

DEMOGRAPHIC STATE OF THE STATE:  
*Age, Gender, and Industry Differences  
Reported Among Iowa Jobholders  
2000 through 2008*

# A Report to the

# Governor and Legislature

March 2010

Enriching the Decision Making Process with Innovative,  
Demographic Information

Helping Decision Makers Make Better Informed Decisions

STATE OF IOWA

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IOWA  
WORKFORCE  
DEVELOPMENT



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## Executive Summary

From 2000 through 2008 Iowa's workforce (based on population age 14 and older) grew by 3.6%, from 2,370,618 potential jobholders to 2,455,825 potential jobholders. The number of actual jobholders from Local Employment Dynamics (LED) QWI (Quarterly Workforce Indicators) data reports 1,423,917 jobs held by workers in 2000 and 1,473,815 in 2008. This 3.5% increase follows the increase of potential workers. The percentage of potential jobholders that held jobs in 2000 was 60.1% and that group's percentage in 2008 was 60.0%. Overall, the increase in age 14 and older population, the increase in jobholders and the percentage of potential jobholders with jobs remains fairly equal. But, breaking the data down and examining it by age and gender shows that there are differences within the total picture.

Differences between the genders was not as big of a factor as age in the years studied. In 2000 there were 924 more males in the workforce than females. By 2008 females had taken the lead by 1,319 jobholders. This made the comparison a statistical tie with both genders having 50% of the workforce. There was less than .1% difference between the number of male and female workers in 2000 and 2008. The largest gap between genders between 2000 and 2008 occurred in 2002 when females held a .7% advantage ( 9,751 more jobholders). By 2005 the males had caught back up and the ratio has been 50/50 ever since.

Overall the changes in the number employed have been steadier for females than males. Males have had four year-to-year employment changes at 1.7% change or more, with the high being 1.9%. Females high percentage change in employment was 1.6% for the period of 2005 to 2006. The highest rates of employment change for both genders occurred among the younger jobholders. The rate of change overall decreases with age until age 55 and above, where a continuing increase in the number of jobholders has also increased the rate of change.

Examining the data in respect to age shows that older workers are making up a larger number of jobholders in 2008 than they did in 2000. In general, the different gender/age groups in Iowa follow the ups and downs of Iowa's total number of jobholders with small differences within gender and age groups. The two groups that have not followed this trend are the age groups of age 35 to 44 and age 55 and above.

Analysis of the data showed that there has been a movement toward more older workers in the workforce. Workers in the 14 to 44 age groups have decreased by 25,576 (4.5%) from 2000 to 2008. This group had increase in population of .6% during that time. In 2000, 68.1% of the population age 14 to 44 were jobholders. Jobs in the same age groups dropped to 64.6% for 2008.

The 35 to 44 age group lost a significant number in population and jobholders in the years studied. This group lost 14.2% of its population dropping from 444,399 to 381,262. In the same time period, the number of jobholders decreased by 51,449 workers. This 14.4% decrease matched up with the percentage of population drop.

Another age group where employment matched population is the 45 to 54 age group. As the population aged, this group added 48,658 residents from 2000 to 2008 and also added 39,418 more jobholders. This is an increase of 12.3% and 12.9% respectively. The percentage of jobholders to potential jobholders in this group was also steady with 77.7% holding jobs in 2000 and 77.8% in 2008.

The two age groups of 55 to 64 years and 65 and older reported the largest increase in population and jobholders. It also had the largest disparity between the two. These groups grew by 94,444 (13.6%) in population and by 87,505 (45.6%) in jobs from 2000 to 2008. In 2000, 27.7% of potential jobholders in this age group were employed. By 2008 this percentage had risen to 35.4%

## About the Source Data

This report is based on public-use Quarterly Workforce Indicators (QWI) compiled through the Census Bureau's Local Employment Dynamics (LED) program, which was the source for the data presented here. From the resulting data set, the 2010 Demographic State of the State used end-of-quarter employment data broken down by age, gender, industry, and county at the average annual level.

QWI data includes both part-time and full-time employment, is workplace specific, and is presented at the jobholder level. Therefore, an individual holding more than one job is counted with each job he or she holds. Because jobholders are counted where they work and not where they live, county-based QWI data does not necessarily coincide with a county's resident demographics. QWI data represents approximately 96% of the overall civilian workforce that is covered by Unemployment Insurance, including only the jobs where LED sources require employment reporting. QWI data does not necessarily include data for the self-employed, employees of some non-profits, and others.

Finally, the Census Bureau upholds strict confidentiality rules that influence QWI data, particularly when reported values are small. To protect confidentiality, the Census Bureau may intentionally adjust those values so that the reported figure will be approximate, but not materially different. While the resulting measures in those cases are not necessarily exact, they remain close enough for informed analysis.

# LED

## New Data from the States and the U.S. Census Bureau

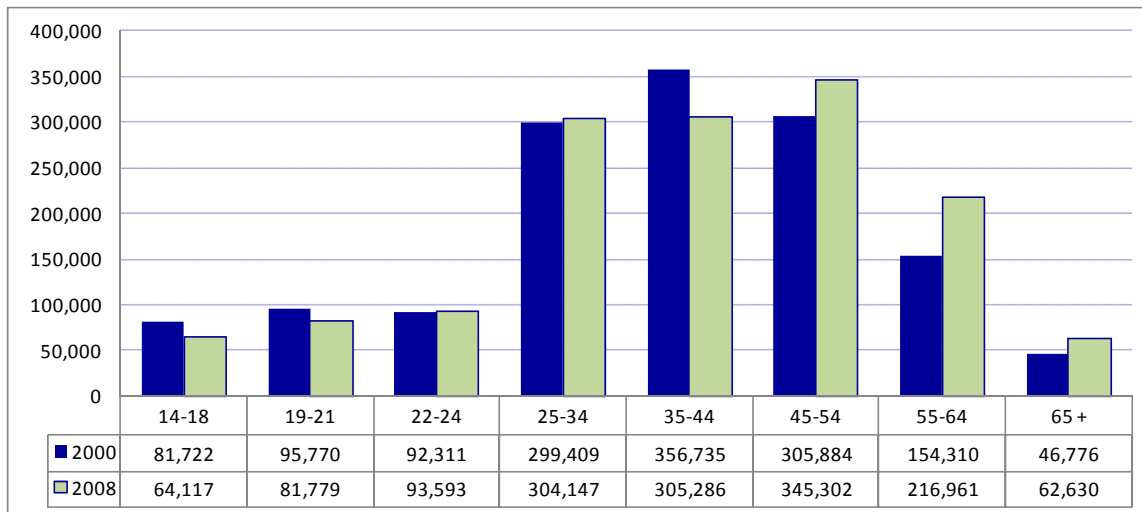
Local Employment Dynamics

All About Jobs

## Analysis of the Data

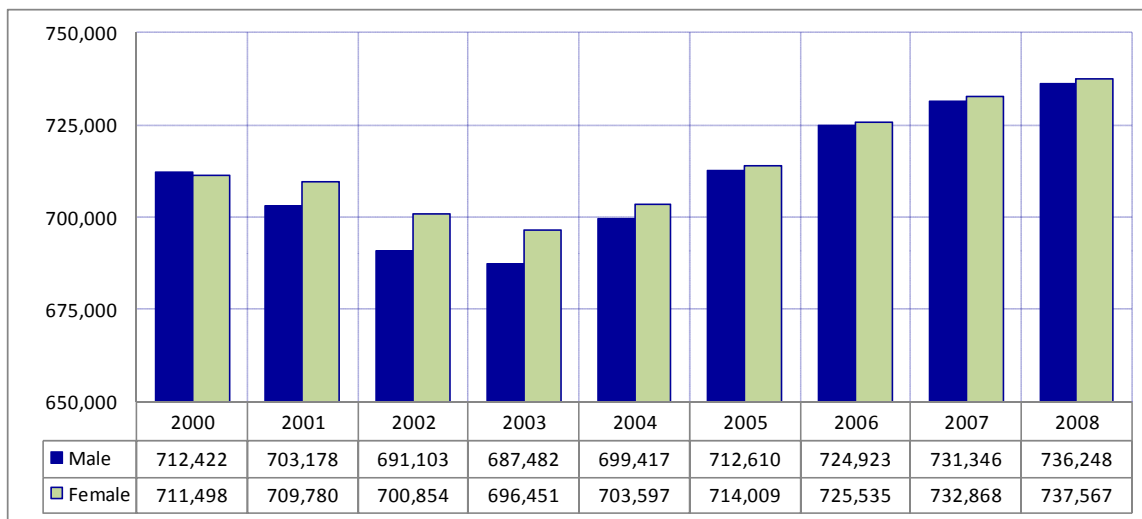
QWI data indicated that Iowa's average annual jobholder count grew by 3.5% between 2000 and 2008, increasing from 1.42 million to 1.47 million. By reviewing the QWI data by age and gender, it becomes clear that the job growth has not been uniformly distributed. Although the difference between genders may have been more significant in age groups in different years, overall the number of Iowa jobholders has been almost evenly divided between males and females. Males held a slight advantage with 712,422 workers to 711,498 female workers in 2000. Females in the workforce outnumbered males in 2001 and continued to have a small lead over males since. In 2008 females outnumbered males 737,567 to 736,248.

The largest difference found in the analyzed time period was that of age. Analysis of the data showed a shift to older workers. From 2000 to 2008 the percentage of the total workforce for workers age 14 to 44 dropped by approximately 7.4% and the workers age 44 and above showed a gain of approximately 7.4% of the total workforce. These older age groups accounted for 35.0% of the total workforce in 2000 and 42.4% in 2008.



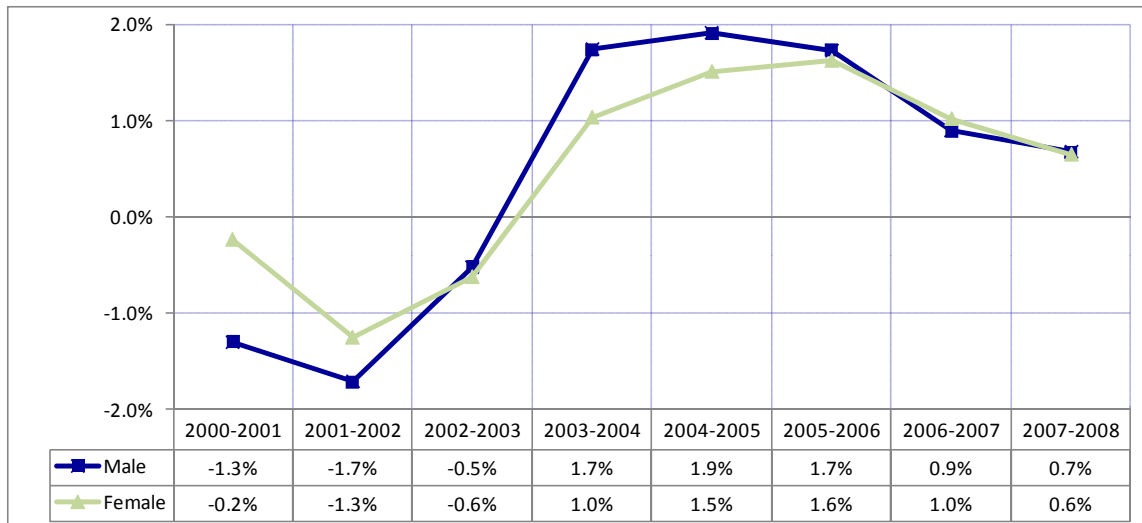
**Figure 1 - Iowa's Average Annual Statewide Employment by Age**

As Iowa's average general population has aged, so has Iowa's workforce. From 2000 to 2008 the percentage of Iowa jobholders age 24 and under dropped from 18.9% (-30,314) of the total workforce to 16.2%. Workers age 54 and under declined 5.5% (37,607) of the total workforce from 2000 to 2008. Workers over the age of 55 made up 14.1% of the total workforce in 2000 but increased to 19.0% (+78,505) in 2008 with workers between the ages of 55 and 64 (+62,651) increasing by 3.9% .



**Figure 2 - Iowa's Average Annual Statewide Employment By Gender**

Iowa's workforce has been nearly even between men and women the last eight years. Women have out-gained men slightly adding 2,243 more jobholders to the workforce between 2000 and 2008. In 2000 there were 924 more men in the workforce than women. By 2008, women claimed an advantage over males by 1,319 jobholders. From 2001 to 2003, both genders lost jobs compared to the previous year. Beginning in 2004, both genders added workers each year. By 2008, the percent of jobholders by gender was essentially equal.



**Figure 3 - Iowa's Year-Over-Year Growth Rates Changes in Average Annual Jobholders by Gender**

Year-over-year analysis of trends in Iowa's net job growth also show gender differences in the rate of statewide employment between 2000 and 2008. Between 2000 and 2003, jobs held by men declined by 3.5% while jobs held by women only declined 2.1%. When jobholders increased from 2003 to 2008, the number of jobs held by men increased by 7.1% while the number of jobs held by women increased by 5.9%. Males had the largest swings in employment changes with four years having changes of 1.7% or more (1.9% highest & .5% lowest) while four years of 1.5% or less (1.6% highest & .25% lowest).

