

# LOCAL EMPLOYMENT DYNAMICS

*Helping Decision Makers Make Better Informed Decisions*



STATE OF IOWA

**Enriching the Decision Making Process with Innovative,  
Demographic Information**

**A Partnership Between  
Iowa Workforce Development and  
U.S. Census Bureau**

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**IOWA**  
WORKFORCE  
DEVELOPMENT

### Who Can Benefit From Quarterly Workforce Indicators?

**Local Decision Makers**  
*Strategic planning purposes*

**Employers**  
*Questions regarding  
workers and wages*

**Workers**  
*Questions regarding  
jobs and pay*

**Economic Development  
Organizations**  
*Information for  
prospective businesses*

**Educational and Training  
Organizations**  
*Information regarding  
potential students and future  
curriculum opportunities*

**Transportation  
Organizations**  
*Information on where  
people live and work*

### *What is Local Employment Dynamics (LED)?*

LED is a partnership between Iowa Workforce Development and the U.S. Census Bureau, providing innovative demographic employment information (Quarterly Workforce Indicators) for local decision makers, economic development agencies, education and training institutions, and transportation agencies. Just as national economic indicators measure the performance of the overall economy, the Quarterly Workforce Indicators measure the performance of the local economy.

### *What Does Local Employment Dynamics Provide?*

- Time Sensitive and Historical Demographic Information
  - Locations of industries
  - Listing of industries prone to hiring
  - Demographic monthly salary figures
  - Worker characteristics by industry, gender, and age
  - Economic trends by worker's age and sex; by state, county, and MSA
- Information Applicable for Decision Makers
  - Managerial planning
  - Performance accountability
  - Grant writing
  - Economic plans
  - Strategic Planning

### *Examples of Local Employment Dynamics used by Decision Makers*

- Measurement of Worker Turnover
  - Workers identifying the likely duration of employment
  - Management benchmarking turnover rates within an industry
  - State and local agencies measuring workforce quality
- Worker's Wages in an Industry by Geography
  - Employers knowing what workers are being paid and how much to pay new hires
  - Workers knowing what wages they may expect to earn in a particular industry
  - Placement agencies recognizing what jobs in different industries are likely to pay
  - Education institutions measuring wage performances
- Concentration of Workforce by Industry
  - Transportation planners knowing where new roads and public transportation should be located

## Who can Benefit from LED Quarterly Workforce Indicators?

Businesses	Federal, State, and Local Agencies
Chambers of Commerce	Career Advisors
Economic Development Groups	Workforce Investment Boards
Educational Institutions	Transportation Planners

## What Questions can LED Answer?

Where are the workers? How much are they paid? What is the turnover rate for a particular industry?	Where are the jobs? How much do they pay? What are the best paying industries for men and women?	How much are new hires in a particular industry paid? Where should a business locate?
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## What can be Measured to Answer these Questions?

Demographics		Geography	
Current Data	New Data	Current Data	New Data
NONE	Gender	Nation	SAME
	Age Categories	State	
	14-18	County	
	19-21	Sub-County	
	22-24	Workforce Investment Area (IWD Regions)	
	25-34		
	35-44		
45-54			
55-64			
65+			

## Workforce Indicators

Current Data	New Data		
Jobs Total	Jobs	Total Payroll	Gross Job Gain
Payroll	Gross Job Loss	Net Jobs	New Hires
	Recalls	Layoff/quits	Individual Earnings

### Example of how a Quarterly Workforce Indicator can assist a Decision Maker

#### For a Worker Considering Employment...

*It may be valuable for him/her to learn what industries are hiring the most workers within a particular geographical area by observing the number of new hires.*

*Depending upon the age of the individual, he/she can also determine what industries are more likely to hire an older and/or younger worker.*

*This data could decrease the amount of time required to look for employment.*

#### **Total Employment**

Total number of workers who were employed by the same employer in both current and previous quarters. This will determine who is filling what jobs, what industries are the biggest employers, and what industries employ the largest numbers of particular types of workers.

#### **Net Job Flows**

Difference between current and previous employment. This will determine which industries are expanding employment and contracting in employment.

#### **Job Creation**

Number of new jobs that are created by new area businesses or the expansion of employment by existing firms. This will determine what industries are creating the most jobs.

#### **New Hires**

Total number of accessions (new employees) that were not employed by an employer during the previous four quarters. See example in side bar to the left.

#### **Separations**

Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter. This will determine what workers are leaving jobs and what industries are hiring.

#### **Turnover Rate**

Is defined as: Turnover Rate =  $(1/2) * (\text{accessions} + \text{separations}) / \text{employment}$  (All Full Quarter Measures). This will determine what proportions of workers are new to the job.

