

Work Factors and Moving in Nonmetro Iowa

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The Study

This report is the second in a series¹ that examines the experiences of people who have recently moved to or from 19 selected nonmetropolitan counties of Iowa. The goal is to better understand the decisions and thoughts of people who have moved and what they think about the communities and areas where they have lived. The objective of this project is to help community leaders better understand local household moving trends so they can develop actionable strategies to address the reasons why people come, why people leave, enhance the qualities that cause people to stay, and thus stabilize or increase their populations.

The research results are from a survey of nonmetropolitan movers in 19 selected counties in Iowa (Adams, Appanoose, Cherokee, Davis, Decatur, Dickinson, Floyd, Hamilton, Hardin, Henry, Howard, Jefferson, Page, Ringgold, Sioux, Taylor, Union, Van Buren, Wayne).² People who had moved either into or out of these 19 counties were identified through a purchased database of new movers. The criteria to be included in the study were that both current and previous zip codes had to be known, at least one of the zip codes had to be from the selected 19 counties, and the zip codes had to be different, indicating a community move rather than just a move across the street or down the block.

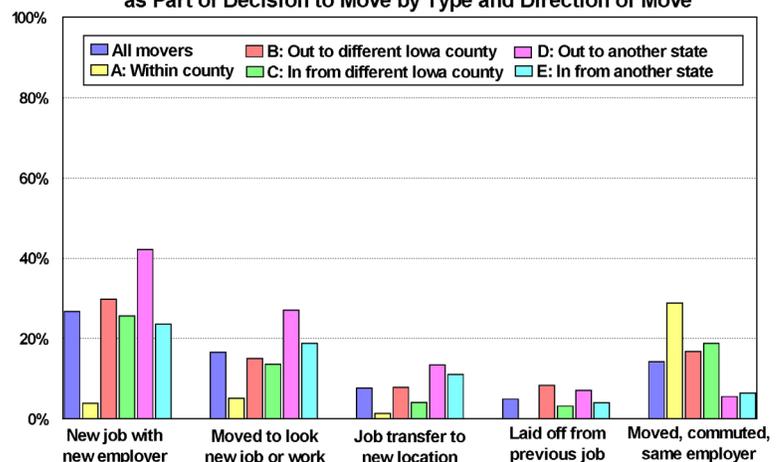
The survey asked questions about the respondent's previous location as well as their current location, reasons for moving, satisfaction with multiple factors in their communities, as well as their demographic, social, and economic situation. The surveys were mailed in the fall of 2005 and 737 respondents who met the study criteria replied for a response rate of 35 percent. Most respondents had moved during 2003 through 2005.

Findings

This study highlights the experiences of people who have recently moved to or from 19 selected nonmetropolitan counties of Iowa. The purpose is to increase understanding about why people move so community leaders and citizens can develop actionable strategies for attracting and retaining population. Using data from a survey mailed to residents who moved, this study finds that:

- Seventy-seven percent of respondents cited at least one work, education, or retirement factor as important in their decision to move.
- Moving to take a new job with a new employer was one of the most important work factors cited by respondents. Nearly a fourth (23.5%) of the respondents who moved into Iowa from other states said they had taken a new job compared with 42.1 percent of the respondents who moved out of Iowa to other states.
- Half of the respondents age 18 – 24 who moved between Iowa and another state said they moved to look for a new job or work.
- Nearly twenty-nine percent of those who moved within the same county reported they continued to work for the same employer by commuting or working long distance; fewer than seven percent of interstate movers said this.
- Seven percent of those younger than age 35 said they moved to start farming.
- Among respondents age 35 – 44, nearly 22 percent of those coming from another state said they moved to take over, start, or expand a nonfarm business.
- Respondents younger than age 25 cited starting (25.4%) or finishing (17.5%) education or training as a reason to move more than any other age group. Movers 60 - 69 cited retirement (49%) more than any other age group.

Figure 1: Percent Responding 'Yes' to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move



Source: Community Vitality Center, New Movers Study

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Five categories of movers are used to examine the results (Table 1). Among the respondents, 696 (94.4%) fit into just one of the five mover categories. The other 41 respondents (5.6%) had moved out of one of the study counties and into another of the 19 included counties. These 41 responses are included as both out-movers to another Iowa county and in-movers to a county in the study. However, in the results that follow, the category of *All Movers* includes only the 737 respondents without duplication.

Work Factors and Type of Move

This report focuses on work-related factors, including education and retirement, which influenced the decision to move. This report adds to the results described in the first report¹ by presenting more detailed information about specific work factors that respondents said influenced their moving decision. These results come from a series of 15 questions that asked about accepting a new job with a new employer, a work layoff, starting or discontinuing farming, starting or discontinuing a nonfarm business, starting or finishing education, and retirement (Table 2).¹ For each of the 15 items, the respondent was asked to circle “yes” or “no” if the factor was involved in the decision to move. Respondents could respond “yes” to more than one of the 15 items.

