

APPENDIX B: EMPLOYER SURVEY SUMMARY SOUTHEAST IOWA

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EXHIBIT B-1: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

SURVEY SUMMARY

Responding employers

Please describe your primary product or service:

Responses
60
60

See Exhibit B-2

	Responses	Average yrs	Median yrs
How long has your company had operations in southeast Iowa?	59	53	34

	Responses
Why is your operation located in southeast Iowa?	60

See Exhibit B-3

EMPLOYMENT PROFILE

	Responses	Average	Median	Total
Current number of full-time employees	58	139	45	8,081
Current number of part-time employees	30	47	6	1,409
Current number of temporary employees	21	28	7	582
Estimated full-time employees in one year	46	121	53	5,571
Estimated part-time employees in one year	26	49	5	1,281
% of company's labor force represented by one or more unions	10	56	60	
Exempt employees average one-way commuting distance (in minutes)	54	15.9	15	
Hourly employees average one-way commuting distance (in minutes)	53	18.0	15	

BASIC SKILLS OF JOB APPLICANTS

(5=Excellent/1=Poor)

Please rate the basic skill levels you see among your non-managerial and non-professional job applicants.

	Responses	Average Rating	Median Rating
Overall basic skills of all applicants	58	3.2	3
Written communication	58	2.9	3
Reading comprehension	57	2.9	3
Math	56	2.8	3
Thinking and judgment/problem-solving	58	2.8	3
Verbal communication/comprehension	57	3.0	3
Team and cooperative skills	56	3.2	3

Distribution of ratings:				
1	2	3	4	5
1.7%	19.0%	44.8%	31.0%	3.4%
0.0%	36.2%	41.4%	22.4%	0.0%
0.0%	33.3%	40.4%	24.6%	1.8%
3.6%	32.1%	48.2%	12.5%	3.6%
5.2%	32.8%	41.4%	15.5%	5.2%
0.0%	29.8%	40.4%	26.3%	3.5%
1.8%	17.9%	41.1%	33.9%	5.4%

EASE OF LOCATING AND RELOCATING MANAGEMENT AND PROFESSIONALS

(5=Excellent/1=Poor)

Please indicate your experience with recruiting workers from outside the area.

	Responses	Average Rating	Median Rating
Ease of relocating managers/professionals from outside area	44	2.3	2
Employment opportunities for 'trailing' spouses	43	1.9	2
Suitable housing availability for relocatees/transferees	45	2.8	3
Quality of life as perceived by job candidates from outside area	46	3.0	3

Distribution of ratings:				
1	2	3	4	5
31.8%	20.5%	34.1%	13.6%	0.0%
39.5%	34.9%	20.9%	4.7%	0.0%
13.3%	26.7%	33.3%	24.4%	2.2%
4.3%	23.9%	37.0%	32.6%	2.2%

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(5=Excellent/1=Poor)

PRODUCTIVITY AND WORK ETHIC OF COMPANY EMPLOYEES

	Responses	Average Rating	Median Rating
Work ethic	57	3.5	4
Productivity	56	3.4	4
Productivity compared to company's other sites	44	3.5	4
Willingness to work overtime	56	3.5	4
Punctuality	56	3.3	3
Overall employer/employee relations	56	3.7	4

Distribution of ratings:				
1	2	3	4	5
1.8%	21.1%	24.6%	35.1%	17.5%
0.0%	17.9%	30.4%	48.2%	3.6%
0.0%	13.6%	34.1%	40.9%	11.4%
1.8%	12.5%	32.1%	37.5%	16.1%
1.8%	14.3%	42.9%	33.9%	7.1%
0.0%	3.6%	37.5%	42.9%	16.1%

RETIRING RESIDENTS WITHIN THE WORKFORCE

Does your company or organization have a strategy to meet an increase in retirement rates due to aging Baby Boomers?

Responses	Yes	No
56	19	37

Yes	No
33.9%	66.1%

Approximately what percent of your employees are eligible for retirement or will become eligible for retirement over the next five years?

Responses	Average %	Median %
51	10.9	10.0

Most common occupations held by employees that are eligible for retirement now or within 5 years:

See Exhibit B-4

Are you confident you will be able to successfully hire new employees to fill those positions being vacated by retiring

Responses*	No	Not Sure	Yes
196	12	24	160

See Exhibit B-4

*multiple responses per survey

Do you actively recruit people of retirement age?

Responses	Full-time	Part-time	No	Distribution of ratings:		
				FT	PT	No
64	19	13	32	29.7%	20.3%	50.0%

If yes, what are the three most common jobs these older individuals hold in your company?

Responses
Full-time
29
Part-time
17

See Exhibit B-5

See Exhibit B-5

Has your overall experience employing retired residents been: satisfactory or unsatisfactory?

Responses	Satisfactory	Unsatisfactory	N/A	Distribution of ratings:		
				Sat.	Unsat.	N/A
45	30	0	15	66.7%	0.0%	33.3%

Please elaborate

See Exhibit B-6

EXHIBIT B-1: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

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TRAINING AND EDUCATIONAL RESOURCES

Do you currently use – or have you used – co-op, apprenticeships, internships, or similar programs?