#### **Average Monthly Earnings**

For full-Qtr (workers employed for all three months of the quarter) Employees, it is the total quarterly earnings of all full-quarter employees divided by the number of full-quarter employees, divided by 3. This will determine what are the average earnings of core employees.

#### **Average Monthly Earnings—New Hires**

For full-Qtr New Hires, it is the total quarterly earnings of all full-quarter new hires divided by the number of full-quarter new hires, divided by 3. This will determine what are new hires earning.

## Getting Started

- Go to <http://www.iowaworkforce.org/lmi/lehd.html>
- Select the criteria from the drop-down menus to create a query from the eight Quarterly Workforce Indicators available on the website
- For advanced customized data queries, contact Iowa Workforce Development

## For Example

Suppose an economic developer in Polk County wanted to learn about total employment, net job flows, job creation, new hires, separations, turnover, average monthly earnings, and average new hire earnings in 1st Quarter of 2003 by all females between the ages of 35 and 44 in the retail trade sector. He or she would select the particular attributes of interest from the drop-down menus provided and the webpage would automatically query the results. Below is an illustration of what the query fields look like.

LEHD Iowa County Reports - Quarterly Workforce Indicators  
Select Criteria below: A new report will be created below as selections change

Year	<input type="text" value="2008"/>	Geographic Grouping	<input type="text" value="County"/> or <a href="#">Information by Detailed Industry</a>
Quarter	<input type="text" value="Q1"/>	County	<input type="text" value="153 Polk"/>
Sex	<input type="text" value="Female"/>	Industry	<input type="text" value="44-45 Retail Trade"/>
Age Group	<input type="text" value="35-44"/>	Ownership	<input type="text" value="All Private (5)"/>

A query such as the one shown above will generate the following data results.

QWI Quick Facts	Polk County (Q1)	Polk County (4 Qtr Avg)	Iowa (Q1)	Iowa (4 Qtr Avg)
Total Employment	2,512	2,499	14,768	14,798
Net Job Flows	-76	47	-390	170
Job Creation	109	191	757	1,120
New Hires	265	422	1,551	2,356
Separations	379	432	2,165	2,510
Turnover	9.5%	9.5%	9.4%	9.2%
Avg Monthly Earnings	\$2,019.00	\$2,083.00	\$1,901.00	\$1,920.75
Avg New Hire Earnings	\$ 976.00	\$1,343.75	\$1,070.00	\$1,246.50

This table was created directly from the LED interactive website, <http://lehd.did.census.gov/led/datatools/qwiapp.html> without the use of advanced customized services of Iowa Workforce Development

If a local decision maker wanted to observe a geographical area that encompasses one of Iowa Workforce Development's 15 regions, this can be achieved by selecting the region of interest from the 'Geographic Grouping' drop-down menu. By clicking on 'Information by Detailed Industry', one can obtain all of the Quarterly Workforce Indicators by industry of interest (e.g. manufacturing and construction).

*Obtaining Data for Analysis, Specifically for Educational and Training Institutions*

If an educator or a representative from an educational institution wanted to learn about the number of workers employed, job creation activity, number of new hires by gender and age group, and earnings per industry for some geographical area of interest then he or she can easily generate the data by running a specialized query.

For example, suppose an educator wanted to explain Polk County’s workforce characteristics to those who are about to graduate from the 12th grade. To obtain the data one would need to visit <http://www.iowaworkforce.org/lmi/lehd.html>. Then, select the attributes of interest from all of the drop down menus provided. Once the query results are displayed, at the bottom of the page click on ‘View Detailed Comparison Reports’ by the line graph icon. After completing that, another screen will appear showing ‘QWI Iowa County Pivot Reports’ and from the pivot column, select the attribute of interest such as age group. From the data row menu, one can select several attributes by holding down the CTRL key, allowing a user to create multiple data sets (e.g. average new hire earnings, job creation, and new hires).

Such a query would provide an educator with the following information provided below in the table, ‘Average New Hire Earnings, Job Creation, and New Hires Statistics by Age Groups for the Latest Reporting Quarters for Polk County.’

