

LABORSHED ANALYSIS

A STUDY OF WORKFORCE CHARACTERISTICS

2016



RED OAK

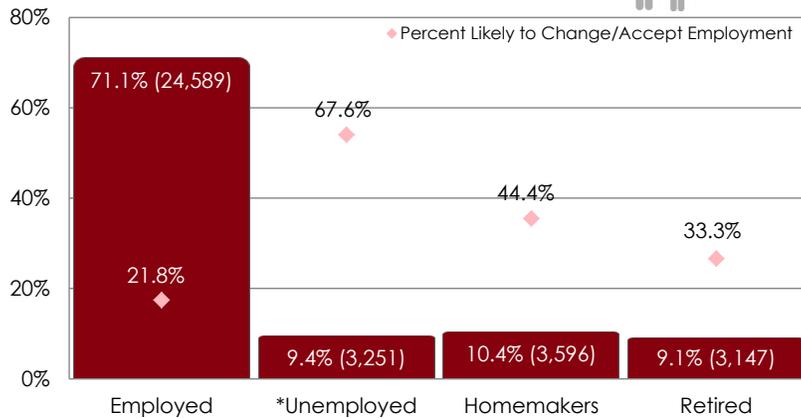
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RED OAK LABORSHED ANALYSIS

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 Red Oak 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: 34,583 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Red Oak (7,469):

- 6,432 Employed
- 333 Unemployed
- 369 Homemakers
- 335 Retired

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$14.75/hr & \$49,000/yr
- 19.0% are actively seeking new employment
- 20.3% are working multiple jobs
- Currently working an average of 42 hrs/week
- 31.0% currently working within the production, construction & material handling occupational category followed by 24.1% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search resources:

www.iowajobs.org www.indeed.com
www.monster.com www.linkedin.com

Internet, 68.5%

IowaWORKS
Centers,
33.3%

Newspapers,
27.8%

The Valley News - Shenandoah
Red Oak Express

Networking,
11.1%



UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.2%	77
Mismatch of Skills	2.2%	142
Low Income	1.0%	64
†Total Underemployment	3.5%	225

† 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
Healthcare & Social Services	16.1%	3,959	68.7%	19.0%	11.9%
Wholesale & Retail Trade	15.7%	3,860	60.8%	34.9%	16.2%
Education	12.9%	3,172	84.1%	8.1%	0.0%
Manufacturing	12.6%	3,098	64.3%	32.4%	17.9%
Agriculture, Forestry & Mining	8.0%	1,967	95.8%	9.1%	0.0%
Public Administration & Government	7.7%	1,893	68.8%	18.2%	6.3%
Finance, Insurance & Real Estate	6.6%	1,623	79.2%	10.5%	4.2%
Transportation, Communication & Utilities	5.6%	1,377	61.5%	28.6%	3.8%
Personal Services	5.6%	1,377	80.0%	25.0%	5.0%
Professional Services	4.9%	1,205	77.8%	23.1%	5.6%
Construction	3.5%	861	76.9%	44.4%	7.7%
Entertainment & Recreation	0.8%	197	**	**	**

** Insufficient survey data/refused

Survey respondents from the Red Oak Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the healthcare & social services industry.

COMMUTING STATISTICS



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

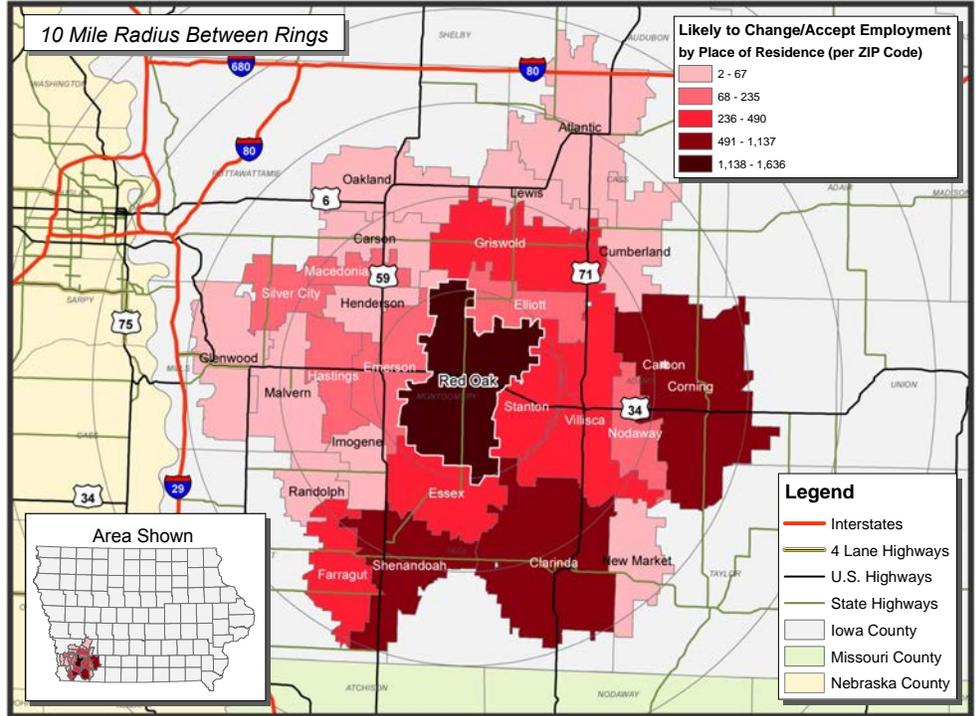
Those who are likely to change/accept employment in the Red Oak Laborshed area are willing to commute an average of 24 miles one-way for employment opportunities.

The out commute for Red Oak is estimated at 21.6 percent—approximately 563 people living in Red Oak work in other communities.