Responses	Yes, current	No	In Past
57	32	25	17

Yes	No	In Past
56.1%	43.9%	29.8%

If yes, please indicate the value to your company of the program used

(5=Very high/1=No value)

Responses	Average Rating	Median Rating
31	3.6	4.0

1	2	3	4	5
6.5%	9.7%	25.8%	35.5%	22.6%

RECRUITING METHODS

Please list any high schools, technical schools, colleges, or universities where you recruit.

Responses
34

See Exhibit B-7

Frequency of work with each of the following for training programs, apprenticeships, co-op, or other programs:

(5=Continuously/1=Never)

	Responses	Average Rating	Median Rating
Area high schools	32	2.3	2
Southeastern Community College	32	2.9	3
Iowa Wesleyan College	28	1.8	1
Saint Ambrose University (MBA)	27	1.5	1
Western Illinois University	28	2.1	2
Iowa State University	27	2.1	2
University of Iowa	28	2.1	2
Quincy University	27	1.3	1
Private vendors	28	1.7	1

1	2	3	4	5
34.4%	25.0%	21.9%	12.5%	6.3%
12.5%	31.3%	21.9%	21.9%	12.5%
53.6%	25.0%	14.3%	3.6%	3.6%
70.4%	14.8%	11.1%	3.7%	0.0%
39.3%	28.6%	21.4%	7.1%	3.6%
48.1%	18.5%	14.8%	11.1%	7.4%
46.4%	21.4%	21.4%	0.0%	10.7%
81.5%	11.1%	7.4%	0.0%	0.0%
67.9%	7.1%	14.3%	7.1%	3.6%

Opinion of the quality of the following educational programs and graduates:

(5=Excellent/1=Poor)

	Responses	Average Rating	Median Rating
Area high schools	35	2.7	3
Southeastern Community College	36	3.2	3
Iowa Wesleyan College	31	3.2	3
Saint Ambrose University (MBA)	29	3.8	4
Western Illinois University	29	3.7	4
Iowa State University	30	4.1	4
University of Iowa	30	3.9	4
Quincy University	28	3.3	4
Private vendors	30	3.1	3

1	2	3	4	5	N/A
5.7%	37.1%	28.6%	20.0%	0.0%	8.6%
0.0%	13.9%	47.2%	36.1%	0.0%	2.8%
6.5%	0.0%	25.8%	25.8%	0.0%	41.9%
3.4%	0.0%	3.4%	31.0%	6.9%	55.2%
0.0%	3.4%	17.2%	51.7%	3.4%	24.1%
0.0%	0.0%	10.0%	40.0%	20.0%	30.0%
0.0%	3.3%	13.3%	36.7%	13.3%	33.3%
3.6%	0.0%	3.6%	14.3%	0.0%	78.6%
3.3%	3.3%	13.3%	13.3%	0.0%	66.7%

EXHIBIT B-1: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

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IMPROVEMENTS NEEDED AMONG LOCAL TRAINING AND EDUCATIONAL PROGRAMS

Programs that need to be strengthened or instituted to better meet employers' requirements.	High schools	Community Colleges	Universities and Four-year Colleges
	Responses	Responses	Responses
No opinion	9	9	13
None	0	1	1
Basic skills	24	7	3
Communication/speaking	27	20	15
Computer/software	16	17	11
Critical thinking	31	24	13
Job Interview skills	28	20	12
Job Preparedness	29	16	10
Life Skills	28	13	7
Math	31	16	7
Reading/writing	29	11	6
Vocational training	20	17	2
Work ethic	36	26	18
Other (specify)	<i>See Exhibit B-8</i>		

	Responses	YES	NO
Do you have current training needs that are unavailable locally?	54	6	48
If yes, please describe the training need	6	<i>See Exhibit B-9</i>	

COMPANY-OFFERED BENEFITS

	Whole Responses	%	Partial Responses	%
	Subsidized daycare program	1	1.7%	0
On-site daycare program	1	1.7%	0	0.0%
Life insurance	46	76.7%	5	8.3%
Health insurance	39	65.0%	16	26.7%
Dental care	27	45.0%	16	26.7%
Vision care	14	23.3%	13	21.7%
Wellness Program	12	20.0%	4	6.7%
Employee Assistance Program (EAP)	24	40.0%	1	1.7%
Health savings account (HSA)	19	31.7%	2	3.3%
Long-term disability	30	50.0%	5	8.3%
Short-term disability	25	41.7%	11	18.3%
Accidental Death/Dismemberment	30	50.0%	2	3.3%
125 (cafeteria) plan	16	26.7%	6	10.0%
Tuition reimbursement	20	33.3%	8	13.3%
Retirement Plan	33	55.0%	12	20.0%

EXHIBIT B-1: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

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TURNOVER AND ABSENTEEISM

(1=0-10%, 2=10%-20%,
3=20%-30%, 4=over 30%)

	Responses	Average Rating	Median Rating
First-Year/New-Hire Turnover	57	1.7	1

(1=0-5%, 2=6%-9%,
3=10%-14%, 4=over 15%)

	Responses	Average Rating	Median Rating
Thereafter, average annual turnover rate	55	1.6	1
Average daily absenteeism rate	55	1.4	1
Annual percent retiring (2006-2007)	54	1.1	1