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-ALL AGES BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Food Services and Drinking Places 5.34%	Food Services and Drinking Places 7.28%	Food Services and Drinking Places 6.31%
Specialty Trade Contractors 5.24%	Nursing and Residential Care Facilities 6.07%	Administrative and Support Services 4.26%
Administrative and Support Services 4.61%	Ambulatory Health Care Services 5.49%	Nursing and Residential Care Facilities 3.56%
Machinery Manufacturing 4.52%	Hospitals 5.01%	Food Manufacturing 3.36%
Food Manufacturing 4.50%	Administrative and Support Services 3.90%	Ambulatory Health Care Services 3.31%

**Figure 4 - Top Five Industries by Percentage of Jobs held: Iowa Jobholders—All Ages by Gender, 2008**

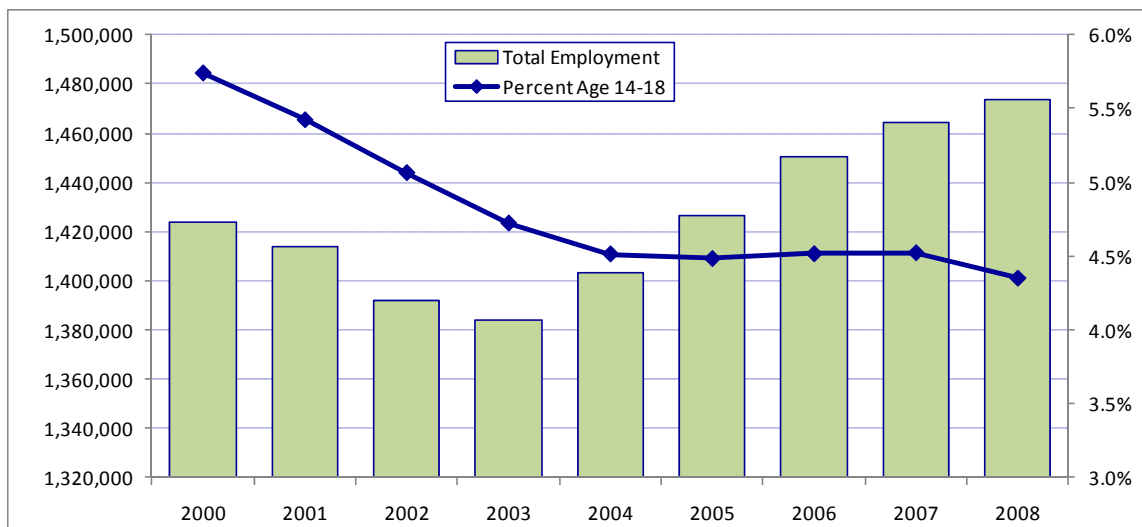
QWI data revealed some differences in age and gender when the data was examined by industry. When the data was examined for all jobholders across the state, the Food Services and Drinking Places industry employed the highest percentage of jobholders for men (5.34%), women (7.28%), and both genders (6.31%). However, there are differences that can be seen between men and women. The Specialty Trade Contractors industry employed the second highest percentage of men (5.24%), but for women, Nursing and Residential Care Facilities had the second highest percentage (6.07%). The second highest for both genders was the Administrative and Support Services industry (4.26%). Other comparisons can be found in Figure 4. The percentage of jobholders in various age groups employed by industry will be broken down by age group throughout the report.

Summary analysis of QWI data also revealed strong differences at the county level. Polk County reported the largest overall numeric job growth between 2000 and 2008, adding 15,017 jobs for a percentage increase of 5.71%. Men filled 57.37% of those jobs with men aged 55-64 accounting for 38.07% of the increase.

Dallas County showed the largest overall job percentage increase between 2000 and 2008, adding 9,107 jobs for a net job growth of 58.44%. Women filled 58.94% of the county's net job growth during that time, and women between 25 and 34 accounted for 14.48% of the net job growth in Dallas County. The opening of the Jordan Creek Mall was responsible for the majority of this increase.

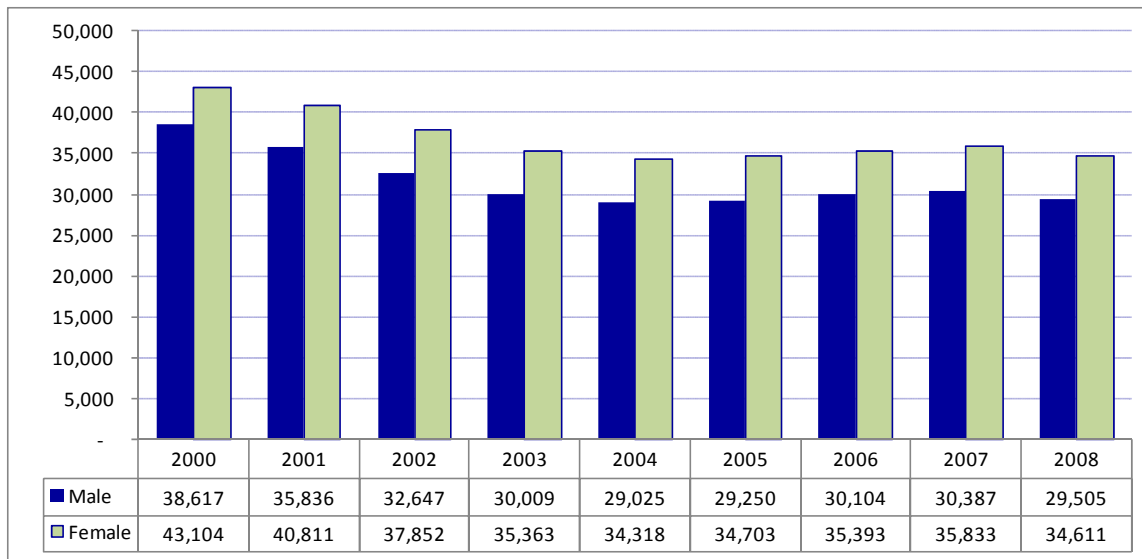
Jasper County had the largest numeric job loss between 2000 and 2008. The net job loss was 2,971 for a percentage decrease of 21.58%, which was also the largest percent decrease among all Iowa counties. The closing of Maytag accounts for a large percentage of the decline in Jasper County.

## Workers Age 14-18



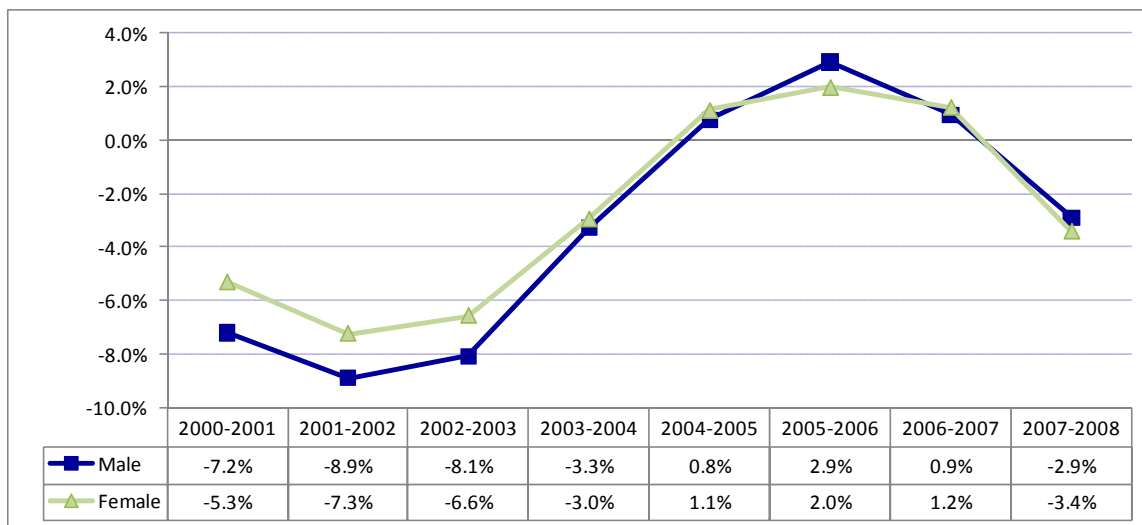
**Figure 5 - Iowa's Average Annual Employment: Age 14 to 18 by Number and Percent of Total Workers**

In 2000, over 1 in 17 of Iowa jobholders were between the ages of 14 and 18. These high school aged workers represented 5.7% (81,722) of all workers in 2000 but had declined to 4.4% (64,117) of the state's jobholders by 2008. After falling from year 2000 through 2004, the percentage of workers age 14 to 18 of the workforce held steady before dropping slightly in 2008. The number of workers in this age group dropped from 81,722 in 2000 to 64,117 in 2008 for a decline of 21.5%.



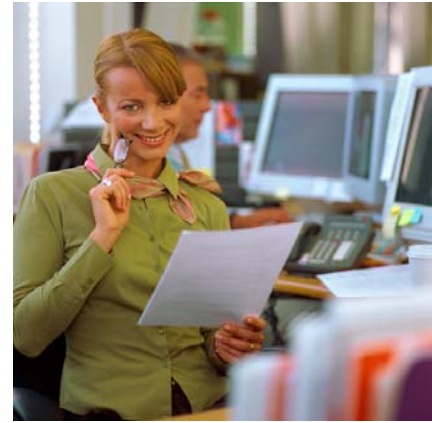
**Figure 6 - Iowa's Average Annual Employment: Workers Age 14 to 18 by Gender**

Analysis of QWI data reveals minor but consistent differences between genders for the youngest group of workers. Among workers in the 14 to 18 age group, there were slightly more young women, representing 52.7% of this group in 2000 and 54.0% in 2008. Figure 6 shows average annual jobholder data for this age group, by gender, for the years 2000 through 2008.



**Figure 7 - Iowa's Year-Over-Year Growth Rates: Workers Age 14 to 18 by Gender**

This group had the most volatile swings in the year-over-year rate of change for net jobs. Compared to other age groups, workers age 14 to 18 experienced the largest percentage drops in the average annual number of jobholders between 2000 and 2003, declining by 21.5% (-17,605) over the time period (declining 23.6% for males and 19.7% for females). Compare Figure 7 with Figures 11, 15, 19, 23, 27, 31 and 35 for more understanding of the volatility of these swings.



TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 14-18 BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Food Services and Drinking Places 30.07%	Food Services and Drinking Places 33.54%	Food Services and Drinking Places 31.94%
Food and Beverage Stores 16.84%	Food and Beverage Stores 12.34%	Food and Beverage Stores 14.41%
Administrative and Support Services 3.70%	Nursing and Residential Care Facilities 6.55%	Nursing and Residential Care Facilities 4.57%
General Merchandise Stores 3.44%	General Merchandise Stores 4.27%	General Merchandise Stores 3.89%
Amusement, Gambling, and Recreation Industries 3.08%	Social Assistance 3.25%	Administrative and Support Services 3.14%

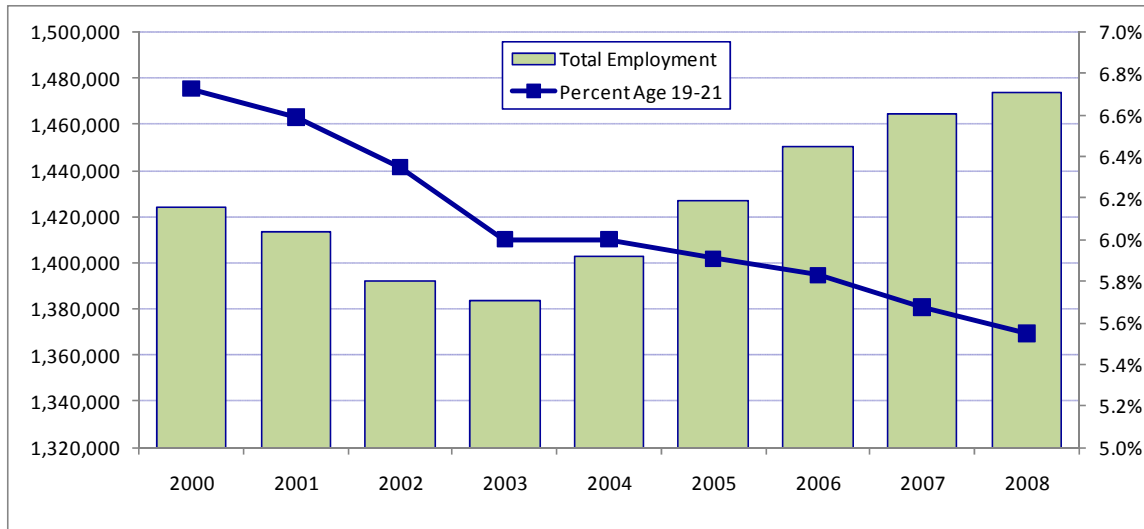
**Figure 8 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 14 to 18 by Gender, 2008**

In the 14 to 18 age group, food related industries accounted for nearly half of the workers (46.35%). The Food Services and Drinking Places industry was the top industry among men (30.07%) and women (33.54%), and the Food and Beverage Stores industry was the second highest industry among men (16.84%) and women (12.34%). Other top industries included Nursing and Residential Care Facilities, General Merchandise Stores, and Administrative and Support Services.

