

Louisa County, Iowa Laborshed Analysis

January 2014

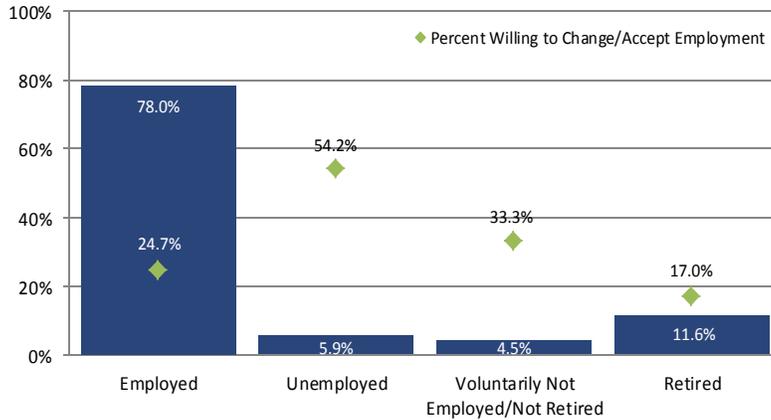
A Study of Workforce Characteristics



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 Louisa 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: 130,422 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (27,566)

- 21,608 Employed
- 1,289 Unemployed
- 1,420 Voluntarily Not Employed/Not Retired
- 3,249 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.

- 2.2% Inadequate hours (475 people)
- 4.9% Mismatch of skills (1,059 people)
- 2.2% Low income (475 people)
- 6.9% Total estimated underemployment (1,491 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	24.9%	25,331	84.8%	25.4%	1.3%
Manufacturing	14.1%	14,344	67.9%	34.2%	8.9%
Healthcare & Social Services	13.0%	13,225	79.5%	20.0%	4.5%
Wholesale & Retail Trade	8.5%	8,647	79.3%	30.4%	6.9%
Transportation, Communication & Utilities	7.8%	7,935	87.5%	33.3%	4.2%
Professional Services	7.1%	7,223	86.4%	31.6%	0.0%
Construction	5.9%	6,002	84.2%	25.0%	0.0%
Finance, Insurance & Real Estate	5.9%	6,002	88.9%	6.3%	0.0%
Public Administration & Government	5.6%	5,697	83.3%	40.0%	5.6%
Personal Services	4.1%	4,171	91.7%	9.1%	0.0%
Agriculture, Forestry & Mining	2.2%	2,238	75.0%	16.7%	12.5%
Entertainment & Recreation	0.9%	916	*	*	*

*Insufficient survey data/refused

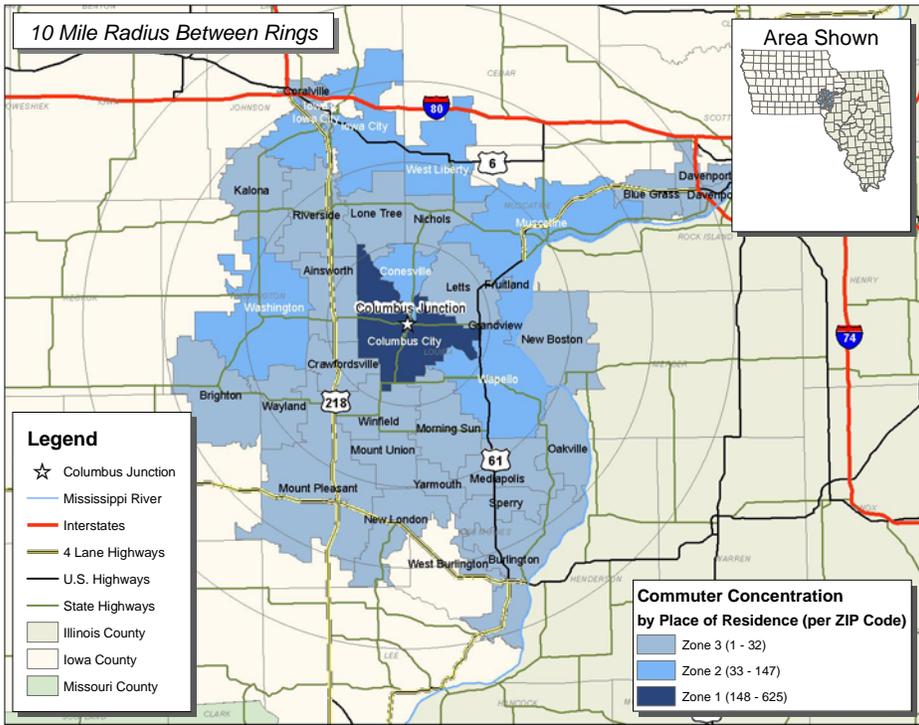
Survey respondents from the Louisa County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 15.4% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 46 years old
- 30.7% currently working within each of the production, construction & material handling and professional, paraprofessional & technical occupational categories followed by 10.3% within each of the clerical; managerial; and service occupational categories
- Most frequently identified job search sources:
 - Internet - 89.3%
www.iowajobs.org
www.monster.com
 - Local/Regional newspapers - 48.0%
Cedar Rapids Gazette
Iowa City Press Citizen
The Hawk Eye - Burlington
 - Networking through friends, family and acquaintances - 21.3%
 - Local IowaWORKS Centers - 9.3%