Distribution of ratings:			
1	2	3	4
57.9%	26.3%	7.0%	8.8%

1	2	3	4
58.2%	32.7%	3.6%	5.5%
72.7%	18.2%	9.1%	0.0%
90.7%	9.3%	0.0%	0.0%

QUALITY OF LIFE

(5=Excellent/1=Poor)

	Responses	Average Rating	Median Rating
Public education (K-12)	58	3.2	3
Private education (K-12)	47	3.4	3
Availability of affordable homes	58	3.2	3
Availability of homes for transferred or relocating personnel	55	2.9	3
Availability of childcare services	57	3.1	3
Healthcare services	56	3.5	3
Safety from crime	57	3.7	4
Traffic/road congestion	57	4.2	4
Personal income tax	57	2.8	3

1	2	3	4	5
5.2%	15.5%	41.4%	29.3%	8.6%
4.3%	10.6%	40.4%	31.9%	12.8%
6.9%	19.0%	25.9%	46.6%	1.7%
12.7%	23.6%	29.1%	30.9%	3.6%
0.0%	28.1%	43.9%	22.8%	5.3%
0.0%	12.5%	41.1%	30.4%	16.1%
0.0%	12.3%	26.3%	36.8%	24.6%
3.5%	1.8%	14.0%	31.6%	49.1%
15.8%	17.5%	42.1%	21.1%	3.5%

LABOR AVAILABILITY, COST, DEMAND

See Exhibit B-10

Responses
Which skills/positions are most difficult to find? 36

See Exhibit B-11

COMMENTS

Responses
If you have any additional comments or detailed information, please add them here or attach a separate sheet. 10

See Exhibit B-12

RESPONDING EMPLOYERS

Responses
60

See Exhibit B-13

EXHIBIT B-2: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Primary product or service:

Agri. hardware
Assisted living with memory care unit
Automotive Weatherstrips
Banking
Broadcast radio
Commercial Bank
Commercial banking
Conservation facilities and programs
Consumer Packing of Liquid Lawn Products
Contracting services
De-icing chemicals
Die building and repair, jigs and fixtures, general machining, Alibre design and CNC machining
Direct mailing for non-profits
Distributor of wholesale lumber
Fabrication of steel products including material handling racks and waste containers
Financial
General contractor
Hardware store; buy/sell corn & beans, fertilizer, chemicals, feed seed
Healthcare
Healthcare
Healthcare service
Historic tours & wine sales
HVAC, roofing and mechanical contractor
Hydraulic hose assembly
Industrial and Commercial Building Construction and Construction Management
Industrial piping
Industrial Protective Coatings Contractor, including painting and sandblasting
Intermediate service agency for K-12 education
Load, assemble, and pack medium- to large-caliber ammunition for military services
Local Government
Long-term care facility
Low pressure industrial hose

EXHIBIT B-2: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Primary product or service:

Machine/Fabrication of Metal Components and Equipment
Manufacture and distribute Sterzing's Potato Chips
Manufacturer
Manufacturer of sandwich wraps
Manufacturer of steam turbines and repair parts
Manufacturer of Steel Cast Wheels for the Railroad Industry
Marine bearings, marine extrusion
Mechanical contracting
Metal Food Container Mfg.
Molybdenum conversion
Municipal Government
Newspaper publishing
Paper converting
Pattern, Machining and Fabrication Shop
Plastic Extrusion & Injection Molding
Pork processing
Precision machining services
Production and testing of Low Voltage Switchgear
Production, processing, marketing of soybean, corn, and wheat seed
Resins for Automotive Finishes, Digital Printing Inks and Specialty Colorants
Restaurant
Retail
Seed corn production
Skilled nursing home
Staffing - temporary placement service
Starch products and starch derivatives frm cor for the food, paper, bio-chemical and pharmaceutical industries.
Tempered Glass
Thermoformed Plastics Parts
Wind turbine blades

EXHIBIT B-3: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Why is your operation located in southeast Iowa?

Available non-union workforce. Tax incentives at the time the business started.
Believed there was a market for the reatil supplies we carry.
Building and river
Business started here by Chevron Chemical and sold to current parent company
Central location for shipment of product to customers and local work ethic.
Close to customers
Community banking need for many years, with intent to remain as viable, locally-owned bank.
Convenience
Corn is raw material, close to raw materials and transportation system
County government department
Customer base here. Also have job sites in Tennessee and Nebraska.
Decision made in the late 1950's by Corporate GE
Established
Excellent farm land for corn and soybeans
Family business
Family business
Family connection
Founded by local businessman in 1923 as Midwest Packaging. Purchased by Burrows in 1986.
Founded here in 1917
Founder was from Ft. Madison area
Hog supply
Home Town
Hospital services date back in Keokuk to the Civil War.
I live in Southeast Iowa.
Iowa portion of corporation
It's where we live
Legislatively mandated
Local ownership
Location
Logistics, transportation, and work ethic
Market opportunities
Midwest location was desirable.

Why is your operation located in southeast Iowa?