Among jobholders 14 to 18, 97 of Iowa's 99 counties experienced jobholder losses between 2000 and 2008. As a percentage, Guthrie County had the largest decline of 45.02% (131 jobholders). The decline happened gradually from 2000 to 2007 with a slight increase in 2008. Polk County had the largest numeric loss of 2,843 jobholders (22.82%) with the decline happening gradually over time.

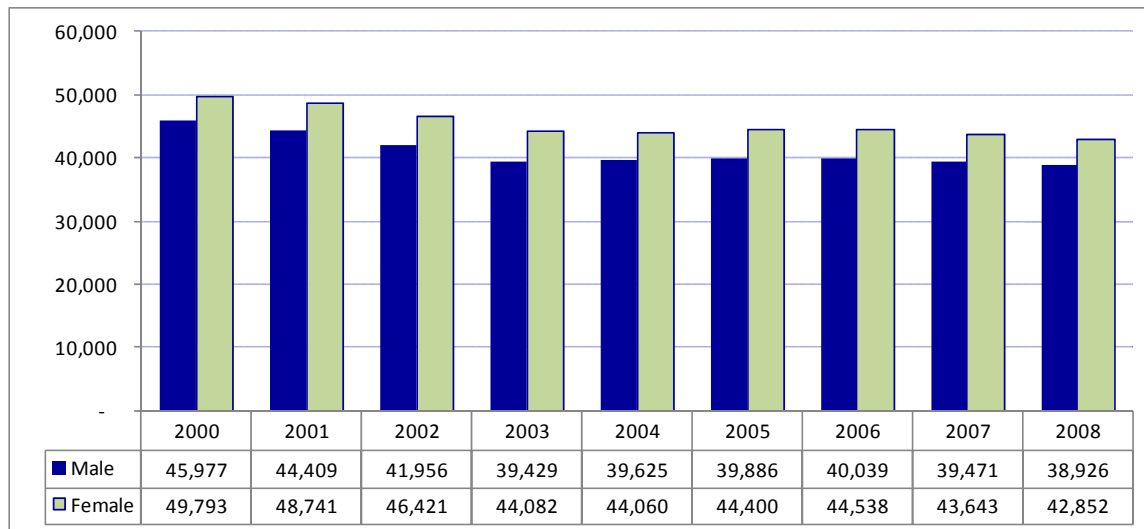
Dallas County experienced the largest percentage increase of 50.21% and the largest numeric job increase of 471 jobholders. Most of this increase occurred because of the opening of Jordan Creek Mall in 2004-2005. The only other Iowa county to experience jobholder gains was Audubon County with 11 more jobholders (7.24%).

## Workers Age 19-21



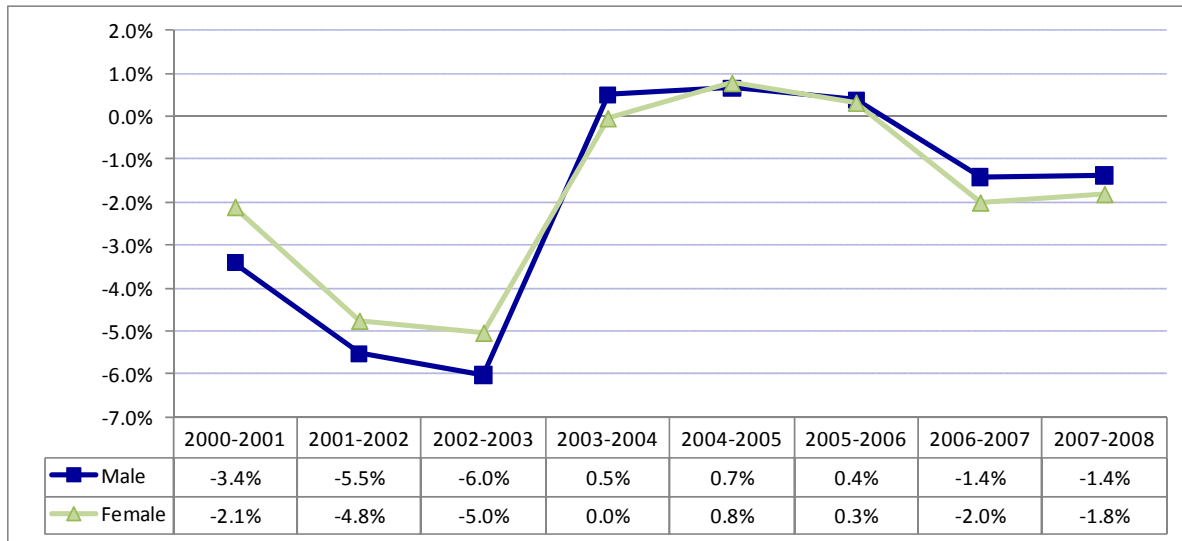
**Figure 9 - Iowa's Average Annual Employment: Age 19 to 21 by Number and Percent of Total Workers**

Workers age 19 to 21 represented 6.7% of jobholders in Iowa in 2000. This age group lost 13,991 jobholders between 2000 and 2008 for a decline of 14.6%. Between 2000 and 2003, the number of jobholders age 19 to 21 dropped from 6.7% of the total Iowa workforce to 6.0%. This age group then held steady as a percentage of the total Iowa workforce for two years before trending down the final four years ending at 5.5% of the total workforce.



**Figure 10 - Iowa's Average Annual Employment: Age 19 to 21 by Gender**

Gender differences for the 19 to 21 age group were similar to those of the younger workers with females holding more jobs than males throughout the years studied. Analysis of QWI data revealed that men within the 19 to 21 age group represented 48.0% of jobholders in 2000 and dropped to 47.6% by 2008. Both genders lost jobholders during the time period with males losing 110 more than females.



**Figure 11 - Iowa's Year-Over-Year Growth Rates: Age 19 to 21 by Gender**

Young men and women age 19 to 21 experienced significant percentage changes in the average annual number of jobs between 2000 and 2008 but not as extreme as the change experienced by workers age 14 to 18. Males averaged 2.4% in employment changes per year while the average employment change per year for females was 2.1%.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 19-21 BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Food Services and Drinking Places 15.64%	Food Services and Drinking Places 20.52%	Food Services and Drinking Places 18.20%
Administrative and Support Services 8.23%	Nursing and Residential Care Facilities 8.24%	Administrative and Support Services 6.80%
Food and Beverage Stores 5.84%	Administrative and Support Services 5.49%	Food and Beverage Stores 5.21%
Specialty Trade Contractors 5.28%	General Merchandise Stores 5.48%	Nursing and Residential Care Facilities 5.00%
General Merchandise Stores 4.02%	Social Assistance 5.22%	General Merchandise Stores 4.78%

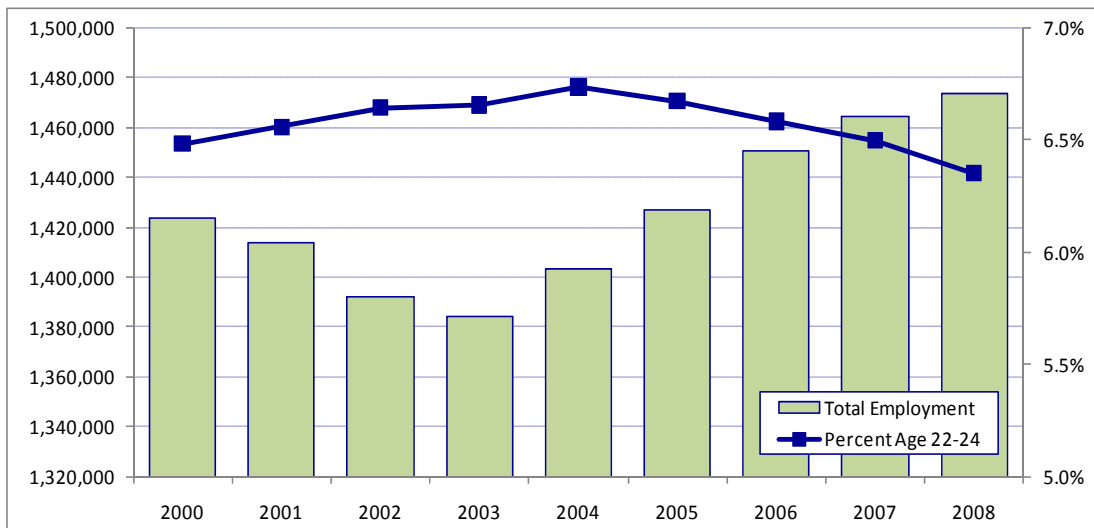
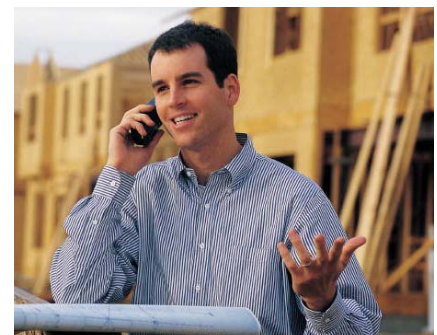
**Figure 12 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 19 to 21 by Gender, 2008**

The Food Services and Drinking Places industry continued to be the top industry among the 19 to 21 age group. The percentage of male workers in this industry was 15.64%, and the percentage for female workers was 20.52%. The other overall top five industries didn't change much either with Administrative and Support Services (6.80%) taking the second spot followed by Food and Beverage Stores (5.21%). Nursing and Residential Care Facilities (5.00%) and General Merchandise Stores (4.78%) rounded out the top five.

Between 2000 and 2008, 84 Iowa counties experienced a net loss in jobholders age 19 to 21. Johnson County reported the largest numeric decline with 2,403 less jobholders (32.91%). The largest decrease in Johnson County happened between 2002 and 2003. Hancock County experienced the largest percentage loss with 52.57% (215 jobholders). The decline happened gradually over the time period.

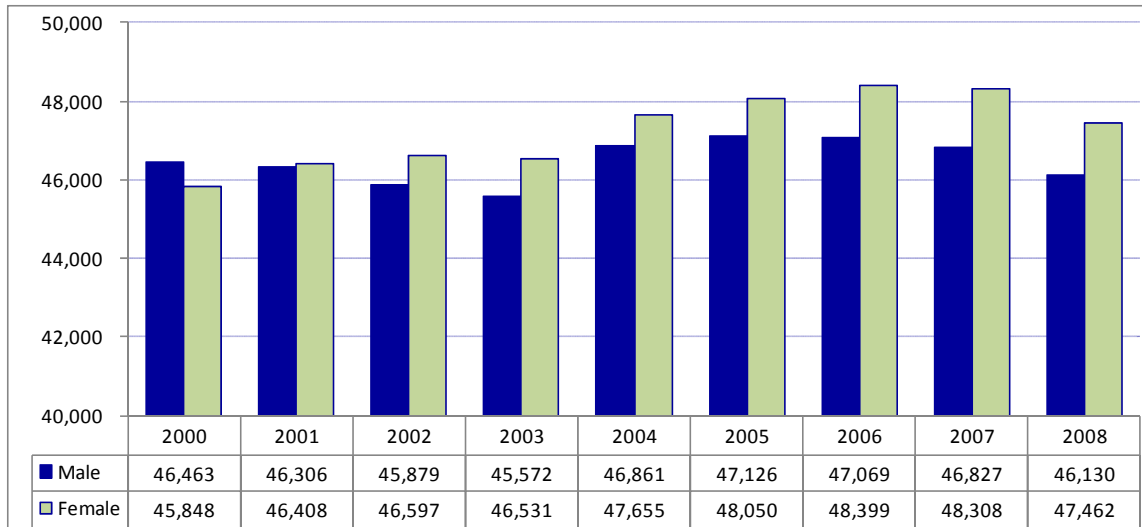
Within this age group, Dallas County added 798 jobholders for the largest numeric increase and the largest percentage growth rate (93.66%). Most of the growth in Dallas County happened between 2004 and 2005.

