

2016



ADAIR COUNTY, IOWA

LABORSHED ANALYSIS

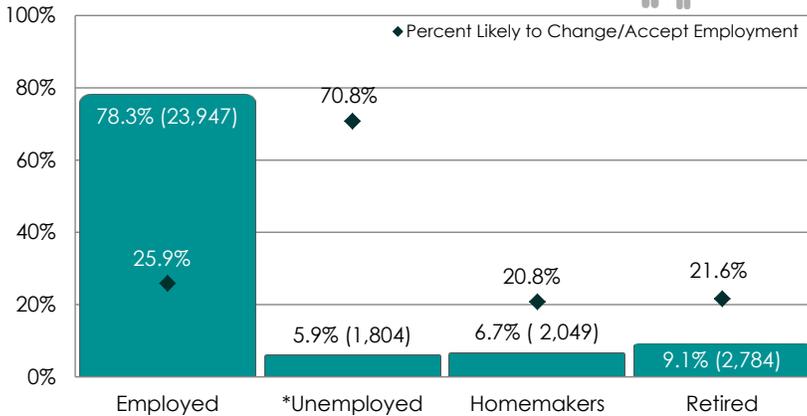
A STUDY OF WORKFORCE CHARACTERISTICS



ADAIR COUNTY LABORSHED ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This Laborshed analysis addresses the workforce characteristics of the Adair County Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*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.

Estimated Population 18-64: 30,584 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Greenfield (7,250):

- 6,149 Employed
- 361 Unemployed
- 396 Homemakers
- 344 Retired

UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	2.2%	135
Mismatch of Skills	2.5%	154
Low Income	1.7%	105
†Total Underemployment	5.9%	363

† Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY

Industry	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Manufacturing	16.1%	3,855	82.0%	28.6%	4.9%
Healthcare & Social Services	15.1%	3,616	74.6%	29.8%	4.8%
Agriculture, Forestry & Mining	11.3%	2,706	94.6%	14.7%	0.0%
Wholesale & Retail Trade	11.3%	2,706	79.5%	37.1%	9.1%
Education	9.6%	2,299	68.2%	25.0%	4.5%
Personal Services	7.1%	1,700	81.5%	27.3%	7.4%
Professional Services	7.1%	1,700	95.7%	28.6%	0.0%
Finance, Insurance & Real Estate	6.8%	1,628	84.0%	30.0%	4.0%
Public Administration & Government	6.1%	1,461	70.4%	22.2%	3.7%
Transportation, Communication & Utilities	4.2%	1,006	81.3%	23.1%	0.0%
Construction	3.9%	934	63.2%	8.3%	31.6%
Entertainment & Recreation	1.2%	287	**	**	**
Active Military Duty	0.2%	49	**	**	**

** Insufficient survey data/refused

Survey respondents from the Adair 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.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$13.25/hr & 45,000/yr
- 22.4% are actively seeking new employment
- 21.2% are working multiple jobs
- Currently working an average of 42 hrs/week
- 29.7% currently working within the professional, paraprofessional & technical occupational category followed by 21.6% within each of the production, construction & material handling and service occupational categories
- Most frequently identified job search resources:

www.indeed.com
www.iowajobs.org

Internet,
69.4%

Newspapers,
33.3%

The Des Moines Register

IowaWORKS
Centers,
31.9%

Networking,
8.3%



The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and work 35 or more hours per week.

COMMUTING STATISTICS



The map at the right represents the concentration of those who are likely to commute into Greenfield from their home ZIP for an employment opportunity.

