

GROW WARRENOW

WARREN COUNTY ECONOMIC DEVELOPMENT CORP.

WARREN COUNTY, IOWA

INDIANOLA



LABORSHED ANALYSIS

A STUDY OF WORKFORCE CHARACTERISTICS

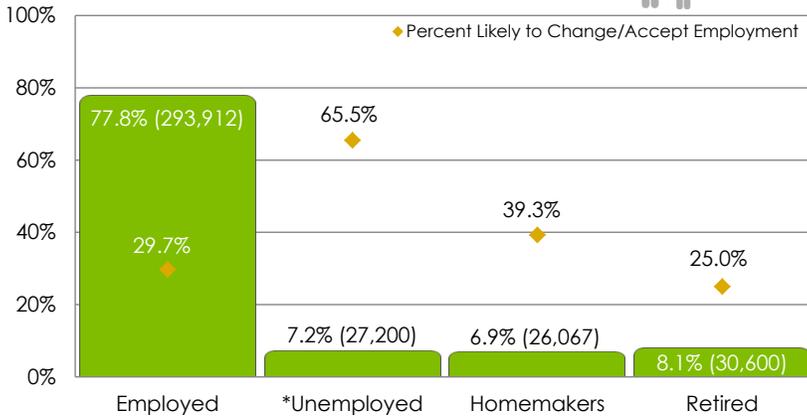


2016

WARREN 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 Warren 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: 377,779 (entire Laborshed area)

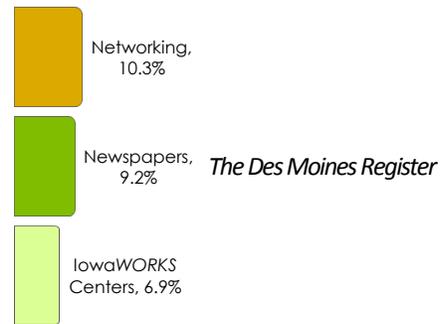
Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Indianola (83,323):

- 73,404 Employed
- 2,820 Unemployed
- 3,483 Homemakers
- 3,616 Retired

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$16.13/hr & \$60,000/yr
- 25.3% are actively seeking new employment
- 11.8% are working multiple jobs
- Currently working an average of 44 hrs/week
- 26.1% currently working within the professional, paraprofessional & technical occupational category followed by 19.3% within each of the clerical and production, construction & material handling occupational categories
- Most frequently identified job search resources:

www.indeed.com
www.craigslist.org
Internet, 85.1%



UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	2.7%	1,982
Mismatch of Skills	4.9%	3,597
Low Income	0.2%	147
†Total Underemployment	6.7%	4,918

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

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.

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
Finance, Insurance & Real Estate	15.8%	46,438	82.8%	29.2%	3.4%
Wholesale & Retail Trade	15.5%	45,556	77.0%	41.3%	14.8%
Education	13.5%	39,678	78.8%	26.8%	1.9%
Healthcare & Social Services	12.8%	37,621	78.0%	20.5%	10.0%
Professional Services	9.9%	29,097	78.9%	26.7%	7.9%
Public Administration & Government	9.5%	27,922	72.5%	34.5%	0.0%
Manufacturing	6.3%	18,516	76.0%	31.6%	8.0%
Personal Services	5.6%	16,459	77.3%	18.8%	4.5%
Construction	4.2%	12,344	76.5%	30.8%	17.6%
Transportation, Communication & Utilities	4.2%	12,344	65.0%	46.2%	10.0%
Agriculture, Forestry & Mining	2.0%	5,878	85.7%	16.7%	0.0%
Entertainment & Recreation	0.7%	2,057	**	**	**

** Insufficient survey data/refused
Totals may vary due to rounding

Survey respondents from the Warren County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the finance, insurance & real estate industry.

