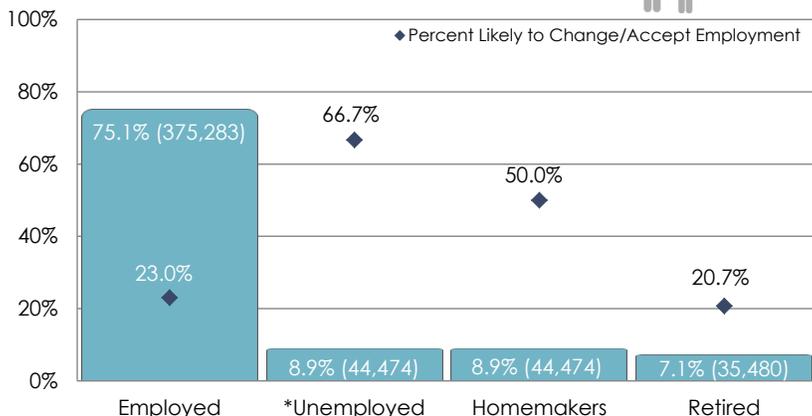


LABORSHED ANALYSIS
— 2016 —

PELLA 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 Pella 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.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$12.60/hr & \$57,500/yr
- 36.5% are actively seeking new employment
- 17.4% are working multiple jobs
- Currently working an average of 43 hrs/week
- 31.7% currently working within the professional, paraprofessional & technical occupational category followed by 19.0% within the production, construction & material handling occupational category
- Most frequently identified job search resources:

www.indeed.com
www.linkedin.com
www.monster.com

Internet,
75.8%

Networking,
22.7%

IowaWORKS
Centers,
15.2%

Newspapers,
15.2%



Estimated Population 18-64: 499,711 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Pella (46,196):

- 40,481 Employed
- 1,329 Unemployed
- 2,087 Homemakers
- 2,299 Retired

UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.7%	688
Mismatch of Skills	4.4%	1,781
Low Income	0.2%	81
†Total Underemployment	5.7%	2,307

† 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 % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Manufacturing	21.8%	81,812	78.0%	20.3%	8.5%
Education	12.6%	47,286	80.4%	13.5%	2.2%
Finance, Insurance & Real Estate	11.6%	43,533	87.2%	26.5%	5.1%
Wholesale & Retail Trade	11.3%	42,407	64.7%	36.4%	13.7%
Healthcare & Social Services	10.9%	40,906	76.2%	15.6%	9.5%
Professional Services	8.5%	31,899	78.1%	41.7%	3.1%
Personal Services	5.1%	19,139	75.0%	35.7%	15.0%
Construction	4.8%	18,014	73.7%	14.3%	15.8%
Public Administration & Government	4.8%	18,014	70.0%	7.1%	15.0%
Transportation, Communication & Utilities	4.8%	18,014	60.9%	15.4%	21.7%
Agriculture, Forestry & Mining	2.7%	10,133	88.9%	14.3%	0.0%
Active Military Duty & Other	0.7%	2,626	**	**	**
Entertainment & Recreation	0.4%	1,500	**	**	**

** Insufficient survey data/refused

Survey respondents from the Pella 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.