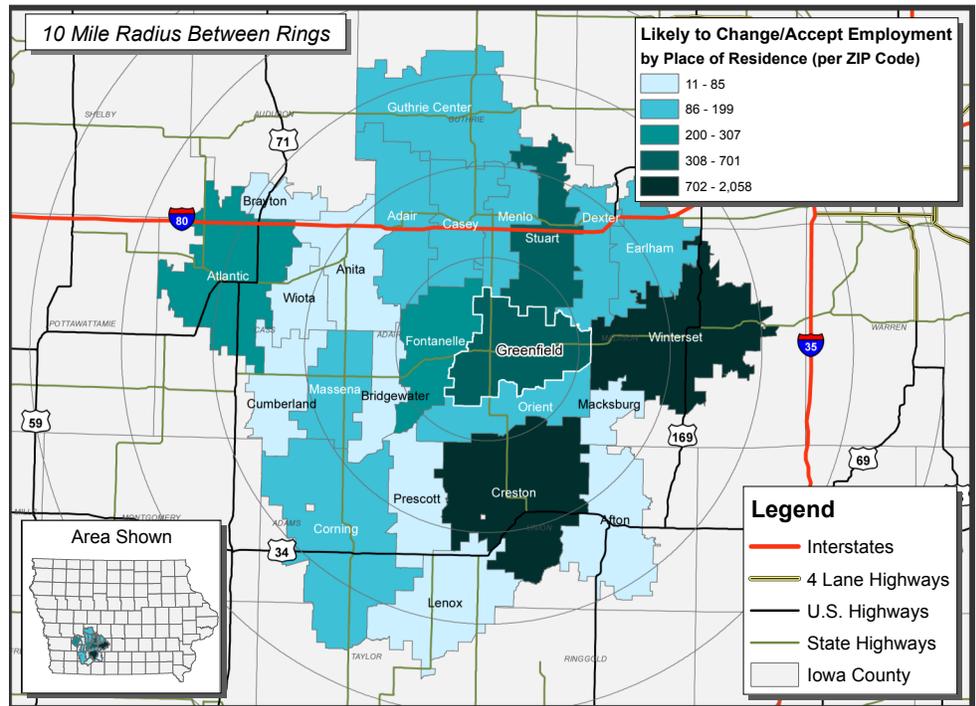
Those who are likely to change/accept employment in the Adair County Laborshed area are willing to commute an average of 25 miles one-way for employment opportunities.

The out commute for Greenfield is estimated at 42.6 percent—approximately 482 people living in Greenfield work in other communities.

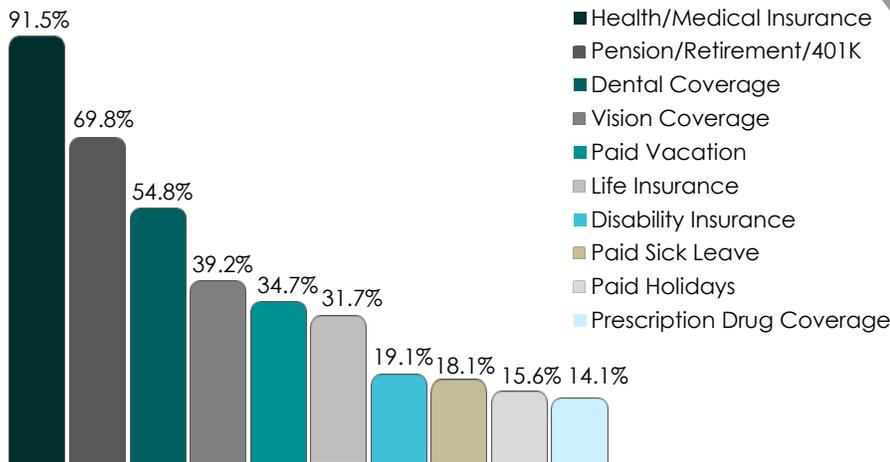
Most of those who are out commuting are working in Creston, Fontanelle, Des Moines or Johnston.

Over one-third (34.6%) of out commuters are likely to change employment (approximately 167 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN GREENFIELD



TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



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 full-time.

The majority (72.7%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 18.7 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY

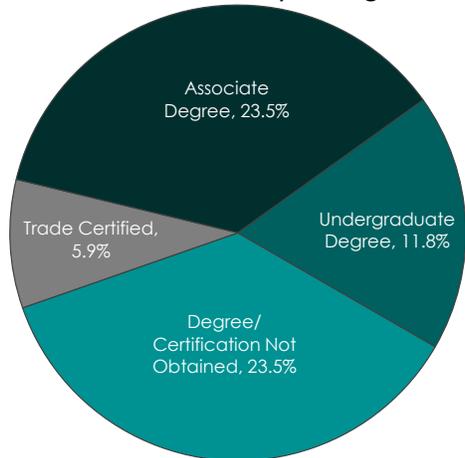


	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	73.5%	15.1%	32.5%	\$54,000	\$15.00
Agriculture, Forestry & Mining	70.3%	18.9%	29.7%	\$40,000	\$15.00
Construction	47.4%	10.5%	10.5%	\$52,000	\$15.25
Education	95.5%	9.1%	70.4%	\$50,000	\$13.40
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	84.0%	32.0%	36.0%	\$58,500	\$19.25
Healthcare & Social Services	80.9%	23.8%	31.7%	\$62,500	\$15.00
Manufacturing	57.4%	14.8%	16.4%	\$62,500	\$16.00
Personal Services	55.6%	11.1%	14.8%	\$49,000	\$8.75
Professional Services	65.2%	4.3%	43.5%	\$40,000	\$13.90
Public Administration & Government	74.1%	11.1%	25.9%	\$62,000	\$18.00
Transportation, Communication & Utilities	68.7%	12.5%	18.8%	\$75,000	\$14.84
Wholesale & Retail Trade	77.3%	13.6%	34.1%	\$60,000	\$10.50

The education and wage data by industry within the above table includes all respondents without consideration of employment status or willingness to change/enter employment.
**Insufficient survey data/refused

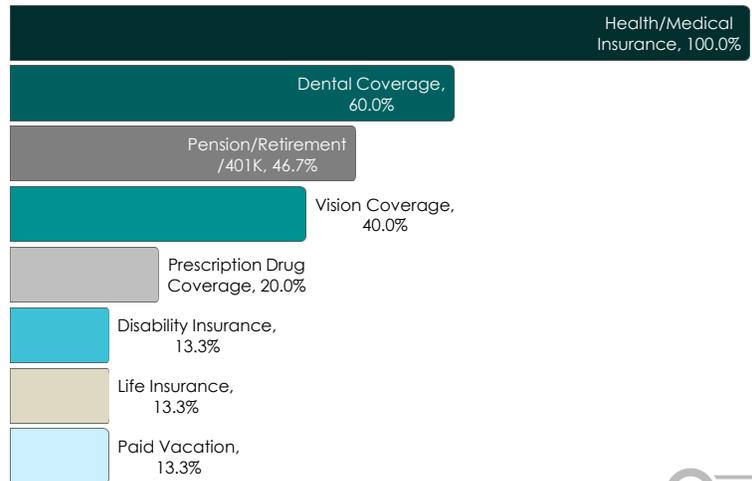
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 64.7% are actively seeking employment
- An estimated 361 unemployed individuals are likely to accept employment in Greenfield.
- Average age is 38 years old
- 52.9% are male; 47.1% are female
- **Education:**
 - 64.7% are educated beyond high school

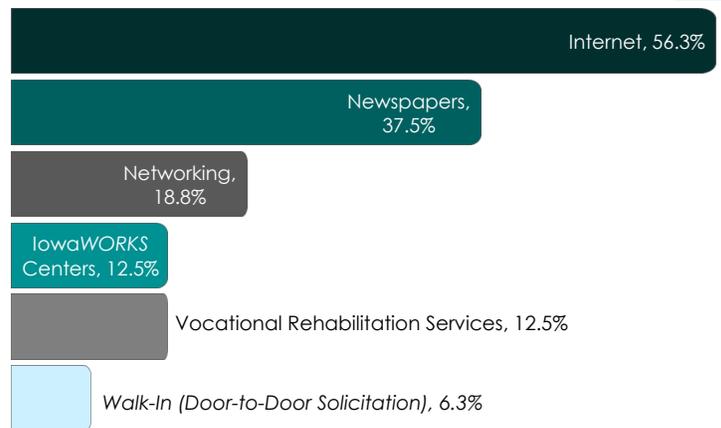


- **Wages:**
 - \$13.45/hr - to attract 66% of applicants
 - \$14.25/hr - to attract 75% of applicants
 - \$10.75/hr - lowest median wage willing to accept
- Willing to commute an average of 29 miles one way for the right opportunity
- 58.8% expressed interest in both seasonal and temporary employment opportunities
- 50.0% expressed interest in working varied shifts

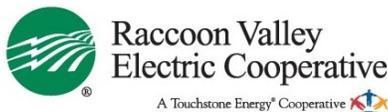
DESIRED BENEFITS



TOP UNEMPLOYED JOB SEARCH RESOURCES



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FOR MORE INFORMATION REGARDING THE ADAIR COUNTY LABORSHED ANALYSIS, CONTACT:

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