

WORKFORCE



WORKFORCE DEFINITIONS

Employment the condition of having paid work

Unemployment - people who are jobless, actively seeking work, and available to take a job.

Unemployment Rate is a key economic indicator that measures the percentage of the labor force that is actively seeking work but unable to find a job. The unemployment rate is one of the most-watched indicators of the state of the U.S. economy.

Underemployment is not having enough paid work or not doing work that makes full use of individuals skills and abilities.

Gig Work - Temporary or freelance work performed by an independent contractor on an informal or on-demand basis.

Labor Force - The number of people living in Iowa who are working or actively seeking work (employment plus unemployment).

Labor Force Participation Rate - The percentage of the population ages 16 and older that is in the labor force either working or actively seeking work.

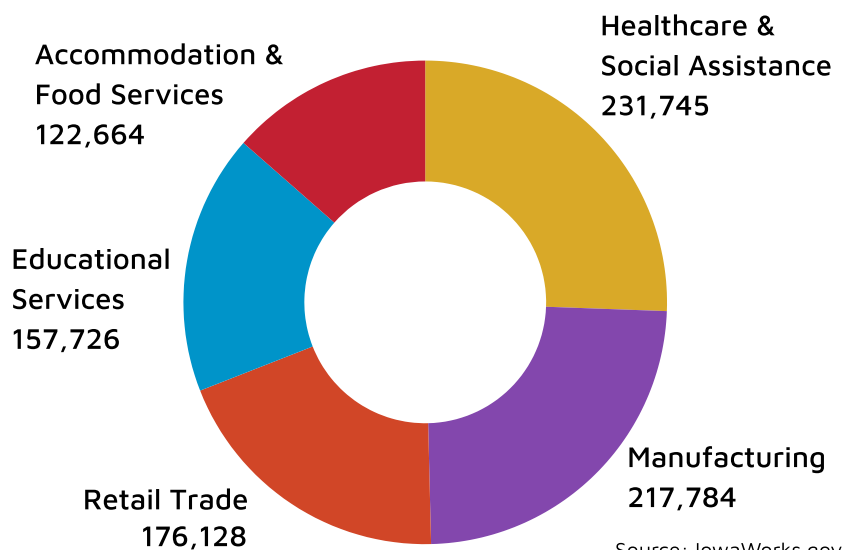
Living Wage - The income level needed for a household to afford basic necessities like housing, food, and healthcare. While also being able to meet other essential needs, such as childcare and transportation. The specific amount of a living wage varies depending on location, as costs of living differ across regions.

TOTAL EMPLOYED BY IOWA EMPLOYERS



1,592,300

IOWA'S LARGEST INDUSTRY SECTORS



Source: IowaWorks.gov

EMPLOYERS WITH MOST POSTED OPENINGS

- The University of Iowa 2,058
- UnityPoint Health 1,666
- Trinity Health 1,451
- Fareway Stores, Inc. 650
- Hy-Vee 571
- McDonald's Corporation 519
- Kwik Trip 340
- Care Initiatives 255
- Mercy Cedar Rapids 234



Source: IowaWorks.gov, May 7, 2025



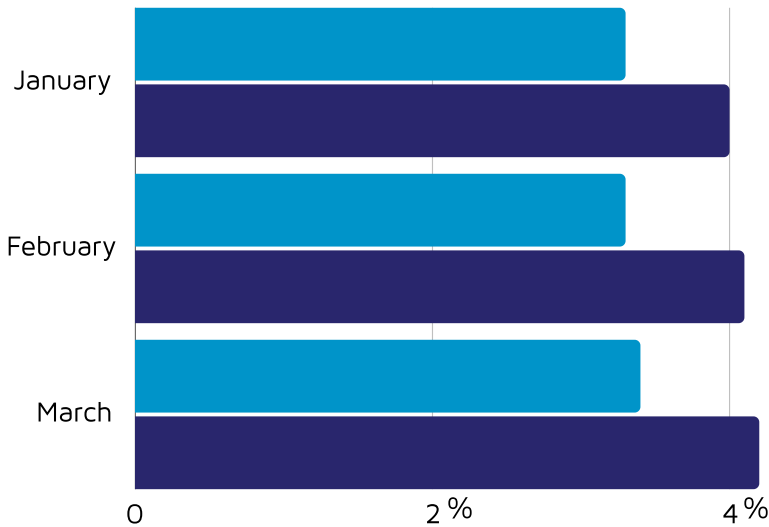
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Sources: Iowa Workforce Development, Iowa Labor Market Stats, IowaWorks, iowa.gov, U.S. Bureau of Labor

UNEMPLOYMENT

UNEMPLOYMENT RATE: 2025 ● Iowa ● U.S.



Unemployment Rate: A key indicator of the U.S. economy, based on two monthly surveys—the Establishment Survey, which tracks payrolls from a sample of employers, and the Current Population Survey (CPS), which asks households about employment status and job-seeking activity.