Original owner had two large customers in area
Originally it was located here because it was in the center of teh country and had access to rail and river transportation. That was in 1937. Today it's here because it's always been here.
Originated here
Our shop is located in an area that is located within driving distance of many foundries and companies that can benefit from our services, making delivery of products cost effective for both of us. I also live in Keokuk, which is convenient.
Outstanding crop-producing capability
Owners live here, were born here
Place of origin. Large percentage of our work is outside of SE Iowa.
Previous owner (Chevron)
Primarily a family-owned community bank
Proximity to customer(s).
Proximity to customers, Right-to-Work state, and orginally low-cost electricity (pre-Alliant days)
Skilled workforce, location and historical background
That's where the building is located
The owner is from the area and purchased an existing business almost 20 years ago.
To provide healthcare services to the communities of southeast Iowa
To serve the people of southeast Iowa
We are a Municipal Government
WWII location selected; central US away from coasts, more secure and the location of rail, waterways

EXHIBIT B-4: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Most common occupations eligible for retirement:

Occupation	Confidence Level of Replacement		
	No	Unsure	Yes
Office and Administrative Support			
Bookkeeping/accounting	1		2
Customer service rep		3	5
Exec Secretary/administrative assistant	1	1	3
Feed & grain merchandising			1
Human Resources			1
Office administrators			1
Office and Admin Support			5
Office Clerk		1	9
Stock Clerks - warehouse			5
Supervisor			3
Supervisor of Office Support			2
Management			
Admin service manager		2	3
Administration			3
Industrial production managers			1
Management		6	10
President			1
Project management		1	1
Service managers		1	
Store Director	1		
Transportation manager			1
Vice President, Operations			1
Architecture and Engineering			
Architecture and Engineering			1
Technicians (general)			1
Business and Financial			
Accountant	1		2
Sales and Related			
Inside Sales			1
Sales			7
Sales Account Executive			1
Sales representative		1	8

EXHIBIT B-4: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Most common occupations eligible for retirement:

Occupation	Confidence Level of Replacement		
	No	Unsure	Yes
Construction and Extraction			
Construction and Building Trades	1		2
Construction-sheetmetal workers			1
Door Builder			1
Supervisor construction trades			1
Production			
Assemblers & fabricators		1	3
Building supervisor			1
Computer Controlled machine tool operators			3
Helpers, production workers			2
Machine Operators			2
Machinist	1	1	2
Manufacturing			1
Press operators		1	1
Production	1	1	11
Production operator		1	3
Production supervisor			2
Production worker		1	7
SCADA Technicians			1
Supervisor of production			1
Tool & die makers	1	2	
Water Treatment Operators		1	
Working Foreman			1
Installation, Maintenance and Repair			
Electrical & Electronic Repairers	1	1	
Industrial machinery mechanics		1	2
Installation, Maintenance, Repair			1
Janitors			1
Laborer			1
Maintenance	1	1	3
Seasonal Laborers	1		
Supervisors of mechanics, installers, and repairers			1
Unskilled labor			2

EXHIBIT B-4: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Most common occupations eligible for retirement:

Occupation	Confidence Level of Replacement		
	No	Unsure	Yes
<i>Transportation</i>			
Bus Driver			1
Industrial truck & tractor (forklift) operators		1	2
Packers		1	1
Packers & packagers, hand			1
Packers and Packagers			1
Parts	1		
Supervisor of trucking			1
Transportation and Material Movers			1
Truck driver			4
Warehouse Associate			1
Warehouse operators			1
<i>Healthcare</i>			
Activities			1
Caregiver			1
Certified nurse assistants			1
Dietary			2
Housekeeping			1
Registered Nurse	1		1

EXHIBIT B-4: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Most common occupations eligible for retirement:

Occupation	Confidence Level of Replacement		
	No	Unsure	Yes
<i>Other</i>			
Add/on replacement			1
Agronomist			1
Attorneys			1
Deputy sheriff			1
Fire			1
Firefighter		1	
Legal Assistants			1
Newsroom Personnel			1
Paralegals			1
Police			1
Research			1
Retail Journeyman			1
Safety officer			1
Spiritual care			1
Legal Assistants			1
Newsroom Personnel			1
Paralegals			1
Police			1
Research			1
Retail Journeyman			1
Safety officer			1
Spiritual care			1
Grand Total	12	24	160

EXHIBIT B-5: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Most common jobs held by retirement-age individuals:

Full time	Part time
Accountant	Bus Driver
Accounting	Cashier
Conservation aide	Conservation aide
Customer service	Delivery personnel
Customer service rep.	Dietary
Delivery Person	Grain handler
Dietary	Hardware store
Engineering	Lab Technicians
Helpers-Production Workers	Laborer
Hospitality	Machinist
Housekeeping	Machinist
Labeling-production	Maintenance
LP	Sales
Machine Operators	Speech-Language Pathologist
Machinist	Stock clerk
Maintenance	Tool & die maker
Management	
Managerial	
Office Clerk	
Park technician	
Petro	
Production	
Production	
Sales	
Specific business line functions	
Stock clerk	
Supervisor	
Supervisory	
Warehouse operators	

Overall experience employing retired residents:

Bring to the workforce experience and good work habits.
Excellent work ethic, very dependable
Flexibility is the most important factor for both the organization and the employee.
Good work ethic
Great work ethic and dependable.
Most are reliable, with good work ethics, do not require benefits.
Most of them have great work ethics, and show respect to customers
We are a small company. Three of the 4 employees are in the same family. We try to treat everyone fairly so there is very little turnover. We've only had two other employees in 19 years. The two employees we have other than my husband and myself are in their 20's.
We don't actively recruit retirement age people. If they have the qualifications needed, they are considered equal to any other age group.
We hired a displaced worker of near-retirement age as a customer service rep, and that has worked out very well.
Works well for part-time jobs in Activities and Dietary

EXHIBIT B-7: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Institutions recruited:

As reported by employers

Area collegeges and technical schools
Ft. Madison HS; Burlington HS; SE Iowa Community College
Iowa State
Iowa State University
Iowa State; University of Iowa; University of Missoula; So. Lakota School of Mining
Iowa State; University of Iowa; Western Illinois; Southeastern Community College
ISU, U of IA, WIU, SCC
Keokuk High School
Linn Technical College; Iowa State University; University of Iowa; University of Missouri Rolla; Ohio State University; Purdue University; Western Illinois University
Local high schools, Jr. colleges and universities
Muscatine CC; Kirkwood CC; SECC; U of I; ISU; Western Illinois
None. We use newspaper ads
SCC, South Campus; Keokuk High School; Clark County High School; Indian Hills community College
SCC; Univeristy of Iowa; Iowa Wesleyan College; Bradley University; Carl Sandburg Community College;
SCC; University of Iowa; Iowa State; local technical/trade schools
SEICC Burlington High School
Southeastern Community College
Southeastern Community College
Southeastern Community College
Southeastern Community College
Southeastern Community College Iowa State University of Iowa
Southeastern Community College; Western University in Macomb, IL
Trade unions
UNI; WIU; University of Iowa; Truman State University; St. Ambrose University
University of Iowa
University of Iowa, Iowa State
Usually don't have to recruit, get quite a lot of applications.
Vatterott; Culver Stockton; WIU; SCC; Keokuk High School; Hamilton High School
Wapello High School; Southeastern Community College
Wapello HS; L-M HS; SCC; MCC; University of Iowa
Western Illinois University Iowa State; Univ. of Missouri

Frequency of mention:

Southeastern Community College	17
Local high schools	11
University of Iowa	13
Iowa State University	11
Western Illinois University	7
University of Missouri	2
Muscatine Community College	2

EXHIBIT B-8: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

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Other improvements needed:

PLC Industrial Skills; Electrical Medium to High Voltage
Welding

EXHIBIT B-9: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Current training needs that are not available locally:

AWS Structural Steel Welding training and certification
COTA's and PTA's
Drug & Alcohol, Diversity & Customer Service
PLC Industrial Skills; Electrical Medium to High Voltage
Rubber chemistry
Software training on Oakland Packing

EXHIBIT B-10: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Occupation

Office and Administrative Support

Occupation	Availability			Cost			Demand							
	Responses	Average	Median	Responses	Average	Median	Responses	TOTAL NEEDED	Maximum	Minimum	Responses	TOTAL NEEDED	Maximum	Minimum
Bookkeeping, accounting and auditing clerks	15	3.3	3.0	10	\$27,755	\$28,080	1	1	1	1	4	5	2	1
Executive secretaries and administrative assistants	16	3.5	3.0	13	\$25,248	\$24,960	1	1	1	1	3	5	3	1
Computer operators	6	3.2	3.0	1	\$20,800	\$20,800	-	-	-	-	1	1	1	1
Customer service representatives	14	3.4	3.0	6	\$20,133	\$19,760	2	2	1	1	2	6	5	1
Word processors and typists	7	3.4	3.0	3	\$21,424	\$20,800	-	-	-	-	1	5	5	5
Office clerks	10	3.6	3.0	7	\$20,805	\$20,800	1	1	1	1	2	7	5	2
Stock clerks – stockroom, warehouse and storage yard	10	3.2	3.0	7	\$21,989	\$20,800	-	-	-	-	3	8	5	1
Supervisors of office and administrative support workers	10	3.3	3.0	5	\$28,712	\$25,000	-	-	-	-	2	2	1	1

Management

Administrative service/accounting managers	13	3.0	3.0	8	\$44,135	\$38,300	2	2	1	1	1	2	2	2
Computer and information systems managers	8	3.1	3.0	2	\$45,268	\$45,268	-	-	-	-	-	-	-	-
Engineering managers	9	2.3	2.0	3	\$68,333	\$70,000	1	2	2	2	-	-	-	-
Industrial production managers	7	2.4	2.0	2	\$46,750	\$46,750	-	-	-	-	1	1	1	1
Management trainees	9	2.8	3.0	5	\$46,420	\$43,500	-	-	-	-	2	3	2	1
Transportation, warehouse and distribution managers	10	3.1	3.0	4	\$43,100	\$35,600	1	1	1	1	-	-	-	-

