AREA 15
REGIONAL PLANNING COMMISSION

MAHASKA · KEOKUK · WAPELLO
JEFFERSON · DAVIS · VAN BUREN

PLANNING FOR BETTER COMMUNITIES

2023-2028
AREA 15 PLANNING COMMISSION

COMPREHENSIVE ECONOMIC DEVELOPMENT STRATEGY

The 2023-2028 Comprehensive Economic

Development Strategy (CEDS) is a planning guide

for the Area 15 region of Iowa

PO Box 1110 | Ottumwa, IA 52501
Area15RPC.com

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EXECUTIVE SUMMARY

The Area 15 Regional Planning Commission's 2023-2028 Comprehensive Economic Development Strategy (CEDS) provides the region's economic developers, cities and counties, and industry members a framework to guide economic growth in the region.

The CEDS plan is developed by analyzing the region's current economic and demographic conditions, strengths, and weaknesses. This information is used to develop goals and objectives to address the needs of the region by Area 15 Regional Planning Commission its partners in economic development. From this work the following goals were generated by the CEDS strategic committee for the next five years:

Goal #1: Housing and Neighborhoods

Increase and expand housing stock options to all income levels, develop adequate workforce housing, make housing options attractive to potential new businesses and residents.

Goal #2: Infrastructure Improvements

Plan and invest in infrastructure improvements including roads, rail, bridges, telecommunications systems and transportation systems, trails, and water, wastewater, and stormwater systems.

Goal #3: Economic/Business Development

Boost the regional economy through industry and creation of new employment opportunities through expansion of new industries. Attract industries that use talent and skills that already exist in the region's population. Train and support potential entrepreneurship in the region.

Goal #4: Workforce Development

Develop and retain a highly- trained workforce that meets the needs of current and future employers and attracts more businesses and industry to the region.

Goal #5: Quality of Life

Find regional solutions to resident needs and increase quality of life in communities to retain populations, including families and senior residents, and attract new residents and businesses.

Area 15 Regional Planning Commission

Resolution # 2023-01

Comprehensive Economic Development Strategy (CEDS) Adoption

WHEREAS, the six-county economic development region served by the Area 15 Regional Planning Commission, comprising Davis, Jefferson, Keokuk, Mahaska, Van Buren and Wapello Counties in Iowa, is proactively planning for future economic development, and;

WHEREAS, a committee of economic development professionals and area leaders has worked with the Area 15 Regional Planning Commission staff to create the Comprehensive Economic Development Strategy, 2023-2028, and;

WHEREAS, notice of the plan has been published for at least 30 days and the public has been allowed to comment on the plan during that time, and;

WHEREAS, it is a requirement of the US Department of Commerce – Economic Development Administration that Economic Development District (EDD) organizations submit an updated Comprehensive Economic Development Strategy every 5 years;

THEREFORE, BE IT RESOLVED, that the Area 15 Regional Planning Commission Board adopts the Comprehensive Economic Development Strategy, 2023 – 2028 and will work to implement the recommendations therein.
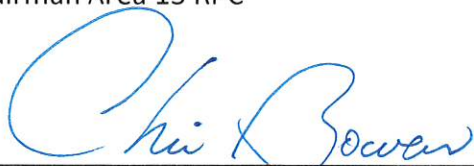
Passed this 25th day of April 2023

_____
Michael Hadley
Chairman Area 15 RPC

_____
25 apr 23
Date

_____
Chris Bowers
Executive Director Area 15 RPC

_____
25 - APR - 23
Date

REPORT HIGHLIGHTS

This CEDS report gives a snapshot of the region and is the basis of the economic development strategy for the region. It allows for a comparison of important economic metrics with the state and nation. The report summarizes the communities' priorities and the economic metrics for the region. The 2023 - 2028 CEDS comes after two major events in the region, the derecho and the Covid pandemic. The derecho did not have a massive impact on the region as compared to other parts of Iowa, the pandemic impacted everyday lives of the communities in the region.

The report provides an in-depth look at the economic state of the region, the process used to develop the plan, and the goals, objectives, and actions created from the process. The report also discusses the evaluation framework for the plan, and how the CEDS plans for economic resiliency.

INTRODUCTION

Organization Overview

The Area 15 Regional Planning Commission (RPC) is one of 17 Iowa Council of Governments formed in 1974 under Iowa Code 28H.3. Area 15 RPC serves as the U.S. Department of Commerce – Economic Development Administration designated Economic Development District organization.
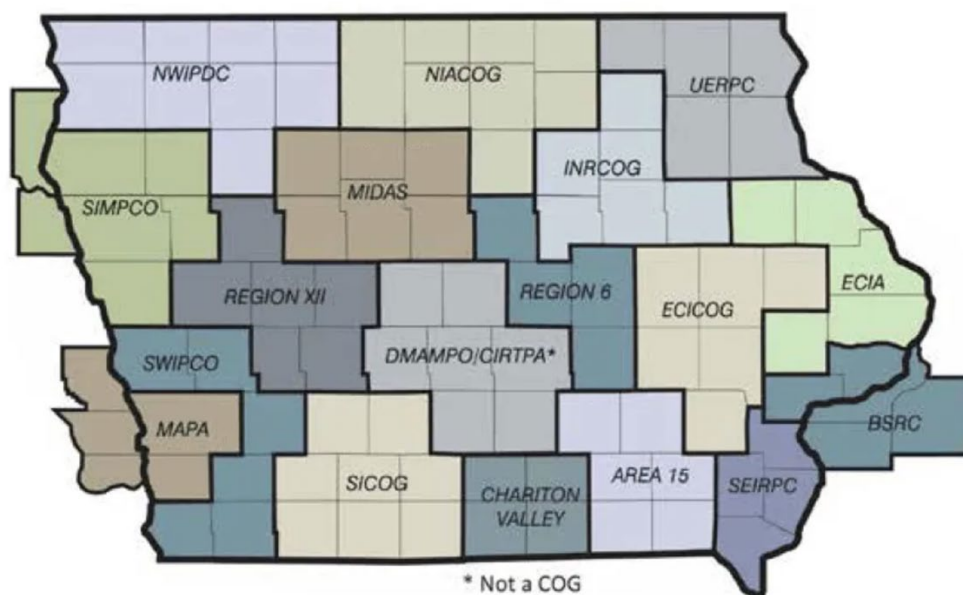
Economic Development Districts in Iowa
Source | Iowacog.com

Today, the Area15 Regional Planning Commission is a membership supported organization of local governmental bodies in Davis, Jefferson, Keokuk, Mahaska, Van Buren and Wapello Counties and their municipalities.

The participating local governments and their populations:

Davis County	9,110
Bloomfield	2,682
Drakesville	164
Floris	116
Pulaski	264

Jefferson County	15,663
Batavia	430
Fairfield	9,416
Libertyville	274
Lockridge	244
Maharishi Vedic City	277

Van Buren County	7,203
Birmingham	367
Bonaparte	359
Cantril	224
Farmington	579
Keosauqua	936

Wapello County	35,437
Agency	620
Blakesburg	274
Chillicothe	76
Eddyville*	734
Eldon	783

Keokuk County	10,033
Delta	264
Gibson	63
Harper	118
Hayesville	41
Hedrick	728
Keota	897
Keswick	242
Kinross	80
Martinsburg	110
Ollie	201
Richland	542
Sigourney	2,004
South English	202
Thornburg	45
Webster	94
What Cheer	607

Mahaska County	22,190
Barnes City	139
Beacon	445
Fremont	743
Eddyville*	236
Keomah Village	110
Leighton	158
New Sharon	1,262
Oskaloosa	11,558
Rose Hill	157
University Park	487

Source | Census.Gov

The Area 15 RPC exists to promote the general welfare, convenience, safety, and prosperity of its regional neighborhood. These activities are approached on a cooperative basis and provide local governments with coordination of service delivery, planning, advocacy, technical assistance and project development in such areas as community development, economic development, transportation, housing, land use, and natural resources.
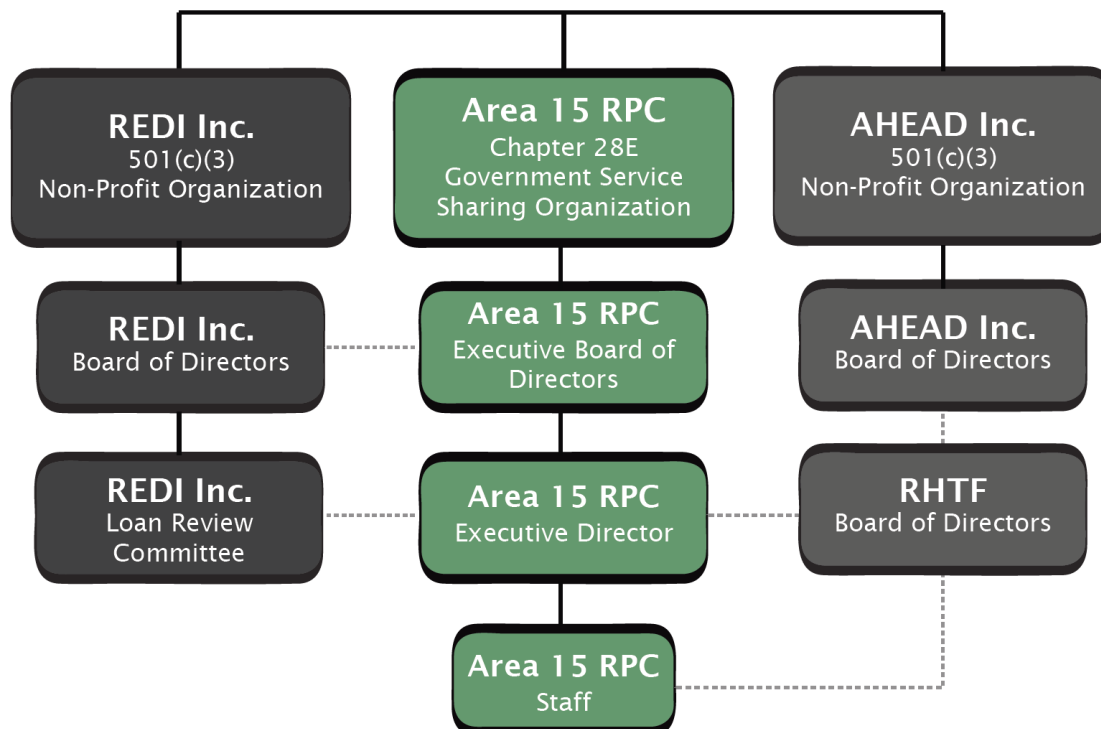
Area 15 RPC oversees several agencies/funding opportunities. The Regional Economic Development Investments, Inc. (R.E.D.I.), provides low- interest "gap financing" loans to businesses for start-up, expansion or retention activities that create new or retain current jobs. The Affordable Housing Enterprises & Development Inc. (AHEAD, Inc.) operates as an affiliate of Area 15 RPC, as a ten-county non-profit Community Housing Development Organization (CHDO). AHEAD Inc. provides first-time homebuyer low-interest loans throughout its service delivery area. Additionally, AHEAD, Inc. assisted in the formation and funding of a Regional Housing Trust Fund (RHTF). The RHTF's mission is to promote the creation and preservation of affordable housing for low to moderate income people in the Area 15 region.

Area 15 RPC provides administrative assistance to the Iowa South regional marketing group, whose mission is to market and position the region as "OPEN for BUSINESS – OPPORTUNITY READY" to existing businesses, site selectors, and entrepreneurs. In addition, it provides administrative assistance to Regional Planning Affiliation 15, a 5-county regional planning region recognized by the Iowa Department of Transportation. It manages the funding/spending of federal transportation funds in the region.

Management Structure

The Area 15 RPC Board of Directors represent all member Counties and Cities in the six-county region and has authority over directing the staff and projects. The RPC Executive Board also serves as the REDI Revolving Loan Fund (RLF) Board. The Area 15 RPC Board includes a representative from each County government, appointed by that government entity. One member represents small communities, while four Directors represent regional interests such as: banking/finance, rural small business, and farming.

Area 15 RPC Organizational Chart

REDI Inc. 501(c)(3) Non-Profit Organization	**Area 15 RPC** Chapter 28E Government Service Sharing Organization	**AHEAD Inc.** 501(c)(3) Non-Profit Organization
REDI Inc. Board of Directors	**Area 15 RPC** Executive Board of Directors	**AHEAD Inc.** Board of Directors
REDI Inc. Loan Review Committee	**Area 15 RPC** Executive Director	**RHTF** Board of Directors
	Area 15 RPC Staff	

Board Representatives

Michael Hadley
Keokuk County Supervisor

Mark Groenendyk
Mahaska County Supervisor

Dale House
Van Buren County Supervisor

Jimmy Morlan
City of Sigourney Mayor

Bryan Ziegler
Wapello County Supervisor

John Helgerson
Private Sector (Wapello)

Dave Henderson
Davis County Supervisor

Donnie Garrett
Private Sector (Davis)

Dee Sandquist
Jefferson County Supervisor

Tom Flaherty
Economic Development (Mahaska)

Staff Members

Chris Bowers
Executive Director

Varsha Borde
Senior Planner

Matt Naumann
Program Director

Brandon Dicks
Regional Planner

Chris Kukla
Transportation Director

WHAT IS CEDS?

The Comprehensive Development Strategy (CEDS) is a guide developed to lead the way for economic prosperity and resiliency in an economic development region. This plan identifies goals, partners, and projects for collaborative economic development in the Area 15 region. As a designated Economic Development District (EDD) by the U.S. Economic Development Administration (EDA), the CEDS is a requirement to retain the status. A designated EDD enables municipalities and counties to qualify for EDA funding under EDA's current public works, economic adjustment, and planning grant programs. To ensure goals and strategies align with the current economic needs of the region, the process must be conducted and a new CEDS plan submitted every five years.

CEDS Process

CEDS Strategic Committee Members of the Iowa South regional marketing board were selected as Strategic Committee members for the CEDS planning process. The board's membership represents the region's economic developers, institutions of higher learning, and utilities, making it a group with an extensive knowledge of the region and its stakeholders.

CEDS Strategic Committee Members

Deann DeGroot
Mahaska Chamber and Development Group

Sarah Lind
Indian Hills Community College

Marc Roe
Greater Ottumwa Partners in Progress

Josh Laraby
Fairfield Economic Development Association

John Schroeder
Davis County Development Corporation

Emily Starnes
Van Buren Corporation

Christopher Watkins
Lucas County Development Corporation

Mike Matthes
Promoting Appanoose CT

Dan Tometich
Albia County Development Corporation

Tod Faris
Appanoose Economic Development Corporation

Allie Bennett
Northeast Missouri Electric

Katie Lord
Mid-American Energy

David Vollmar
Alliant Energy
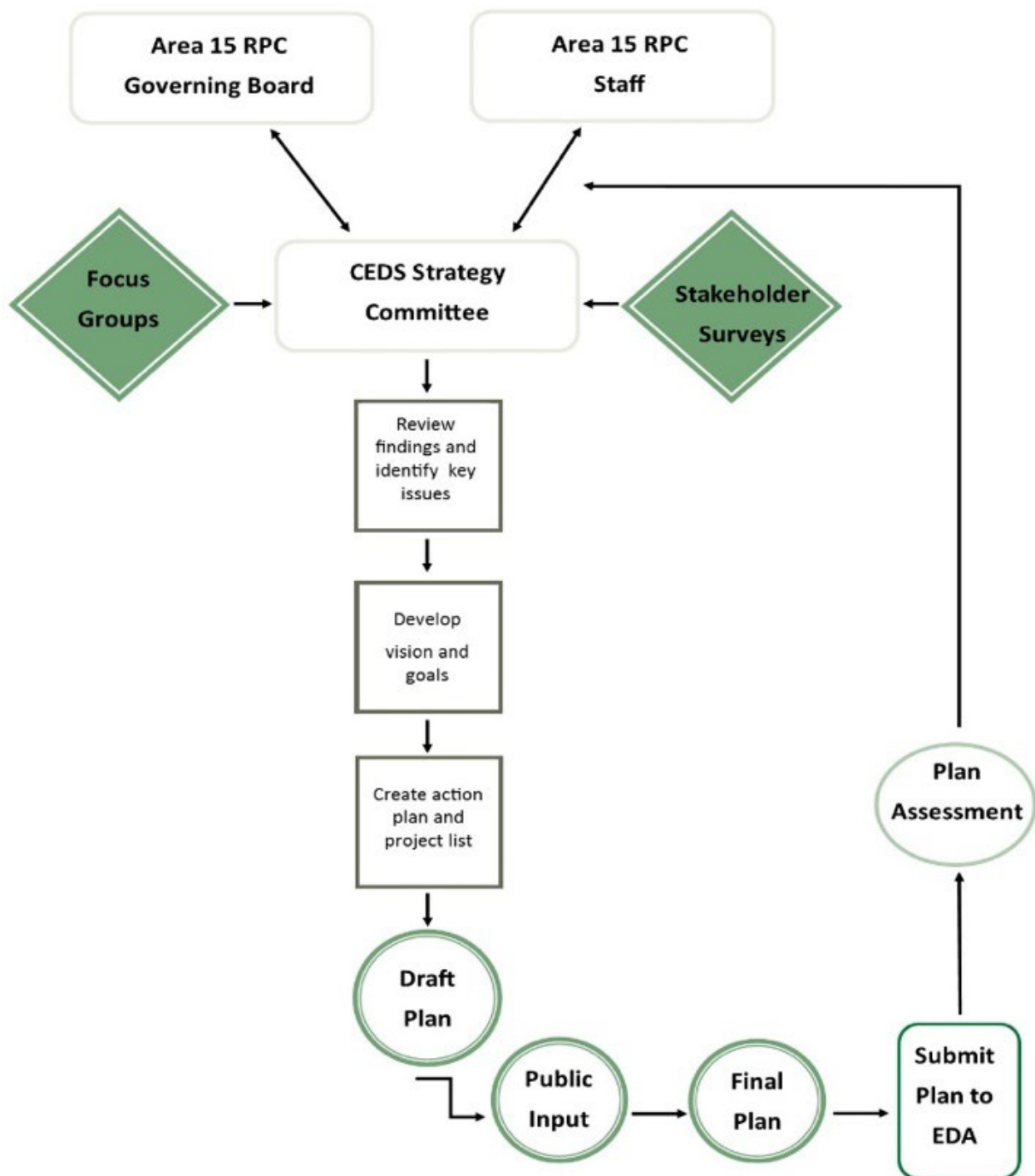
Open Position
Keokuk Corporation

When developing the CEDS plan, the primary goal was to be as inclusive as possible when gathering input from members in the region. Development of the plan first began with meetings with the Area 15 staff, Area 15 board members, and the CEDS Strategic Committee. These meetings provided an initial discussion of the economic climate of the region.

From these conversations, a broad range of stakeholders were identified to include in the assessment process. Stakeholder groups included counties, cities, economic development groups, business owners, institutions of learning, emergency managers, young professionals, non-profit groups, banking/business development groups, and utility and telecommunications companies.

Surveys were utilized to gather feedback from stakeholders. Once responses were compiled, Area 15 staff and CEDS Strategic Committee members analyzed the results to identify key areas of importance. These areas were used as a basis to create a list of goals, objectives, and strategies for a plan of action for the region.

From this planning, a draft CEDS document was developed, reviewed, and released for public comment. After the public comment period, the plan was finalized, adopted by the Area 15 RPC Board of Directors, and submitted to EDA for approval.

Area 15 RPC Governing Board

Area 15 RPC Staff

Focus Groups

CEDS Strategy Committee

Stakeholder Surveys

Review findings and identify key issues

Develop vision and goals

Create action plan and project list

Plan Assessment

Draft Plan

Public Input

Final Plan

Submit Plan to EDA

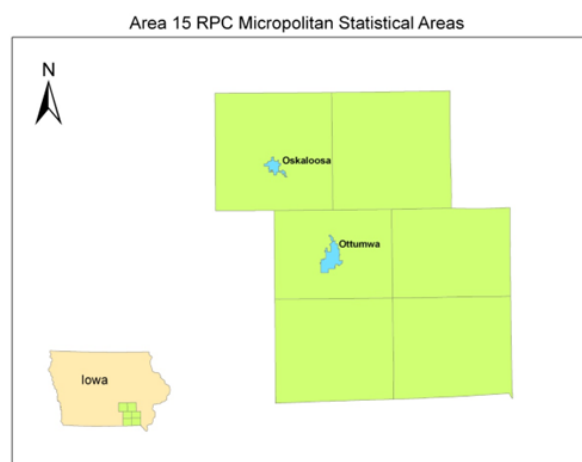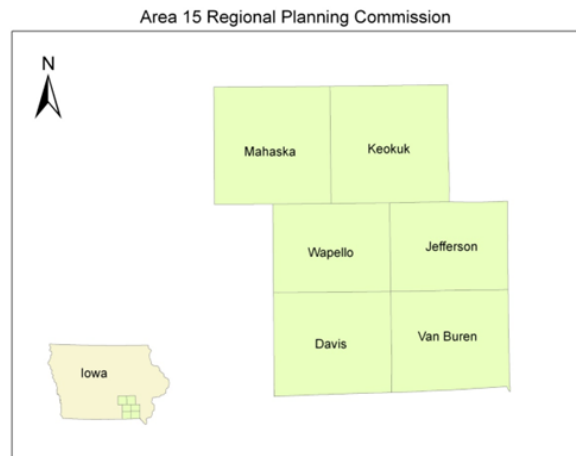**Thanks to member organizations!**

SUMMARY BACKGROUND

The Region

The Area 15 RPC region in southeast Iowa covers a land area of 3,004 square miles. This region comprises scenic river valleys, croplands, pasture lands, historic villages and communities serving as commercial, industrial, and cultural centers. Two major rivers, the Des Moines River and the Skunk River as well as numerous smaller rivers and creeks flow through the region. With a population of 99,633, the region has a low population density of 33.2 people per square mile. It includes a total of six counties – Davis, Jefferson, Keokuk, Mahaska, Van Buren and Wapello and a total of 50 cities and towns of varying sizes (ranging from 0.65 square miles to 16.5 square miles square miles) and populations (ranging from a 41 to a 25,529). Oskaloosa, Ottumwa, and Fairfield are the most urbanized in the region out of which Oskaloosa and Ottumwa are micropolitan. These account for 37.6% percent of the population and 0.78% of the land area.

The region developed in the 1940s when settlers moving west used the Des Moines River as a transportation corridor to the west and some settled in the region for agriculture or river related development. Coal mining and transportation were incomes for settlers in the region during 1800s to 1930s.

The region is served by the four-lane highway 163/63/34, along with two-lane US highways US 63 and 34 and State Highways 92, 2 and 1, these primary roads provide accessibility to the surrounding area and connect to Interstates 80, 35 and US Highway 218. Commercial aviation is available an average driving distance of two hours from the region in Des Moines and Cedar Rapids, general aviation services are available at smaller airports in the region at Bloomfield, Fairfield, Keosauqua, Oskaloosa, and Ottumwa. Four railroads provide long-distance freight rail service to the region: the Burlington Northern Santa-Fe (BNSF), Union Pacific (UP), Canadian Pacific (CP), and Norfolk Southern (NS) which has trackage rights over the BNSF. AMTRAK provides intercity passenger rail service and has a station in Ottumwa. AMTRAK operates the California Zephyr through the region, which runs from Chicago IL to Oakland CA, and includes stops in Omaha, Denver, and Salt Lake City. Intercity bus service in the region is provided by Burlington Trailways, with daily stops in Fairfield and Ottumwa. Des Moines and Cedar Rapids in Iowa serve as the commercial airports for the Area 15 region.
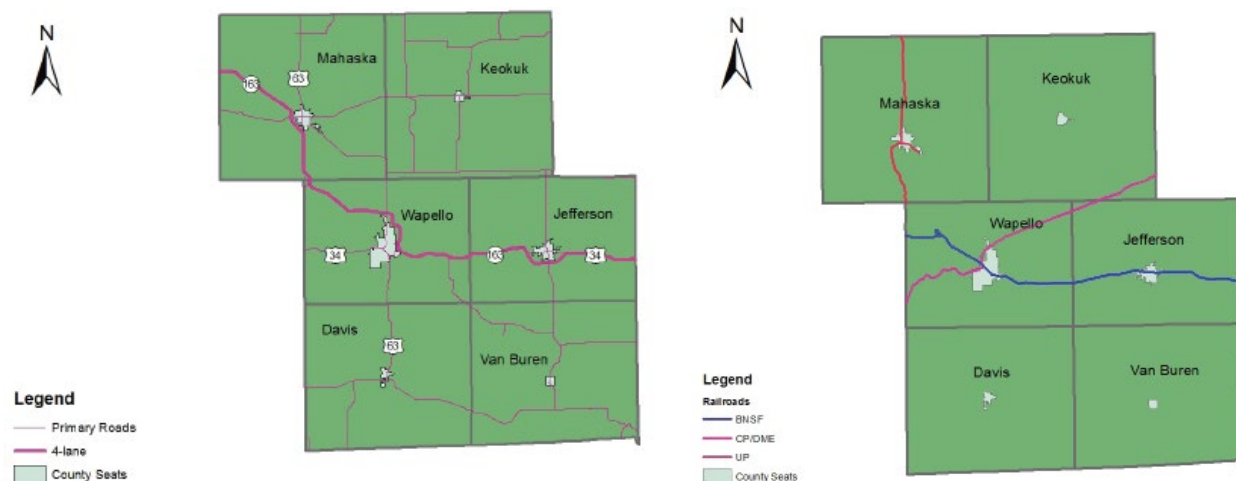

Comprehensive Economic Development Strategy (CEDS) guides economic development in a region. To have a future planning strategy for the region, it is important to understand where the region stands currently. Comparing the national and state trends with the region will help make some important strategy decisions.

Demographics and Socio-Economic Data

Area 15 region's population has declined and aged in recent years. The pandemic has further negatively affected the population of the area. The following section gives an overview of the region's population trends in recent years.
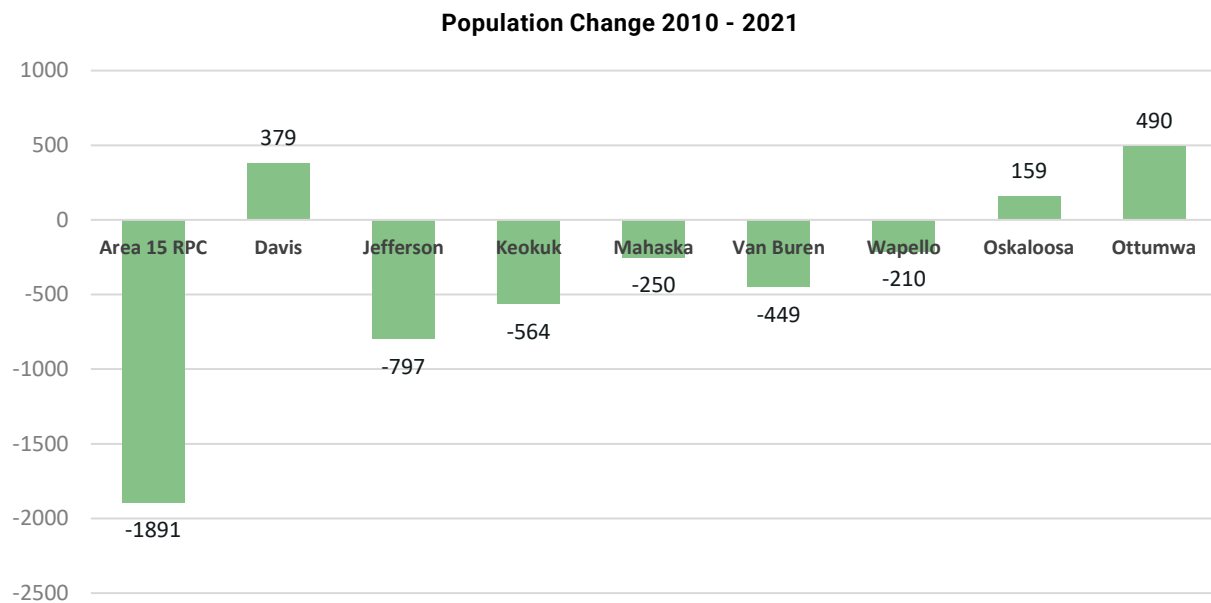
Population

The Area 15 RPC region has a current population of 99,633. The region's population decreased by approximately 2.12% since 2010. Iowa's population has grown by approximately 5% in this period. The City of Fairfield saw a small decrease while Oskaloosa and Ottumwa have seen slight increases in population. The slight increase in the population of Davis County can be attributed to rural areas.

Area 15 RPC Population Change 2010 - 2021
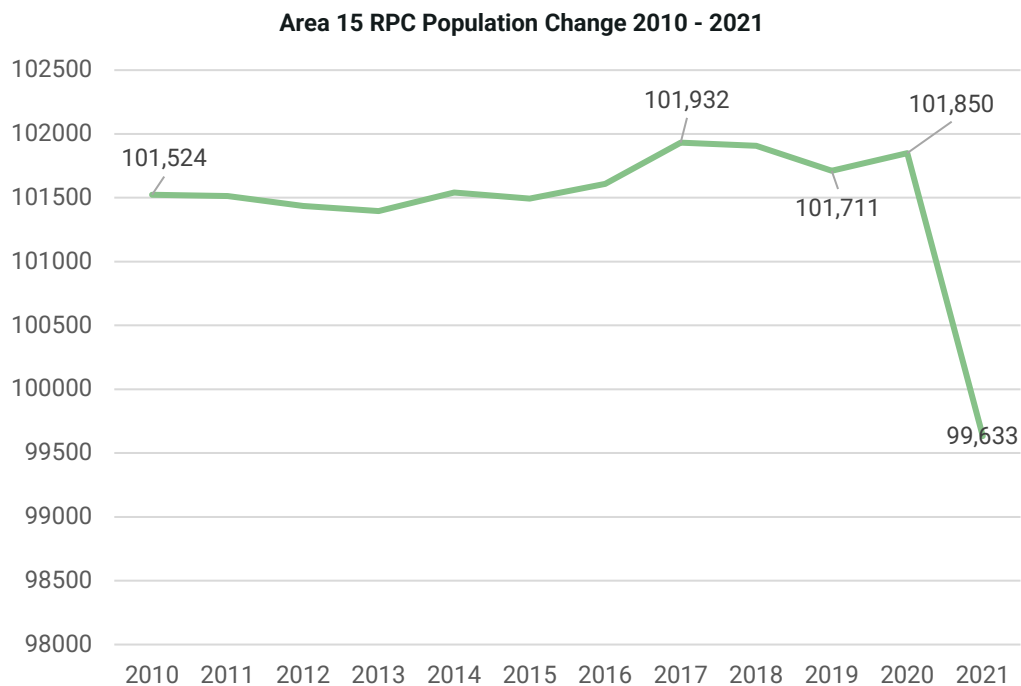
Source | Census.gov

Population changes by County

Area 15 RPC (and the counties in the region except Davis County) saw a decline in population during 2010 to 2021. Davis county saw a 4% increase in population. Jefferson County, after a steady growth in the previous years, saw a 13% decrease in population from 2020 to 2021. This could be attributed to the decrease in international enrollment in institutions across the nation due to the pandemic.

Population Change 2010 - 2021

| County	Change
Area 15 RPC	-1891
Davis	379
Jefferson	-797
Keokuk	-564
Mahaska	-250
Van Buren	-449
Wapello	-210
Oskaloosa	159
Ottumwa	490

Source | Census.gov

The percentage of population over 65 years of age in the region has increased since 2010 and the rate of increase of this cohort has grown faster for the region when compared to the state and the nation. This could translate to lower workforce availability.

Percentage of population over 65 years of age
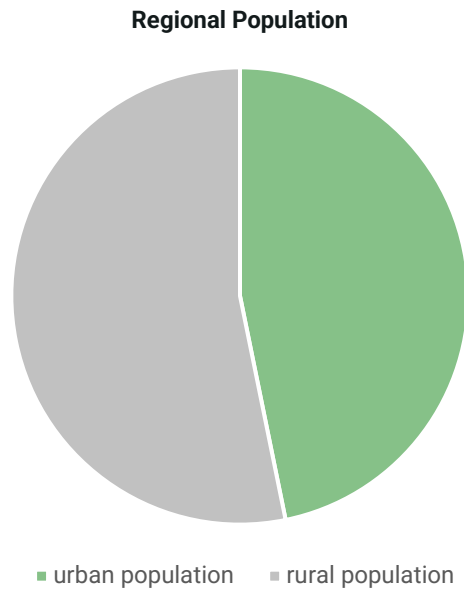

Source | Census.gov
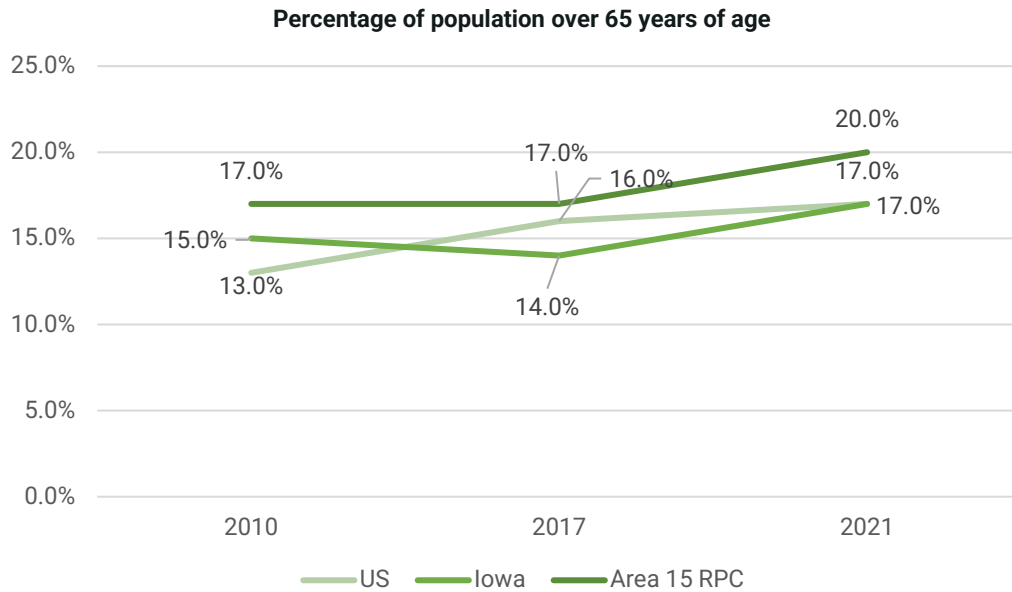
The percentage of working age population (18 years – 65 years of age) in the region is lower than that of the state. Davis county has the highest percentage of population under 18 years of age.

Percentage of Population
>65, 18-64, <=18 years age
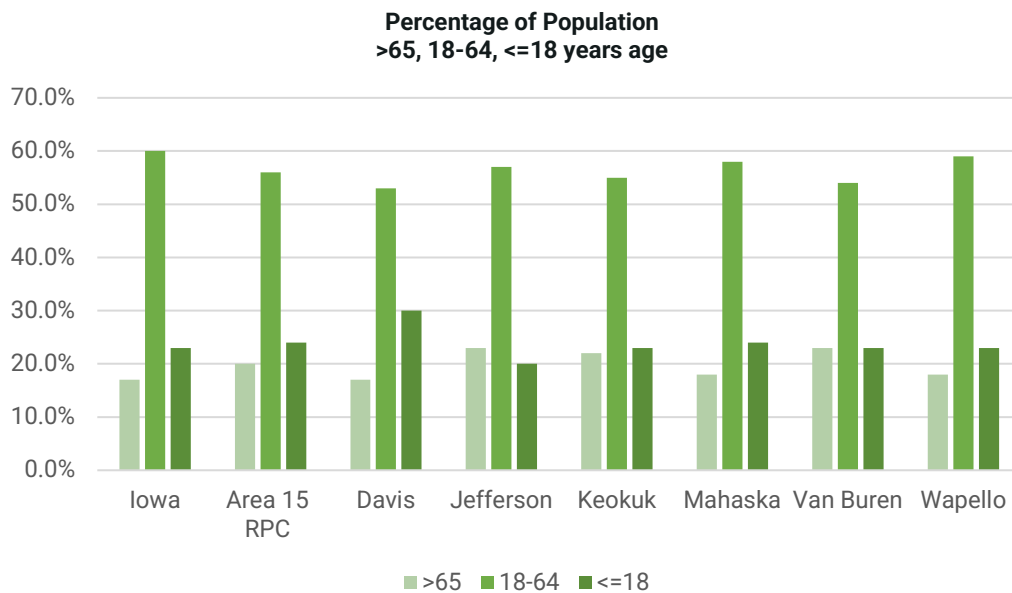
Source | Census.gov

Urban and Rural
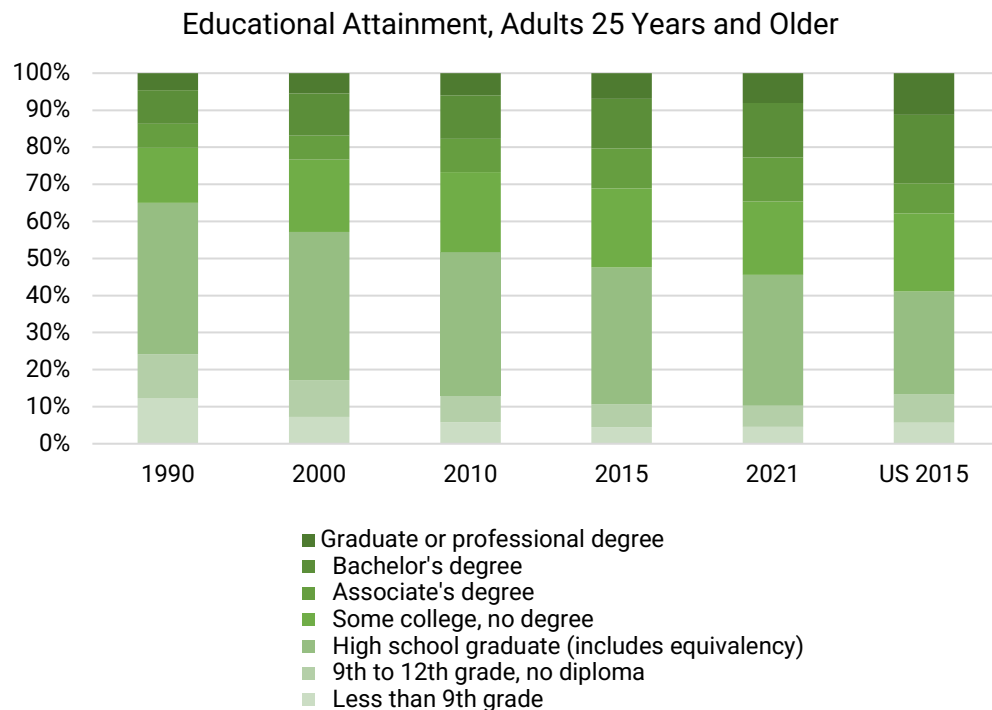
Most of the population in the regions is rural. The percentage of rural population is 53.2% and of urban population of 46.8%.

Regional Population

■ urban population   ■ rural population

Source | Census.gov

Education

The percentage of residents with a higher level of education (Graduate or Professional degrees and a bachelor's and associate degree) has increased since 1990, with a greater margin of increase seen in 2021. At the same time, the percentage of residents without a high school diploma has gone down.

Educational Attainment, Adults 25 Years and Older

- Graduate or professional degree
- Bachelor's degree
- Associate's degree
- Some college, no degree
- High school graduate (includes equivalency)
- 9th to 12th grade, no diploma
- Less than 9th grade

Source | Census.gov

Census data for 2021 shows that although Area 15 has a higher percentage of high school graduates than in the previous years, it trails behind state and National levels in undergraduate and graduate/professional degrees. Davis (17.2%) and Van Buren (8.6%) counties have the highest percentage of residents who did not attend high school. Keokuk (42.8%) and Mahaska (39.6%) counties have a greater percentage of residents graduating high school as compared to

the state (30.6%) and national (26.5%) averages. Davis and Jefferson counties beat the state and national averages for bachelor's as well as graduate and professional degrees.

Area 15 Educational Attainment, Adults 25 Years and Older

	Davis	Jefferson	Keokuk	Mahaska	Van Buren	Wapello	Area 15	Iowa	US
Less than 9th grade	17.2%	2.4%	2.0%	3.1%	8.6%	5.2%	6.0%	2.8%	4.8%
9th to 12th grade, no diploma	3.3%	4.9%	5.0%	4.9%	3.6%	6.8%	4.8%	4.4%	6.3%
High school graduate (includes equivalency)	28.9%	24.9%	**42.8%**	**39.6%**	38.2%	36.6%	35.2%	30.6%	26.5%
Some college, no degree	17.4%	18.2%	20.2%	19.7%	21.8%	20.9%	19.7%	20.5%	20.0%
Associate's degree	14.0%	11.4%	13.0%	11.7%	11.5%	11.4%	12.2%	12.0%	8.7%
Bachelor's degree	**14.1%**	**21.8%**	12.0%	15.2%	10.1%	12.1%	14.2%	20.0%	20.6%
Graduate or professional degree	**13.1%**	**9.7%**	5.1%	16.4%	5.0%	5.8%	9.2%	6.2%	7.0%

Source | Census.gov

Enrollment in K-12 public schools decreased by 41% in Keokuk school district in the 2022-2023 school year when compared to the 2020-2021 school year. A major part of the resources of the Davis County school district are spent towards transportation. Davis County has only one school district that covers the entire county and spends a major percentage of its resources on busing. To save on fuel and resources, Davis County is planning to go to a 4-day week. *(Source | Bleeding Heartland)*

K-12 Enrollment

	2011-2012 K-12 Enrollment	2020-2021 K-12 Enrollment	2022-2023 K-12 Enrollment	Change	Change %
Davis	1,195	1,210	1,210	15	1.3%
Jefferson	1,674	1,526	2,058	384	22.9%
Keokuk	1,774	1,732	1,041	-733	-41.3%
Mahaska	2,977	2,550	2,565	-412	-13.8%
Van Buren	922	776	807	-115	-12.5%
Wapello	5,756	6,677	6,415	659	11.4%
Area 15	14,298	14,471	14,096	-202	-1.4%

Source | Iowa Department of Education

Higher Education

Area 15 region is home to many higher education institutions. These include community colleges (Indian Hills Community College, Private universities such as Maharishi University of Management and William Penn University offer four-year degree programs. Buena Vista University and St. Ambrose also offer a remote learning location in Ottumwa. William Penn saw an increase in enrollment. It has in-person and online programs. Enrollment (especially international student enrollment) was impacted in many colleges and universities across the nation by the pandemic. Maharshi Institute of Management near Fairfield has a greater percentage of International enrollment saw lower enrollment numbers during the pandemic. *Source | Final fall enrollment numbers show pandemic's full impact (insidehighered.com)*

William Penn Hall, Source / William Penn University

William Penn Community College in Oskaloosa has seen increase in enrollment. It currently has the highest enrollment to date. Enrollment numbers at William Penn can be found in Appendix K.
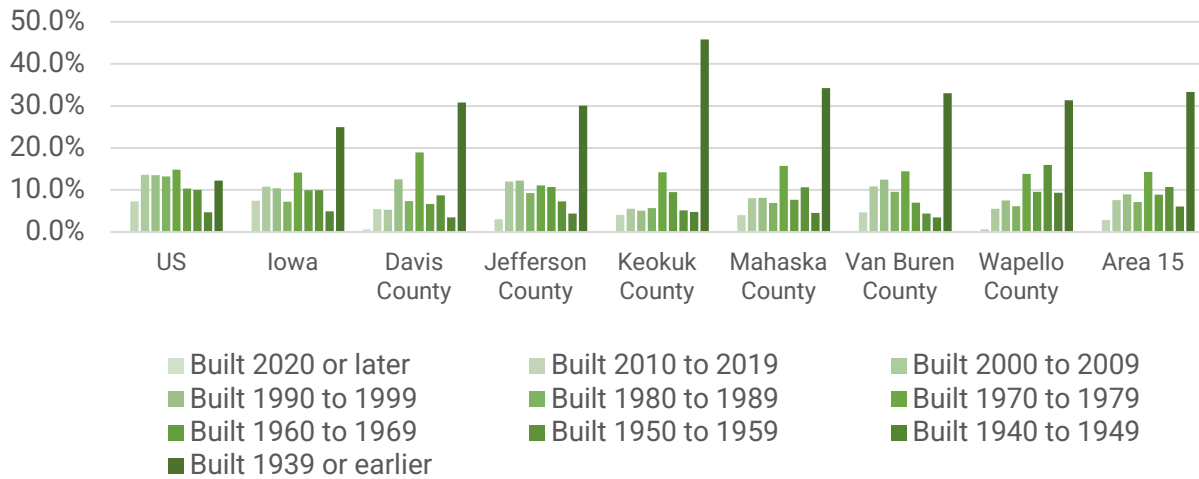
Housing

Housing availability is an important aspect of retaining current residents and attracting new residents to a community. The housing stock in the region shows that most housing stock is old (which might mean it needs repairs or upgrades). Low homeowners' vacancy rates and rental vacancy rates in the region suggest high demand for new housing.