## Workers Age 22-24



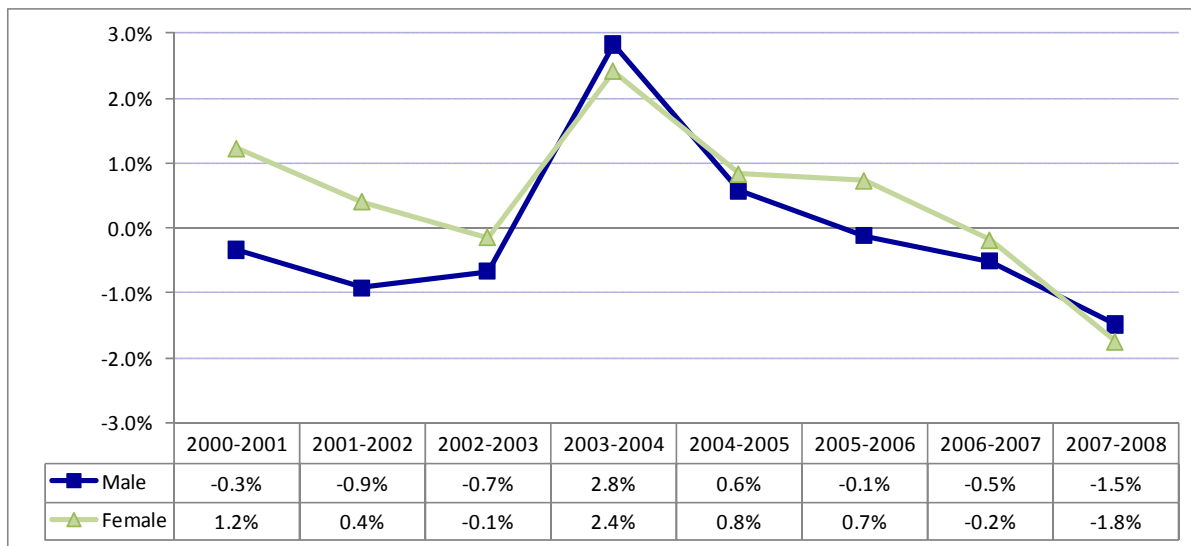
**Figure 13 - Iowa's Average Annual Employment: Age 22 to 24 by Number and Percent of Total Workers**

Between 2000 and 2008, jobholders in the 22 to 24 age group represented approximately 1 in 15 Iowa jobholders. Jobholders in this age group grew by 1,282 from 2000 to 2008. After 2 years of steady employment, (2002 & 2003) workers in this age group grew at an average rate of 1.2% per year for the next 3 years before declining in 2007 and 2008. Between 2000 and 2006, the average annual of jobholders increased from 92,311 to 95,469, a growth rate of 3.4%. When the decline in jobholders in 2007 and 2008 is included, the growth rate for the entire time period is 1.4%. This age group made up 6.5% of Iowa's average annual employment in 2000 reaching a high of 6.7% before dropping to 6.4% in 2008.



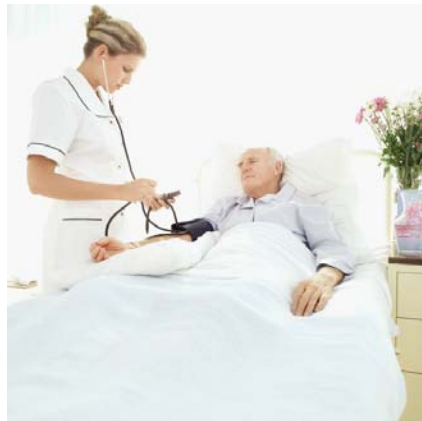
**Figure 14 - Iowa's Average Annual Employment: Age 22 to 24 by Gender**

In the 22 to 24 age group, males in the workforce decreased and females saw an increase in jobholders for the years studied. Males outnumbered females in 2000. Female jobholders overtook male jobholders in 2001 and have had more employment since. Female jobholders increased by 1,614 and male jobholders decreased by 333. In 2000, males represented 50.3% of this age group and females represented 49.7%. By 2008 males accounted for 49.3% and females represented 50.7%.



**Figure 15 - Iowa's Year-Over-Year Growth Rates: Age 22 to 24 by Gender**

Overall, changes in average annual job counts for workers age 22 to 24 have been less dramatic than younger workers. The number of male jobholders declined six of the eight years from 2000 to 2008, while the number of female jobholders in this age group dropped three of the eight years. The percentage of males in the workforce decreased by .7%, while females in this age group experienced a 3.5% increase from 2000 to 2008.



TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 22-24 BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Food Services and Drinking Places 10.95%	Food Services and Drinking Places 12.88%	Food Services and Drinking Places 11.93%
Administrative and Support Services 7.29%	Nursing and Residential Care Facilities 7.64%	Administrative and Support Services 6.33%
Specialty Trade Contractors 6.32%	Administrative and Support Services 5.39%	Nursing and Residential Care Facilities 4.51%
Food Manufacturing 3.99%	Social Assistance 4.83%	General Merchandise Stores 3.41%
Machinery Manufacturing 3.73%	Hospitals 4.44%	Specialty Trade Contractors 3.37%

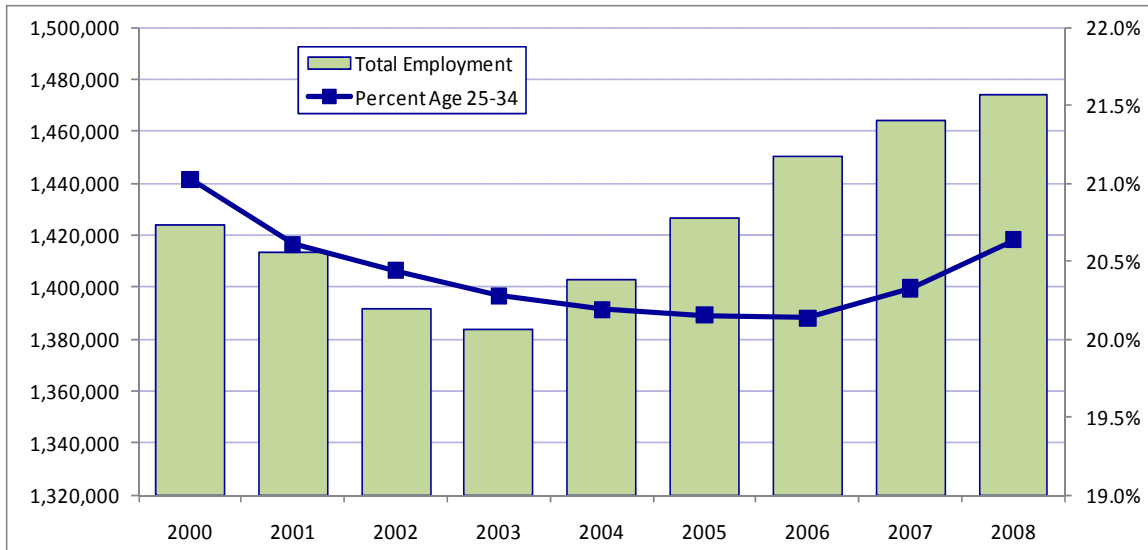
**Figure 16 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 22 to 24 by Gender, 2008**

The top industry in the 22 to 24 age group was Food Services and Drinking Places. Men in this age group accounted for 10.95% while women accounted for 12.88%. Administrative Support Services was the only other common top five industry among men (7.29%) and women (5.39%) making it the second highest industry overall. Nursing and Residential Care Facilities and General Merchandise Stores were third and fourth, respectively. Specialty Trade Contractors took the fifth spot.

A little more than half of Iowa counties experienced net jobholder growth within the 22 to 24 age group between 2000 and 2008. Dallas County had the largest numeric increase as well as the largest percentage increase adding 948 jobholders for a percentage increase of 103.40%. Most of the growth occurred between 2003 and 2004.

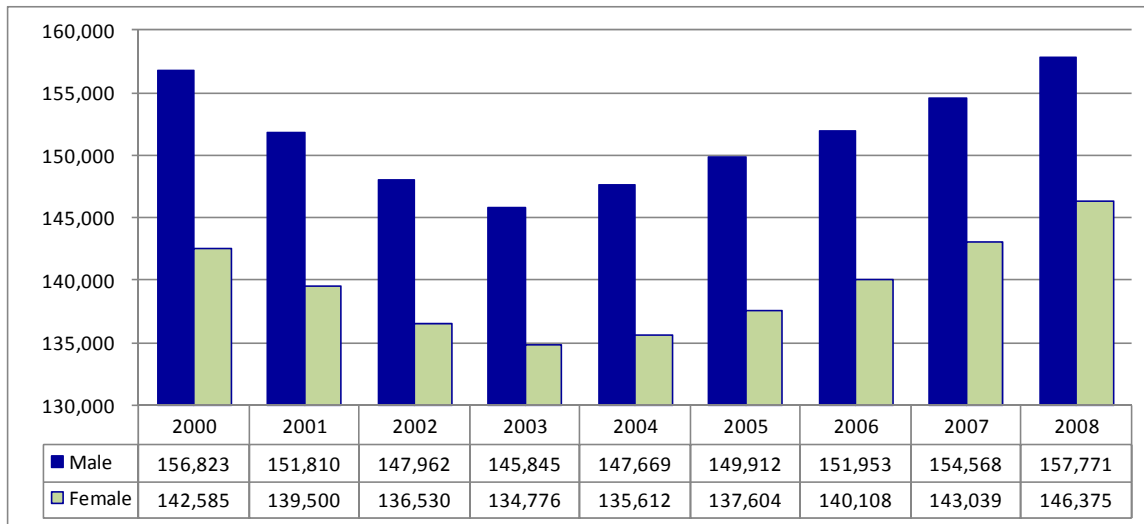
Johnson County experienced a loss of 780 jobholders for the largest numeric decrease (11.16%) with the largest decline happening between 2002 and 2003. Van Buren County had the largest percentage decline with 40.00% (66 jobholders). The number of jobholders in Van Buren County decreased from 2000 to 2002 but increased from 2002 to 2007 before falling slightly again in 2008.

## Workers Age 25-34



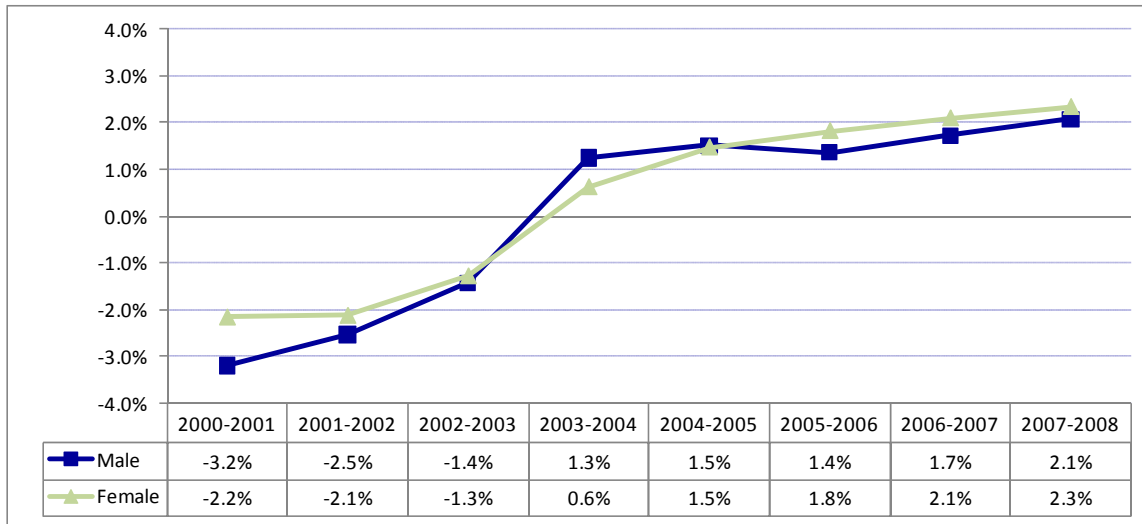
**Figures 17 - Iowa's Average Annual Employment: Age 25 to 34 by Number and Percent of Total Workers**

Just over 1 in 5 jobs in the state were held by jobholders between the ages of 25 and 34 from 2000 to 2008. The number of workers in this age group grew by 4,738 (1.6%) but did not keep up with the total growth of Iowa jobholders of 3.5%. When viewed as a percentage of the whole, jobholders in this age group represented 21.0% of all jobholders in the state in 2000 but that figure decreased to 20.6% by 2008.



**Figure 18 - Iowa's Average Annual Employment: Age 25 to 34 by Gender**

This was the youngest age group studied that had more males in the workforce in 2000 and 2008. In 2000, males represented 52.4% of Iowa jobholders age 25 to 34. In 2008 that rate declined slightly to 51.9%, but was the highest ratio of males among jobholders for the different age categories examined for 2008. An explanation for the lower number of female jobholders in this age group could be due to preferences in child-rearing.