When thinking about the role that these work factors played in their decision to move, 77 percent of the respondents selected “yes” for at least one of the 15 items. This reinforces the importance of work factors in the decision to move, however, the specific factors varied significantly in the role they played in the moving decision.

Among all respondents, 26.7 percent said they had accepted a new job with a new employer, 7.6 percent had been transferred by their employer, 4.9 percent reported being laid off, and 16.5 percent moved to look for a new job (Table 2, Figure 1). Overall, 36.4 percent said that being closer to their work location was a factor, but 14.2 percent reported working for the same employer after they moved by

Category	Number	Type and Direction of Move
A: <i>Within County</i>	85	Moved within one of the 19 study counties but changed zip code.
B: <i>Out To Another Iowa County</i>	206	Moved out of one of the study counties to another county in Iowa.
C: <i>In From Another Iowa County</i>	207	Moved from another county in Iowa into one of the study counties.
D: <i>Out To Another State</i>	121	Moved out of one of the study counties to another state.
E: <i>In From Another State</i>	159	Moved from another state into one of the study counties.

commuting or working long distance. For others, starting (4.3%) or discontinuing (3.7%) farming, starting (6.9%) or finishing (4.4%) education, or starting (5.3%) or discontinuing (1.7%) a nonfarm business was a factor. Few respondents (0.4%) cited military commitments as part of the moving decision, but retirement from previous employment was important for 14.4 percent of all respondents (Table 2, Figure 2).

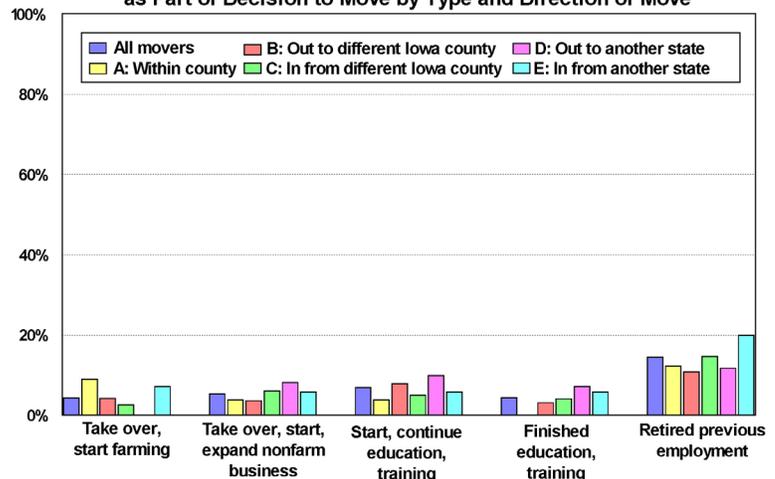
Responses by mover category (Table 1) provided clear differences in the roles that various work factors played in moving decisions. Making the move because they had taken a new job with a new employer was an important reason for many respondents, but was cited most often by those moving out of Iowa to other states (42%, Group D). Twenty-three percent of respondents coming into Iowa (Group E) cited a new job, 29 percent and 25 percent of those moving between Iowa counties (Groups B and C), but just 3.8 percent of the within-county movers (Group A) said they had taken a new job (Table 2).

Some respondents did not have a new job, but wanted to find one. Moving to look

for a new job or work was mentioned most often by between-state movers (27.0% out-movers and 18.8% in-movers), less frequently by between-county movers (15.0% out-movers and 13.6% in-movers), and least often (5.0%) by within-county movers. Losing a job through a layoff was cited more often by respondents moving out of the study counties either to other counties (8.3%) or to other states (7.1%) than by respondents coming into the counties. Moving because their employer transferred them was noted much more often by those who left Iowa (13.4%) or who came into Iowa (11.0%) than by the within-county movers (1.3%) (Figure 1).

Not all of the respondents made a job change when they moved. More than a fourth (28.8%) of those who moved within the same county said they continued to work for the same employer by commuting or working long distance. The geographic distance of the move played a role in that just 5.5 percent of those who moved to other states and 6.4 percent of those who moved into Iowa said they commuted or worked long distance at the same job.

Figure 2: Percent Responding ‘Yes’ to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move



Source: Community Vitality Center, New Movers Study

Table 2. Percent Responding “Yes”^a to Work-Related Factors as Part of Decision to Move by Type and Direction of Move.

