



2013

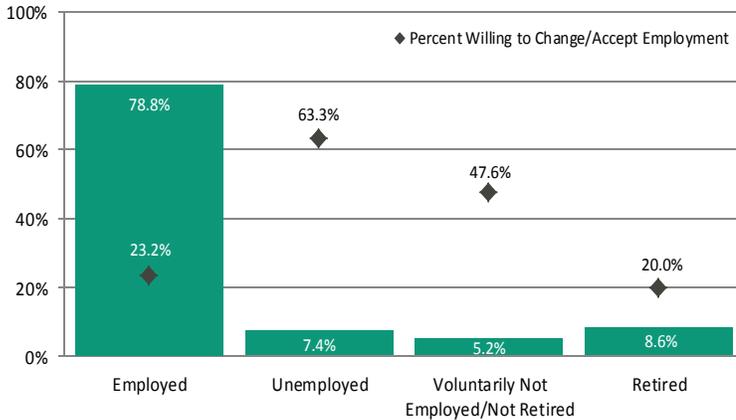
WRIGHT COUNTY
LABORSHED REPORT

A STUDY IN 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 Wright 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: 70,669 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (15,088)

- 11,651 Employed
- 873 Unemployed
- 841 Voluntarily Not Employed/Not Retired
- 1,723 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 (198 people)
- 3.5% Mismatch of skills (408 people)
- 1.0% Low income (117 people)
- 4.7% Total estimated underemployment (548 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
Wholesale & Retail Trade	18.3%	10,191	80.3%	28.6%	6.6%
Education	15.7%	8,743	80.8%	31.0%	5.8%
Healthcare & Social Services	14.2%	7,908	77.6%	21.1%	4.1%
Manufacturing	11.6%	6,460	70.5%	22.6%	20.5%
Agriculture, Forestry & Mining	9.0%	5,012	80.0%	8.3%	3.3%
Personal Services	7.5%	4,177	76.9%	10.0%	11.5%
Public Administration & Government	6.3%	3,508	70.8%	5.9%	8.3%
Professional Services	4.8%	2,673	81.3%	46.2%	6.3%
Transportation, Communication & Utilities	4.8%	2,673	76.5%	30.8%	0.0%
Finance, Insurance & Real Estate	4.1%	2,283	84.6%	9.1%	15.4%
Construction	3.0%	1,671	88.9%	25.0%	0.0%
Active Military Duty	0.7%	390	*	*	*

*Insufficient survey data/refused

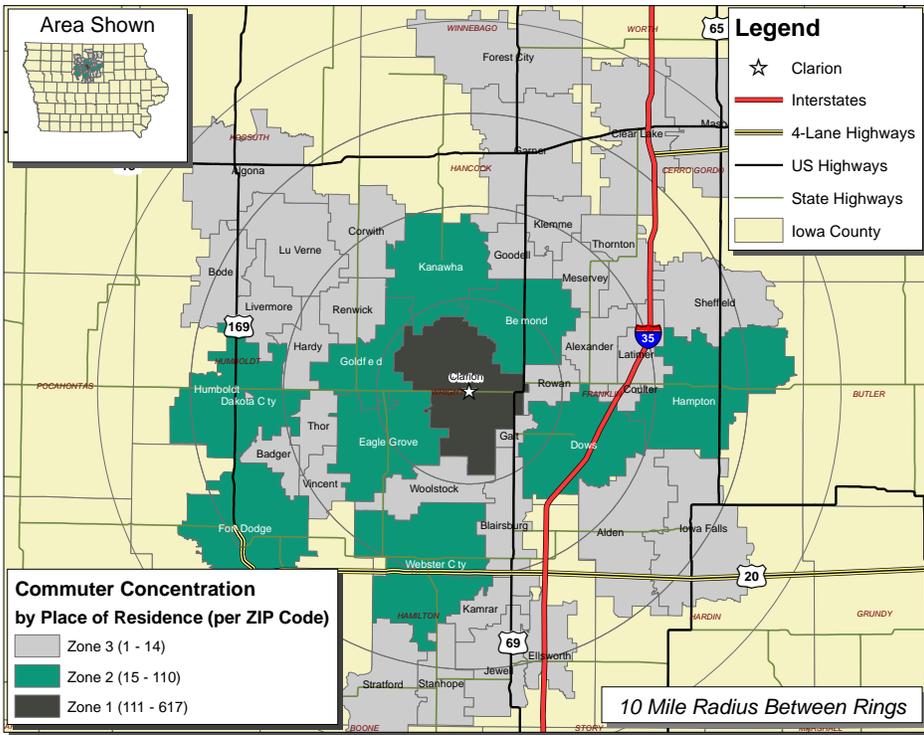
Survey respondents from the Wright County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the wholesale & retail industry.