**Figure 19 - Iowa's Year-Over-Year Growth Rates: Age 25 to 34 Gender**

Gender specific differences are minor in year-over-year rates of change for the number of jobholders age 25 to 34. The largest difference between the genders is 1.0% in the years 2000-2001 with the average difference of .5% per year from 2000 to 2008.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 25-34 BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Specialty Trade Contractors 7.29%	Food Services and Drinking Places 6.90%	Food Services and Drinking Places 6.29%
Food Services and Drinking Places 5.72%	Ambulatory Health Care Services 6.35%	Administrative and Support Services 5.08%
Administrative and Support Services 5.40%	Nursing and Residential Care Facilities 6.08%	Specialty Trade Contractors 4.09%
Food Manufacturing 4.66%	Hospitals 5.29%	Insurance Carriers and Related Activities 3.91%
Machinery Manufacturing 4.53%	Insurance Carriers and Related Activities 4.96%	Food Manufacturing 3.69%

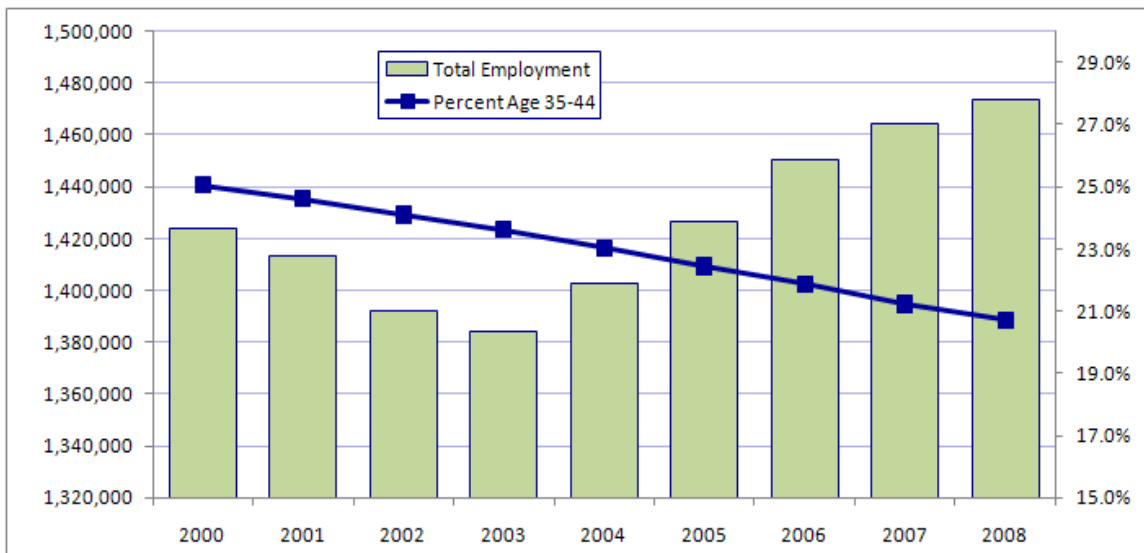
**Figure 20 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 25 to 34 by Gender, 2008**

Food Services and Drinking Places was the top industry overall (6.29%) and among women (6.90%) in the 25 to 34 age group. However, Specialty Trade Contractors was the top industry among men (7.29%), which helped push the industry up to the third spot overall. Insurance Carriers and Related Activities and Food Manufacturing broke into the top five in fourth and fifth, respectively. Other than Food Services and Drinking Places, men and women had no other common top five industries.

Between 2000 and 2008, 50 Iowa counties experienced jobholder growth within the 25 to 34 age group while 49 counties experienced jobholder loss. Dallas County continued to have the largest numeric growth with 2,287 more jobholders (63.90%). The largest growth occurred between 2003 and 2004. Worth County had the largest percentage increase at 117.83% (271 jobholders) with the growth happening gradually between 2000 and 2008.

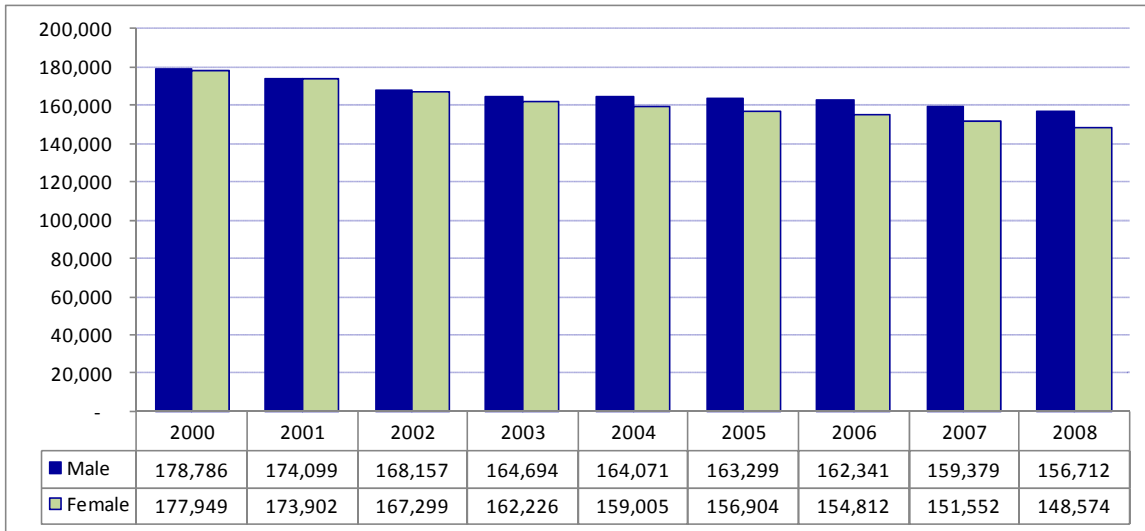
Jasper County had the largest numeric decline with 865 less jobholders (31.39%). Most of the decline occurred between 2002 and 2004. Van Buren County experienced the largest percentage decrease at 33.09% (184 jobholders) with the largest decrease occurring between 2000 and 2001.

## Workers Age 35-44



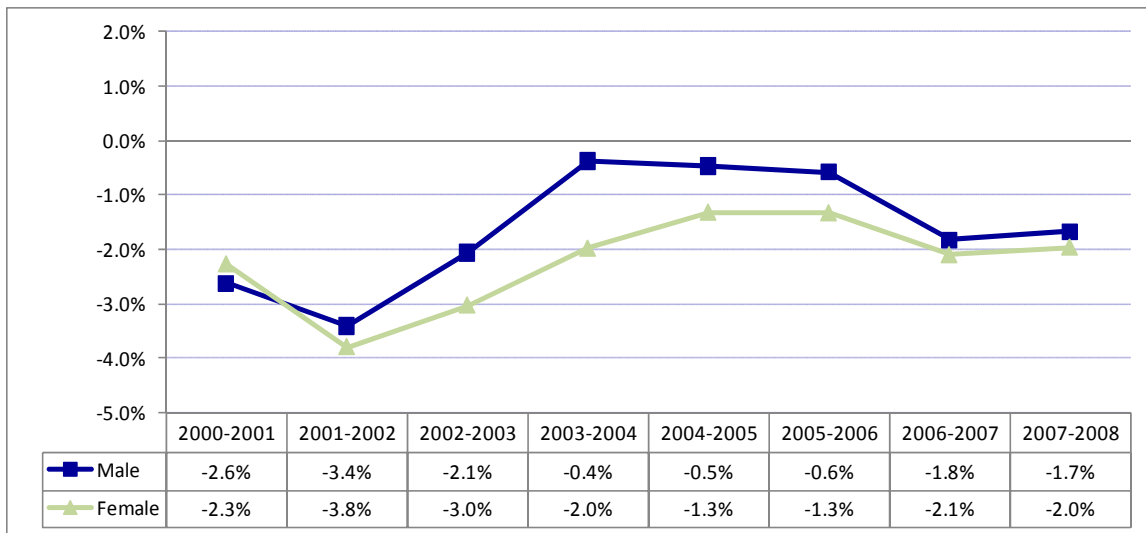
**Figure 21- Iowa's Average Annual Employment: Age 35 to 44 by Number and Percent of Total Workers**

In 2000, 356,735 of Iowa's jobholders were in the 35 to 44 age group. By 2008 that number had fallen to 14.4%. In that time period, this group declined by 51,449 workers and went from 25.1% of the total workforce to 20.7%. This is the largest numeric decrease among all age groups reviewed for this report. This reduction of 14.4% in jobholders age 35 to 44 occurred while the total Iowa workforce grew 3.5% over the same time frame.



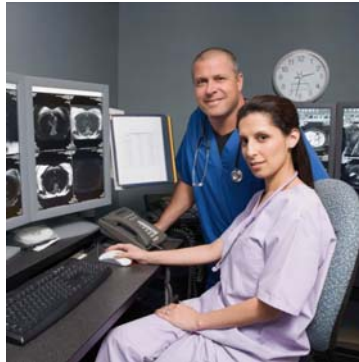
**Figure 22 - Iowa's Average Annual Employment: Age 35 to 44 by Gender**

The decline in jobholders in this age group affected the genders differently. From 2000 to 2008, female jobholders age 35 to 44 dropped by 29,375 for a 16.5% decline. In the same time period male jobholders lost 22,074 workers for a 12.3% decline.



**Figure 23 - Iowa's Year-Over-Year Growth Rates: Age 35 to 44 by Gender**

Iowa workers age 35 to 44 had no year to year growth as the number of jobholders in this age group declined every year. The number of male jobholders decreased at an average rate of 1.5% year to year compared to an average rate of 2.1% for female jobholders.



TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 35-44 BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Specialty Trade Contractors 5.88%	Ambulatory Health Care Services 6.37%	Food Manufacturing 4.15%
Food Manufacturing 5.35%	Hospitals 5.28%	Administrative and Support Services 4.06%
Machinery Manufacturing 4.89%	Nursing and Residential Care Facilities 5.17%	Insurance Carriers and Related Activities 3.94%
Administrative and Support Services 4.12%	Insurance Carriers and Related Activities 5.08%	Food Services and Drinking Places 3.79%
Truck Transportation 3.89%	Food Services and Drinking Places 4.54%	Ambulatory Health Care Services 3.78%

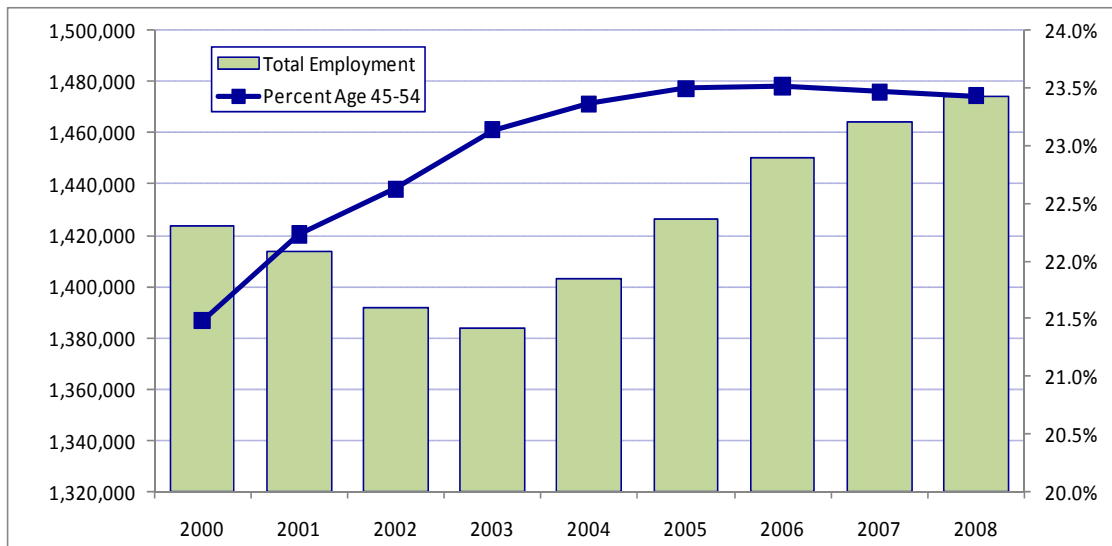
**Figure 24 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 35 to 44 by Gender, 2008**

The Food Services and Drinking Places did not keep its top overall industry position in the 35 to 44 age group. It was replaced by Food Manufacturing (4.15%), which was also the second highest industry for men (5.35%). Specialty Trade Contractors took the top spot among men (5.88%), and Ambulatory Health Care Services was the top industry among women (6.37%). For women, the top three industries were in the Health Care and Social Assistance sector. Among this age group, men and women had no common industries in the top five.

Between 2000 and 2008, 95 Iowa counties experienced jobholder loss within the 35 to 44 age group. Polk County experienced the largest numeric decline with 3,769 less jobholders (5.64%). Most of the decline occurred between 2002 and 2003. Osceola County had the largest percentage decrease with a 42.87% rate of decline (346 jobholders). The number of jobholders decreased every year between 2000 and 2008 in Osceola County.

