



Iowa Workforce
Development

Workforce Update

Professional Developers of Iowa (PDI)

September 26, 2025

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Labor Market Information Division

Goal: Make Iowa an Employment Destination

“When Iowans lose their jobs, the Department of Workforce Development doesn’t just hand out money; it helps them get back to work.

Because of that, Iowans are finding new jobs, on average, in just nine weeks. Nationally, that number is closer to 23.

This is what success looks like.”

- Governor Reynolds, 2025 Condition of the State



State of the Workforce *(August 2025)*

Unemployment Rate
3.8 percent



Labor Force Participation
67.5 percent



Total Employed Iowans
1,673,500



Average Annual Wage
\$61,358 (+17.3% since 2020)



Household Income
\$75,501 (Ranked 35th; +8.5% over two years)



Job Openings Per
Unemployed Persons
1.2 (July '25)



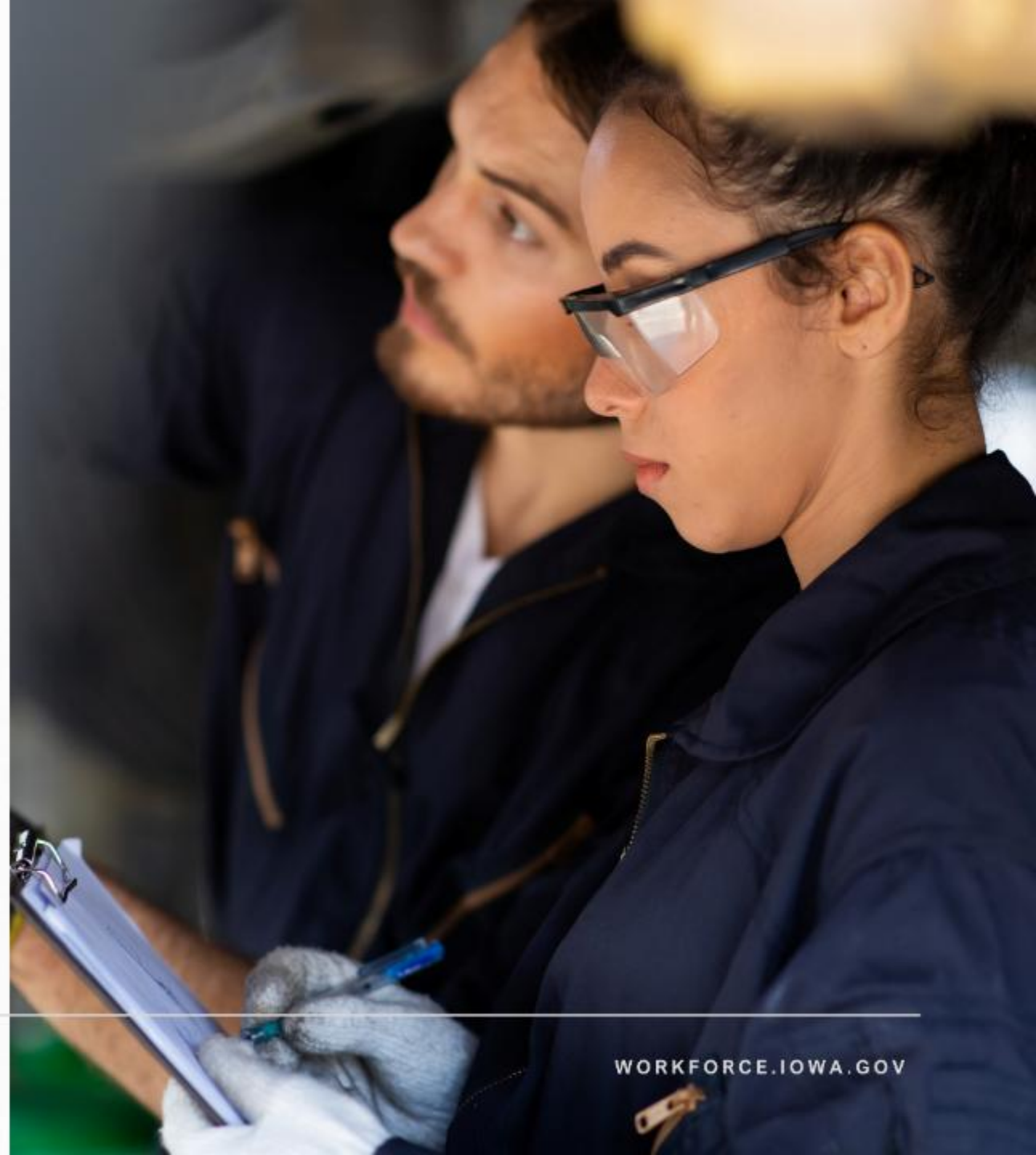
State of the Workforce: IWD Priorities

- **Developing a trained workforce to meet employer needs** by:
 - Building the next generation through work-based learning.
 - Breaking down barriers to employment.
 - Supporting employer growth and sustainability.
- **Providing innovative solutions** to workforce challenges.
- **Continually improving overall services** to our customers.



