

Laborshed Analysis

A Study of Workforce Characteristics



Charles City

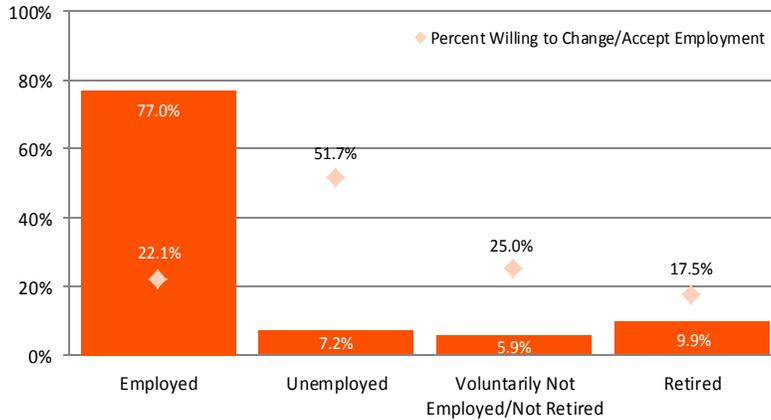
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Area Development Corporation

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 Charles City 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: 121,795 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (22,035)

- 17,789 Employed
- 1,434 Unemployed
- 1,137 Voluntarily Not Employed/Not Retired
- 1,675 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.

- 2.0% Inadequate hours (356 people)
- 3.7% Mismatch of skills (658 people)
- 2.7% Low income (480 people)
- 6.7% Total estimated underemployment (1,192 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	20.5%	19,225	75.0%	27.8%	8.3%
Education	14.8%	13,880	81.3%	20.5%	4.2%
Healthcare & Social Services	14.4%	13,505	79.2%	21.1%	4.2%
Wholesale & Retail Trade	10.6%	9,941	65.1%	21.4%	11.6%
Finance, Insurance & Real Estate	8.4%	7,878	88.0%	18.2%	0.0%
Transportation, Communication & Utilities	8.4%	7,878	73.3%	18.2%	6.7%
Personal Services	6.5%	6,096	85.0%	23.5%	5.0%
Public Administration & Government	4.9%	4,595	86.7%	7.7%	0.0%
Agriculture, Forestry & Mining	4.6%	4,314	92.3%	16.7%	7.7%
Professional Services	4.2%	3,939	84.6%	36.4%	7.7%
Construction	1.9%	1,782	*	*	*
Entertainment & Recreation	0.8%	750	*	*	*

*Insufficient survey data/refused

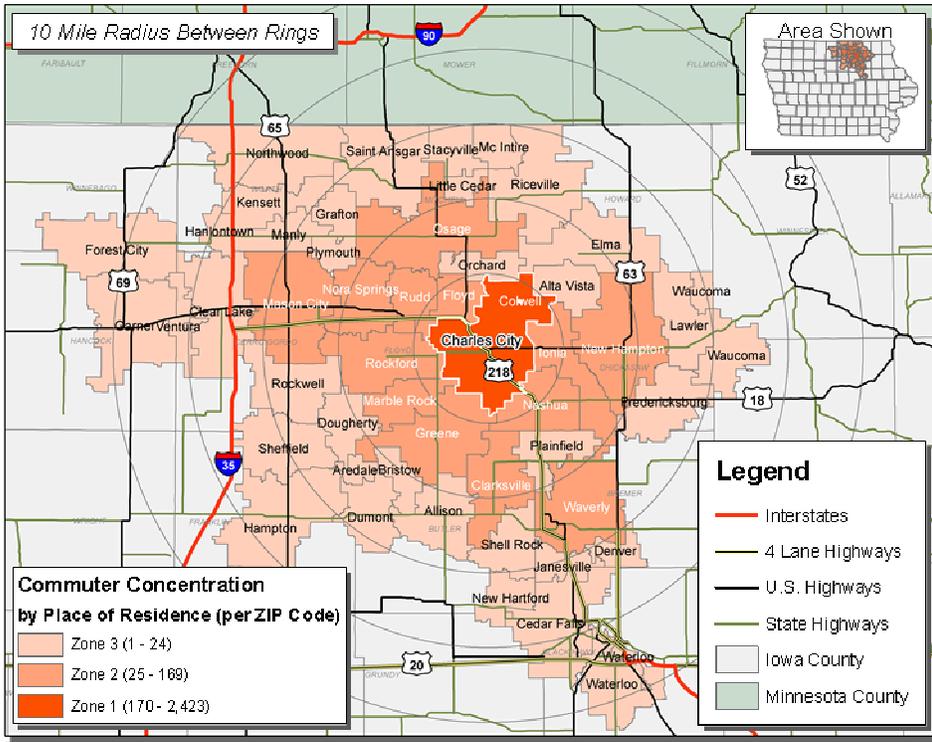
Survey respondents from the Charles City Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 16.2% are working multiple jobs
- Currently working an average of 40 hours per week
- Average age is 50 years old
- 31.9% currently working within the production, construction & material handling occupational category followed by 21.7% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 84.8%
 - www.monster.com
 - www.indeed.com
 - www.iowajobs.org
 - Local/Regional newspapers - 47.0%
 - Waterloo-Cedar Falls Courier
 - Globe Gazette - Mason City
 - Charles City Press
 - Local IowaWORKS Centers - 27.3%
 - Networking through friends, family and acquaintances - 27.3%