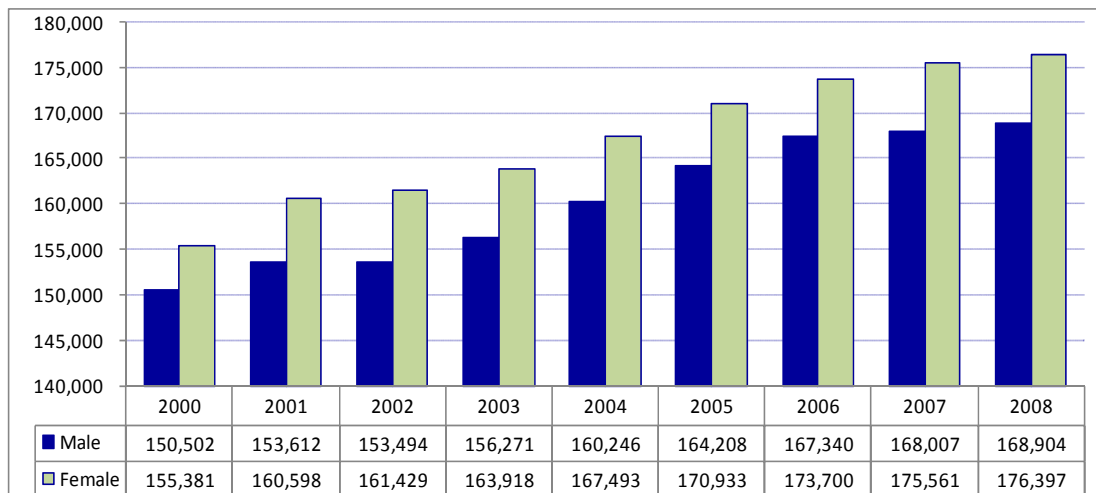
The largest numeric growth happened in Dallas County with 1,124 new jobholders, which was also the second highest percentage increase (27.20%). The majority of the growth occurred between 2004 and 2005. Worth County had the largest percentage increase with 27.55% (100 jobholders). The growth began in 2004 and continued through 2007 before falling slightly.

## Workers Age 45-54



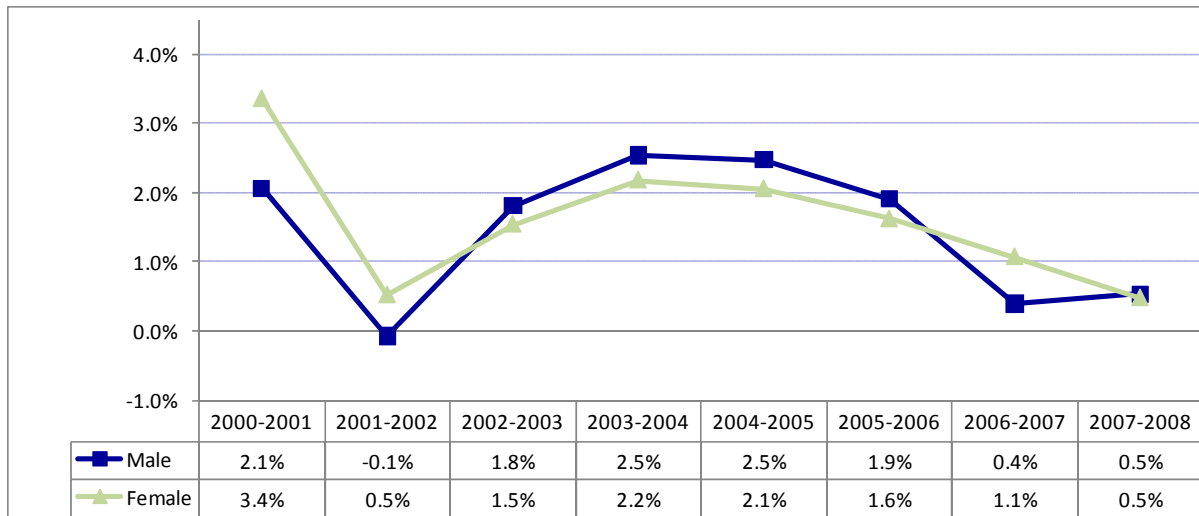
**Figure 25 - Iowa's Average Annual Employment: Age 45 to 54 by Number and % of Total Workers**

Between 2000 and 2008, jobholders age 45 to 54 steadily increased in number and in the percentage of the total workforce. As a percentage of the state's total workforce, workers in this age group climbed from 21.5% in 2000 to 23.4% in 2008. This age group also added 39,418 jobholders in that time, growing 12.9%. The age group's growth was the second highest in numeric growth and third in percentage of growth.



**Figure 26 - Iowa's Average Annual Employment: Age 45 to 54 by Gender**

Female jobholders outnumbered males in this age group. Both groups grew in number during the time period with the difference in growth .7% or less between the genders in seven of the eight years studied. They also accounted for similar percentages of the total employment in the 45 to 54 age group. In 2000 males accounted for 49.2% of the age group and females accounted for 50.8%. By the end of 2008, females had gained .3% making up 51.1% of the age group compared to the males at 48.9%



**Figure 27 - Iowa's Year-Over-Year Growth Rates: Age 45 to 54 by Gender**

Males had the greater year-over-year changes four of the eight years, females had greater changes three years and one year was a tie, but the growth rates were similar most of the years. The one time where the difference between males and females was 1% or greater was 2000-2001. From 2000 through 2008 females added 21,016 jobholders for an increase of 13.5% and males added 18,402 more jobholders for a 12.2% increase.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 45-54 BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Food Manufacturing 5.27%	Ambulatory Health Care Services 6.16%	Food Manufacturing 3.79%
Machinery Manufacturing 5.23%	Hospitals 5.89%	Ambulatory Health Care Services 3.76%
Truck Transportation 4.74%	Nursing and Residential Care Facilities 5.50%	Hospitals 3.52%
Specialty Trade Contractors 4.73%	Insurance Carriers and Related Activities 4.08%	Administrative and Support Services 3.35%
Merchant Wholesalers, Nondurable Goods 3.89%	Credit Intermediation and Related Activities 3.67%	Nursing and Residential Care Facilities 3.23%

**Figure 28 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 45 to 54 by Gender, 2008**

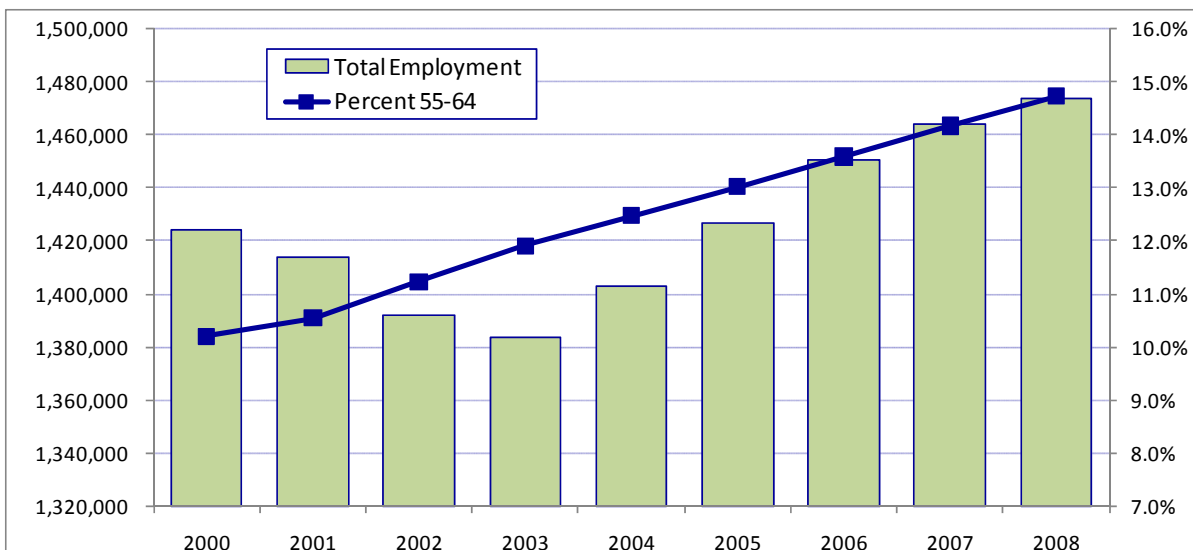
In the 45 to 54 age group, Food Manufacturing was the top industry overall (3.79%) and among men (5.27%). The Food Services and Drinking Places industry did not appear in the top five for men, women, or both genders.

The top three spots for women were once again all in the Health Care and Social Assistance sector. The fourth and fifth spots were both in the Finance and Insurance sector. Among men, Machinery Manufacturing was a close second to Food Manufacturing at 5.23%. There was also a slim difference between the third and fourth spots. Truck Transportation was third (4.74%) and Specialty Trade Contractors took fourth (4.73%).

Most of Iowa's counties experienced jobholder gains in the 45 to 54 age group between 2000 and 2008. Polk County had the largest numeric growth with 7,447 new jobholders (13.68%). The growth happened gradually over the time period. Delaware County reported the highest percentage increase at 54.79% (595 jobholders) with the growth happening gradually over the time period. Close behind was Dallas County with a percentage increase of 54.23% (1,718 jobholders). Most of the growth occurred between 2003 and 2004.

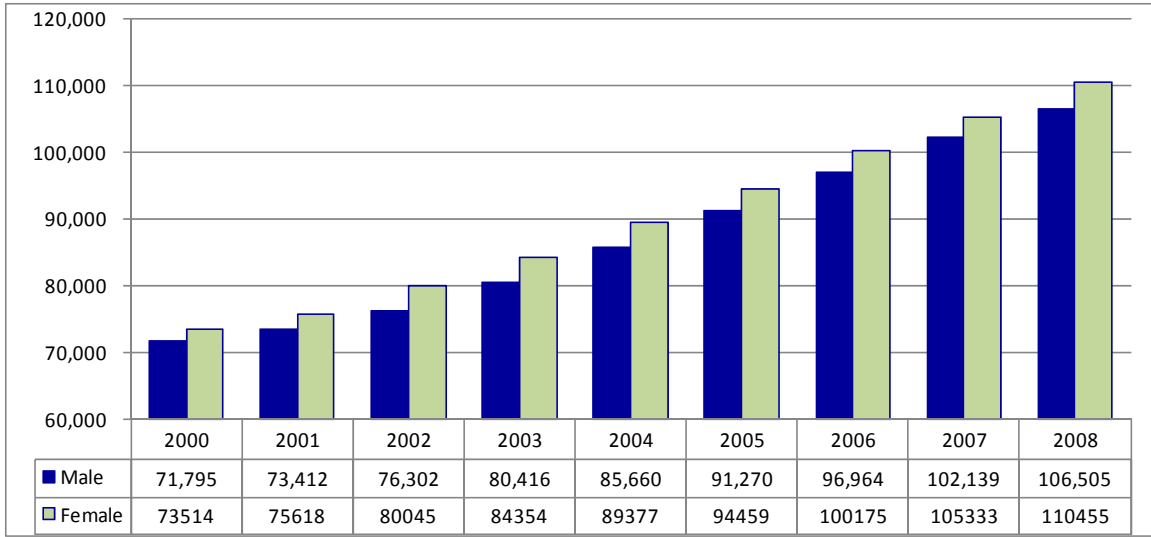
Jefferson County experienced the largest numeric decline with 565 less jobholders. Jefferson County also had the largest percentage decline at 23.64% with the number of jobholders decreasing every year between 2000 and 2008.

## Workers Age 55-64



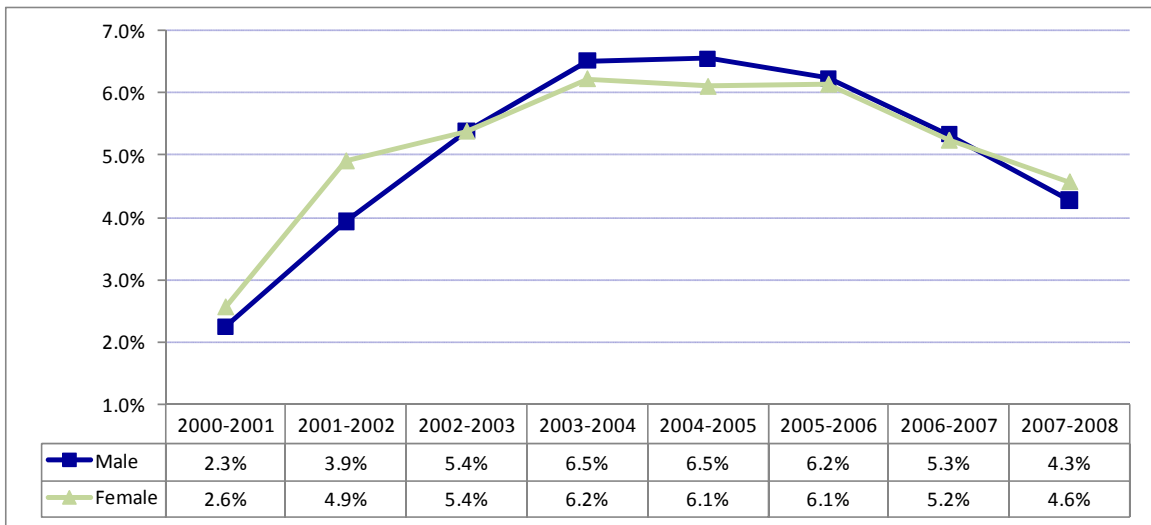
**Figure 29 - Iowa's Average Annual Employment: Age 55 to 64 by Number and Percent of Total Workers**

Between 2000 and 2008, jobs held by Iowans age 55 to 64 grew by 49.3% adding 71,651 average annual jobholders. This was the largest numeric and percentage increases among the age groups reporting in the QWI Online data. In 2000, jobholders in this age group represented 10.2% of the statewide average annual employment but by 2008 that percentage increased to 14.7%.



