

APPANOOSE COUNTY, IOWA

LABORSHED ANAYSIS



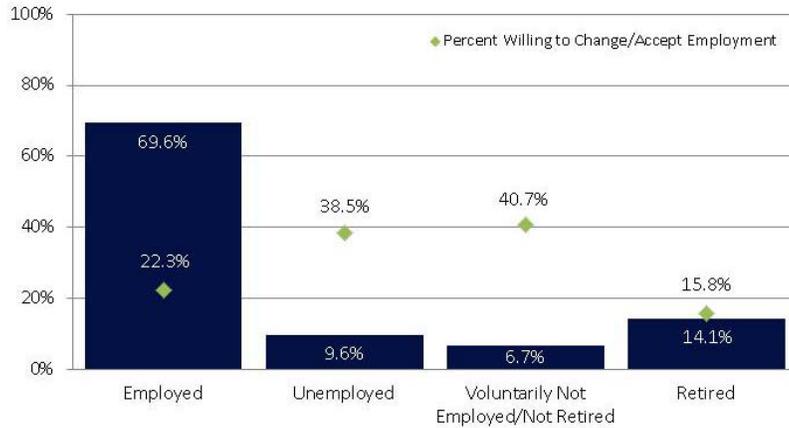
A STUDY OF WORKFORCE CHARACTERISTICS

RELEASED FEBRUARY 2013

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 Appanoose 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: 37,319 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (7,848)

- 5,966 Employed
- 547 Unemployed
- 417 Voluntarily Not Employed, Not Retired
- 918 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.

- 1.7% Inadequate hours (101 people)
- 2.7% Mismatch of skills (161 people)
- 2.0% Low income (119 people)
- 4.7% Total estimated underemployment (280 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
Education	18.7%	4,857	73.8%	20.0%	3.3%
Manufacturing	18.7%	4,857	66.2%	33.3%	8.8%
Healthcare & Social Services	16.2%	4,208	76.5%	20.5%	5.9%
Wholesale & Retail Trade	11.6%	3,013	60.9%	28.6%	13.0%
Transportation, Communication & Utilities	7.9%	2,052	76.0%	21.1%	4.0%
Public Administration & Government	7.1%	1,844	85.0%	35.3%	0.0%
Personal Services	5.0%	1,299	80.0%	8.3%	0.0%
Professional Services	4.6%	1,195	64.7%	9.1%	0.0%
Construction	4.1%	1,065	62.5%	30.0%	12.5%
Agriculture, Forestry & Mining	3.3%	857	88.9%	0.0%	11.1%
Finance, Insurance & Real Estate	2.1%	545	45.5%	0.0%	18.2%
Entertainment & Recreation	0.7%	182	*	*	*

*Insufficient survey data/refused

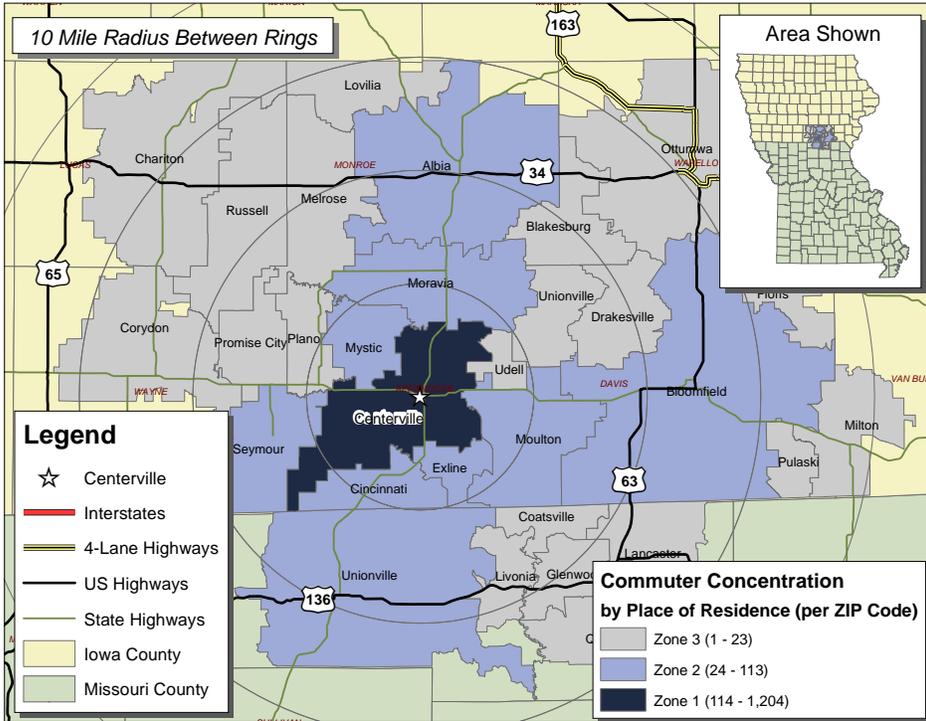
Survey respondents from the Appanoose County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education and manufacturing industries.