Age of Housing Stock

The housing stock in Area15 region is old. 33% of the housing stock in the region was built before 1939. Keokuk County has almost half of its housing stock built before 1940. Less than 0.1% new houses were built after 2020 in Davis and Wapello Counites. Davis County had a 0.6% growth in its housing stock after 2020, which is higher than the rate seen in the state. 4-5% were built during 2010 – 2019. Older homes are generally not well maintained and lack energy efficient systems.

Age of Housing Stock Estimates, 2017-2022

Legend:
- Built 2020 or later
- Built 2010 to 2019
- Built 2000 to 2009
- Built 1990 to 1999
- Built 1980 to 1989
- Built 1970 to 1979
- Built 1960 to 1969
- Built 1950 to 1959
- Built 1940 to 1949
- Built 1939 or earlier

Source | Census.gov

Housing Built Over the Years

Year(s) Built	2020 or later	2010 - 2019	2000 - 2009	1990 - 1999	1980 - 1989	1970 - 1979	1960 - 1969	1950 - 1959	1940 - 1949	Before 1940
US	0.2%	7.3%	13.6%	13.6%	13.2%	14.8%	10.3%	10.0%	4.7%	12.2%
Iowa	0.2%	7.4%	10.8%	10.4%	7.2%	14.2%	10.0%	10.0%	4.9%	25.0%
Davis	0.6%	5.5%	5.3%	12.5%	7.4%	18.9%	6.6%	8.7%	3.5%	30.8%
Jefferson	0.0%	3.1%	12.0%	12.2%	9.2%	11.1%	10.7%	7.3%	4.4%	30.1%
Keokuk	0.2%	4.1%	5.5%	5.0%	5.7%	14.3%	9.5%	5.2%	4.8%	45.8%
Mahaska	0.0%	4.0%	8.0%	8.1%	6.9%	15.7%	7.7%	10.7%	4.6%	34.3%
Van Buren	0.0%	4.7%	10.9%	12.5%	9.6%	14.4%	7.0%	4.4%	3.5%	33.0%
Wapello	0.0%	0.7%	5.6%	7.5%	6.2%	13.9%	9.6%	16.0%	9.3%	31.3%
Area 15	0.1%	2.9%	7.6%	9.0%	7.2%	14.3%	8.9%	10.7%	6.1%	33.3%

Source | ACS

Gross rent as a percentage of Household Income

40 percent of rent paying residents of the Area 15 region pay more than 30 percent of their household income on rent. 45% of the rent paying residents of Jefferson County pay more than 35% of their household income on rent. Those renting in Mahaska (30%), Van Buren (21.6%), Wapello (17.9%) and Keokuk (15.9%) counties pay less than 15% of their household income on rent which is more than the national and state average.

Gross rent as a percentage of household income
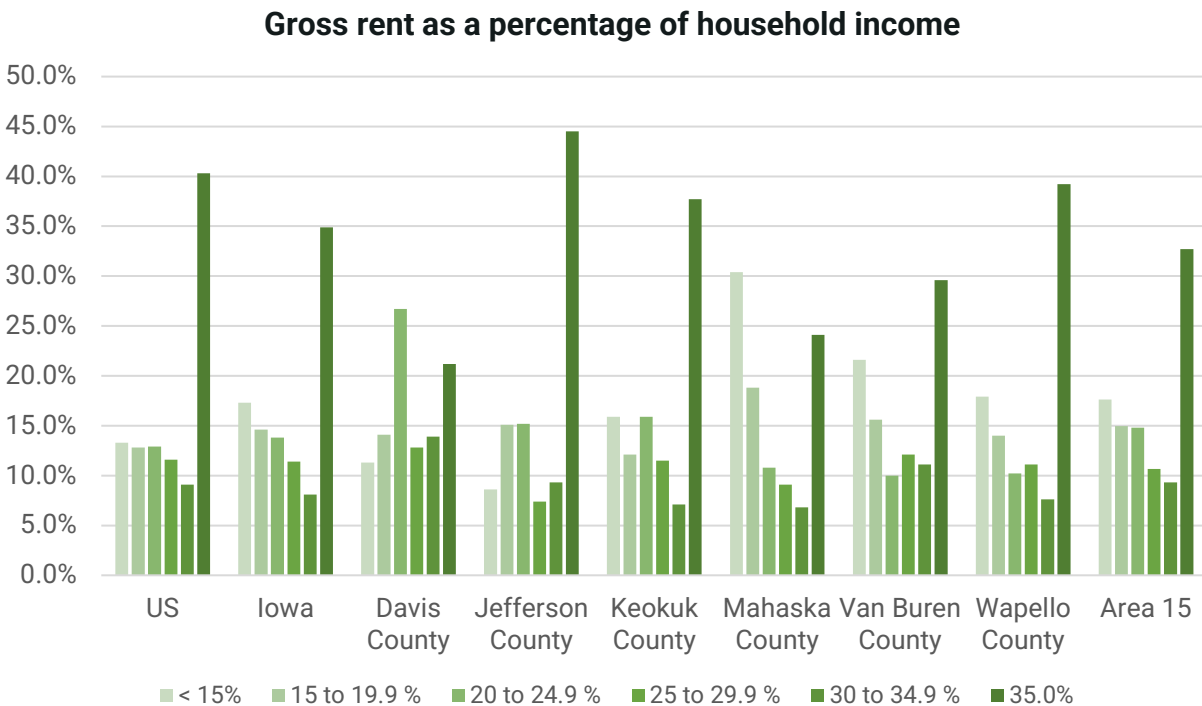
Source | Census.gov

Vacancy rate

Homeowner vacancy rates in the region are low, which suggests that there is a need for new housing in the region. Davis County has the lowest vacancy rate (3%). Rental vacancy rates in the region are also low. Jefferson County has the lowest rate of rental vacancies (3.0%) showing a very high demand for new rental units.

	Homeowner vacancy rate	Rental vacancy rate
US	1.2	5.7
Iowa	1.2	6.4
Davis County	0.3	5.5
Jefferson County	1.2	0.3
Keokuk County	1.8	3.7
Mahaska County	2.2	3.8
Van Buren County	1.1	5.1
Wapello County	1.8	9.8
Area 15	1.4	4.7

Source | Census.gov

Environment, Culture, and Natural Resources

The Area 15 Region also has many important natural resources such as agricultural and forestry. It has ample trails and parks. The region is also home to some historically important buildings, the National Gothic House being the most famous.


American Gothic House   Source/Wikimedia.commons

The Region has adequate water resources to provide residential, commercial, and industrial development. Thirty-three communities have their own municipal water systems while the remaining communities and rural areas are served by three Rural Water Systems: Mahaska Rural Water, Wapello Rural Water and Rathbun Regional Water.
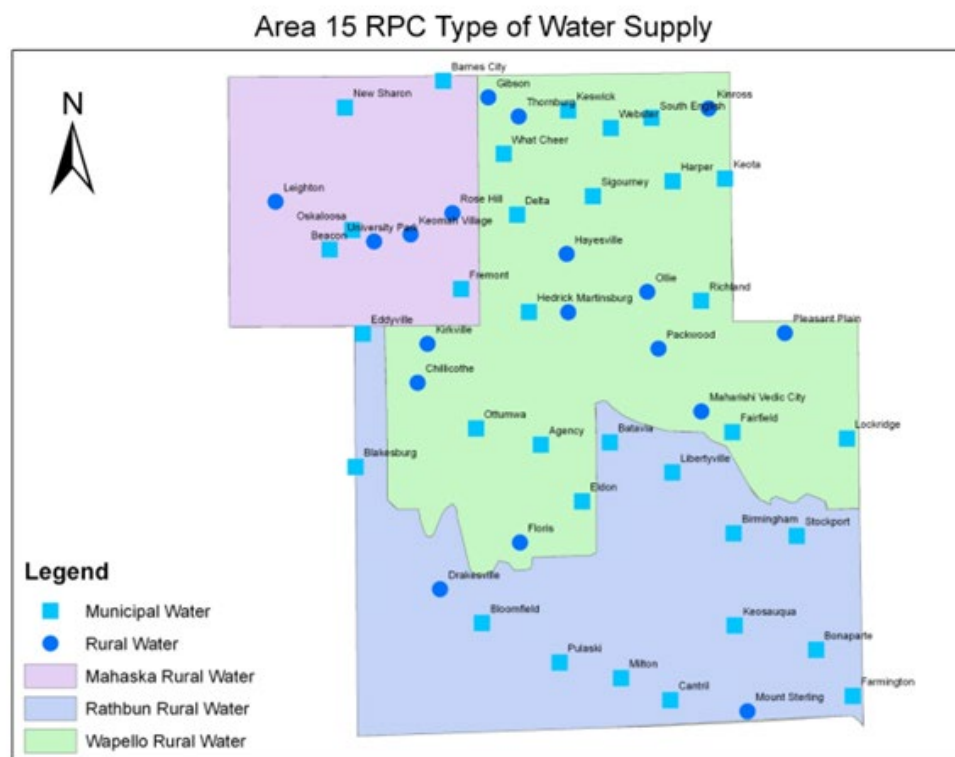
Risk Levels for Natural Disasters

The National Risk Index is a dataset and online tool to help illustrate the United States communities most at risk for natural hazards. It also calculates the expected annual loss and social vulnerability from such events. The indexes are scored from 0 (zero) to 100 (highest) , zero being at low risk and hundred being at the highest risk.

Risk analysis for the Area 15 Region shows that the region is at very low to moderate risk for various natural hazards. The region is at low to moderate risk for natural events such as flooding, strong winds, tornadoes, and ice storms. The expected annual loss from these natural events is also low. Even with a low-risk index, efforts should be made to be more resilient to recover from such events. The region shows a low level of social vulnerability. Davis and Wapello counties show a high index for social vulnerability.

According to FEMA, community resilience is the capability of a region to prepare for anticipated events, adapt to changing conditions, and withstand and recover rapidly from disruptions. A complete Risk Comparison Report can be found at Appendix H.

Risk Index Legend

The region is at low to moderate risk for natural events such as flooding, strong winds, tornadoes, and ice storms.

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Low	12.72	0	100
2	Davis County	IA	Relatively Low	10.24	0	100
3	Mahaska County	IA	Relatively Low	8.84	0	100
4	Van Buren County	IA	Relatively Low	8.26	0	100
5	Keokuk County	IA	Very Low	7.63	0	100
6	Jefferson County	IA	Very Low	5.56	0	100

Source | National Risk Index , FEMA.gov

Expected Annual Loss

The expected annual loss from such natural events is low.

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Low	13.65	0	100
2	Mahaska County	IA	Relatively Low	12.64	0	100
3	Davis County	IA	Very Low	10.20	0	100
4	Keokuk County	IA	Very Low	9.52	0	100
5	Van Buren County	IA	Very Low	9.41	0	100
6	Jefferson County	IA	Very Low	8.51	0	100

Source | National Risk Index , FEMA.gov

Social Vulnerability Index

Social Vulnerability index is the susceptibility of social groups to the adverse effect of natural hazards including disproportionate death, injury, loss, or livelihood.

Rank	Community	State	Rating	Score		
1	Davis County	IA	Relatively High	47.50	0	100
2	Wapello County	IA	Relatively High	45.88	0	100
3	Van Buren County	IA	Relatively Moderate	42.73	0	100
4	Keokuk County	IA	Relatively Moderate	40.44	0	100
5	Mahaska County	IA	Relatively Low	34.80	0	100
6	Jefferson County	IA	Relatively Low	30.35	0	100
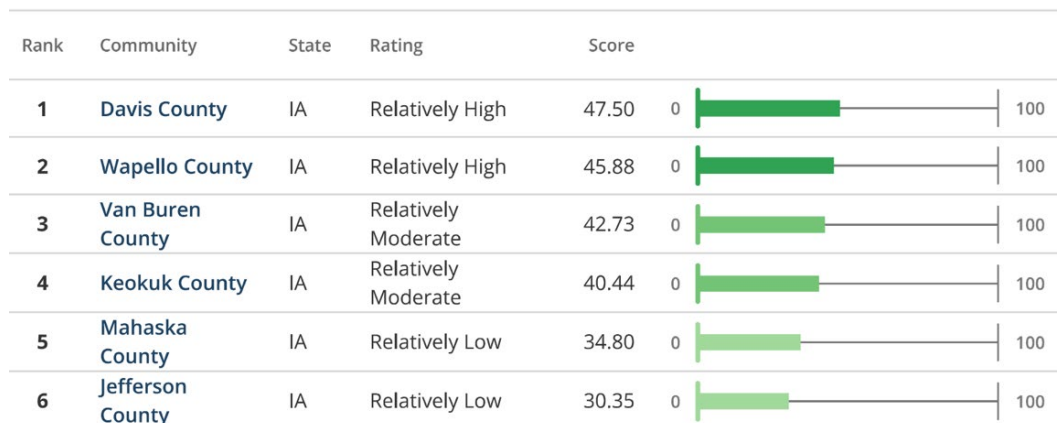
Source | National Risk Index , FEMA.gov

Community Resilience

The Area 15 Region shows a moderate to high rating for community resilience.

Rank	Community	State	Rating	Score			
1	Keokuk County	IA	Very High	58.29	0		100
2	Mahaska County	IA	Relatively High	57.52	0		100
3	Wapello County	IA	Relatively High	56.89	0		100
4	Van Buren County	IA	Relatively High	56.19	0		100
5	Davis County	IA	Relatively Moderate	54.67	0		100
6	Jefferson County	IA	Relatively Moderate	53.63	0		100
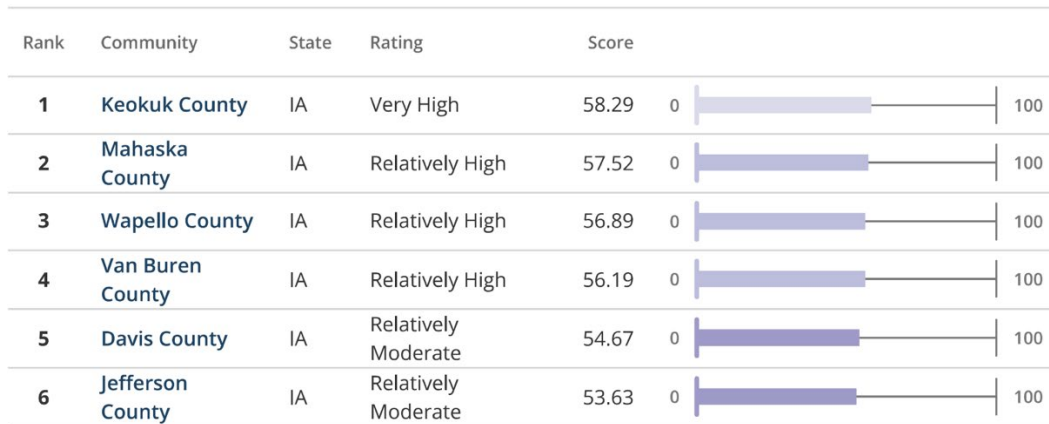
Source | National Risk Index , FEMA.gov

Transportation

In 2016, the road network within RPA 15 consisted of over 5,000 miles, this includes 381 miles of primary roads and 4,098 secondary roads. Of the region's total mileage, 1,503 miles or 30% are farm-to-market roads. Compared to the entire statewide road mileage, the region contains about 5% of the road mileage.
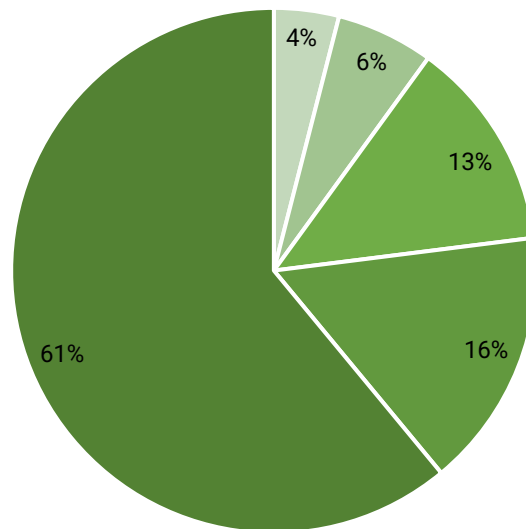
Road mileage by Federal Functional Classification in 2016

ECONOMY AND EMPLOYMENT

The Innovation Intelligence Index (II3) by EDA's StatsAmerica online tool for economic development helps explore regional characteristics related to innovation and entrepreneurship to help advance economic development strategies. StatsAmerica ranks all the 393 EDDs in the nation by Innovation Index based on different characteristics of the regions. These are based on Human Capital and Knowledge Create Index, Business Dynamics Index, Business Profile Index, Employment and Productivity Index and the Economic Well-Being Index. It also ranks the EDDs on an overall innovation index and helps determine innovation capacity and competitiveness of the region. Area 15 region has a moderate relative overall innovation index of 107.6 (ranking 194 among 393 EDDs across the nation).

Area 15 Regional Planning Commission Overall Innovation Index

The Overall Innovation Index is based on five core indexes. The Area 15 region ranks 194 among 393 EDDs on the overall innovation index. This means that the region has a moderate capacity for innovation.

Population: **99,633**   Per Capita Income: **$48,702**   Largest City: **Ottumwa**
Innovation Intelligence Index: **107.6**
Rank: **194**
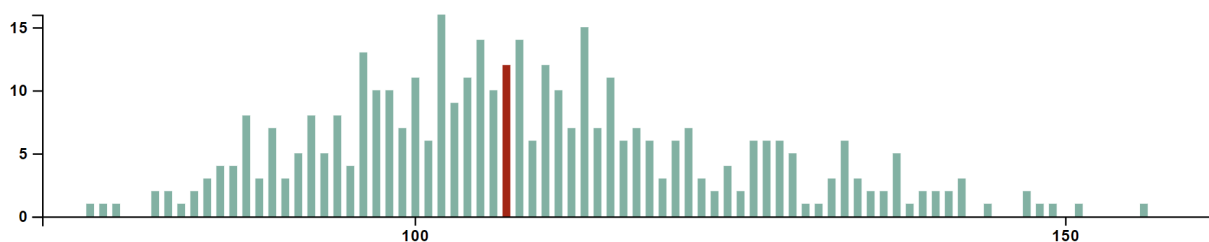
The graph above, and the similar graphs below, show the distribution of index values for all counties. The value for Area 14 Regional Planning Commission is highlighted in red.

Source | StatsAmerica website 2021

The Area 15 region ranks 270 on the Human Capital and Knowledge Creation Index which indicates a moderate level of business competitiveness. The above statistics show that even though the region is doing average compared to the nations EDDs, there is scope to improve the economic competitiveness of the region.

Human Capital and Knowledge Create Index: 99.5 (rank:270)

The Human Capital and Knowledge Create Index suggests how much a region's population and labor force can engage in innovative activities. The region ranks 211 on the Business Dynamics Index.

- Patterns of establishment formation and composition indicate a moderate level
- The top measures for this index are:
    1. Associate's Degree Attainment (rank 55)
    2. Average Prime Working-Age Population Growth (rank 150)
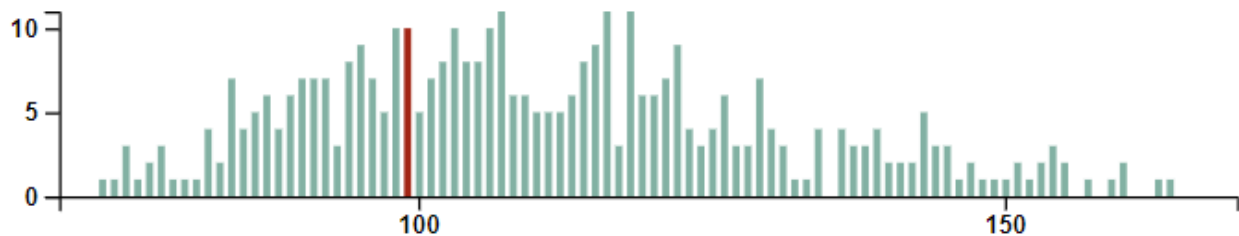
Source | StatsAmerica website 2021

Business Dynamics Index: 108.8 (rank: 211)

The Business Dynamics Index calculates the competitiveness of a region by investigating the entry and exit of individual firms. The region ranks 196 on the Business Profile Index (the availability of resources for entrepreneurs and businesses).

- Patterns of establishment formation and composition indicate a moderate level of business competitiveness.
- The top measures for this index are:
    1. Traded Sector Establishment Births to Deaths Ratio (rank 132)
    2. Change in Establishment Births to All Establishment Ratio (rank 98)
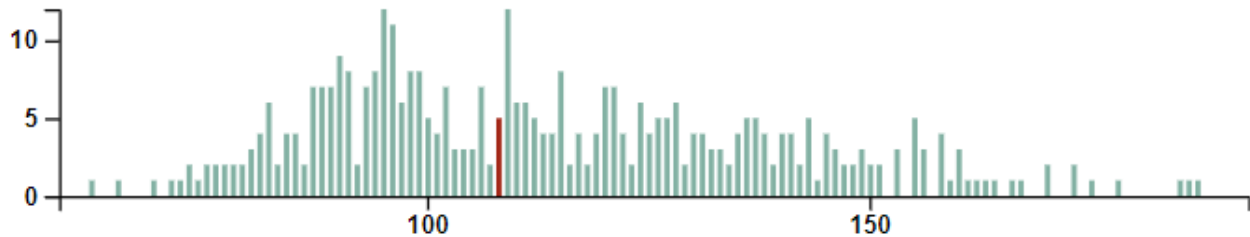
Source | StatsAmerica website 2021

Business Profile Index: 91.0 (rank: 196)

This Business Profile Index measures local business conditions and the availability of resources to entrepreneurs and businesses.

- The relative availability of resources for entrepreneurs and businesses is moderate level in this area.
- The top measures for this index are:
    1. Average Large Establishments (per 10,000 Workers) (rank 21)
    2. FDI Investment Ratio, Domestic Source (rank 12)
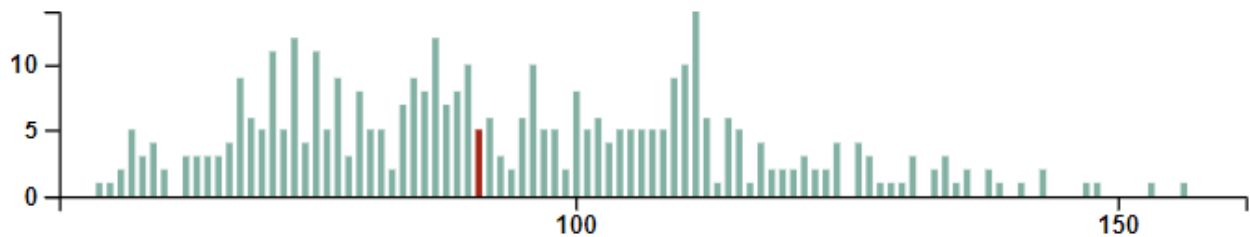
Source | StatsAmerica website 2021

Employment and Productivity Index: 114.1 (rank: 176)

The Employment and Productivity Index describes economic growth, regional desirability or direct outcomes of innovative activity. Area 15 region ranks 176 on the Economic Well-Being Index (Internet connectivity and income).

- Industry performance in Area 15 Regional Planning Commission indicates a moderate level of positive outcomes from existing economic activity.
- The top measures for this index are:
    1. Patent Diversity (rank 181)
    2. Change in Share of High-Tech Industry Employment (rank 46)
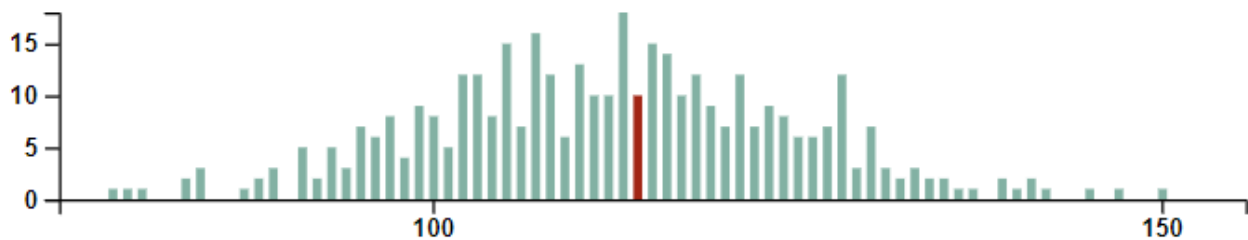
Source | StatsAmerica website 2021

Economic Well-Being Index: 124.7 (rank: 127)

The Economic Well-Being Index explores standard of living and other economic outcomes. The Area 15 region ranks 127 on the Economic Well-Being Index (Internet connectivity and income).

- As measured by residential internet connectivity and income, this area has a moderate standard of living.
- The top measures for this index are:
    1. Per Capita Personal Income Growth (rank 23)
    2. Change in Annual Wage and Salary Earnings per Worker (rank 52)
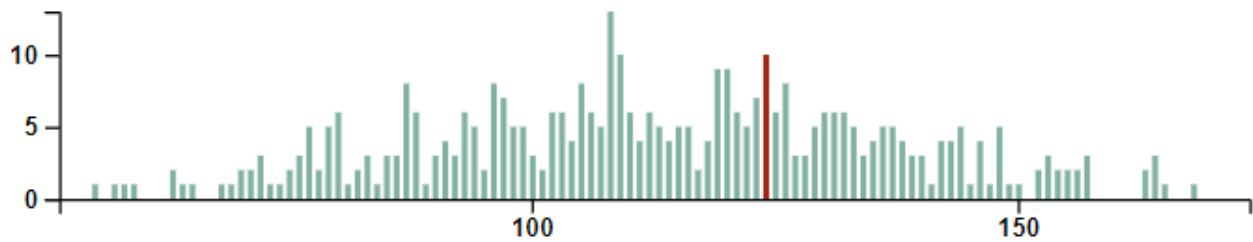
Source | StatsAmerica website 2021

Median Household Income

Median household income in the region has increased since 2012, although it still trails behind the state average. Davis County ($76,755) has seen the highest increase in median income since 2012, surpassing the state average ($65,429).
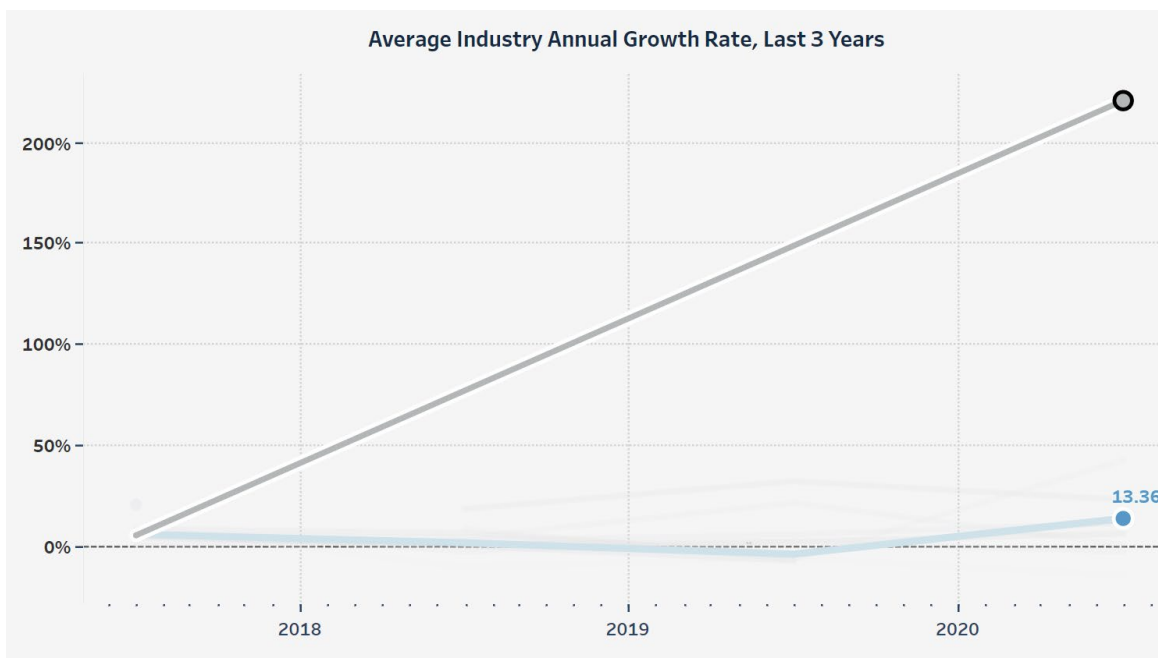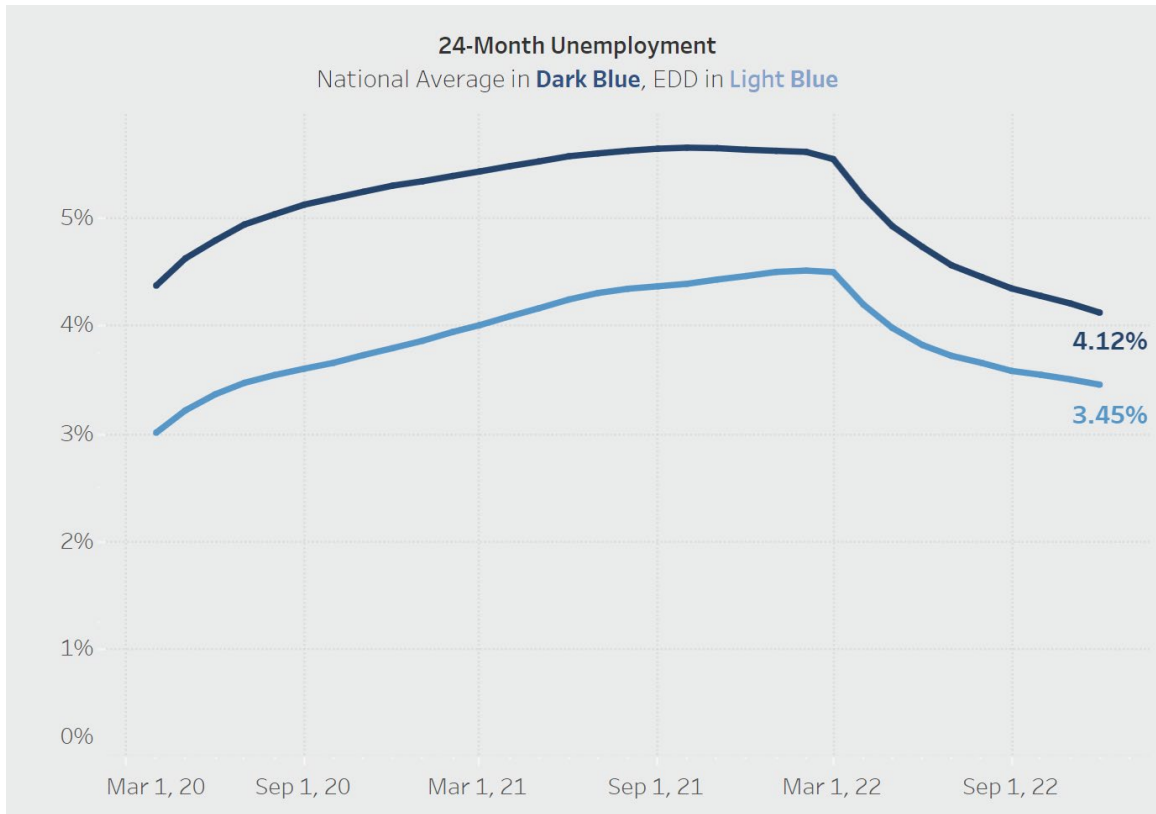
Median Income
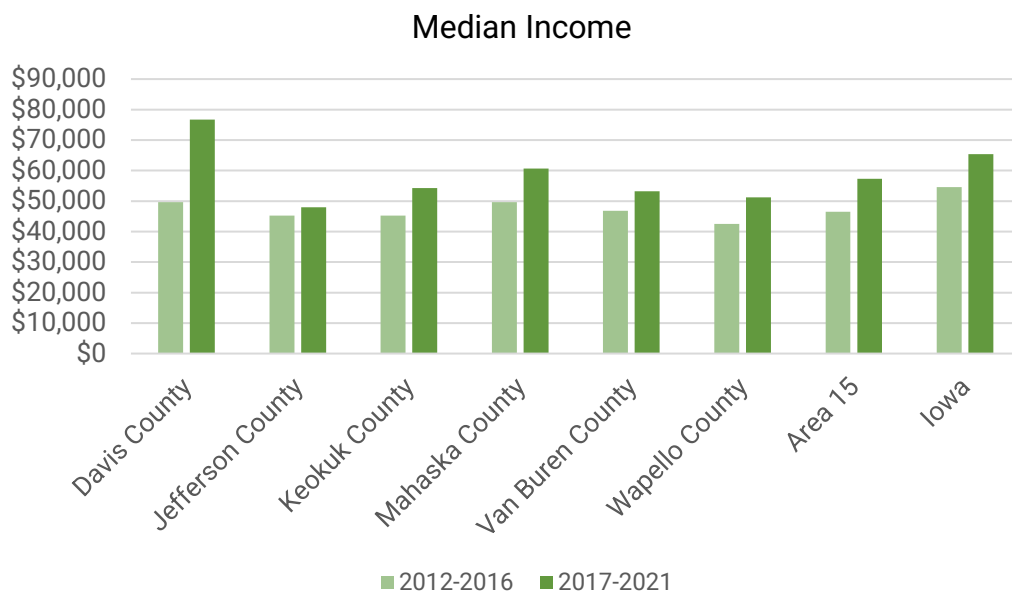
Source | Census.gov

Gross Domestic Product (GDP)

Area 15 RPC region has a rural economy. The area saw an increase in GDP in a few industries. The maximum GPD increase was 220.2% in the agriculture, forestry, fishing, and hunting industry from 2017 – 2022. During the same period, the industries that saw an increase in GDP are utilities (44%), wholesale trade (22%), durable goods manufacturing (12.2%) and retail trade. (11.1%). The real estate and rental and leasing industry saw a decrease in GDP by 14%.

Top Industry GDP Change

Attribute	2017	2018	2019	2020	2021
Agriculture, forestry, fishing and hunting		5.0%			220.2%
Construction		4.5%	-0.1%	-7.6%	
Durable goods manufacturing		8.1%	6.2%	-4.4%	12.2%
Finance and insurance		7.2%	-2.9%	2.1%	-3.1%
Government and government enterprises		3.7%	0.5%	1.9%	5.8%
Health care and social assistance		3.5%	4.3%	-2.1%	7.9%
Nondurable goods manufacturing		5.8%	3.8%	21.1%	0.3%
Real estate and rental and leasing		8.8%	-10.7%	-6.1%	-14.9%
Retail trade		0.1%	2.6%	5.3%	11.1%
Transportation and warehousing		20.3%			
Utilities			8.3%	-6.9%	42.1%
Wholesale trade			18.1%	31.8%	22.6%

*Source | NERDE Economic Development District Dashboard | Argonne National Laboratory (anl.gov)*

Average Industry Annual Growth Rate, Last 3 Years

Source | NERDE Economic Development District Dashboard | Argonne National Laboratory (anl.gov)

24-Month Unemployment
National Average in **Dark Blue**, EDD in Light Blue

4.12%

3.45%

Source | NERDE Economic Development District Dashboard | Argonne National Laboratory (anl.gov)

Poverty in the Region

Poverty rates in the state are lower than the national averages, but the region has higher levels of poverty. Poverty levels in Wapello have been historically high (15.2%). Although poverty in all the counties has decreased since 2012, Jefferson and Keokuk counties showed an increase in poverty levels after the pandemic. Davis County has the lowest poverty rate in the region (9.6%).

Poverty Levels
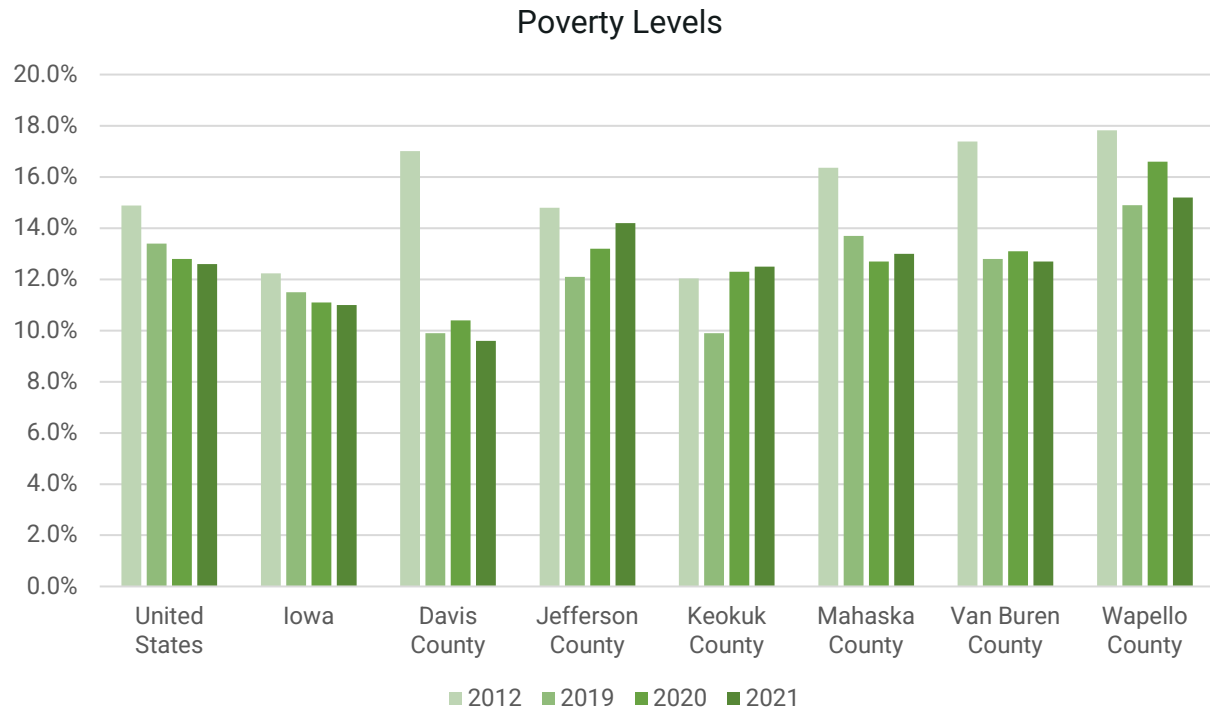
Source | Census.Gov

EMPLOYMENT

Total employment in the region has declined. Nonfarm and private employment has increased whereas wholesale trade and professional and technical services has reduced.

Change in Area 15 Regions industry Employment 2010-2019
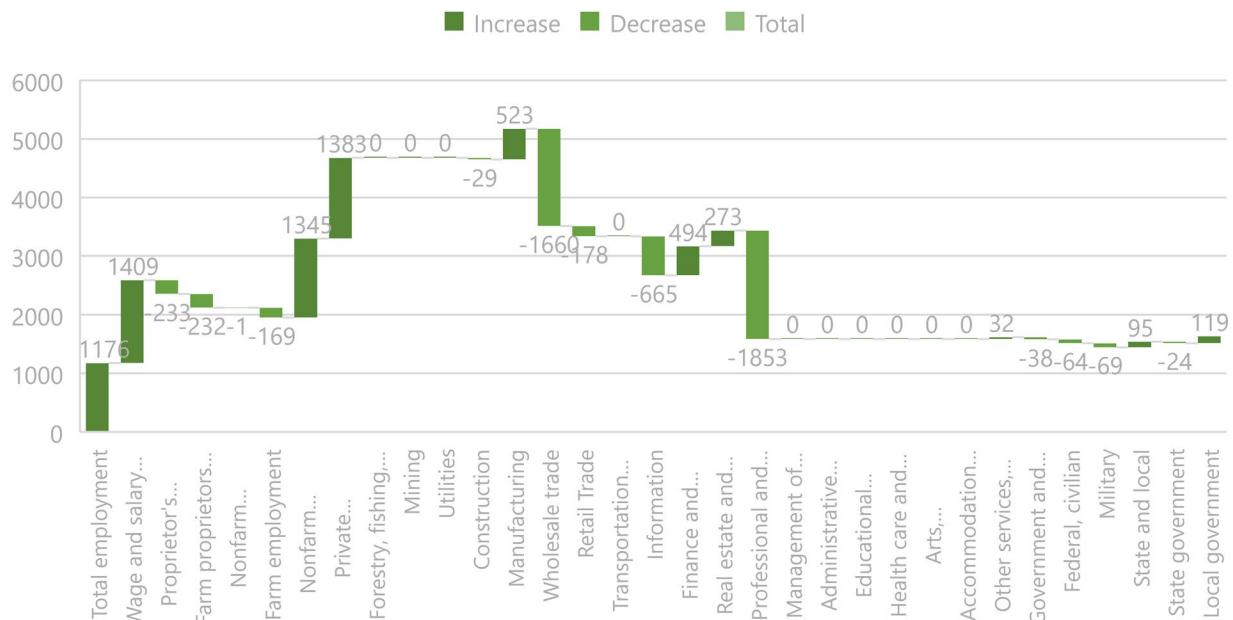
Source | Innovation Intelligence: StatsAmerica

A list of major employers in the region can be found in Appendix A.

Workforce

The current workforce in the region is 42,240. The available workforce in the region is comprised of both the unemployed (23.7%) and a portion of the currently employed (43%) of the current population. This available workforce needs to be converted to potential jobs. The economic wellbeing index for the region is moderate and increasing. Highspeed broadband availability in the area could be an attraction for this potential workforce to stay in the region. Workforce development and retainment was very important to many survey takers. The percentage of population over 65 years of age is higher in the region than the state and national averages. Workforce development will help the economic development of the region by making the region attractive for industries and businesses.

Unemployment

The pandemic impacted employment in all parts of the nation and the Area 15 Region was also impacted. Unemployment levels rose from April 2020 as many businesses closed. The Area 15 region saw lower unemployment levels as compared to the nation and the state of Iowa.

The current economic indicators for the region show that the region has a slightly lower unemployment rate (3.18%) compared to the national average (3.26%) and slightly higher than the state average (3%). The labor force participation rate (61.35%) for the region is higher than the national average (57.39).