Architecture and Engineering

Associate engineers (2-year degree)	4	2.5	2.0	1	\$55,000	\$55,000	-	-	-	-	-	-	-	-
Drafters	3	2.0	2.0	1	\$24,960	\$24,960	-	-	-	-	1	2	2	2
Engineering technicians, electronic	2	1.0	1.0	1	\$55,000	\$55,000	1	1	1	1	-	-	-	-
Engineering technicians, industrial	4	2.5	2.5	3	\$62,333	\$60,000	-	-	-	-	-	-	-	-
Engineering technicians, mechanical	3	3.3	3.0	1	\$52,000	\$52,000	-	-	-	-	-	-	-	-
Engineers	5	1.8	1.0	2	\$52,190	\$52,190	1	2	2	2	1	1	1	1
Engineers, electrical and electronic	3	1.3	1.0	2	\$46,220	\$46,220	1	1	1	1	1	1	1	1
Engineers, industrial	2	1.5	1.5	-	-	-	-	-	-	-	-	-	-	-
Engineers, mechanical	3	2.3	2.0	1	\$60,000	\$60,000	-	-	-	-	-	-	-	-
Mapping technicians	1	1.0	1.0	-	-	-	-	-	-	-	-	-	-	-
Technicians (general)	4	3.0	3.0	4	\$29,900	\$31,200	1	1	1	1	1	1	1	1

Business and Financial

Accountants	13	3.2	3.0	9	\$52,000	\$50,000	1	1	1	1	-	-	-	-
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Sales and Related

Sales representatives	9	2.9	3.0	7	\$31,106	\$29,000	3	18	15	1	2	7	5	2
Telemarketers	4	3.8	4.0	1	\$15,600	\$15,600	1	1	1	1	1	1	1	1

EXHIBIT B-10: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Occupation

Occupation	Availability			Cost			Demand							
	RATING: Experience Recruiting Quality Applicants						Currently needed				Needed in 1 year			
	Responses	5=Plentiful, 1=Unavailable		Responses	Starting Rate		Responses	TOTAL NEEDED	Maximum	Minimum	Responses	TOTAL NEEDED	Maximum	Minimum
		Average	Median		Average	Median								
Construction and Extraction														
Construction and building trades	8	3.1	3.5	8	\$36,140	\$37,440	2	19	15	4	5	42	25	3
Electricians	11	2.8	2.0	10	\$39,936	\$43,680	3	23	20	1	2	3	2	1
Supervisors of construction trades	8	2.5	2.0	7	\$52,594	\$52,000	2	5	4	1	4	9	5	1
Production														
Assemblers and fabricators	10	2.9	3.0	9	\$25,996	\$24,960	2	4	2	2	3	6	2	2
Computer-controlled-machine-tool operators, metal and plastic	4	2.3	2.0	3	\$27,733	\$22,880	-	-	-	-	-	-	-	-
Helpers, production workers	11	2.4	2.0	10	\$20,881	\$18,720	3	15	10	2	4	126	100	2
Machinists	5	2.0	2.0	4	\$29,120	\$27,040	-	-	-	-	2	5	4	1
Supervisors of production and operating workers	8	1.8	2.0	7	\$43,397	\$41,600	-	-	-	-	-	-	-	-
Tool and die makers	4	2.0	2.0	3	\$38,133	\$31,200	-	-	-	-	1	1	1	1
Welders	5	2.2	2.0	3	\$27,733	\$27,040	1	10	10	10	1	1	1	1
Installation, Maintenance, and Repair														
Automotive master mechanics	1	1.0	1.0	-	-	-	-	-	-	-	-	-	-	-
Automotive specialty technicians	1	1.0	1.0	-	-	-	1	1	1	1	-	-	-	-
Electrical and electronic repairers	4	1.8	1.0	3	\$35,970	\$35,360	1	1	1	1	2	2	1	1
Industrial machinery mechanics	2	3.0	3.0	2	\$38,355	\$38,355	2	4	3	1	2	5	4	1
Maintenance workers, machinery	6	2.7	2.5	4	\$24,180	\$23,400	-	-	-	-	1	5	5	5
Supervisors of mechanics, installers and repairers	2	3.0	3.0	2	\$51,000	\$51,000	-	-	-	-	-	-	-	-
Telecommunications equipment installers and repairers	1	1.0	1.0	-	-	-	-	-	-	-	-	-	-	-
Telecommunications line installers and repairers	1	1.0	1.0	-	-	-	-	-	-	-	-	-	-	-
Unskilled laborers (manufacturing, repair)	5	2.8	2.0	3	\$20,800	\$18,720	-	-	-	-	1	1	1	1
Transportation and Material Moving														
Industrial truck & tractor (forklift) operators	8	3.0	3.0	5	\$28,160	\$31,200	1	2	2	2	1	2	2	2
Packers and packagers, hand	4	3.0	3.0	2	\$20,800	\$20,800	-	-	-	-	-	-	-	-
Supervisors of laborers and freight, stock, and material movers, hand	2	2.0	2.0	2	\$50,600	\$50,600	1	1	1	1	-	-	-	-
Truck drivers, heavy and tractor trailer	6	3.0	3.5	4	\$27,938	\$26,000	1	1	1	1	1	1	1	1
Computer and Mathematical														
Computer programmers	7	2.4	2.0	3	\$36,933	\$40,000	-	-	-	-	1	1	1	1
Computer security specialists	2	1.5	1.5	1	\$20,800	\$20,800	-	-	-	-	-	-	-	-
Computer support specialists, technicians	3	2.3	2.0	1	\$20,800	\$20,800	-	-	-	-	-	-	-	-
Computer systems analysts	3	1.7	2.0	1	\$20,800	\$20,800	-	-	-	-	-	-	-	-
Computer systems engineers/architects	2	1.5	1.5	1	\$20,800	\$20,800	-	-	-	-	-	-	-	-
Database administrators	2	1.5	1.5	1	\$35,000	\$35,000	-	-	-	-	-	-	-	-
Network and computer systems administrators	6	1.7	2.0	3	\$35,667	\$31,200	3	3	1	1	1	1	1	1