*Average New Hire Earnings, Job Creation, and New Hires Statistics by Age Groups for the Latest Reporting Quarters for Polk County*

Yr/Qtr	QWI Quick Facts	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
2007 Qtr 2	Avg New Hire Earnings	\$561	\$1,251	\$1,839	\$2,420	\$3,139	\$2,892	\$2,595	\$1,416
	Job Creation	3,752	4,320	3,095	4,329	3,242	2,711	1,585	1,055
	New Hires	6,230	7,707	6,347	10,972	7,484	5,394	2,372	987
2007 Qtr 3	Avg New Hire Earnings	\$592	\$1,214	\$1,867	\$2,459	\$2,731	\$2,665	\$2,248	\$1,144
	Job Creation	1,730	1,460	2,298	4,656	4,075	3,645	2,184	773
	New Hires	7,852	5,999	5,818	11,004	7,480	5,202	2,257	866
2007 Qtr 4	Avg New Hire Earnings	\$559	\$1,170	\$1,874	\$2,500	\$2,860	\$2,816	\$2,389	\$1,211
	Job Creation	1,598	1,797	1,953	3,471	2,846	2,267	1,347	501
	New Hires	4,306	5,283	5,029	10,376	7,045	4,941	2,203	740
2008 Qtr 1	Avg New Hire Earnings	\$518	\$1,073	\$1,665	\$2,272	\$2,633	\$2,594	\$2,363	\$1,115
	Job Creation	1,366	1,550	1,883	3,032	2,513	1,928	1,113	448
	New Hires	3,210	4,132	4,300	8,512	5,836	4,058	1,927	574

This table was created directly from the LED interactive website, <http://www.iowaworkforce.org/lmi/lehd.html> without the use of advanced customized services of Iowa Workforce Development

***What Earnings Should Young Workers Expect in Different Industries?***

Industries in Iowa paying the highest earnings to 22-24 year old workers (both sexes)  
Average 2nd Quarter 2007-1st Quarter 2008

Industry	Average Monthly Earnings	Average Quarterly Employment
334 Computer and Electronic Product Manufacturing	\$4,324	632
221 Utilities	\$3,657	135
333 Machinery Manufacturing	\$3,243	2,006
237 Heavy and Civil Engineering Construction	\$3,168	665
327 Nonmetallic Mineral Product Manufacturing	\$2,784	225
325 Chemical Manufacturing	\$2,771	468
331 Primary Metal Manufacturing	\$2,731	300
524 Insurance Carriers and Related Activities	\$2,717	2,206
322 Paper Manufacturing	\$2,711	148
321 Wood Product Manufacturing	\$2,315	761
All Industries Average Monthly Earnings = \$1,868 All Industries Average Quarterly Employment = 88,577		

This table was created directly from the LED interactive website, <http://www.iowaworkforce.org/lmi/lehd.html> without the use of advanced customized services of Iowa Workforce Development

By identifying certain high-tech industries in the areas of employment, new hires, number of jobs created, average wage, and average wage of new hires, educators are able to build a stronger educational pipeline to produce trainable graduates for the future. For example, the table below shows that the number of new hires and number of jobs created are greatest for those employed in telecommunications. New hires in this field may expect to receive an average monthly wage of \$2,681.

***What is the Job Market in Iowa's High Tech Industries, as of 1st Quarter 2008?***

	Employment	New Hires	Job Created	Average Monthly Wage	Average Wage For New Hires
Computer/Electronic Product Manufacturing	14,567	631	281	\$6,446	\$4,514
Broadcasting (except Internet)	2,943	281	89	\$3,227	\$1,958
Internet Publishing/Related Services	760	70	36	\$3,395	\$2,246
Telecommunications	9,618	667	211	\$4,172	\$2,681
Data Processing, Hosting and Related Services	7,075	780	202	\$3,622	\$2,449
Research and Development	1,315	361	134	\$4,509	\$2,783

This table was created by using the advanced customized services of Iowa Workforce Development

*Obtaining Data for Analysis, Specifically for Employers*

Suppose an employer wanted to learn more about their industry within a particular geographical area. For example, a human resource manager at a local hospital may want to learn about total employment, net job flows, average new hires earnings, average monthly earnings, number of jobs that are created, new hires, separations, and turnover statistics to help make better informed decisions about human resource issues.

For an employer to access this kind of information, visit <http://www.iowaworkforce.org/lmi/lehd.html>. Then, select the attributes of interest from all of the drop down menus provided. Such a query would provide an employer with the following information provided below.