	Type and Direction of Move					
	All Movers ^b	A: Within County	B: Out To Different Iowa County	C: In From Different Iowa County	D: Out To Another State	E: In From Another State
Work-Related Factors	% Yes	% Yes	% Yes	% Yes	% Yes	% Yes
Moved to be closer to work location	36.4	31.3	46.7	37.2	37.5	26.0
Moved, commuted or worked long distance, same employer	14.2	28.8	16.7	18.8	5.5	6.4
Job transfer by employer to new location	7.6	1.3	7.8	4.0	13.4	11.0
Was laid off from previous job	4.9	0.0	8.3	3.1	7.1	3.9
Had accepted a new job with a new employer	26.7	3.8	29.7	25.6	42.1	23.5
Moved to look for a new job or work	16.5	5.0	15.0	13.6	27.0	18.8
Moved to take over or start a farming operation	4.3	8.9	4.2	2.5	0.0	7.1
Moved when discontinued a farming operation	3.7	11.1	2.1	3.0	1.8	4.5
Moved to take over, start, or expand a nonfarm business	5.3	3.8	3.6	6.0	8.1	5.8
Moved to lower cost of running a nonfarm business	2.3	1.3	2.6	3.0	0.9	3.8
Moved when discontinued a nonfarm business	1.7	3.8	2.6	2.5	0.0	1.3
Entered, left, or transferred by military	0.4	0.0	1.0	0.0	0.0	0.6
Moved to start or continue education or training	6.9	3.8	7.8	5.0	9.9	5.8
Moved when finished education or training	4.4	0.0	3.1	4.1	7.1	5.8
Retired from previous employment	14.4	12.2	10.8	14.6	11.7	19.9

^arespondents could respond “Yes” to more than one question; ^bbased on 737 total respondents.

Starting farming was mentioned most often by those moving within the county (8.9%) and respondents coming to Iowa from another state (7.1%). None of the respondents who moved out of Iowa reported doing so to start farming. Discontinuing farming played a role in the moving decision cited most often by those moving within the county (11.1%) and those coming from other states (4.5%).

Moving because of a nonfarm business was noted less often by the respondents than taking a new job, moving to look for work, or job transfers. Similar percentages of respondents across the moving categories (3.6% – 8.1%) said they moved to take over or start a nonfarm business. Finally, at least 10 percent of each mover group said retirement was a reason they moved but those giving that response most often (19.9%) were those who came into Iowa from other states.

Work Factors by Age and Type of Move

Age and life-cycle stage influence decisions about moving. The respondents were grouped into six age categories to examine how work factors and the moving decision varied (Tables 3, 5).³ Movers age 18 – 24 cited moving to start (25.4%) or finish (17.5%) education or training

more than any other age group. Movers 60 or older rarely mentioned education but were those most likely to cite retirement and discontinuing farming as reasons for moving (Figure 4). Compared with older respondents, those younger were more likely to say they moved to look for a new job, moved to start farming, or continued to work for the same employer via commuting after they moved (Figure 3). Movers age 25 – 34 and 35 – 44 mentioned taking a new job with a new employer and taking over or starting a non-farm business as a factor in their move more than other age groups.

This study provides the ability to examine the reasons for moving by age and type of move together to look for decision patterns that might be unique or specific to one particular group or age combination (Table 4).⁴ One apparent trend pertains to respondents who stayed within the same county (Group A). These movers, at each age, were the most likely to say they continued to work for the same employer. And, with the exception of the youngest respondents, the within-county movers were the least likely to say they had taken a new job with a new employer (Figures 5 – 9). This suggests that geographical distance of the move interacts with the work motivations for moving.

The interstate movers (Groups D and E) age 18 – 24 had the highest percentages of all respondent groups saying they had moved to look for a job. And at least half of these two groups also said they had taken a new job with a new employer. A new job, looking for a job, along with starting or finishing education were the primary work factors cited by the interstate movers of this age (Table 4, Figure 5).

New jobs with new employers dominated the responses of those age 25-34 for all the moving types except those moving within a county. The 55 percent of movers of this age who left for another state and cited a new job was the highest of any respondent group (Figures 5 – 9). Nineteen percent of within-county movers age 25-34 said starting farming was a reason they moved. Starting or taking over a nonfarm business was cited by 20 percent of this age who moved to another state (Figure 6).

Job transfers by employers to new locations were especially prevalent (39.1%, out-movers; 30.4%, in-movers) for respondents age 35 – 44 moving between Iowa and other states. No other age or mover group reported job transfers to that extent (Table 4, Figures 5 – 9). Among the within-county movers of this

Table 3. Percent Responding “Yes”^a to Work-Related Factors as Part of Decision to Move by Age.