**Figure 30 - Iowa's Average Annual Employment: Age 55 to 64 by Gender**

Iowa jobholders in this age group grew in every year of the study. In 2000, females made up 50.6% of Iowa jobholders age 55 to 64. Females added more workers than males five out of the eight years studied. From 2000 through 2008 there were 34,710 male workers and 36,941 female workers added to the Iowa workforce aged 55 to 64. By 2008 females had increased their percentage in the age group to 50.9%.



**Figure 31 - Iowa's Year-Over-Year Growth Rates: Age 55 to 64 by Gender**

Iowa workers age 55 to 64 experienced the highest year-over-year growth of any group in the study. Between 2003 and 2006, this group had an average gain of 5.1% per year. In that time period, males and females age 55 to 64 increased at an average yearly rate of 5.1% and 5.2% respectively.



**TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD  
 IOWA JOBHOLDERS-AGE 55-64 BY GENDER  
 BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT**

Male	Female	Both Genders
Machinery Manufacturing 5.79%	Nursing and Residential Care Facilities 5.96%	Ambulatory Health Care Services 3.65%
Truck Transportation 4.80%	Hospitals 5.77%	Nursing and Residential Care Facilities 3.56%
Food Manufacturing 4.20%	Ambulatory Health Care Services 5.63%	Hospitals 3.55%
Merchant Wholesalers, Nondurable Goods 3.74%	Credit Intermediation and Related Activities 3.56%	Machinery Manufacturing 3.39%
Merchant Wholesalers, Durable Goods 3.64%	Insurance Carriers and Related Activities 3.46%	Administrative and Support Services 3.23%

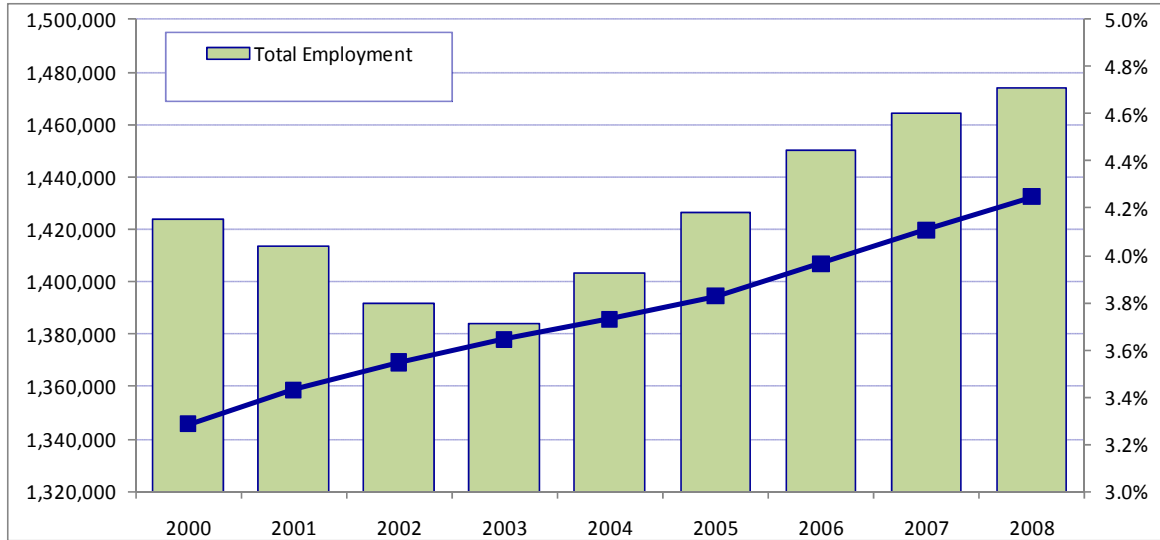
**Figure 32 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 55 to 64 by Gender, 2008**

The top overall industry in the 55 to 64 age group was Ambulatory Health Care Services (3.65%). Machinery Manufacturing took the top spot among men (5.79%) while Nursing and Residential Care Facilities was the highest among women (5.96%). The top five industries for women remained the same as the 45 to 54 age group except for the order. For men, Specialty Trade Contractors dropped out of the top five for the first time since the 14 to 18 age group.

All 99 of Iowa's counties experienced jobholder growth in the 55 to 64 age group between 2000 and 2008. Polk County had the largest numeric growth with 12,250 more jobholders (49.11%). The growth occurred gradually between 2000 and 2008. Johnson County experienced the highest percentage increase at 122.99% (5,793 jobholders) with the growth occurring gradually.

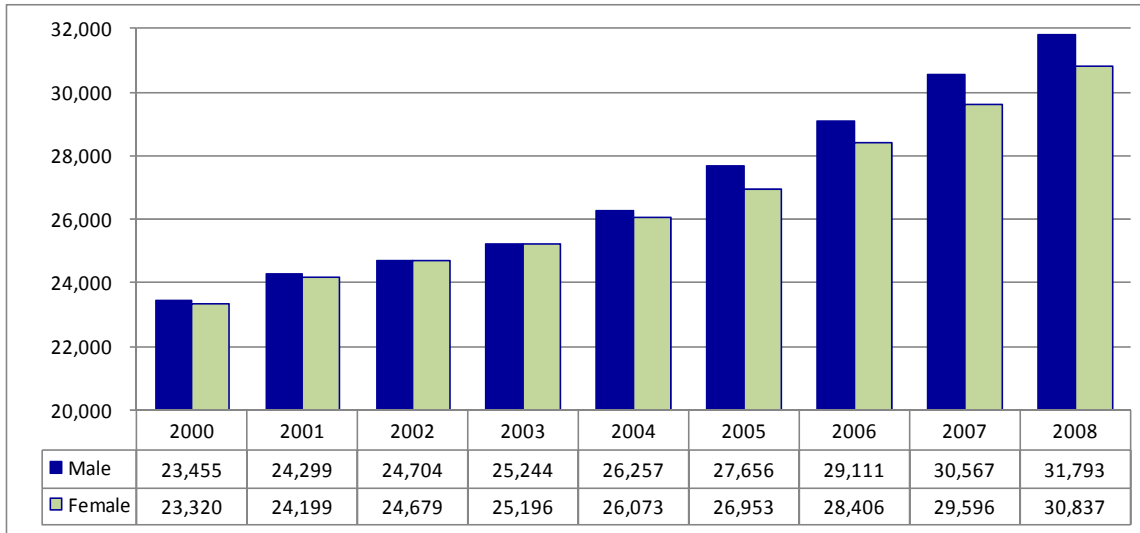
Adams County reported the smallest numeric growth of 16 jobholders (9.47%) with the number of jobholders increasing from 2004 to 2008. Monona County had the smallest percentage increase at 5.57% (25 jobholders). The number of jobholders in Monona County increased from 2000 to 2004 before falling in 2005 and increasing slightly between 2006 and 2008.

## Workers Age 65-99



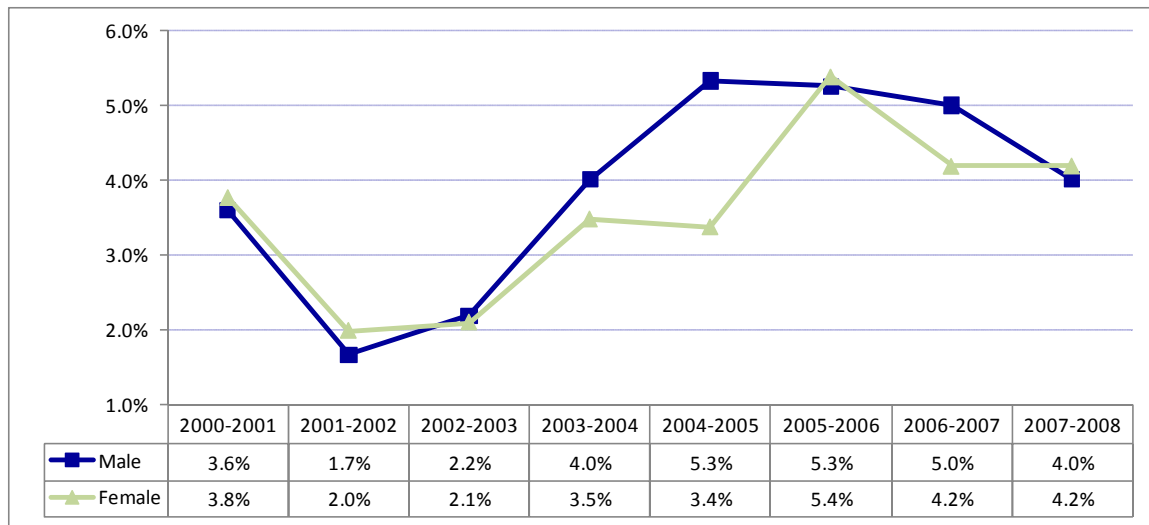
**Figure 33 - Iowa's Average Annual Employment: Age 65 and Above by Number and Percent of Total Workers**

In 2000, Iowa jobholders age 65 and above represented 1 out of 30 workers. By 2008 this group accounted for almost 1 out of 24 workers. From 2000 to 2008, the 65 and above group gained 15,854 workers. This group recorded the third largest numeric increase and was second for percentage growth with 33.9%. As the number of jobholders in the age group steadily increased, so did the group's percentage of the total Iowa workforce moving from 3.3% to 4.2% of the total workforce from 2000 to 2008.



**Figure 34 - Iowa's Average Annual Employment: Age 65 and Above by Gender**

Both genders in the 65 and above age group grew in every year of the study. Males outpaced females by 1.1 to 1.0 adding 8,338 new jobholders compared to the addition of 7,517 new female workers. In 2000, males made up 50.1% of this age group and by 2008 had increased that percentage to 50.8%. This is the largest percentage gain by males of all age groups where both genders had net gains of employment over the 2000 to 2008 time period.



**Figure 35 - Iowa's Year-Over-Year Growth Rates: Age 65 and Above by Gender**

The Iowa workers age 65 and above had the second largest growth by percentage of all the age groups with an increase of 33.8% from 2000 to 2008. Only the 55 to 64 age jobholders had a higher rate of growth with 49.3%. Males age 65 and above grew by 35.5% compared to females' growth of 32.2% in the same age group.

