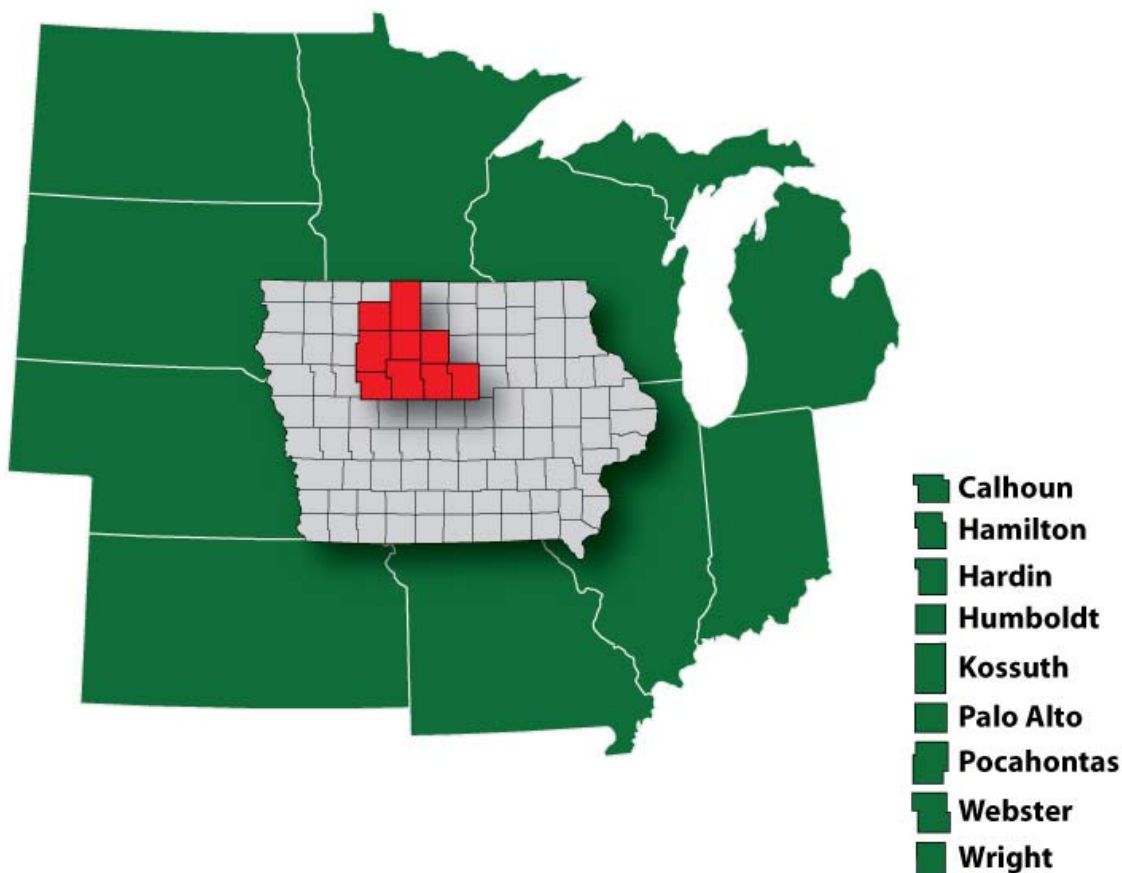


MID IOWA GROWTH PARTNERSHIP

Renewing Growth Naturally

LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS
RELEASED JANUARY 2011

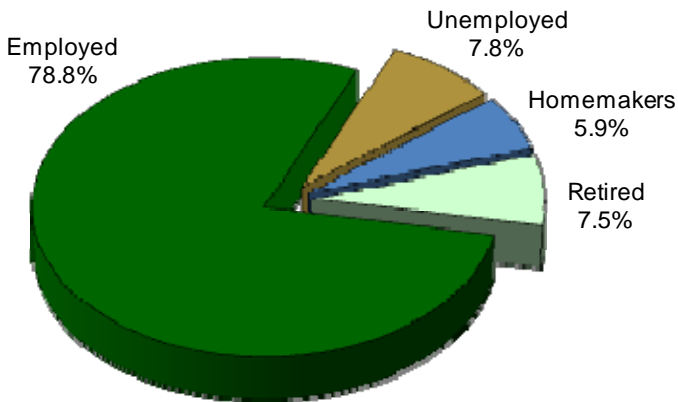
Laborshed Studies

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Mid Iowa Growth Partnership, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from the Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster, and Wright County Laborshed studies (2,302 total completed surveys). Customized industry specific and community specific information is available upon request.

Occupations and Employment Status in the Mid Iowa Growth Partnership

Survey respondents from the Mid Iowa Growth Partnership 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 management; office and administrative support; or education, training, & library occupational categories. The top industries are education; health care/social services; wholesale & retail trade; and manufacturing.