	Age in Years						
	All Ages ^b	18 – 24	25 – 34	35 – 44	45 – 59	60 – 69	70 or Older
Work-Related Factors	% Yes	% Yes	% Yes	% Yes	% Yes	% Yes	% Yes
Moved to be closer to work location	36.1	42.2	49.7	48.0	34.7	21.9	7.3
Moved, commuted or worked long distance, same employer	14.3	23.8	20.5	16.7	14.6	5.3	1.3
Job transfer by employer to new location	7.7	4.8	8.3	16.5	9.5	0.0	0.0
Was laid off from previous job	4.9	1.6	3.9	4.7	7.6	7.3	1.3
Had accepted a new job with a new employer	26.6	26.6	40.6	33.9	27.5	14.6	0.0
Moved to look for a new job or work	16.6	28.6	16.7	14.2	21.1	16.7	1.3
Moved to take over or start a farming operation	4.3	7.9	7.1	5.6	2.3	3.2	0.0
Moved when discontinued a farming operation	3.7	0.0	0.0	3.9	1.7	8.2	12.3
Moved to take over, start, or expand a nonfarm business	5.3	1.6	7.7	10.2	4.7	3.1	0.0
Moved to lower cost of running a nonfarm business	2.3	0.0	1.9	5.5	2.9	1.0	0.0
Moved when discontinued a nonfarm business	1.7	0.0	0.0	3.1	1.2	2.1	4.9
Entered, left, or transferred by military	0.4	0.0	0.6	0.8	0.6	0.0	0.0
Moved to start or continue education or training	6.9	25.4	10.9	3.9	5.2	1.0	0.0
Moved when finished education or training	4.3	17.5	8.3	0.8	2.3	0.0	1.3
Retired from previous employment	14.2	1.6	0.0	2.4	8.1	49.0	41.3

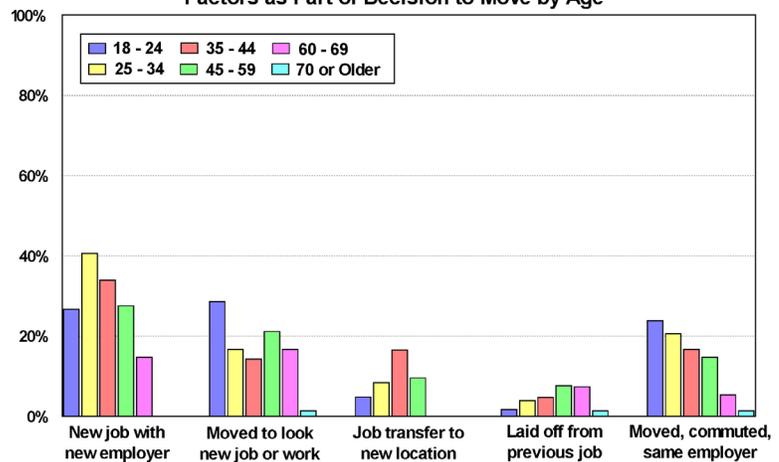
^arespondents could respond “Yes” to more than one question; ^bbased on 728 respondents who completed the age question.

age, 14.3 percent mentioned that they had moved because they stopped farming while 7.1 percent moved because they started farming. Taking over or starting a nonfarm business was noted by nearly 22 percent of the movers this age coming from other states into Iowa (Figure 7).

Taking a new job with a new employer was mentioned more frequently than any other work factor as a reason for moving by respondents age 45 – 59 who moved between counties or between states (Figure 8). For this age group, moving to look for a new job was cited frequently, but was nearly twice as important for those leaving the counties as for those moving into them. Retirement had not been a frequent reason for moving for younger respondents but 10 percent of the interstate movers age 45 – 59 mentioned retirement as a factor in their move (Table 4).

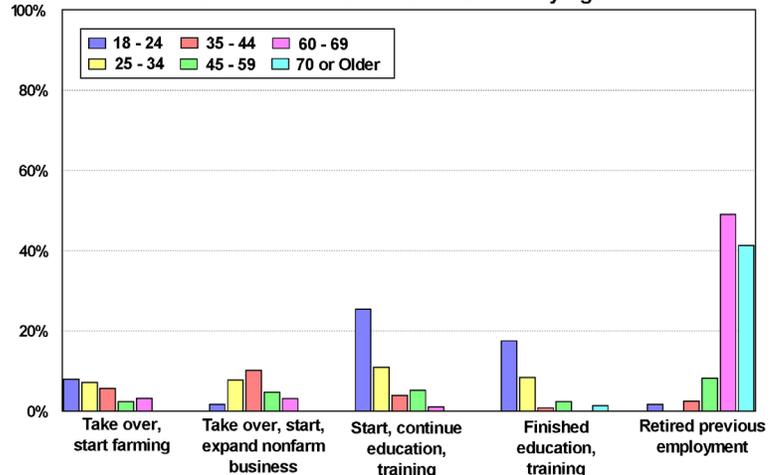
Retirement was the predominant factor mentioned by respondents age 60 – 69, regardless of type or direction of move (Table 4, Figure 9). In addition, 28 percent of within-county movers of this age said they stopped farming. In contrast with the retirement factors, 35 percent of this age who moved to other states cited a new job with a new employer and 28 percent said they moved to look for work. Retirement dominated the factors mentioned by respondents age 70 or older.

