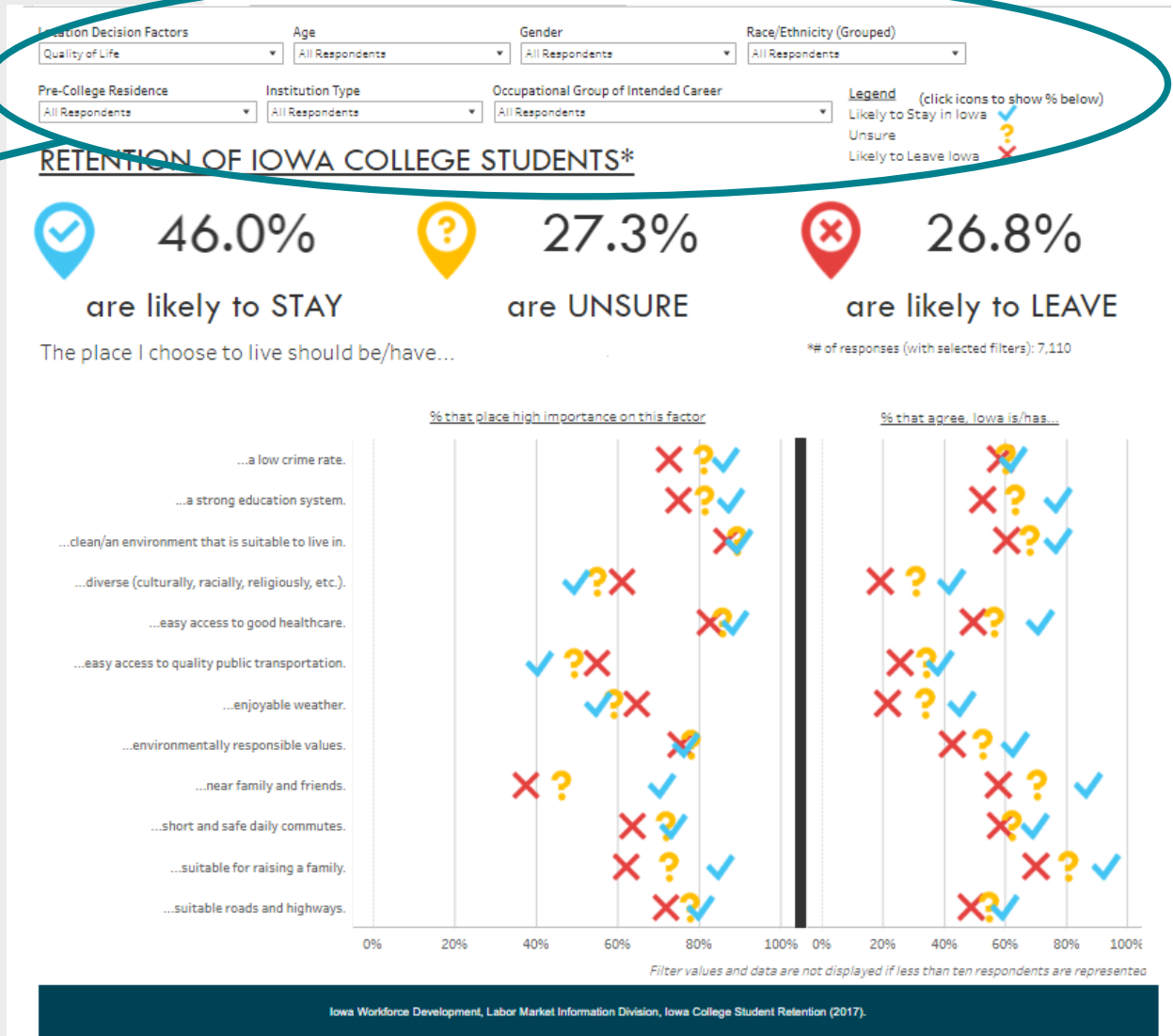
-50.8% LIKELY TO STAY
-25.3% ARE UNSURE
-23.9% LIKELY TO LEAVE

