

Clayton County, Iowa Laborshed Analysis

TOURISM
AGRICULTURE
INDUSTRY

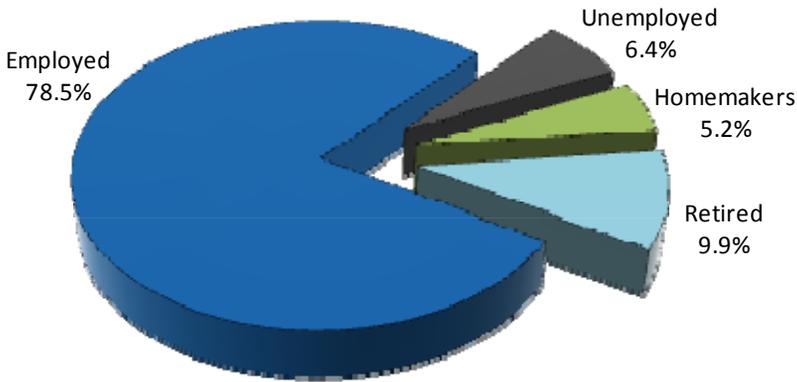


A Study of Workforce Characteristics
Released July 2011

Laborshed Studies

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Clayton County Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed analysis addresses underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked, and distance willing to commute to work. *See contact information on back.*

Employment Status



Total Potential Labor Force: 67,435 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,820)

- 5,472 Employed
- 447 Unemployed
- 375 Homemakers, Not Employed
- 526 Retired

Underemployment

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

- 1.7% Inadequate hours (93 people)
- 2.0% Mismatch of skills (109 people)
- 1.2% Low income (66 people)
- 4.4% Total estimated underemployment (241 people)

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

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	16.3%	8,629
Wholesale & Retail Trade	14.9%	7,888
Health Care & Social Services	12.4%	6,564
Education	12.4%	6,564
Agriculture	9.2%	4,870
Public Administration & Government	8.1%	4,288
Finance, Insurance, & Real Estate	6.7%	3,547
Construction	6.0%	3,176
Transportation, Communication, & Utilities	4.6%	2,435
Professional Services	4.6%	2,435
Personal Services	3.5%	1,853
Entertainment & Recreation	1.3%	688

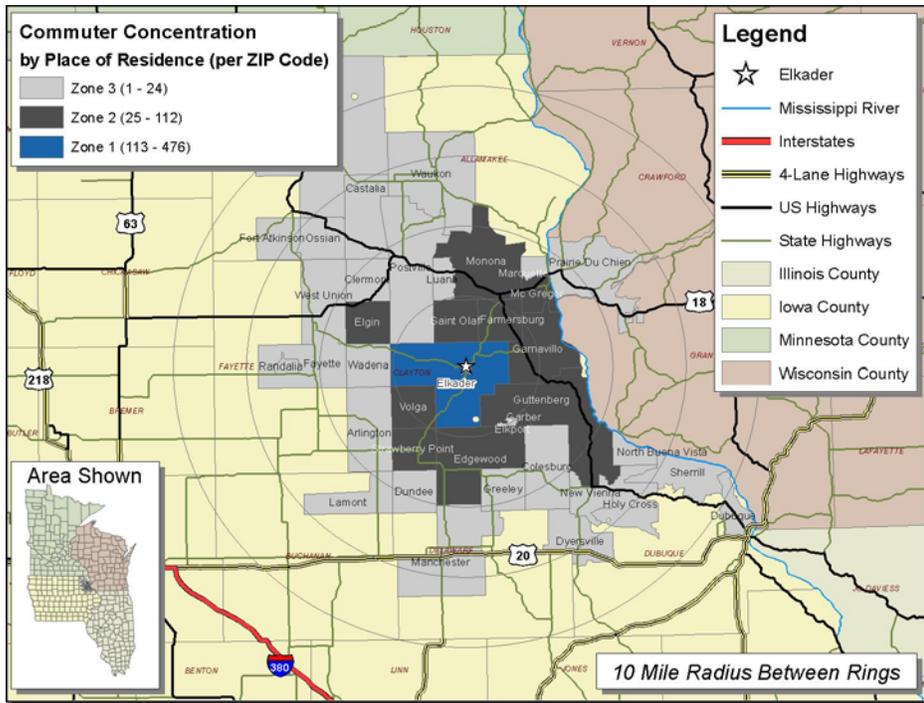
Quick Facts

(Employed - willing to change employment)

- 27.0% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 47 years old
- 23.3% currently working within the professional, paraprofessional, & technical and production, construction, & material handling occupational categories followed by 19.2% within the clerical occupational category
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.accessdubuque.com
 - www.monster.com
 - Local/Regional newspapers
 - *Telegraph Herald* - Dubuque
 - *The Gazette* - Cedar Rapids
 - *Clayton County Register*
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

Survey respondents from the Clayton 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 as shown in the table at left.