True Partner to Iowa's Business Stakeholders

- Since emerging from the pandemic, IWD has refocused its structure, refined its processes, and created new divisions to improve service.
- As a result, we are:
 - **A reliable partner that works alongside business and economic development** to understand and address the workforce challenges of both today and tomorrow.
 - **A more effective workforce system**, with dedicated staff who take a proactive approach to employer needs and have a renewed, laser focus on getting Iowans back into the workforce as soon as possible.



One-Stop Solutions

Business Engagement Division



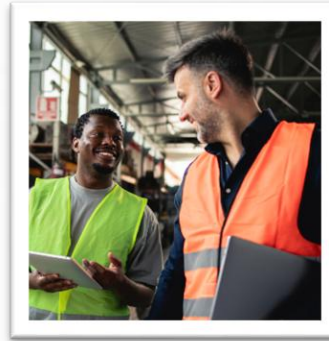
Serves as a one-stop shop for individualized assistance across industries.



Business Engagement Consultants (BECs) act as the division's front line, working from IowaWORKS offices around the state.



BECs respond to daily workforce challenges while also working proactively with employers in strategic regions.



Employers Engaged
3,797 (2,251 New)

Services Provided
14,654
**(recruitment, problem
solving, referrals, program
connections)**

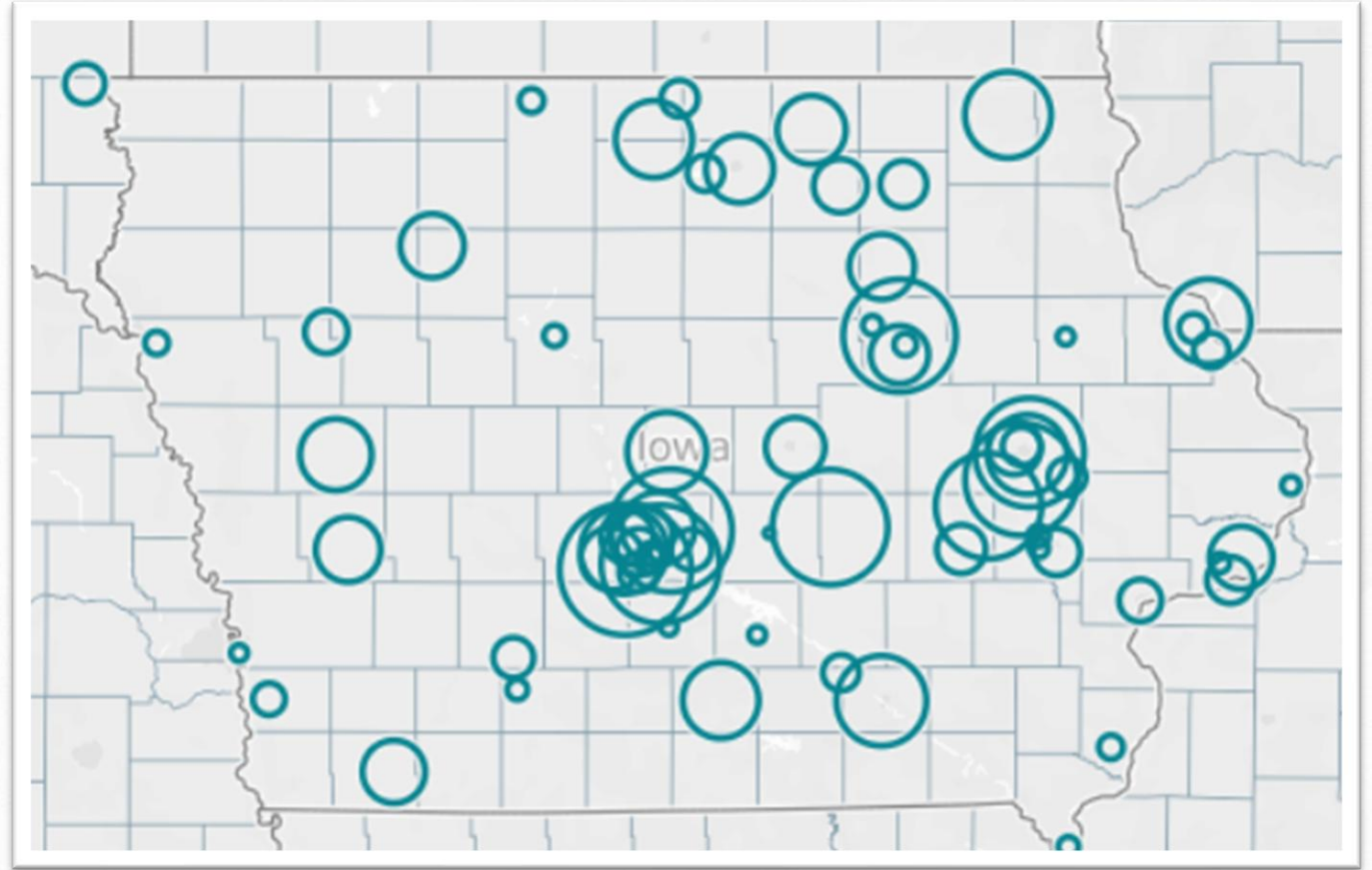
*Data: Division Activity from January-
June 2025*