Quick Facts

(Employed - willing to change employment)

- 19.0% are working multiple jobs
- Currently working an average of 40 hours per week
- Average age is 48 years old
- 33.3% currently working within the production, construction & material handling occupational category followed by 22.2% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 83.9%
 - www.iowajobs.org
 - www.monster.com
 - www.craigslist.org
 - Local/Regional newspapers - 45.2%
 - The Ottumwa Courier*
 - Daily Iowegian* - Centerville
 - Local IowaWORKS Centers - 17.7%
 - Networking through friends, family and acquaintances - 17.7%

Appanoose County Laborshed Area



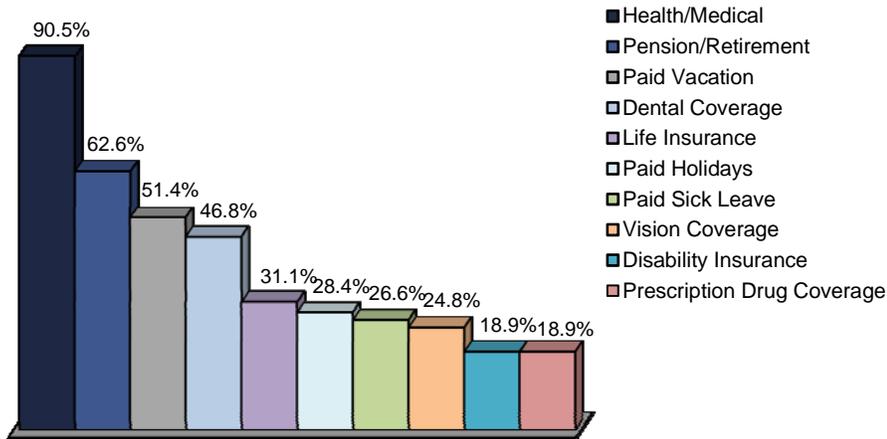
Commuting Statistics

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

Those who are willing to change/accept employment in the Appanoose County Laborshed area are willing to commute an average of 26 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 (76.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 14.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

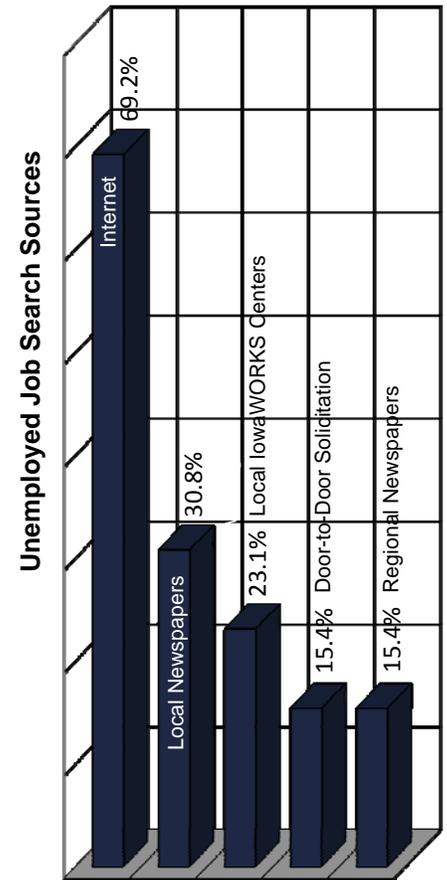
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	62.5%	12.5%	12.5%	\$30,000	\$34.00
Manufacturing	54.4%	14.7%	13.3%	\$65,000	\$16.50
Transportation, Communication & Utilities	64.0%	4.0%	16.0%	*	\$18.88
Wholesale & Retail Trade	43.5%	6.5%	15.2%	\$40,000	\$8.00
Finance, Insurance & Real Estate	81.8%	18.2%	45.5%	\$25,750	*
Healthcare & Social Services	80.4%	29.4%	25.4%	\$80,000	\$11.32
Personal Services	73.3%	13.3%	26.7%	*	\$10.03
Entertainment & Recreation	*	*	*	*	*
Professional Services	52.9%	23.5%	23.5%	\$35,500	\$9.13
Public Administration & Government	75.0%	20.0%	30.0%	\$41,000	\$18.00
Education	88.5%	8.2%	65.6%	\$52,000	\$12.00

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 547 unemployed individuals are willing to accept employment
- Average age is 43 years old
- 66.7% are male; 33.3% are female
- Education:
 - 46.7% have an education beyond high school
 - 6.7% are trade certified
 - 13.3% have an associate degree
 - 13.4% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.90 to \$12.19/hr. with a median of the lowest wage of \$9.18
- Willing to commute an average of 24 miles one way for the right opportunity
- 86.7% expressed interest in temporary or seasonal employment opportunities
- 53.3% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 91.7%
 - Dental coverage - 41.7%
 - Pension/retirement options - 41.7%
 - Paid vacation - 25.0%
 - Vision coverage - 16.7%
 - Employee discount - 8.3%
 - Paid holidays - 8.3%
 - Paid sick leave - 8.3%
- 60.0% indicated they prefer employment offers where the employer pays the cost of medical insurance premiums.



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