EXHIBIT B-10: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Occupation

Computer and Mathematical, continued

	Availability			Cost			Demand							
	RATING: Experience Recruiting Quality Applicants			Starting Rate			Currently needed				Needed in 1 year			
	Responses	5=Plentiful, 1=Unavailable Average	Median	Responses	Average	Median	Responses	TOTAL NEEDED	Maximum	Minimum	Responses	TOTAL NEEDED	Maximum	Minimum
Network designers	1	1.0	1.0	-	-	-	-	-	-	-	-	-	-	-
Web administrators	2	1.5	1.5	1	\$20,800	\$20,800	-	-	-	-	-	-	-	-
Web developers	4	2.0	2.0	2	\$26,000	\$26,000	1	1	1	1	1	1	1	1
Other														
Certified nurse assistants	1	2.0	2.0	1	\$18,200	\$18,200	1	1	1	1	1	5	5	5
Chemistry and chemical engineers	1	1.0	1.0	-	-	-	1	2	2	2	-	-	-	-
Dietary	2	2.5	2.5	2	\$15,912	\$15,912	2	2	1	1	2	5	3	2
Forestry & Parks Supervisor	1	2.0	2.0	1	\$38,000	\$38,000	-	-	-	-	-	-	-	-
Housekeepers/laundry	1	2.0	2.0	-	-	-	-	-	-	-	-	-	-	-
Maintenance Planner/Scheduler	1	1.0	1.0	1	\$55,000	\$55,000	1	1	1	1	-	-	-	-
Nurses	1	3.0	3.0	1	\$31,200	\$31,200	-	-	-	-	1	3	3	3
Occupational Therapists	1	1.0	1.0	1	\$34,430	\$34,430	1	2	2	2	1	2	2	2
Physical Therapists	1	1.0	1.0	1	\$39,646	\$39,646	1	2	2	2	1	2	2	2
Resident assistants	1	4.0	4.0	1	\$16,640	\$16,640	1	1	1	1	1	2	2	2
Speech and Language Pathologists	1	1.0	1.0	1	\$34,430	\$34,430	1	4	4	4	1	6	6	6

EXHIBIT B-11: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Most-difficult-to-fill skills/positions:

Critical Thinking, Communication Experience, Marketers
Electrical/PLC Engineers
Electricians, Electronic Technicians, IT Specialists
Electronics Technicians, Mechanics with PLC experience, preventive maintenance mindset
Engineering, Arboriculture, Accountant
Good sales person willing to travel nationwide
Machinist; Tool & die; CAD; people familiar with computerized equipment
Maintenance Electricians Management Trainees
Management and finance
Managers and Technical People - Engineers and Chemists
Managers, engineers, instrument technicians
Minimal recent experience as we have not been hiring, but work ethic and basic job skills have been significant problems in hiring for hourly production positions.
Part-time positions: nursing, dietary, housekeeping, laundry, maintenance
People with a good work ethic willing to put in the time and effort to succeed
Pharmacist, Occupational Therapist, Registered Nurse, Physicians
Physical therapists; nurse managers
Production
Professional positions
Project Managers with Construction Engineering Degrees; Welders with additional construction experience
Qualified construction supervisors
Qualified mechanical related employees
Registered nurses
Sales persons who can manage their own time
Sandblasting Industrial Flooring Application
Shad drivers; electricians
Skilled labor, engineering, safety professionals
SLP's, OT's, PT's, School Psychologists
Supervisors/Managers
Technical chemical
Technical, Maintenance, Engineering, Supervisory
Tool & die makers; Skilled maintenance
Upper management
Welders, Machine Operators
Welders; Print reading

EXHIBIT B-12: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Additional comments:

	Industry Sector
We are a family-owned construction company. The owners are the supervisors and office manager.	Construction
Work ethic of younger generation is not so good. Don't want to work!	Construction
In our experience, one of the hardest things for new recruits to find is rental housing. Many want to wait a while before buying and have a very hard time finding quality rentals of houses, not apartments.	Healthcare
This survey seemed to be mostly addressing manufacturing and not healthcare.	Healthcare
We have not done any hiring or recruiting in the past 12 months, so I was not able to fill out several of the last pages. We do not anticipate doing any hiring in 2009.	Manufacturing
Most problems we have are sales persons who come from a four-year college. Most cannot manage their time, and wish to be promoted quickly.	Manufacturing
The answer to #56 is a CNC programmer. We also have operators but those rates are lower. Since this person has very different skills than a computer programmer, I put it here, believing it to be the best fit.	Manufacturing
We have downsized significantly over the last 5 years, and do not expect to be hiring in the immediate future.	Manufacturing
It is difficult to find high school graduates that can function in a manufacturing environment. Life skills appear to be lacking. Basic math skills are lacking as well as written communications. Employment applications are incomplete and vague. It is amazing the number of people that cannot read a tape measure. I would like to see more "real world" training and education by the public high schools. Work ethics should also be given some attention by not only the schools but by parent education as well.	Manufacturing
I am in a downsizing mode. I could not answer a lot of the questions because we are not hiring.	Manufacturing

