

2014 WORKFORCE NEEDS ASSESSMENT SURVEY



Iowa Workforce Needs Assessment Survey

Iowa Workforce Development in partnership with the Association of Business & Industry and community partners have designed this survey to identify current and future needs of Iowa employers. The information gathered will remain strictly confidential and all results will be presented in aggregate. Once completed, final results by region and state will be available at:

<http://www.iowaworkforce.org/lmi/labsur/vacancy.htm>

Username Provided: _____

Password Provided: _____

1. How many employees does the organization currently have in each category?

Full-time _____
 Part-time _____
 Seasonal/Temporary _____

2. How many hours worked per week does the organization consider to be full-time? _____

3. How many people has the company newly employed in the past 12 months, in each of the following categories?

Full-time _____
 Part-time _____
 Seasonal/Temporary _____

Current Vacancies

4. Does the organization have any current vacancies? Yes No *If "No", go to Question 7*

5. How many vacancies does the organization have? _____

6. How many vacancies does the organization have in each of the following occupational categories?

_____ Architecture & Engineering	_____ Farming, Fishing & Forestry	_____ Office & Administrative Support
_____ Arts, Design, Entertainment, Sports & Related	_____ Food Preparation & Serving Related	_____ Personal Care & Service
_____ Building & Grounds Cleaning & Maintenance	_____ Healthcare Practitioner & Technical	_____ Production
_____ Business & Financial Operations	_____ Healthcare Support	_____ Protective Service
_____ Community & Social Science	_____ Installation, Maintenance & Repair	_____ Sales & Related
_____ Computer & Mathematical Science	_____ Legal	_____ Transportation & Material Moving
_____ Construction & Extraction	_____ Life, Physical & Social Science	
_____ Education, Training & Library	_____ Management	

Business Expansion & Downsizing

7. What is the organization's plan for the size of its workforce within the next three years?

- Expand *If "Expand", go to Question 8*
- Downsize *If "Downsize", go to Question 11*
- Remain Stable *If "Remain Stable", go to Question 14*

Planning to Expand *(Indicated in Question 7)*

8. When does the company expect to begin increasing personnel? Within 12 months Between 2 & 3 years Between 1 & 2 years More than 3 years

9. Please rate the following reasons for expanding your workforce.

	Most Important					Least Important		Not Applicable
	1	2	3	4	5	6	7	
Changes in tax or regulatory incentives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entry into new markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increase share of existing market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Insourcing of business operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meet current market demands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Merger/acquisition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opening a new location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduction of overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other <i>(please list below)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: _____

Planning to Expand *(continued)*

10. How many positions does the company expect to increase its workforce by in following occupational categories.

<input type="checkbox"/> Architecture & Engineering	<input type="checkbox"/> Farming, Fishing & Forestry	<input type="checkbox"/> Office & Administrative Support
<input type="checkbox"/> Arts, Design, Entertainment, Sports & Related	<input type="checkbox"/> Food Preparation & Serving Related	<input type="checkbox"/> Personal Care & Service
<input type="checkbox"/> Building & Grounds Cleaning & Maintenance	<input type="checkbox"/> Healthcare Practitioner & Technical	<input type="checkbox"/> Production
<input type="checkbox"/> Business & Financial Operations	<input type="checkbox"/> Healthcare Support	<input type="checkbox"/> Protective Service
<input type="checkbox"/> Community & Social Science	<input type="checkbox"/> Installation, Maintenance & Repair	<input type="checkbox"/> Sales & Related
<input type="checkbox"/> Computer & Mathematical Science	<input type="checkbox"/> Legal	<input type="checkbox"/> Transportation & Material Moving
<input type="checkbox"/> Construction & Extraction	<input type="checkbox"/> Life, Physical & Social Science	
<input type="checkbox"/> Education, Training & Library	<input type="checkbox"/> Management	

Planning to Downsize *(Indicated in Question 7)*

11. When does the company expect to begin reducing personnel? Within 12 months Between 2 & 3 years Between 1 & 2 years More than 3 years

12. Please rate the following reasons for downsizing the workforce.

	Most Important					Least Important		Not Applicable
	1	2	3	4	5	6	7	
Business sale or closure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Changes in tax or regulatory burdens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Closing an existing location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expense related to benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exit from existing markets or business division closing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outsourcing of business operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduced profits from current operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduced share of existing market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respond to reduced market demands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other <i>(please list below)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: _____

