

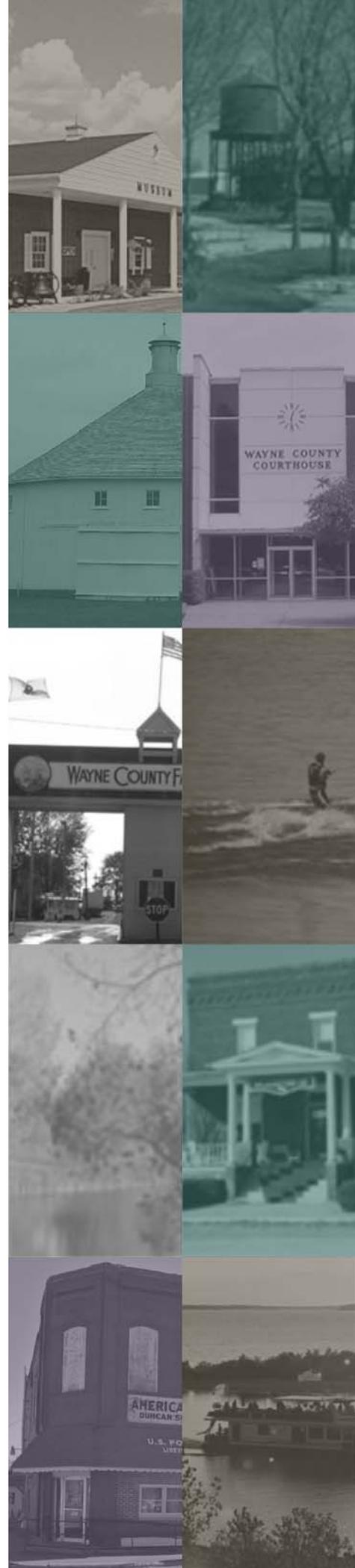
WAYNE COUNTY, IOWA

Laborshed Analysis

A Study of Workforce Characteristics



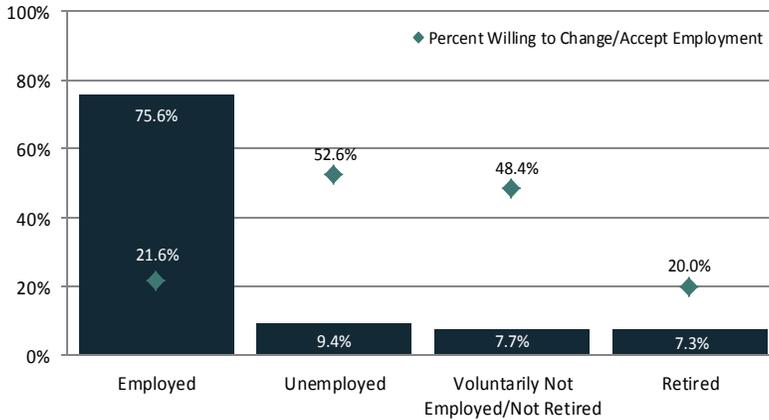
Released October 2013



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 Wayne 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: 30,611 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,120)

- 4,766 Employed
- 297 Unemployed
- 320 Voluntarily Not Employed/Not Retired
- 737 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 (57 people)
- 4.0% Mismatch of skills (191 people)
- 2.0% Low income (95 people)
- 6.4% Total estimated underemployment (305 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	15.1%	3,494	80.4%	22.0%	2.0%
Wholesale & Retail Trade	14.4%	3,332	72.2%	28.2%	11.1%
Healthcare & Social Services	13.3%	3,078	67.9%	16.7%	13.2%
Public Administration & Government	12.5%	2,893	81.0%	14.7%	2.4%
Transportation, Communication & Utilities	12.2%	2,823	78.6%	15.2%	7.1%
Manufacturing	10.3%	2,384	77.8%	25.0%	13.9%
Agriculture, Forestry & Mining	6.6%	1,527	90.0%	22.2%	5.0%
Finance, Insurance & Real Estate	4.4%	1,018	92.3%	33.3%	7.7%
Construction	3.3%	764	69.2%	11.1%	30.8%
Personal Services	3.3%	764	52.9%	11.1%	5.9%
Professional Services	2.6%	602	70.0%	28.6%	10.0%
Entertainment & Recreation	2.0%	463	*	*	*