Responding Quickly to Workforce Challenges

- IWD has deployed **new tools (such as the Mobile Workforce Center)** and **improved coordination** to strengthen the state's Rapid Response services.
- **Often the first** to enter a layoff situation and help impacted workers.
- Critical to these efforts are **IWD's ability to bring in nearby employers (or employers from the same industry)** that can tap into the pool of impacted workers.

2025 WARN Numbers (Already Happened or Announced)

- Individual Locations Impacted: 98
- Workers Impacted: 5,915



2025 WARN Notice Map



Impact of the Mobile Workforce Center

- **Appeared at well over 200 stops/events in the first 18 months, many involving Rapid Response situations.**
 - *Often the first to arrive at Rapid Response (layoff) situations across the state and disaster recovery events.*
- **Served hundreds of job seekers and impacted workers.**
 - *Access to Iowa's largest jobs bank, resume building, connections to other employment pathways.*



Workforce Wins Progress in Vocational Rehabilitation (VR)

Over the last two years, IWD has aligned VR services into the agency to create a more streamlined process for helping Iowans with disabilities find careers.

- **Ended wait times** so that customers start receiving workforce services immediately.
- **Improved the workforce system** to help VR coordinate more closely with related programs and create pilot programs.
- **Changed job requirements** to match today's labor force and improve staff retention.

Workforce Wins Iowa Office of Apprenticeship (IOA)

- Last summer, Iowa officially became a State Apprenticeship Agency (SAA) to better connect Registered Apprenticeship to the state's workforce strategy.
- For Program Sponsors (Employers), this means:
 - Upgraded, one-on-one service.
 - New sponsor orientations, office hours, and professional development.
 - Innovative ideas and grants.



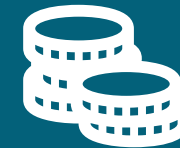
Workforce Wins Iowans Entering the Workforce More Quickly

Reemployment Case Management (RCM)

program was launched in 2022 to inject urgency and provide greater assistance during the unemployment process.

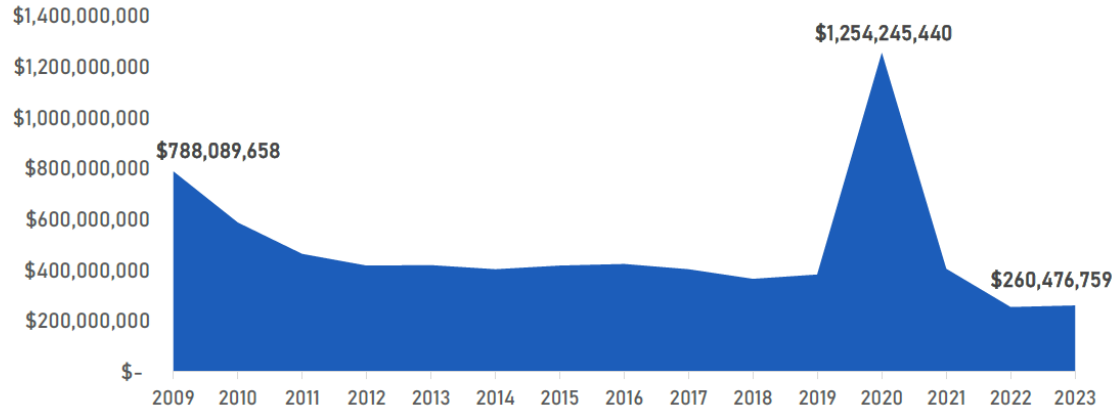
- **Nationally recognized model** (and award winner) for getting unemployed individuals back into the workforce.
- Much **shorter timeframe** between job loss and reemployment.
- **Notable increase** in individuals receiving one-on-one assistance and a higher participation in reemployment activities.