Figure 3: Percent Responding ‘Yes’ to Selected Work-Related Factors as Part of Decision to Move by Age



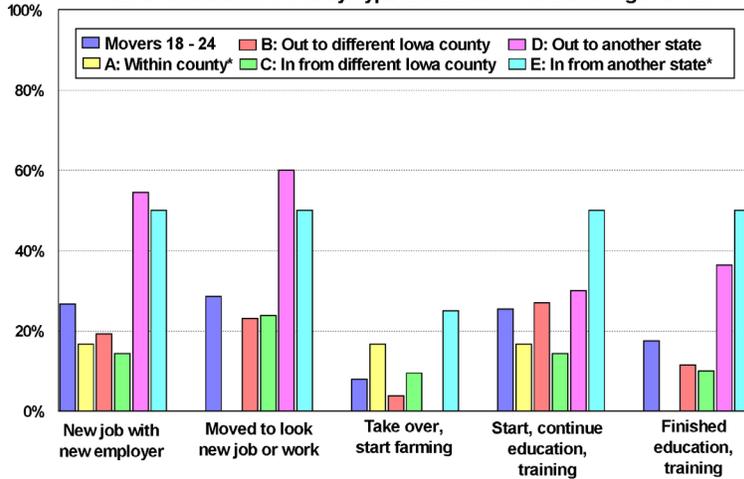
Source: Community Vitality Center, New Movers Study

Figure 4: Percent Responding ‘Yes’ to Selected Work-Related Factors as Part of Decision to Move by Age



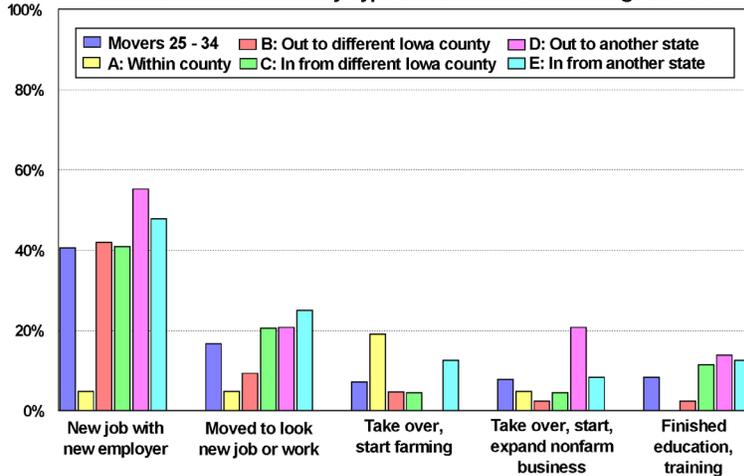
Source: Community Vitality Center, New Movers Study

Figure 5: Percent Responding 'Yes' to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move: Age 18 - 24



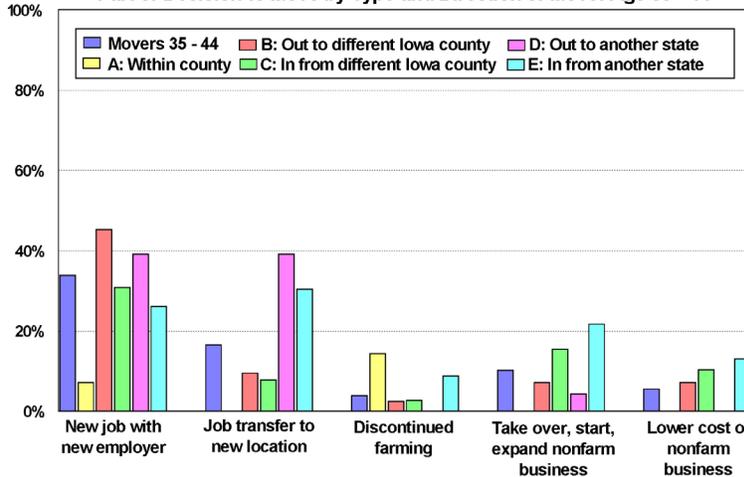
Source: Community Vitality Center, New Movers Study *caution with results for this group, fewer than 10 respondents

Figure 6: Percent Responding 'Yes' to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move: Age 25 - 34



Source: Community Vitality Center, New Movers Study

Figure 7: Percent Responding 'Yes' to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move: Age 35 - 44



Source: Community Vitality Center, New Movers Study

In addition, more than 30 percent of the within-county movers this age as well as those who went to other states said they had stopped farming (Table 4).

Summary

Work, education, or retirement factors played a role in the moving decision of 77 percent of the respondents in the study. There were differences in the most important factors cited by the respondents based on their age and the type of move made.

Taking a new job with a new employer was one of the most important work factors cited by respondents in their moving decision. Approximately half of the respondents who were younger than age 35 and who moved into or out of Iowa cited a new job as a reason for their move. A new job was noted least often by within-county movers and most often by those moving out of Iowa to other states. Within-county movers were the most likely to say they continued to work for the same employer after moving by commuting or working long distance.