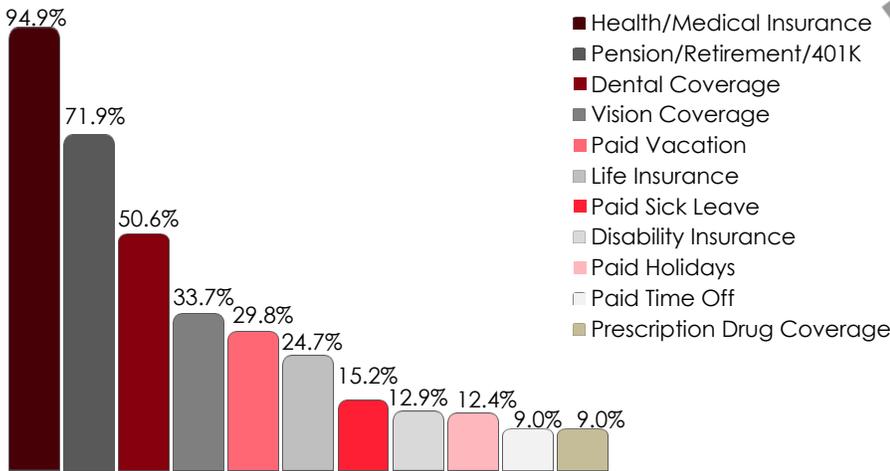
Most of those who are out commuting are working in Omaha (NE), Shenandoah (IA) or Stanton (IA).

Nearly one-fifth (18.8%) of out commuters are likely to change employment (approximately 106 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN RED OAK



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 (71.3%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 20.8 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



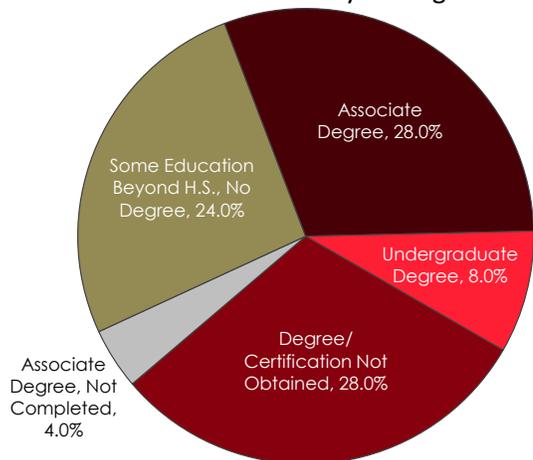
	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	74.4%	18.9%	34.4%	\$60,000	\$15.00
Agriculture, Forestry & Mining	75.0%	16.7%	41.6%	\$61,500	**
Construction	66.7%	25.0%	16.7%	**	\$19.75
Education	95.5%	13.6%	79.6%	\$54,000	\$12.87
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	70.8%	12.5%	37.5%	\$57,000	\$12.25
Healthcare & Social Services	76.1%	28.4%	28.4%	\$78,000	\$16.55
Manufacturing	58.9%	25.0%	14.3%	\$54,000	\$18.06
Personal Services	55.0%	5.0%	25.0%	\$49,500	\$9.25
Professional Services	83.3%	11.1%	38.9%	\$60,000	\$12.15
Public Administration & Government	74.2%	9.7%	35.5%	\$83,000	\$20.50
Transportation, Communication & Utilities	73.1%	7.7%	23.0%	\$68,500	\$17.00
Wholesale & Retail Trade	58.3%	18.1%	11.1%	\$42,500	\$10.00

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

- 66.7% are actively seeking employment
- An estimated 333 unemployed individuals are likely to accept employment in Red Oak.
- Average age is 47 years old
- 68.0% are female; 32.0% are male
- **Education:**
 - 64.0% are educated beyond high school

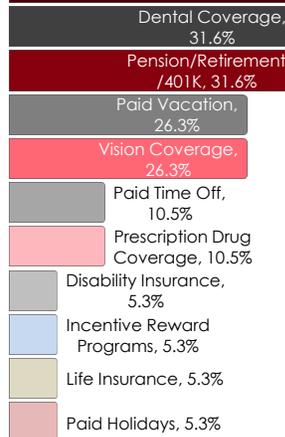


- **Wages:**
 - \$13.36/hr - to attract 66% of applicants
 - \$17.50/hr - to attract 75% of applicants
 - \$10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 22 miles one way for the right opportunity
- 50.0% expressed interest in seasonal and 45.8% in temporary employment opportunities
- 54.2% expressed interest in working varied shifts

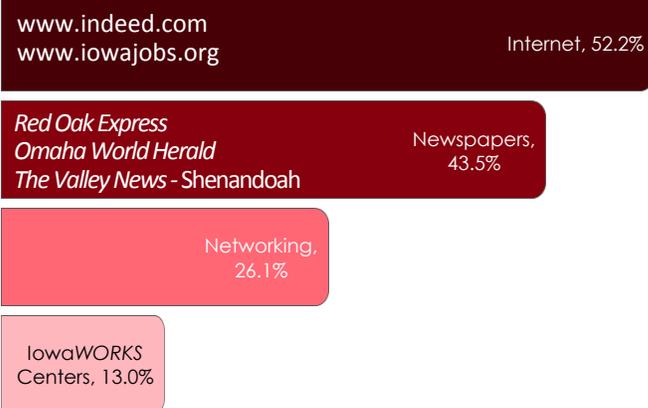
DESIRED BENEFITS



Health/Medical Insurance, 78.9%



TOP UNEMPLOYED JOB SEARCH RESOURCES



SPONSORED IN PARTNERSHIP WITH:



FOR MORE INFORMATION REGARDING THE RED OAK LABORSHED ANALYSIS, CONTACT:

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