The chart below shows the percentage of respondents by employment status within the Mid Iowa Growth Partnership.



Total Potential Labor Force: 207,414
(entire Regional Commuting Area)

Occupations	% within Region
Management	17.2%
Office & Administrative Support	16.2%
Education, Training, & Library	10.8%
Production	8.7%
Health Care Practitioner & Technical	7.2%
Business & Financial Operations	5.0%
Sales & Related	4.8%
Health Care Support	3.6%
Installation, Maintenance, & Repair	3.5%
Transportation & Material Moving	3.3%
Food Preparation & Serving Related	3.1%
Personal Care & Service	2.8%
Construction & Extraction	2.6%
Building/Grounds Cleaning & Maintenance	2.2%
Arts, Design, Entertainment, Sports, & Related	1.6%
Community & Social Services	1.4%
Protective Service	1.4%
Architecture & Engineering	1.2%
Life, Physical, & Social Science	1.0%
Computer & Mathematical Science	0.9%
Legal	0.7%
Farming, Fishing, & Forestry	0.5%
Military Specific	0.3%

Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; who are working at wages equal to or less than the national poverty level; and/or who are working in positions that do not meet their skill or education levels; or who worked for higher wages at previous employment.

- 1.7% Inadequate hours
- 2.9% Mismatch of skills
- 1.3% Low income
- 5.1% Total estimated underemployment

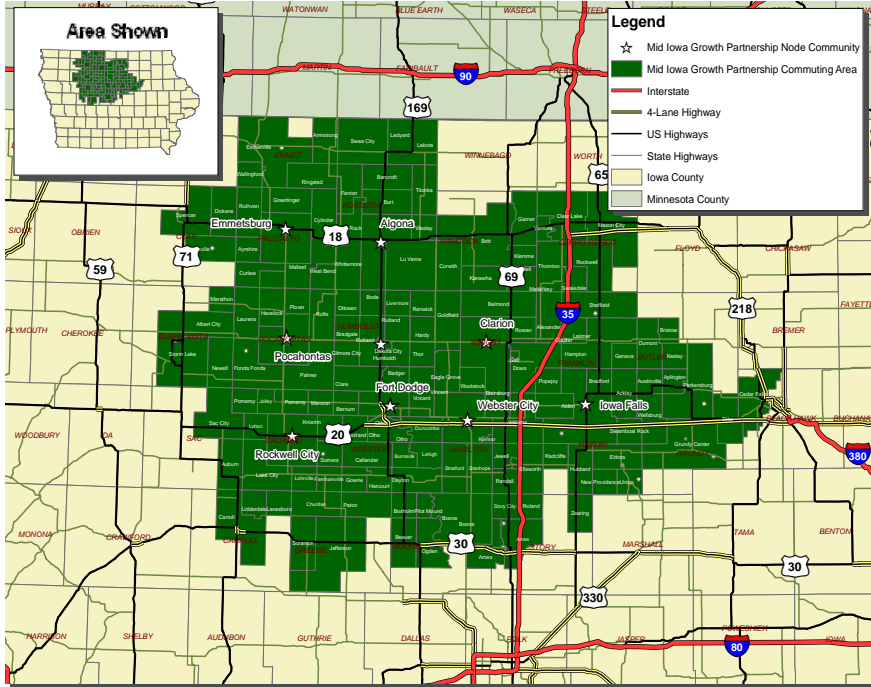
Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% within Region	# of Employed
Education	18.5%	30,237
Health Care/Social Services	16.0%	26,151
Wholesale & Retail Trade	13.7%	22,392
Manufacturing	13.3%	21,738
Public Administration/Government	8.8%	14,383
Finance, Insurance, & Real Estate	6.4%	10,460
Transportation, Communication, & Utilities	5.5%	8,989
Personal Services	5.1%	8,336
Professional Services	4.4%	7,191
Agriculture	4.2%	6,865
Construction	3.2%	5,230
Entertainment & Recreation	0.7%	1,144
Other (Non-profit, Religious, Military, etc.)	0.2%	327

Survey respondents from the Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster, and Wright County Laborshed commuting areas were asked to identify the industry in which they are currently working. The largest concentration of workers are employed within the education industry as shown in the table at left.

Mid Iowa Growth Partnership Regional Commuting Area



Those who are willing to change or accept employment in the Mid Iowa Growth Partnership are willing to commute an average of 25 miles one way for employment opportunities.