COMMUTING STATISTICS



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

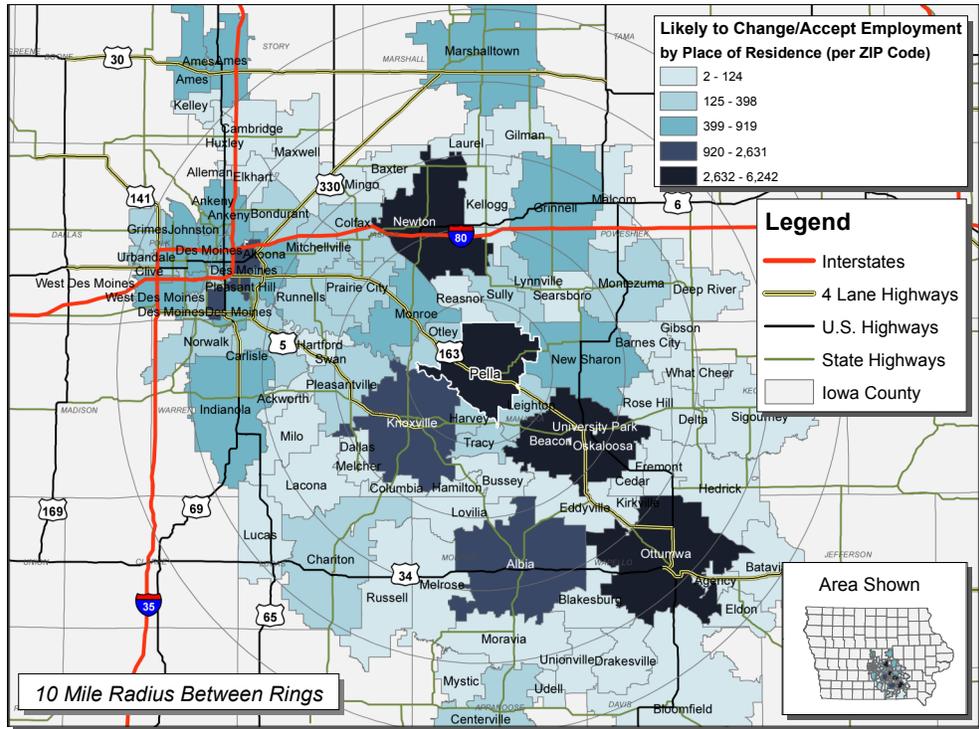
Those who are likely to change/accept employment in the Pella Laborshed area are willing to commute an average of 25 miles one-way for employment opportunities.

The out commute for Pella is estimated at 24.4 percent—approximately 1,559 people living in Pella work in other communities.

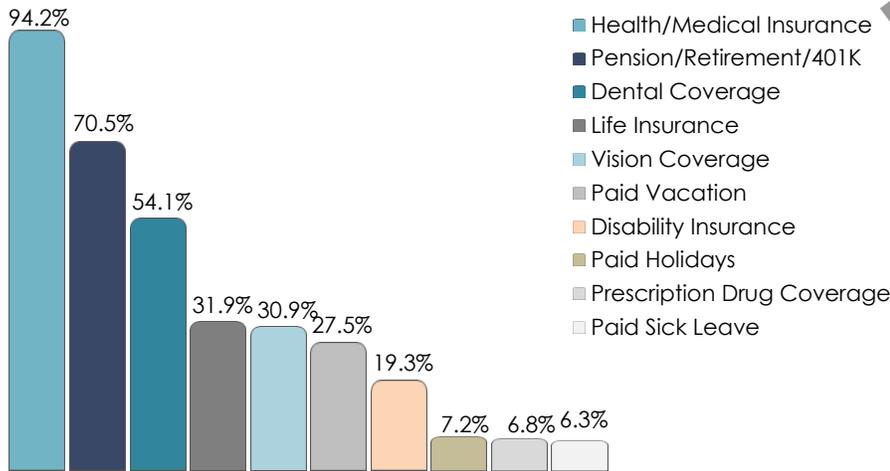
Most of those who are out commuting are working in Des Moines, Knoxville or Oskaloosa.

Over one-fifth (22.7%) of out commuters are likely to change employment (approximately 354 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN PELLA



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 (74.8%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.8 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY

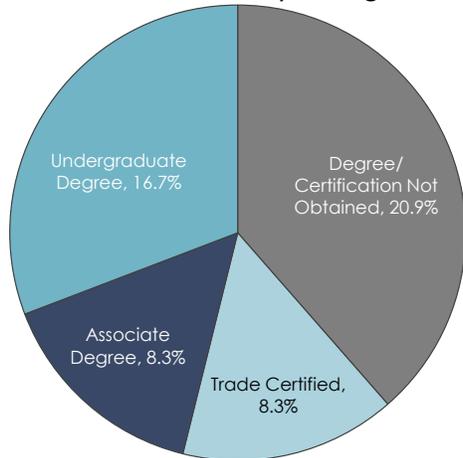


	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	78.2%	16.8%	42.9%	\$63,000	\$17.00
Agriculture, Forestry & Mining	55.6%	22.2%	22.2%	**	**
Construction	57.9%	10.5%	26.3%	\$60,375	\$19.11
Education	93.5%	4.3%	78.2%	\$56,500	\$13.83
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	92.3%	17.9%	61.5%	\$58,100	\$15.00
Healthcare & Social Services	85.7%	26.2%	38.1%	\$51,500	\$22.63
Manufacturing	67.1%	19.5%	29.3%	\$72,500	\$20.00
Personal Services	70.0%	15.0%	35.0%	\$36,000	\$13.50
Professional Services	68.7%	9.4%	43.8%	\$50,000	\$15.00
Public Administration & Government	84.2%	21.1%	42.1%	\$78,000	\$19.39
Transportation, Communication & Utilities	78.3%	17.4%	34.7%	\$82,000	\$10.85
Wholesale & Retail Trade	58.8%	15.7%	15.7%	\$60,000	\$9.88

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

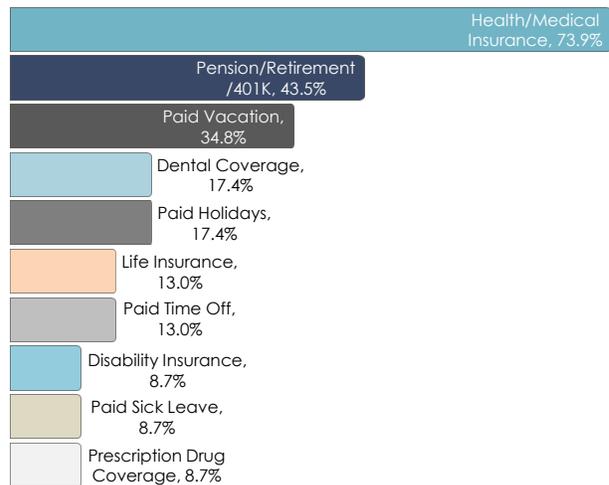
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 54.5% are actively seeking employment
- An estimated 2,299 unemployed individuals are likely to accept employment in Pella.
- Average age is 41 years old
- 70.8% are male; 29.2% are female
- **Education:**
 - 54.2% are educated beyond high school

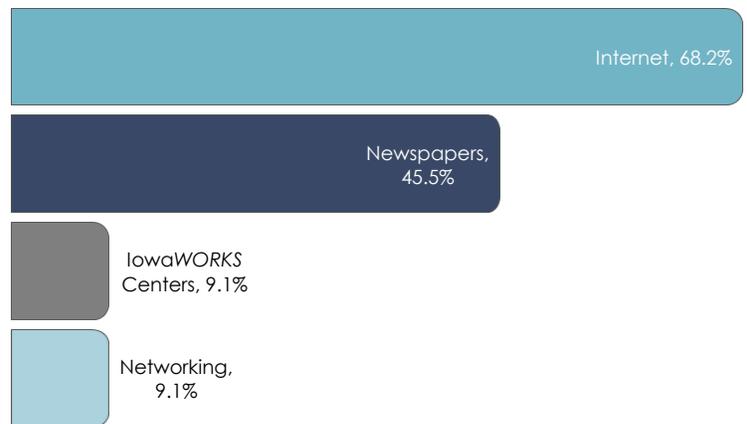


- **Wages:**
 - \$11.00/hr - to attract 66% of applicants
 - \$13.61/hr - to attract 75% of applicants
 - \$10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 22 miles one way for the right opportunity
- 83.3% expressed interest in temporary and 75.0% in seasonal employment opportunities
- 58.3% expressed interest in working varied shifts

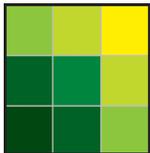
TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES



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FOR MORE INFORMATION REGARDING THE PELLA LABORSHED ANALYSIS, CONTACT:

Pella Area Development Corporation
 818 Washington St
 Pella, Iowa 50219
 Phone: (641) 628-2626 / (888) 746-3882
 Fax: (641) 628-9697
 Email: karen@pella.org
 www.pella.org