

# Lucas County, Iowa

## LABORSHED ANALYSIS

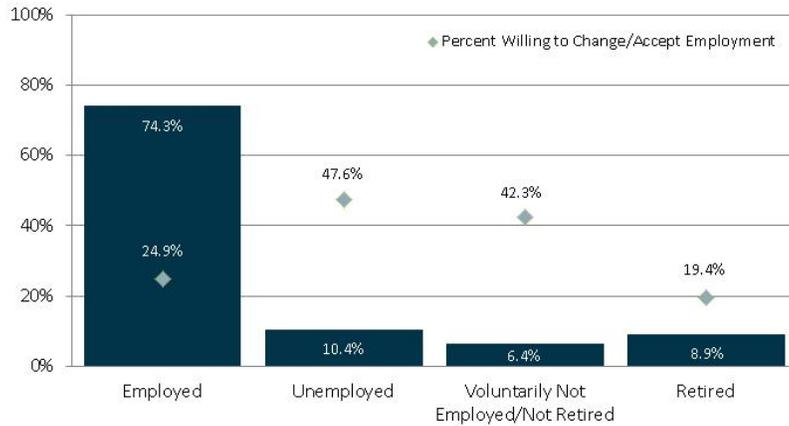
A Study of Workforce Characteristics



# 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 Lucas 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: 68,925 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (15,925)**

- 12,722 Employed
- 663 Unemployed
- 847 Voluntarily Not Employed/Not Retired
- 1,693 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 (153 people)
- 3.5% Mismatch of skills (445 people)
- 2.5% Low income (318 people)
- 5.4% Total estimated underemployment (687 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                             | 16.4%          | 8,399         | 66.7%      | 28.6%                          | 17.5%        |
| Wholesale & Retail Trade                  | 14.8%          | 7,579         | 73.1%      | 28.9%                          | 15.4%        |
| Healthcare & Social Services              | 14.8%          | 7,579         | 76.0%      | 26.3%                          | 8.0%         |
| Transportation, Communication & Utilities | 12.9%          | 6,606         | 73.3%      | 9.1%                           | 6.7%         |
| Education                                 | 12.5%          | 6,401         | 84.2%      | 18.8%                          | 2.6%         |
| Public Administration & Government        | 9.8%           | 5,019         | 73.5%      | 12.0%                          | 5.9%         |
| Agriculture, Forestry & Mining            | 4.7%           | 2,407         | 85.8%      | 41.7%                          | 7.1%         |
| Finance, Insurance & Real Estate          | 3.9%           | 1,997         | 71.4%      | 30.0%                          | 7.1%         |
| Construction                              | 3.5%           | 1,792         | 75.0%      | 11.1%                          | 16.7%        |
| Personal Services                         | 3.5%           | 1,792         | 75.0%      | 0.0%                           | 8.3%         |
| Professional Services                     | 2.3%           | 1,178         | 60.0%      | 0.0%                           | 20.0%        |
| Entertainment & Recreation                | 0.9%           | 461           | *          | *                              | *            |