US, State and Area 15 Unemployment
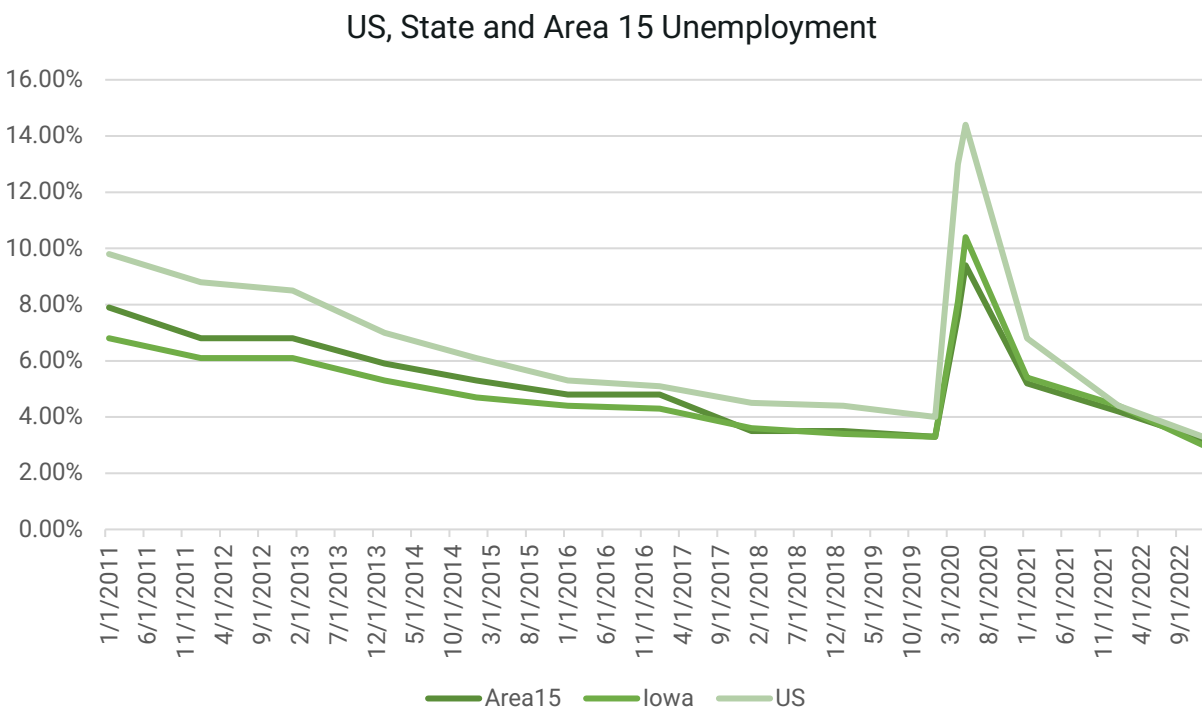
Source | BLS.gov, NERDE Economic Development District Dashboard | Argonne National Laboratory (anl.gov)

The 6 counties in the region had a downward trend in unemployment during the pre-pandemic years (2011 – 2020) and saw a sudden increase in unemployment in 2020 due to the pandemic. Wapello County, with the highest unemployment rate of 10.6%, also saw the highest increase in unemployment rate due to the pandemic. All counties bounced back and achieved pre-
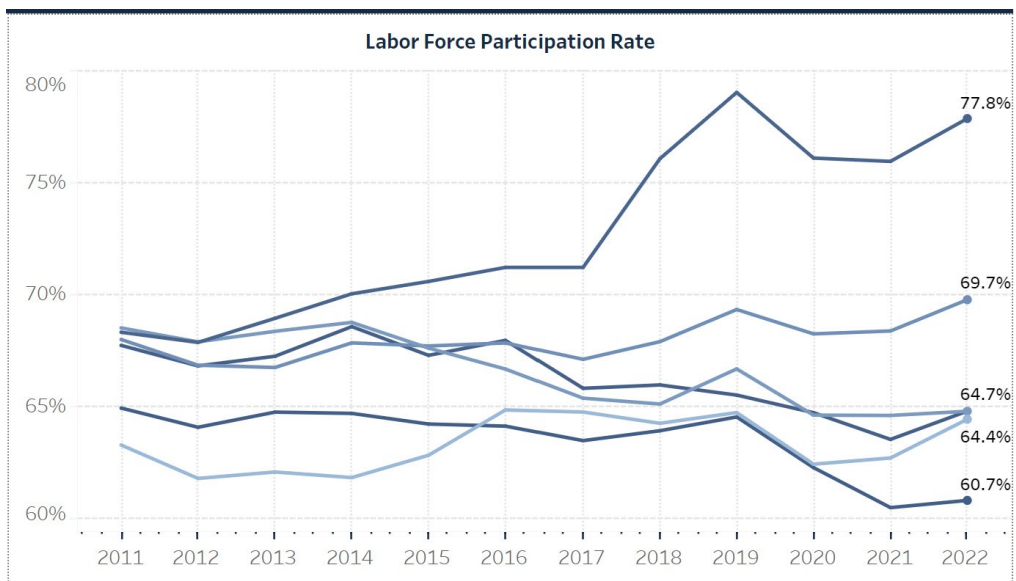
pandemic unemployment rates by 2021 except Wapello County (4.4%), which stayed higher than pre–pandemic levels.
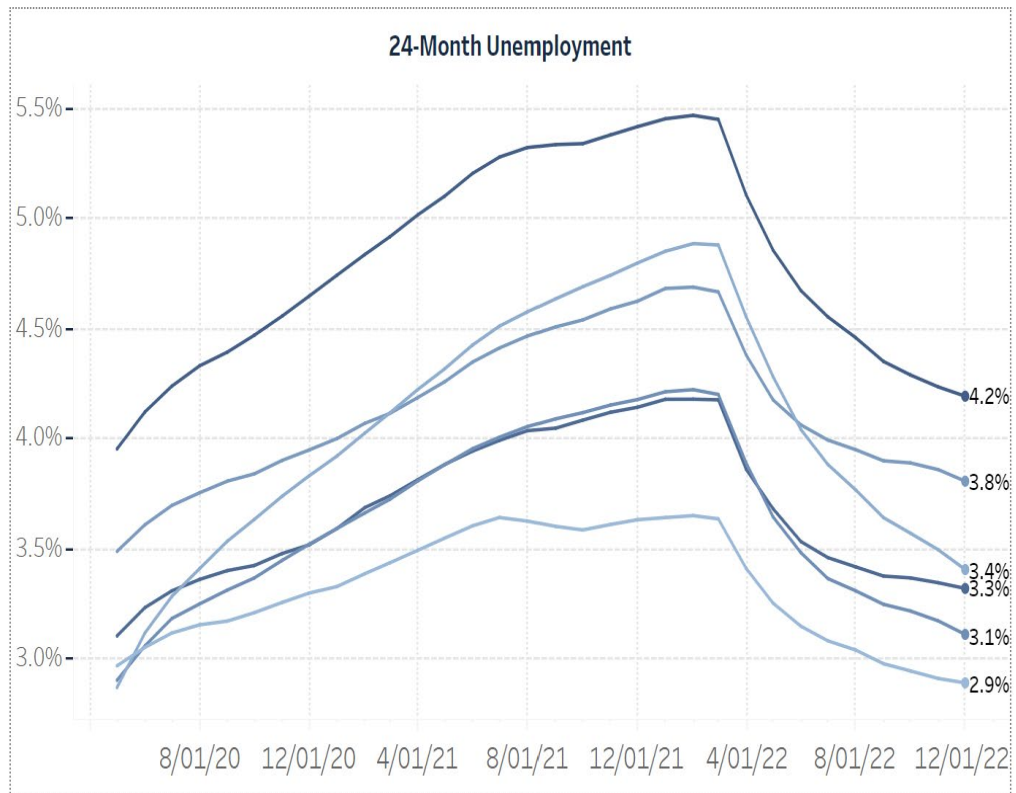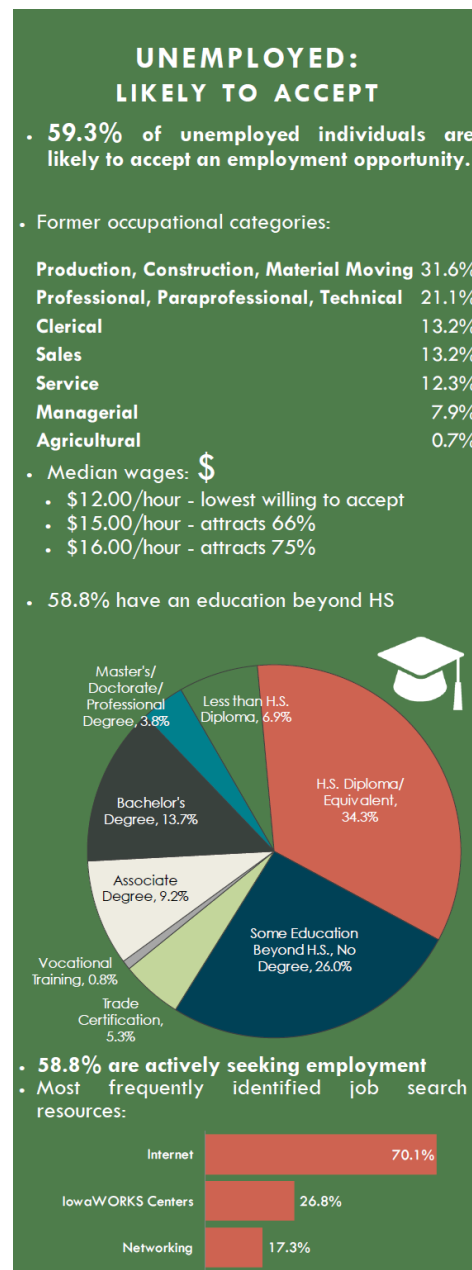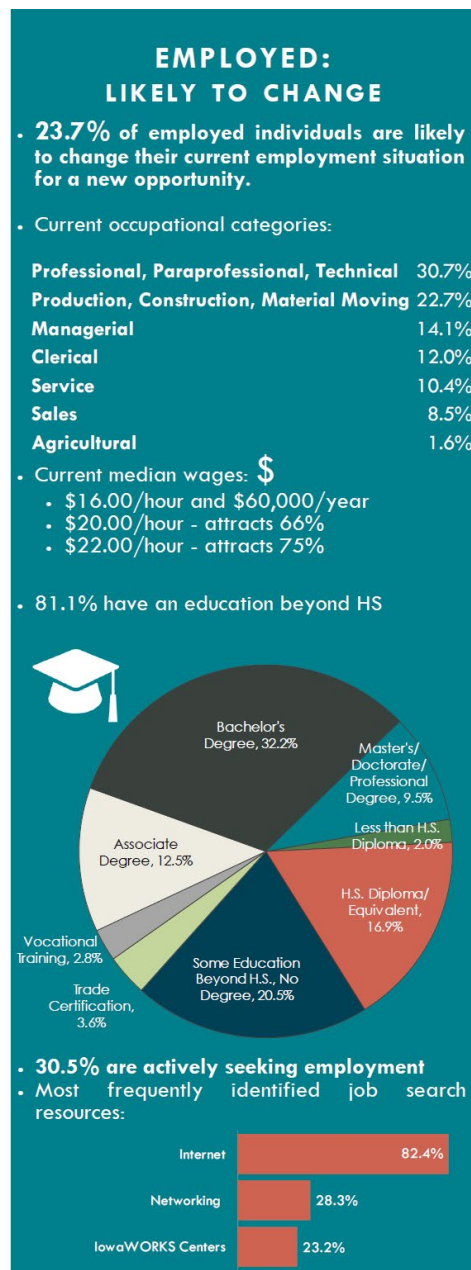
Regional Unemployment 2011 - 2022

Source | Census.gov

24-Month Unemployment

Data point labels: 4.2%, 3.8%, 3.4%, 3.3%, 3.1%, 2.9%

X-axis: 8/01/20, 12/01/20, 4/01/21, 8/01/21, 12/01/21, 4/01/22, 8/01/22, 12/01/22

Source | NERDE Economic Development District Dashboard | Argonne National Laboratory (anl.gov)

Labor Force Participation Rate

Data point labels: 77.8%, 69.7%, 64.7%, 64.4%, 60.7%

X-axis: 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022

Source | NERDE Economic Development District Dashboard | Argonne National Laboratory (anl.gov)

Laborshed

According to the Iowa workforce development's Iowa Labor Market website, a laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. The characteristics shown in the following tables are specific to the workforce in the Iowa South's (previously OPPORTUNITY2) Laborshed area. Laborshed analyses for all counties and cities for the region can be found in Appendix G.
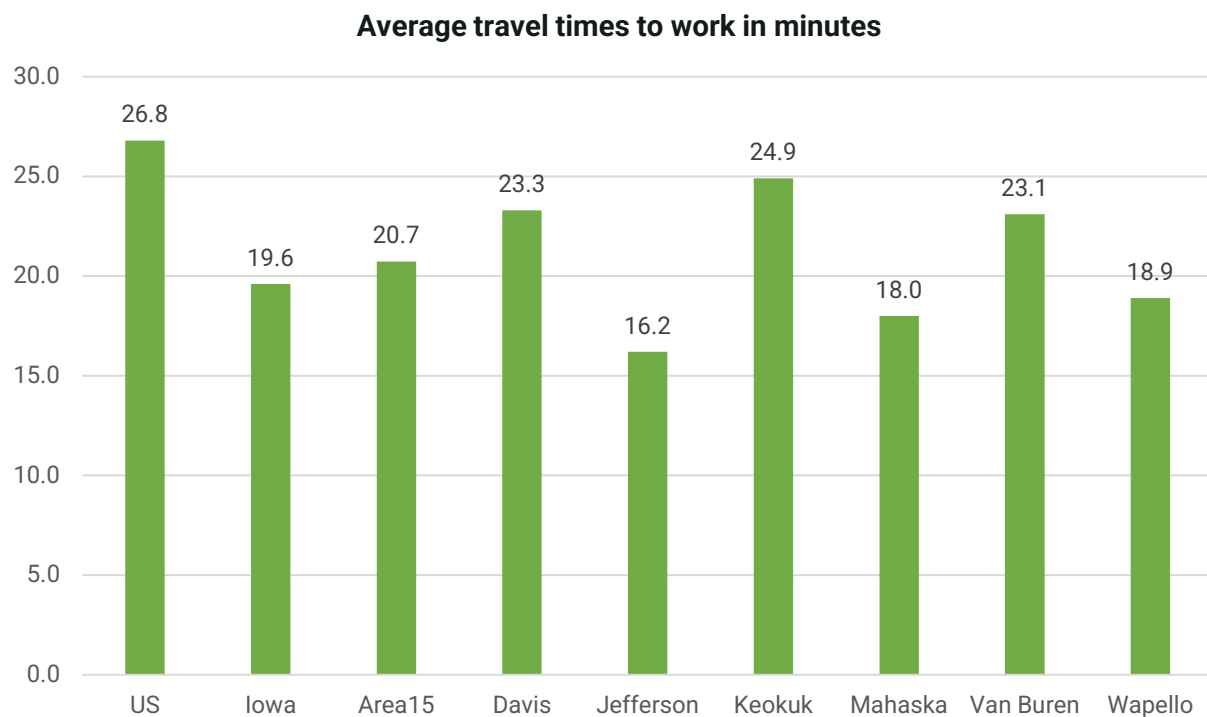
EMPLOYED: LIKELY TO CHANGE

- **23.7%** of employed individuals are likely to change their current employment situation for a new opportunity.

- Current occupational categories:

Professional, Paraprofessional, Technical	30.7%
Production, Construction, Material Moving	22.7%
Managerial	14.1%
Clerical	12.0%
Service	10.4%
Sales	8.5%
Agricultural	1.6%

- Current median wages: $
  - $16.00/hour and $60,000/year
  - $20.00/hour - attracts 66%
  - $22.00/hour - attracts 75%

- 81.1% have an education beyond HS

Bachelor's Degree, 32.2%
Master's/Doctorate/Professional Degree, 9.5%
Less than H.S. Diploma, 2.0%
H.S. Diploma/Equivalent, 16.9%
Some Education Beyond H.S., No Degree, 20.5%
Trade Certification, 3.6%
Vocational Training, 2.8%
Associate Degree, 12.5%

- **30.5%** are actively seeking employment
- Most frequently identified job search resources:

Internet	82.4%
Networking	28.3%
IowaWORKS Centers	23.2%

UNEMPLOYED: LIKELY TO ACCEPT

- **59.3%** of unemployed individuals are likely to accept an employment opportunity.

- Former occupational categories:

Production, Construction, Material Moving	31.6%
Professional, Paraprofessional, Technical	21.1%
Clerical	13.2%
Sales	13.2%
Service	12.3%
Managerial	7.9%
Agricultural	0.7%

- Median wages: $
  - $12.00/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $16.00/hour - attracts 75%

- 58.8% have an education beyond HS

Master's/Doctorate/Professional Degree, 3.8%
Less than H.S. Diploma, 6.9%
H.S. Diploma/Equivalent, 34.3%
Bachelor's Degree, 13.7%
Associate Degree, 9.2%
Vocational Training, 0.8%
Trade Certification, 5.3%
Some Education Beyond H.S., No Degree, 26.0%

- **58.8%** are actively seeking employment
- Most frequently identified job search resources:

Internet	70.1%
IowaWORKS Centers	26.8%
Networking	17.3%

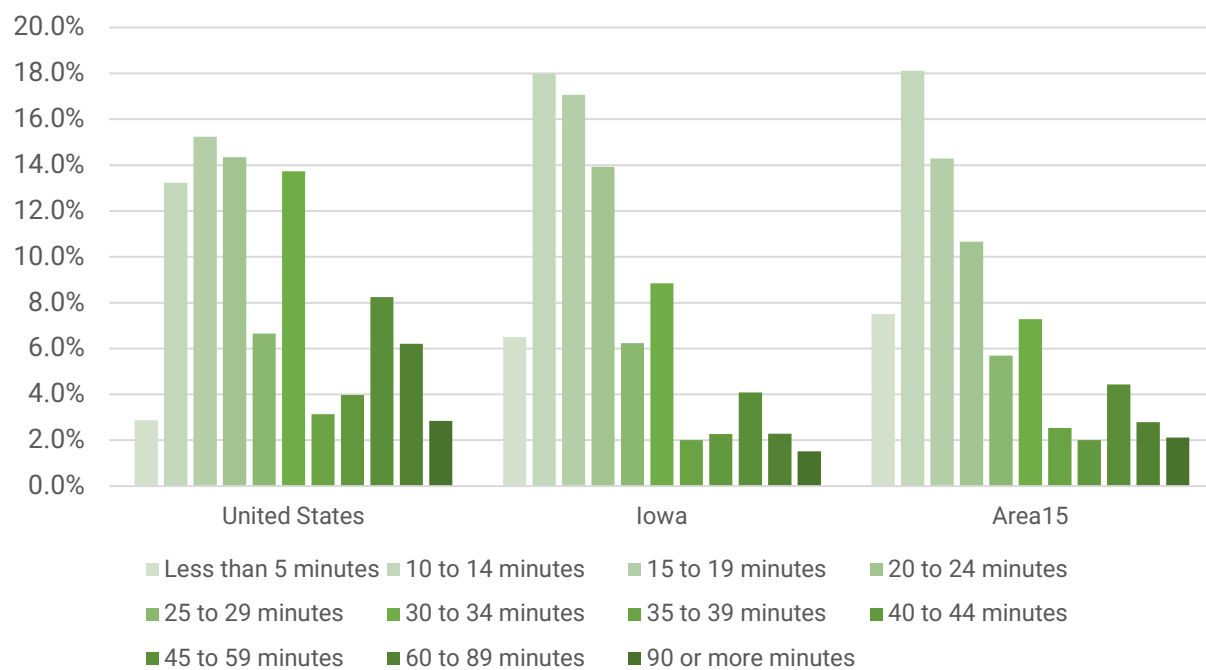*Source/Laborshed studies Iowa workforce development*

Commuting

Commuting times for the region are comparable to the state averages and lower than the national average for commutes longer than 25 minutes and much lower for commutes 35 longer than minutes.

The average commuting time for the region is 20.7 minutes, which is close to the State of Iowa's average 19.6 minutes, but less than the national average 26.8 minutes.

Average travel times to work in minutes

Category	Value
US	26.8
Iowa	19.6
Area15	20.7
Davis	23.3
Jefferson	16.2
Keokuk	24.9
Mahaska	18.0
Van Buren	23.1
Wapello	18.9

Source | Quickfacts - Census.gov

Commuting time percentages

Source | Census.gov

Industry

The region is home to major industries such as food and beverage manufacturers (like JBS foods, Dr. Pepper), machinery manufacturing (agricultural and construction machinery manufacturing (John Deere), Educational facilities (Indian Hills Community college), automotive components production and warehouse and distribution services, Financial Services, Bioprocessing Center.

Source | kboeradio.com

The region is currently home to 2460 major establishments. The number of establishments in all counties has increased since 2017 except for Jefferson County which lost 55 establishments during this period.

	# of Establishments (2020)	Paid Employees	Annual Payroll ($1,000s)
Davis	177	1,451	61,584
Jefferson	659	7,160	287987
Keokuk	228	1,633	63,390
Mahaska	550	6,695	250,870
Van Buren	142	1,462	55,997
Wapello	704	13,510	587,250

Source | Census.gov

Establishments

County	2017	2020
Davis	91	177
Jefferson	716	659
Keokuk	115	228
Mahaska	542	550
Van Buren	94	142
Wapello	586	704

■ 2017 ■ 2020
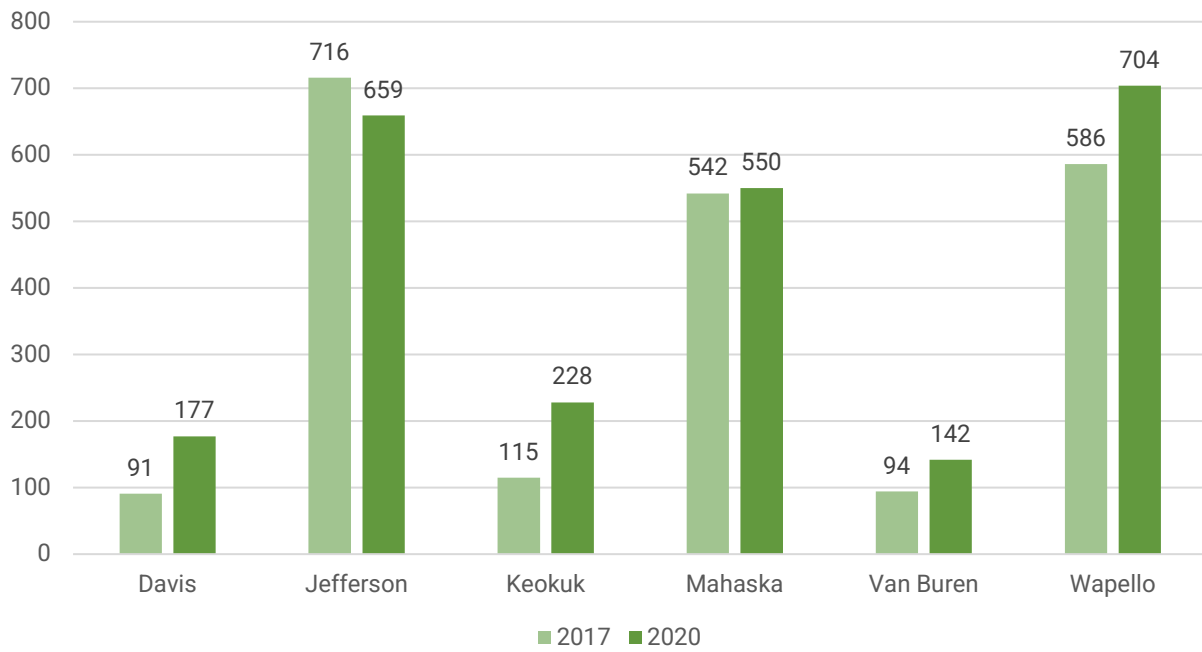
Source | Census.gov

Clusters

A Cluster is a regional concentration of related industries in a particular location. Clusters make regions competitive for jobs and investment. They are comprised of companies, suppliers, training agencies. Clusters arise out of various types of linkages and externalities that span across industries. (Clustermapping.org)

The agricultural industries of crop and livestock production are significant economic sectors in the Area 15 region largely due to the value-added agriculture production facilities available (Table 1). The livestock/crop production industries more than doubled their employment numbers since 2014 (Employment in this industry increased from 1700 in 2014 to 3790 in 2021.

The largest employers in the region include those specializing in livestock processing, production technology and heavy machinery, education and knowledge creation, distribution and electronic commerce, financial services, and business services.

Major Agricultural Crop and Livestock production in the 6-county Region
2010 - 2022 Comparison

	2010	2022
Corn	47,050,000 bushels	77,924,000 bushels
Soyabean	17,641,000 bushels	23,529,000 bushels
Oats	85,300 bushels	40,600 bushels
	2008	**2022**
Cattle and Calves	145,100	138,900

Source | quickstats.nass.usda.gov

The following graph shows Area 15 region's employment by clusters. Livestock processing was the highest followed by Production technology and Education and knowledge creation clusters.
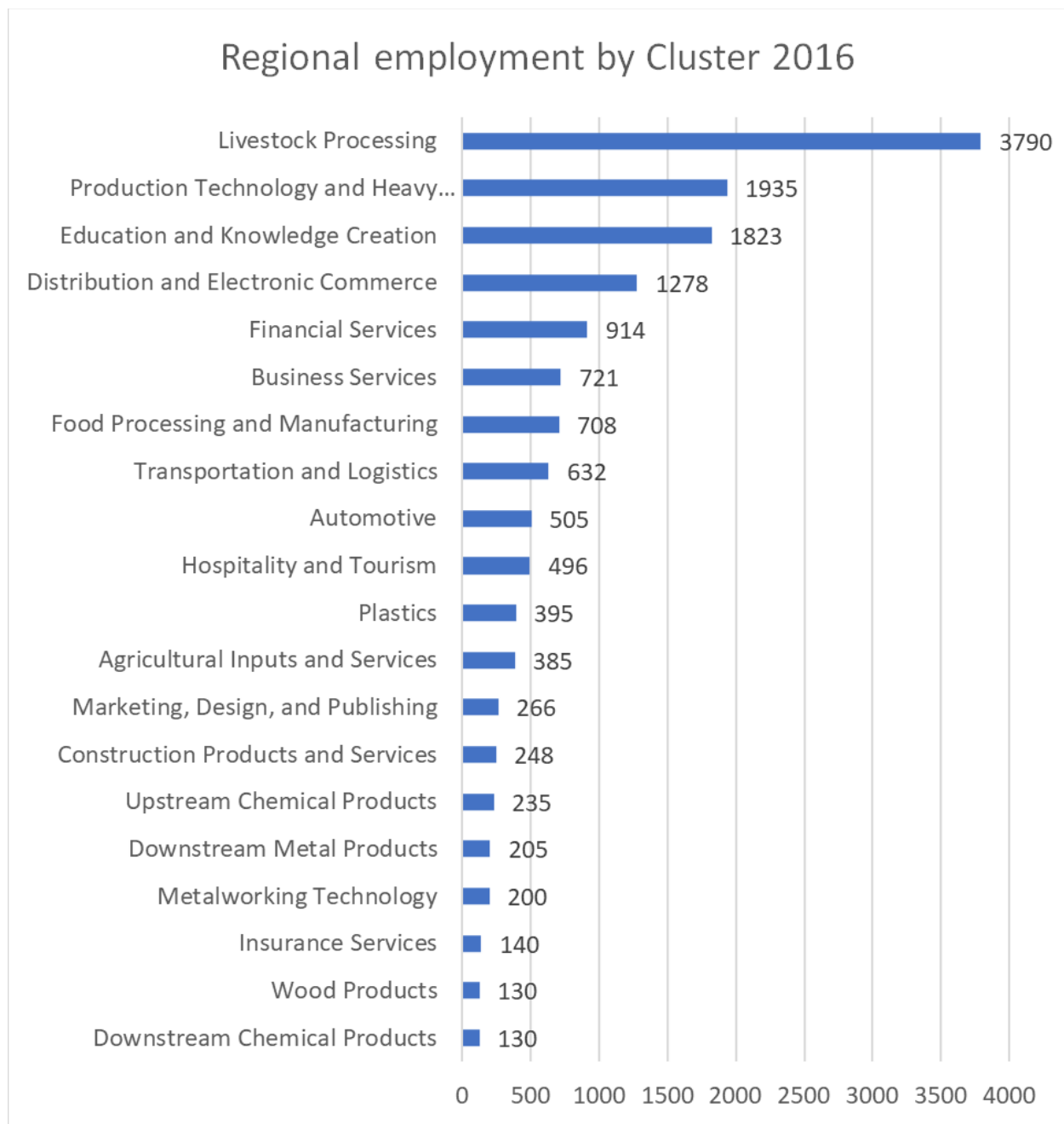
Regional employment by Cluster 2016

Cluster	Employment
Livestock Processing	3790
Production Technology and Heavy...	1935
Education and Knowledge Creation	1823
Distribution and Electronic Commerce	1278
Financial Services	914
Business Services	721
Food Processing and Manufacturing	708
Transportation and Logistics	632
Automotive	505
Hospitality and Tourism	496
Plastics	395
Agricultural Inputs and Services	385
Marketing, Design, and Publishing	266
Construction Products and Services	248
Upstream Chemical Products	235
Downstream Metal Products	205
Metalworking Technology	200
Insurance Services	140
Wood Products	130
Downstream Chemical Products	130

SWOT Analysis

A SWOT (Strengths, Weaknesses, Threats, and Opportunities) analysis helps identify a region's capacity to achieve its economic goals and the threats that prevent the region from achieving its full economic potential. It helps in creating a future planning strategy for the region, by helping understand where the region stands now. The SWOT analysis data also makes it easier to compare trends in the region with the national and state trends which further help with the strategy.

To develop an understanding of the competitive advantages and threats in the region, a SWOT analysis of the region was conducted. Three separate surveys were distributed online to gather input from stakeholders in the region. Cities, counties, business owners, and community members including some youth participated in the survey. 23 city and county surveys, 51 community surveys and 2 youth surveys were returned. Information from the survey was used to identify the Strengths, Weaknesses, Threats, and Opportunities of the region. A summary of the top strengths, weaknesses, opportunities, and threats was then prioritized by CEDS executive committee. The SWOT analysis helped make decisions on how to capitalize on the strengths and opportunities and overcome the weaknesses and threats and create the action plan.

The following table lists the top strengths, weaknesses, opportunities and threats as listed by the community. The numbers in parentheses are the number of times they were mentioned in the surveys by the community members and the city and county officials. The CEDS committee then prioritized them. Housing is the top concern for the community followed by infrastructure and workforce. The lack of population growth is also a matter of concern. Sample surveys are in Appendix C and the Survey results are in Appendix E.

Prioritized SWOT Analysis

Strengths	Priority 1 = High | 10 = Low
Good healthcare (5)	3.9
Good Schools (28)	4.0
Employment base, reliable skilled workforce (2)	4.4
Historic downtown square and courthouse (6)	5.3
Quality of life amenities: parks, greenspaces, and trails (23)	5.4
Safe environment low crime rate police protection fire station (5)	5.5
Community pride, friendly small rural community (25)	6.3
Community events community pride (9)	6.6
College Education (5)	6.6
Agricultural Production, ag diversity (18)	7.1

Opportunities	Priority 1 = High | 10 = Low
New housing projects, Improving current housing stock (14)	2.8
Attract people to live here. Improve quality of life amenities (3)	3.9
Skilled workforce training/development retain workforce (3)	4.9
Maintain our infrastructure (8)	5.3
Park and recreation improvements (13)	5.8
Get funding for school system (10)	5.9
Develop the Des Moines River and the riverfront. Develop lakes in the region (Fisher and Rathbun) to create water recreation and tourism opportunities (12)	5.9
Attract and create new businesses and industry to Ottumwa (18)	6.3
Parks for organized sports, Sports Complex (8)	6.3
Restaurants (3)	8.3

Weaknesses	Priority 1 = High | 10 = Low
Deteriorated housing/lack of housing/lack of affordable housing (21)	2.4
Aging infrastructure (17)	4.5
Lack of long-term vision and long-range planning from leadership (8)	4.9
Lack of skilled workforce (12)	5.0
Lack of population growth (4)	5.6
Lack of quality and good paying jobs (9)	6.3
Aging workforce (5)	6.3
Lack of businesses including department stores (12)	6.4
Lack of funding/investment (8)	6.5
Lack of programs for youth (4)	7.5

Threats	Priority 1 = High | 10 = Low
Lack of affordable housing (4)	3.1
Lack of population growth (13)	3.5
Lack of skilled and educated workforce (7)	4.5
Aging infrastructure (6)	4.8
Lack of high paying jobs to attract young families (3)	4.8
Lack of funding, lack of help seeking funding (16)	5.8
Potential threat major employers laying off or closing, difficulty attract new employers	5.8
Rural Iowa brain drain (5)	6.3
Loss of city revenue due to low retail (5)	7.6
High taxes, utility bills (4)	9.0

ACTION PLAN

Major themes that emerged from the SWOT analysis are the lack of affordable and good housing stock, aging infrastructure needing maintenance, lack of skilled workforce and lack of population growth. Quality of life was also cited as important. These themes were then incorporated into goals and objectives that would be used as a guide to define future growth in the region for the next five years.

Goal #1: Housing

Increase and expand housing stock options to all income levels, develop workforce housing, make housing options attractive to potential new businesses and residents.

Housing is an important aspect of any community. Many community members and city and county officials stated a strong need for more housing and renovation of the existing stock of housing. The lack of workforce housing was also a major concern for many residents.

Homes For Iowa, Bloomfield, IA

Objectives:

1. Increase home ownership, encourage new housing units and housing rehabilitation.
    a. Increase current housing stock – Promote funding for new and diverse types of housing. Promote funding opportunities to residents, communities, employers, financial institutions, development agencies, realtors
    b. Provide housing rehabilitation and renovation assistance for owner-based housing to low-to-moderate residents
    c. Provide tenant-based rental/utility assistance to very low income (less than 30% MHI) households
    d. Encourage home buying to low-income residents through down-payment assistance.
    e. Provide financial assistance for owner occupied or rental units' construction for low to medium income households
    f. Encourage industries to build workforce housing

g. Encourage developers to build diverse housing units
2. Improve current housing stock
    a. Provide owner occupied housing rehabilitation assistance to low- and medium-income residents.
    b. Conduct housing need assessments and/or housing conditions surveys.
    c. Work with cites to ensure codification allows for enforcement of neighborhood appearance.
    d. Encourage cities and counties to buy out vacant dilapidated properties to create new low-income housing.

Goal #2: Infrastructure Improvements

Plan and invest in infrastructure improvements including roads, rail, bridges, telecommunications systems and transportation systems, sidewalks, and water, sewer, and stormwater systems.

Aging infrastructure is a major concern for many in the community. Good infrastructure is an important aspect for the economic growth of a community. Streets, sewer, water, roads, were

Figure 1Amtrak Groundbreaking
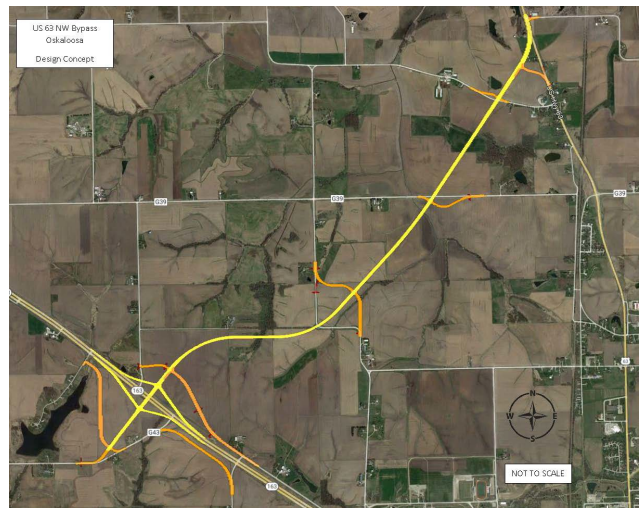
US 63 NW Bypass Oskaloosa

the areas of concern. Fast broadband is now critical for businesses and employees to be able to work efficiently.

Objectives:

1. Increase broadband access to the maximum communities in the region.
    a. Help communities avail of the available broadband resources. Aid communicating and setting up fast internet through the broadband companies.
    b. Help the broadband companies reach out to all the rural and urban communities in the region.
2. Maintain current infrastructure and expand as necessary to meet the needs of the current and future population and industries.
    a. Plan and program infrastructure replacement and expansion as needed.
    b. Plan and program stormwater management projects.

    c. Assist cities and counties address their infrastructure needs and apply for the available grants.

    d. Create communication channels to communicate with telecommunication and utility companies in case of emergencies and service disruptions.

3. Maintain and expand transportation networks as necessary to meet the needs of the current and future population and industries.

    a. Plan and program highway, road, bridge, air, and rail projects.

    b. Identify and access financial assistance for road/highway improvements for business/industry.

    c. Work with cities and counties to research ride sharing opportunities.

    d. Update and maintain a regional long-range Transportation Plan.

4. Reduce the effect of natural hazards, utility, telecommunication and transportation disruptions through planning and mitigation projects.

    a. Ensure Hazard Mitigation Plans are current and adopted for all counties in the region

    b. Plan and program mitigation projects

    c. Maintain communication channels to communicate with telecommunication and utility companies to plan for any service disruptions/improvements.

Goal #3: Economic/Business Development

Boost the regional economy through industry and creation of new employment opportunities through expansion of new industries. Attract industries that use talent and skills that already exist in the region's population. Train and support potential entrepreneurship in the region.

Economic development is vital to the sustainability and quality of life of the region.

Objectives:

1. Create/expand skilled employment opportunities in the region.
    a. Promote entrepreneurship and assist new businesses.
    b. Identify and recruit target businesses and industries for the region.
    c. Identify and communicate the availability of financial assistance for new as well as expanding businesses.
    d. Advertise the availability of buildings/sites/available workforce to the concerned groups.
    e. Maintain strong communication between EDCs, IEDA, and EDA.
    f. Foster growth of industrial parks and certified sites.
    g. Provide technical assistance to communities and EDCs related to economic development initiatives and funding opportunities.
2. Develop new business opportunities or expansions and capital investments within the region.
    a. Advertise/Market availability of financial assistance for new as well as expanding businesses.
    b. Accelerate regional marketing efforts to increase awareness of buildings/sites/available workforce to the concerned groups.
    c. Foster growth of industrial parks and certified sites.
    d. Provide technical assistance to communities and EDCs related to economic development initiatives and funding opportunities.
    e. Track private investment and jobs created in the region.
3. Support and create entrepreneurial initiatives for retail and commercial development.
    a. Advertise/Market availability of financial assistance for new as well as expanding businesses.

b. Accelerate regional marketing efforts to increase awareness of buildings/sites/available workforce to the concerned groups.

c. Provide technical assistance to communities and EDCs related to economic development initiatives and funding opportunities.

4. Explore industry diversity with a focus on innovative clusters.

a. Maintain strong communication between EDCs, IEDA, and EDA.

b. Foster growth of industrial parks and certified sites

c. Track private investment and jobs created in the region.
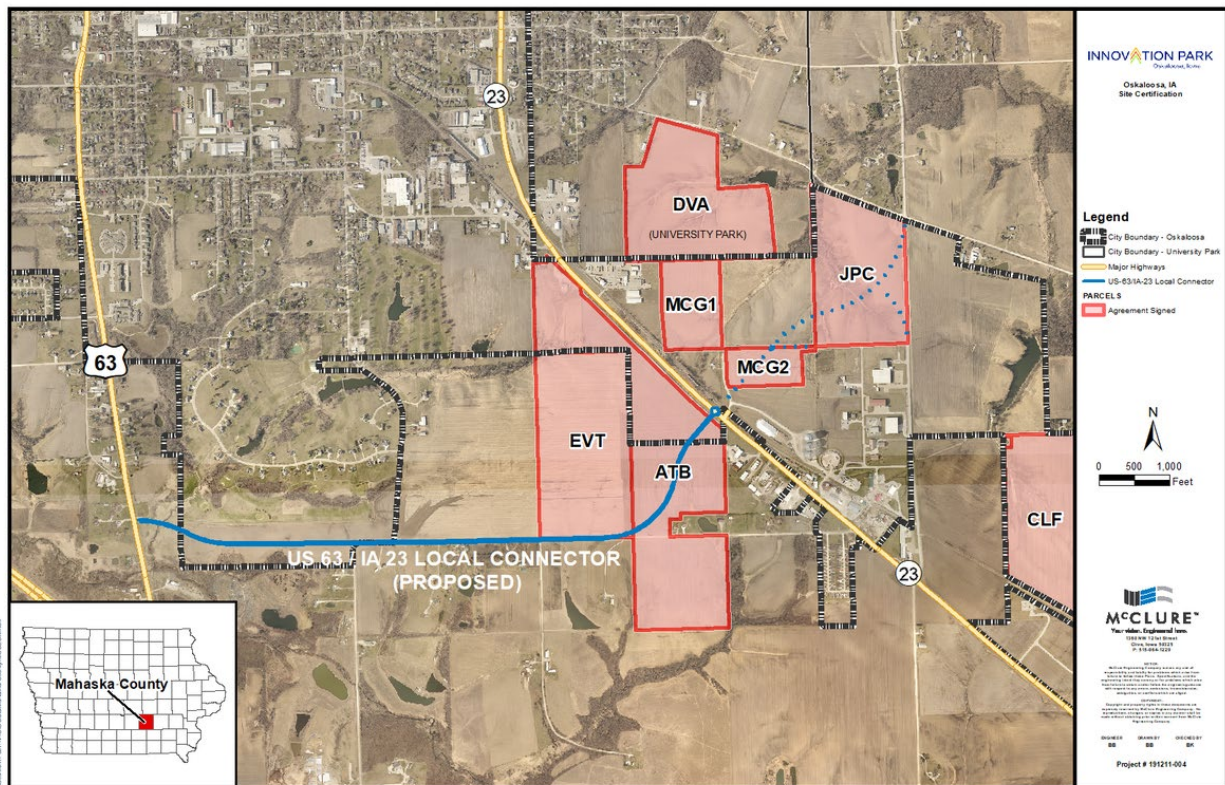
Proposed Certified site for an Innovation Park through Iowa EDA at the proposed US 63/US 23 Local Connector

Before and After pictures of Oskaloosa Façade Project 2017

Goal #4: Workforce Development

Develop and retain a highly- trained workforce that meets the needs of current and future employers and attracts more businesses and industry to the region.

Workforce development and retainment was particularly important to many survey takers. The percentage of population over 65 years of age is higher in the region than the state and national averages. Workforce development will help the economic development of the region by making the region attractive for industries and businesses. Marketing the available workforce development programs as well as available financial incentives is required to make residents and businesses/industries aware of the opportunities.

Welding technology at Indian Hills College

Objectives:

1. Identify workforce needs of current and potential future employers in the region.
    a. Pursue workforce development initiatives.
    b. Regularly update and disseminate county and regional laborshed analyses.
2. Support educational opportunities for current and potential workforce members.
    a. Promote career opportunities for advanced manufacturing, bioprocessing and other industries in the region.
    b. Train high school teachers the necessary skills and opportunities with region industries through the Educators in the Workplace program
    c. Maintain strong communication between EDCs, IHCC, JobCorps, Iowa Workforce Development, and industry members.
    d. Regularly update and disseminate county and regional laborshed analyses.
3. Improve employee retention in the region.
    a. Promote career opportunities for advanced manufacturing, bioprocessing and other industries in the region.

b. Train high school teachers in the necessary skills and opportunities with regional industries through the Educators in the Workplace program.
c. Maintain strong communication between EDCs, IHCC, JobCorps, Iowa Workforce Development, and industry members.

Goal #5: Quality of Life

Find regional solutions to resident needs and increase quality of life in communities to retain populations, including families and senior residents, and attract new residents and businesses.

Research shows that investments in quality of life and place are equally important if not more than traditional economic development tools. (Improving quality of life—not just business—is the best path to Midwestern rejuvenation (brookings.edu). The region must offer better quality of life amenities such as good schools, parks, recreational and transportation opportunities to attract and retain the population. Quality of life was also ranked high on the SWOT analysis.

Ottumwa Balloon Races

Keosauqua Loop Trail

Objectives:

1. increased awareness and support recreational and cultural opportunities to residents and potential residents and businesses.
    a. Maintain communications with municipalities, tourism organizations, chambers of commerce, and Main Street organizations to understand the region's recreational and cultural amenities and needs.
    b. Seek and create new avenues of communications with cities to advertise grant opportunities for recreational and arts and cultural projects.
2. Improve and expand recreational facilities in the region.
    a. Plan and program trail development/expansion projects.

b. Develop new, or improve existing, recreational facilities, especially youth focused opportunities.

c. Maintain communications with municipalities, tourism organizations, chambers of commerce, and Main Street organizations to understand the region's recreational and cultural amenities and needs.

3. Create more diverse and attractive commercial districts.

a. Encourage and facilitate planning and development of downtown revitalization projects including upper-story housing, facades, streetscapes, and parking lots.

b. Seek and create new avenues of communications with cities to advertise grant opportunities for recreational and arts and cultural projects.

4. Ensure consideration of low-to-moderate income residents in the development of quality-of-life initiatives.

a. Plan and program trail development/expansion projects.

b. Develop new, or improve existing, recreational facilities, especially youth-focused opportunities.

c. Support development or improvement of childcare, schools, police/fire, medical, libraries, or other facilities/services within the region.

d. Plan and program public transportation projects.

5. Increase businesses and organizations which provide healthy living services and initiatives.

a. Plan and program trail development/expansion projects.

b. Develop new, or improve existing, recreational facilities, especially youth-focused opportunities.

c. Plan and program public transportation projects.

RESILIENCY PLANNING

Resiliency planning involves the ability to minimize the effects of shocks and disruptions to a region's economic base. – to a region the economic resiliency of a region depends on the income equality and income diversification in the region. Understanding a region's economics strengths and weaknesses against national averages helps identify trends and better inform resiliency planning for such events.

Area 15 RPC works closely with regional partners to address resiliency through both steady-state and responsive initiatives.

Steady-state initiatives encompass long-term plans. All six counties, often with the assistance of Area 15 RPC, maintain a current Multi-Jurisdictional Hazard Mitigation Plan to identify natural disaster risks and mitigation techniques to reduce risk. Area 15 RPC works with area economic developers and Iowa South to comprehend industry needs, issues, and trends to prepare for business changes in the region. A copy of the Area 15 EDD disaster plan can be found in Appendix L.

Steady-state resilience efforts utilized in the region include:

1. Comprehensive Planning.
2. Hazard Mitigation Planning.
3. Grant writing and administration of hazard mitigation projects, such as storm sirens, safe rooms, and stormwater reduction.
4. Developing business and retention programs to assist firms with economic recovery post-disruption.
5. Building a resilient workforce that can switch between jobs or industries when employment opportunities change.
6. Promoting new industry with a focus on economic diversity.
7. Employing safe development practices, such as locating projects and structures outside of floodplains.
8. Responsive economic resilience includes reactive plans establishing capabilities to recover from an incident.

Initiatives utilized in the region include:

1. Conducting post disaster recovery planning.
2. Establishing a process for regular communication, monitoring, and updating business community needs and issues.
3. Establishing a plan to rapidly contact key local, regional, state, and federal officials to communicate business sector needs and coordinate impact assessment efforts.

Establishing coordination mechanisms and leadership succession plans for recovery needs.

EVALUATION FRAMEWORK

Continual evaluation of the CEDS using is an important function in the execution of the plan. The CEDS goals and strategies, with project partners, can be found in Appendix I. Evaluation mechanisms gauge progress on the implementation of the goals and objectives identified in the CEDS and the impact on the regional economy. These mechanisms are useful in providing information for the CEDS annual performance Update and ensuring the plan remains updated and relevant. A list of strategic projects is in Appendix J.

Jefferson County Kids "Little Achievers"

As part of the evaluation process, Area 15 RPC plans to continue conducting yearly surveys of city and county representatives to have an accurate understanding of the region's needs and to identify new projects which align with the CEDS plan. In addition, several performance measures will be tracked to ensure the plan's goals and objectives are being reached.

