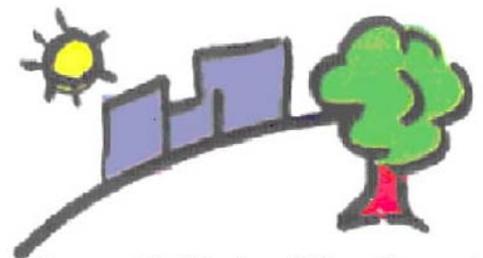




Kossuth County, Iowa Laborshed Analysis

A Study of Workforce Characteristics
Released March 2013

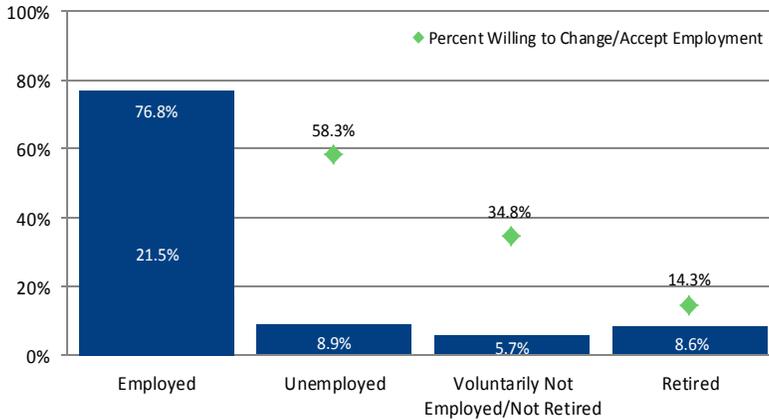


Kossuth/Palo Alto County
Economic Development
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Laborshed Studies

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 Kossuth County Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed analysis addresses underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked and distance willing to commute to work.

Employment Status*



*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.

Total Potential Labor Force: 73,884 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (8,075)

- 5,766 Employed
- 374 Unemployed
- 425 Voluntarily Not Employed/Not Retired
- 1,510 Retired

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 worked for higher wages at previous employment.

- 0.5% Inadequate hours (29 people)
- 2.0% Mismatch of skills (115 people)
- 1.0% Low income (58 people)
- 3.2% Total estimated underemployment (185 people)

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

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Manufacturing	19.4%	11,008	76.6%	26.5%	7.8%
Wholesale & Retail Trade	15.8%	8,965	85.1%	27.5%	10.6%
Education	14.6%	8,284	75.5%	18.9%	4.1%
Healthcare & Social Services	14.2%	8,057	85.7%	16.7%	4.8%
Finance, Insurance & Real Estate	7.1%	4,029	85.7%	27.8%	4.8%
Personal Services	6.7%	3,802	65.4%	0.0%	19.2%
Agriculture, Forestry & Mining	5.9%	3,348	83.3%	6.7%	11.1%
Professional Services	5.1%	2,894	81.3%	15.4%	18.8%
Public Administration & Government	4.3%	2,440	73.3%	9.1%	0.0%
Transportation, Communication & Utilities	4.3%	2,440	73.3%	18.2%	6.7%
Construction	2.0%	1,135	83.3%	20.0%	16.7%
Entertainment & Recreation	0.6%	340	*	*	*

*Insufficient survey data/refused

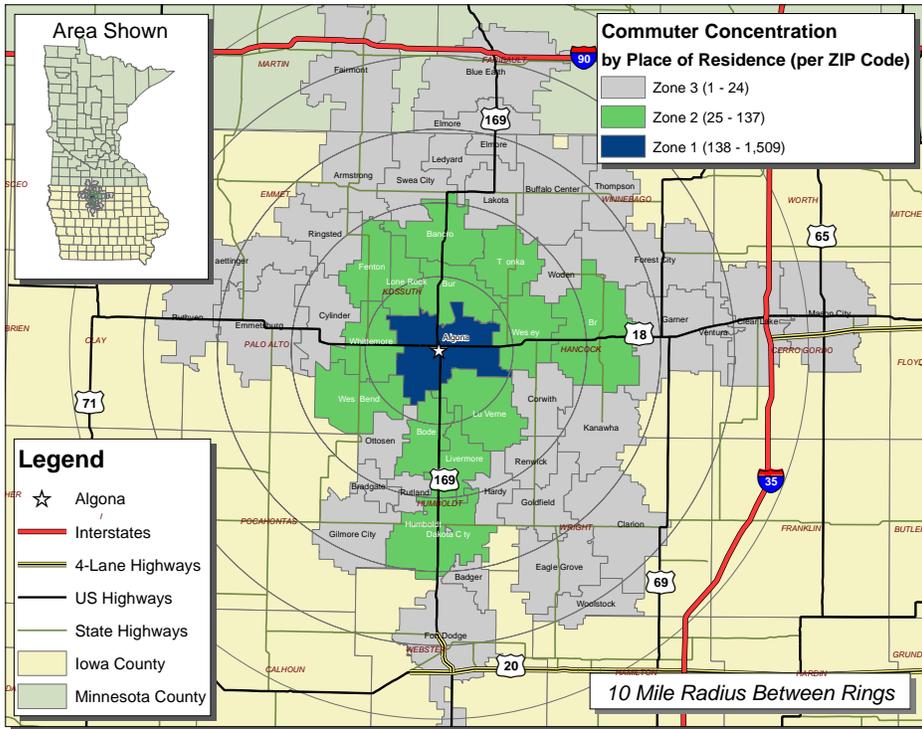
Survey respondents from the Kossuth County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 25.8% are working multiple jobs
- Currently working an average of 46 hours per week
- Average age is 49 years old
- 31.8% currently working within the production, construction & material handling occupational category followed by 27.3% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 84.1%
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers - 61.9%
 - The Messenger - Fort Dodge
 - The Des Moines Register
 - Algona Upper Des Moines
 - Networking through friends, family and acquaintances - 25.4%
 - Local IowaWORKS Centers - 14.3%