By the Numbers

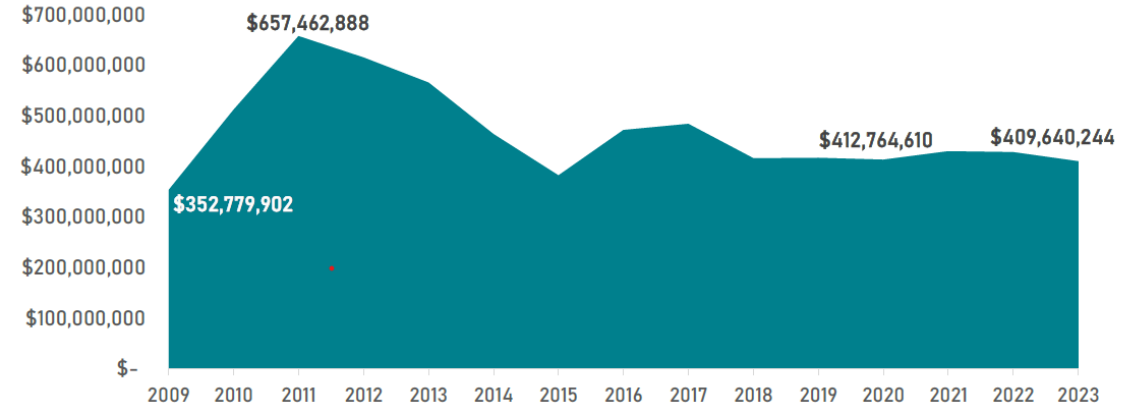


Estimated Trust Fund Savings
(First Three Calendar Years)
\$364 million

UI Benefits Paid Over Last 15 Years



UI Taxes Collected Over Last 15 Years

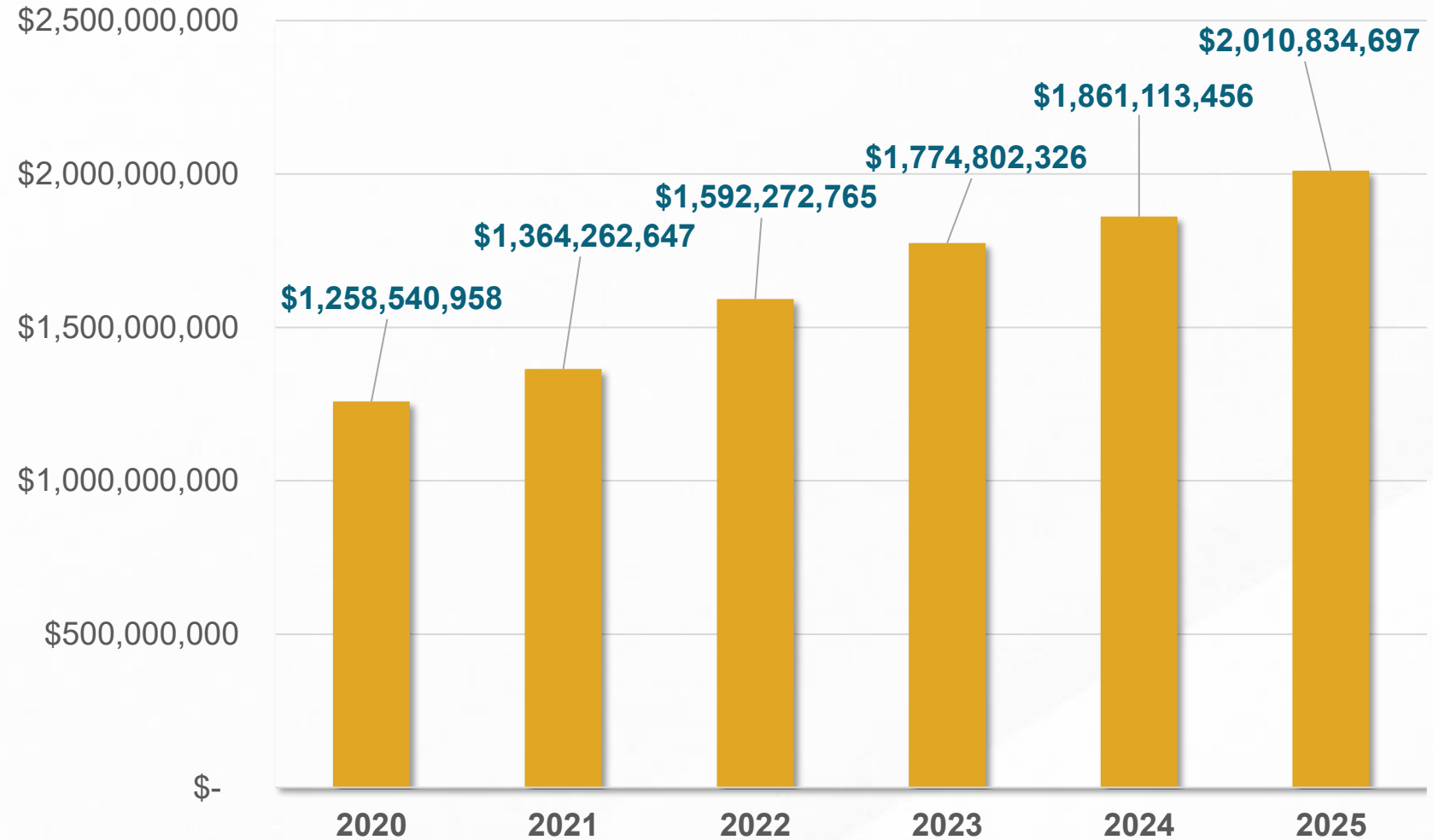


Savings in the Trust Fund

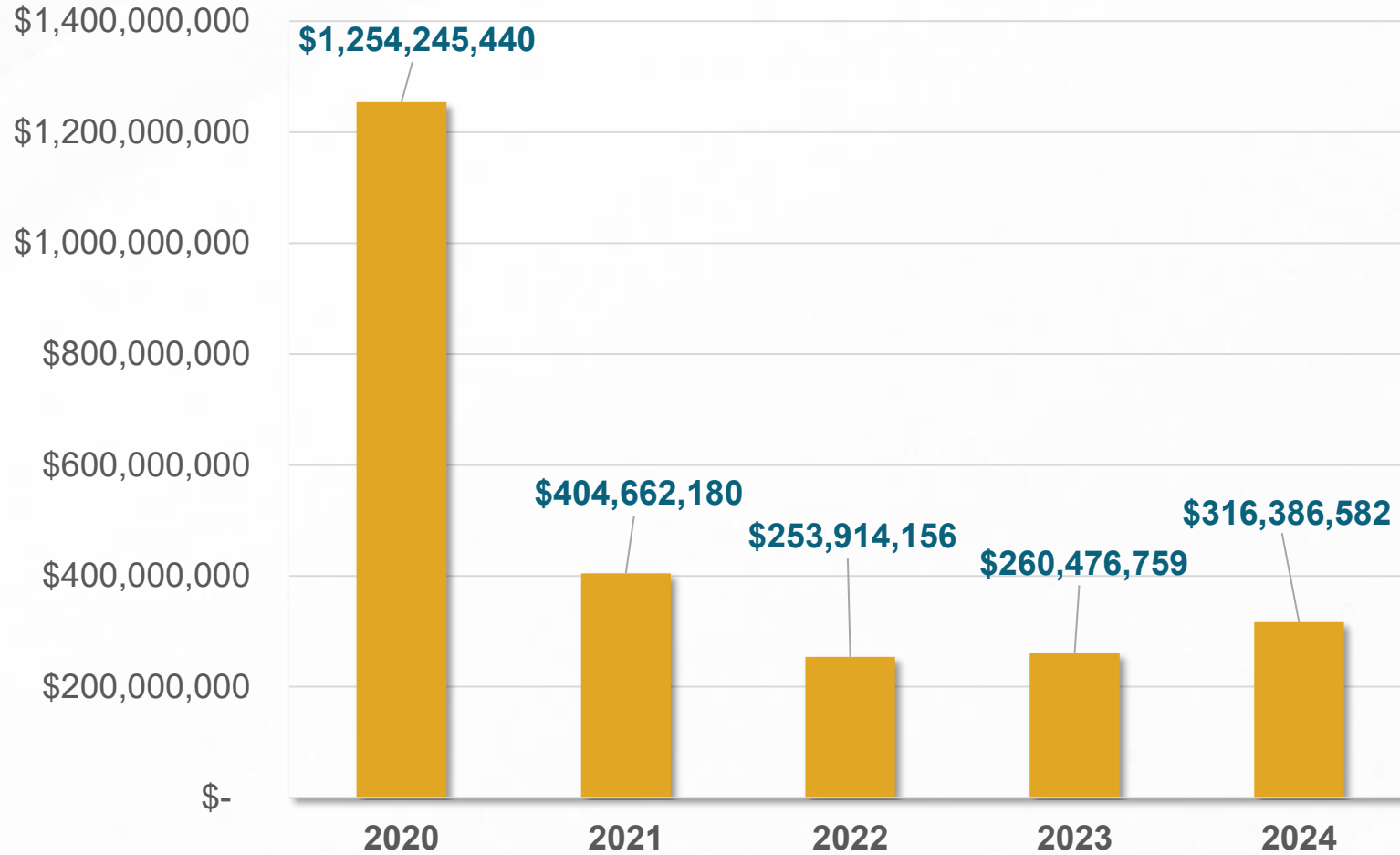
- Starting in 2022, RCM's success in helping lowans get back to work more quickly resulted in millions of dollars in cost savings.
- Meanwhile, UI tax collections from employers continued to remain high, requiring further action to help revamp the UI system.

Unemployment Insurance Trust Fund Growth (2020-2025)

Levels Used For Tax Rate Table Calculation



Benefits Paid Per Fiscal Year



Unemployment Benefits Paid Out (2020-2025)

Recent Wins

UI Tax Relief for Employers

- **Governor Reynolds signed new Unemployment Tax Law** that both lowered and simplified unemployment taxes for employers.
- Reduced maximum tax rate **to lowest allowed by law** and cut taxable wage base by **nearly 50%**.
- New taxable wage base in 2026: \$20,400
 - Down from \$39,500 in 2025
- Projected employer savings over five years:
\$974 million



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Looking Ahead 2025 and Beyond

- **Serving as key resource for Iowa DOGE's** upcoming recommendations, including:
 - Consolidation and streamlined funding for workforce training programs
 - Established review of workforce programs, including with business-led panels
 - Expansion of work-based learning programs in more industries and communities
- Further implementing **new UI tax law and continuing improvements to state's modernized UI system** (including new benefits to employers).
- Focusing on **2026's legislative priorities**.