These performance measures include:

- Number of jobs created/retained.
- Improvement of existing or development of new infrastructure.
- Number and types of public and private investment undertaken in the region.
- Amount of private sector investment in the region.
- Number of projects assisted by Area 15 RPC.
- Amount of grant and local dollars invested in the region.

Ottumwa Façade project

APPENDICES

Appendix A | N/A

Appendix B | Major Employers in the Region

Appendix C | Surveys

Appendix D | 2023 Survey Press Release

Appendix E | Survey Results

Appendix F | SWOT Prioritized

Appendix G | Laborshed Analysis

Appendix H | Risk Analysis FEMA Report

Appendix I | Goals Charts

Appendix J | Projects list

Appendix K | William Penn Enrollment Profile

Appendix L | Area 15 disaster recovery strategy

Appendix M | List of resources

Appendix B - Major employers in the region

Davis
Performance Pipe Div - Chevron
Bloomfield Care Center
Davis County Hosp and Clinics
A W Metal Inc
Davencorp Welding and fab Inc
Southfork grill
Davis County School District

Jefferson
School Districts
Cambridge Investment Research
Jefferson County Health
Dexter Apache Holdings
Harper Brush works
Walmart
Caseys
Dickey transport

Mahaska
Clow Valve Co
Musco Sports
Cunningham Inc
Pepsi Beverages
Kelderman
Manufacturing
Proline Building
School Districts
Physicians Clinic
Wills Inc
YMCA
Mahaska Health Partnership
Musco India
Ben Shrin Trucking
Foodliner Inc
Midamerican Energy
Oskaloosa Food
products

Keokuk
Pioneer Hy-bred Intl
School Districts
Keota Healthcare ctr
Manor Health care ctr
Adrian Trucking
Sinclair Tractor

Van Buren
Van Buren High School
Van Buren County Hospital
Center Village of Tenco
Riverside Plastics
Heat and Control
Meritz Swine
Hill Phoenix Inc

Wapello
Beach Ottumwa
Wigner Contracting
Indian Hills Community School
Cardinal Community School District

Liberty High School
Ottumwa High School
Ottumwa Regional Health Center
First Resources Corp
Ottumwa Courier
JBS USA
John Deere Co
Al-Jon Series by C and CMFG
Winbco Tank Co
Ridgewood Nursing and Rehab
Lineage Logistics

Ottumwa City

Appendix C - SURVEYS

Area 15 RPC Survey for Cities and Counties

(untitled)

---

1. What city or county do you represent? *

[   ]

2. What sector/position do you represent? *

- ○ City Administrator
- ○ City Clerk
- ○ City Council Member
- ○ City Governmental Department
- ○ County Board of Supervisor
- ○ County Governmental Department
- ○ Emergency Management
- ○ Mayor
- ○ Other - Write In (Required)

[   ]

3. Does your municipality have a working website? If yes, please enter it here.

[   ]

4. Do you know that Area15 RPC can provide help with professional services for city/county projects?
  *

  ☐ Yes

  ☐ No

5. If you have utilized/used any help from Area 15 RPC in the last 5 years, please enter the project name here. *

6. What do you feel are the three best qualities or assets or strengths of your area? What does your community do well? Some examples could be "good schools", "quality of life amenities", "agricultural production".
Also, please list any assets/ strengths that you believe covid impacted in your area.

  *

7. What do you feel are the three most serious weaknesses or constraints facing your area? Examples may include" aging infrastructure" or "lack of skilled workforce".
Also, please list any weaknesses / constraints that you believe covid impacted in your area or might impact in the future.
   *

8. What do you feel are the three best available opportunities for your area that are not being developed currently? Examples may include "recreational areas" or "funding for schools" or "good location for new manufacturing". *
Also, please list any opportunities that you believe covid impacted in your area or might impact in the future.
   *

9. What are three specific challenges or potential risks for your area? Examples may include "effects of a natural disaster" or "loss of funding". * Also, please list any challenges / risks that you believe covid impacted the in your area.

*

10. What projects has your municipality or county completed within the past 1-- 2 years? Projects may include, business attraction/retention, transportation improvements, infrastructure improvements, recreational developments, community developments, etc. Please also note if you obtained outside funds for these projects (such as grants, donations from business groups, etc.)
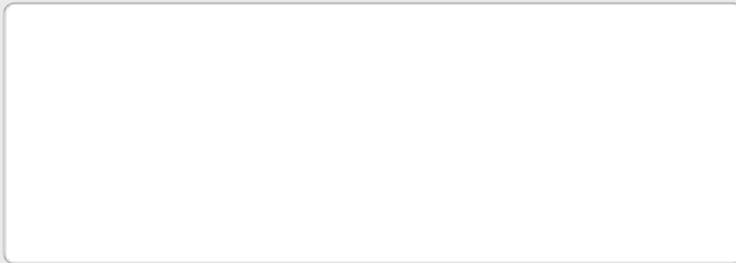
*

11. Has COVID impacted any projects that were proposed in your area? In what way?
Are you planning on doing them in the near future? *
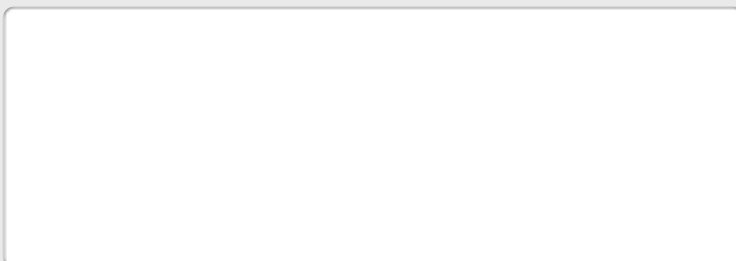
12. What local/area projects or activities do you wish to accomplish in the next 15 years? *

13. For the projects mentioned in question number 12:*

☐ Will you need assistance in the planning and/or development projects?

☐ Will you need help to identify/obtain funding to accomplish.

14. What collaborations/partnerships do you feel are working well in your area? *

15. What collaborations/partnerships would you like to see improved or created in the future? *

16. Think about your community in terms of areas in which you need support or would like to improve.

*

17. Please rank the following priorities on a scale of low, medium, or high priority.
Think about your community in terms of areas in which you need support or would like to improve.

	High Priority	Medium Priority	Low Priority
Infrastructure improvements	○	○	○
Housing Rehabilitation	○	○	○
New housing development	○	○	○
Entrepreneur support/small business development	○	○	○
Public services such as libraries, parks, walking trails, etc.	○	○	○
Resources for emergency services	○	○	○

Workforce development/job training	○	○	○
Addition/retention of rural medical services	○	○	○
Retail/Commercial Development	○	○	○
Industrial/Manufacturing Development	○	○	○
Job Creation and Retention	○	○	○
Comprehensive planning/zoning and subdivision ordinances	○	○	○
Urban renewal/revitalization planning	○	○	○
Tourism development/marketing	○	○	○
Historic Preservation	○	○	○
Retention of younger populations	○	○	○
Transportation improvements	○	○	○
Renewable energy	○	○	○
Expansion/retention of elderly population services	○	○	○
Environmental improvements (water quality, etc.)	○	○	○
Financial support after covid affected business.	○	○	○
Any other form of support you received after covid's impact.	○	○	○
Workers returning to workplace.	○	○	○
Enter another option	○	○	○
Enter another option	○	○	○

Area 15 RPC Community Survey

Area 15 Regional Planning Commission Community Economic Development Strategy RPC Survey for Community members

1. In which city and county do you reside? *

2. What sector do you represent? *

   ☐ Community Organization

   ☐ Economic Development/Business Organization

   ☐ Private Business Owner

   ☐ Resident

   ☐ Other - Write In (Required)

   *

3. How long have you lived in the region? *

   ○ 0-5 years

   ○ 5-10 years

   ○ 10-20 years

   ○ 20+ years

4. What is your race/ethnicity?
*

- ○ White, not Hispanic
- ○ Black, not Hispanic
- ○ Hispanic
- ○ Asian or Asian-American
- ○ Native American
- ○ Other
- ○ Prefer not to answer

5. What is your highest degree or level of school completed?
*

- ○ Less than a high school degree
- ○ High school graduate or equivalent
- ○ Some college, no degree
- ○ Postsecondary non-degree award
- ○ Associate degree
- ○ Bachelor's degree
- ○ Master's degree
- ○ Professional degree
- ○ Doctorate degree
- ○ Prefer not to answer

6. What is your age?
*

- ○ Younger than 18
- ○ 18-24
- ○ 25-34
- ○ 35-44
- ○ 45-54
- ○ 55-64
- ○ 65 or older

7. What do you feel are the three best assets or qualities or strengths for your area? What does your community do well? Examples might include "good schools", "quality of life amenities", "agricultural production".
Please list any assets/ strengths that you believe were impacted by covid in your area.
*

8. What do you feel are the three most serious weaknesses facing your area? Examples may include aging infrastructure, lack of skilled workforce, etc. Please list any weaknesses / constraints that you believe were impacted by covid in your area or might impact in the future.
*

9. What do you feel are the three best available opportunities for your area that are not being developed currently? Examples may include "recreational areas" or "funding for schools" or "good location for new manufacturing". Please list any opportunities that you believe were impacted by covid in your area or might impact in the future. *

10. What are three specific challenges or potential risks for your area? Examples may include effects of a natural disaster, loss of funding, etc. Please list any challenges / risks that you believe were impacted by covid in your area.

*

11. Is there anything that can be done to improve the school district with which you are most familiar?

*

12. What do you think could be done to make your community more attractive for young professionals?

13. Which of the following best describes your current employment status?

- ○ Employed
- ○ Unemployed
- ○ Retired
- ○ Student
- ○ Other - Write In (Required) (such as stay-at-home parent, not seeking work, etc.)

  [   ]

14. Have there been changes to your work arrangement post covid?

- ○ Yes
- ○ No

15. What kind of work environment do you prefer post covid?

- ○ In-person at job location
- ○ Remote work
- ○ Hybrid
- ○ Other - Write In

  [   ]

16. If you are a business owner or a member of an organization, what projects have you completed within the past six months?

 *

17. If you are a business owner or a member of an organization, please identify local projects or activities you wish to accomplish in the next 12-24 months.
Also note if you will need to identify/obtain funding to accomplish.

18. What collaborations/partnerships do you feel are working well in your area?

19. What collaborations/partnerships would you like to see improved or created in the future?

20. If you are a business owner, was your business affected by Covid?
If yes, in what way?

21. Did you receive any help from the RPC, state, or federal programs. What else would have helped you get your business back on track?

22. Do you know that Area15 RPC can provide help with professional services for city/county projects?

- ○ Yes
- ○ No
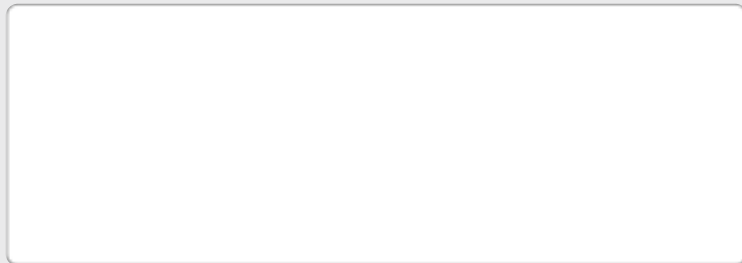
23. Have you utilized/used any help from the Area 15 RPC in the last 5 years. If yes for what projects?

24. Please rate the following aspects of the quality of life, based on your experiences where you live.
   5 being the highest and 1 the lowest in terms of the quality of life.

	1	2	3	4	5
Overall cost of living	○	○	○	○	○
Diversity of housing options (single-family, multifamily, mixed-use, etc.)	○	○	○	○	○
Housing affordability	○	○	○	○	○
Aesthetics and appearance of the community	○	○	○	○	○
Quality of development, planning, and land use	○	○	○	○	○
Sense of personal and property safety	○	○	○	○	○
Availability of quality health care options	○	○	○	○	○
Entertainment and recreational amenities for families	○	○	○	○	○
Nightlife options for adults	○	○	○	○	○
Cultural and arts facilities and programs	○	○	○	○	○
Shopping opportunities	○	○	○	○	○
Dining opportunities	○	○	○	○	○
Volunteer opportunities	○	○	○	○	○
Ability to access shops, restaurants, and services without using a car	○	○	○	○	○
Additional comments:	○	○	○	○	○

25. How can your region build on existing assets that contribute to the quality of life in your region. What amenities according to you, will make quality of life better?

26. If you are a business owner, please rate the following elements of the business climate according to the degree to which each is an advantage or disadvantage to existing and prospective new businesses.

	1	2	3	4	5
Local taxes	○	○	○	○	○
Provision of economic incentives	○	○	○	○	○
Cost of permit acquisition	○	○	○	○	○
Ease and speed of permit review process	○	○	○	○	○
Code enforcement	○	○	○	○	○
Cost of utilities	○	○	○	○	○
Cost of labor	○	○	○	○	○
Cost of health care	○	○	○	○	○
Passenger air connectivity	○	○	○	○	○
Affordability of passenger air travel	○	○	○	○	○
Interstate accessibility	○	○	○	○	○
Roadway connectivity and capacity	○	○	○	○	○
Availability of water and sewer	○	○	○	○	○
Availability of high-speed internet	○	○	○	○	○
Availability of quality office space	○	○	○	○	○
Availability of industrial land for development	○	○	○	○	○
Availability of skilled labor	○	○	○	○	○
Availability of business financing	○	○	○	○	○
Enter another option	○	○	○	○	○

27. If you are a business owner or entrepreneur, what do you need to expand or develop your business? (Please prioritize your top 3 needs by listing them as 1, 2, and 3)

- [ ] Access to Capital
- [ ] Help with Licenses / Permits/Regulations
- [ ] Employee Training
- [ ] Marketing
- [ ] Website/ Tech Upgrades
- [ ] Business Planning / Counseling
- [ ] Street/Façade Improvements
- [ ] Networking with similar businesses and industry associations
- [ ] Local government business retention/expansion programs
- [ ] Other: (explain)_____
- [ ] Other: (explain)_____
- [ ] Other: (explain)_____

28. Please rank these priorities on a scale of low, medium, or high and please list any additional activities you believe should be prioritized.

	Low priority	Medium priority	High priority
Infrastructure improvements	○	○	○
Availability of affordable housing	○	○	○
Housing Rehabilitation	○	○	○
New housing development	○	○	○
Entrepreneur support/small business development	○	○	○
Public services such as libraries, parks, walking trails, etc.	○	○	○
Resources for emergency services	○	○	○
Workforce development/job training	○	○	○
Addition/retention of rural medical services	○	○	○
Retail/Commercial Development	○	○	○
Industrial/Manufacturing Development	○	○	○
Job Creation and Retention	○	○	○
Comprehensive planning/zoning and subdivision ordinances	○	○	○
Urban renewal/revitalization planning	○	○	○
Tourism development/marketing	○	○	○
Historic Preservation	○	○	○
Retention of younger populations	○	○	○
Transportation improvements	○	○	○
Expansion/retention of elderly population services	○	○	○
Environmental improvements			

Environmental improvements
(water quality, etc.)

Enter another option

29. What would you like your community/ Region to be in the next 10 years.

30. Any additional comments you would like to make regarding economic development in the area?

Area 15 RPC Youth Survey

Area 15 Regional Planning Commission economic development strategy Area 15 RPC Youth Survey

---

1. Which city or county do you live in? *

[   ]

2. What's your
age?
   *

| 18 - 19years |
| 19 - 20 years |
| 21 - 22 years |
| 23-24 years |
| 25 - 26 years |

3. Which city or county did you grow up
in?
   *

[   ]

4. Are you planning to move out of your region in the future? *

   ○   Yes

   ○   No

5. Are you planning on moving out of the state of Iowa?
*

○ Yes

○ No

6. What is the reason for your moving or wanting to move?
*

7. What opportunities or amenities would make you continue to stay in the region?
*

8. What do you like about your region? *

9. What do you NOT like about your region? *

Appendix D - 2023 Survey Press Release

For Immediate Release

January 23, 2023

Contact – Varsha Borde Email – vborde@area15rpc.com

Area 15 Regional Planning Commission Seeks Community Input for Development of Five-Year Economic Development Plan

The Area 15 Regional Planning Commission has launched a community survey to encourage public engagement in the development of a five-year plan called a Comprehensive Economic Development Strategy (CEDS). The RPC invites all community members from the Area 15 Region, which includes Davis, Jefferson, Keokuk, Mahaska, Van Buren and Wapello Counties, to share their views on the region by taking the short online survey.

A link to the survey can be found on the RPC's website at www.Area15RPC.com. Responses must be submitted by Feb. 3rd 2023. Information gained from this survey will play a key role in the identification of goals and development of projects for the region for the five years, so having input from citizens is critical to develop a strong understanding of opportunities and challenges of the region.

Survey results, along with input gathered from city and county representatives and economic development directors, will be utilized by RPC staff to develop a draft plan, which will be available for public comment. Any questions regarding the Area 15 Comprehensive Economic Development Strategy can be directed to **Varsha Borde Email – vborde@area15rpc.com**

The Area 15 Regional Planning Commission exists to promote the general welfare, convenience, safety and prosperity of its regional neighborhood. Area 15 RPC provides a variety of planning, technical, and administrative assistance to its member governments. Services provided by Area 15 RPC cover Economic Development, Community Development, and Transportation Planning.

Appendix E - Survey Results

Strenghts	Weaknesses	Opportunites	Threats
What do you feel are the three best qualities or assets or strengths of your area? What does your community do well? Some examples could be "good schools", "quality of life amenities", "agricultural production". Also, please list any assets/ strengths that you believe covid impacted in your area. Â	What do you feel are the three most serious weaknesses or constraints facing your area? Examples may include" aging infrastructure" or "lack of skilled workforce". Also, please list any weaknesses / constraints that you believe covid impacted in your area or might impact in the future. Â	What do you feel are the three best available opportunities for your area that are not being developed currently? Examples may include "recreational areas" or "funding for schools" or "good location for new manufacturing". * Also, please list any opportunities that you believe covid impacted in	What are three specific challenges or potential risks for your area? Examples may include "effects of a natural disaster" or "loss of funding". * Also, please list any challenges / risks that you believe covid impacted the in your area. Â
community events, community fundraisers, fire & rescue fundraisers for needed Family like culture Agricultural production Close knit community Covid - extra funding	aging workforce		funding
	Lack of local quality jobs Aging Infrastructure Funding for the amount of items people think we should have. Covid: Lack of people wanting to work, businesses suffered and had to raise prices or close.	I think that we have a good plan going and are working at maintaining our infrastructures. Covid: extra funds allocated are only covering much bigger areas and not small towns	Increasing costs vs no revenue increase Aging infrastructure Covid: extra funds allocated are only covering much bigger areas and not small towns now
farming community Good church network People who care	need funding to do projects like new overpass west of town. Need day care Need new recreational	new housing projects recreational- outdoor roads	Challenges with state policy Need to promote what we have Get people involved
High quality downtown Good land use planning Strong employment base	Aging infrastructure Limited tax value growth = limited revenue Lack of builders / developers	Park and recreation improvements (quality of life) Affordable land for new housing Certified site for new manufacturing Access to the river Expanding business district downtown Entertainment -	Limited funding for new infrastructure Competition with other communities Difficulties recruiting employees
Main Street Trails Education - Community College	Tired looking community Main streets in poor condition Lack of theme/landscaping/cityscape		Lack of funding Lack of collaboration between city/county Too much "planning" and then no
1. Committed and Skilled City Staff. 2. City Council has a strong Commitment to improving Ottumwa in all areas. 3. The City in conjunction with other entities are collectively working on getting more Retail back into Ottumwa which is really needed.	1. Aging Infrastructure. 2. Lack of skilled workforce esp. in the vocational trades (HVAC, Electricians, Plumbers, Building Contractors, etc.) 3. Deteriorated Housing and lack of new Housing.	1. Develop increased community and quality of life amenities that will attract more people to live and work in Ottumwa . 2. Develop more recreational areas and activities. 3. Attract more New Industry & Businesses to Ottumwa.	1. Lack of funding, 2. Lack of skilled and educated workforce. 3. Negativity by certain factions of the community still is present in Ottumwa, so we need to be more positive and strength based going forward.
Friendly rural community	Low income families, aging population, deteriorating homes/properties, insufficient funds to complete needed improvements	new housing, small business creation, improvement/updating of current homes/properties	inadequate help in seeking funding for needed projects, low income residents experience difficulty in paying utility bills, aging population is dying off & younger
COVID has impacted any business that has employees.	Deer hunting could be promoted at tourism attraction if State laws were changed to promote our of state hunters. Kayaking/canoeing on the Des Moines river could be promoted with shorter access spots. Off- road biking could be developed in the bluffs along the Des Moines	Value-added agriculture.	Education of ingredients, while providing quality of education for non-immigrant children. Affordable housing for families. More unskilled workers.

Outstanding school system with a new high school, award winning hospital, 75% entrepreneur based economic ecosystem, brand new sewer plant $11 million invested, 85% of the streets resurfaced in the last 2 years, new downtown sidewalks and lights for the downtown area, new city park spring 2023, high quality broadband provided to every area of our county by our local broadband provider, hiking/bike trails throughout the city and building more, numerous agricultural opportunities inclusive of livestock as well as row crop, partnerships with IHCC to grow our non-traditional career opportunities, private and public investment into our city, recently remodeled Carnegie Library with updated technology, historic downtown square and courthouse, 4 buildings have been or are in the process of a complete remodel, 4 more buildings will have new facades this summer, city owned municipality, one of the largest solar array systems in the state, brand new softball/baseball complex, brand new track and football field. Covid impacted our community as it did all communities. Our community found innovated ways to continue to provide goods unknown	1. Replacing our 911 tower. There is little or no grant money available for this and our community safety is at risk. 2. Housing is a major concern in our community. We have an older housing stock that is not energy efficient and is, in general, dilapidating. We are in need of low to moderate income housing. 3. Our skilled labor force is aging out and we are seeing the younger generations replacing these trade jobs that we need. The result of covid we are seeing is an increase in goods and services that make it difficult for small retailers and farmers to compete. The backbone of our community rests in these entrepreneurs and farmers. The higher cost of goods, services and transportation limits their growth capacity and ability to compete in a regional or national market. Another impact has affected our, already challenging, housing issues. % rates have increased so buying, building and renovating homes has aging infrastructure lack of business	1. Lake Fisher has the opportunity to create a beautiful space for more water recreation, camping, fishing, outdoor game, hiking and potentially housing. 2. Our school system has the longest bus routes in the state over 800 miles, yet our funding does not reflect those cost challenges. We are not able to hire teachers as easily and classes do have to be combined between the junior high and high school. Additional staff would allow for more individual learning. 3. A good location for a housing development. The economic impact of covid has and will continue to challenge our ability to match grants for all infrastructure projects, such as housing developments, new need business to move in	1. Older 911 tower that needs to be replaced. 2. We rely heavily on our historical uniqueness to draw tourism and new population. If we had a natural disaster or the ability to maintain those buildings our source of revenue would be severely diminished. 3. The loss of funding for our already minimally funded school system would also be devastating. As the state continues to insist on taking money from the public school systems, we feel that impact in very major ways; our ability to hire and keep quality teachers, providing transportation to mostly a rural student body and much needed technology and supplies for classrooms. Some of the challenges that covid has had an impact on, other than those already listed above include: loss of medical staff as the medical industry in general saw a decline in healthcare providers. Rural communities cannot compete with wages with a smaller pool of employees. Loss of teachers due to more demands of teaching online loss of funding unwillingness to
Safe environment Good schools	Roads aging population Good paying jobs	Affordable housing City streets more business recreational areas business opportunities for entrepreneurs good	Loss of growth in number of residents
strong agriculture production community support for events preservation of historical places	aging infrastructure lack of businesses income level of community		loss of funding collapse of aged water system infrastructure sewer system not being upgraded
Great schools, community involvement and fantastic Delta volunteer fire department	Lack of employment, lack of funding for community improvements and utility security issues for residents	Funding for main street building improvements, utility bill assistance for residents and transportation availability	Loss of funding, crime rate and high cost of fuel and electricity bills
Good school district Good housing Small town values	Lack of people wanting to serve in government Lack of local business Income limitation	NA	NA
Good school, agriculture, community	Law enforcement support population growth	Recreation, school funds, new business	Lack of funds for improvements, population growth
good school. community involvement	lack of skilled workforce to fill positions	not sure	new pool costing city alot, lck of functional equipment, lack of proper backup system for city
Indian Lake park	aging infrastructure	recreational areas	no funding
support, agricultural production, and good schools	lack of infrastructure, lack of workforce, and lack of growth	good location for more housing, great location, and community support	loss of funding, loss of population, and loss of jobs
Low utility rates	Lack of skilled workforce Aging streets/infrastructure	New businesses coming to town	Funding issues Lack of childcare Lack of affordable housing
Good School, quality of life amenities,	aging infrastructure	recreational areas, tourism	floods from DSM River, loss of infrastructure from DSM River
Small, close knit	infrastructure problems, deteriorating systems	none	?
#NAME?	#NAME?	#NAME?	#NAME?
NA	NA	NA	NA

Strengths	Weaknesses	Opportunities	Threats
What do you feel are the three best assets or qualities or strengths for your area? What does your community do well? Examples might include "good schools", "quality of life amenities", "agricultural production". Please list any assets/ strengths that you believe were impacted by covid in your area. Â	What do you feel are the three most serious weaknesses facing your area? Examples may include aging infrastructure, lack of skilled workforce, etc. Please list any weaknesses / constraints that you believe were impacted by covid in your area or might impact in the future. Â	What do you feel are the three best available opportunities for your area that are not being developed currently? Examples may include "recreational areas" or "funding for schools" or "good location for new manufacturing".Â Please list any opportunities that you believe were impacted by covid in your	What are three specific challenges or potential risks for your area? Examples may include effects of a natural disaster, loss of funding, etc. Please list any challenges / risks that you believe were impacted by covid in your area. Â
some utility infrastructure, broadband availability	workforce housing childcare (workforce) elected official capacity building	workforce housing	capacity of local organizations to assist
Amenities Business efficiencies/pivoting Employee/Employer needs none	The change in local and state government values Lack of skilled workforce Housing none	Housing Aestetics of the commnity	The change in local and state government values
quality of life amenities safety healthcare availability	diversity of shopping options street/sewer/water infrastructure jobs/jobs/jobs	parks for organized sports. technology associated business location green energy sustainable agriculture	rural iowa brain drain
Ag production, good factories, good churches, good organizations	Shopping Schools are getting worse Gangs in region Lack of good parent discipline and interest in their children	Keeping up nice parks Good location for industry	affordable wages for healthcare aging population attracting & retaining younger workforce Stores are less stocked unemployment high medical treatment needs to improve
Agricultural	Infrastructure/Roads, Leadership decisions for community that do not favor the community, Too low of pay rates at local industries. Lack of long-term vision. .	Required classes to teach all individuals that take up residency the English language.	HIGH PROPERTY TAXES. ROUNDABOUTS. ROADS.
Quality Relationships Ability to Participate in all aspects of community life Able, hardworking people	.Leadership Lack of population growth Communication with and participation from various State of Iowa agencies	CREATIVE RENEWAL of our downtown square! Housing availability Expansion of our industrial park	OBLIVIOUS of our future Housing Community Vision / Courage
Hunting and recreation Agriculture Diversity Entrepreneurs and Amish/religious diversity great people	Community shared vision and direction Piecemeal economic approach Lack of long-range lack of rail for transprotation	Lake Fisher Comprehensive recreations complex Expansion of the Industrial Park rail would help larger business start up	good people leaving davis county
Good schools, low crime rate, community support, getting better at recreational	work force in general.. tons of job openings but no one wants to work. Places to eat franchises possibly workers from out of town wont stay	Restaurants, and recreation needs more work	Daycare shortages, shorter school weeks, restaurants not having workers and being open less. People spending money in surrounding towns (Ottumwa- Lack of high paying jobs to attract young families.
Good Schools Good Health care Good economy	Lack of Housing Lack of skilled labor	Lake Fisher Rec Area and residential development. This county is missing a huge opportunity to attract som high net worth residents and recreational vacationers.	
â€¢ Quality of life amenities â€¢ Family friendly community events â€¢ Community safety (violent crimes)	â€¢ deteriorating state of numerous homes or buildings â€¢ drugs â€¢ lacking in medical services; mainly dental	â€¢ recreational areas (lake fisher specifically) needing updates and regular maintenance â€¢ maintenance of existing ball fields- covid shut down Little League and therefore deprived the organization of vital funding to maintain facilities and purchase much needed equipment. We have 7-9 year old boys playing evening and night games IN THE	â€¢ Loss of funding. Davis County is one of the poorest communities in the state and we have MANY at risk children missing meals, lacking proper clothing and opportunities beyond education. Many children in the district are unable to participate in sports due to lack of ability to pay registration fees.

agricultural production "the arts" awareness and events are increasing

Good place to raise a family. Good Schools Friendly People

Great school system, great "community feel" with the community being very close and friendly. We also have nice, new walking trails that are being utilized by many in our community. I also feel like we are fortunate to have a grocery store in our community.

None

Great school system, strong community leadership, engaged leadership. Covid affected collaborative efforts in sustaining positive communication and marketable growth within the community.
Best Schools, Ag production Impacted Restaurants
Close knit community Supports local business Loyalty

stable economy - good schools - old wealth
strengths, Agricultural sorry but this is the only strength I feel at this time

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1. lack of belief in scientific facts regarding climate change 2. lack of youth oriented options for after school and weekends 3. lack of resistance to discrimination, which is not limited to only racism

Lack of workers Lack of restaurants Need Condos to Retain the Baby Boomers Lack of daycare is a huge problem. It's hard to bring young families to a community that does not have any daycare openings. I also feel that our community is comprised of mostly older buildings that are in need of some TLC. With that being said, most of them could be brought back to life with the appropriate upkeep and renovations. I'm sure the reasoning for the current conditions on most of them is due to lack of funds by the building owners to sink into the aging building. We also could use a bigger gas station. Our Caseys is small and always congested and when their truck comes in, they block off all parking and it is impossible None

aging infrastructure, affordable competent housing, and restricted workforce. The continued federal government incentivizing people to not work is a huge detriment to expanding availability of a Lack of workforce

Not aggressively seeking industry to move in The attitude that Bloomfield will always remain a bedroom community

lack of youth -education cost - Entertaiment -limited food weakness is our city government with streets, Property Taxes and sadly the Police responds to calls.

Best opportunities: 1. children and young adults are not being given enough opportunities for mental stimulation and growth, creativity and appropriate ways to explore their options without them being tamped down by those in positions of power, whether at school or in the

I would love to see some upgraded recreational areas/ equipment at Lake Fisher. This is a lovely little lake, but has some outdated play equipment and only a couple of camping sites without all of the normal hookups campers are seeking. Maybe some walking trails out here as well. I know the cross country team utilitizes this area!

More jobs
Skilled workforce trades program through a joint program with area schools and IHCC. Small business recruitment, funding for recreational areas such as trails in Davis County.

could be tapped into - look at the example of Metal Wholesale, AW Metal, Wagler Metals. They are reaching beyond Davis County

low labor cost parks
New Manufacturing!! we have a great Trade training at IHCC but not to many employer's for them to skill there trade!

Loss of funding for public schools that governor signed into law yesterday giving tax dollars to each school age child that can be used to go to private schools (which discriminate and are not subject to rules public schools must adhere to) ...and the public schools, the teachers and their

Unknown

Too much interference by government and organizations Funding is always a concern for community projects.

High interest rates, but that's everywhere Population numbers too low

population

we have to many illegal's coming in from Illinois

Assets/Strengths	Weaknesses	Opportunities	Threats
welcoming multi cultural residents, great park/ trail system, community college is an asset Very informative local public health informative with covid info. People more conscious about health issues. Opportunities for people to work on line/from home.	Lack of Health care workers, ie physicans, nurses. Lack of retail competition. Lack of skilled workers (Not enough tax dollars going into city coffers to pay for public services)	healthcare base. (River Hills is a jewel for the area, but our "for profit hospital" caused numerous physicians to leave so many seniors are leaving to be closer to doctors. Need for specialty doctors, i.e. urologist, allergy doctors, Support more retail so people looking to move to Ottumwa will want to come. Funding for schools.	Not enough money coming into city coffers (due to loss of retail, etc) we are unable to provide services, i.e. not enough police, fireman, etc. Not enough retail opportunity, many professions & families do not want to come to Ottumwa.
Public schools Green spaces Volunteerism opportunities

Three best assets: Indian Hills Community College, employment base, airport Educational opportunities are rich from K-12 through post-secondary (Indian Hills, Job Corps, 4 year opportunities through coopertaive programming. | Lack of FULL community engagement Aging infrastructure Lack of good paying jobs with opportunity Aging infrastructure is a major inhibitor. Recreational facilities for youth and families are not up to par with other communities. | Funding for schools Job creation Neighborhood rejuvenation Substantial, county and city efforts should address the opportunities that are available through the Ottumwa Airport. Air travel and Air freight traffic is steadily increasing. The Ottumwa Airport provides a viable facility and opportunity for regional needs. It needs to be developed and promoted. Recreational opportunities should be expanded for youth | Loss of state funding to schools, municipalities and counties Lack or representative leadership Legacy Foundation Keeping schools viable. Upgrading infrastructure. |
| Good schools Quality of life Outdoor recreation | Aging infrastructure Skilled workforce Efforts to attract people to our community | Infrastructure funding for our schools Housing for middle-income families Safe - social activities for young people | Lack of public will to support community efforts The school district has deteriorating infrastructure that needs removed/replaced, yet lacks Biggest challenge is distribution |
| Good schools. Great youth programs. One of the top country fairs.

Assets: Agricultural Production; Police Protection; Cultural attributes (Library). None. | Aging info structure , not enough housing, not enough space for industrial development to build and Aging infrastructure. Aging workforce. None. | Not enough publicity and government support for our small town in a rural area. The need to apply for more grants to enhance our community. | Don't know. |
| small community, easy to get around, little traffic congestion. I believe a lot of locally owned businesses closed as a result of COVID | Vision, Imagination, accepting change Attitudes, too many focus on the negative, too many don't try to shop local. Larger businesses and government fail to support local businesses. If the product/service is needed it | Airport. Greater Ottumwa Park Camp ground, if it offered full hookups INCLUDING plumbing it would greatly increase revenue and usage.   Water - lagoons, the river.. need more development and recreational options | attitudes recruiting higher paying employers property taxes, surcharges on utilities, lack of competitively priced internet & cable service Monopolies need to be reduced or eliminated |
| Tourism Farming Hunting

Nice Parks Main Street District update Nice venue-Bridgeview Center Pickwick is a great school, I am unaware of the others at this point. The upgrades/signage looks 1) Quality of People/Community Support 2) Foward thinking 3) Quality of Life | County Attorney Jobs Housing Yes, aging infrastructure is a big weakness for our city. People facing homelessness Housing shortage

1) Lack of Housing 2) Infrastructure challenges in rural areas 3) Lack of amenities | No Idea

Wedding venues Green space Land not being developed buildings that could be filled with retail/restaurants. Opportunity for growth along IA HWY 163. | Finding a County Attorney Keeping young people Ability to Hospital Poor city- wage is lower Workforce shortage

1) Infrastructure challenges to support growth + 2) Lack of housing |

Column 1

Good schools - New high school under construction and New IHCC education building under construction. Quality of amenities including outdoor and retail/commercial options. Wide range of job opportunities. Covid negatively affected small Diversity, great parks, inviting downtown business area.

Ag production Diversity of grocery options
Good restaurants, pretty good at embracing diversity.

High quality of life and getting better. Growing partnership between schools and businesses/economic groups. Access to high speed Internet

a reliable workforce of skilled workers agricultural production regional service institutions (college and health care)

excellent schools community pride host a huge annual celebration/event
To many questions for space provided; Strengths: parks, schools, farm community

Friendly people Hospital close Good police and fire departments

Small business. Agricultural production Recreational activities.

Loyalty to Community Value of our Heritage Desire for Growth

community involvement, business improvements, and a strong work ethic Some businesses didn't last through the covid shutdown

Column 2

Aging population. Lack of workforce/population to fill positions open, and businesses are continuing to expand. Decreasing population. Covid caused many older workers to leave the workforce, decreasing the workforce even Low-wage positions, lack of supports for homelessness and housing stability, lack of investment in certain retail or business areas.

Terrible road conditions Lack of restaraunts lack of shopping infrastructure, schools are declining. Pay the teachers more, increase in homeless - Remote from shipping/trucking/rail limiting industrial development and available jobs Lack of child care impacting workforce absenteeism Young people/graduates of working lack of a variety of retail options older housing inventory and aging infrastructure Lack of residential real estate childcare unwilling workforce substance abuse

weakness: housing, large dept. stores, signage to tell where things are located. Standards for clean housing/property. Not enough doctors and providers Old infrastructure "Boring" for youth and young

The school system. Sense of community.

Addiction and Mental Health (magnified by the Covid mindset) Lack of Vision and Confidence Unified Efforts (improved by Covid results) infrastructure, higher crime and the economy Stores are closing from economy stacked on covid debacle

Column 3

Recreational options around Rathbun Lake and the reservoir in Centerville could be enhanced. Honey Creek Resort Attraction efforts to bring past Centerville graduates back to the area.
Improved student outcomes in local schools, funding for housing initiatives, improved coordination between health and human service providers.

funding for schools. condos for adults that are not elderly. stores on the west end of town. Recreational areas and amenities to attract families and working age adults. Affordable housing Schools adding work-based learning and "learning how to learn" to prepare graduates for post-high school success. upskilling the immigrant workforce replacing aging infrastructure with state of the art infrastructure Lack of high speed internet service

art, the arts, artists strong entry-level jobs e-commerce
With 4 lane and semi traffic what aren't there more distribution center? Use of air transportation,

Recreational areas for youth Bring in more industries for jobs
senior center
Renovation of residential properties. Funding for schools. Community based interactive projects.
Providing Tax Advantage for new businesses Consolidated and Improving Neighborhood housing value Parking and Traffic flow through downtown

housing, manufacturing and small business start ups

Column 4

Low income and poverty in the area. No 4-lane highway through the county. Population decrease and enrollment decline in k-12 schools.

Not enough support for low-income families, particularly around housing and transportation.

Potential risks would be one of the major employers laying off or young talent moving away due to lack of housing and good schools.

Loss of working age population Difficulty attracting new employers to the area, along with workers, to expand the tax base and help build the community

Continued aging of the workforce without replacing workers with younger skilled persons Increased environmental requirements on cities to speed up compliance out-sourcing to cut costs and increase efficiency: this causes quality to suffer and ownership power plant, manf. out side community, jobs for the IHCC grads in our community

High property taxes Fear of growth or change for area

Loss of funding. Employability.

Increase of homelessness as housing improvements grow beyond employment opportunities Child Care availability not allowing for too many lost small business, the economy and infrastructure

Quality of Life - a good mix between small-town Iowa and larger city amenities. More to do, but a good mix. Parks - public space for community. Ties in with quality of life. Retail is getting better - on the move upward. More to do! Schools - really been a nice, positive change in the last few years and that has helped wtih overall perception of community! Ottumwa pride. The new Cobblestone Hotel on BVC campus is a great win for our community. Provides added value to many.

Labor challenges - lack of skilled workforce and those who want to work. Biggest issue!! Community perception of Ottumwa throughout Iowa - things have changed for the better, very positive strides forward, but we still have so many old and wrong perceptions of Ottumwa across Iowa. Overall pay rates for all - work to get our overall average household income higher and more competitive with other communities in Iowa our size.

Recreation & sports - get the Ottumwa JBS SportsPlex done and built. Get Ottumwa competitive once again with our sister cities and peer communities. This will help with perception challenges. Continued advancement with Ottumwa schools - Ottumwa pride! Finish out all projects that have been announced ASAP and continue the positive student growth which impacts funding. Retail growth - we know the growth in today's world is not all in manufacturing jobs. Look at retail - smaller job gains, but as more business opens it adds to job opportunities and a stronger tax base. Stronger promotion of our industrial parks for any commercial, industrial, and manufacturing, but I understand those wins are fewer and far between, but definitely an area we have a strenght in and have

State of Iowa is looking at redoing property tax allocations for Iowa in effort to reduce property tax, so how will schools, County, and City retain current funding levels? Big issue! I still believe one of our biggest challenges is our perception throughout Iowa - tough, old river town, processing plant community, and other stigmas. ReImagine Ottumwa. ReBrand Ottumwa. ReNew Ottumwa.

good community events like the free concerts downtown our schools offer amazing trips the college

lack of effort in the work force to be on time and make an effort to do their jobs. we need younger to middle age group actives in our area like as well things like bingo for the Available capital. Hesitancy to step forward with projects.

we need to use up our historical buildings weather that's for new business or apartments. more dog park features and updating the kids' parks

meth is a challenge in our town smoking hospital over population

Diversity. Positive Attitude. Friendly citizens

Riverfront Development. Sports Complex.

Challenge to increase regional population Possibility of loosing a large employer Challenge to

Good schools. Many talented people in the arts. Strong farming community employing good conservation practices. Growing business community.

Covid has negatively impacted the number of employees in the medical field. We do have aging infrastructure, but the Historic Preservation Commission is working hard to create a plan to preserve the aging infrastructure, city leadership very one sided/one point of view and actively excludes groups/businesses

We need to support our schools with a voted PPEL, especially since public school funding could decrease with the ESA/school voucher legislation. This would allow more money for maintaining facilities.

We need to encourage more people to become involved in EMS.

agricultural production

need more/better businesses/restaurants to attract visitors and retain quality talented workforce.

small businesses and locally run bars/restaurants closing, lack of quality shopping opportunities

Good Schools. Strong Down town

Housing, retail, workforce

housing, workforce, new retail

Loss of funding, lack of trying

Appendix F - SWOT Analysis

Strengths	Priority (1- high, 10 - low)
Good healthcare (5)	3.9
Good schools (28)	4.0
Employment base, reliable skilled workforce (2)	4.4
Historic downtown square and courthouse (6)	5.3
Quality of life amenities - parks, greenspaces, trails (23)	5.4
Safe environment low crime rate police protection fire station (5)	5.5
Community pride, friendly small rural community (25)	6.3
Community events community pride (9)	6.6
College Education (5)	6.6
Agricultural Production, ag diversity (18)	7.1
Opportunities	
New housing projects, Improving current housing stock (14)	2.8
Attract people to live here. Improve quality of life amenities (3)	3.9
Skilled workforce training/development retain workforce (3)	4.9
Maintain our infrastructure (8)	5.3
Park and recreation improvements (13)	5.8
Get funding for school system (10)	5.9
Develop the Des Moines River and the riverfront. Develop lakes in the region (Fisher and Rathbun) to create water recreation and tourism opportunities (12)	5.9
Attract and create new businesses and industry to Ottumwa (18)	6.3
Parks for organized sports, Sports Complex. (8)	6.3
Restaurants (3)	8.3
Weaknesses	
Deteriorated housing/lack of housing/ lack of affordable housing (21)	2.4
Aging infrastructure (17)	4.5
Lack of long-term vision and long-range planning from leadership (8)	4.9
Lack of skilled workforce (12)	5.0
Lack of population growth (4)	5.6
Lack of quality and good paying jobs (9)	6.3
Aging workforce (5)	6.3
Lack of businesses including department stores (12)	6.4
Lack of funding/investment (8)	6.5
Lack of programs for youth (4)	7.5
Threats	
Lack of affordable housing (4)	3.1
Lack of population growth (13)	3.5
Lack of skilled and educated workforce. (7)	4.5
Aging infrastructure (6)	4.8
Lack of high paying jobs to attract young families. (3)	4.8
Lack of funding, lack of help seeking funding (16)	5.8
Potential threat major employers laying off or closing, difficulty attract new employers	5.8
Rural Iowa brain drain (5)	6.3
Loss of city revenue due to low retail (5)	7.6
High taxes, utility bills (4)	9.0

Appendix G-
Laborshed Analysis

STATE OF IOWA
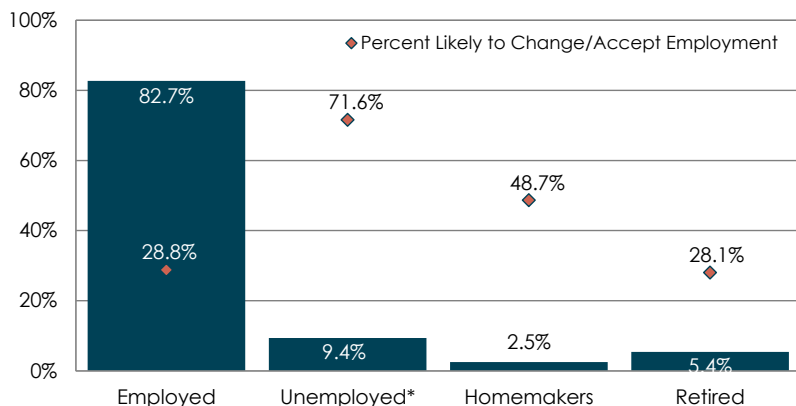# LABORSHED ANALYSIS
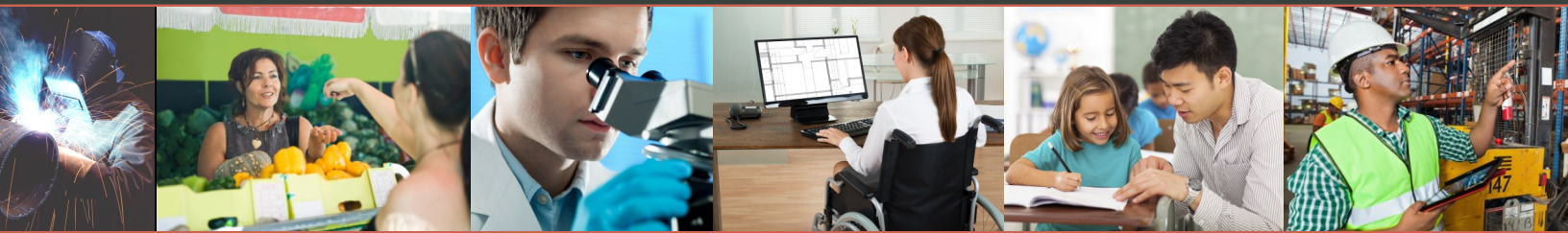
IOWA
WorkForce
DEVELOPMENT

STATE OF IOWA LABORSHED SURVEY ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. Community Laborshed analyses are conducted across the State of Iowa and are used to determine the approximate boundaries of a Laborshed area and to measure the availability and characteristics of its workers. The following analysis is a summary of the data compiled from 6,000 survey responses provided by individuals between the ages of 18 and 64 years old residing in the State. These responses were extracted from the statewide Laborshed database of 13,815 surveys conducted between December 2020 and January 2022.