*Insufficient survey data/refused

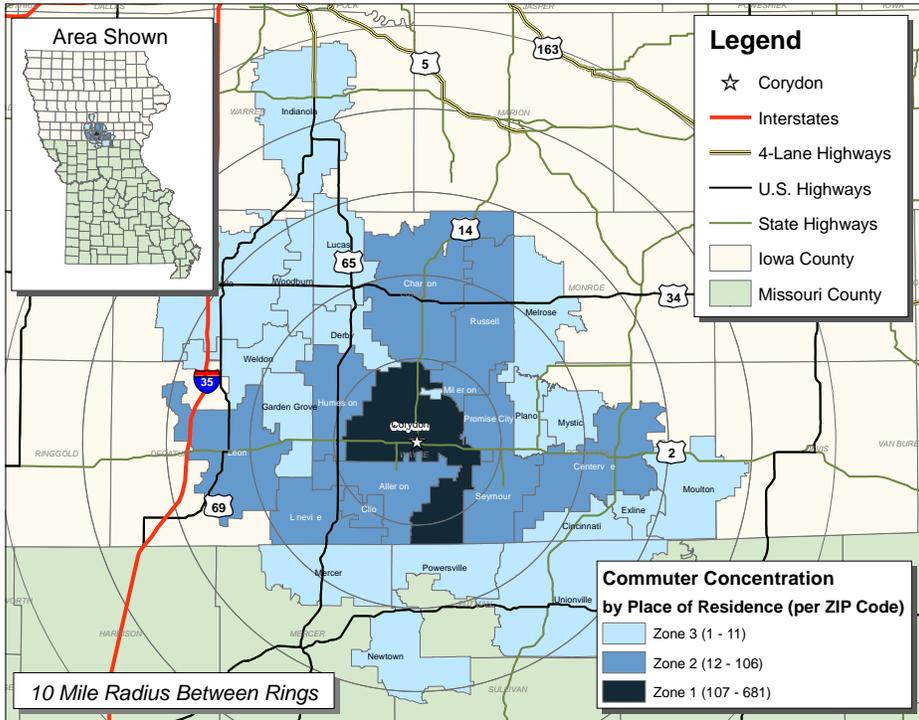
Survey respondents from the Wayne County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 24.2% are working multiple jobs
- Currently working an average of 45 hours per week
- Average age is 48 years old
- 28.8% currently working within the professional, paraprofessional & technical occupational category followed by 21.2% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 77.8%
 - www.monster.com
 - www.reap.net
 - www.craigslist.org
 - Local/Regional newspapers - 69.9%
 - *The Des Moines Register*
 - Networking through friends, family and acquaintances - 12.7%
 - Local IowaWORKS Centers - 9.5%

Wayne County Laborshed Area



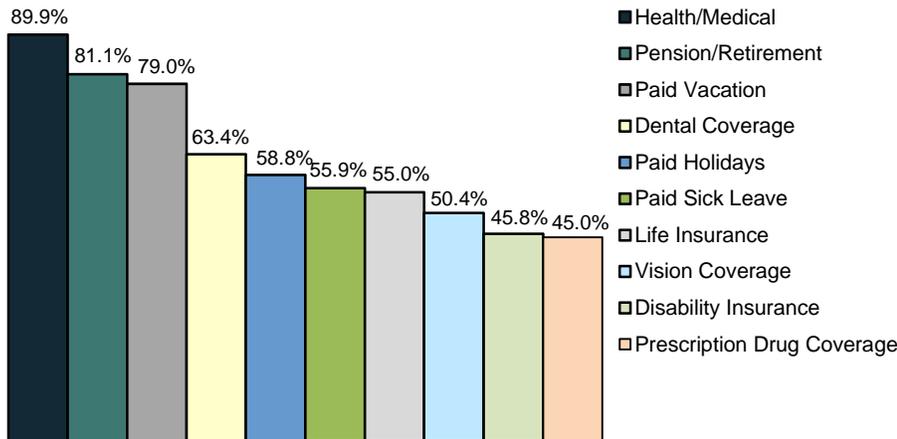
Commuting Statistics

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

Those who are willing to change/accept employment in the Wayne 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 (77.5%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 18.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

