

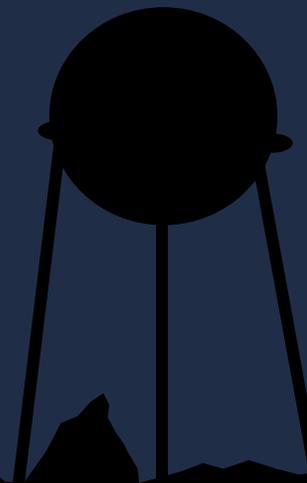
S I GOURNEY

I O W A



LABORSHED ANALYSIS
A STUDY IN WORKFORCE CHARACTERISTICS

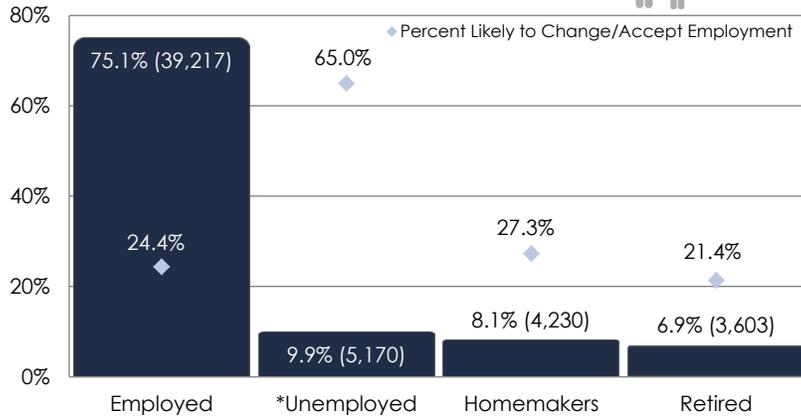
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SIGOURNEY LABORSHED ANALYSIS

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 Sigourney 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: 52,220 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Sigourney (15,524):

- 13,214 Employed
- 687 Unemployed
- 930 Homemakers
- 693 Retired

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$15.20/hr & \$56,500/yr
- 23.9% are actively seeking new employment
- 8.1% are working multiple jobs
- Currently working an average of 40 hrs/week
- 32.8% currently working within the production, construction & material handling occupational category followed by 22.4% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search resources:

www.indeed.com
www.monster.com
www.craigslist.org

Internet,
66.7%

Newspapers,
27.8% *Ottumwa Courier*

IowaWORKS
Centers,
19.4%

Networking,
16.7%



UNDEREMPLOYMENT



| | Underemployment | |
|------------------------|-----------------|-------------------------|
| | % Underemployed | Estimated Underemployed |
| Inadequate Hours | 1.2% | 159 |
| Mismatch of Skills | 3.7% | 489 |
| Low Income | 1.0% | 132 |
| †Total Underemployment | 4.9% | 647 |

† 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 | 24.0% | 9,412 | 75.8% | 31.0% | 12.6% |
| Education | 17.3% | 6,785 | 77.6% | 15.4% | 6.0% |
| Healthcare & Social Services | 13.0% | 5,098 | 78.0% | 28.2% | 2.0% |
| Wholesale & Retail Trade | 9.7% | 3,804 | 60.4% | 44.8% | 12.5% |
| Personal Services | 7.7% | 3,020 | 85.2% | 26.1% | 14.8% |
| Agriculture, Forestry & Mining | 5.3% | 2,079 | 100% | 0.0% | 0.0% |
| Finance, Insurance & Real Estate | 5.3% | 2,079 | 88.9% | 25.0% | 0.0% |
| Public Administration & Government | 5.3% | 2,079 | 72.7% | 6.3% | 4.5% |
| Professional Services | 4.3% | 1,686 | 86.7% | 23.1% | 13.3% |
| Transportation, Communication & Utilities | 4.0% | 1,569 | 63.2% | 25.0% | 15.8% |
| Construction | 3.0% | 1,177 | 52.9% | 11.1% | 29.4% |
| Entertainment & Recreation | 0.7% | 275 | ** | ** | ** |
| Other | 0.4% | 154 | ** | ** | ** |

**Insufficient survey data/refused

Survey respondents from the Sigourney 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 Sigourney from their home ZIP for an employment opportunity.