Charles City Laborshed Area



Commuting Statistics

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

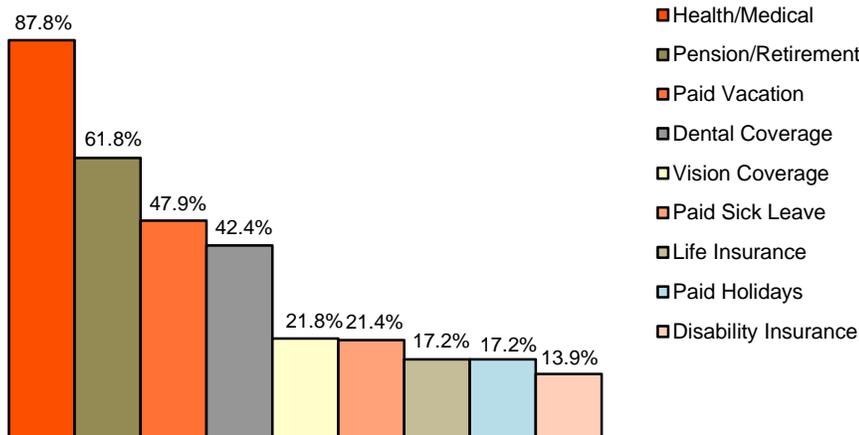
Those who are willing to change/accept employment in the Charles City Laborshed area are willing to commute an average of 22 miles one way for employment opportunities.

The out commute for Charles City is estimated at 12.1 percent—approximately 408 people living in Charles City who work in other communities.

Most of those who are out commuting are working in Mason City, Nashua or New Hampton.

Nearly one-fifth (16.7%) of out commuters are willing to change employment (approximately 68 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 (78.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

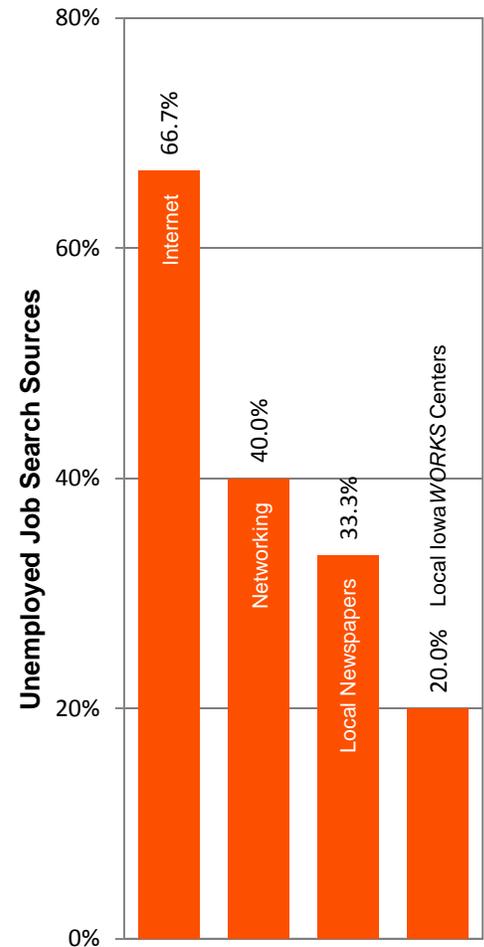
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	53.8%	0.0%	30.8%	*	*
Construction	50.0%	0.0%	25.0%	*	\$16.25
Manufacturing	56.9%	12.5%	23.6%	\$72,000	\$17.65
Transportation, Communication & Utilities	70.0%	16.7%	23.3%	\$65,000	\$19.38
Wholesale & Retail Trade	58.1%	14.0%	9.3%	*	\$8.50
Finance, Insurance & Real Estate	84.0%	12.0%	48.0%	\$51,500	\$12.45
Healthcare & Social Services	83.3%	16.7%	41.7%	\$52,000	\$14.00
Personal Services	55.0%	15.0%	10.0%	*	\$10.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	92.3%	15.4%	30.8%	\$57,000	\$15.50
Public Administration & Government	86.7%	20.0%	40.0%	*	\$25.00
Education	85.4%	2.1%	73.0%	\$53,000	\$14.00

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 1,434 unemployed individuals are willing to accept employment
- Average age is 53 years old
- 53.3% are male; 46.7% are female
- Education:
 - 60.0% have an education beyond high school
 - 20.0% have an associate degree
 - 6.7% have an undergraduate degree
 - 13.3% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$15.00/hr. with a median of the lowest wage of \$10.05
- Willing to commute an average of 21 miles one way for the right opportunity
- 86.7% expressed interest in temporary and 80.0% in seasonal employment opportunities
- 66.7% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 100%
 - Pension/retirement options - 18.2%
 - Dental coverage - 9.1%
 - Paid sick leave - 9.1%
 - Paid vacation - 9.1%
 - Vision coverage - 9.1%
- 81.8% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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For more information regarding the Charles City Laborshed Analysis, contact:

Charles City Area Development Corporation
 401 North Main Street
 Charles City, Iowa 50616
 Phone: 641-228-3020
 Fax: 641-228-4744
 E-mail: ccadc@charlescitiya.com
www.charlescitiya.com