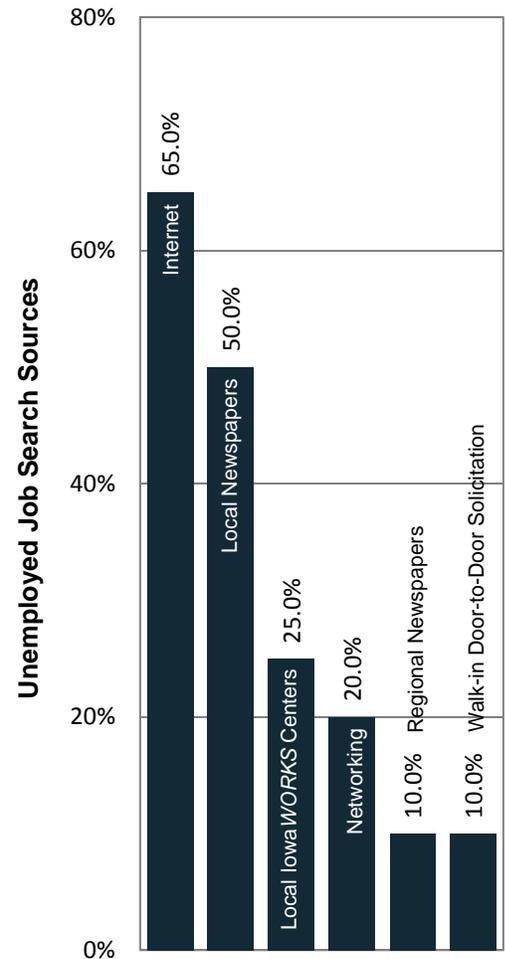
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	50.0%	15.0%	5.0%	\$46,500	\$13.13
Construction	15.4%	0.0%	7.7%	\$50,000	\$16.63
Manufacturing	44.4%	2.8%	11.1%	\$80,000	\$14.83
Transportation, Communication & Utilities	50.0%	21.4%	11.9%	\$62,500	\$21.00
Wholesale & Retail Trade	48.1%	14.8%	13.0%	\$56,000	\$9.95
Finance, Insurance & Real Estate	84.6%	38.5%	38.5%	\$62,000	*
Healthcare & Social Services	81.1%	18.9%	28.3%	\$76,000	\$12.88
Personal Services	52.9%	5.9%	29.4%	*	*
Entertainment & Recreation	60.0%	40.0%	20.0%	*	\$10.75
Professional Services	70.0%	0.0%	60.0%	*	*
Public Administration & Government	69.0%	14.3%	28.6%	\$42,000	\$16.00
Education	88.2%	5.9%	68.6%	\$50,000	\$11.20

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 297 unemployed individuals are willing to accept employment
- Average age is 49 years old
- 60.0% are female; 40.0% are male
- Education:
 - 65.0% have an education beyond high school
 - 5.0% have vocational training
 - 25.0% have an associate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.50/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 29 miles one way for the right opportunity
- 75.0% expressed interest in temporary and 70.0% in seasonal employment opportunities
- 35.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 93.8%
 - Dental coverage - 56.3%
 - Life insurance - 50.0%
 - Paid vacation - 50.0%
 - Prescription drug coverage - 50.0%
 - Disability insurance - 37.5%
 - Vision coverage - 31.3%
 - Pension/retirement options - 25.0%
 - Paid holidays - 18.8%
 - Paid sick leave - 12.5%
 - Paid time off - 6.3%
 - Shift differential pay - 6.3%
- 75.0% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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