OCCUPATIONS AND EMPLOYMENT STATUS IN IOWA

Survey respondents were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the wholesale & retail trade; healthcare & social services; manufacturing; and education industries. In addition, the top reported occupations for respondents are in management and office & administrative support.

The chart below shows the percentage of respondents by employment status within the State.

Occupation	% within Iowa
Management	18.0%
Office & Administrative Support	12.3%
Business & Financial Operations	7.0%
Production	6.5%
Healthcare Practitioner & Technical	6.3%
Transportation & Material Moving	6.0%
Sales & Related	5.8%
Construction & Extraction	5.7%
Education, Training & Library	5.1%
Installation, Maintenance & Repair	4.9%
Computer & Mathematical Science	3.0%
Architecture & Engineering	2.6%
Community & Social Services	2.6%
Healthcare Support	2.4%
Food Preparation & Serving Related	2.2%
Life, Physical & Social Science	1.7%
Building/Grounds Cleaning & Maintenance	1.6%
Personal Care & Service	1.6%
Arts, Design, Entertainment, Sports & Related	1.3%
Protective Service	1.3%
Legal	1.1%
Farming, Fishing & Forestry	0.7%
Military Specific	0.3%

Chart — Percent Likely to Change/Accept Employment:

Status	%	Percent Likely to Change/Accept Employment
Employed	82.7%	28.8%
Unemployed*	9.4%	71.6%
Homemakers	2.5%	48.7%
Retired	5.4%	28.1%

UNDEREMPLOYMENT

	% within Iowa
Inadequate Hours	1.8%
Mismatch of Skills	7.0%
Low Income	0.4%
†Total Underemployment	8.4%

† Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or worked for higher wages at previous employment; or are working 35 hours or more per week with wages equal to or less than the national poverty level.
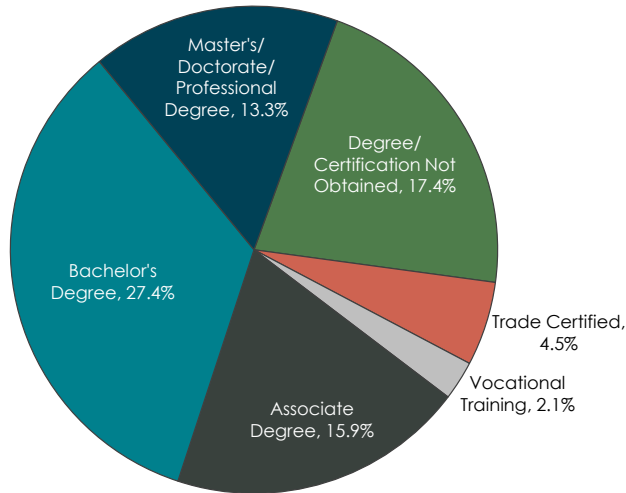
INDUSTRIAL CLASSIFICATION OF THE EMPLOYED

	% within Iowa	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Wholesale & Retail Trade	14.9%	76.2%	43.2%	16.8%
Healthcare & Social Services	13.8%	83.2%	34.2%	10.8%
Manufacturing	13.3%	83.6%	33.4%	9.0%
Education	9.3%	82.4%	30.2%	5.0%
Finance, Insurance & Real Estate	8.8%	90.4%	23.8%	4.2%
Professional Services	8.4%	83.1%	29.1%	11.0%
Transportation, Communication & Utilities	7.8%	84.1%	29.9%	7.7%
Construction	7.7%	84.9%	22.2%	10.4%
Public Administration & Government	7.3%	85.4%	24.5%	4.5%
Personal Services	4.6%	81.2%	20.3%	10.7%
Agriculture, Forestry & Mining	3.6%	88.8%	16.3%	4.8%
Entertainment & Recreation	0.5%	66.7%	26.7%	24.4%

EDUCATION OF THE EMPLOYED

80.6% have an education beyond high school

Pie chart:
- Master's/Doctorate/Professional Degree, 13.3%
- Degree/Certification Not Obtained, 17.4%
- Trade Certified, 4.5%
- Vocational Training, 2.1%
- Associate Degree, 15.9%
- Bachelor's Degree, 27.4%

FIELDS OF STUDY

Field	%
Business, Public Administration & Marketing	23.4%
Social Sciences	15.0%
Vocational Trades	11.3%
Healthcare/Medical Studies	11.0%
Education	8.9%
Math & Science	5.8%
Engineering & Architecture	5.2%
Computer Applications/Programming/Technology	4.8%
Agricultural Studies	4.1%
General Studies/Liberal Arts	4.0%
Visual/Performing Arts & Design	3.5%
Business Administrative Support	3.0%

CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Bar chart:
- Health/Medical Insurance — 93.5%
- Pension/Retirement/401K — 88.5%
- Paid Vacation — 87.5%
- Dental Coverage — 87.2%
- Paid Holidays — 86.5%
- Life Insurance — 81.6%
- Vision Coverage — 80.0%
- Disability Insurance — 78.3%
- Flex Spending Accounts — 62.0%
- Prescription Drug Coverage — 58.3%

The majority (83.7%) of respondents employed full-time state that they are currently sharing the cost of health/medical insurance premiums with their employer. However, 10.7 percent indicate their employer pays the entire cost of insurance premiums.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- 28.8% of employed are likely to change employment
- 26.1% are actively seeking new employment
- 18.3% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 41 years old
- 30.8% currently working in the professional, paraprofessional & technical occupational category followed by 25.1% in the production, construction & material handling occupational category
- 60.6% earn an hourly wage
  - $17.15 - median hourly wage
- 33.1% earn an annual salary
  - $65,000 - median annual salary
- Most frequently identified job search resources:
  - Internet - 87.5%
    - www.indeed.com
    - www.linkedin.com
    - specific company/organization websites
  - Networking through friends, family and acquaintances - 45.2%
  - Iowa*WORKS* Centers - 23.1%
  - Private Employment Services - 16.8%
  - Newspapers - 16.7%

EDUCATION AND MEDIAN WAGE BY INDUSTRY

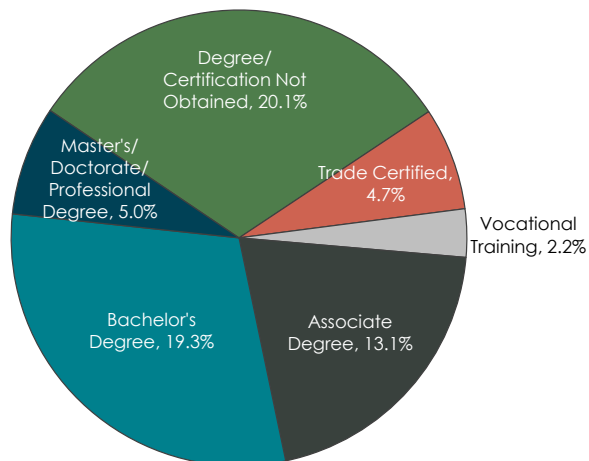|	Some Level Beyond High School	Associate Degree	Bachelor's Degree or Higher	Annual Salary	Hourly Wage
All Employed	**80.6%**	**15.9%**	**40.7%**	**$68,000**	**$19.50**
Agriculture, Forestry & Mining	70.9%	16.1%	28.5%	$54,000	$20.00
Construction	64.2%	15.4%	18.1%	$65,000	$22.50
Education	91.0%	6.7%	70.9%	$60,000	$14.00
Entertainment & Recreation	75.5%	6.7%	44.4%	$52,000	$12.50
Finance, Insurance & Real Estate	87.8%	12.0%	53.4%	$82,500	$18.60
Healthcare & Social Services	87.9%	23.2%	43.0%	$66,000	$17.71
Manufacturing	72.8%	15.4%	29.4%	$80,000	$21.00
Personal Services	75.8%	11.9%	32.5%	$52,500	$18.50
Professional Services	83.4%	17.4%	46.5%	$77,000	$17.00
Public Administration & Government	91.6%	16.1%	55.7%	$74,000	$25.00
Transportation, Communication & Utilities	75.4%	16.8%	24.3%	$73,000	$21.00
Wholesale & Retail Trade	66.9%	15.2%	21.6%	$60,000	$14.00

This table includes all respondents without consideration of employment status or willingness to change/enter employment. The category of respondents is based on their current or former industry of employment.

UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 9.4% of the respondents are unemployed*****
- 71.6% are likely to accept employment
- 63.7% are actively seeking employment
- Average age is 42 years old
- 50.2% are female; 49.8% are male

EDUCATION:
- 64.4% have some post high school education

Pie chart — Education:
- Degree/Certification Not Obtained, 20.1%
- Trade Certified, 4.7%
- Vocational Training, 2.2%
- Associate Degree, 13.1%
- Bachelor's Degree, 19.3%
- Master's/Doctorate/Professional Degree, 5.0%

WAGES:
- $15.00/hr - to attract 66% of applicants
- $18.00/hr - to attract 75% of applicants
- $14.00/hr - lowest wage willing to accept (median)

TOP REASONS FOR BEING UNEMPLOYED:
- Health/disability issues - 27.6%
- Covid-19/pandemic - 20.2%
- Layoff/employer closure - 16.6%

LENGTH OF TIME UNEMPLOYED:
- 12 months or less - 68.4%
- Greater than one year - 31.6%

DESIRED OCCUPATIONAL CATEGORIES:	% Unemployed Likely to Accept
Service	25.8%
Clerical/Administrative Support	17.1%
Production, Construction & Material Handling	17.1%
Professional, Paraprofessional & Technical	17.1%
Sales	17.1%
Agriculture	5.8%
Managerial/Administrative	0.0%
Total	100%

TOP DESIRED BENEFITS

- Paid Vacation, 91.1%
- Paid Holidays, 88.3%
- Health/Medical Insurance, 85.8%
- Pension/Retirement/401K, 85.0%
- Dental Coverage, 81.9%
- Vision Coverage, 74.6%
- Life Insurance, 72.0%
- Incentive Reward Programs, 71.2%
- Disability Insurance, 67.9%
- Hiring Bonuses, 66.9%
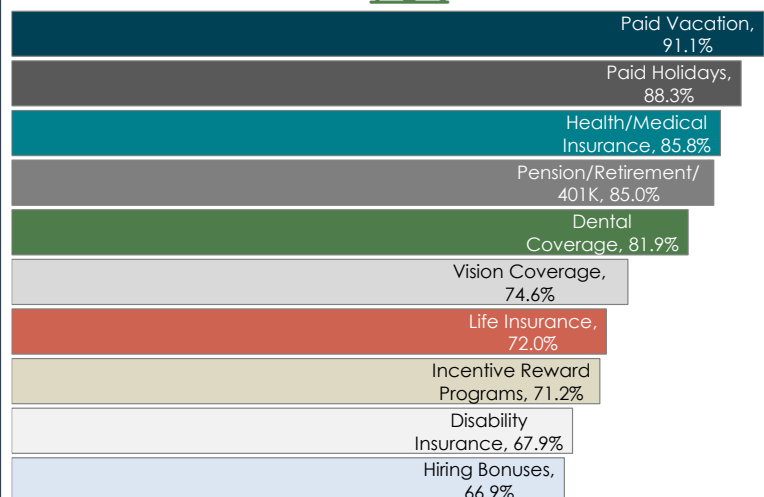
- 53.3% indicated they prefer employment offers where employer and employee share the cost of medical insurance premiums.

TOP JOB SEARCH RESOURCES
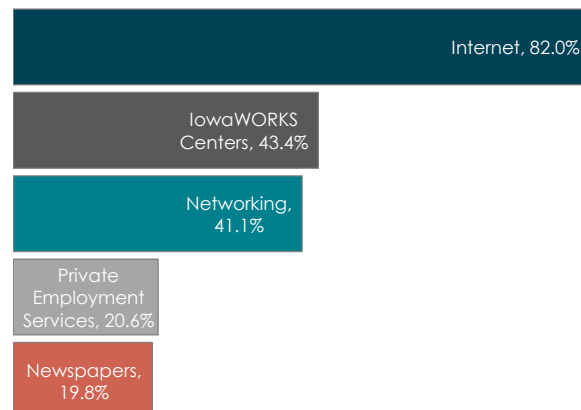
- Internet, 82.0%
- IowaWORKS Centers, 43.4%
- Networking, 41.1%
- Private Employment Services, 20.6%
- Newspapers, 19.8%

*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

IN PARTNERSHIP:

IOWA WORKFORCE DEVELOPMENT

IOWA economic development

OPPORTUNITY²
REGIONAL LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2020

ESTIMATED POPULATION
AGES 18-64
563,011

TOTAL ESTIMATED LABOR FORCE
AGES 18-64
465,725

AREA SHOWN

OPPORTUNITY² LABORSHED ANALYSIS

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(446,468) 79.3%	Employed
10.6% (59,679)	*Unemployed
3.8% (21,394)	Homemakers
6.3% (35,470)	Retired

Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed -
Likely to Change Employment **23.7%**

Unemployed -
Likely to Accept Employment **59.3%**

Homemakers -
Likely to Accept Employment **35.4%**

Retired -
Likely to Accept Employment **15.9%**

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Wholesale & Retail Trade, 14.4% (64,291)
- Healthcare & Social Services, 13.6% (60,720)
- Manufacturing, 13.4% (59,827)
- Education, 11.7% (52,237)
- Construction, 8.5% (37,950)
- Professional Services, 7.2% (32,146)
- ¹Government, 7.0% (31,253)
- ²Transportation, 6.8% (30,360)
- ³Finance, 6.3% (28,127)
- ⁴Agriculture, 5.8% (25,895)
- Personal Services, 4.4% (19,645)
- Entertainment & Recreation, 0.8% (3,572)
- Active Military Duty, 0.1% (446)

Totals may vary due to rounding.

¹Public Administration, Government
³Finance, Insurance, & Real Estate
²Transportation, Communications, & Utilities
⁴Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-

Benefit	%
Health/Medical Insurance	83.2%
Pension/Retirement/401K	77.8%
Dental Coverage	75.0%
Paid Holidays	73.5%
Life Insurance	70.6%
Vision Coverage	70.0%
Disability Insurance	64.2%
Paid Vacation	62.8%
Paid Time Off	55.0%
Paid Sick Leave	54.0%

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the OPPORTUNITY² Laborshed area.

The employed are currently commuting an average of—

13 miles one-way for an employment opportunity

&

18 minutes

EMPLOYED:
LIKELY TO CHANGE

- **23.7%** of employed individuals are likely to change their current employment situation for a new opportunity.

- Current occupational categories:

Professional, Paraprofessional, Technical	30.7%
Production, Construction, Material Moving	22.7%
Managerial	14.1%
Clerical	12.0%
Service	10.4%
Sales	8.5%
Agricultural	1.6%

- Current median wages: $
  - $16.00/hour and $60,000/year
  - $20.00/hour - attracts 66%
  - $22.00/hour - attracts 75%

- 81.1% have an education beyond HS

Bachelor's Degree, 32.2%
Master's/ Doctorate/ Professional Degree, 9.5%
Less than H.S. Diploma, 2.0%
H.S. Diploma/ Equivalent, 16.9%
Some Education Beyond H.S., No Degree, 20.5%
Trade Certification, 3.6%
Vocational Training, 2.8%
Associate Degree, 12.5%

- **30.5% are actively seeking employment**
- Most frequently identified job search resources:

Internet	82.4%
Networking	28.3%
IowaWORKS Centers	23.2%
Walk-in(door-to-door) Solicitation	14.7%

- Top sites:
  - indeed.com
  - linkedin.com
  - monster.com

- Top newspapers:
  - **NEWS**
  - *Ottumwa Courier*
  - *The Des Moines Register*
  - *Town Crier-Pella*

- Commute:
  - Currently commuting an average of **15** miles/**20** minutes (one-way) to work
  - Willing to commute an average of **29** miles/**38** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

- **59.3%** of unemployed individuals are likely to accept an employment opportunity.

- Former occupational categories:

Production, Construction, Material Moving	31.6%
Professional, Paraprofessional, Technical	21.1%
Clerical	13.2%
Sales	13.2%
Service	12.3%
Managerial	7.9%
Agricultural	0.7%

- Median wages: $
  - $12.00/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $16.00/hour - attracts 75%

- 58.8% have an education beyond HS

Master's/ Doctorate/ Professional Degree, 3.8%
Less than H.S. Diploma, 6.9%
H.S. Diploma/ Equivalent, 34.3%
Bachelor's Degree, 13.7%
Associate Degree, 9.2%
Vocational Training, 0.8%
Trade Certification, 5.3%
Some Education Beyond H.S., No Degree, 26.0%

- **58.8% are actively seeking employment**
- Most frequently identified job search resources:

Internet	70.1%
IowaWORKS Centers	26.8%
Networking	17.3%
Private Employment Services	15.0%

- Top sites:
  - indeed.com
  - monster.com
  - linkedin.com

- Top newspapers:
  - **NEWS**
  - * insufficient survey data to report

- Commute:
  - Willing to commute an average of **25** miles/**33** minutes (one-way) to work

This regional analysis is based on aggregated data from the Albia, Bloomfield, Centerville, Chariton, Fairfield, Oskaloosa, Ottumwa, Pella and Sigourney Laborshed studies.

These results are based upon a total of

2,085

completed surveys.

For more data visit:
www.iowalmi.gov/laborshed

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	58.3%	25.0%	8.3%	8.3%	16.7%
Construction	69.2%	28.2%	12.8%	10.3%	17.9%
Education	88.9%	7.4%	0.0%	5.6%	75.9%
Entertainment & Recreation	88.9%	22.2%	22.2%	11.2%	33.3%
Finance, Insurance, & Real Estate	90.9%	24.2%	6.1%	18.2%	42.4%
Government & Public Administration	96.4%	14.3%	0.0%	14.3%	67.8%
Healthcare & Social Services	87.0%	18.2%	10.4%	18.2%	40.2%
Manufacturing	75.0%	23.8%	2.4%	13.8%	35.0%
Personal Services	62.5%	25.0%	12.5%	18.8%	6.2%
Professional Services	74.3%	20.0%	0.0%	8.6%	45.7%
Transportation, Communication, & Utilities	74.3%	20.0%	5.7%	14.3%	34.3%
Wholesale & Retail Trade	58.6%	24.1%	6.9%	10.3%	17.3%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	$15.50	$40,000
Construction	$17.00	$80,000
Education	$11.73	$48,000
Entertainment & Recreation	**	
Finance	$18.00	$70,000
Government & Public Administration	$24.50	$60,000
Healthcare & Social Services	$15.00	$43,000
Manufacturing	$17.77	$70,000
Personal Services	$15.00	$23,000
Professional Services	$14.00	$70,000
Transportation, Communication, & Utilities	$17.00	$70,000
Wholesale & Retail Trade	$11.00	$47,750

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed			Percent Surveyed
🕑 Inadequate Hours	**1.3%**		🔀 Mismatch of Skills	**4.6%**
💲 Low Income	**0.7%**		∑ †Total	**5.9%**

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

IOWA WORKFORCE DEVELOPMENT

IOWA economic development ®

BLOOMFIELD, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2020

ESTIMATED POPULATION
AGES 18-64
47,556

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **BLOOMFIELD, IA**
10,975

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **BLOOMFIELD, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

- 0 - 86
- 87 - 261
- 262 - 546
- 547 - 1,457
- 1,458 - 5,635
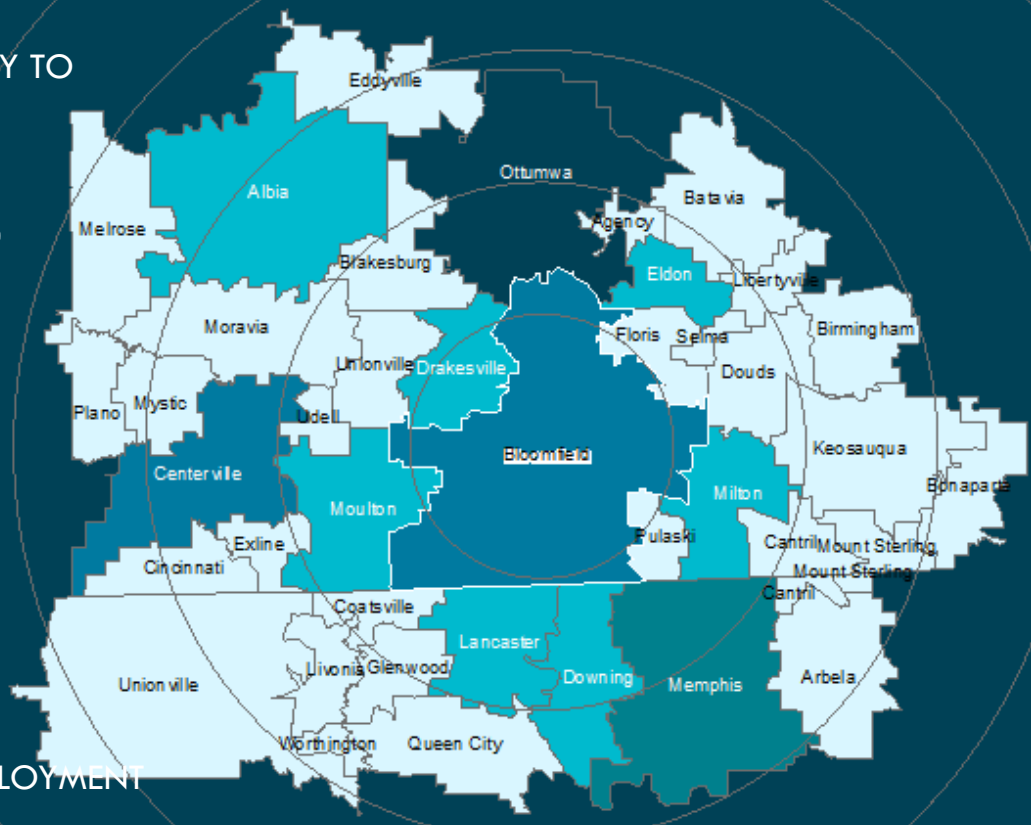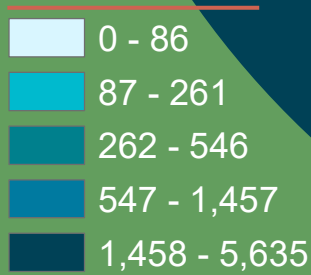
10-Mile Interval Between Rings

AREA SHOWN

BLOOMFIELD LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Bloomfield Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(36,380) 76.5%	Employed
11.6% (5,516)	*Unemployed
5.2% (2,473)	Homemakers
6.7% (3,186)	Retired

Totals may vary due to rounding.

Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed -
Likely to Change Employment **21.0%**

Unemployed -
Likely to Accept Employment **55.3%**

Homemakers -
Likely to Accept Employment **38.1%**

Retired -
Likely to Accept Employment **14.8%**

The employed are currently commuting an average of—

12 miles one-way for an employment opportunity

&

16 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Wholesale & Retail Trade, 17.3% (6,294)
- Manufacturing, 15.6% (5,675)
- Healthcare & Social Services, 13.4% (4,875)
- Education, 12.1% (4,402)
- Construction, 7.8% (2,838)
- [1]Agriculture, 6.5% (2,365)
- Professional Services, 6.5% (2,365)
- [2]Transportation, 6.5% (2,365)
- [3]Finance, 5.5% (2,001)
- [4]Government, 4.9% (1,783)
- Personal Services, 3.9% (1,419)
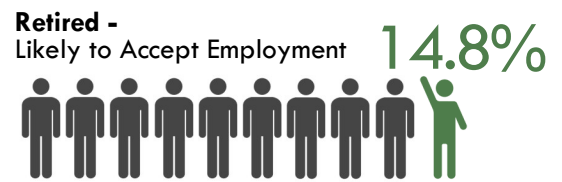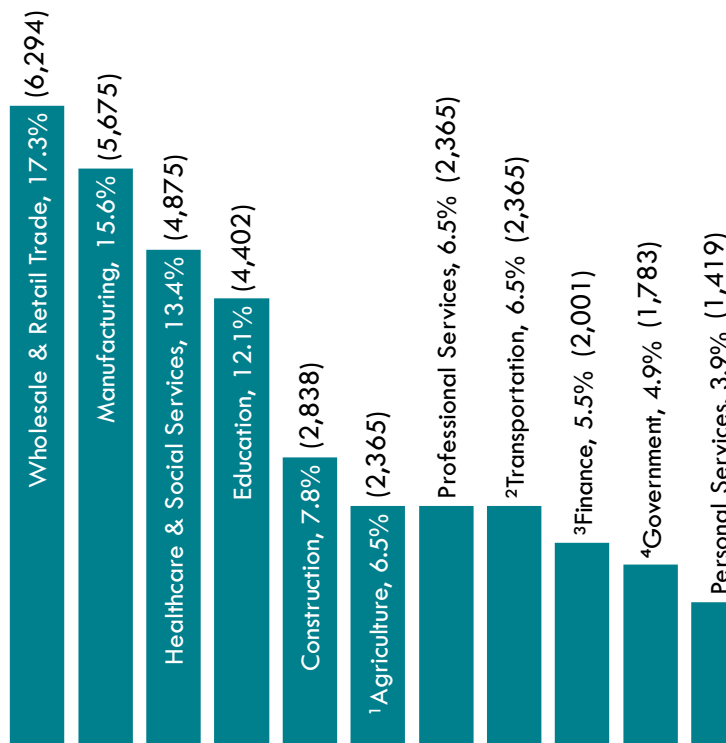
Totals may vary due to rounding.

[1]Agriculture, Forestry, & Mining
[3]Finance, Insurance, & Real Estate
[2]Transportation, Communications, & Utilities
[4]Public Administration, Government

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Pension/Retirement/401K	**78.6%**
Health/Medical Insurance	**76.9%**
Paid Holidays	**71.2%**
Dental Coverage	**70.7%**
Paid Vacation	**68.1%**
Life Insurance	**64.2%**
Vision Coverage	**62.4%**
Disability Insurance	**55.0%**
Paid Sick Leave	**52.4%**
Paid Time Off	**49.3%**

EMPLOYED:
LIKELY TO CHANGE

- An estimated **9,212** employed individuals are likely to change their current employment situation for an opportunity in Bloomfield

- Current occupational categories:

Professional, Paraprofessional, Technical	30.6%
Production, Construction, Material Moving	27.4%
Clerical	17.7%
Sales	8.1%
Service	8.1%
Managerial	6.5%
Agricultural	1.6%

- Current median wages: $
  - $14.00/hour and $60,000/year
  - $18.68/hour - attracts 66%
  - $22.00/hour - attracts 75%

- 75.4% have an education beyond HS
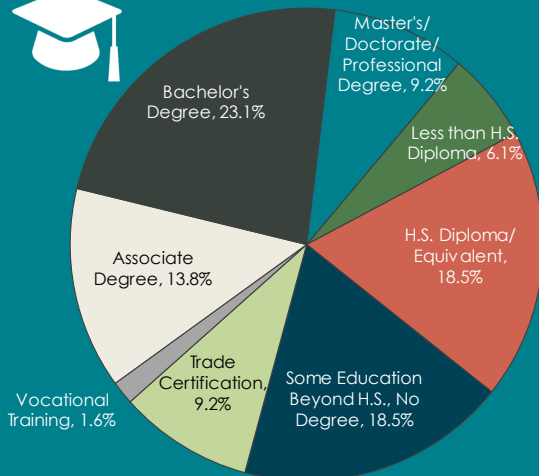
Bachelor's Degree, 23.1%
Master's/ Doctorate/ Professional Degree, 9.2%
Less than H.S. Diploma, 6.1%
H.S. Diploma/ Equivalent, 18.5%
Associate Degree, 13.8%
Trade Certification, 9.2%
Some Education Beyond H.S., No Degree, 18.5%
Vocational Training, 1.6%

- **29.2% are actively seeking employment**
- Most frequently identified job search resources:

Internet	76.2%
IowaWORKS Centers	30.2%
Networking	23.8%
Walk-in(door-to-door) Solicitation	17.5%

- Top sites:
  indeed.com
  linkedin.com
  monster.com

- Top newspapers:
  NEWS
  Ottumwa Courier
  The Bloomfield Democrat
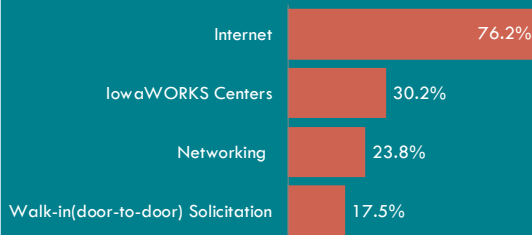
- Commute:
  - Currently commuting an average of **15** miles/**20** minutes (one-way) to work
  - Willing to commute an average of **28** miles/**35** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

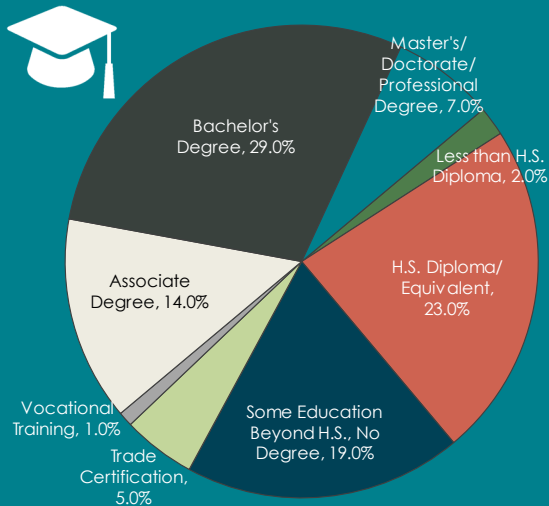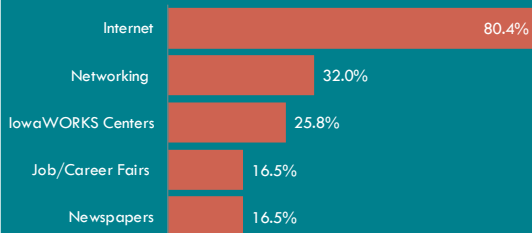- An estimated **704** unemployed individuals are likely to accept employment in Bloomfield

- Former occupational categories:

Professional, Paraprofessional, Technical	33.3%
Production, Construction, Material Moving	23.8%
Clerical	19.0%
Service	14.3%
Managerial	4.8%
Sales	4.8%
Agricultural	0.0%

- Median wages: $
  - $12.00/hour - lowest willing to accept
  - $14.04/hour - attracts 66%
  - $15.00/hour - attracts 75%

- 61.5% have an education beyond HS
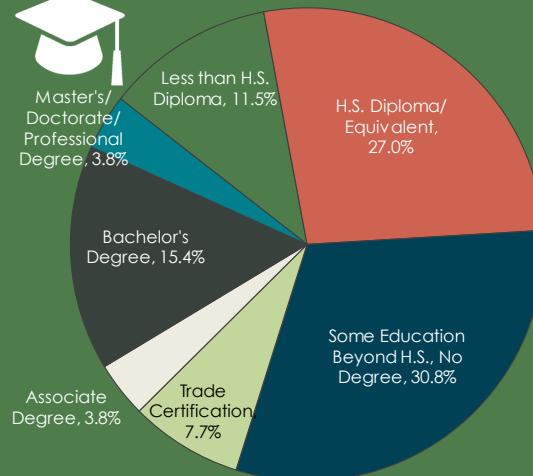
Master's/ Doctorate/ Professional Degree, 3.8%
Less than H.S. Diploma, 11.5%
H.S. Diploma/ Equivalent, 27.0%
Bachelor's Degree, 15.4%
Some Education Beyond H.S., No Degree, 30.8%
Associate Degree, 3.8%
Trade Certification, 7.7%

- **57.7% are actively seeking employment**
- Most frequently identified job search resources:

Internet	76.0%
Networking	28.0%
IowaWORKS Centers	24.0%
Private Employment Services	20.0%

- Top sites:
  indeed.com
  iowaworks.gov

- Top newspapers:
  NEWS
  * insufficient survey data to report
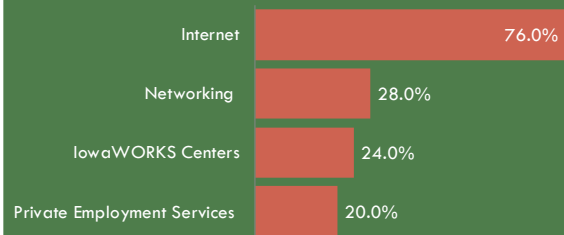
- Commute:
  - Willing to commute an average of **30** miles/**40** minutes (one-way) to work

---

The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Bloomfield is estimated at 34.0 percent— approximately 1,002 people living in Bloomfield work in other communities.

Most of those who are out commuting are working in Ottumwa and Centerville.

Over one-third (35.3%) of out commuters are likely to change employment (approximately 354 people).

54.5% earn an hourly wage— median wage is **$18.28/hour**
30.3% earn an annual salary— median salary is **$70,000/year**

1,002
people live in Bloomfield and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

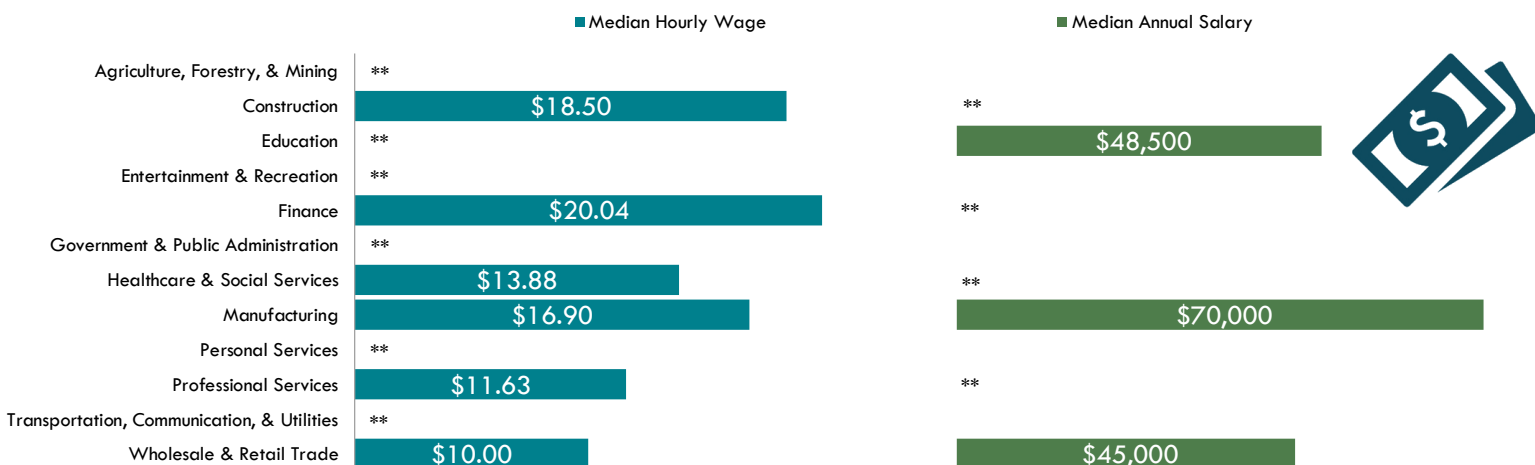| Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	**	**	**	**	**
Education	100%	14.3%	0.0%	0.0%	85.7%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	**	**	**	**	**
Government & Public Administration	**	**	**	**	**
Healthcare & Social Services	76.5%	5.9%	17.6%	17.6%	35.4%
Manufacturing	66.8%	26.7%	6.7%	6.7%	26.7%
Personal Services	**	**	**	**	**
Professional Services	87.5%	25.0%	0.0%	25.0%	37.5%
Transportation, Communication, & Utilities	88.9%	33.3%	11.2%	22.2%	22.2%
Wholesale & Retail Trade	50.0%	20.8%	12.5%	0.0%	16.7%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	$16.00	**
Education	**	$70,000
Entertainment & Recreation	**	
Finance	**	
Government & Public Administration	**	
Healthcare & Social Services	$12.25	$51,000
Manufacturing	$17.55	**
Personal Services	**	
Professional Services	$19.50	**
Transportation, Communication, & Utilities	$17.88	$67,500
Wholesale & Retail Trade	$11.00	**

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
Inadequate Hours	1.2%	111		Mismatch of Skills	4.7%	433
Low Income	1.2%	111		∑ †Total	6.4%	590

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

IOWA WORKFORCE DEVELOPMENT

IOWA economic development®

FAIRFIELD, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2020

ESTIMATED POPULATION
AGES 18-64
107,095

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **FAIRFIELD, IA**
16,418

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **FAIRFIELD, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

- 0 - 68
- 69 - 190
- 191 - 342
- 343 - 3,163
- 3,164 - 5,294

10-Mile Interval Between Rings

AREA SHOWN

What Cheer · Harper · Keota · West Chester · Ainsworth
Rose Hill · Delta · Sigourney · Washington
University Park · Beacon · Oskaloosa · Ollie · Richland · Crawfordsville
Fremont · Cedar · Hedrick · Brighton · Wayland · Olds · Winfield · Morning Sun
Eddyville · Kirkville · Packwood · Mediapolis
Chillicothe · Batavia · Fairfield · Mount Union · Yarmouth
Albia · Ottumwa · Agency · Lockridge · Mount Pleasant · Sperry
Blakesburg · Eldon · Libertyville · New London · Burlington
Moravia · Selma · Danville · West Burlington
Unionville · Drakesville · Flons · Douds · Birmingham · Stockport · Salem · Middletown
Udell · Hillsboro · Saint Paul · West Point
Bloomfield · Keosauqua · Bonaparte
Moulton · Milton · Farmington · Donnellson
Pulaski · Cantril · Mount Sterling
Cantil · Farmington

Fairfield laborshed analysis

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Fairfield Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(85,462) 79.8%		Employed
13.6% (14,565)		*Unemployed
2.6% (2,784)		Homemakers
4.0% (4,284)		Retired

Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed - Likely to Change Employment **31.0%**

Unemployed - Likely to Accept Employment **63.6%**

Homemakers - Likely to Accept Employment **45.5%**

Retired - Likely to Accept Employment **12.5%**

The employed are currently commuting an average of—

11 miles one-way for an employment opportunity

&

14 minutes
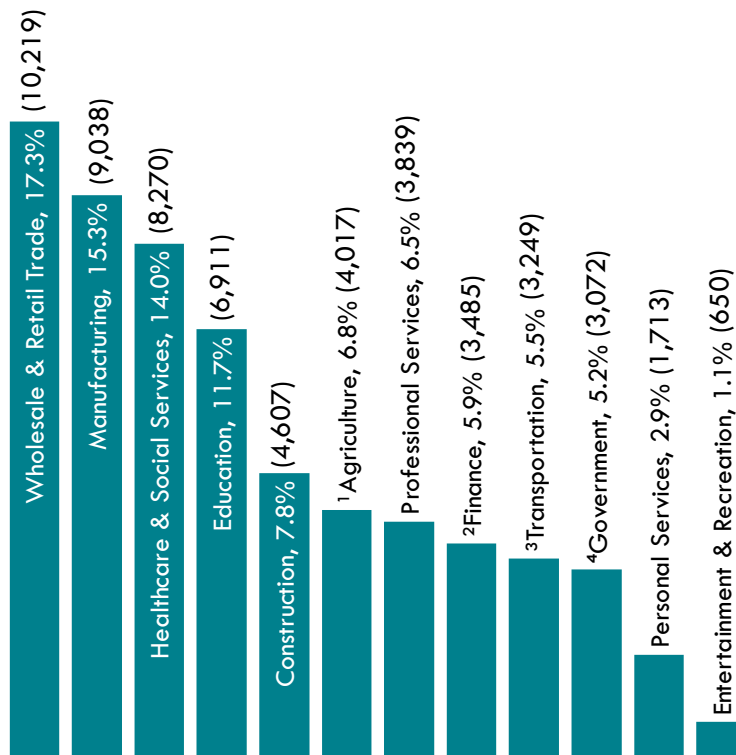
BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Wholesale & Retail Trade, 18.2% (15,554)
- Manufacturing, 15.4% (13,161)
- Healthcare & Social Services, 14.1% (12,050)
- Education, 10.7% (9,144)
- [1]Government, 8.2% (7,008)
- Construction, 7.5% (6,410)
- Professional Services, 7.2% (6,153)
- [2]Finance, 5.0% (4,273)
- [3]Agriculture, 4.3% (3,675)
- [4]Transportation, 4.3% (3,675)
- Personal Services, 3.8% (3,248)
- Entertainment & Recreation, 1.3% (1,111)

[1]Public Administration, Government
[3]Agriculture, Forestry, & Mining

[2]Finance, Insurance, & Real Estate
[4]Transportation, Communications, & Utilities

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	%
Health/Medical Insurance	80.3%
Pension/Retirement/401K	72.8%
Paid Holidays	72.4%
Dental Coverage	72.0%
Life Insurance	67.3%
Vision Coverage	65.4%
Paid Vacation	62.6%
Disability Insurance	61.0%
Paid Time Off	61.0%
Paid Sick Leave	52.4%

EMPLOYED:
LIKELY TO CHANGE

- An estimated **12,913 employed individuals are likely to change their current employment situation for an opportunity in Fairfield**
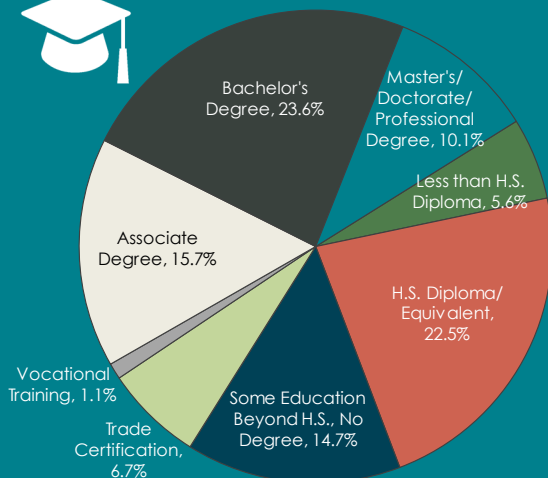
- Current occupational categories:

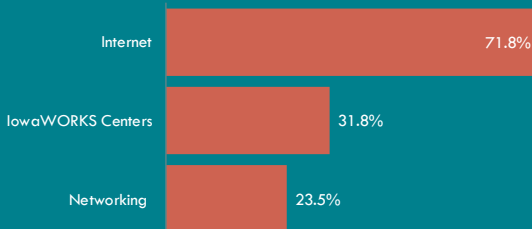|	
Production, Construction, Material Moving	29.5%
Professional, Paraprofessional, Technical	25.3%
Service	13.7%
Managerial	11.6%
Clerical	9.5%
Sales	8.4%
Agricultural	2.0%

- Current median wages: $
  - $13.88/hour and $60,000/year
  - $20.00/hour - attracts 66%
  - $20.75/hour - attracts 75%

- 75.0% have an education beyond HS

Bachelor's Degree, 29.0%
Master's/Doctorate/Professional Degree, 7.0%
Less than H.S. Diploma, 2.0%
H.S. Diploma/Equivalent, 23.0%
Associate Degree, 14.0%
Vocational Training, 1.0%
Trade Certification, 5.0%
Some Education Beyond H.S., No Degree, 19.0%

- **28.0% are actively seeking employment**
- Most frequently identified job search resources:

Internet	80.4%
Networking	32.0%
IowaWORKS Centers	25.8%
Job/Career Fairs	16.5%
Newspapers	16.5%

- Top sites:
  - indeed.com
  - linkedin.com
  - monster.com

- Top newspapers:
  - **NEWS**
  - *Ottumwa Courier*

- Commute:
  - Currently commuting an average of **11** miles/**14** minutes (one-way) to work
  - Willing to commute an average of **26** miles/**34** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

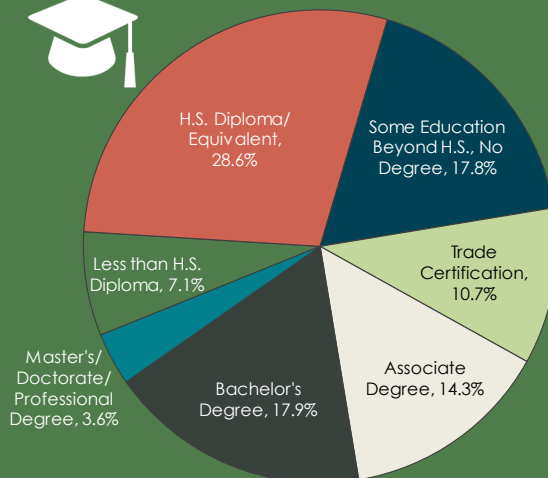- An estimated **1,597 unemployed individuals are likely to accept employment in Fairfield**

- Former occupational categories:

Production, Construction, Material Moving	37.9%
Sales	20.7%
Professional, Paraprofessional, Technical	17.2%
Service	17.2%
Clerical	3.5%
Managerial	3.5%
Agricultural	0.0%

- Median wages: $
  - $12.00/hour - lowest willing to accept
  - $15.00/hour - attracts both 66% and 75%

- 54.3% have an education beyond HS
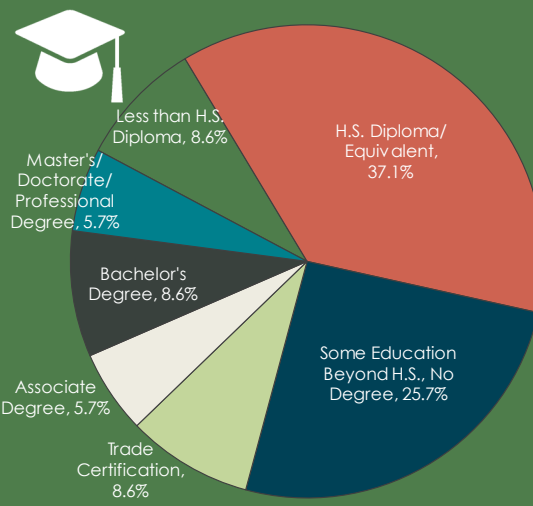
Less than H.S. Diploma, 8.6%
Master's/Doctorate/Professional Degree, 5.7%
Bachelor's Degree, 8.6%
Associate Degree, 5.7%
Trade Certification, 8.6%
H.S. Diploma/Equivalent, 37.1%
Some Education Beyond H.S., No Degree, 25.7%

- **60.0% are actively seeking employment**
- Most frequently identified job search resources:

Internet	57.6%
IowaWORKS Centers	18.2%
Private Employment Services	18.2%
College/University Career Centers	15.2%
Networking	15.2%

- Top sites:
  - indeed.com

- Top newspapers:
  - **NEWS**
  - * insufficient survey data to report
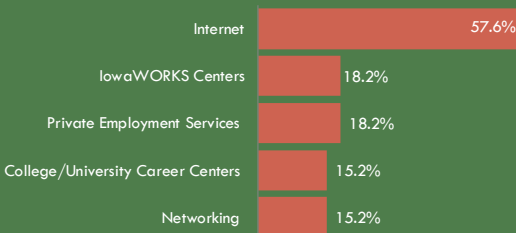
- Commute:
  - Willing to commute an average of **26** miles/**33** minutes (one-way) to work

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The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Fairfield is estimated at 10.2 percent— approximately 680 people living in Fairfield work in other communities.