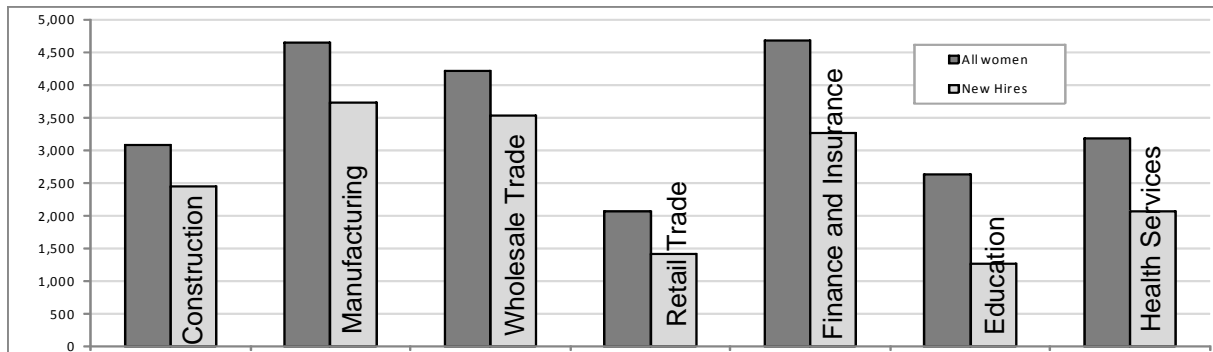
*Comparison of Workforce Statistics in the Hospital Industry and All Industries for the State of Iowa, Quarter 3, 2003*

QWI Quick Facts	Hospitals		All Industries	
	Qtr 1, 2008	4 Qtr Avg	Qtr 1, 2008	4 Qtr Avg
Total Employment	66,635	66,501	1,445,178	1,466,281
Net Job Flows	-156	166	-8,374	7,730
Job Creation	501	611	53,160	71,721
New Hires	2,778	3,327	167,347	218,105
Separations	3,592	3,863	209,209	258,178
Turnover	4.2%	4.4%	8.2%	8.9%
Avg Monthly Earnings	\$3,653.00	\$2,632.25	\$3,170.00	\$3,143.50
Avg New Hire Earnings	\$2,385.00	\$2,480.25	\$1,695.00	\$1,823.75

This table was created directly from the LED interactive website, <http://lehd.did.census.gov/led/datatools/qwiapp.html> without the use of advanced customized services of Iowa Workforce Development

Another example illustrated below shows that LED data can also provide the number of new hires, particularly of women between the ages of 35-44 in Linn County in various industries in 2008.

*Average Monthly Earnings by Incumbent Women Workers & New Hires per Industry*

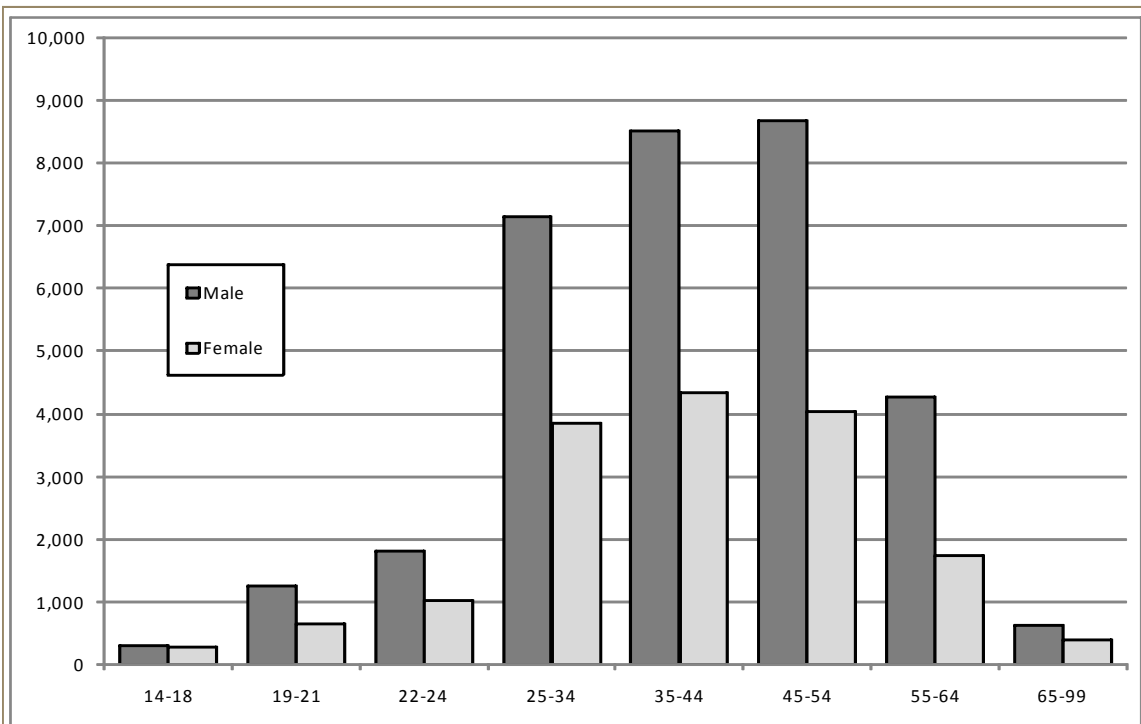


This table was created by using the advanced customized services of Iowa Workforce Development