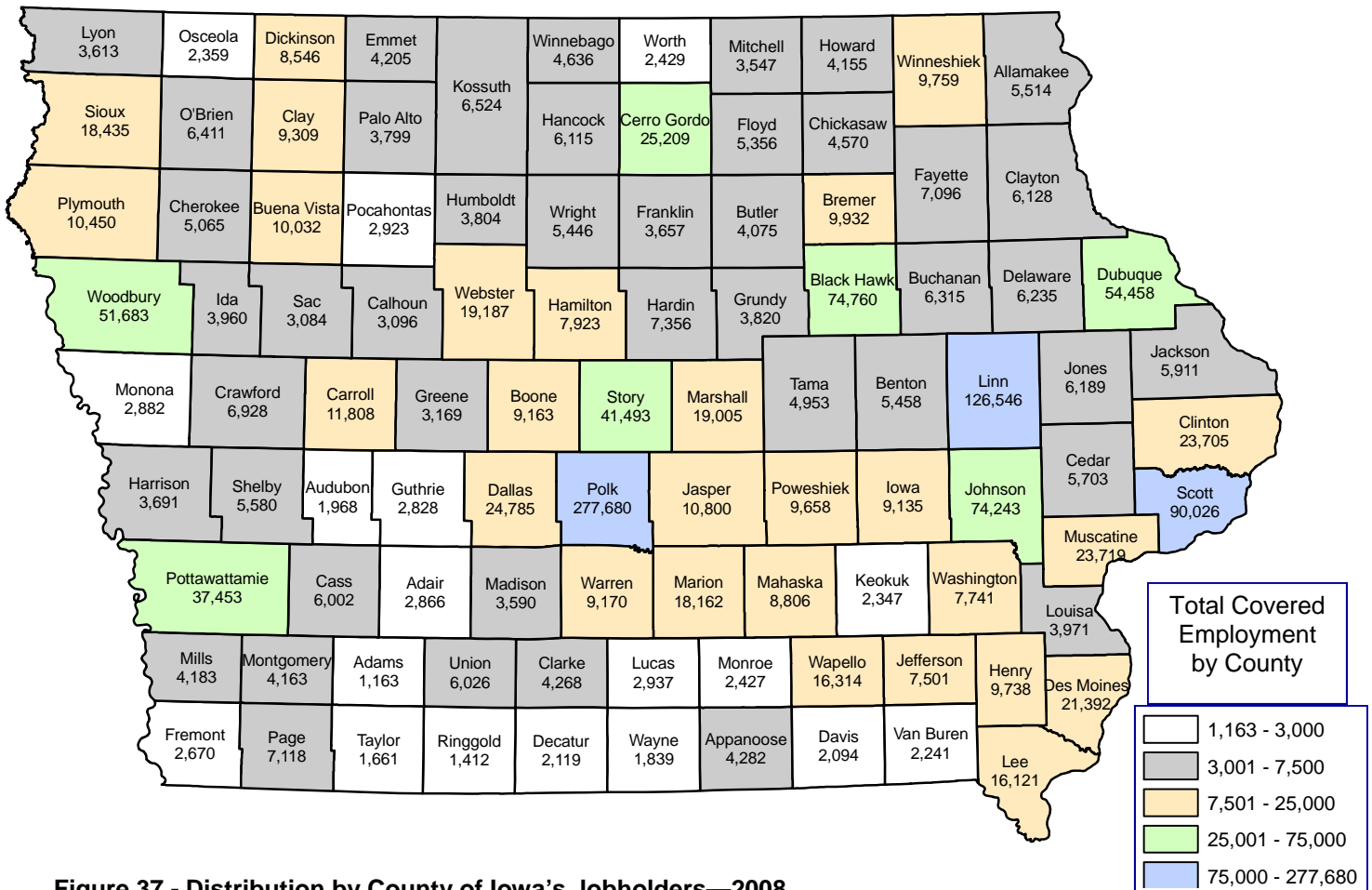
TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD IOWA JOBHOLDERS-AGE 65 AND ABOVE BY GENDER BASED ON 2008 ANNUAL AVERAGE EMPLOYMENT		
Male	Female	Both Genders
Administrative and Support Services 5.40%	Nursing and Residential Care Facilities 8.09%	Nursing and Residential Care Facilities 4.76%
Merchant Wholesalers, Nondurable Goods 4.56%	General Merchandise Stores 5.17%	Administrative and Support Services 4.51%
Truck Transportation 4.51%	Food Services and Drinking Places 4.71%	General Merchandise Stores 3.85%
Motor Vehicle and Parts Dealers 4.42%	Ambulatory Health Care Services 4.14%	Food Services and Drinking Places 3.50%
Merchant Wholesalers, Durable Goods 3.58%	Hospitals 3.94%	Professional, Scientific, and Technical Services 3.16%

**Figure 36 - Top Five Industries by Percentage of Jobs Held; Iowa Jobholders—Age 65 and Above by Gender Based on 2008 Annual Average Employment**

Nursing and Residential Care Services was the top industry overall (4.76%) and among women (8.09%) in the 65 and above age group. Ambulatory Health Care Services and Hospitals remained in the top five for women but they moved down to the fourth and fifth spots, respectively. Food Services and Drinking Places made its way back into the top five taking the third spot among women and the fourth spot overall. The top industry among men was Administrative and Support Services (5.40%) followed by Merchant Wholesalers, Nondurable Goods (4.56%).

Between 2000 and 2008, 96 of Iowa's 99 counties experienced jobholder growth in the 65 and above age group. Polk County had the largest numeric increase with 2,552 more jobholders (34.36%). The growth happened gradually over the time period. Johnson County had the largest percentage increase at 82.59% (1,039 jobholders), which occurred gradually.

The three Iowa counties that experienced a loss in jobholders were Adams, Hancock, and Ida. Hancock County had the largest number of losses (184 jobholders) and the largest percentage decline (43.91%). The largest decline happened between 2002 and 2003. Ida County lost 19 jobholders (9.09%) with a steady decline from 2000 to 2005 followed by a slight increase through 2008. Adams County had a loss of 4 jobholders (4.82%).



**Figure 37 - Distribution by County of Iowa's Jobholders—2008**

The county map above illustrates the distribution of Iowa's covered workforce by county. There are only two counties—Polk and Linn—that employ over 100,000 workers. Eighteen counties employ less than 3,000 workers. The county with the smallest workforce is Adams County.

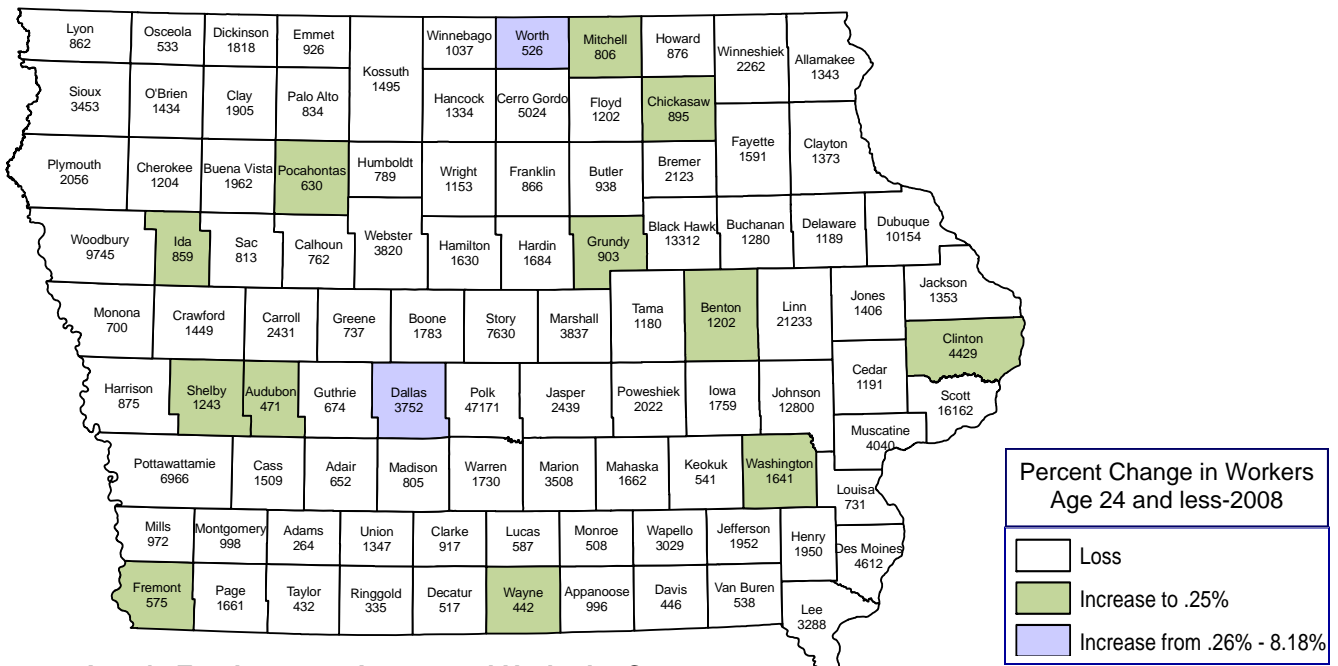


Figure 38 - Iowa's Employment: Age 24 and Under by County

Only 14 counties reported an increase in the percent of workers age 24 and less during 2008. Dallas County showed the largest jump, 8.18%, in this age group. The Jordan Creek Mall most likely accounts for the increase of younger workers in Dallas County. The general decrease in this age group has been thought to be due to the fact that more older workers are in need of jobs and are taking some of the positions formerly held by high school and college age students.

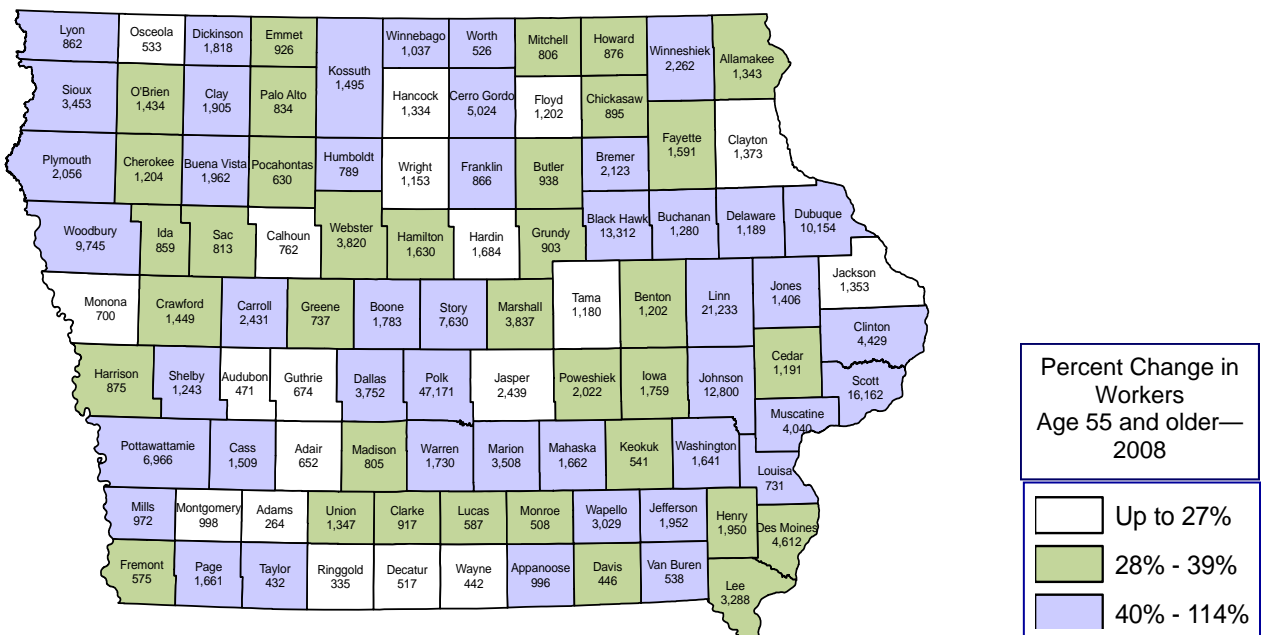


Figure 39 - Iowa's Employment: Age 55 and Above by County

Iowa workers age 55 and above have increased in all counties during 2008. An increase of 40% and more occurred in 41 counties, with Johnson County sporting a 114% jump. Polk County reports the most workers age 55 and over (47,171), more than twice the number of the next highest county, Linn, with 21,233 workers in this age group.

## Conclusion

Trends reported through the QWI Online tool shows employment growth is not uniform throughout Iowa's various demographic groups. Males benefited slightly more than females from Iowa's overall rate of job growth between 2000 and 2008. Volatility in net average annual employment, evidenced by year-over-year rate of job growth or decline, appeared to impact males more than females. Iowa's older workers, age 45 and above, experienced the most significant rate of growth in terms of number of jobholders added and percentage increase from 2000 to 2008. The age group of 14 to 44 had a greater percentage of jobholder loss in the years studied than the percentage of loss in population. The 45 and above age group had a greater gain in percentage of jobholders than its gain in population.

## Appendix 1 - Source Information

The US Census Bureau's Local Employment Dynamics (LED) program is a voluntary federal-state partnership that uses data already collected for other administrative purposes. In this way, the Census Bureau uses LED statistics to present new information about local labor market conditions and offers insight that previously was not available. LED statistics are comparable across time and place, and analysts can use the data to discover emerging workforce trends, compare geographic areas, and identify demographic characteristics existing within specific industries.

While several useful data tools are available through LED, this report uses the program's Quarterly Workforce Indicators (QWI). From the resulting data set, the 2010 Demographic State of the State used end-of-quarter employment data broken down by age, gender, industry, and county at the average annual level.

The LED program operates under the guidelines of the US Census Bureau, meaning all information is protected to ensure a high level of confidentiality. Techniques used to protect that confidentiality sometimes result in subsets of data that do not exactly add up to the totals presented at other levels. While this does present occasional analysis difficulties, these techniques are applied in a consistent manner over time. As with all Census data, it is against the law to publish or disclose any information that identifies an individual or company.

Because LED data is reported by place of employment and not place of residence, comparisons of geographic employment results against geographic population results are not included in this analysis. The data represents point-in-time job counts which include both part-time and full-time employment. It is possible that a single individual can have more than one job counted in these results. QWI data includes only those jobs where LED sources require employment reporting and may exclude jobs where someone is self-employed or employed in a family-operated business. While it is believed that this report is not materially impacted by these issues, these underlying factors are reported here in the interest of disclosure.

## Appendix 2 - Endnotes

<sup>1</sup> More information about the Census Bureau's Local Employment Dynamics program can be obtained by going to the LED homepage at <http://lehd.did.census.gov/led/index.html>

<sup>2</sup> A complete list of states participating in the LED program can be found at the following link: <http://lehd.did.census.gov/led/led/statepartners.html>

<sup>3</sup> Documentation for the LED's confidentiality safeguards can be accessed at the following link: <http://lehd.did.census.gov/led/led/confidentiality.html>



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