Most of those who are out commuting are working in Mount Pleasant and Ottumwa.

Over one-third (36.4%) of out commuters are likely to change employment (approximately 248 people).

36.4% earn an hourly wage— median wage is **$15.13/hour**
54.5% earn an annual salary— median salary is **$60,000/year**

680
people live in Fairfield. and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.
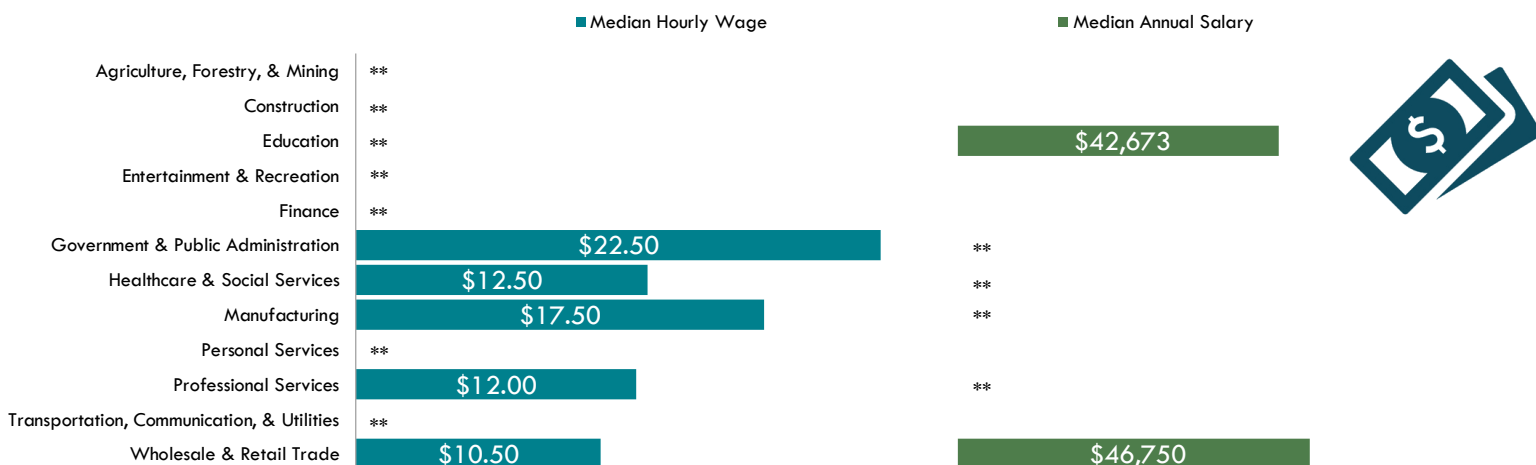
Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	75.0%	37.5%	12.5%	12.5%	12.5%
Education	88.9%	0.0%	0.0%	0.0%	88.9%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	100%	37.5%	12.5%	0.0%	50.0%
Government & Public Administration	100%	16.7%	0.0%	16.7%	66.6%
Healthcare & Social Services	86.7%	20.0%	20.0%	6.7%	40.0%
Manufacturing	69.2%	7.7%	7.7%	15.4%	38.4%
Personal Services	**	**	**	**	**
Professional Services	60.0%	20.0%	0.0%	10.0%	30.0%
Transportation, Communication, & Utilities	83.3%	50.0%	0.0%	33.3%	0.0%
Wholesale & Retail Trade	47.2%	19.4%	2.8%	13.9%	11.1%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	$18.50	**
Education	**	$48,500
Entertainment & Recreation	**	
Finance	$20.04	**
Government & Public Administration	**	
Healthcare & Social Services	$13.88	**
Manufacturing	$16.90	$70,000
Personal Services	**	
Professional Services	$11.63	**
Transportation, Communication, & Utilities	**	
Wholesale & Retail Trade	$10.00	$45,000

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
Inadequate Hours	3.0%	387		Mismatch of Skills	5.2%	671
Low Income	1.0%	129		∑ †Total	7.4%	956

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

KEOSAUQUA, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2021

ESTIMATED POPULATION
AGES 18-64
75,729

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **KEOSAUQUA, IA**
7,264

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **KEOSAUQUA, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

- 0 - 48
- 49 - 124
- 125 - 320
- 321 - 1,077
- 1,078 - 2,352

10-Mile Interval Between Rings

AREA SHOWN

Richland
Brighton
Ottumwa
Batavia
Agency
Fairfield
Lockridge
Mount Pleasant
New London
Eldon
Libertyville
Danville
Floris
Selma
Birmingham
Stockport
Salem
Douds
Hillsboro
Keosauqua
West Point
Bloomfield
Bonaparte
Fort Madison
Milton
Donnellson
Pulaski
Cantril
Mount Sterling
Farmington
Lancaster
Revere
Argyle
Montrose
Downing
Memphis
Arbela
Luray
Keokuk
Kahoka
Wayland
Alexandria
Gorin

KEOSAUQUA LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Keosauqua Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

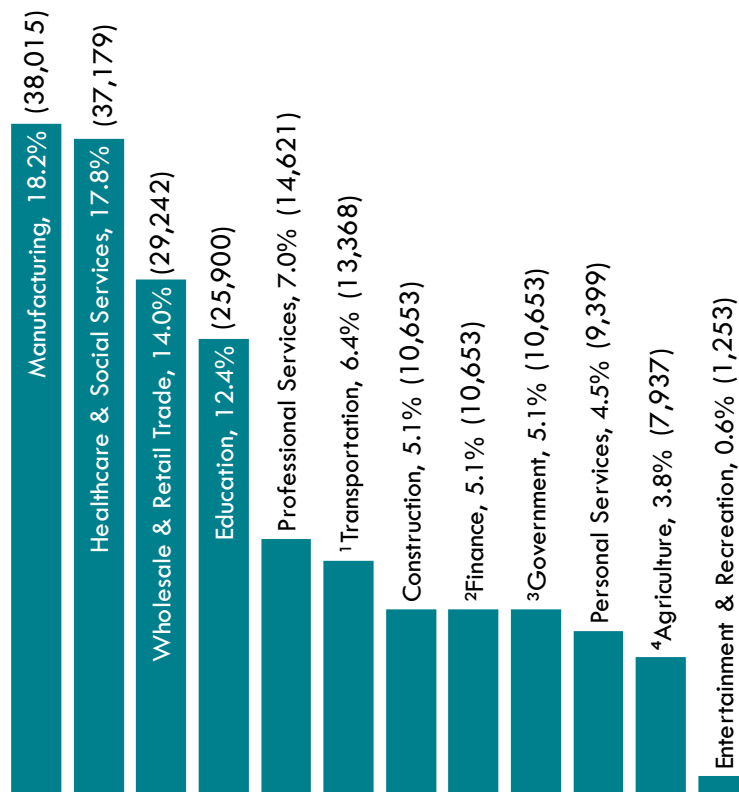|	
(59,069) 78.0%	Employed
10.9% (8,254)	*Unemployed
4.9% (3,711)	Homemakers
6.2% (4,695)	Retired

*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed - Likely to Change Employment **28.2%**

Unemployed - Likely to Accept Employment **63.6%**

Homemakers - Likely to Accept Employment **25.0%**

Retired - Likely to Accept Employment **32.0%**

The employed are currently commuting an average of—

12 miles one-way for an employment opportunity

&

15 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Wholesale & Retail Trade, 17.3% (10,219)
- Manufacturing, 15.3% (9,038)
- Healthcare & Social Services, 14.0% (8,270)
- Education, 11.7% (6,911)
- Construction, 7.8% (4,607)
- [1]Agriculture, 6.8% (4,017)
- Professional Services, 6.5% (3,839)
- [2]Finance, 5.9% (3,485)
- [3]Transportation, 5.5% (3,249)
- [4]Government, 5.2% (3,072)
- Personal Services, 2.9% (1,713)
- Entertainment & Recreation, 1.1% (650)

Totals may vary due to rounding.

[1]Agriculture, Forestry, & Mining
[2]Finance, Insurance, & Real Estate
[3]Transportation, Communications, & Utilities
[4]Public Administration, Government

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	Percent
Health/Medical Insurance	83.8%
Dental Coverage	76.2%
Paid Holidays	75.3%
Vision Coverage	72.3%
Pension/Retirement/401K	71.5%
Life Insurance	69.8%
Paid Vacation	63.4%
Disability Insurance	61.3%
Paid Time Off	49.8%
Paid Sick Leave	48.1%

EMPLOYED: LIKELY TO CHANGE

- An estimated **5,731 employed individuals are likely to change** their current employment situation for an opportunity in Keosauqua

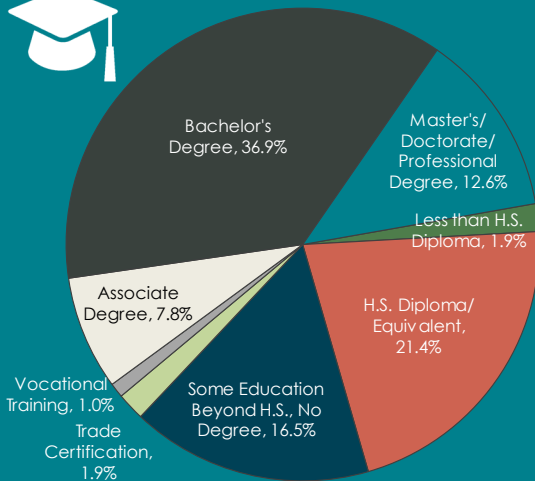- Current occupational categories:

Production, Construction, Material Moving	27.9%
Professional, Paraprofessional, Technical	27.9%
Clerical	11.6%
Service	11.6%
Sales	9.3%
Managerial	8.1%
Agricultural	3.6%

- Current median wages: $
  - $15.00/hour and $50,000/year
  - $20.58/hour - attracts 66%
  - $24.25/hour - attracts 75%

- 71.9% have an education beyond HS

Pie chart:
- Bachelor's Degree, 23.6%
- Master's/Doctorate/Professional Degree, 10.1%
- Less than H.S. Diploma, 5.6%
- H.S. Diploma/Equivalent, 22.5%
- Some Education Beyond H.S., No Degree, 14.7%
- Trade Certification, 6.7%
- Vocational Training, 1.1%
- Associate Degree, 15.7%

- **27.0% are actively seeking employment**
- Most frequently identified job search resources:

Bar chart:
- Internet: 71.8%
- IowaWORKS Centers: 31.8%
- Networking: 23.5%

- Top sites:
  - indeed.com
  - linkedin.com

- Top newspapers:
  - **NEWS**
  - *Hawk Eye - Burlington*
  - *Van Buren County Register -Keosauqua*

- Commute:
  - Currently commuting an average of **11** miles/**17** minutes (one-way) to work
  - Willing to commute an average of **26** miles/**34** minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

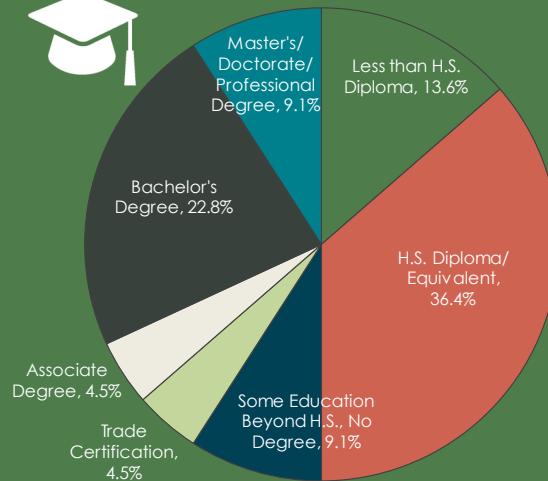- An estimated **304 unemployed individuals are likely to accept** employment in Keosauqua

- Former occupational categories:

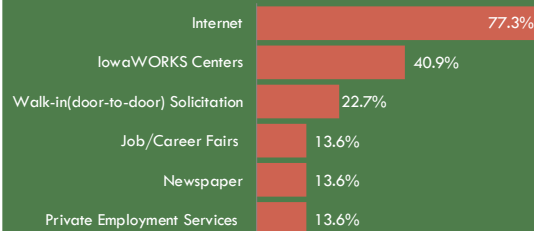|	
Service	20.0%
Clerical	16.0%
Managerial	16.0%
Production, Construction, Material Moving	16.0%
Professional, Paraprofessional, Technical	16.0%
Sales	16.0%
Agricultural	0.0%

- Median wages: $
  - $15.00/hour - lowest willing to accept
  - $17.76/hour - attracts 66%
  - $18.00/hour - attracts 75%

- 64.3% have an education beyond HS

Pie chart:
- H.S. Diploma/Equivalent, 28.6%
- Some Education Beyond H.S., No Degree, 17.8%
- Trade Certification, 10.7%
- Associate Degree, 14.3%
- Bachelor's Degree, 17.9%
- Master's/Doctorate/Professional Degree, 3.6%
- Less than H.S. Diploma, 7.1%

- **71.4% are actively seeking employment**
- Most frequently identified job search resources:

Bar chart:
- Internet: 92.6%
- IowaWORKS Centers: 33.3%
- Networking: 29.6%
- Newspaper: 14.8%

- Top sites:
  - indeed.com
  - linkedin.com
  - glassdoor.com
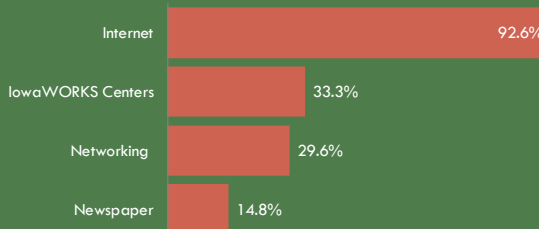
- Top newspapers:
  - **NEWS**
  - *Daily Gate City - Keokuk*

- Commute:
  - Willing to commute an average of **25** miles/**31** minutes (one-way) to work

Out Commute

The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Keosauqua is estimated at 26.4 percent— approximately 182 people living in Keosauqua work in other communities.

Most of those who are out commuting are working in Fairfield and Cantril.

Over one-fourth (26.1%) of out commuters are likely to change employment (approximately 48 people).

43.5% earn an hourly wage— median wage is **$20.33/hour** 52.2% earn an annual salary— median salary is **$55,000/year**

182

people live in Keosauqua and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT
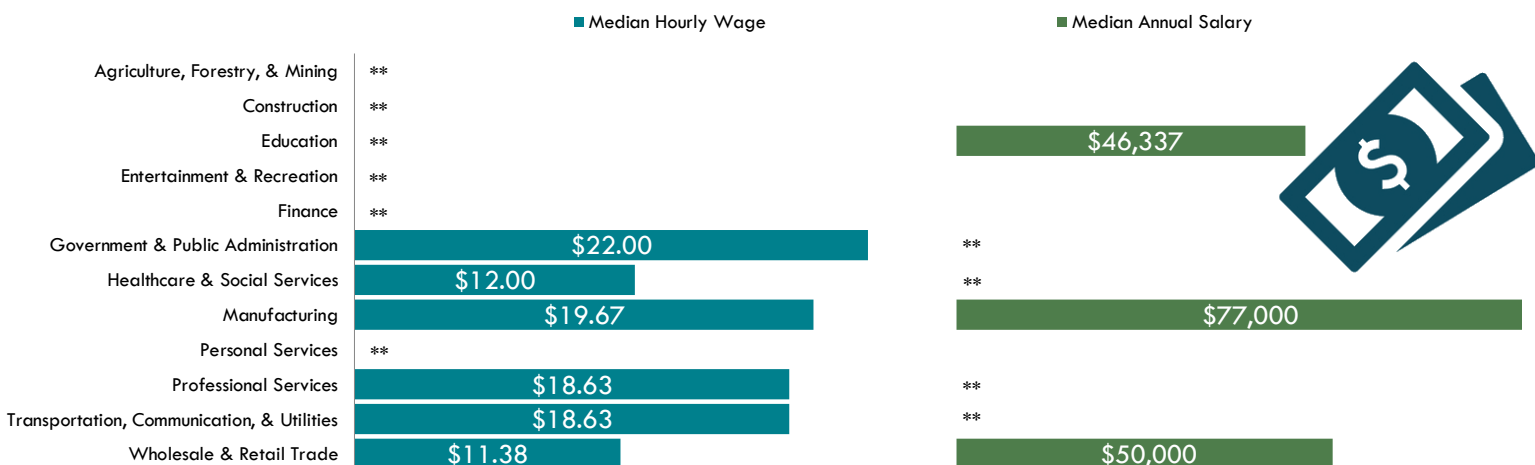
Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	80.0%	60.0%	0.0%	20.0%	0.0%
Construction	71.4%	28.6%	0.0%	28.6%	14.2%
Education	92.3%	7.7%	0.0%	7.7%	76.9%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	**	**	**	**	**
Government & Public Administration	80.0%	20.0%	10.0%	0.0%	50.0%
Healthcare & Social Services	90.9%	9.1%	36.4%	18.2%	27.2%
Manufacturing	50.0%	5.6%	11.0%	27.8%	5.6%
Personal Services	**	**	**	**	**
Professional Services	66.7%	16.7%	0.0%	25.0%	25.0%
Transportation, Communication, & Utilities	70.0%	0.0%	10.0%	20.0%	40.0%
Wholesale & Retail Trade	69.0%	20.7%	10.3%	10.3%	27.7%

Top percentages among industries per education level are highlighted in the table.   **Insufficient survey data/refused*

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	**	
Education	**	$42,673
Entertainment & Recreation	**	
Finance	**	
Government & Public Administration	$22.50	**
Healthcare & Social Services	$12.50	**
Manufacturing	$17.50	**
Personal Services	**	
Professional Services	$12.00	**
Transportation, Communication, & Utilities	**	
Wholesale & Retail Trade	$10.50	$46,750

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
⏱ Inadequate Hours	1.5%	86		🧩 Mismatch of Skills	5.2%	298
💲 Low Income	1.5%	86		∑ †Total	6.7%	384

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

MOUNT PLEASANT, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
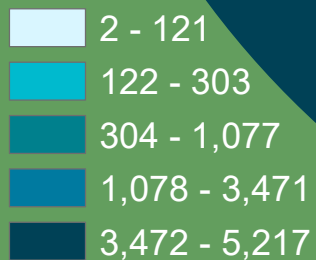WWW.IOWALMI.GOV/LABORSHED

RELEASED
2021

ESTIMATED POPULATION
AGES 18-64
258,827

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **MOUNT PLEASANT, IA**
19,244

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **MOUNT PLEASANT, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

	0 - 40
	41 - 103
	104 - 251
	252 - 554
	555 - 4,279
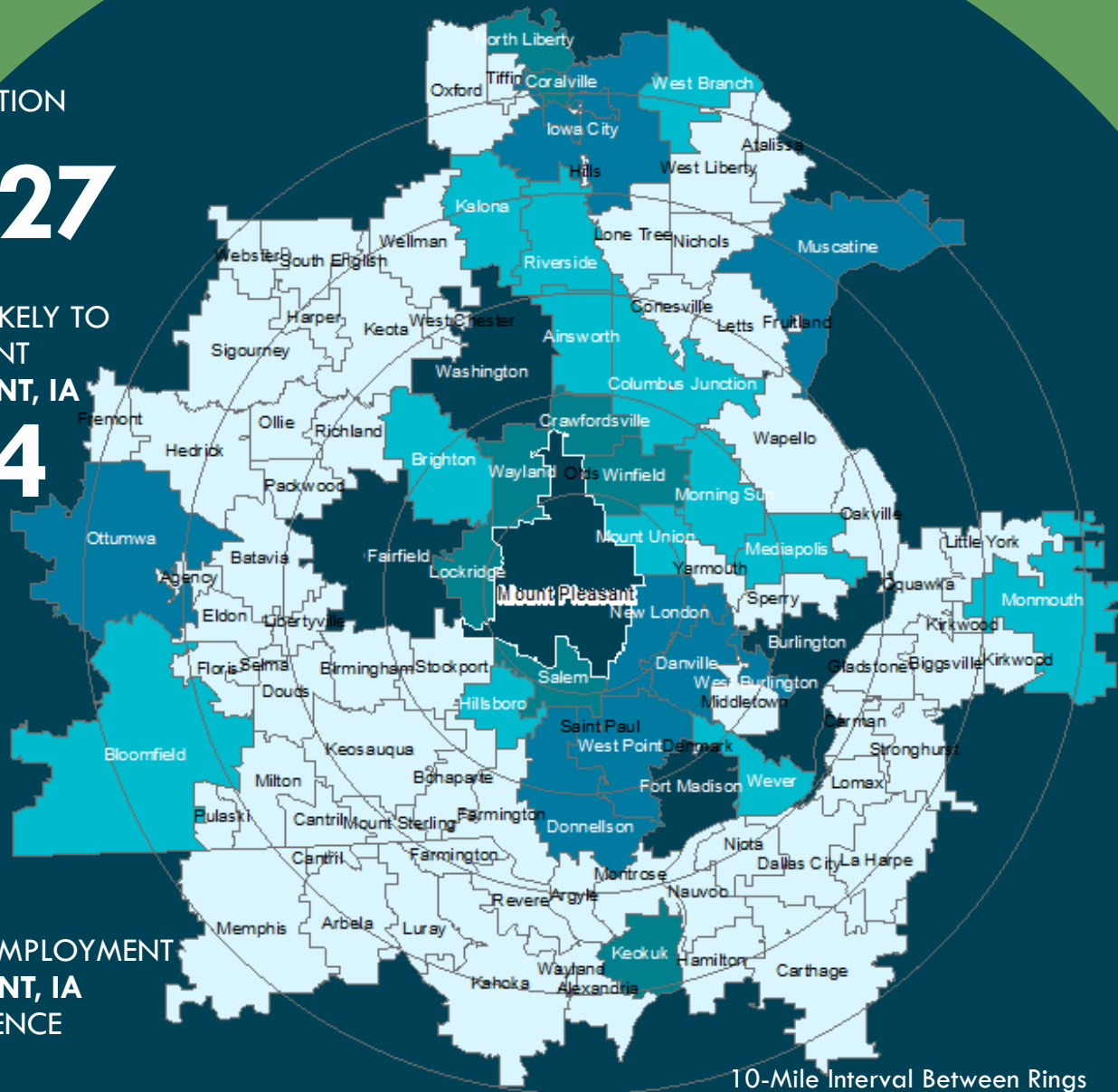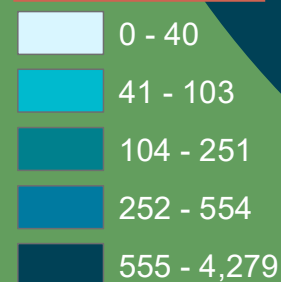
10-Mile Interval Between Rings
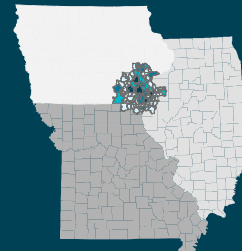
AREA SHOWN

MOUNT PLEASANT LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Mount Pleasant Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(208,873) 80.7%	Employed
9.9% (25,624)	*Unemployed
4.0% (10,353)	Homemakers
5.4% (13,977)	Retired

*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed - Likely to Change Employment **31.5%**

Unemployed - Likely to Accept Employment **55.0%**

Homemakers - Likely to Accept Employment **37.5%**

Retired - Likely to Accept Employment **22.7%**

The employed are currently commuting an average of—

11 miles one-way for an employment opportunity

&

15 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Manufacturing, 18.2% (38,015)
- Healthcare & Social Services, 17.8% (37,179)
- Wholesale & Retail Trade, 14.0% (29,242)
- Education, 12.4% (25,900)
- Professional Services, 7.0% (14,621)
- [1]Transportation, 6.4% (13,368)
- Construction, 5.1% (10,653)
- [2]Finance, 5.1% (10,653)
- [3]Government, 5.1% (10,653)
- Personal Services, 4.5% (9,399)
- [4]Agriculture, 3.8% (7,937)
- Entertainment & Recreation, 0.6% (1,253)

[1]Transportation, Communications, & Utilities
[3]Public Administration, Government
[2]Finance, Insurance, & Real Estate
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	%
Health/Medical Insurance	86.4%
Dental Coverage	79.1%
Paid Holidays	76.2%
Pension/Retirement/401K	71.4%
Vision Coverage	69.6%
Life Insurance	68.5%
Paid Vacation	62.3%
Disability Insurance	60.8%
Paid Time Off	54.9%
Paid Sick Leave	48.4%

EMPLOYED:
LIKELY TO CHANGE

- An estimated **14,628 employed individuals** are likely to change their current employment situation for an opportunity in Mount Pleasant

- Current occupational categories:

Professional, Paraprofessional, Technical	35.0%
Production, Construction, Material Moving	17.0%
Clerical	15.0%
Managerial	13.0%
Service	11.0%
Sales	7.0%
Agricultural	2.0%

- Current median wages: $
  - $16.75/hour and $52,000/year
  - $23.20/hour - attracts 66%
  - $25.00/hour - attracts 75%

- 76.7% have an education beyond HS

Pie chart:
- Bachelor's Degree, 36.9%
- Master's/Doctorate/Professional Degree, 12.6%
- Less than H.S. Diploma, 1.9%
- H.S. Diploma/Equivalent, 21.4%
- Some Education Beyond H.S., No Degree, 16.5%
- Trade Certification, 1.9%
- Vocational Training, 1.0%
- Associate Degree, 7.8%

- **28.4% are actively seeking employment**
- Most frequently identified job search resources:

Bar chart:
- Internet 64.6%
- IowaWORKS Centers 31.3%
- Private Employment Services 31.3%
- Networking 28.3%

- Top sites:
  - indeed.com
  - linkedin.com

- Top newspapers:
  - **NEWS**
  - *The Hawk Eye*-Burlington
  - *Daily Democrat*-Ft. Madison
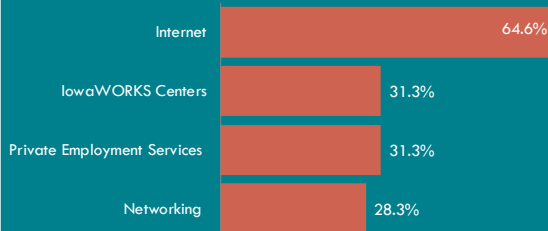
- Commute:
  - Currently commuting an average of **10** miles/**17** minutes (one-way) to work
  - Willing to commute an average of **24** miles/**34** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

- An estimated **965 unemployed individuals** are likely to accept employment in Mount Pleasant

- Former occupational categories:

Production, Construction, Material Moving	23.5%
Professional, Paraprofessional, Technical	23.5%
Sales	23.5%
Managerial	11.8%
Service	11.8%
Clerical	5.9%
Agricultural	0.0%

- Median wages: $
  - $13.25/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $16.00/hour - attracts 75%

- 50.0% have an education beyond HS

Pie chart:
- Master's/Doctorate/Professional Degree, 9.1%
- Less than H.S. Diploma, 13.6%
- Bachelor's Degree, 22.8%
- H.S. Diploma/Equivalent, 36.4%
- Some Education Beyond H.S., No Degree, 9.1%
- Trade Certification, 4.5%
- Associate Degree, 4.5%

- **77.3% are actively seeking employment**
- Most frequently identified job search resources:

Bar chart:
- Internet 77.3%
- IowaWORKS Centers 40.9%
- Walk-in(door-to-door) Solicitation 22.7%
- Job/Career Fairs 13.6%
- Newspaper 13.6%
- Private Employment Services 13.6%

- Top sites:
  - indeed.com

- Top newspapers:
  - **NEWS**
  - *Daily Gate City* –Keokuk
  - *The Hawk Eye*-Burlington

- Commute:
  - Willing to commute an average of **19** miles/**27** minutes (one-way) to work

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The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Mount Pleasant is estimated at 27.7 percent— approximately 1,522 people living in Mount Pleasant work in other communities.

Most of those who are out commuting are working in Burlington, Fairfield, and Washington.

Less than one-tenth (35.5%) of out commuters are likely to change employment (approximately 540 people).

32.3% earn an hourly wage— median wage is **$22.12/hour**
61.3% earn an annual salary— median salary is **$62,000/year**

1,522
people live in Mount Pleasant.
and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT
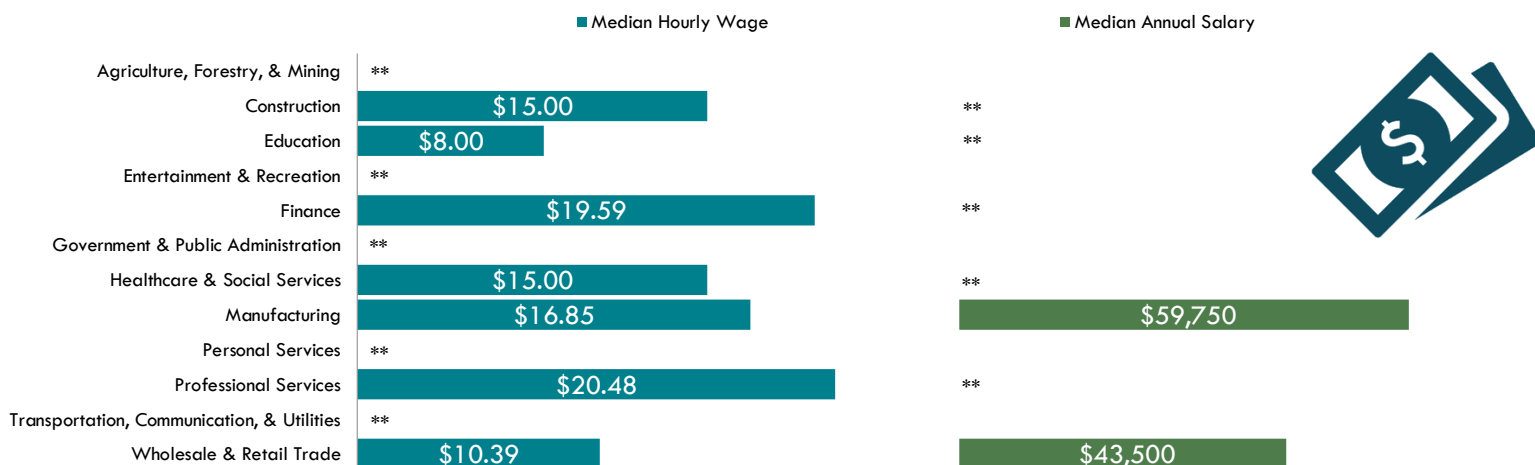
Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	**	**	**	**	**
Education	88.2%	5.8%	0.0%	0.0%	82.4%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	**	**	**	**	**
Government & Public Administration	66.7%	0.0%	0.0%	16.7%	50.0%
Healthcare & Social Services	88.2%	17.6%	11.8%	11.8%	47.0%
Manufacturing	65.5%	20.7%	0.0%	6.9%	37.9%
Personal Services	**	**	**	**	**
Professional Services	75.0%	0.0%	0.0%	0.0%	75.0%
Transportation, Communication, & Utilities	75.0%	0.0%	12.5%	37.5%	25.0%
Wholesale & Retail Trade	54.2%	20.8%	4.2%	4.2%	25.0%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	**	
Education	**	$46,337
Entertainment & Recreation	**	
Finance	**	
Government & Public Administration	$22.00	**
Healthcare & Social Services	$12.00	**
Manufacturing	$19.67	$77,000
Personal Services	**	
Professional Services	$18.63	**
Transportation, Communication, & Utilities	$18.63	**
Wholesale & Retail Trade	$11.38	$50,000

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
Inadequate Hours	2.0%	293		Mismatch of Skills	5.7%	834
Low Income	1.7%	249		∑ †Total	7.9%	1,156

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

OSKALOOSA, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2020

ESTIMATED POPULATION
AGES 18-64
448,163

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **OSKALOOSA, IA**
24,374

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **OSKALOOSA, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

- 2 - 121
- 122 - 303
- 304 - 1,077
- 1,078 - 3,471
- 3,472 - 5,217

10-Mile Interval Between Rings

AREA SHOWN

OSKALOOSA LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Oskaloosa Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(350,912) 78.3%	Employed
13.8% (61,846)	*Unemployed
5.9% (26,442)	Homemakers
2.0% (8,963)	Retired

Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed - Likely to Change Employment **32.8%**

Unemployed - Likely to Accept Employment **62.5%**

Homemakers - Likely to Accept Employment **37.5%**

Retired - Likely to Accept Employment **0.0%**

The employed are currently commuting an average of—

12 miles one-way for an employment opportunity

&

17 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Manufacturing, 20.6% (72,288)
- Wholesale & Retail Trade, 15.5% (54,391)
- Healthcare & Social Services, 10.6% (37,197)
- Education, 10.0% (35,091)
- Professional Services, 9.7% (34,038)
- [1]Transportation, 8.1% (28,424)
- Construction, 7.7% (27,020)
- [2]Finance, 6.5% (22,809)
- [3]Government, 3.9% (13,686)
- Personal Services, 2.9% (10,176)
- Entertainment & Recreation, 2.6% (9,124)
- [4]Agriculture, 1.9% (6,667)

Totals may vary due to rounding.

[1]Transportation, Communications, & Utilities
[3]Public Administration, Government
[2]Finance, Insurance, & Real Estate
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	Percent
Health/Medical Insurance	85.4%
Dental Coverage	77.2%
Pension/Retirement/401K	76.0%
Paid Holidays	75.6%
Life Insurance	71.5%
Vision Coverage	71.5%
Disability Insurance	65.0%
Paid Vacation	58.5%
Paid Time Off	54.9%
Paid Sick Leave	51.6%

EMPLOYED:
LIKELY TO CHANGE

- An estimated **16,787** employed individuals are likely to change their current employment situation for an opportunity in Oskaloosa
- Current occupational categories:

Professional, Paraprofessional, Technical	38.2%
Production, Construction, Material Moving	20.6%
Clerical	11.8%
Managerial	9.8%
Service	9.8%
Sales	8.8%
Agricultural	1.0%

- Current median wages: $
  - $15.00/hour and $56,500/year
  - $20.00/hour - attracts 66% to 75%

- 80.8% have an education beyond HS
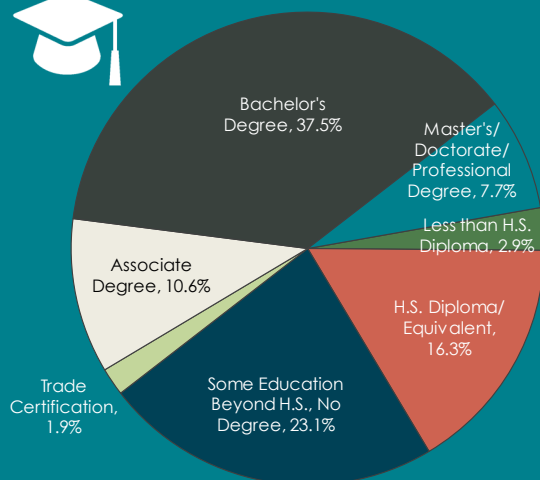
Pie chart:
- Bachelor's Degree, 37.5%
- Master's/Doctorate/Professional Degree, 7.7%
- Less than H.S. Diploma, 2.9%
- H.S. Diploma/Equivalent, 16.3%
- Some Education Beyond H.S., No Degree, 23.1%
- Trade Certification, 1.9%
- Associate Degree, 10.6%

- **32.0% are actively seeking employment**
- Most frequently identified job search resources:

Bar chart:
- Internet 89.0%
- Networking 27.0%
- IowaWORKS Centers 20.0%
- Walk-in(door-to-door) Solicitation 13.0%

- Top sites:
  - indeed.com
  - linkedin.com
  - monster.com
- Top newspapers:
  - *Ottumwa Courier*
  - *The Des Moines Register*
  - *Oskaloosa Herald*
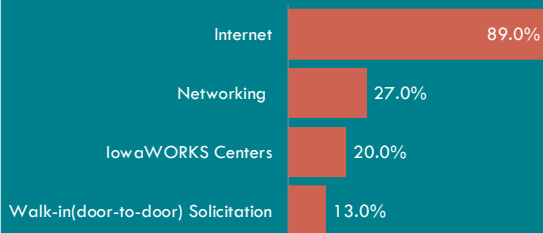
- Commute:
  - Currently commuting an average of **12** miles/**18** minutes (one-way) to work
  - Willing to commute an average of **30** miles/**38** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

- An estimated **2,297** unemployed individuals are likely to accept employment in Oskaloosa

- Former occupational categories:

Production, Construction, Material Moving	41.4%
Sales	27.6%
Clerical	10.3%
Professional, Paraprofessional, Technical	10.3%
Managerial	6.9%
Service	3.5%
Agricultural	0.0%

- Median wages: $
  - $12.75/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $15.25/hour - attracts 75%

- 51.4% have an education beyond HS
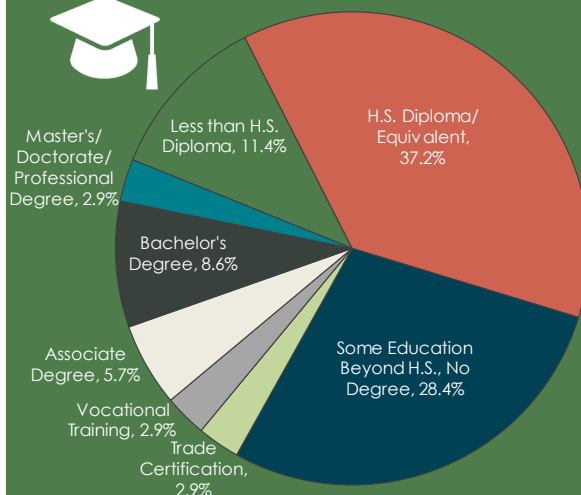
Pie chart:
- Less than H.S. Diploma 11.4%
- H.S. Diploma/Equivalent, 37.2%
- Master's/Doctorate/Professional Degree, 2.9%
- Bachelor's Degree, 8.6%
- Some Education Beyond H.S., No Degree, 28.4%
- Associate Degree, 5.7%
- Vocational Training, 2.9%
- Trade Certification, 2.9%

- **62.9% are actively seeking employment**
- Most frequently identified job search resources:

Bar chart:
- Internet 87.9%
- Networking 27.3%
- IowaWORKS Centers 21.2%
- Job/Career Fairs 18.2%

- Top sites:
  - indeed.com
  - monster.com
  - linkedin.com
- Top newspapers:
  - * insufficient survey data to report
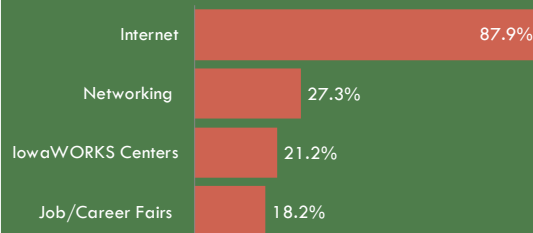
- Commute:
  - Willing to commute an average of **21** miles/**28** minutes (one-way) to work

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The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Oskaloosa is estimated at 37.4 percent—approximately 2,654 people living in Oskaloosa work in other communities.

Most of those who are out commuting are working in Pella, Eddyville, and Ottumwa.

Nearly one-third (32.5%) of out commuters are likely to change employment (approximately 863 people).