\*Insufficient survey data/refused

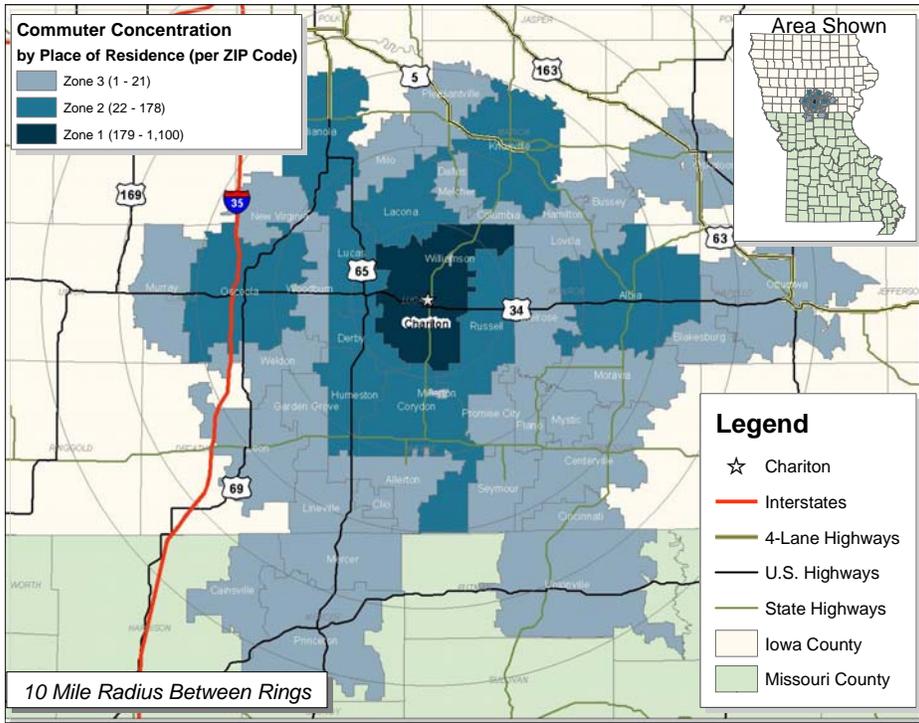
Survey respondents from the Lucas County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

## Quick Facts

(Employed - willing to change employment)

- 18.7% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 48 years old
- 29.6% currently working within the production, construction & material handling occupational category followed by 25.7% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
  - Internet - 85.5%
    - [www.monster.com](http://www.monster.com)
    - [www.iowajobs.org](http://www.iowajobs.org)
  - Local/Regional newspapers - 53.6%
    - The Des Moines Register
    - The Chariton Leader
  - Networking through friends, family and acquaintances - 23.2%
  - Local IowaWORKS Centers - 13.0%

# Lucas County Laborshed Area



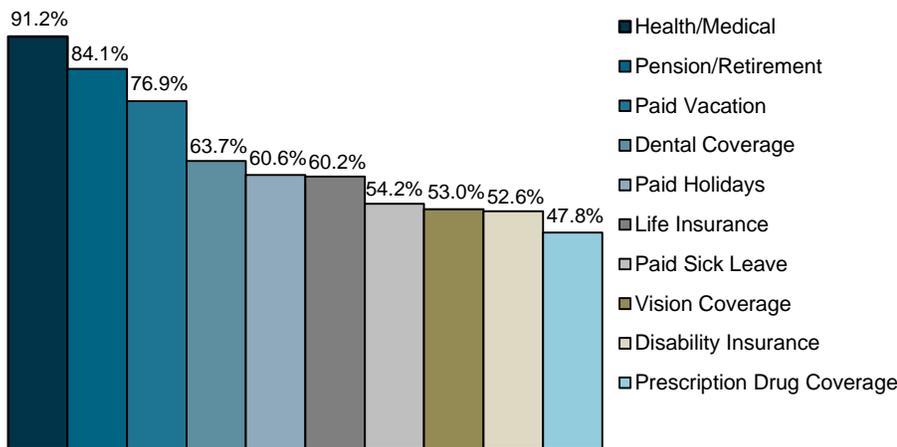
## Commuting Statistics

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

Those who are willing to change/accept employment in the Lucas County Laborshed area are willing to commute an average of 29 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 (82.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 11.8 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