*What is the Workforce Distribution in a Particular Industry and Area?*

Designed for businesses, the 'local workforce option' provides timely and pertinent answers to key questions regarding their local workforce, by industry, age, and sex. By using the drop down boxes a query to see the employee distribution by age and sex in food manufacturing in Iowa will produce the following chart.

*Employee Distribution by Age and Sex*



	Age							
	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
Female	0.6%	1.3%	2.1%	7.9%	8.9%	8.3%	3.6%	0.86%
Male	0.6%	2.6%	3.7%	14.6%	17.4%	17.7%	8.7%	1.3%

State: Iowa  
Sector: 31-33 Manufacturing  
Detailed Industry: 311 Food Manufacturing  
Data: 2008Q1

This table was created from the LED interactive website, <http://lehd.did.census.gov/led/> with the use of advanced customized services of Iowa Workforce Development

*How Can a Worker Determine Where New Employment Opportunities Exist?*

For an example, suppose a 55 year old female worker was laid off recently and is looking for employment in an industry that continues to thrive in job creation. In doing so, she may want to further investigate what particular industries are hiring, in this example Information is chosen. For such a request of data, she would simply need to visit <http://www.iowaworkforce.org/lmi/lehd.html>. Then, select the attributes of interest from all of the drop down menus provided. Once the query results are displayed, at the bottom of the page click on 'View Detailed Comparison Reports' by the line graph icon. After completing that, another screen will appear allowing a user to select from a variety of data attributes per each drop-down menu. Such a query would provide an employer with the following information provided below.

*Information Industry Focus: Female, Age 55-64, State of Iowa, 1st Quarter 2008*

QWI Quickfacts	Information (Qtr 1)	Information (4 Qtr Avg)	All Major Groups (Qtr 1)	All Major Groups (4 Qtr Avg)
Total Employment	2,355	2,326	108,221	106,063
Net Job Flow	-42	-32	-1,305	-874
Job Creation	56	60	3,441	4,228
New Hires	76	84	4,824	5,668
Separations	129	155	8,003	9,370
Turnover	3.9%	4.0%	4.8%	4.9%
Average Monthly Earnings	\$3,060.00	\$3,029.25	\$2,667.00	\$2,638.50
Average New Hire Earnings	\$1,725.00	\$2,449.75	\$1,409.00	\$1,530.75

This table was created directly from the LED interactive website, <http://www.iowaworkforce.org/lmi/lehd.html> without the use of advanced customized services of Iowa Workforce Development

*Job Creation and Total New Employment Statistics per Industrial Sectors for Iowa*

QWI Quickfacts		Industrial Sectors											
2007 Qtr 2	Job Creation	Construction	16,655	Manufacturing	7,979	Transportation	2,744	Retail Trade	12,202	Information	1,257	Health Care & Social Assistance	5,905
	Total Employment		67,664		232,256		54,589		175,443		35,057		194,477
2007 Qtr 3	Job Creation		6,286		5,584		2,513		6,653		790		5,015
	Total Employment		78,919		234,512		53,857		179,848		33,991		194,796
2007 Qtr 4	Job Creation		3,809		5,309		2,347		9,245		686		4,899
	Total Employment		77,704		232,511		55,057		178,134		33,405		194,414
2008 Qtr 1	Job Creation		3,920		5,514		2,171		5,264		1,080		4,896
	Total Employment		64,368		230,610		54,681		176,393		33,653		195,807