COMMUTING STATISTICS



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

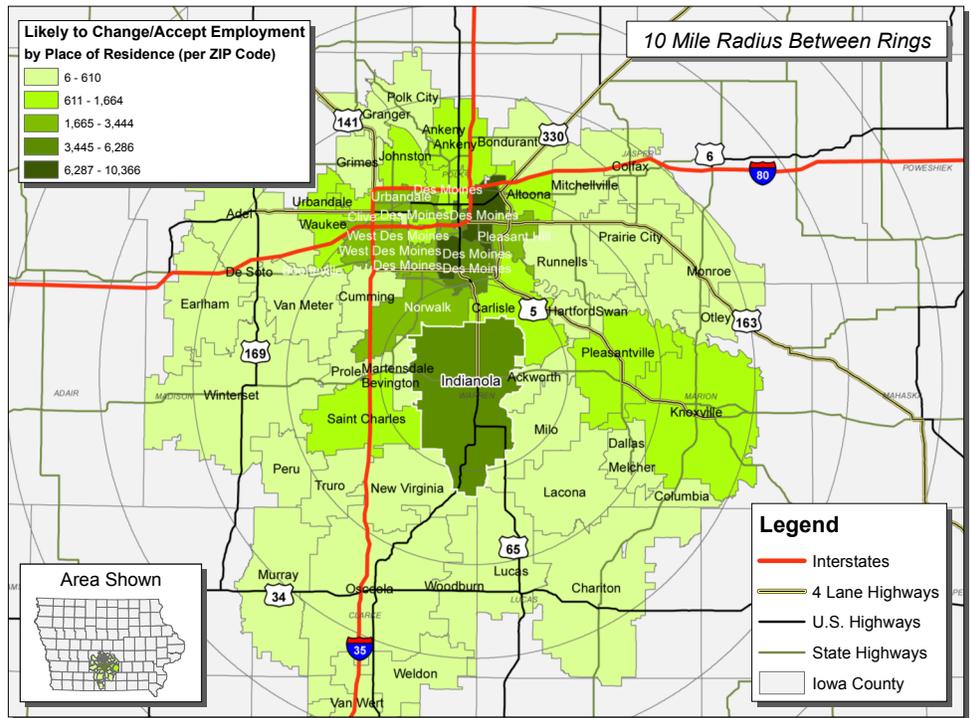
Those who are likely to change/accept employment in the Warren County Laborshed area are willing to commute an average of 24 miles one-way for employment opportunities.

The out commute for Indianola is estimated at 46.9 percent—approximately 3,710 people living in Indianola work in other communities.

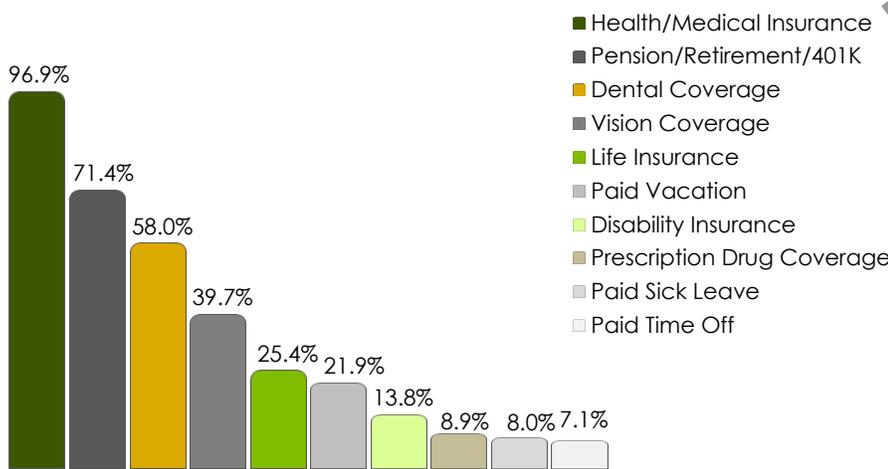
Most of those who are out commuting are working in Des Moines or West Des Moines.