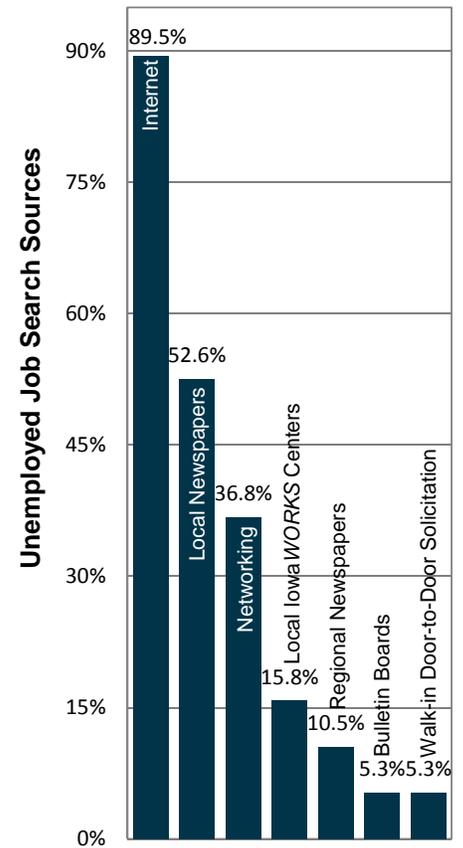
| Industry                                  | Education                     |                  |                                | Median Wages            |                             |
|---|-------------------------------|------------------|--------------------------------|-------------------------|-----------------------------|
|   | Some Level Beyond High School | Associate Degree | Undergraduate Degree or Higher | Salary Wages (per year) | Non Salary Wages (per hour) |
| Agriculture                               | 35.8%                         | 7.1%             | 14.3%                          | \$30,000                | *                           |
| Construction                              | 50.0%                         | 25.0%            | 25.0%                          | *                       | \$22.63                     |
| Manufacturing                             | 42.9%                         | 14.3%            | 14.3%                          | \$62,000                | \$17.00                     |
| Transportation, Communication & Utilities | 46.7%                         | 8.9%             | 17.8%                          | \$70,000                | \$21.50                     |
| Wholesale & Retail Trade                  | 63.5%                         | 9.6%             | 27.0%                          | \$42,000                | \$10.00                     |
| Finance, Insurance & Real Estate          | 64.3%                         | 14.3%            | 21.4%                          | \$72,000                | \$12.75                     |
| Healthcare & Social Services              | 82.0%                         | 24.0%            | 34.0%                          | \$70,000                | \$14.39                     |
| Personal Services                         | 75.0%                         | 8.3%             | 33.4%                          | *                       | *                           |
| Entertainment & Recreation                | *                             | *                | *                              | *                       | *                           |
| Professional Services                     | 50.0%                         | 10.0%            | 30.0%                          | \$80,000                | *                           |
| Public Administration & Government        | 64.7%                         | 5.9%             | 44.1%                          | \$56,000                | \$17.47                     |
| Education                                 | 89.5%                         | 7.9%             | 65.8%                          | \$52,000                | \$10.00                     |

*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 663 unemployed individuals are willing to accept employment
- Average age is 43 years old
- 60.0% are male; 40.0% are female
- Education:
  - 50.0% have an education beyond high school
  - 5.0% are trade certified
  - 15.0% have an associate degree
  - 10.0% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.00 to \$12.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 33 miles one way for the right opportunity
- 70.0% expressed interest in temporary and seasonal employment opportunities
- 70.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance - 76.5%
  - Dental coverage - 52.9%
  - Paid vacation - 47.1%
  - Life insurance - 41.2%
  - Pension/retirement options - 41.2%
  - Disability insurance - 29.4%
  - Paid holidays - 29.4%
  - Paid sick leave - 29.4%
  - Vision coverage - 29.4%
  - Prescription drug coverage - 23.5%
  - Paid time off - 5.9%
- 76.9% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



## Sponsored in Partnership with



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**For more information regarding the Lucas County Laborshed Analysis, contact:**

Lucas County Development Corporation  
 104 North Grand  
 P.O. Box 735  
 Chariton, Iowa 50049  
 Phone: 641-774-4059  
 Fax: 641-774-2801  
 Email: ccdc@iowatelecom.net  
 www.lucascountyiowa.com