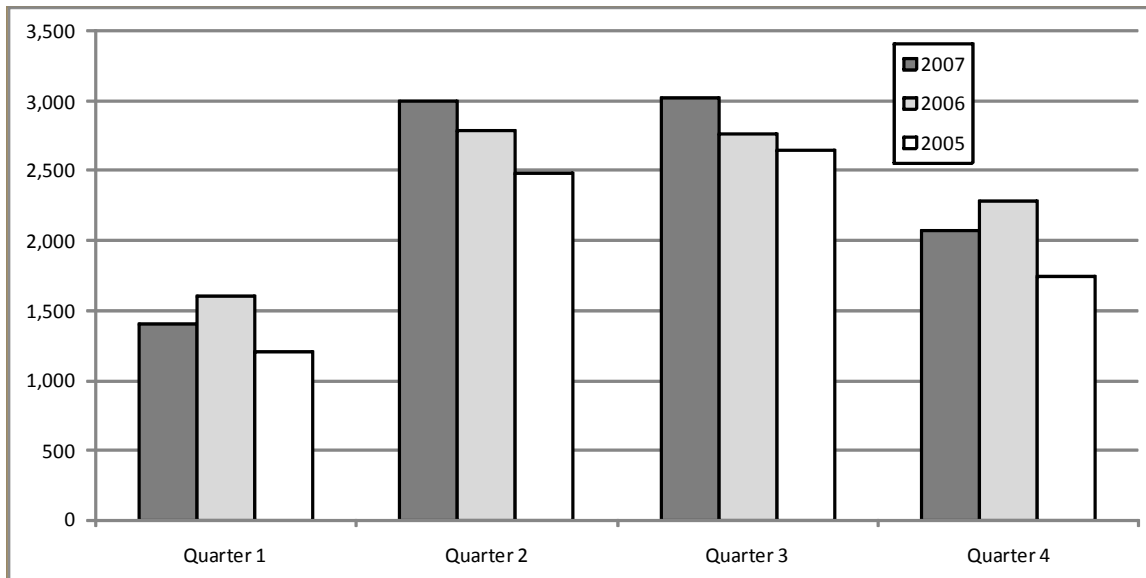
This table was created directly from the LED interactive website, <http://www.iowaworkforce.org/lmi/lehd.html> without the use of advanced customized services of Iowa Workforce Development

***How Can a Young Worker Determine When and Where New Employment Opportunities Will Present Themselves?***

For example, suppose a 18 year old male worker in Cedar Rapids, Iowa is looking for summer employment in an industry that continues to thrive in new hires. A couple of questions could arise as to how the employment situation looks for the year and what industries are hiring youth workers.

For such a request, a couple of queries would be necessary to obtain this kind of data. To extract employment hiring trends for the last three years, visit <http://www.iowaworkforce.org/lmi/lehd.html>. Then, select the attributes of interest from all of the drop down menus provided. Such a query would provide an worker with the information provided below.

***New Hires (Age 14-18) by Yearly Quarters for Cedar Rapids***



This table was created directly from the LED interactive website, <http://www.iowaworkforce.org/lmi/lehd.html> without the use of advanced customized services of Iowa Workforce Development

***What Industries Hire the Most Youth in the Cedar Rapids area on Average in 2008?***

Top 5 Industries	Number of Hires	
Food and Drinking Places	1,460	Linn County Age: 14-18 Sex: Male & Female Data: 2007Q2 - 2008Q1  Total Employment All Industries: 4,453
Food and Beverage Stores	711	
Administrative and Support Services	209	
General Merchandise Stores	239	
Clothing and Accessories Stores	95	

This table was created directly from the LED interactive website, <http://www.iowaworkforce.org/lmi/lehd.html> without the use of advanced customized services of Iowa Workforce Development

*How Can a Decision Maker Determine Local Workforce Trends?*

The 'Top Industries' link on the LED homepage is designed for analysis of the state's top industries based on age, sex, and region. There are eight template reports that provide information on employment growth and earnings by demographics.

By selecting parameters from the drop down menu boxes, a statewide query for the highest average monthly earnings for all ages and both sexes will provide a display as follows.

*Top 15 Industries Ranked on the Greatest Average Monthly Earnings for all Workers*

Industry	Average Monthly Earnings	Average Quarterly Employment
523 Securities, Commodity Contracts, and Other Financial Investments and Related Activities	\$6,884	3,777
334 Computer and Electric Product Manufacturing	\$6,446	14,568
486 Pipeline Transportation	\$6,159	291
221 Utilities	\$5,710	6,596
533 Lessors of Nonfinancial Intangible Assets	\$5,138	168
524 Insurance Carriers and Related Activities	\$4,940	43,319
425 Wholesale Electronic Markets, Agents and Brokers	\$4,864	6,402
333 Machinery Manufacturing	\$4,806	39,766
325 Chemical Manufacturing	\$4,795	9,093
519 Other Information Services	\$4,698	473
525 Funds, Trust and Other Financial Vehicles	\$4,610	198
483 Water Transportation	\$4,551	207
621 Ambulatory Health Care Services	\$4,505	47,413
324 Petroleum and Coal Products Manufacturing	\$4,389	307
551 Management of Companies and Enterprises	\$4,176	14,960
All Industries Average Monthly Earnings = \$3,117 All Industries Average Quarterly Employment = 1,251,265		

State: Iowa  
Statewide  
Age: 14-99  
Sex: Male and Female  
Data: Average 2007Q2, 2007Q3, 2007Q4, 2008Q1

This table was created directly from the LED interactive website, <http://lehd.dsd.census.gov/led/> without the use of advanced customized services of Iowa Workforce Development

*Obtaining Additional Data for Analysis*

A query to determine the top 10 industries ranked by greatest total private employment will provide the table below. Information on average monthly earnings and job creation has also been included.