Louisa County Laborshed Area



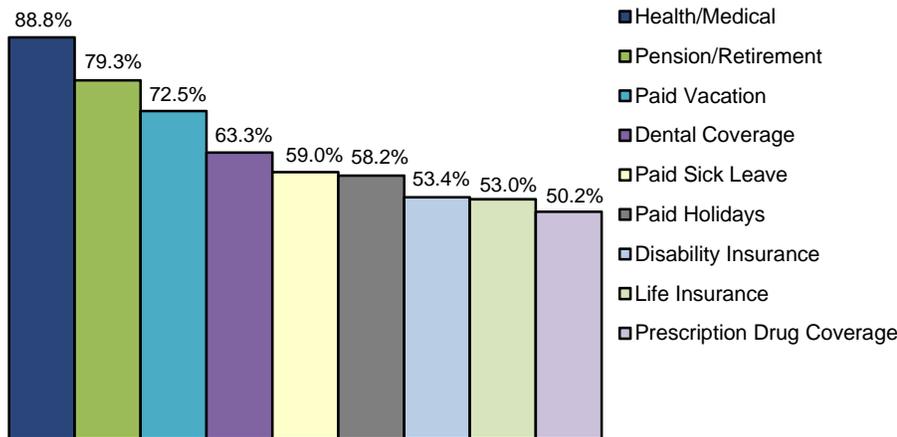
Commuting Statistics

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

Those who are willing to change/accept employment in the Louisa County Laborshed area are willing to commute an average of 27 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 (74.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.4 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

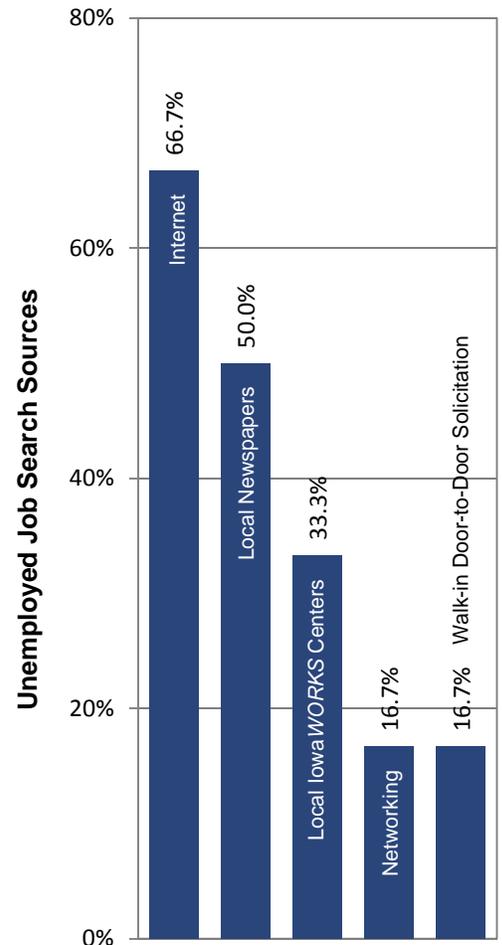
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	75.0%	12.5%	12.5%	*	*
Construction	47.3%	5.3%	10.5%	\$67,000	\$18.96
Manufacturing	58.9%	16.1%	21.5%	\$76,250	\$17.63
Transportation, Communication & Utilities	66.7%	4.2%	25.0%	\$50,000	\$18.65
Wholesale & Retail Trade	51.7%	13.8%	17.2%	\$60,500	\$8.35
Finance, Insurance & Real Estate	77.8%	22.2%	22.3%	\$41,000	\$14.33
Healthcare & Social Services	79.5%	25.0%	34.1%	\$56,000	\$19.00
Personal Services	91.7%	*	41.7%	\$35,000	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	81.8%	4.5%	68.2%	\$70,000	\$9.75
Public Administration & Government	72.2%	27.8%	22.3%	\$72,000	\$17.67
Education	84.8%	8.9%	62.1%	\$50,000	\$13.50

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 1,289 unemployed individuals are willing to accept employment
- Average age is 41 years old
- 76.9% are male; 23.1% are female
- Education:
 - 61.5% have an education beyond high school
 - 7.7% are trade certified
 - 15.4% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$10.13/hr. with a median of the lowest wage of \$9.00
- Willing to commute an average of 22 miles one way for the right opportunity
- 84.6% expressed interest in seasonal and 76.9% in temporary employment opportunities
- 61.5% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 88.9%
 - Dental coverage - 55.6%
 - Paid vacation - 55.6%
 - Disability insurance - 33.3%
 - Paid holidays - 33.3%
 - Paid sick leave - 33.3%
 - Life insurance - 22.2%
 - Pension/retirement options - 22.2%
 - Flextime - 11.1%
 - Prescription drug coverage - 11.1%
 - Shift differential pay - 11.1%
 - Vision coverage - 11.1%
- 53.8% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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