HEALTHCARE SUPPORT

-56.8% LIKELY TO STAY
-26.5% ARE UNSURE
-16.7% LIKELY TO LEAVE

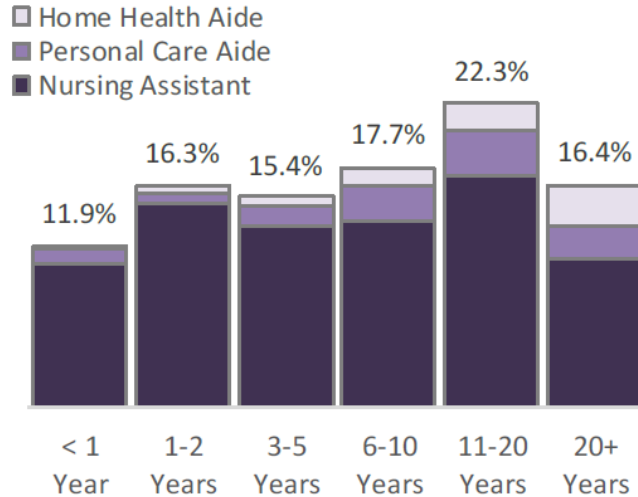
**HEALTHCARE SUPPORT
IMPORTANCE OF
WORK/LIFE BALANCE**

>ABSOLUTE: 52.0%
>VERY: 38.2%
>MODERATELY: 9.8%
>NONE OR SLIGHT: 0%

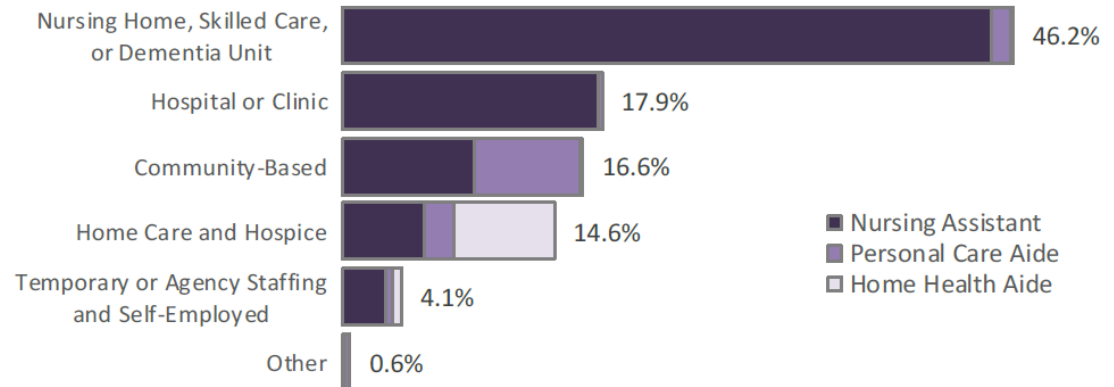


DIRECT CARE WORKER SURVEY 2019

HOW LONG HAVE YOU WORKED IN THE FIELD OF DIRECT CARE?



WHAT TYPE OF CARE FACILITY IS YOUR MAIN DIRECT CARE JOB AT?



9.5% Plan To Retire In The Next 5 Years

WOULD CONSIDER STAYING IN THE FIELD IF RECEIVED:

Incentives	Percent
Better pay	58.6%
Reduction in the physical demands	46.6%
Better health care coverage	32.8%
More paid time off	32.8%
Retirement benefits	32.8%
More flexible hours	31.0%
I would not return to direct care/support	22.4%
Opportunities to specialize in certain areas	20.7%
Better or more training	12.1%

> 27.9% OF THE EMPLOYED REPORTED HAVING ANOTHER JOB.

> NEARLY 1 OUT OF 10 PLAN TO RETIRE IN 5 YEARS: CONSIDER STAYING FOR BETTER PAY (58.6%), REDUCE PHYSICAL DEMAND (46.6%)

> 67.9% FULL-TIME, 20.9% PART-TIME, 10.9% ON-CALL/AS NEEDED

> AVERAGE 33 HOURS/WEEK

> 12.9% REQUIRED TO OVERTIME HOURS

DIRECT CARE WORKER SURVEY 2019

PREVIOUS DIRECT CARE WORKERS (318 RESPONSES)

REASONS WHY NO LONGER A DIRECT CARE WORKER:

Reason/Issue	Percent
Better Paying Job	38.1%
Advanced Healthcare Profession	28.8%
Burnout	26.1%
Left For A Job Outside Of Healthcare	22.6%
Lack Of Respect For Profession	18.6%
No Healthcare Benefits	10.2%
Retired	8.0%
No Retirement Benefits	6.6%
Moved From The Area	4.9%
Lack Of Proper Training	4.0%
Employment Was Terminated	4.0%
Unable To Find Work	4.0%
Health Related Issues	3.1%
Conflicts With Employer/ Co-Workers	3.1%
Family Needs	2.2%
Scheduling Conflicts	1.3%

WHAT IT WOULD TAKE TO RETURN TO DIRECT CARE:

Desired to Return	Percent
Better Pay	57.7%
More Flexible Hours	35.7%
Better Health Care Coverage	22.5%
I Will Not Return To Direct Care/Support	22.5%
Reduction In Physical Demands Of The Job	22.0%
More Paid Time Off	19.4%
Opportunities To Specialize In Certain Areas	18.9%
Better or More Training	16.7%
Retirement Benefits	15.4%
Other	6.2%
Better Work Environment	4.0%

> 27.9% OF THE EMPLOYED REPORTED HAVING ANOTHER JOB.

> RETURN FOR: BETTER PAY (57.7%), FLEXIBLE HOURS (35.7%), BETTER HEALTH COVERAGE (22.5%), REDUCE PHYSICAL DEMANDS (22.0%)



IOWA WORKFORCE DEVELOPMENT

RESOURCES & RELATED SITES:

- ▶ **IOWAWORKFORCEDEVELOPMENT.GOV**
- ▶ **IOWAWORKS.GOV** – EMPLOYER & JOB SEEKER SERVICES
- ▶ **IOWALMI.GOV** – IWD LABOR MARKET INFORMATION
- ▶ **FUTUREREADYIOWA.GOV** – CONNECTING IOWANS TO POSTSECONDARY EDUCATION, TRAINING, & CAREERS
 - EMPLOYER INNOVATION FUND
 - WORK-BASED LEARNING <https://clearinghouse.futurereadyiowa.gov/how-it-works/>
 - IOWACAREERCOACH.GOV – CAREER EXPLORATION INFORMATION, ASSESSMENTS TOOLS, & RESOURCES
- ▶ **EARNANDLEARNIOWA.GOV** – CONNECTING IOWANS & EMPLOYERS REGISTERED APPRENTICESHIP OPPORTUNITIES
- ▶ **HOMEBASEIOWA.GOV** – CONNECTING VETERANS TO CAREERS AND RESOURCES



FUTURE READY IOWA

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 - ▶ 515-242-5862



UNLEASHING OPPORTUNITIES TO GET
IOWA FUTURE READY.