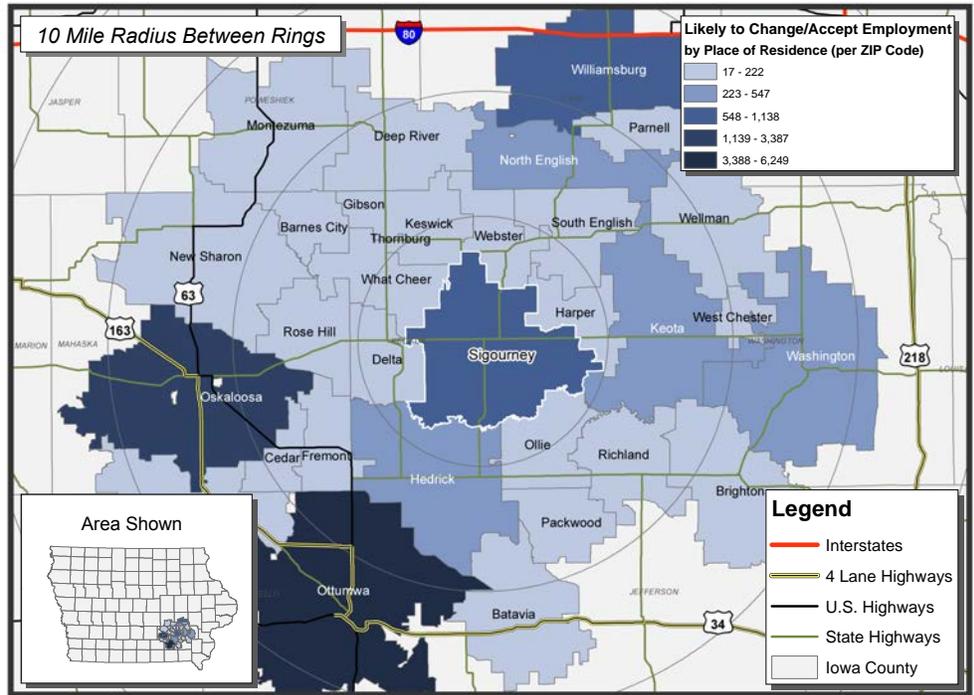
Those who are likely to change/accept employment in the Sigourney Laborshed area are willing to commute an average of 26 miles one-way for employment opportunities.

The out commute for Sigourney is estimated at 43.9 percent—approximately 545 people living in Sigourney work in other communities.

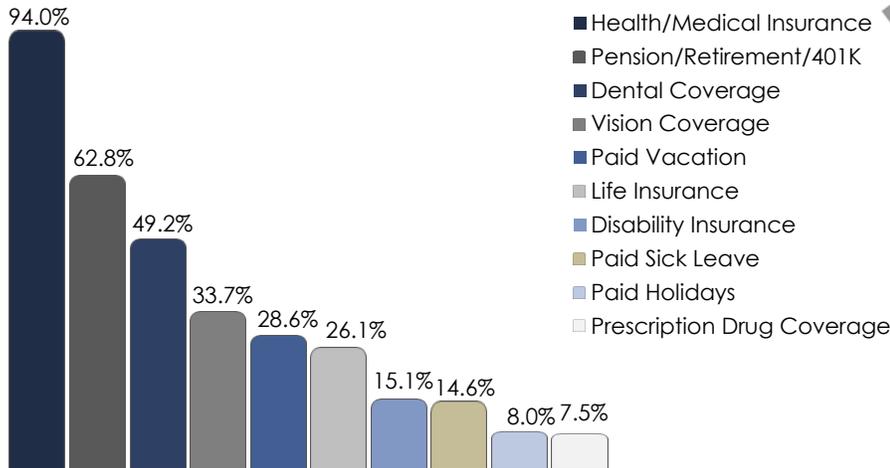
Most of those who are out commuting are working in Oskaloosa, Ottumwa, Packwood or Williamsburg.

Nearly one-fourth (24.0%) of out commuters are likely to change employment (approximately 131 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN SIGOURNEY



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 (68.2%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 22.4 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