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Labor Market Information

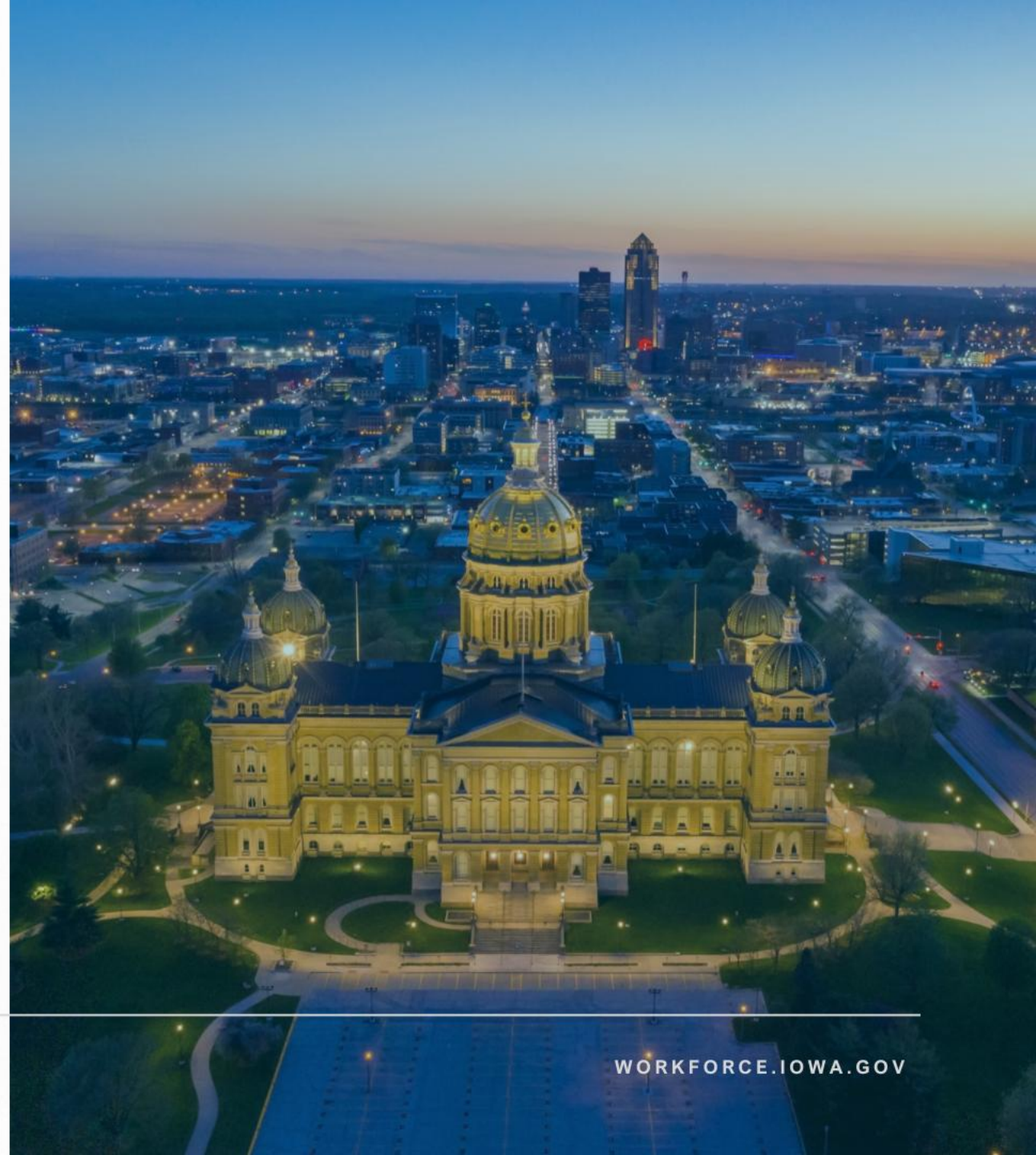
Updates & New Products

- Laborshed Studies
- Career Explorer
- American Community Survey Labor Force Statistics & Characteristics
- Coming Soon: Employer Dashboard & Community Dashboard



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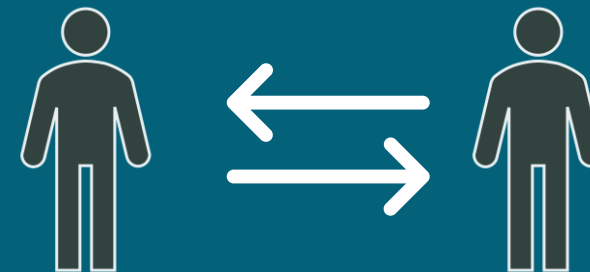


Laborshed Collection Enhancements

Better data, better processes.