42.5% earn an hourly wage—median wage is **$23.25/hour** 52.5% earn an annual salary—median salary is **$57,500/year**

2,654 people live in Oskaloosa and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	70.0%	50.0%	0.0%	0.0%	20.0%
Education	81.8%	9.1%	0.0%	0.0%	72.7%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	91.7%	16.7%	0.0%	25.0%	50.0%
Government & Public Administration	100%	0.0%	0.0%	0.0%	100%
Healthcare & Social Services	80.0%	6.7%	6.7%	26.7%	39.9%
Manufacturing	82.6%	30.4%	0.0%	13.0%	39.2%
Personal Services	**	**	**	**	**
Professional Services	69.2%	15.4%	0.0%	15.4%	38.4%
Transportation, Communication, & Utilities	66.7%	50.0%	0.0%	16.7%	0.0%
Wholesale & Retail Trade	52.8%	27.8%	2.8%	2.8%	19.4%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	$15.00	**
Education	$8.00	**
Entertainment & Recreation	**	
Finance	$19.59	**
Government & Public Administration	**	
Healthcare & Social Services	$15.00	**
Manufacturing	$16.85	$59,750
Personal Services	**	
Professional Services	$20.48	**
Transportation, Communication, & Utilities	**	
Wholesale & Retail Trade	$10.39	$43,500

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

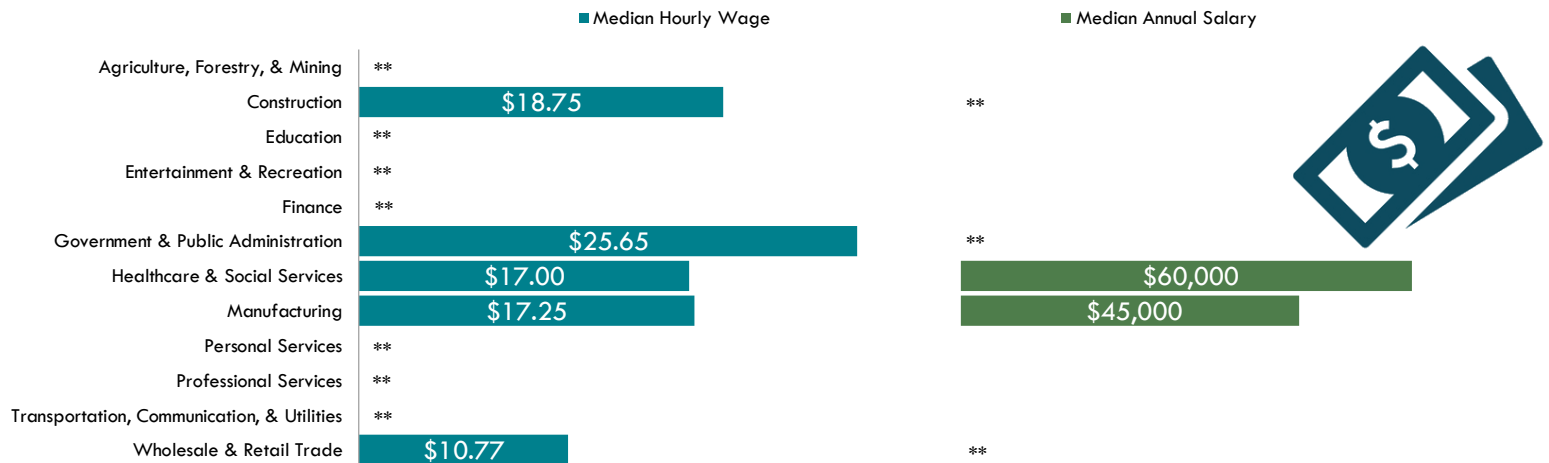The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
Inadequate Hours	2.2%	369		Mismatch of Skills	6.7%	1,125
Low Income	1.2%	201		†Total	8.1%	1,360

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

OTTUMWA, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2020

ESTIMATED POPULATION
AGES 18-64
107,766

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **OTTUMWA, IA**
19,216
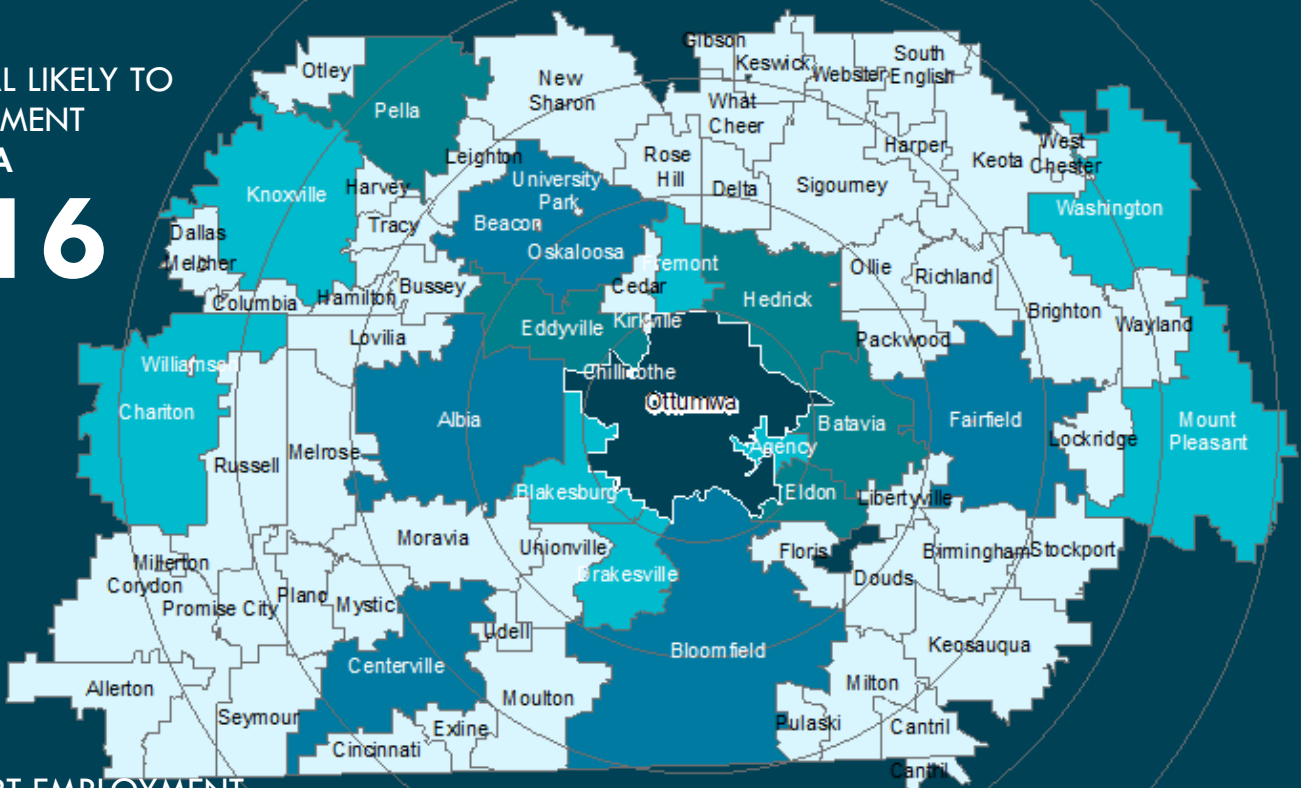
LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **OTTUMWA, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

	1 - 81
	82 - 207
	208 - 385
	386 - 2,826
	2,827 - 6,665
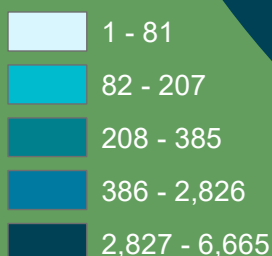
10-Mile Interval Between Rings

AREA SHOWN

OTTUMWA LABORSHED ANALYSIS
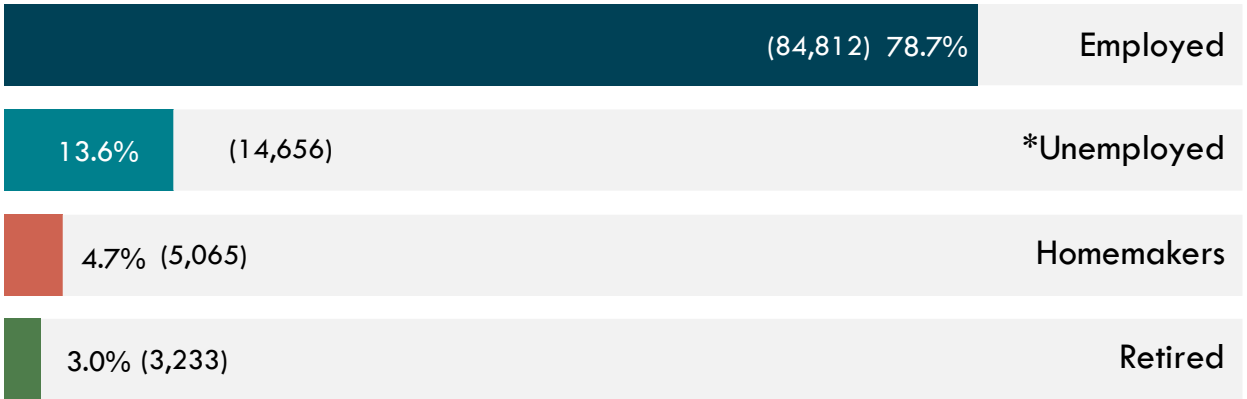
EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(84,812) 78.7%	Employed
13.6% (14,656)	*Unemployed
4.7% (5,065)	Homemakers
3.0% (3,233)	Retired

Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed -
Likely to Change Employment **25.7%**

Unemployed -
Likely to Accept Employment **63.6%**

Homemakers -
Likely to Accept Employment **36.8%**

Retired -
Likely to Accept Employment **25.0%**

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Manufacturing, 19.0% (16,114)
- Wholesale & Retail Trade, 17.8% (15,097)
- Healthcare & Social Services, 15.2% (12,891)
- Education, 9.8% (8,312)
- Construction, 7.6% (6,446)
- [1]Government, 6.3% (5,343)
- Professional Services, 6.3% (5,343)
- [2]Transportation, 5.4% (4,580)
- [3]Finance, 4.4% (3,732)
- [4]Agriculture, 3.8% (3,223)
- Personal Services, 3.2% (2,714)
- Entertainment & Recreation, 1.2% (1,018)
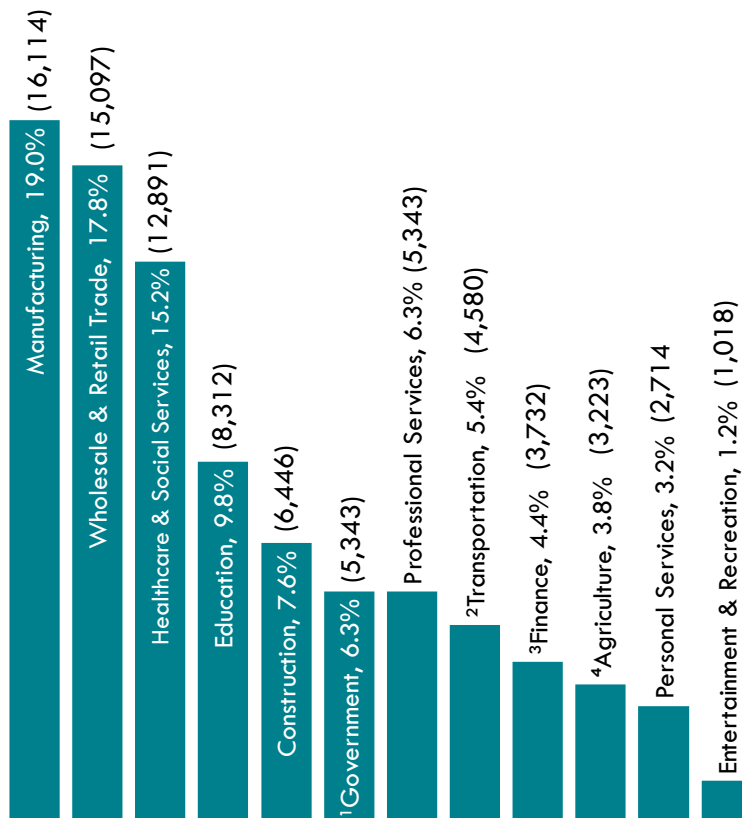
Totals may vary due to rounding.

[1]Public Administration, Government
[3]Finance, Insurance, & Real Estate
[2]Transportation, Communications, & Utilities
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Health/Medical Insurance	**84.4%**	
Dental Coverage	**78.2%**	
Pension/ Retirement/401K	**77.0%**	
Paid Holidays	**76.1%**	
Life Insurance	**70.8%**	
Vision Coverage	**68.3%**	
Paid Vacation	**63.0%**	
Disability Insurance	**61.7%**	
Paid Time Off	**58.0%**	
Paid Sick Leave	**53.5%**	

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Ottumwa Laborshed area.

The employed are currently commuting an average of—

12 miles one-way for an employment opportunity

&

16 minutes

EMPLOYED:
LIKELY TO CHANGE

- An estimated **15,173 employed individuals are likely to change their current employment situation for an opportunity in Ottumwa**

- Current occupational categories:

Professional, Paraprofessional, Technical	35.0%
Production, Construction, Material Moving	28.6%
Clerical	9.1%
Service	9.1%
Managerial	7.8%
Sales	7.8%
Agricultural	2.6%

- Current median wages: **$**
  - $15.00/hour and $61,000/year
  - $20.00/hour - attracts 66%
  - $23.75/hour - attracts 75%

- 81.7% have an education beyond HS
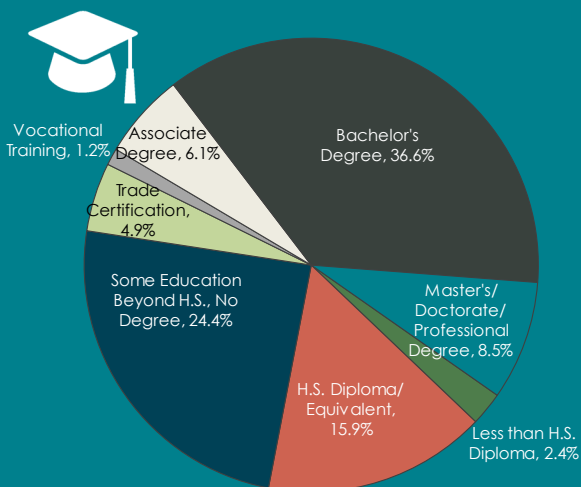
Pie chart:
- Bachelor's Degree, 36.6%
- Some Education Beyond H.S., No Degree, 24.4%
- H.S. Diploma/Equivalent, 15.9%
- Master's/Doctorate/Professional Degree, 8.5%
- Associate Degree, 6.1%
- Trade Certification, 4.9%
- Less than H.S. Diploma, 2.4%
- Vocational Training, 1.2%

- **31.7% are actively seeking employment**
- Most frequently identified job search resources:

- Internet 79.7%
- Networking 27.8%
- IowaWORKS Centers 24.1%
- Walk-in (door-to-door) Solicitation 17.7%

- Top sites:
  indeed.com
  linkedin.com

- Top newspapers:
  NEWS
  Ottumwa Courier
  Oskaloosa Herald
  Town Crier—Pella
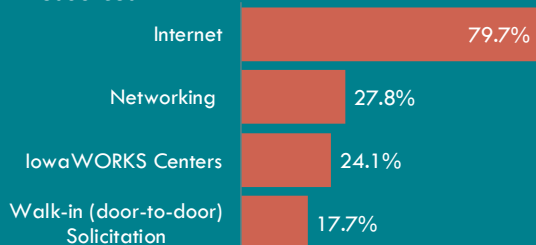
- Commute:
  - Currently commuting an average of **12** miles/**17** minutes (one-way) to work
  - Willing to commute an average of **29** miles/**38** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

- An estimated **1,923 unemployed individuals are likely to accept employment in Ottumwa**

- Former occupational categories:

Production, Construction, Material Moving	33.3%
Clerical	18.5%
Professional, Paraprofessional, Technical	18.5%
Service	14.8%
Sales	11.1%
Managerial	3.8%
Agricultural	0.0%

- Median wages: **$**
  - $11.00/hour - lowest willing to accept
  - $12.89/hour - attracts 66%
  - $15.00/hour - attracts 75%

- 57.2% have an education beyond HS
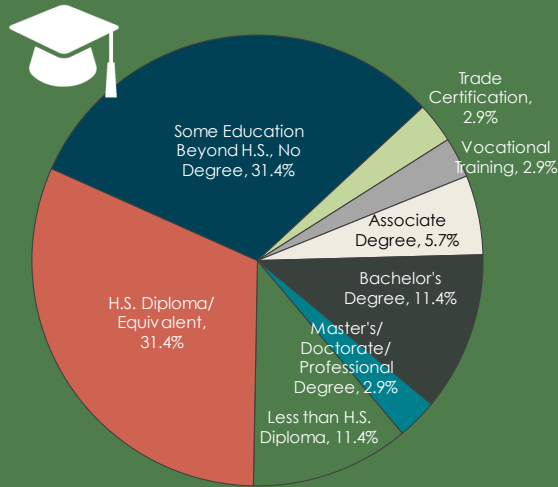
Pie chart:
- Some Education Beyond H.S., No Degree, 31.4%
- H.S. Diploma/Equivalent, 31.4%
- Bachelor's Degree, 11.4%
- Less than H.S. Diploma, 11.4%
- Associate Degree, 5.7%
- Trade Certification, 2.9%
- Vocational Training, 2.9%
- Master's/Doctorate/Professional Degree, 2.9%

- **60.0% are actively seeking employment**
- Most frequently identified job search resources:

- Internet 60.0%
- IowaWORKS Centers 28.6%
- Networking 25.7%
- Private Employment Services 22.9%

- Top sites:
  indeed.com

- Top newspapers:
  NEWS
  * Insufficient survey data to report
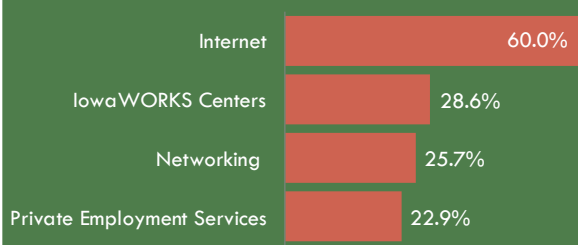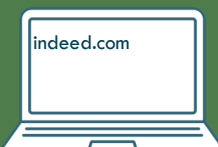
- Commute:
  - Willing to commute an average of **25** miles/**32** minutes (one-way) to work

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The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Ottumwa is estimated at 18.4 percent—approximately 2,546 people living in Ottumwa work in other communities.

Most of those who are out commuting are working in Eddyville (IA) and Oskaloosa (IA).

Less than one-tenth (26.3%) of out commuters are likely to change employment (approximately 670 people).

84.2% earn an hourly wage—median wage is **$22.36/hour**

2,546
people live in Ottumwa, and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture	**	**	**	**	**
Construction	72.7%	45.4%	9.1%	9.1%	9.1%
Education	100%	16.7%	0.0%	0.0%	83.3%
Entertainment & Recreation	**	**	**	**	**
Finance	100%	40.0%	0.0%	0.0%	60.0%
Government	**	**	**	**	**
Healthcare & Social Services	84.6%	15.4%	15.4%	23.0%	30.8%
Manufacturing	80.0%	16.0%	4.0%	8.0%	52.0%
Personal Services	**	**	**	**	**
Professional Services	77.8%	22.2%	0.0%	0.0%	55.6%
Transportation	71.4%	14.2%	0.0%	14.3%	42.9%
Wholesale & Retail Trade	51.7%	27.6%	3.4%	0.0%	20.7%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	$15.00	**
Education	**	
Entertainment & Recreation	**	
Finance	$20.52	**
Government & Public Administration	**	
Healthcare & Social Services	$15.00	**
Manufacturing	$16.25	$70,000
Personal Services	**	
Professional Services	$21.00	**
Transportation, Communication, & Utilities	$14.50	**
Wholesale & Retail Trade	$10.39	**

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.*

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
⏱ Inadequate Hours	2.2%	334		🧩 Mismatch of Skills	4.0%	607
💲 Low Income	1.2%	182		∑ †Total	5.9%	895

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

SIGOURNEY, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED

RELEASED
2020

ESTIMATED POPULATION
AGES 18-64
70,067

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **SIGOURNEY, IA**
13,843

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **SIGOURNEY, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)

- 2 - 77
- 78 - 180
- 181 - 629
- 630 - 2,797
- 2,798 - 5,074

10-Mile Interval Between Rings

AREA SHOWN

Guernsey
Williamsburg
Montezuma
Deep River
Millersburg
Parnell
North English
Kalona
Gibson
Keswick
South English
Wellman
Riverside
Barnes City
Thornburg
Webster
New Sharon
What Cheer
West Chester
Ainsworth
Leighton
Rose Hill
Harper
Keota
Delta
Sigourney
Washington
Oskaloosa
remont
Ollie
Richland
Crawfordsville
Cedar
Hedrick
Brighton
Eddyville
Kirkville
Wayland
Chillicothe
Packwood
Ottumwa
Batavia
Fairfield
Agency
Eldon
Libertyville

SIGOURNEY LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Sigourney Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(56,194) 80.2%	Employed
11.4% (7,988)	*Unemployed
3.7% (2,592)	Homemakers
4.7% (3,293)	Retired

Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed - Likely to Change Employment **23.1%**

Unemployed - Likely to Accept Employment **60.9%**

Homemakers - Likely to Accept Employment **40.0%**

Retired - Likely to Accept Employment **36.8%**

The employed are currently commuting an average of—

13 miles one-way for an employment opportunity

&

17 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Wholesale & Retail Trade, 16.1% (9,047)
- Healthcare & Social Services, 14.9% (8,373)
- Manufacturing, 11.5% (6,462)
- Construction, 11.1% (6,238)
- Education, 10.8% (6,069)
- [1]Transportation, 7.1% (3,990)
- [2]Government, 6.5% (3,653)
- Professional Services, 6.5% (3,653)
- [3]Finance, 5.6% (3,147)
- Personal Services, 5.0% (2,810)
- [4]Agriculture, 4.0% (2,248)
- Entertainment & Recreation, 0.9% (506)

Totals may vary due to rounding.

[1]Transportation, Communications, & Utilities
[2]Public Administration, Government
[3]Finance, Insurance, & Real Estate
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	%
Health/Medical Insurance	84.3%
Paid Holidays	77.1%
Dental Coverage	74.7%
Pension/Retirement/401K	74.7%
Vision Coverage	73.1%
Life Insurance	72.7%
Disability Insurance	65.9%
Paid Vacation	65.5%
Paid Time Off	57.4%
Paid Sick Leave	56.2%

EMPLOYED:
LIKELY TO CHANGE

- An estimated **11,414 employed individuals are likely to change their current employment situation for an opportunity in Sigourney**

- Current occupational categories:

Production, Construction, Material Moving	33.4%
Professional, Paraprofessional, Technical	20.8%
Service	18.1%
Managerial	11.1%
Clerical	9.7%
Sales	6.9%
Agricultural	0.0%

- Current median wages: $
  - $14.00/hour and $50,000/year
  - $19.30/hour - attracts 66%
  - $22.00/hour - attracts 75%

- 70.7% have an education beyond HS
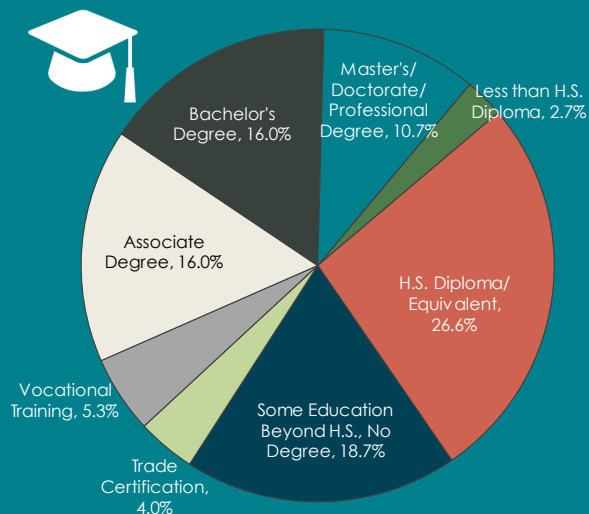
Pie chart (Employed):
- Master's/Doctorate/Professional Degree, 10.7%
- Less than H.S. Diploma, 2.7%
- Bachelor's Degree, 16.0%
- Associate Degree, 16.0%
- Vocational Training, 5.3%
- Trade Certification, 4.0%
- Some Education Beyond H.S., No Degree, 18.7%
- H.S. Diploma/Equivalent, 26.6%

- **32.0% are actively seeking employment**
- Most frequently identified job search resources:

Internet	76.7%
IowaWORKS Centers	31.5%
Networking	23.3%
Walk-in(door-to-door) Solicitation	17.8%

- Top sites:
  indeed.com
  linkedin.com
  craigslist.org
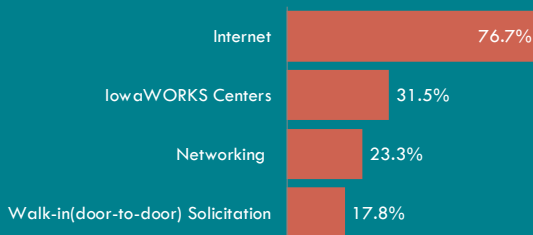
- Top newspapers:
  NEWS
  Ottumwa Courier

- Commute:
  - Currently commuting an average of **14** miles/**18** minutes (one-way) to work
  - Willing to commute an average of **33** miles/**39** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

- An estimated **1,014 unemployed individuals are likely to accept employment in Sigourney**

- Former occupational categories:

Professional, Paraprofessional, Technical	26.9%
Production, Construction, Material Moving	23.1%
Clerical	15.4%
Managerial	15.4%
Service	15.4%
Sales	3.8%
Agricultural	0.0%

- Median wages: $
  - $12.50/hour - lowest willing to accept
  - $15.16/hour - attracts 66%
  - $17.25/hour - attracts 75%

- 64.3% have an education beyond HS
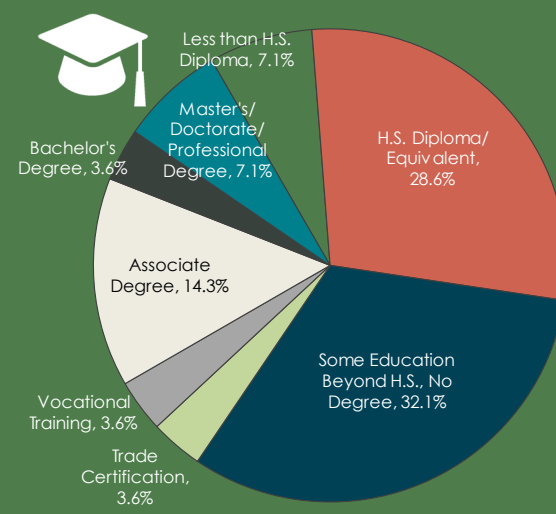
Pie chart (Unemployed):
- Less than H.S. Diploma, 7.1%
- Master's/Doctorate/Professional Degree, 7.1%
- Bachelor's Degree, 3.6%
- Associate Degree, 14.3%
- Vocational Training, 3.6%
- Trade Certification, 3.6%
- H.S. Diploma/Equivalent, 28.6%
- Some Education Beyond H.S., No Degree, 32.1%

- **60.7% are actively seeking employment**
- Most frequently identified job search resources:

Internet	59.3%
IowaWORKS Centers	22.2%
Newspaper	18.5%
Private Employment Services	18.5%

- Top sites:
  indeed.com

- Top newspapers:
  NEWS
  * insufficient survey data to report
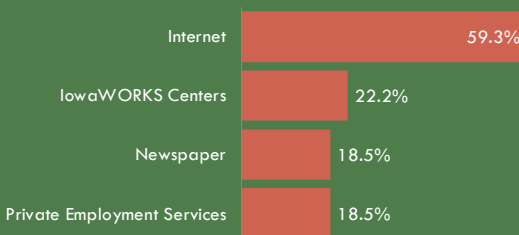
- Commute:
  - Willing to commute an average of **26** miles/**32** minutes (one-way) to work

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The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Sigourney is estimated at 34.2 percent— approximately 488 people living in Sigourney work in other communities.

Most of those who are out commuting are working in Oskaloosa, Williamsburg and Ottumwa.

Over one-fourth (26.3%) of out commuters are likely to change employment (approximately 128 people).

65.8% earn an hourly wage— median wage is **$19.00/hour** 31.6% earn an annual salary— median salary is **$65,500/year**

488
people live in Sigourney, and work elsewhere

EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	83.3%	50.0%	0.0%	33.3%	0.0%
Education	**	**	**	**	**
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	100%	20.0%	0.0%	0.0%	80.0%
Government & Public Administration	100%	14.2%	0.0%	42.9%	42.9%
Healthcare & Social Services	87.0%	17.4%	13.0%	21.7%	34.9%
Manufacturing	66.7%	11.1%	0.0%	33.3%	22.3%
Personal Services	**	**	**	**	**
Professional Services	66.7%	33.3%	0.0%	16.7%	16.7%
Transportation, Communication, & Utilities	60.0%	20.0%	0.0%	0.0%	40.0%
Wholesale & Retail Trade	44.4%	14.8%	14.8%	11.1%	3.7%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	$18.75	**
Education	**	
Entertainment & Recreation	**	
Finance	**	
Government & Public Administration	$25.65	**
Healthcare & Social Services	$17.00	$60,000
Manufacturing	$17.25	$45,000
Personal Services	**	
Professional Services	**	
Transportation, Communication, & Utilities	**	
Wholesale & Retail Trade	$10.77	**

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total			Percent Surveyed	Estimated Total
Inadequate Hours	2.0%	228		Mismatch of Skills	5.2%	594
Low Income	1.0%	114		∑ †Total	6.7%	765

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

Appendix H -

National Risk Index Risk

Comparison Report

February 06, 2023

Use this report to determine how risk factors in selected communities compare to each other. Click a community name in any table below to open an individual risk profile report for that community and review its risk factors in more detail.

While reviewing this report, keep in mind that low risk is driven by lower loss due to natural hazards, lower social vulnerability, and higher community resilience.
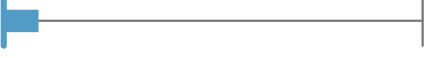
For more information about the National Risk Index, its data, and how to interpret the information it provides, please review the **About the National Risk Index** and **How to Take Action** sections at the end of this report. Or, visit the National Risk Index website at **hazards.fema.gov/nri/learn-more** to access supporting documentation and links.

Risk Index
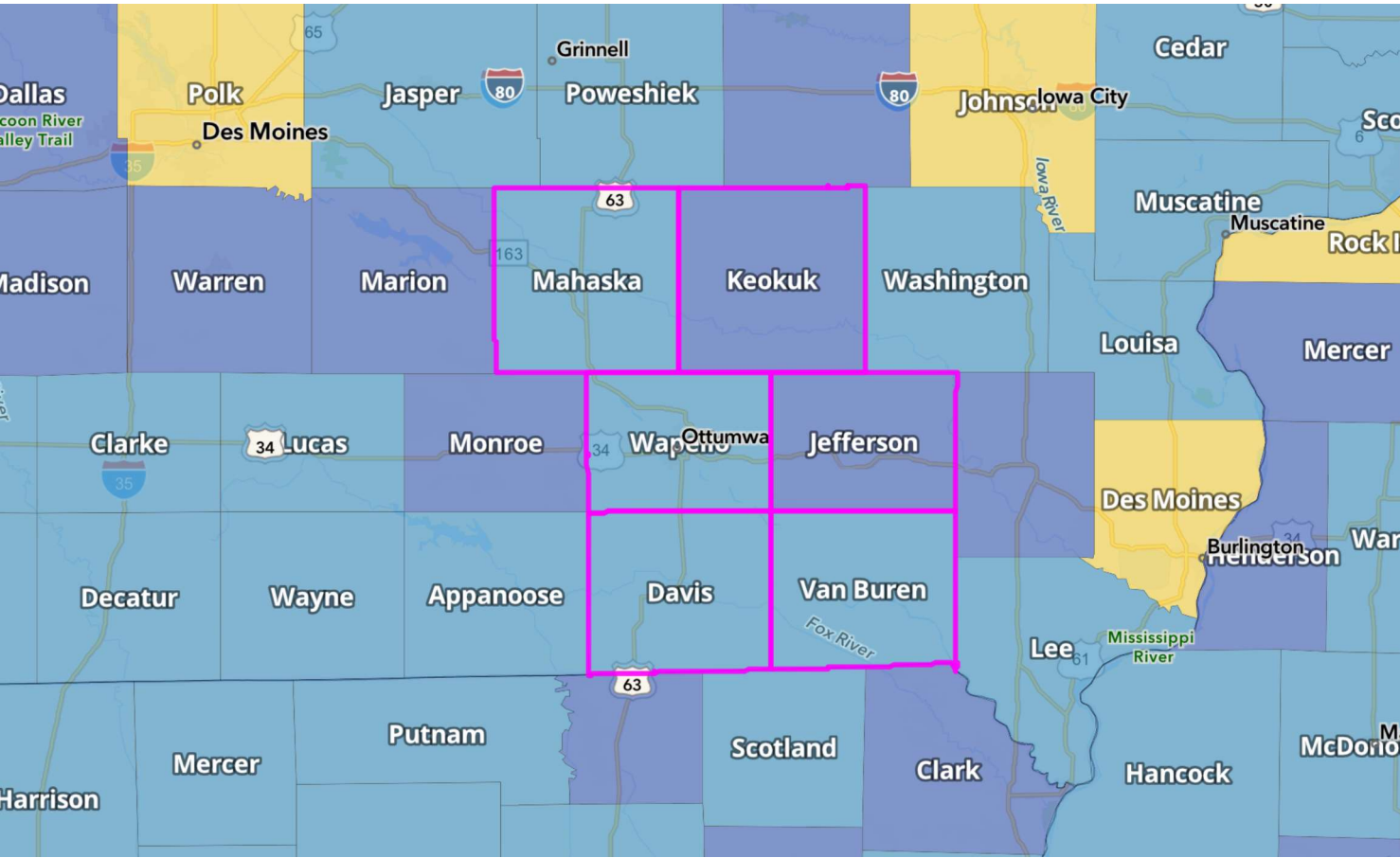
Risk Index Legend

- Very High
- Relatively High
- Relatively Moderate
- Relatively Low
- Very Low
- No Rating
- Not Applicable
- Insufficient Data

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Low	12.72	0	100
2	Davis County	IA	Relatively Low	10.24	0	100
3	Mahaska County	IA	Relatively Low	8.84	0	100
4	Van Buren County	IA	Relatively Low	8.26	0	100
5	Keokuk County	IA	Very Low	7.63	0	100
6	Jefferson County	IA	Very Low	5.56	0	100

Hazard Type Risk Index

Hazard type Risk Index scores are calculated using data for only a single hazard type, and reflect a community's relative risk for only that hazard type.

Avalanche

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Coastal Flooding

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Cold Wave

Rank	Community	State	Rating	Score			
1	Davis County	IA	Relatively High	36.61	0		100
2	Wapello County	IA	Relatively High	34.49	0		100
3	Keokuk County	IA	Relatively Moderate	28.45	0		100
4	Mahaska County	IA	Relatively Moderate	28.26	0		100
5	Van Buren County	IA	Relatively Moderate	28.15	0		100
6	Jefferson County	IA	Relatively Low	16.58	0		100

Drought

Rank	Community	State	Rating	Score			
1	Davis County	IA	Relatively Moderate	16.66	0		100
2	Wapello County	IA	Relatively Moderate	14.49	0		100
3	Mahaska County	IA	Relatively Moderate	14.19	0		100
4	Van Buren County	IA	Relatively Moderate	13.03	0		100
5	Keokuk County	IA	Relatively Low	9.88	0		100
6	Jefferson County	IA	Relatively Low	6.70	0		100

Earthquake

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Very Low	1.84	0	100
2	Van Buren County	IA	Very Low	1.24	0	100
3	Davis County	IA	Very Low	1.20	0	100
4	Jefferson County	IA	Very Low	1.18	0	100
5	Mahaska County	IA	Very Low	1.09	0	100
6	Keokuk County	IA	Very Low	0.93	0	100

Hail

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	14.29	0	100
2	Keokuk County	IA	Relatively Low	12.78	0	100
3	Mahaska County	IA	Relatively Low	12.30	0	100
4	Davis County	IA	Relatively Low	12.08	0	100
5	Jefferson County	IA	Relatively Low	9.26	0	100
6	Van Buren County	IA	Relatively Low	7.66	0	100

Heat Wave

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively High	21.04	0	100
2	Davis County	IA	Relatively Moderate	14.23	0	100
3	Van Buren County	IA	Relatively Moderate	11.70	0	100
4	Mahaska County	IA	Relatively Low	3.75	0	100
5	Jefferson County	IA	Very Low	3.40	0	100
6	Keokuk County	IA	Very Low	3.33	0	100

Hurricane

Rank	Community	State	Rating	Score		
1	Davis County	IA	Very Low	4.66	0	100
2	Keokuk County	IA	Very Low	4.12	0	100
2	Van Buren County	IA	Very Low	4.12	0	100
4	Mahaska County	IA	Very Low	3.93	0	100
5	Wapello County	IA	Very Low	3.51	0	100
6	Jefferson County	IA	Very Low	2.71	0	100

Ice Storm

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Low	10.46	0	100
2	Davis County	IA	Relatively Low	8.59	0	100
3	Van Buren County	IA	Very Low	7.77	0	100
4	Mahaska County	IA	Very Low	7.72	0	100
5	Keokuk County	IA	Very Low	7.13	0	100
6	Jefferson County	IA	Very Low	4.75	0	100

Landslide

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	14.98	0	100
2	Davis County	IA	Relatively Moderate	14.48	0	100
3	Van Buren County	IA	Relatively Low	13.86	0	100
4	Keokuk County	IA	Relatively Low	9.51	0	100
5	Mahaska County	IA	Relatively Low	8.18	0	100
6	Jefferson County	IA	Very Low	6.96	0	100

Lightning

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	21.73	0	100
2	Davis County	IA	Relatively Low	14.78	0	100
3	Van Buren County	IA	Relatively Low	14.22	0	100
4	Mahaska County	IA	Very Low	8.63	0	100
5	Jefferson County	IA	Very Low	6.17	0	100
6	Keokuk County	IA	Very Low	5.91	0	100
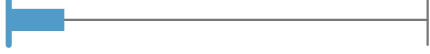
Riverine Flooding

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	12.61	0	100
2	Mahaska County	IA	Relatively Low	9.67	0	100
3	Keokuk County	IA	Relatively Low	9.63	0	100
4	Davis County	IA	Relatively Low	9.37	0	100
5	Van Buren County	IA	Relatively Low	8.15	0	100
6	Jefferson County	IA	Very Low	2.91	0	100

Strong Wind

Rank	Community	State	Rating	Score			
1	Wapello County	IA	Relatively Moderate	21.00	0		100
2	Davis County	IA	Relatively Moderate	16.88	0		100
3	Mahaska County	IA	Relatively Moderate	15.80	0		100
4	Van Buren County	IA	Relatively Low	13.50	0		100
5	Keokuk County	IA	Relatively Low	13.33	0		100
6	Jefferson County	IA	Relatively Low	12.13	0		100

Tornado

Rank	Community	State	Rating	Score			
1	Wapello County	IA	Relatively Moderate	23.76	0		100
2	Davis County	IA	Relatively Moderate	18.06	0		100
3	Van Buren County	IA	Relatively Low	15.26	0		100
4	Mahaska County	IA	Relatively Low	13.13	0		100
5	Keokuk County	IA	Relatively Low	12.64	0		100
6	Jefferson County	IA	Relatively Low	12.27	0		100

Tsunami

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Volcanic Activity

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Wildfire

Rank	Community	State	Rating	Score			
1	Jefferson County	IA	Very Low	3.20	0		100
2	Keokuk County	IA	Very Low	2.27	0		100
3	Wapello County	IA	Very Low	2.10	0		100
4	Mahaska County	IA	Very Low	1.76	0		100
5	Van Buren County	IA	Very Low	1.63	0		100
6	Davis County	IA	Very Low	1.41	0		100

Winter Weather

Rank	Community	State	Rating	Score			
1	Wapello County	IA	Relatively Moderate	19.86	0		100
2	Mahaska County	IA	Relatively Low	14.92	0		100
3	Davis County	IA	Relatively Low	14.39	0		100
4	Van Buren County	IA	Relatively Low	10.69	0		100
5	Keokuk County	IA	Relatively Low	10.32	0		100
6	Jefferson County	IA	Relatively Low	8.73	0		100

Expected Annual Loss

Expected Annual Loss measures the expected loss each year due to natural hazards.
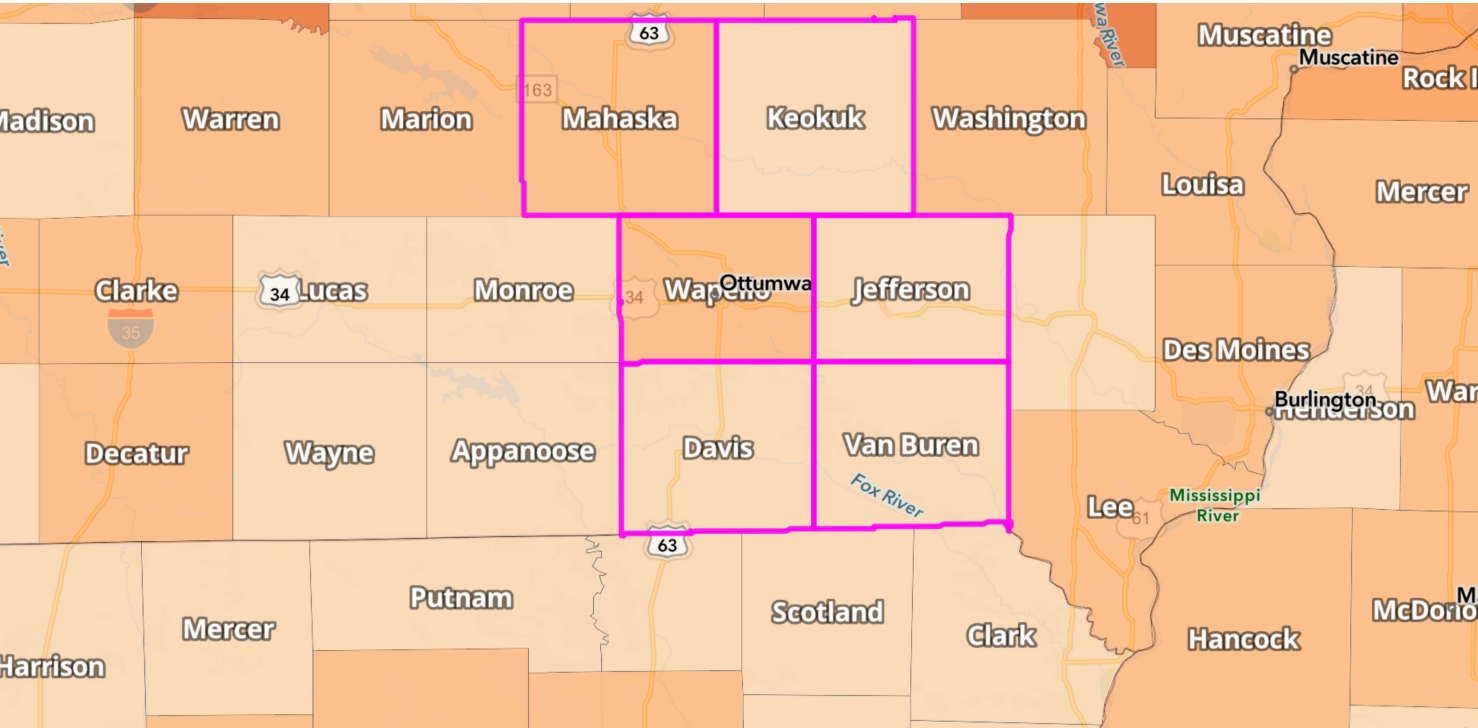
Expected Annual Loss Legend

■ Very High ■ Relatively High ■ Relatively Moderate ■ Relatively Low ■ Very Low

□ No Expected Annual Losses ■ Not Applicable ■ Insufficient Data

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Low	13.65	0	100
2	Mahaska County	IA	Relatively Low	12.64	0	100
3	Davis County	IA	Very Low	10.20	0	100
4	Keokuk County	IA	Very Low	9.52	0	100
5	Van Buren County	IA	Very Low	9.41	0	100
6	Jefferson County	IA	Very Low	8.51	0	100

Expected Annual Loss for Hazard Types

Expected Annual Loss scores for hazard types are calculated using data for only a single hazard type, and reflect a community's relative expected annual loss for only that hazard type.
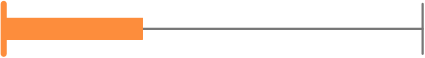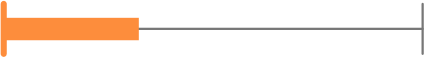
Avalanche

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Coastal Flooding

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Cold Wave

Rank	Community	State	Rating	Score			
1	Mahaska County	IA	Relatively High	36.32	0		100
2	Wapello County	IA	Relatively Moderate	33.26	0		100
3	Davis County	IA	Relatively Moderate	32.77	0		100
4	Keokuk County	IA	Relatively Moderate	31.89	0		100
5	Van Buren County	IA	Relatively Moderate	28.79	0		100
6	Jefferson County	IA	Relatively Moderate	22.78	0		100

Drought

Rank	Community	State	Rating	Score			
1	Mahaska County	IA	Relatively Moderate	16.69	0		100
2	Davis County	IA	Relatively Moderate	13.65	0		100
3	Wapello County	IA	Relatively Moderate	12.79	0		100
4	Van Buren County	IA	Relatively Moderate	12.20	0		100
5	Keokuk County	IA	Relatively Low	10.14	0		100
6	Jefferson County	IA	Relatively Low	8.42	0		100
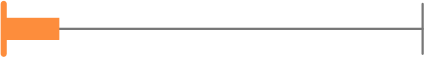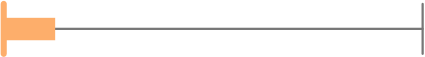
Earthquake

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Very Low	1.98	0	100
2	Jefferson County	IA	Very Low	1.81	0	100
3	Mahaska County	IA	Very Low	1.56	0	100
4	Van Buren County	IA	Very Low	1.41	0	100
5	Davis County	IA	Very Low	1.20	0	100
6	Keokuk County	IA	Very Low	1.17	0	100
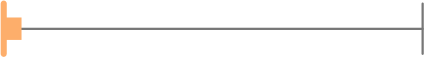
Hail

Rank	Community	State	Rating	Score		
1	Mahaska County	IA	Relatively Moderate	16.48	0	100
2	Keokuk County	IA	Relatively Low	14.93	0	100
3	Wapello County	IA	Relatively Low	14.36	0	100
4	Jefferson County	IA	Relatively Low	13.26	0	100
5	Davis County	IA	Relatively Low	11.27	0	100
6	Van Buren County	IA	Very Low	8.17	0	100

Heat Wave

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	21.57	0	100
2	Davis County	IA	Relatively Moderate	13.53	0	100
3	Van Buren County	IA	Relatively Low	12.72	0	100
4	Mahaska County	IA	Relatively Low	5.13	0	100
5	Jefferson County	IA	Relatively Low	4.96	0	100
6	Keokuk County	IA	Very Low	3.97	0	100
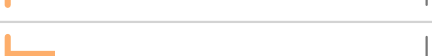
Hurricane