13. How many positions does the company expect to reduce its workforce by in following occupational categories.

<input type="checkbox"/> Architecture & Engineering	<input type="checkbox"/> Farming, Fishing & Forestry	<input type="checkbox"/> Office & Administrative Support
<input type="checkbox"/> Arts, Design, Entertainment, Sports & Related	<input type="checkbox"/> Food Preparation & Serving Related	<input type="checkbox"/> Personal Care & Service
<input type="checkbox"/> Building & Grounds Cleaning & Maintenance	<input type="checkbox"/> Healthcare Practitioner & Technical	<input type="checkbox"/> Production
<input type="checkbox"/> Business & Financial Operations	<input type="checkbox"/> Healthcare Support	<input type="checkbox"/> Protective Service
<input type="checkbox"/> Community & Social Science	<input type="checkbox"/> Installation, Maintenance & Repair	<input type="checkbox"/> Sales & Related
<input type="checkbox"/> Computer & Mathematical Science	<input type="checkbox"/> Legal	<input type="checkbox"/> Transportation & Material Moving
<input type="checkbox"/> Construction & Extraction	<input type="checkbox"/> Life, Physical & Social Science	
<input type="checkbox"/> Education, Training & Library	<input type="checkbox"/> Management	

Planning to Remain Stable *(Indicated in Question 7)*

14. Please rate the following constraints preventing you from expanding your workforce.

	Most Important					Least Important		Not Applicable
	1	2	3	4	5	6	7	
Barriers to entering new markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competition within existing markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost of additional labor <i>(wages and benefits)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don't know steps/processes needed to expand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expense related to benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Insufficient space at current location/inability to find appropriate new location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of available skilled workforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limited access to capital	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No desire to expand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planned merger/acquisition or business sale/transfer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supply chain limitations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tax or regulatory issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty in current market demands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other <i>(please list below)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: _____

Applicants & Training

15. Please rate the following from "Strongly Disagree" to "Strongly Agree" regarding the applicants the company receives for its vacancies.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
In general applicants fulfill the necessary requirements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applicants are fulfilling the basic skills (locating information, reading for information, applied mathematics, & writing) required for vacant positions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applicants are fulfilling the "hard" or occupational skills (technical and know-how skills that apply directly to the job) required for vacant positions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applicants are fulfilling the "soft" or interpersonal skills (skills associated with an individual's habits, personality, and character) required for vacant positions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We often have a problem filling positions because applicants are disqualified for failure to pass a background check.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We often have a problem filling positions because applicants are disqualified due to controlled substance testing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For Questions 16-18 only answer if you either "Disagree" or "Strongly Disagree" to the statements regarding basic, hard, and soft skills in the previous table.

16. Which basic skills are applicants generally lacking? *(Select all that apply)*

- Applied Mathematics Written Communication
 Locating Information Other: _____
 Reading for Information

17. Which "hard" or occupational skills are applicants generally lacking? *(Select all that apply)*

- Basic Computer Literacy Critical/Analytical Thinking Machine Operation
 Basic Communication/Writing General Office Software Project Management
 Computer Software *(word processor, spreadsheet, etc.)* Other: _____

18. Which "soft" or interpersonal skills are applicants generally lacking? *(Select all that apply)*

- Communication Skills Leadership Time-management
 Dependability Motivation Other: _____
 Honesty Teamwork

19. Does the organization provide training opportunities for their employees? Yes No *If "No", go to Question 22*

20. Where does the organization send its employees to improve/upgrade their skills? *(Select all that apply)*

- College/University In-house Other: _____
 Commercial training provider Online
 Employee self-directed training Trade school

21. Would the organization be interested in working with local education providers to set up a program for training employees?

- Yes No

22. Does the organization give preference to applicants that have obtained certifications or certificates?

- Yes No *If "No", go to Question 24*

23. Which certifications/certificates does the organization give preference to?

1. _____
2. _____
3. _____
4. _____

Advertising Media

24. Please indicate the usefulness of the following advertising media. If your company uses another type of advertising media/method please list it after "Other". If your company does not use the advertising media listed please select "Do Not Use This Media".

	Very Useful	Somewhat Useful	Neutral	Not Useful	Do Not Use This Media
College/University Career Centers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Internet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IowaWORKS Centers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local/Regional Newspapers (print media)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local/Regional Newspapers (electronic media)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Fairs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Networking/Word of Mouth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Private Employment Agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Radio	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Television	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trade Publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. If your company uses Local/Regional Newspapers, please list the top three newspapers used.

1. _____
2. _____
3. _____

26. If your company uses the Internet, please list the top three sites used.

1. _____
2. _____
3. _____

Retirements

27. How many employees have retired in the past 12 months? _____

28. Please indicate the number of people that will become eligible for retirement in the year listed.

(Only count people newly eligible to retire.) If no one is eligible in the given year please mark "0".