Some respondents did not necessarily have a job when they moved, but said that they moved to find one. Moving to find work was mentioned somewhat more by the interstate movers than by those staying in Iowa. Less commonly cited than a new job or moving to look for work were job transfers by employers or losing a job through a layoff. Job transfers by employers to new locations were cited most often by interstate movers, especially those age 35 – 44.

Starting or finishing education or training was mentioned most by respondents younger than age 25 and rarely by those 60 or older. In addition, younger respondents were more likely than those older to say they moved to look for a new job or moved to start farming. None of the respondents who moved out of Iowa, regardless of age, said they did so in order to start farming. Starting or expanding a nonfarm business was a factor in moving for those age 25 – 44 more than other ages. Military transfers played little role in the reasons for moving regardless of age, even though U.S. troops were involved in combat at the time of this study.

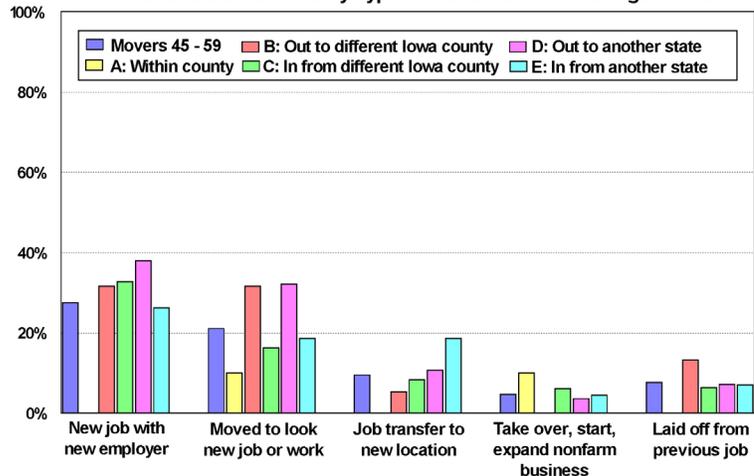
Retirement figured prominently in the moving decision of many of the respondents 60 - 69 but some that age reported they moved to take a new job or to look for one. Among those 70 or older, retirement, stopping farming, and discontinuing a nonfarm business were of high importance.

Implications

Work opportunities are crucial in retaining population. The findings in this study reinforce the importance of work and jobs, especially for younger adults, in the reasons why people move in nonmetropolitan Iowa. As Iowa communities look to their future, they need strategies for making job and business opportunities in their communities more accessible to college and vocational students and young families. Students who leave rural communities often have difficulty returning if they do not see a pathway for employment. Some rural community development groups have worked with local businesses to expand internship programs, business networking opportunities, and work experience programs for students. Such programs can provide college and metropolitan students with work experience in a rural community setting (see examples⁵). In some cases, students from out-of-state get rural work experience for the first time. Students who are familiar with rural life and have a positive rural employment experience are more likely to be inclined to consider rural community opportunities upon graduation.

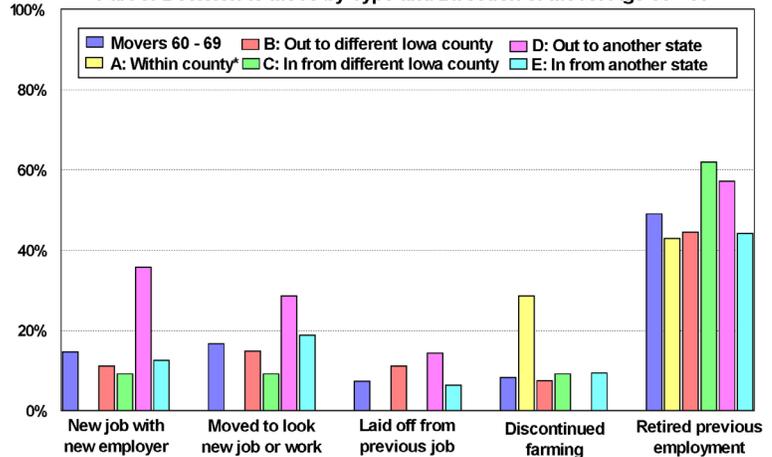
Some residents find a new job and then move to the new location. Others move first and then find a job. There has been debate about which order of job and moving is most prevalent. Although the findings show that both patterns happen, they raise concerns for communities. The youngest respondents, under age 25, were the most likely to move first and then look for work, but respondents at all ages reported moving in order to find a job. In addition, those who left Iowa were the most likely to say they moved first and then looked for work. The trend of residents leaving to look for work suggests there is a perception of lack of jobs in Iowa. Better communication and access to information

Figure 8: Percent Responding 'Yes' to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move: Age 45 - 59



Source: Community Vitality Center, New Movers Study

Figure 9: Percent Responding 'Yes' to Selected Work-Related Factors as Part of Decision to Move by Type and Direction of Move: Age 60 - 69



Source: Community Vitality Center, New Movers Study *caution with results for this group, fewer than 10 respondents

about work in Iowa could help retain these residents. Job fairs, internet sites, improved internet access, and workforce networking among communities may facilitate retention of residents by helping them find work locally and regionally. Communities and the state could make greater efforts in this regard so that current residents can become aware of appropriate work opportunities without having to leave the state.