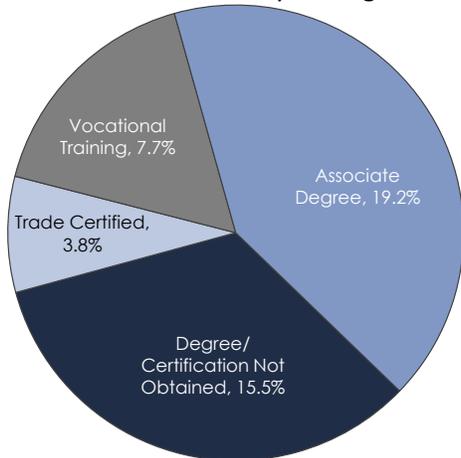
| | Education | | | Median Wages | |
|---|-------------------------------|------------------|--------------------------------|-----------------|----------------|
| | Some Level Beyond High School | Associate Degree | Undergraduate Degree or Higher | Annual Salary | Hourly Wage |
| All Employed | 71.3% | 23.8% | 30.7% | \$52,000 | \$15.63 |
| Agriculture, Forestry & Mining | 75.0% | 43.8% | 12.5% | ** | ** |
| Construction | 52.9% | 35.3% | 5.9% | ** | \$14.75 |
| Education | 82.1% | 11.9% | 59.7% | \$55,000 | \$12.75 |
| Entertainment & Recreation | ** | ** | ** | ** | ** |
| Finance, Insurance & Real Estate | 77.8% | 33.3% | 27.8% | \$56,000 | \$13.00 |
| Healthcare & Social Services | 77.6% | 28.6% | 20.3% | \$40,000 | \$15.00 |
| Manufacturing | 56.8% | 28.4% | 13.7% | \$79,500 | \$18.00 |
| Personal Services | 70.4% | 11.1% | 29.6% | \$42,500 | \$15.00 |
| Professional Services | 80.0% | 33.3% | 46.7% | \$39,500 | \$13.00 |
| Public Administration & Government | 59.1% | 9.1% | 27.2% | \$62,500 | \$21.00 |
| Transportation, Communication & Utilities | 57.9% | 15.8% | 15.8% | \$56,000 | \$20.00 |
| Wholesale & Retail Trade | 62.5% | 14.6% | 16.7% | \$34,500 | \$10.25 |

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

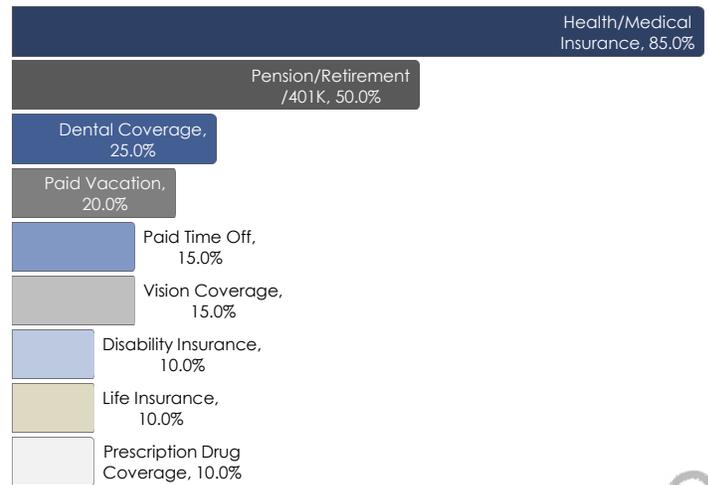
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 68.0% are actively seeking employment
- An estimated 687 unemployed individuals are likely to accept employment in Sigourney.
- Average age is 45 years old
- 80.8% are male; 19.2% are female
- **Education:**
 - 46.2% are educated beyond high school

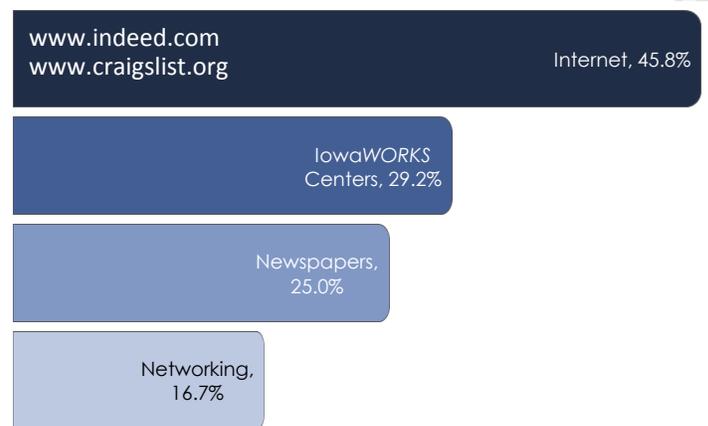


- **Wages:**
 - \$12.82/hr - to attract 66% of applicants
 - \$18.00/hr - to attract 75% of applicants
 - \$11.00/hr - lowest median wage willing to accept
- Willing to commute an average of 23 miles one way for the right opportunity
- 68.0% expressed interest in temporary and 64.0% in seasonal employment opportunities
- 68.0% expressed interest in working varied shifts

TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES

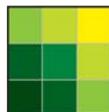


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