UNEMPLOYMENT RATE BY COUNTY: MARCH 2025

Polk: 3.8%
Dallas: 3.3%
Warren: 3.4%

Source: Iowa Workforce Development

IOWA UNEMPLOYMENT CLAIMANTS BY RACE AND ETHNICITY: MARCH 2025

Black or African American: 2.16%
American Indian or Alaska Native: 4.21%
Hispanic or Latino: 3.16%
White: .92%
Asian: .86%

Sources: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics Map



IOWA UNEMPLOYMENT

- 27,209 Recipients March 2025
- \$541.37 average weekly benefit
- Maximum of 16 weeks

BREAKDOWN OF IOWA RESIDENTS IN THE LABOR FORCE, MARCH 2025



Source: Iowa Workforce Development

CAUSES OF UNEMPLOYMENT

Frictional Unemployment - A natural form of unemployment that occurs when workers are temporarily between jobs due to career changes, personal circumstances, or employers delaying hiring for non-economic reasons.

Structural Unemployment - Unemployment caused by a mismatch between workers' skills or location and the jobs available, often due to shifts in industry, technology, or demographics.

Cyclical Unemployment - Unemployment that rises during economic downturns when demand for goods and services falls, reflecting the natural ebb and flow of the business cycle.

Globalization - The shifting of jobs to countries with lower labor costs as businesses seek to reduce expenses and increase competitiveness.

Lack of Access to Education and Training - A barrier that limits individuals from gaining the skills needed to compete for jobs or adapt to a changing workforce.

Discrimination and Bias - Barriers to employment that arise when qualified individuals are unfairly excluded based on personal characteristics, limiting opportunities and contributing to broader social and economic inequality.

Source: Debt.org

UNDEREMPLOYMENT

The Untold Story of Unemployment



EFFECTS OF UNDEREMPLOYMENT

Poverty Levels refer to the minimum income threshold below which individuals or families are unable to afford basic needs such as food, housing, and healthcare.

Structural Underemployment occurs when workers' skills no longer match the needs of the job market, often due to technological changes, industry shifts, or lack of access to retraining opportunities.

Disengaged Workforce refers to employees who show low motivation, minimal interest in organizational goals, and decreased productivity, often leading to a negative impact on workplace morale and performance.

Psychological issues include increased stress, anxiety, and feelings of inadequacy due to financial instability, which can also strain personal relationships.

TWO TYPES OF UNDEREMPLOYMENT

Visible: where an individual works fewer hours than needed for a full-time job in their field, often taking multiple part-time jobs to make ends meet

Invisible: where someone works in a job that doesn't match their skills, typically earning much less than their previous wage

Sources: Labor Force Statistics from the Current Population Survey: Concepts and Definitions.

CAUSES UNDEREMPLOYMENT

Business Cycle (a series of expansion and contraction in economic activity) - main reason is the business cycle that the economy is currently operating

Supply and Demand - underemployment occurs when the supply of workers is greater than its demand - reasons could be increase in population growth or decrease in the demand for a product or service

Technological Changes - technology can take away the job of a worker who would have previously been employed in a position that has since become automated

Source: Corporate Finance Institute-Resources



49%

U.S. workers said working a second job hurts their focus and performance at their primary job.

Source: WJAR



71%

U.S. workers now rely on at least two streams of revenue—whether it's running a side business or working a second job

Source: WJAR

The percentage of people holding multiple jobs with a college degree has steadily increased to **50.2% in 2024**, up from **45.1% in 2019**.

The phenomenon of "overemployment" is reshaping how Americans approach their careers and financial security.

Source: Forbes

PROJECT IOWA

Project IOWA provides transformational programs for individuals that are looking to grow personally and professionally. Our holistic training approach connects individuals to their purpose and meaningful, stable employment. We collaborate with community partners and employers to connect them with a confident and skilled workforce. At Project IOWA we know that when individuals succeed the whole community benefits.



SOLUTIONS TO UNEMPLOYMENT

Skills training and job placement - (Project IOWA) this can equip individuals with the skills needed—we can closely align with industry needs and link directly with employers for placement.

Support for SMEs - small and medium- sized enterprises are significant employment generators.

Encouraging entrepreneurship - start a new business

Source: Generation



Change is *good!*

DISCOVER YOUR POTENTIAL, DEVELOP ESSENTIAL SKILLS, & UNLOCK NEW OPPORTUNITIES

- ✓ Job Seekers
- ✓ Virtual or In-Person
- ✓ Purpose
- ✓ Stability
- ✓ One-On-One Coaching
- ✓ No Cost

Project IOWA offers transformational programming for individuals that are looking to grow personally and professionally.

Our holistic training approach connects individuals to their purpose and meaningful, stable employment.

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