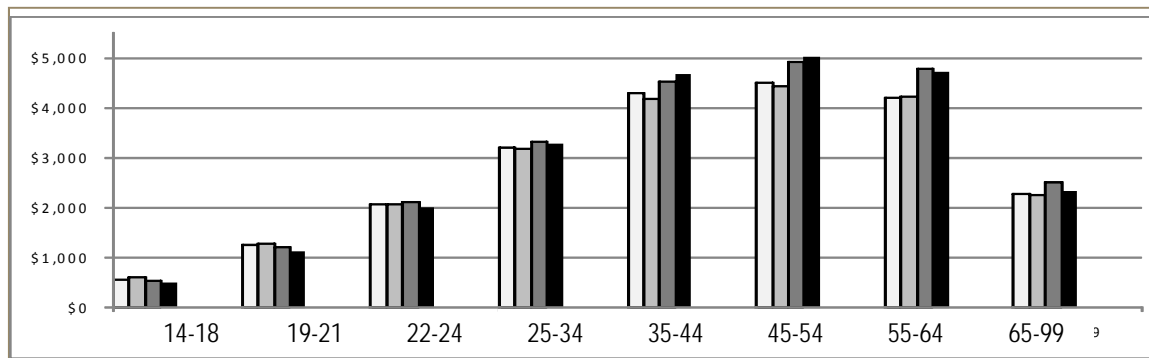
*Key Industries by Employment (Qtr 2 2007 through Qtr 1 2008 Average) Statewide*

Industry	Average Quarterly Employment	Average Monthly Earnings	Job Creation
722 Food Services and Drinking Places	94,744	\$1,000	7,046
561 Administrative and Support Services	64,656	\$2,218	5,577
623 Nursing and Residential Care Facilities	51,726	\$1,863	1,373
311 Food Manufacturing	48,866	\$3,395	1,078
621 Ambulatory Health Care Services	47,413	\$4,505	1,817
621 Hospitals	43,731	\$3,580	611
238 Specialty Trade Contractors	43,364	\$3,478	4,247
524 Insurance Carriers and Related Activities	43,319	\$4,940	1,155
541 Professional, Scientific and Technical Services	41,492	\$4,165	3,197
522 Credit Intermediation and Related Activities	40,493	\$3,914	874
All Industries Average Quarterly Employment = 1,251,265			

This table was created by using the advanced customized services of Iowa Workforce Development

The LED website also provides a user the ability to generate a graph ‘on-the-fly’ by simply clicking on the graph icon next to the attribute of interest after one has clicked on ‘View Comparison Detailed Reports.’ This will generate a table tailored to a user’s selected fields of interest. Identified below is a table based upon the average monthly earnings of those employed in Polk County by age group.

*Zooming In—The Local Context for Evaluation ( 2nd Qtr 2007—1st Qtr 2008)*



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*LED In Summary*

## Decision Makers Usefulness

- Understanding core performance in a local economic environment, so local WIB (Workforce Investment Board) reports on entered employment, retention and earnings gain outcomes can be evaluated in a local context;
- Identifying the most promising industry targets for helping older displaced workers to find new jobs at acceptable earnings levels;
- Identifying stable concentrations of firms in a local workforce investment area that are hiring enough workers to justify client placement advocacy;
- Providing new evidence of emerging trends and turning points in previously stable trends, such as identifying changes in hiring patterns in the health care services sector or new job creation in an area of retail trade.

## Educational and Training Institutions Usefulness

- Examining earnings for new and incumbent workers in different industries to benchmark their performance and improve their placement strategies;
- Identifying the most promising industry targets for developing educational curriculums and to find new jobs at acceptable earnings levels;
- Identifying the workforce composition in a local workforce area, earnings and turnover that are hiring enough workers to justify client placement advocacy;
- Providing new evidence of emerging trends, and turning points in previously stable trends-such as identifying changes in hiring patterns or new job creation.

## Employers Usefulness

- Employers can use new information on where workers live to find out where to go to hire workers;
- Transportation agencies can use it to find out where local needs are greatest;
- Employers can identify where the workers are in their industry by county;
- Employers can now find out how much other employers, like themselves, are paying their workers for wage-setting strategies;
- Businesses can identify how the turnover for other firms in their industry compare to the turnover at their workplace.