EXHIBIT B-13: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Responding employers:

COMPANY	SIC	CITY/TOWN	COUNTY	ZIP CODE
Alfagomma America Inc.	3492	Burlington	Des Moines	52601
American Ordnance	3483	Burlington	Des Moines	52601
Brockway Mechanical and Roofing Company, Inc.	1711	Burlington	Des Moines	52601
Carl A. Nelson & Company	1521	Burlington	Des Moines	52601
City of Burlington	9532	Burlington	Des Moines	52601
Dresser-Rand Steam Turbine Business Unit	3511	Burlington	Des Moines	52601
Great Prairie AEA	8299	Burlington	Des Moines	52601
PPG Industries, Inc.	2851	Burlington	Des Moines	52601
Sterzing Food Company	2096	Burlington	Des Moines	52601
The Drake, LLC	5812	Burlington	Des Moines	52601
US Bank	6021	Burlington	Des Moines	52601
Danville Care Center	8051	Danville	Des Moines	52623
GE Consumer & Industrial	3613	West Burlington	Des Moines	52655
Great River Medical Center	8062	West Burlington	Des Moines	52655
Alaniz, LLC	2752	Mt. Pleasant	Henry	52641
Henry County Health Center	4119	Mt. Pleasant	Henry	52641
Mid-Am Building Supply	2431	Mt. Pleasant	Henry	52641
Pioneer HiBred	2048	Mt. Pleasant	Henry	52641
Veyance technologies, Inc.	2399	Mt. Pleasant	Henry	52641
Allen Blasting and Coating, Inc.	1721	New London	Henry	52645
Bagcraft Papercon	2621	Fort Madison	Lee	52627
Burrows Paper Company	3497	Fort Madison	Lee	52627
Climax Molybdenum Co	3251	Fort Madison	Lee	52627
Cryotech Deicing Technology	2899	Fort Madison	Lee	52627
Democrat Company	2711	Fort Madison	Lee	52627
DuPont	3328	Fort Madison	Lee	
Fort Madison Bank & Trust Co.	6021	Fort Madison	Lee	52627
Gregory Manufacturing	3441	Fort Madison	Lee	52627
Holterhaus Tool & Die, Inc.	3451	Fort Madison	Lee	52627
Scotts Miracle-Gro	3253	Fort Madison	Lee	52627
Siemens	2211	Fort Madison	Lee	52627
Silgan Containers	3411	Fort Madison	Lee	52627
The Kensington	8059	Fort Madison	Lee	52627
Christian Herschler Winery & Stagecoach Stop	2084	Franklin	Lee	52625
Stuke Iowa Plastics	3089	Houghton	Lee	52631

EXHIBIT B-13: SOUTHEAST IOWA EMPLOYER SURVEY SUMMARY

APRIL-MAY 2009

Responding employers:

COMPANY	SIC	CITY/TOWN	COUNTY	ZIP CODE
Affordable Patterns Ltd.	3543	Keokuk	Lee	52632
Allied Blending & Ingredients, Inc	2099	Keokuk	Lee	52632
Ames Contracting	1521	Keokuk	Lee	52632
Amsted Rail Company - (Griffin Wheel)	3325	Keokuk	Lee	52632
Decker Mfg Co.	3496	Keokuk	Lee	52632
Farm & Home Supply	5411	Keokuk	Lee	52632
First Community Bank	6021	Keokuk	Lee	52632
Henniges Automotive	5013	Keokuk	Lee	52632
Keokuk Area Hospital	8051	Keokuk	Lee	52632
Keokuk Contractors, Inc.	1521	Keokuk	Lee	52632
KSB Bank	6021	Keokuk	Lee	52632
MMC Enterprises, Inc.	3599	Keokuk	Lee	52632
Morse Rubber	3329	Keokuk	Lee	52632
R.W. Cardella, Inc.	1623	Keokuk	Lee	52632
Roquette America, Inc.	3112	Keokuk	Lee	53623
Taske Force, Inc.	7361	Keokuk	Lee	52632
Tri-Tech Construction	1711	Keokuk	Lee	52632
Withers Broadcasting of Iowa	4832	Keokuk	Lee	52632
Merschman Seeds, Inc.	2875	West Point	Lee	52656
West Point Care Center	8051	West Point	Lee	52656
Tyson Fresh Meats	2011	Columbus Junction	Louisa	52738
Farmers Elevator & Exchange	4221	Wapello	Louisa	52653
Grimm Brothers Plastics Corp.	3089	Wapello	Louisa	52653
Louisa County Conservation	9512	Wapello	Louisa	52653
Superior Tooling Inc.	3499	Wapello	Louisa	52653