

WARREN COUNTY, IOWA

LABORSHED ANALYSIS

RELEASED MONTH 2014

A STUDY OF WORKFORCE CHARACTERISTICS

CARLISLE, IOWA

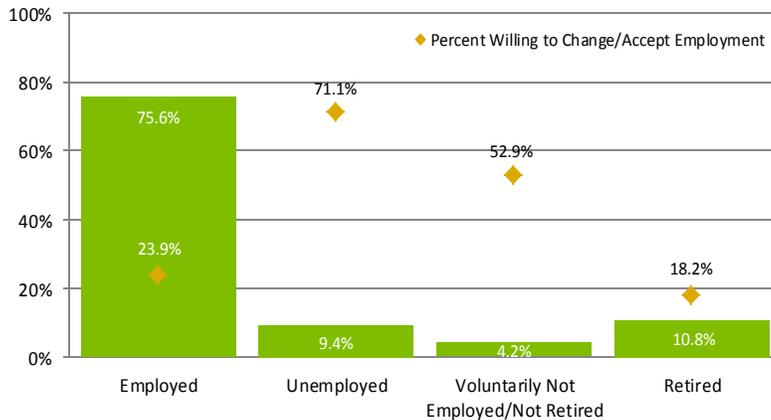
GRO  **WARRENOW**

WARREN COUNTY ECONOMIC DEVELOPMENT CORP.

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 Carlisle 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: 277,491 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (86,780)

- 72,418 Employed
- 3,838 Unemployed
- 3,987 Voluntarily Not Employed/Not Retired
- 6,537 Retired

Underemployment

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

- 1.2% Inadequate hours (869 people)
- 4.4% Mismatch of skills (3,186 people)
- 1.5% Low income (1,086 people)
- 6.4% Total estimated underemployment (4,635 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*
Finance, Insurance & Real Estate	15.7%	32,936	84.4%	31.6%	8.9%
Wholesale & Retail Trade	14.9%	31,258	69.2%	36.1%	15.4%
Education	12.8%	26,852	86.1%	19.4%	2.8%
Healthcare & Social Services	12.8%	26,852	88.6%	22.6%	5.7%
Professional Services	9.1%	19,090	73.3%	36.4%	13.3%
Construction	7.9%	16,573	86.4%	15.8%	4.5%
Manufacturing	7.0%	14,685	73.9%	29.4%	8.7%
Public Administration & Government	6.2%	13,007	75.0%	0.0%	0.0%
Transportation, Communication & Utilities	5.4%	11,328	56.5%	7.7%	8.7%
Personal Services	3.3%	6,923	66.7%	25.0%	25.0%
Agriculture, Forestry & Mining	2.1%	4,405	62.5%	0.0%	12.5%
Entertainment & Recreation	1.7%	3,566	80.0%	25.0%	0.0%
Active Military Duty	1.1%	2,308	*	*	*

* Insufficient survey data/refused

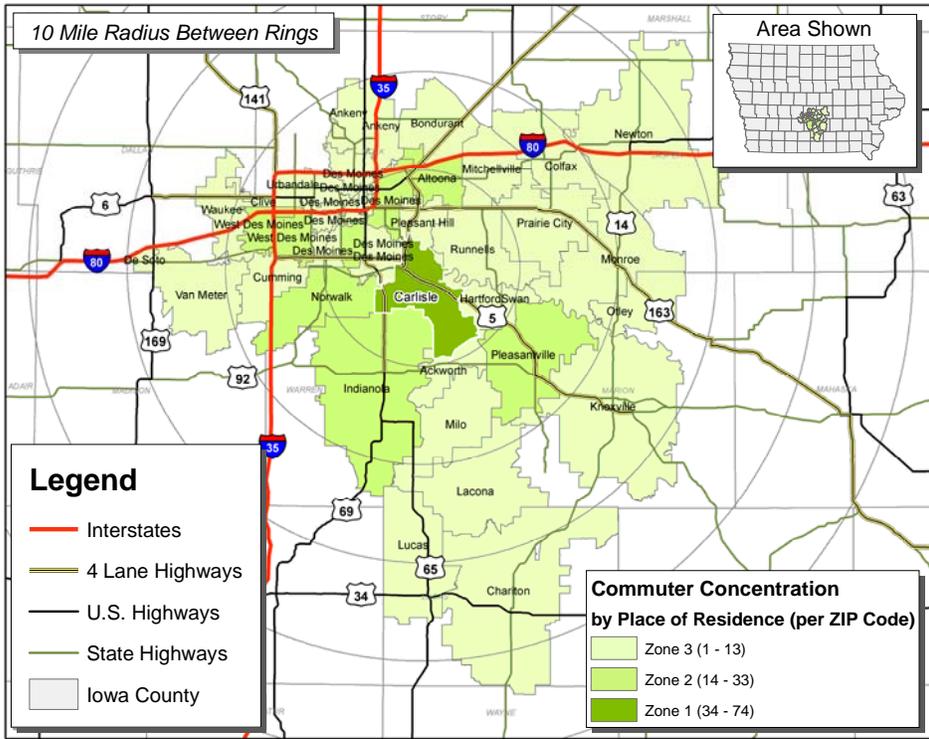
Survey respondents from the Carlisle Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the finance, insurance & real estate industry.