Nearly one-fourth (23.7%) of out commuters are likely to change employment (approximately 879 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN INDIANOLA



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 (78.2%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.6 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY

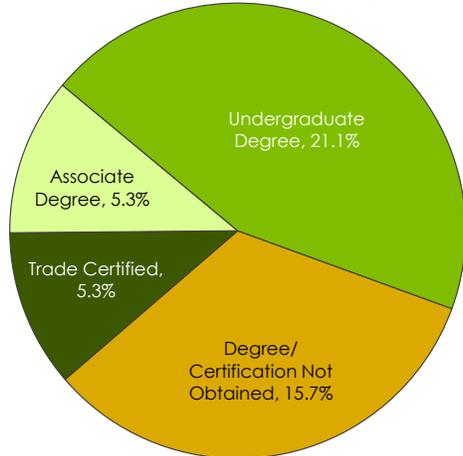


	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	80.3%	15.3%	43.7%	\$66,500	\$15.00
Agriculture, Forestry & Mining	**	**	**	**	**
Construction	64.7%	23.5%	11.8%	**	\$22.50
Education	90.4%	7.7%	71.1%	\$52,000	\$15.00
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	84.5%	13.8%	58.6%	\$65,000	\$20.20
Healthcare & Social Services	77.6%	16.3%	36.8%	\$67,000	\$15.96
Manufacturing	68.0%	16.0%	32.0%	\$60,000	\$20.00
Personal Services	77.3%	18.2%	27.2%	\$64,500	\$11.75
Professional Services	76.3%	26.3%	31.6%	\$75,500	\$15.50
Public Administration & Government	87.5%	7.5%	62.5%	\$59,000	\$27.64
Transportation, Communication & Utilities	70.0%	5.0%	30.0%	\$62,000	\$15.14
Wholesale & Retail Trade	63.9%	13.1%	16.4%	\$72,000	\$12.35

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

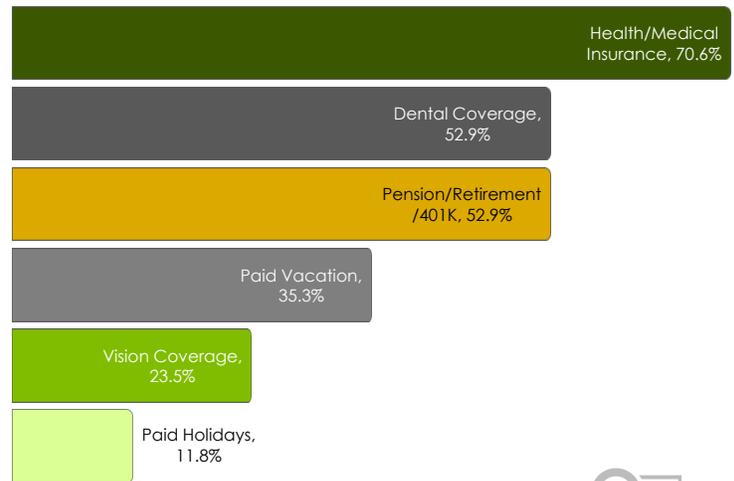
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 73.7% are actively seeking employment
- An estimated 2,820 unemployed individuals are likely to accept employment in Indianola.
- Average age is 37 years old
- 57.9% are male; 42.1% are female
- **Education:**
 - 47.4% are educated beyond high school



- **Wages:**
 - \$15.44/hr - to attract 66% of applicants
 - \$16.50/hr - to attract 75% of applicants
 - \$12.00/hr - lowest median wage willing to accept
- Willing to commute an average of 31 miles one way for the right opportunity
- 73.7% expressed interest in temporary and 66.7% in seasonal employment opportunities
- 55.6% expressed interest in working varied shifts

TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES



SPONSORED IN PARTNERSHIP WITH:



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

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