Although the respondents report significant activity in taking new jobs with employers, there was relatively less involvement, at all ages, with starting, expanding, or financing nonfarm businesses. It is somewhat unsettling to find that among the 25 - 34 year-old respondents, 20 percent

of those leaving Iowa did so in order to start a business. National studies show that Iowa possesses a relatively low cost of doing business. Perhaps there is a gap in opportunities that communities might fill with entrepreneurship programs, business financing, and business development assistance. Communities are more likely to attract and retain population if there is a local environment supportive of new business ideas and if young entrepreneurs are able to find the assistance they need to succeed.

Job transfers by employers played a larger role in moving for middle age groups than for the youngest or oldest ages. In addition, such transfers were reported

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Table 4. Percent Responding “Yes”^a to Selected^b Work-Related Factors as Part of Decision to Move by Age and Type and Direction of Move.

Work-Related Factors by Age	All Movers in Age Group ^c	Type and Direction of Move				
		A: Within County	B: Out To Different Iowa County	C: In From Different Iowa County	D: Out To Another State	E: In From Another State
	% Yes	% Yes	% Yes	% Yes	% Yes	% Yes
Age 18 - 24						
Moved, commuted or worked long distance, same employer	23.8	50.0 ^d	38.5	19.0	0.0	0.0 ^d
Job transfer by employer to new location	4.8	0.0 ^d	7.7	4.8	0.0	0.0 ^d
Had accepted a new job with a new employer	26.6	16.7 ^d	19.2	14.3	54.5	50.0 ^d
Moved to look for a new job or work	28.6	0.0 ^d	23.1	23.8	60.0	50.0 ^d
Moved to take over or start a farming operation	7.9	16.7 ^d	3.8	9.5	0.0	25.0 ^d
Moved to start or continue education or training	25.4	16.7 ^d	26.9	14.3	30.0	50.0 ^d
Moved when finished education or training	17.5	0.0 ^d	11.5	10.0	36.4	50.0 ^d
Age 25 - 34						
Moved, commuted or worked long distance, same employer	20.5	38.1	18.6	29.5	17.2	4.2
Job transfer by employer to new location	8.3	4.8	16.3	0.0	10.3	8.3
Was laid off from previous job	3.9	0.0	7.0	2.3	6.9	0.0
Had accepted a new job with a new employer	40.6	4.8	41.9	40.9	55.2	47.8
Moved to look for a new job or work	16.7	4.8	9.3	20.5	20.7	25.0
Moved to take over or start a farming operation	7.1	19.0	4.7	4.5	0.0	12.5
Moved to take over, start, or expand a nonfarm business	7.7	4.8	2.3	4.5	20.7	8.3
Moved to start or continue education or training	10.9	4.8	11.6	11.4	10.3	12.5
Moved when finished education or training	8.3	0.0	2.3	11.4	13.8	12.5
Age 35 - 44						
Moved, commuted or worked long distance, same employer	16.7	35.7	19.0	23.1	0.0	8.7
Job transfer by employer to new location	16.5	0.0	9.5	7.7	39.1	30.4
Was laid off from previous job	4.7	0.0	9.5	5.1	8.7	0.0
Had accepted a new job with a new employer	33.9	7.1	45.2	30.8	39.1	26.1
Moved to look for a new job or work	14.2	7.1	7.1	7.7	21.7	26.1
Moved to take over or start a farming operation	5.6	7.1	7.3	2.6	0.0	13.0
Moved when discontinued a farming operation	3.9	14.3	2.4	2.6	0.0	8.7
Moved to take over, start, or expand a nonfarm business	10.2	0.0	7.1	15.4	4.3	21.7
Moved to lower cost of running a nonfarm business	5.5	0.0	7.1	10.3	0.0	13.0
Age 45 - 59						
Moved, commuted or worked long distance, same employer	14.6	30.0	13.2	16.3	3.7	11.4
Job transfer by employer to new location	9.5	0.0	5.3	8.3	10.7	18.6
Was laid off from previous job	7.6	0.0	13.2	6.3	7.1	7.0
Had accepted a new job with a new employer	27.5	0.0	31.6	32.7	37.9	26.2
Moved to look for a new job or work	21.1	10.0	31.6	16.3	32.1	18.6
Moved to take over or start a farming operation	2.3	5.3	0.0	0.0	0.0	6.8
Moved when discontinued a farming operation	1.7	5.0	2.6	0.0	0.0	2.3
Moved to take over, start, or expand a nonfarm business	4.7	10.0	0.0	6.1	3.6	4.5
Moved to lower cost of running a nonfarm business	2.9	5.0	2.6	2.0	0.0	4.5
Retired from previous employment	8.1	0.0	2.6	8.2	10.7	13.6
Age 60 - 69						
Moved, commuted or worked long distance, same employer	5.3	16.7 ^d	3.8	14.3	0.0	3.1
Was laid off from previous job	7.3	0.0 ^d	11.1	0.0	14.3	6.3
Had accepted a new job with a new employer	14.6	0.0 ^d	11.1	9.1	35.7	12.5
Moved to look for a new job or work	16.7	0.0 ^d	14.8	9.1	28.6	18.8
Moved when discontinued a farming operation	8.2	28.6 ^d	7.4	9.1	0.0	9.4
Moved to take over, start, or expand a nonfarm business	3.1	0.0 ^d	7.4	4.5	7.1	0.0
Retired from previous employment	49.0	42.9 ^d	44.4	61.9	57.1	44.1
Age 70 or Older						
Moved when discontinued a farming operation	12.3	30.8	0.0	13.6	33.3	3.8
Moved when discontinued a nonfarm business	4.9	15.4	0.0	9.1	0.0	0.0
Retired from previous employment	41.3	42.9	29.4	54.5	33.3	33.3