Quick Facts

(Employed - willing to change employment)

- 15.1% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 47 years old
- 38.0% currently working within the professional, paraprofessional & technical occupational category followed by 18.3% within the managerial occupational category
- Most frequently identified job search sources:
 - Internet - 87.0%
 - www.careerbuilder.com
 - www.monster.com
 - www.helpwanted.com
 - Networking through friends, family and acquaintances - 27.5%
 - Local/Regional newspapers - 18.8%
 - The Des Moines Register
 - Private employment services - 8.7%
 - Local IowaWORKS Centers - 5.8%

Carlisle Laborshed Area



Commuting Statistics

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

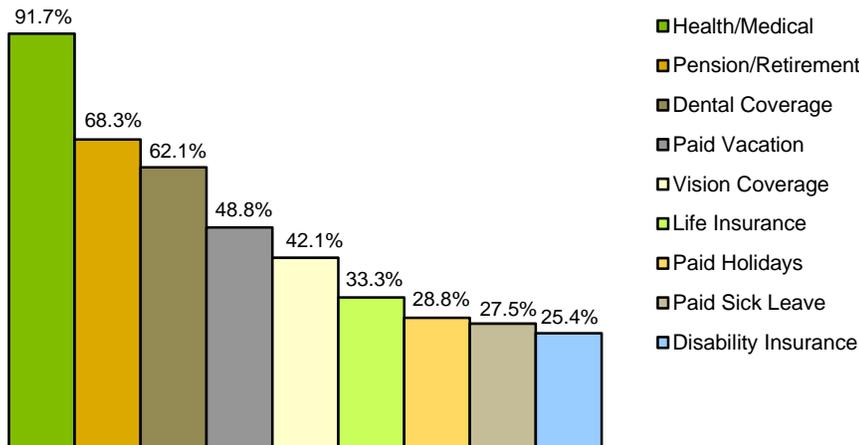
Those who are willing to change/accept employment in the Carlisle Laborshed area are willing to commute an average of 25 miles one way for employment opportunities.

The out commute for Carlisle is estimated at 74.3 percent—approximately 1,656 people living in Carlisle who work in other communities.

Most of those who are out commuting are working in Des Moines.

Over one-fifth (20.5%) of out commuters are willing to change employment (approximately 340 people).

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 (77.5%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.0 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

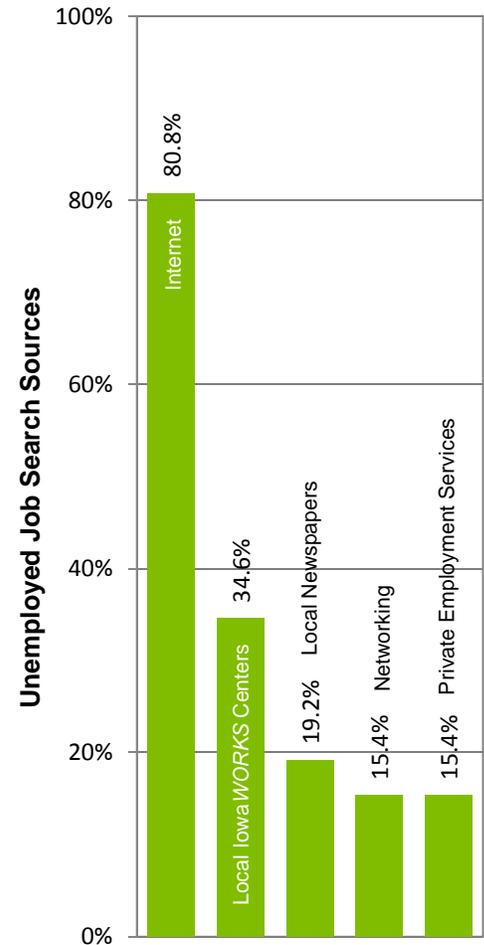
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	62.5%	12.5%	12.5%	*	*
Construction	54.5%	13.6%	9.1%	*	\$16.00
Manufacturing	56.5%	13.0%	21.7%	\$52,000	\$18.00
Transportation, Communication & Utilities	52.2%	21.7%	0.0%	\$68,000	\$22.00
Wholesale & Retail Trade	61.5%	5.8%	24.9%	\$60,000	\$10.45
Finance, Insurance & Real Estate	80.0%	4.4%	57.7%	\$73,000	\$15.00
Healthcare & Social Services	82.9%	5.7%	60.0%	\$75,000	\$16.00
Personal Services	66.7%	8.3%	33.3%	\$30,000	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	86.7%	13.3%	46.7%	\$80,000	\$13.00
Public Administration & Government	85.0%	15.0%	60.0%	\$84,000	\$31.26
Education	94.4%	11.1%	72.3%	\$55,000	\$12.03

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 3,838 unemployed individuals are willing to accept employment
- Average age is 46 years old
- 66.7% are female; 33.3% are male
- Education:
 - 44.4% have an education beyond high school
 - 7.4% have an associate degree
 - 25.9% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.18 to \$12.50/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 19 miles one way for the right opportunity
- 70.4% expressed interest in temporary and 66.7% in seasonal employment opportunities
- 63.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 71.4%
 - Dental coverage - 42.9%
 - Pension/retirement options - 42.9%
 - Paid vacation - 38.1%
 - Life insurance - 23.8%
 - Paid holidays - 14.3%
 - Paid sick leave - 14.3%
 - Vision coverage - 9.5%
 - Disability insurance - 4.8%
 - Flextime - 4.8%
 - Prescription drug coverage - 4.8%
- 50.0% indicated they prefer employment offers where the employer and pays all of the cost of medical insurance premiums.



Sponsored in Partnership with



For more information regarding the Carlisle Laborshed Analysis, contact:

Warren County Economic Development Corporation
 111 North Buxton
 Indianola, Iowa 50125
 Phone: 515-961-1067
 Email: info@wcedc.com
 www.wcedc.com