## Job Seekers Usefulness

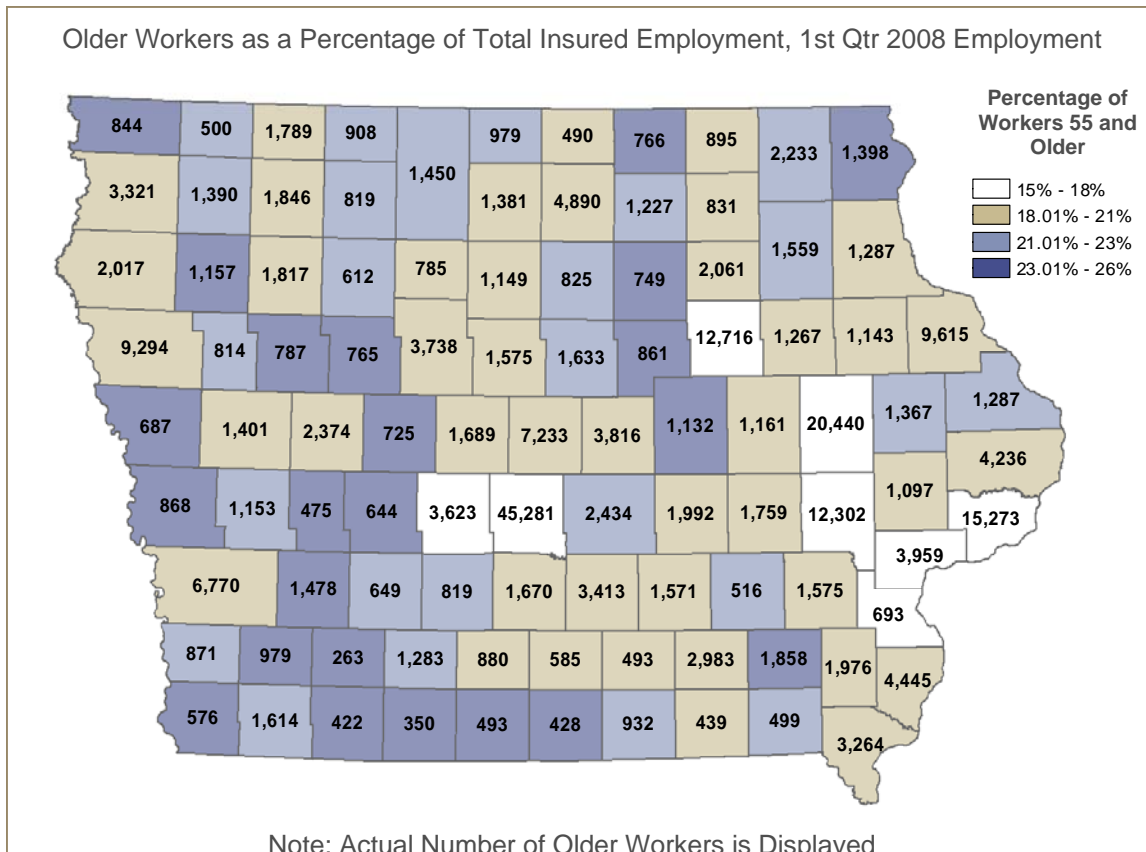
- Show which types of businesses are hiring workers of their age, what they're paying, and what the growth trends look like;
- Identify where the jobs are, in what industry and county so they know where to look;
- Identify how much they can expect to be paid in different industries;
- Examine how long they can expect their job to last in their industries.

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*What Else Can Iowa Workforce Development Offer in Conjunction with LED Data?*

Iowa Workforce Development, Employment Statistic Bureau offers additional resources that can better benefit an individual's decision based upon the usage of Local Employment Dynamic data. For example, staff's knowledge in Geographical Information Systems can provide data in a illustrated form with the use of maps. One such request led to a map illustrating older workers as a percentage of total insured employment, based upon 2008 employment for the State of Iowa.

Below is the map generated for such a request. This same kind of map can be tailored to a decision maker's request upon geographical area of interest. Contact Iowa Workforce Development, Employment Statistics Bureau today for a specialized analysis. See contact information below.



*Contact Information*

Iowa Workforce Development, Employment Statistics Bureau  
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Tel: 800-532-1249; Fax: 515-281-8195  
Email: trends@iwd.state.ia.us



www.iowaworkforce.org

STATE OF IOWA