Quick Facts

(Employed - willing to change employment)

- 16.2% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 49 years old
- 27.8% currently working within the production, construction & material handling occupational category followed by 26.4% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 84.1%
 - www.monster.com
 - www.iowajobs.org
 - Local/Regional newspapers - 56.5%
 - The Messenger - Fort Dodge
 - The Des Moines Register
 - Globe-Gazette - Mason City
 - Networking through friends, family and acquaintances - 20.3%
 - Local IowaWORKS Centers - 17.4%

Wright County Laborshed Area



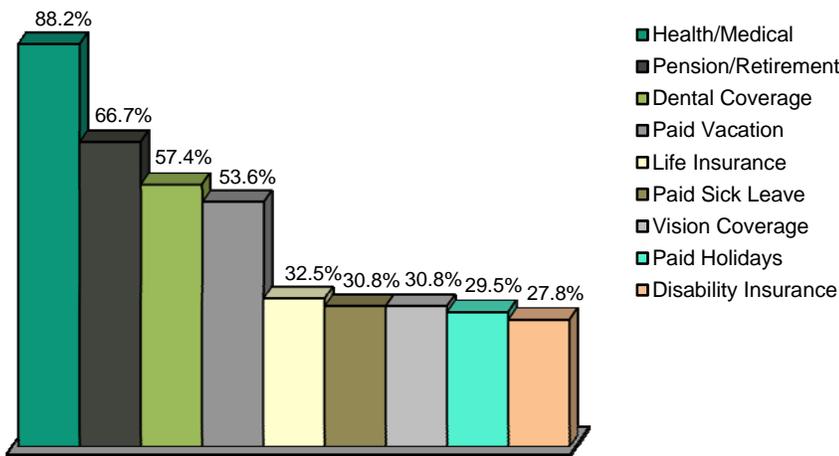
Commuting Statistics

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

Those who are willing to change/accept employment in the Wright County Laborshed area are willing to commute an average of 21 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 (78.3%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

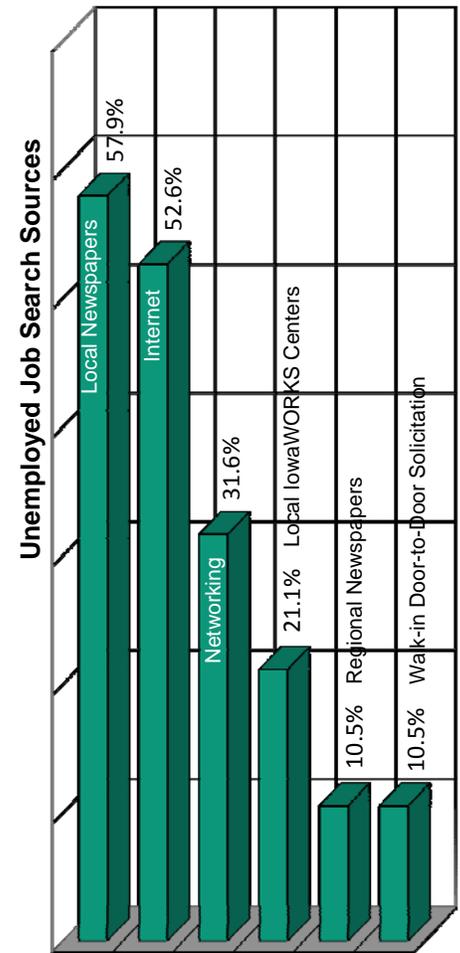
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	83.3%	16.7%	33.4%	\$60,000	\$14.00
Construction	66.7%	0.0%	33.3%	*	\$26.00
Manufacturing	54.5%	9.1%	11.4%	\$60,000	\$17.00
Transportation, Communication & Utilities	58.8%	11.8%	5.9%	\$44,500	*
Wholesale & Retail Trade	65.6%	11.5%	23.0%	\$88,500	\$10.00
Finance, Insurance & Real Estate	84.6%	23.1%	46.2%	\$35,000	*
Healthcare & Social Services	83.7%	30.6%	28.6%	\$70,000	\$16.50
Personal Services	57.7%	11.5%	15.4%	\$43,250	\$11.00
Professional Services	75.0%	18.8%	43.8%	*	\$9.00
Public Administration & Government	70.8%	12.5%	33.3%	\$40,000	\$19.14
Education	94.2%	15.4%	67.3%	\$52,000	\$12.35

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 873 unemployed individuals are willing to accept employment
- Average age is 49 years old
- 68.4% are male; 31.6% are female
- Education:
 - 47.4% have an education beyond high school
 - 5.3% are trade certified
 - 5.3% have vocational training
 - 10.5% have an associate degree
 - 10.5% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$12.50/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 18 miles one way for the right opportunity
- 68.4% expressed interest in temporary and 57.9% in seasonal employment opportunities
- 47.4% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 68.8%
 - Paid vacation - 37.5%
 - Dental coverage - 31.3%
 - Pension/retirement options - 31.3%
 - Vision coverage - 31.3%
 - Paid holidays - 25.0%
 - Disability insurance - 18.8%
 - Life insurance - 18.8%
 - Paid time off - 18.8%
 - Prescription drug coverage - 12.5%
 - Paid sick leave - 6.3%
- 54.5% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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