Kossuth County Laborshed Area



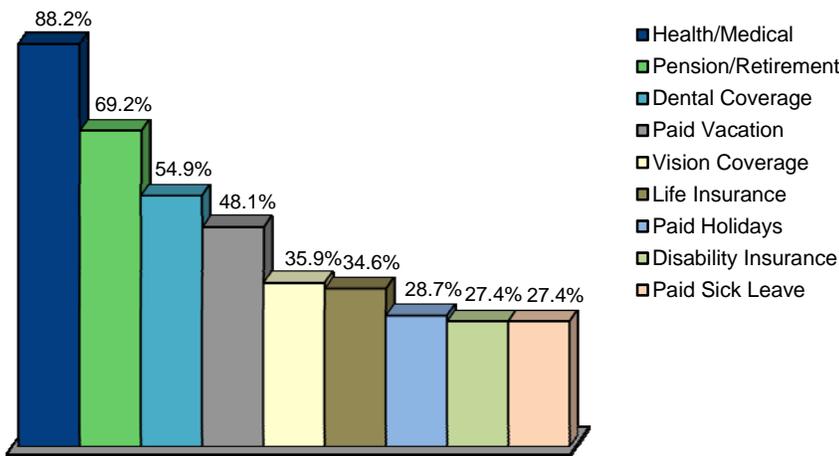
Commuting Statistics

The map at the left represents commuting patterns into Algona with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Kossuth County Laborshed area are willing to commute an average of 22 miles one way for employment opportunities.



Benefits Currently Offered



The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at left provides the percentage of responses from those that are currently employed. The top nine benefits are shown.

The majority (80.3%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.9 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

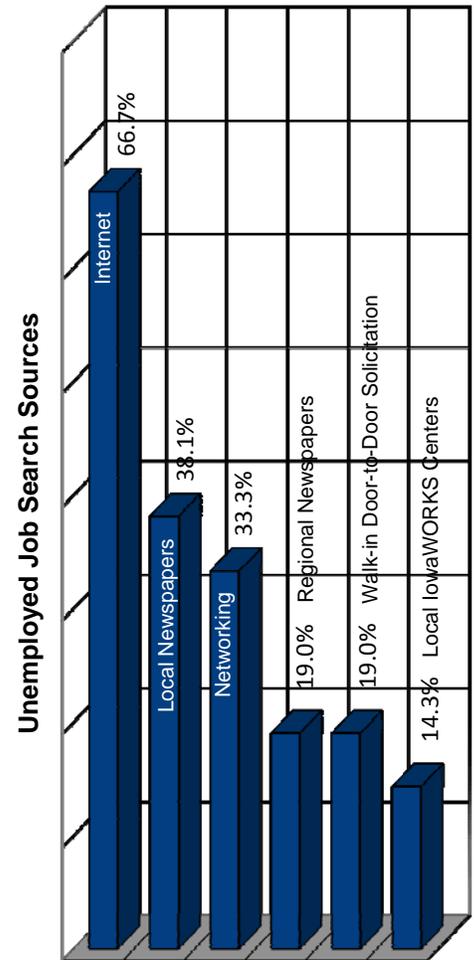
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	55.5%	11.1%	5.6%	*	\$15.00
Construction	83.3%	16.7%	66.7%	*	*
Manufacturing	54.7%	12.5%	14.1%	\$60,000	\$18.05
Transportation, Communication & Utilities	46.7%	6.7%	13.3%	\$44,500	\$24.13
Wholesale & Retail Trade	48.9%	10.6%	19.2%	\$58,000	\$9.88
Finance, Insurance & Real Estate	71.4%	23.8%	28.6%	\$51,500	*
Healthcare & Social Services	85.7%	21.4%	38.1%	\$55,000	\$15.30
Personal Services	80.8%	19.2%	26.8%	\$42,500	\$15.30
Entertainment & Recreation	*	*	*	*	*
Professional Services	81.2%	12.5%	50.0%	\$46,000	\$9.88
Public Administration & Government	73.3%	6.7%	46.7%	\$55,500	\$16.00
Education	87.8%	6.1%	67.3%	\$50,000	\$11.43

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

**Insufficient survey data/refused*

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 374 unemployed individuals are willing to accept employment
- Average age is 47 years old
- 71.4% are male; 28.6% are female
- Education:
 - 47.6% have an education beyond high school
 - 4.8% are trade certified
 - 4.8% have vocational training
 - 19.0% have an associate degree
 - 9.5% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$14.25/hr. with a median of the lowest wage of \$8.50
- Willing to commute an average of 20 miles one way for the right opportunity
- 61.9% expressed interest in seasonal and 42.9% in temporary employment opportunities
- 47.6% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 70.6%
 - Paid vacation - 41.2%
 - Dental coverage - 35.3%
 - Pension/retirement options - 29.4%
 - Vision coverage - 29.4%
 - Disability insurance - 17.6%
 - Paid holidays - 17.6%
 - Life insurance - 11.8%
 - Paid sick leave - 11.8%
 - Paid time off - 11.8%
- 75.0% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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