2014 _____ 2016 _____ 2018 _____
 2015 _____ 2017 _____

29. In general, are retirement eligible employees able to meet current skill requirements of the positions they hold?

Yes No

30. What retention efforts do you currently use to keep employees eligible for retirement? *(Select all that apply)*

- Offer additional training Flexible work schedules Telecommunicating/working from home
 Benefits to part-time employees Increased wages or bonuses None
 Benefits to retirees More employee recognition Other: _____
 Change in duties/responsibilities Seasonal work schedules

31. How many positions will be affected in each occupational category due to retirements?

_____ Architecture & Engineering	_____ Farming, Fishing & Forestry	_____ Office & Administrative Support
_____ Arts, Design, Entertainment, Sports & Related	_____ Food Preparation & Serving Related	_____ Personal Care & Service
_____ Building & Grounds Cleaning & Maintenance	_____ Healthcare Practitioner & Technical	_____ Production
_____ Business & Financial Operations	_____ Healthcare Support	_____ Protective Service
_____ Community & Social Science	_____ Installation, Maintenance & Repair	_____ Sales & Related
_____ Computer & Mathematical Science	_____ Legal	_____ Transportation & Material Moving
_____ Construction & Extraction	_____ Life, Physical & Social Science	
_____ Education, Training & Library	_____ Management	

32. How do you plan to replace those vacant jobs due to retirements?

- Hire new workers Both hire new workers and promote from within
 Promote from within the company Not currently planning to fill these positions

Insurance & Benefit Information

33. Does the company offer benefits to your employees? Yes No *If "No", go to Question 39*

34. Please provide information on insurance & benefits your company offers its employees. Please select the benefits your company offers? *(Select all that apply)*

Insurance Coverage	Full-time Employees		Part-time Employees	
	Yes	No	Yes	No
Medical Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accidental Death & Dismemberment Coverage (AD&D)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental Coverage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long-Term Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prescription Drug Coverage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Short-Term Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision Coverage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Leave	Yes	No	Yes	No
Bereavement/Funeral Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Holiday Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maternity/Paternity Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid-Time-Off (PTO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Days/Floating Holidays	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sick Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Additional Benefits	Yes	No	Yes	No
Bonuses (annual, hiring, holiday, productivity, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare Assistance (reimbursements, on-site centers, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clothing/Uniform Allowance/Reimbursement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Company Vehicle/Mileage Reimbursement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Assistance Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flex Spending Account/Cafeteria Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Profit Sharing/Stock Options	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relocation/Moving Expense	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement Package	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shift Differential Pay (2nd/3rd shift, or Weekend)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tuition Assistance/Educational Reimbursements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wellness Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35. Do you anticipate an increase in premium costs for medical insurance in the coming year?

Yes No

36. How are premium costs covered in your company?

100% Employee Paid 100% Company Paid Shared Cost *(Percentage, Defined Amount, etc.)*

37. Will you increase the percentage of employee contributions for medical benefits in the coming year?

Yes No

38. On average, how much does your benefit package cost, per employee, on an annual basis (insurance, paid leaves, retirement, and other)?

Under \$1,000 \$3,000 - \$4,999 \$7,000 - \$8,999 \$11,000 - \$12,999
 \$1,000 - \$2,999 \$5,000 - \$6,999 \$9,000 - \$10,999 Over \$13,000

Retirement/Pension Plans

39. Does your company offer a retirement/pension plan to its employees?

Yes No *If "No", go to "Contact Information" on next page*

40. Does your company offer a defined contribution plan or a defined benefit plan?

Defined Contribution Plan - A retirement plan in which a certain amount or percentage of money is set aside each year by a company for benefit of the employee. (examples: 401(k), 403(b), and 457 plans)

Yes No

Defined Benefit Plan - An employer-sponsored retirement plan where employee benefits are calculated based on a formula using factors such as salary history and duration of employment. Investment risk and portfolio management are entirely under the control of the company. (example: FAP)

Yes No

Contact Information

Please provide your contact information. (optional)

Contact Name: _____
Contact Email: _____
Company Name: _____
Street Address: _____
City: _____
State: _____
ZIP: _____

Would you like the results of this survey emailed to you?

- Yes *Please provide valid email above*
- No

Would you like future survey invitations to be emailed to you?

- Yes *Please provide valid email above*
- No

Are you aware of the Skilled Iowa Initiative?

- Yes
- No

Would you like information about the Skilled Iowa Initiative?

- Yes
- No

Additional Comments:

**Thank you for taking the time to provide us
with this valuable information.**

Once Completed, please return by email, fax or mail to:

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