Quick Facts

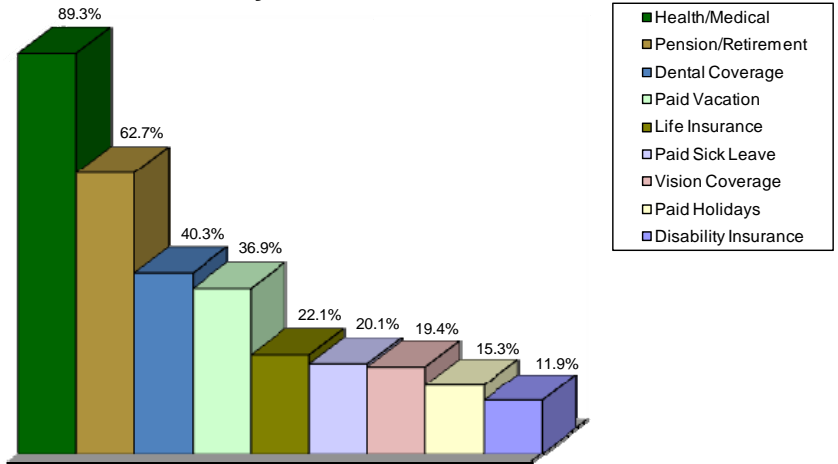
(Employed - willing to change employment)

- 23.0% are willing to change employment
- 14.9% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 47 years old
- 25.0% currently working in the production, construction, & material handling occupational category, followed by 23.5% in the professional, paraprofessional, & technical occupational category
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers
 - *The Des Moines Register*
 - *The Messenger - Fort Dodge*
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, or acquaintances

Benefits Currently Offered

The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at right provides the percentage of responses from those who are currently employed.

The majority (71.8%) of respondents state they are currently sharing the cost of health insurance premiums with their employer. However, 21.9 percent indicate their employer pays the entire cost of insurance premiums.



Education and Current Median Wage Characteristics by Industry

Industry	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture, Forestry, & Mining	66.2%	13.0%	19.5%	1.3%	\$30,000	\$14.50
Construction	51.6%	6.5%	11.3%	1.6%	\$45,000	\$15.00
Manufacturing	61.7%	13.8%	17.6%	3.8%	\$55,000	\$15.00
Transportation, Communication, & Utilities	70.3%	18.0%	18.0%	2.7%	\$56,500	\$15.50
Wholesale & Retail Trade	65.6%	13.0%	13.8%	3.4%	\$40,000	\$9.88
Finance, Insurance, & Real Estate	86.2%	13.8%	43.1%	5.2%	\$52,500	\$11.50
Health Care & Social Services	80.9%	28.9%	17.8%	9.7%	\$55,000	\$13.48
Personal Services	69.1%	9.3%	18.6%	7.2%	\$30,000	\$8.88
Entertainment & Recreation	64.7%	23.5%	17.6%	5.9%	*	\$9.13
Professional Services	80.0%	21.2%	23.5%	8.2%	\$48,000	\$12.50
Public Administration & Government	78.7%	19.4%	23.1%	6.3%	\$46,000	\$18.00
Education	90.1%	5.5%	39.5%	33.7%	\$49,900	\$11.45

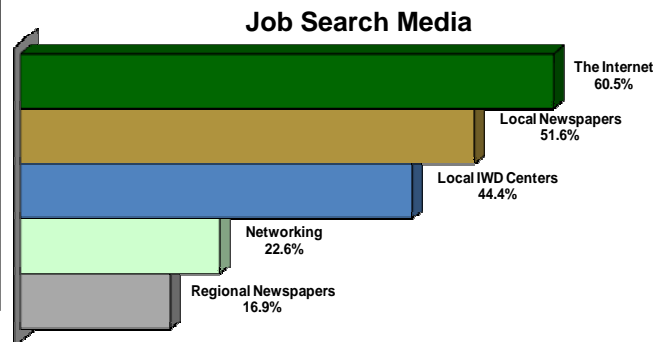
This table includes all respondents without consideration of employment status, willingness to change/enter employment, or occupation

*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment

- 70.0% are willing to accept employment
- 7.8% of the region are unemployed
- 50.8% have become unemployed within the last year;
- Average age is 46 years old
- 53.2% are female and 46.8% are male
- Education:
 - 61.9% have some post high school education
 - 7.1% are trade certified
 - 0.8% completed vocational training
 - 13.5% have an associate degree
 - 18.3% have an undergraduate degree
 - 2.4% have a postgraduate degree
- Estimated wage range to attract the upper 66-75% of qualified hourly wage applicants is \$12.00 to \$14.00 per hour with a median lowest wage considered of \$10.00 per hour
- 75.2% expressed interest in temporary employment opportunities
- 59.2% expressed interest in seasonal employment opportunities
- 49.6% are expressed interest in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 24 miles one way for the right opportunity

- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Paid vacation
 - Vision coverage
 - Life insurance
 - Paid holidays
 - Disability insurance
 - Paid sick leave
 - Prescription drug coverage
- 68.0% are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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Iowa Workforce Development
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 MIDAS Council of Governments
 North Central Iowa Small Business Development Center
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