^arespondents could respond “Yes” to more than one question; ^bresponses to questions not included are available from the authors; ^cbased on 728 respondents who completed the age question; ^dcaution with results for this group because fewer than 10 respondents.

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Table 5. Age of Respondent by Type and Direction of Move.

Age Categories	Type and Direction of Move					
	All Movers ^a	A: Within County	B: Out To Different Iowa County	C: In From Different Iowa County	D: Out To Another State	E: In From Another State
Median Age	46.0	45.0	43.0	44.0	41.0	53.5
Total percent	100.0	100.0	100.0	100.0	100.0	100.0
18 – 24	8.8	7.1	12.7	10.2	9.3	2.6
25 – 34	21.6	24.7	21.0	22.0	24.6	15.4
35 – 44	17.7	16.5	21.5	19.0	19.5	14.7
45 – 59	24.3	23.5	20.5	24.4	24.6	28.2
60 – 69	14.3	8.2	14.1	11.7	12.7	21.8
70 or older	13.3	20.0	10.2	12.7	9.3	17.3
Total Number of Respondents	728	85	205	205	118	156
18 – 24	64	6	26	21	11	4
25 – 34	157	21	43	45	29	24
35 – 44	129	14	44	39	23	23
45 – 59	177	20	42	50	29	44
60 – 69	104	7	29	24	15	34
70 or older	97	17	21	26	11	27

^abased on 728 total respondents who completed the age question.

more often by interstate movers than those staying in Iowa. If communities could facilitate expansion for employers already in the local area, perhaps some of the transfers could be prevented. Telecommuting may be feasible for some types of work. Communities could explore the potential for keeping workers in the local area by facilitating networking among telecommuters and finding out what they need to succeed. A number of communication and distribution firms locate in Iowa because of the state’s central location and transportation infrastructure.

Farming continues to play a major role in nonmetropolitan Iowa. Younger respondents cited entering farming and older respondents reported stopping farming as reasons for moving. Likely there are more Iowans who would like to farm if opportunities existed. Communities could promote farming opportunities for young residents by linking young farmers with those retiring and working to facilitate financing packages. Succession planning and matching services for older farmers as well as for nonfarm business owners

could provide new opportunities that help to attract and retain younger families. Communities might also focus on the needs and issues of middle-aged farmers. Among the respondents in the study, there was a higher percent of the age 35 – 44 group reporting stopping farming than for those age 45 – 59, suggesting an age when discouragement in farming might be higher.

Communities can attract older residents upon retirement. Respondents age 60 or older in the study made retirement related moves across all the types and directions of moving showing there was not an overwhelming rush to leave the study counties or Iowa upon retiring. In fact, the highest proportions reporting retirement moves were those coming into the study counties from other areas of Iowa. Communities can become aware of their potential appeal to older residents and actively recruit retirees.

Notes

1. Previous reports and the survey questionnaire are available on the Community Vitality Center web site at: www.cvcia.org.

2. The 19 counties were selected based on population, migration patterns from Census 2000, and geographic distribution across Iowa.

3. The median age of respondents was 46, but ranged from 41 for those leaving for other states to 53.5 for the respondents who came into Iowa (Table 5).

4. Because three age by mover categories (18 – 24, Within County; 18 – 24, In From Other States; 60 – 69, Within County) have fewer than 10 respondents, the results for those groups must be considered more tentative than the findings for the other groups.

5. Kossuth, Winneshiek, and Jefferson Counties have conducted pilot community-based college internship programs with seed funding from the Community Vitality Center. The CVC website (www.cvcia.org) provides information about these programs and how they may be organized.

... and justice for all

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