- Nearly all survey collection has shifted to cell phone and letter to web collection via QR code.
- Improved timelines for survey collections.
- Future use of AI to assist analysts in cleaning and coding of Laborshed Survey, quicker turnaround.
- Local review meetings

By the Numbers

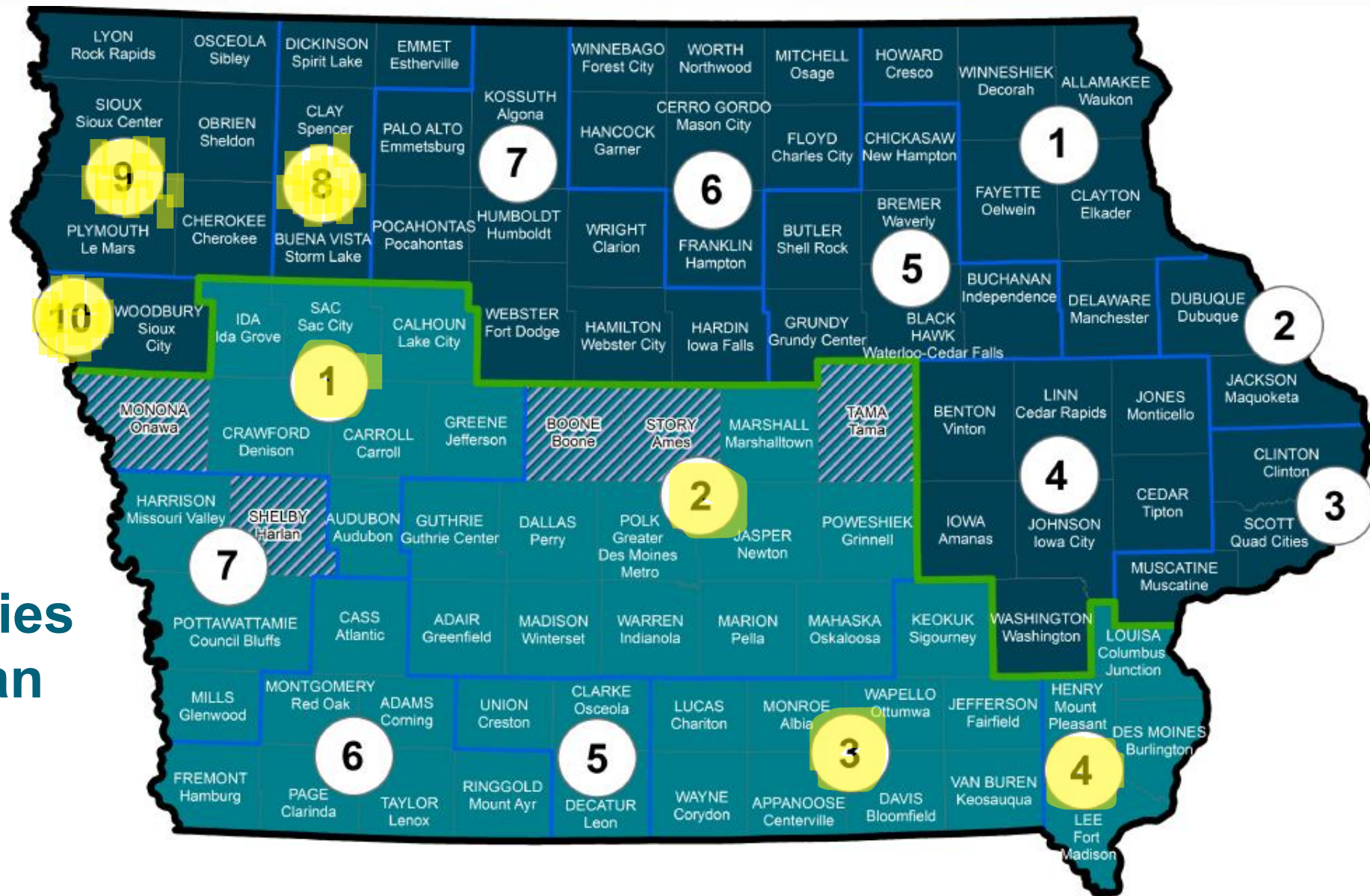


27.5% of Employed Iowans are Likely to Change Employment

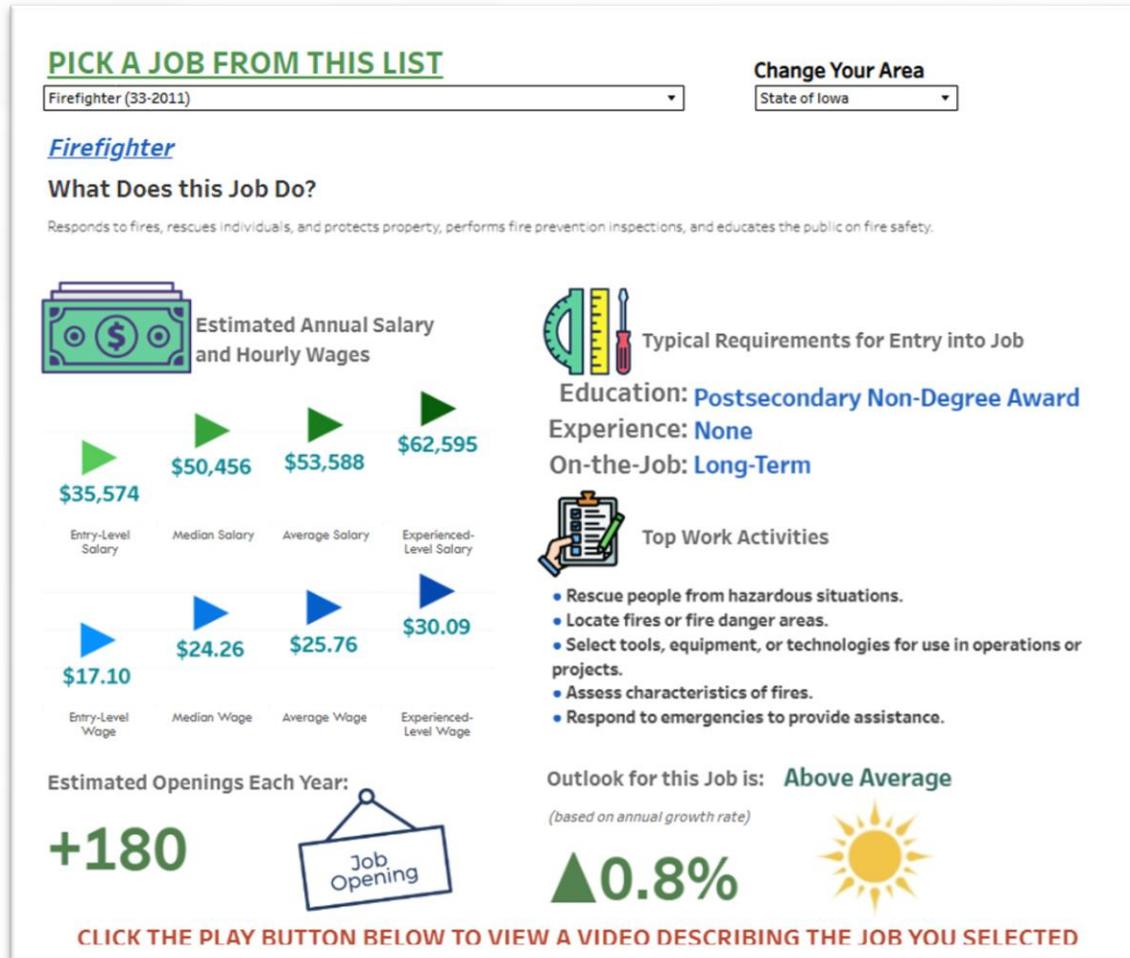
Reason for leaving:
Advancement Opportunities & Wages/Salaries (31%)

Reason for Not Changing:
Job Satisfaction & I Like My Current Employer (52%)

FY26 Laborshed Studies Completion Plan



Iowa's Career Explorer (workforce.iowa.gov/career-explorer)



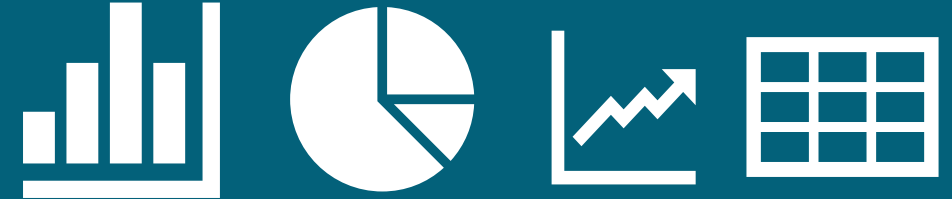
Career Information ~600 jobs:

- Job Demand Forecasts
- Wages & Salaries
- Outlook
- Career Videos
- Entry Requirements
- Work Activities
- Skills Needed
- Similar Job Research
- Job Comparison
- Veteran MOS/MOC to Civilian Job

Census: Labor Force & Workforce Characteristics

- **Labor Force:**
 - Population
 - Labor Force Participation Rates
 - Unemployment Rates
- **Demographics**
 - Age
 - Educational Attainment
 - Race
 - Hispanic/Latino
 - Individuals with Disabilities
 - Veterans
 - Individuals Living in Poverty

New Products on the Way



Employer Dashboard > One-stop resource for Employers requested labor market information.

Community Dashboard > One-stop resources for Community requested labor market information



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Questions and Comments

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