Rank	Community	State	Rating	Score		
1	Mahaska County	IA	Relatively Low	4.84	0	100
2	Keokuk County	IA	Relatively Low	4.43	0	100
3	Van Buren County	IA	Very Low	4.04	0	100
4	Davis County	IA	Very Low	3.99	0	100
5	Jefferson County	IA	Very Low	3.57	0	100
6	Wapello County	IA	Very Low	3.24	0	100

Ice Storm

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Low	12.51	0	100
2	Mahaska County	IA	Relatively Low	12.31	0	100
3	Keokuk County	IA	Very Low	9.91	0	100
4	Van Buren County	IA	Very Low	9.85	0	100
5	Davis County	IA	Very Low	9.54	0	100
6	Jefferson County	IA	Very Low	8.10	0	100

Landslide

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	17.62	0	100
2	Van Buren County	IA	Relatively Moderate	17.30	0	100
3	Davis County	IA	Relatively Low	15.81	0	100
4	Keokuk County	IA	Relatively Low	13.01	0	100
5	Mahaska County	IA	Relatively Low	12.83	0	100
6	Jefferson County	IA	Relatively Low	11.68	0	100

Lightning

Rank	Community	State	Rating	Score			
1	Wapello County	IA	Relatively Moderate	30.04	0		100
2	Van Buren County	IA	Relatively Low	20.84	0		100
3	Davis County	IA	Relatively Low	18.96	0		100
4	Mahaska County	IA	Relatively Low	15.91	0		100
5	Jefferson County	IA	Very Low	12.15	0		100
6	Keokuk County	IA	Very Low	9.50	0		100

Riverine Flooding

Rank	Community	State	Rating	Score			
1	Mahaska County	IA	Relatively Low	11.91	0		100
2	Wapello County	IA	Relatively Low	11.65	0		100
3	Keokuk County	IA	Relatively Low	10.34	0		100
4	Davis County	IA	Relatively Low	8.04	0		100
5	Van Buren County	IA	Relatively Low	7.98	0		100
6	Jefferson County	IA	Very Low	3.83	0		100

Strong Wind

Rank	Community	State	Rating	Score		
1	Mahaska County	IA	Relatively Moderate	33.55	0	100
2	Wapello County	IA	Relatively Moderate	33.47	0	100
3	Jefferson County	IA	Relatively Moderate	27.55	0	100
4	Davis County	IA	Relatively Moderate	24.96	0	100
5	Keokuk County	IA	Relatively Moderate	24.69	0	100
6	Van Buren County	IA	Relatively Low	22.82	0	100

Tornado

Rank	Community	State	Rating	Score		
1	Wapello County	IA	Relatively Moderate	21.94	0	100
2	Mahaska County	IA	Relatively Low	16.17	0	100
3	Jefferson County	IA	Relatively Low	16.15	0	100
4	Davis County	IA	Relatively Low	15.49	0	100
5	Van Buren County	IA	Relatively Low	14.96	0	100
6	Keokuk County	IA	Relatively Low	13.58	0	100
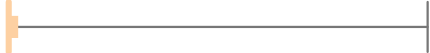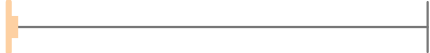
Tsunami

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Volcanic Activity

Rank	Community	State	Rating	Score
	Davis County	IA	Not Applicable	--
	Jefferson County	IA	Not Applicable	--
	Keokuk County	IA	Not Applicable	--
	Mahaska County	IA	Not Applicable	--
	Van Buren County	IA	Not Applicable	--
	Wapello County	IA	Not Applicable	--

Wildfire

Rank	Community	State	Rating	Score			
1	Jefferson County	IA	Very Low	4.21	0		100
2	Keokuk County	IA	Very Low	2.43	0		100
3	Mahaska County	IA	Very Low	2.17	0		100
4	Wapello County	IA	Very Low	1.94	0		100
5	Van Buren County	IA	Very Low	1.60	0		100
6	Davis County	IA	Very Low	1.20	0		100

Winter Weather

Rank	Community	State	Rating	Score			
1	Mahaska County	IA	Relatively Moderate	22.87	0		100
2	Wapello County	IA	Relatively Moderate	22.84	0		100
3	Davis County	IA	Relatively Low	15.36	0		100
4	Jefferson County	IA	Relatively Low	14.30	0		100
5	Keokuk County	IA	Relatively Low	13.79	0		100
6	Van Buren County	IA	Relatively Low	13.04	0		100

Social Vulnerability

Social Vulnerability measures the susceptibility of social groups to the adverse impacts of natural hazards, including disproportionate death, injury, loss, or disruption of livelihood.
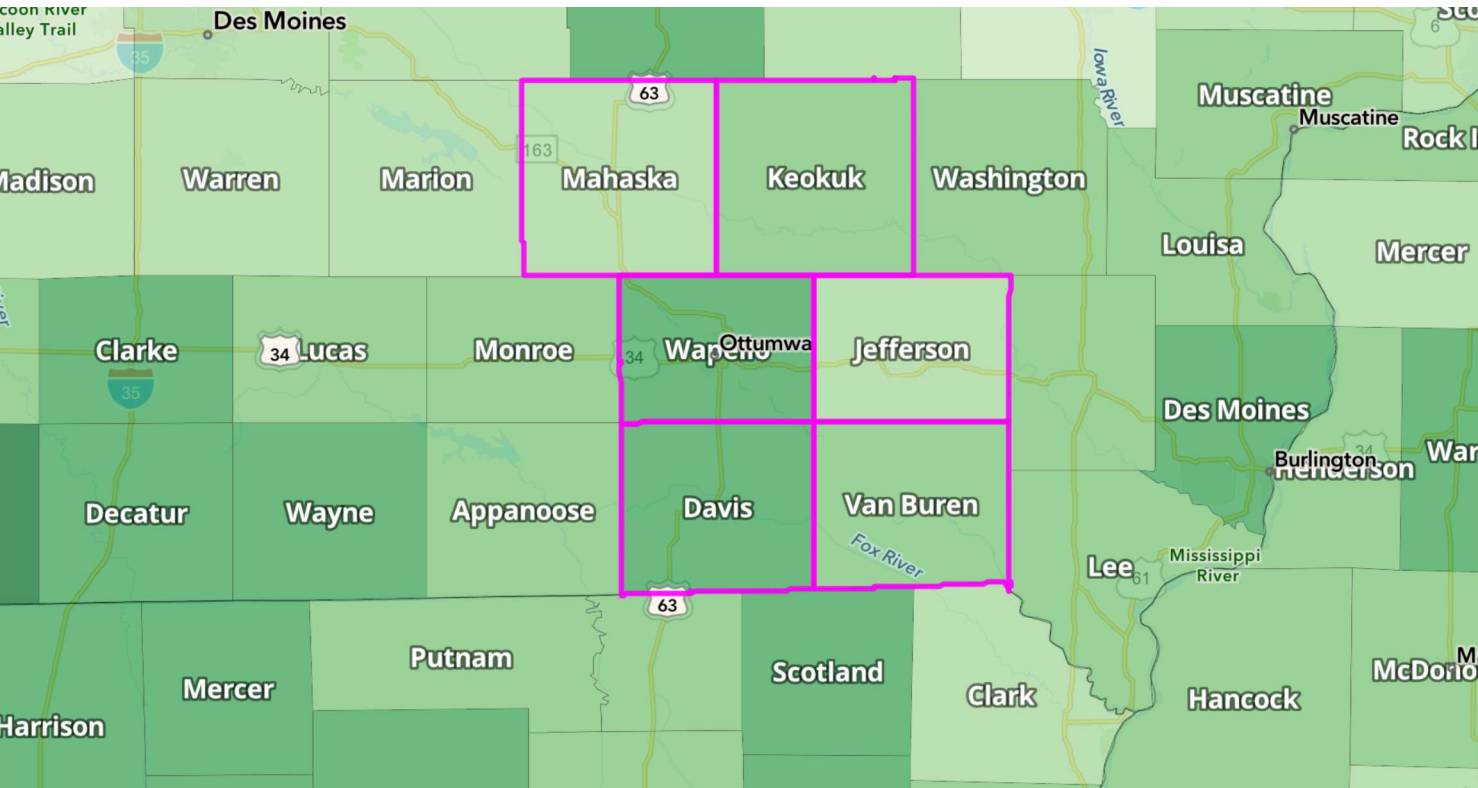
Social Vulnerability Legend

- ■ Very High
- ■ Relatively High
- ■ Relatively Moderate
- ■ Relatively Low
- ■ Very Low
- ■ Data Unavailable

Rank	Community	State	Rating	Score		
1	**Davis County**	IA	Relatively High	47.50	0 ▬▬▬▬	100
2	**Wapello County**	IA	Relatively High	45.88	0 ▬▬▬▬	100
3	**Van Buren County**	IA	Relatively Moderate	42.73	0 ▬▬▬	100
4	**Keokuk County**	IA	Relatively Moderate	40.44	0 ▬▬▬	100
5	**Mahaska County**	IA	Relatively Low	34.80	0 ▬▬	100
6	**Jefferson County**	IA	Relatively Low	30.35	0 ▬▬	100

Community Resilience

Community Resilience measures a community's ability to prepare for anticipated natural hazards, adapt to

changing conditions, and withstand and recover rapidly from disruptions.
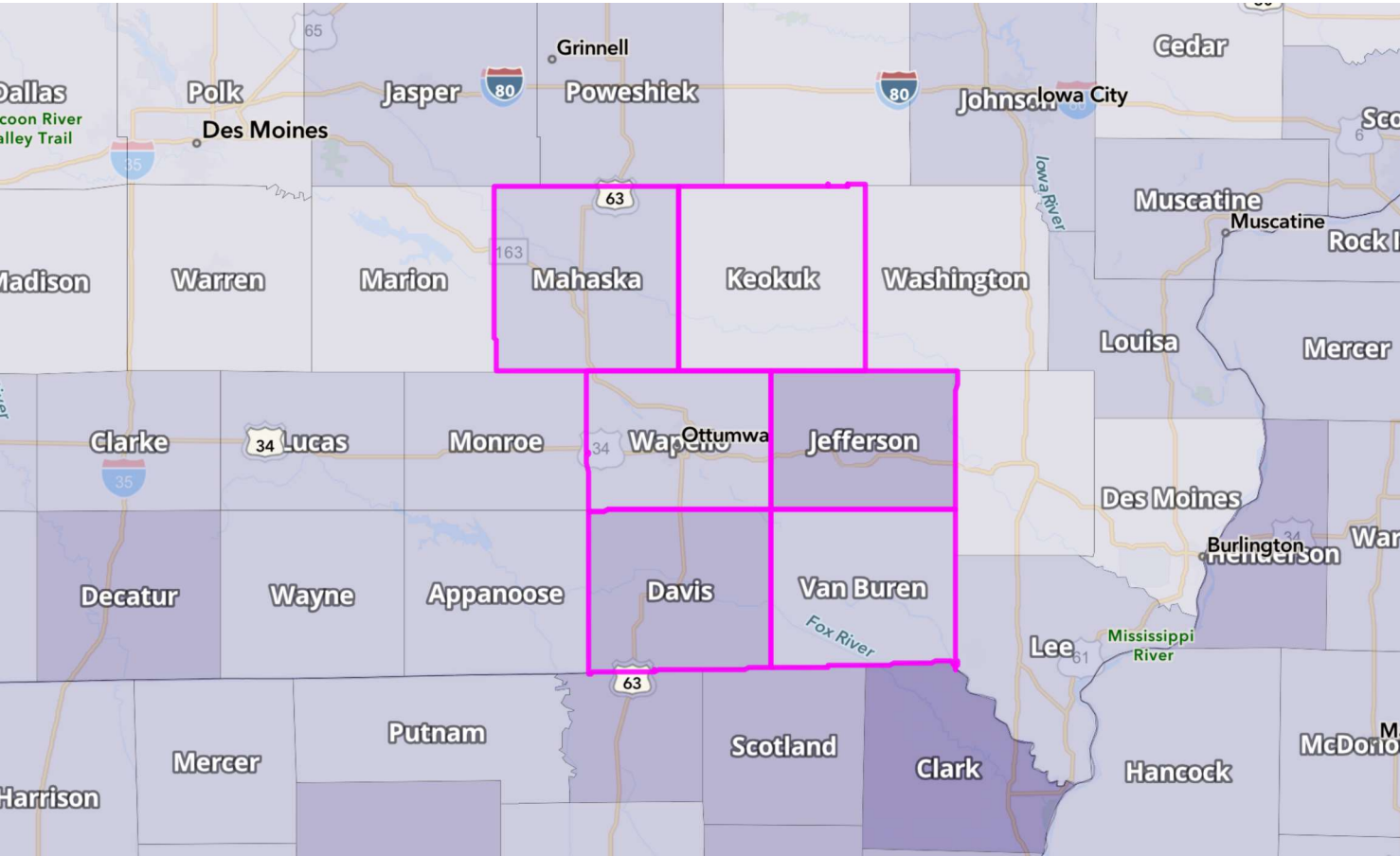
Community Resilience Legend

- [ ] Very High
- [ ] Relatively High
- [ ] Relatively Moderate
- [ ] Relatively Low
- [ ] Very Low
- [ ] Data Unavailable

Rank	Community	State	Rating	Score		
1	Keokuk County	IA	Very High	58.29	0	100
2	Mahaska County	IA	Relatively High	57.52	0	100
3	Wapello County	IA	Relatively High	56.89	0	100
4	Van Buren County	IA	Relatively High	56.19	0	100
5	Davis County	IA	Relatively Moderate	54.67	0	100
6	Jefferson County	IA	Relatively Moderate	53.63	0	100

About the National Risk Index

The National Risk Index is a dataset and online tool to help illustrate the United States communities most at risk for 18 natural hazards: Avalanche, Coastal Flooding, Cold Wave, Drought, Earthquake, Hail, Heat Wave, Hurricane, Ice Storm, Landslide, Lightning, Riverine Flooding, Strong Wind, Tornado, Tsunami, Volcanic Activity, Wildfire, and Winter Weather.

The National Risk Index leverages available source data for Expected Annual Loss due to these 18 hazard types, Social Vulnerability, and Community Resilience to develop a baseline relative risk measurement for each United States county and Census tract. These measurements are calculated using average past conditions, but they cannot be used to predict future outcomes for a community. The National Risk Index is intended to fill gaps in available data and analyses to better inform federal, state, local, tribal, and territorial decision makers as they develop risk reduction strategies.

Explore the National Risk Index Map at **hazards.fema.gov/nri/map**.

Visit the National Risk Index website at **hazards.fema.gov/nri/learn-more** to access supporting documentation and links.

Calculating the Risk Index

Risk Index scores are calculated using an equation that combines scores for Expected Annual Loss due to natural hazards, Social Vulnerability and Community Resilience:

$$\text{Risk Index} = \text{Expected Annual Loss} \times \text{Social Vulnerability} \div \text{Community Resilience}$$

Risk Index scores are presented as a composite score for all 18 hazard types, as well as individual scores for each hazard type.

For more information, visit **hazards.fema.gov/nri/determining-risk**.

Calculating Expected Annual Loss

Expected Annual Loss scores are calculated using an equation that combines values for exposure, annualized frequency, and historic loss ratios for 18 hazard types:

Expected Annual Loss = **Exposure** × **Annualized Frequency** × **Historic Loss Ratio**

Expected Annual Loss scores are presented as a composite score for all 18 hazard types, as well as individual scores for each hazard type.

For more information, visit **hazards.fema.gov/nri/expected-annual-loss**.

Calculating Social Vulnerability

Social Vulnerability is measured using the Social Vulnerability Index (SoVI) published by the University of South Carolina's Hazards and Vulnerability Research Institute (HVRI).

For more information, visit **hazards.fema.gov/nri/social-vulnerability**.

Calculating Community Resilience

Community Resilience is measured using the Baseline Resilience Indicators for Communities (HVRI BRIC) published by the University of South Carolina's Hazards and Vulnerability Research Institute (HVRI).

For more information, visit **hazards.fema.gov/nri/community-resilience**.

How to Take Action

There are many ways to reduce natural hazard risk through mitigation. Communities with high National Risk Index scores can take action to reduce risk by decreasing Expected Annual Loss due to natural hazards,

decreasing Social Vulnerability, and increasing Community Resilience.

For information about how to take action and reduce your risk, visit **hazards.fema.gov/nri/take-action**.

Disclaimer

The National Risk Index (the Risk Index or the Index) and its associated data are meant for planning purposes only. This tool was created for broad nationwide comparisons and is not a substitute for localized risk assessment analysis. Nationwide datasets used as inputs for the National Risk Index are, in many cases, not as accurate as available local data. Users with access to local data for each National Risk Index risk factor should consider substituting the Risk Index data with local data to recalculate a more accurate risk index. If you decide to download the National Risk Index data and substitute it with local data, you assume responsibility for the accuracy of the data and any resulting data index. Please visit the **Contact Us** page if you would like to discuss this process further.

The methodology used by the National Risk Index has been reviewed by subject matter experts in the fields of natural hazard risk research, risk analysis, mitigation planning, and emergency management. The processing methods used to create the National Risk Index have produced results similar to those from other natural hazard risk analyses conducted on a smaller scale. The breadth and combination of geographic information systems (GIS) and data processing techniques leveraged by the National Risk Index enable it to incorporate multiple hazard types and risk factors, manage its nationwide scope, and capture what might have been missed using other methods.

The National Risk Index does not consider the intricate economic and physical interdependencies that exist across geographic regions. Keep in mind that hazard impacts in surrounding counties or Census tracts can cause indirect losses in your community regardless of your community's risk profile.

Nationwide data available for some risk factors are rudimentary at this time. The National Risk Index will be continuously updated as new data become available and improved methodologies are identified.

The National Risk Index Contact Us page is available at **hazards.fema.gov/nri/contact-us**.

Appendix I -
Goal Charts

Area 15 RPC CEDS 2023-2028

Goal #1: Housing and Neighborhoods– Increase and expand housing stock options to all income levels, develop workforce housing, make housing options attractive to potential new businesses and residents.

Objectives:
1. Increase home ownership, housing rehabilitation and new housing developments
2. Improve current housing stock

	Task to be Implemented (not ranked)	Implementing Group(s)	Invested Parties	Timeline
1	Promote housing funding opportunities to residents, communities, development agencies, financial institutions, realtors, and developers	EDCs, Area 15 RPC	AHEAD RHTF, IFA, cities/counties, lenders, realtors, and developers	Short-term
2	Provide owner-occupied housing rehabilitation assistance to low-to-moderate income residents	AHEAD RHTF	Area 15 RPC, Iowa EDA, IFA, cities/counties	Long-term
3	Provide tenant based rental/utility assistance to very low income (≤ 30% MHI) households	AHEAD RHTF	Area 15 RPC, cities/counties	Long-term
4	Provide down-payment assistance to first-time homebuyers	AHEAD Inc. CHDO	Area 15 RPC, lenders, cities/counties, IFA	Long-term
5	Provide financial assistance for new single-family owner-occupied and/or rental unit construction for LMI households	AHEAD RHTF, Cities/counties	Local development corporations, Iowa EDA, IFA, lenders	Long-term
6	Identify and recruit developers for upper-middle class housing and senior housing developments	EDCs	Cities/counties, lenders, realtors, and developers	Long-term
7	Conduct housing needs assessments and/or housing conditions surveys	Cities, Area 15 RPC	Local development corporations, AHEAD RHTF	Long-term
8	Work with cities to ensure codification allows for enforcement of neighborhood appearance	Cities, Area 15 RPC	Cities, local development corporations, Iowa League of Cities	Long-term
9	Address derelict housing	Cities, Area 15 RPC	EDCs, DNR	Long-term

Goal #2: Infrastructure Improvements – Plan and invest in infrastructure improvements including roads, rail, bridges, telecommunications systems and transportation systems, sidewalks, and water, sewer and stormwater systems

Objectives:
1. Increase broadband access to the maximum communities in the region
2. Maintain current infrastructure and expand as necessary to meet the needs of the current and future population and industries
3. Maintain and expand transportation networks as necessary to meet the needs of the current and future population and industries
4. Reduce the effect of natural hazards, utility, telecommunication and transportation disruptions through planning and mitigation projects

	Task to be Implemented	Implementing Group(s)	Invested Parties	Timeline
1	Plan and program infrastructure replacement and expansion as needed	Cities, Counties	Area 15 RPC, Iowa EDA, IDNR, CDBG, USDA-RD	Long-term
2	Identify and access financial assistance for road/highway improvements for business/industrial expansion	Area 15 RPC, local development organizations, cities/counties	Iowa DOT, Iowa EDA, USDOC-EDA	Long-term
3	Plan and program stormwater management projects	Cities, Counties	Area 15 RPC, Iowa EDA, IDNR, CDBG, USDA-RD	Long-term
4	Plan and program highway, road, bridge, air & rail projects	Area 15 RPC, RPA 15	Iowa DOT, county/city engineers, FHWA	Long-term
5	Update and maintain a regional long-range Transportation Plan	Area 15 RPC, RPA 15	Iowa DOT, FHWA, cities/counties	Long-term
6	Ensure Hazard Mitigation Plans are current and adopted for all counties in the region	Cities, counties	Area 15 RPC, FEMA, Iowa Homeland Security/Emergency Management	Long-term
7	Plan and program hazard mitigation projects	Cities, counties	Area 15 RPC, FEMA, Iowa Homeland Security/Emergency Management, IEDA	Long-term
8	Maintain communication with the region's utility and telecommunication industries to plan for any service disruptions or service expansions/improvements	Iowa South	Cities and counties, Area 15 RPC, EDCs, regional industry members	Long-term

Goal #3: Economic/Business Development – Boost the regional economy through industry and creation of new employment opportunities through expansion of new industries. Attract industries that use talent and skills that already exist in the region's population. Train and support potential entrepreneurship in the region.

Objectives:
1. Create/expand skilled employment opportunities within the region
2. Develop new business opportunities or expansions and capital investments within the region
3. Support and create entrepreneurial initiatives for retail and commercial development
4. Explore industry diversity with a focus on innovative clusters.

	Task to be Implemented	Implementing Group(s)	Invested Parties	Timeline
1	Promote entrepreneurship and assist emerging new businesses	Area 15 RPC, SBDC, IHCC, Iowa South	Iowa EDA, REDI RLF, local loan funds, cities/counties, SCORE, IHCC RELI/SDBC	Long-term
2	Identify and recruit target businesses and industries for the region	Iowa South, EDCs, cities/counties	Area 15 RPC, SBDC, IEDA, SE Iowa Mfg. Consortium	Long-term
3	Market availability of financial assistance for business start-up and existing business expansion	Area 15 RPC, SBDC, EDCs, cities and counties	Iowa EDA, USDOC-EDA, lenders, SBA, SCORE, USDA-RD	Long-term
4	Accelerate regional marketing efforts to increase awareness of buildings/sites/available workforce/etc.	Iowa South, EDCs	Area 15 RPC, Iowa EDA, IHCC, cities and counties, IWD	Long-term
5	Maintain strong communication between EDCs, IEDA, and EDA	Area 15 RPC, Iowa South	EDCs, Iowa EDA, USDOC-EDA	Long-term
6	Foster the growth of industrial parks and certified sites	EDCs, cities and counties	IEDA, USDOC-EDA, USDA-RD	Long-term
7	Provide technical assistance to communities and EDCs related to economic development initiatives and funding opportunities	Area 15 RPC	Cities and counties, EDCs	Long-term

Goal #4: Workforce Development – Workforce development and retainment was very important to many survey takers. Marketing the available workforce development programs as well as available financial incentives is required to make residents and businesses/industries aware of the opportunities.

Objectives:
1. Identify workforce needs of current and potential future employers in the region
2. Support educational opportunities for current and potential workforce members
3. Improve employee retention in the region

	Task to be Implemented	Implementing Group(s)	Invested Parties	Timeline
1	Pursue workforce development initiatives	Iowa South	Area 15 RPC, IWD, IHCC, USDOC- EDA	Long-term
2	Promote career opportunities for advanced manufacturing, bioprocessing and other industries in the region	Iowa South, IHCC, IWD	Area 15 RPC, IHRD, SE Iowa Mfg. Consortium	Long-term
3	Train high school teachers the necessary skills and opportunities with region industries through the Educators in the Workplace program	Iowa South, IHCC	Local schools/teachers, regional industry partners, Area 15 RPC	Long-term
4	Maintain strong communication between EDCs, IHCC, JobCorps, Iowa Workforce Development, and industry members	Iowa South, EDCs	IHCC, JobCorps, IWD, regional industry partners, Area 15 RPC	Long-term
5	Regularly update and disseminate county and regional laborshed analyses	Iowa South, IWD	Cities, counties, regional industry members, EDCs, Area 15 RPC	Long-term

Goal #5: Quality of Life— Find regional solutions to resident needs, and increase quality of
life in communities to retain populations, including families and senior residents, and attract new residents and businesses

Objectives:
1. Increase awareness and support recreational and cultural opportunities to residents and potential residents and businesses
2. Improve and expand and recreational facilities in the region
3. Create more diverse and attractive commercial districts
4. Ensure consideration of low-to-moderate income residents in the development of quality of life initiatives
5. Increase businesses and organization which provide healthy living services and initiatives

	Task to be Implemented (not ranked)	Implementing Group(s)	Invested Parties	Timeline
1	Plan and program trail development/expansion projects	Cities/counties, trails groups	Area 15 RPC, conservation groups, IDNR	Long-term
2	Develop new, or improve existing, recreational facilities, especially youth-focused opportunities	Cities/counties	Area 15 RPC, IDNR, USDA-RD, Pathfinders	Long-term
3	Encourage and facilitate planning and development of downtown revitalization projects including upper-story housing, facades, and streetscapes	Area 15 RPC, Cities, Main Street organizations	IEDA, CDBG, economic development groups	Long-term
4	Maintain communications with municipalities, tourism organizations, chambers of commerce, and Main Street organizations to understand the region's recreational and cultural amenities and needs	Area 15 RPC	Local convention and visitor bureaus, chambers of commerce, Main Streets, Iowa Tourism Office, Pathfinders	Short term
5	Seek and create new avenues of communications with cities to advertise grant opportunities for recreational and arts and cultural projects	Area 15 RPC	Cities and counties, recreational and cultural organizations	Short term
6	Support development or improvement of childcare, schools, police/fire, medical, libraries, or other facilities/services within the region.	Cities/Counties	Area 15 RPC, FEMA, Iowa Homeland Security, emergency management	Long-term
7	Plan and program public transportation projects	Area 15 RPC, RPA 15, OTA, 10-15 Transit	Iowa DOT, FTA	Long-term

Appendix J -
List of Projects

County	Organization	Project	Project Description	Infrastructure	Housing and Neighborhoods	Economic/Business Development	Workforce Development	Quality of Life	Estimated Project Cost	Target Funding Sources	Date Accomplished
All	All Counties	Educators in the Workplace	Program to connect teachers with opportunities for students in area industries				X			Iowa South, IEDA	
All	All Incorporated Cities	AHEAD SIHO RLF	First-time homebuyer loan for Employed persons		X				$10,000 per loan. Capital base:	Recaptured payments -	
All	All Jurisdictions	AHEAD RHTF RLF	Improve housing stock in region		X				~$470,000/per year	State Housing Trust Fund - 80%	
All	All Jurisdictions	Area 15 RPC Housing Fund	Improve housing stock in region		X				$12,000 per loan. Capital Base:	Recaptured payments -	
All	All Jurisdictions	REDI RLF	Business and industry loan (based on employment)			X			$25,000 per job. Capital Base:	Recaptured payments -	
All	All Jurisdictions	REDI CARES				X			1,000,000		
All	All Jurisdictions	City Code	Update 20 more codes - now through 60 months		X					Local funds from city	
Davis	Bloomfield	Downtown revitilization	Facade repairs, complete streets	X						CDBG/IFA-SRF	
Davis	Bloomfield	Wastewater System	Wastewater collection system repairs	X						CDBG/IFA-SRF	
Davis	Bloomfield	Water distribution system	Water distribution system repairs	X						CDBG/IFA-SRF	
Davis	Drakesville	City Code	Update City Code		X					Local funds from	
Davis	Pulaski		Park Improvements	X						CDBG/IFA-SRF	
Davis	Pulaski	Water System	New water tower, water storage replacement and distribution system repairs	X						CDBG/IFA-SRF	
Jefferson	Batavia	City Code	Update City Code 2026		X					Local funds from	
Jefferson	Fairfield	Transportation Improvements	Program two federally funded transportation project	X				X	$2,340,000	TAP	
Jefferson	Jefferson County	Transportation Improvements	Program seven federally funded transportation project	X					$87,111,000	STBG, HBP	
Jefferson	Jefferson County	Transportation Improvements	Program one federally funded transportation project	X					$720,000	TAP	

County	City	Project	Description					Cost	Funding Source	
Jefferson	Libertyville	Wastewater System	Wastewater collection system repairs	X					CDBG/IFA-SRF	
Jefferson	Lockridge	Water, sewer, streets	Street improvements more water and sewer improvements ongoing	X					CDBG/IFA-SRF	
Jefferson	Masdaam Barns	Strategic planning and tourism development				X	X		Fairfield Convention and Visitors Bureau	
Jefferson	Packwood	City Code	Update City Code		X				Local funds from	
Keokuk	All Cities	Hazard Mitigation Plan Update	Five year update to the County's hazard mitigation plan	X			X		HMGP, PDM	
Keokuk	Delta	Playground	Playground improvement and upgrades		X		X			
Keokuk	Delta	City Code	Update City Code 2025		X				Local funds from	
Keokuk	Delta	Streets	Seal coat gravel streets		X					
Keokuk	Gibson	City Code	Update City Code		X				Local funds from	
Keokuk	Keota	Daycare/Storm Shelter	New daycare facility which will also be used as a community storm shelter	X	X		X		CDBG, USDA, HMGP	
Keokuk	Keota	Water	Watermain and hydrant repairs	X					CDBG/IFA-SRF	
Keokuk	Keota	Streets	Street repairs	X					CDBG/IFA-SRF	
Keokuk	Harper	City Code	Update City Code		X				Local funds from	
Keokuk	Harper	City Hall	Renovate City Hall	X		X				
Keokuk	Haysville	City Code	Update City Code 2024		X				Local funds from	
Keokuk	Hedrick	City Code	Update City Code 2024		X				Local funds from	
Keokuk	Hedrick	Streets	Street improvements more water and sewer improvements ongoing	X					CDBG/IFA-SRF	
Keokuk	Hedrick	Water System	Water storage replacement and distribution system repairs	X					CDBG/IFA-SRF	
Keokuk	Keswick	Transportation Improvements	Program One Project	X				$449,615	SWAP	
Keokuk	Keokuk County	Transportation Improvements	Program two federally funded transportation	X			X	$5,972,000	HDP Earmark, HBP	
Keokuk	Ollie	City Code	Update City Code 2026		X				Local funds from	
Keokuk	Richland	City Code	Update City Code 2023		X				Local funds from	
Keokuk	Richland	Lagoons	Lagoon dredging	X						
Keokuk	Richland	Streets	Street and infrastructure repairs	X						
Keokuk	South English	City Code	Update City Code		X				Local funds from	

County	City	Project	Description						Amount	Funding	
Keokuk	What Cheer	Opera House	Historic opera house restoration					X		IEDA,	
Mahaska	Barnes City	City Code	City Code Update		X					Local funds from	
Mahaska	Fremont	City Code	City Code Update		X					Local funds from	
Mahaska	Mahaska County	Transportation Improvements	Program six federally funded tranportation projects	X					$8,800,000	HBP, STBG	
Mahaska	Oskaloosa	Transportation Improvements	Program two federally funded transportation	X					$2,500,000	HDP earmark, SWAP	
Mahaska	Oskaloosa	Transportation Improvements	Recreational trails and parks	X							
Mahaska	Oskaloosa	Downtown revitalization	Phase 4 improvements	X	X	X		X		IEDA/CDBG, City, Daily Trust,	
Mahaska	Oskaloosa	Façade Phase II	Rehabilitation of at least 10 Buildings in the middle 2 and/or southern 3 blocks in the City Square Commercial Historic District	X	X	X		X	$1,000,000	IEDA/CDBG, IFA-SRF City, Daily Trust, property owners	
Mahaska	Oskaloosa	Housing	New housing construction		X						
Mahaska	Oskaloosa	Innovation Park/Rail	Innovation Park/Rail improvemnts	X	X	X		X		IEDA/CDBG, City, Daily Trust,	
Mahaska	Oskaloosa	Wastewater System	Wastewater collection and treatment system improvements	X						CDBG/IFA-SRF	
Van Buren	Birmingham	City Code	Update City Code 2025		X					Local funds from	
Van Buren	Birmingham	Sewer System	Wastewater collection system and treatment repairs	X						CDBG/IFA-SRF	
Van Buren	Birmingham	Water System	Water storage replacement and distribution system repairs	X						CDBG/IFA-SRF	
Van Buren	Bonaparte	City Code	Update City Code 2023		X					Local funds from	
Van Buren	Farmington	Parks	Indian Lake Park bath house, cabins and updates Wild rose park upgrades aging infrastructures	X						CDBG/IFA-SRF	
Van Buren	Farmington	Wastewater collection system	Wastewater collection system and treatment repairs	X						CDBG/IFA-SRF	
Van Buren	Farmington	Water System Upgrades	New water mains, water tank, and abandonment of former well	X	X	X		X		CDBG, SRF	
Van Buren	Keosauqua	Transportation Improvements	Program one federally funded transportation	X					$596,000	TAP	

County	City	Project Type	Description	C1	C2	C3	C4	C5	Cost	Funding	
Van Buren	Keosauqua	Transportation Improvements	Finish Water Trail Improvement of the Lower Des Moines River Have effective Asset Mgmt for current infrastructure	X						CDBG/IFA-SRF	
Van Buren	Stockport	City Code	Update City Code		X				$2,500	Local funds from	
Van Buren	Stockport	Park, commercial building	Restore park, restore comm	X						CDBG/IFA-SRF	
Van Buren	Stockport	Sewer	Sewer repairs	X						CDBG/IFA-SRF	
Van Buren	Stockport	Water system Upgrades	Replace water infrastructur	X						CDBG/IFA-SRF	
Van Buren	Van Buren County	Transportation Improvements	Program six federally funded transportation projects	X					$5,089,000	STBG, HBP	
Van Buren	Van Buren County	Transportation Improvements	Program one federally funded transportation	X					$268,000	TAP	
Wapello	All Cities	Hazard Mitigation Plan Update	Five year update to the County's hazard mitigation plan	X				X		HMGP, PDM	
Wapello	Blakesburg	City Code	City Code Update		X					Local funds from	
Wapello	Eddyville	City Code	City Code Update 2024		X					Local funds from	
Wapello	Eldon	Community Center	Rennovate community center					X			
Wapello	Eldon	Façade Improvements	Rehabilitation of Buildings in Downtown Eldon	X	X	X		X		CDBG, City, County, ORLF,	
Wapello	Eldon	Streets	Asphalt streets, Complete trail system	X							
Wapello	Eldon	Water and sewer system	Repair water sewer mains	X							
Wapello	Kirkville	City Code	City Code Update		X					Local funds from	
Wapello	Ottumwa	Transportation Improvements	Program one federally funded transportation project	X					$2,197,000	SWAP	
Wapello	Ottumwa	Transportation Improvements	Program one federally funded transportation project	X					$841,000	TAP	
Wapello	Ottumwa	Ottumwa Water/Sewer	Improvements and repairs to water and sewer lines	X						CDBG, City, IFA-SRF, Ottumwa Water and Sewer	
Wapello	Wapello County	Day care								CDBG/IFA-SRF	
Wapello	Wapello County	Transportation Improvements	Trails, Roads, street expans	X						CDBG/IFA-SRF	
Wapello	Wapello County	Transportation Improvements	Program ten federally funded transportation projects	X					$8,435,000	SWAP-HBP, HBP, HSIP	

Appendix K -
William Penn Enrollment Profile

FA2022 STUDENT PROFILE

All Registered Students as of Census Day

Includes Traditional Campus, Distance Learning, Online, Graduate Program and Education Endorsement

Diversity Highlights:

- 43 states represented, plus District of Columbia and Puerto Rico

- 30 foreign countries represented

- 38% non-Caucasian enrollment

Gender	%
Female	**44.89%**
8 Week Online	1.52%
Default	32.43%
Distance Learn	9.42%
Educ Endorse	0.56%
Grad 8wk Ground	0.64%
Grad 8wk Online	0.32%
Male	**55.11%**
8 Week Online	0.96%
Default	50.48%
Distance Learn	1.36%
Educ Endorse	0.32%
Grad 8wk Ground	1.92%
Grad 8wk Online	0.08%
Grand Total	**100.00%**

Race	%
American Indian or Alaska Native	0.62%
Asian	0.89%
Black or African American	16.21%
Hispanic	9.68%
Native Hawaiian or other Pacific Islander	0.89%
Non-Resident Alien	5.22%
Race and Ethnicity Unknown	4.60%
Two or more races	4.47%
White	57.42%
Grand Total	**100.00%**

Country	#
Antigua & Barbuda	5
Andorra	1
Argentina	1
Australia	1
Bahamas	4
Brazil	4
Canada	8
Chile	1
Cypress	1
Ecuador	1
Finland	1
France	1
Germany	3
Ireland	1
Israel	1
Italy	3
Japan	1
Mexico	1
Myanmar	1
Netherlands	2
Nigeria	1
Norway	2
Panama	1
Rwanda	1
Slovenia	2
South Africa	3
Spain	5
Switzerland	2
United Kingdom	17
USA	1378
Zimbabwe	2
Total	**1456**

State	#
AK	4
AL	8
AR	8
AZ	17
CA	59
CO	20
CT	1
DC	1
FC (Intl)	78
FL	36
GA	9
HI	5
IA	735
ID	3
IL	73
IN	10
KS	20
KY	4
LA	13
MD	3
MI	12
MN	37
MO	52
MS	5
MT	2
NC	2
NE	14
NH	1
NJ	3
NM	2
NV	22
NY	10
OH	5
OK	8
OR	6
PA	6
PR	2
SC	2
SD	5
TN	18
TX	62
UT	17
VA	11
WA	14
WI	29
WY	2
Total	**1456**

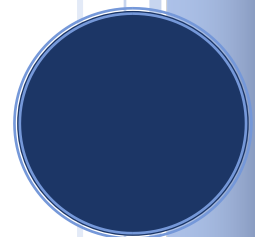# Appendix L -
Area 15 Disaster Recovery Strategy

ECONOMIC ADJUSTMENT DISASTER
RECOVERY ASSISTANCE

PROJECT # 05-69-04689

AREA 15 REGIONAL PLANNING COMMISSION
P.O. BOX 1110 OTTUMWA, IA 52501

Area 15 EDD Disaster Recovery Strategy

Prepared under an Award from the U.S. Department of
Commerce
Economic Development Administration

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ABSTRACT

Area 15 Regional Planning Commission requested and received a grant of $140,000 in November of 2008 from the Economic Development Administration (EDA) to hire a Flood Coordinator and develop a Disaster Recovery Strategy. The purpose of the Disaster Recovery Strategy and Flood Coordinator was to respond to the severe winter storms of 2007 and flooding of 2008.

- FEMA-1737-DR - Severe Winter Storms of December 10-11, 2007; and

- FEMA-1763-DR – Severe Storms, Tornados & Flooding of May 25 – August 13, 2008

The Area 15 Economic Development District (EDD) Disaster Recovery Strategy provides a framework for local jurisdictions to effectively and efficiently recover from the FEMA 1737 and 1763 disasters by developing long-term strategies to mitigate against future disaster impacts and repetitive losses. Specifically this plan will concentrate on the following:

Assessment	Assess damage and losses caused by the 2007 winter storms and 2008 spring flooding events.
Prioritization	Prioritize long term recovery goals, projects, and needs.
Education	Facilitate training and education to government officials & citizens for future disaster events.
Support	Assist communities in disaster recovery efforts by providing direct technical assistance or referring to other assistance.

EXECUTIVE SUMMARY

The purpose for this EDA Economic Adjustment Disaster Recovery Assistance is to support the Economic Development District (EDD) organization impacted by the Presidential Disaster Declarations FEMA-1763-DR and FEMA-1737-DR. Funding assistance is targeted to devising long-term economic redevelopment and implementation strategies to address economic development challenges caused by the disasters. The Area 15 Regional Planning Commission is the designated EDD organization for a ten

(10) county geographic region in southern Iowa. All ten (10) counties within the Area 15 EDD are covered under either Disaster Declaration 1737 or 1763, including: Appanoose, Mahaska, Jefferson, Keokuk, Wapello, Davis, Lucas, Monroe, Wayne and Van Buren. The total population of the area is 140,206.

Upon funding, Area 15 EDD staff surveyed the local jurisdictions (city and county government bodies) to identify damages caused by the severe winter storms of 2007 and flooding/flash floods of 2008. The data was categorized into the following sectors:

- Business and Industry: industrial parks, central business districts, railroads, and agriculture industries.

- Housing: all types of housing units.

- Public Facilities: public buildings, parks and recreational trails.

- Public Works and Utilities: water distribution and treatment, wastewater collection and treatment, storm water collection, levees, electric, natural gas, communication.

- Transportation: streets, highways, bridges, rail, air.

Area 15 staff worked directly with local Emergency Management Coordinators and local governments to develop recovery and implementation strategies. This included the following activities:

- Compiling a needs assessment of, but not limited to, public infrastructure and facilities, multi-modal transportation systems, commercial/industrial, and residential properties in order to identify/inventory disaster recovery activities;

- Prioritizing projects for technical, planning, and/or financial assistance; •   Implementing recovery activities.

The complete Area 15 EDD Disaster Recovery Strategy can be found at http://media.wix.com/ugd/ ec775e_593057b305f648fc98b71d560fb4a609.pdf

Appendix M -
List of Resources

Federal and State Development Agencies

IOWA UDSA Rural Development
Theresa Greenfield, (515) 284-4663
Federal Bldg., 873 855.251.2244 FAX
210 Walnut Street 515.284.4858 TTY
Des Moines, IA 50309
Theresa.Greenfield@ia.usda.gov

USDA—Albia Office
Cindy Pelzer 641.932.3031
1709 South B Street 855.251.2237 FAX
Albia, IA 52531

USDA—Mt. Pleasant Office
Michelle Moore 1 319.986.5800
709 S. Iris St., Ste. 103 855.251.2237 FAX
Mt. Pleasant, IA 52641

U.S. Dept. of Commerce—EDA
Steve Castaner 573.590.1194
1244 Speer Blvd. Suite 431
Denver, CO 80204.
scastaner@eda.gov

IEDA

Iowa Economic Development Authority
1963 Bell Ave. Suite 200, Des Moines, Iowa 50315 1.515.348.6200
Des Moines, IA 50309 515.242.4809 FAX
e-mail: info@iowa.gov

HUD—Housing and Urban Development
Steve Eggleston 515.284.4512
210 Walnut, Rm. 937 515.284.4743 FAX
Des Moines, IA 50309

Local Development Groups
Davis Co. Development Corp.
John Schroeder 641.664.2300
111 S. Washington St. 845.698.5418 FAX
P.O. Box 159 641.208.6275 cell
Bloomfield, IA 52537
john@daviscounty.org

Fairfield Economic Development Assoc.
Joshua Laraby 641.472.3436

Ottumwa Economic Development Corp.
Mark Roe 641.682.3465
217 E. Main St. 641.682.3466 FAX
P.O. Box 1288
Ottumwa, IA 52501
sstroh@ottumwaiowa.com

Sigourney Area Development
Open 641.622.2288
112 E. Washington 641.622.2396 FAX
Sigourney, IA 52591
sadc@sigourney.com

Villages of Van Buren
Emily Shipley 319.293.7111
P.O. Box 9 319.293.7116 FAX
Keosauqua, IA 52565
info@villagesofvanburen.com

Additional Resources

Area XV Multi-County Housing Agency
Troy Peden 641.937.5222
417 North College St.
Agency, IA 52530
tpeden@areaxvhousing.org

Iowa League of Cities
500 SW 7th St. 515.244.7282
Suite 101 978.367.9733 FAX
Des Moines, IA 50309-4111
www.iowaleague.org

ISAC—Iowa State Association of Counties
5500 Westown Parkway 515.244.7181
Suite 190
West Des Moines, IA 50266
www.iowacounties.org

IWD—Iowa Workforce Development
15260 Truman St. 641.684.5401
IHCC North Campus 641.684.4351 FAX
Ottumwa, IA 52501

New Iowan Center
An Iowa Workforce Development Initiative

605 S. 23rd, Ste. 102 641.472.6510 FAX
Fairfield, IA 52556
joshua.laraby@growfairfield.com

Mahaska Co. Ag. & Rural Development
Deann DeGroot 641.672.2591
221 1st Ave. E 641.672.2047 FAX
Oskaloosa, IA 52577
mcard@mahaskacounty.org

Hugo Cividanes 641.684.0279
P.O. Box 717 641.684.4351 FAX
310 W. Main St. 641.799.6681 CELL
Ottumwa, IA 52501
hugo.cividanes@iwd.iowa.gov

Southern Iowa Economic Development
Association (SIEDA)
P.O. Box 658 641.682.8741
725 W. Second St.
Ottumwa, IA 52501
www.sieda.org