Clayton County Laborshed Area



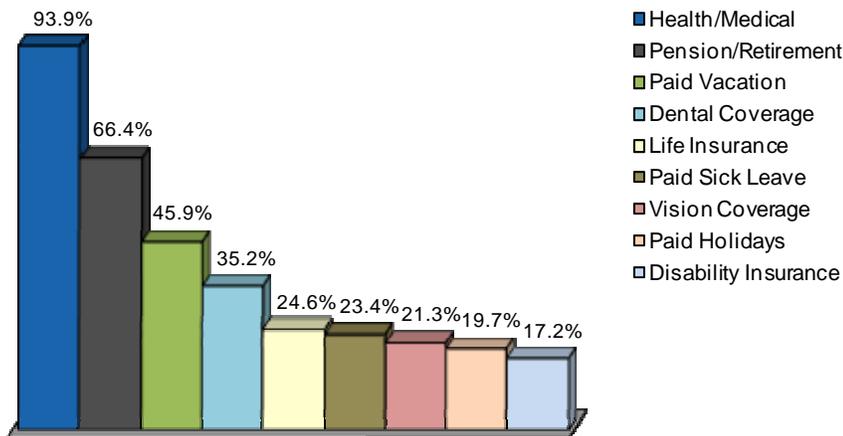
Commuting Statistics

The map at the left represents commuting patterns into Elkader with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Clayton County Laborshed area are willing to commute an average of 27 miles one way for employment opportunities.



Benefits Currently Offered



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. The top nine benefits are shown.

The majority (69.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 24.0 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

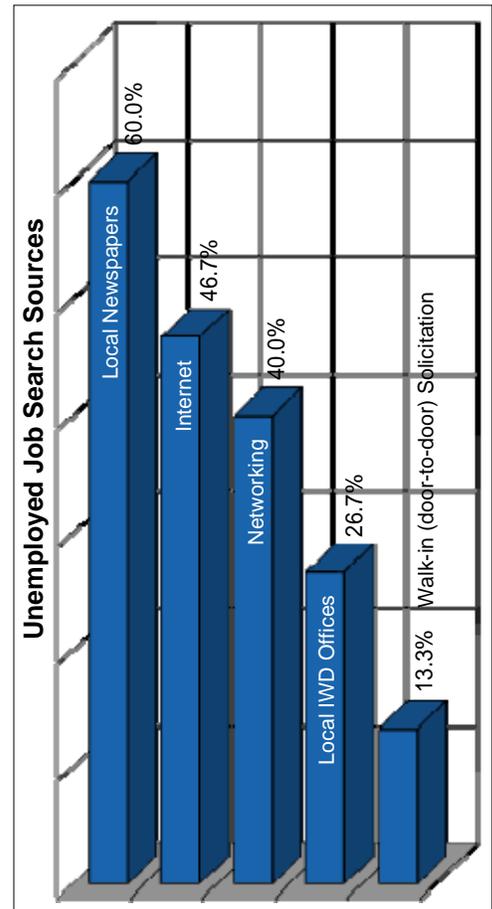
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	36.7%	10.0%	13.3%	\$50,000	*
Construction	61.1%	11.1%	11.1%	*	\$22.83
Manufacturing	47.5%	8.2%	13.1%	\$52,000	\$14.86
Transportation, Communication, & Utilities	62.5%	6.3%	31.3%	\$36,000	\$20.00
Wholesale & Retail Trade	53.6%	10.7%	16.1%	\$39,600	\$11.02
Finance, Insurance, & Real Estate	56.5%	26.1%	26.0%	\$40,000	\$10.80
Health Care & Social Services	82.5%	25.0%	32.5%	\$68,500	\$17.00
Personal Services	78.6%	21.4%	28.5%	*	\$11.50
Entertainment & Recreation	71.4%	*	42.9%	*	\$11.69
Professional Services	60.0%	5.0%	30.0%	\$19,000	\$14.00
Public Administration & Government	73.1%	11.5%	42.2%	\$50,000	\$18.28
Education	95.7%	8.7%	80.4%	\$50,000	\$12.50

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 447 unemployed individuals are willing to accept employment
- Average age is 49 years old
- 63.2% are male; 36.8% are female
- Education:
 - 47.4% have an education beyond high school
 - 5.3% are trade certified
 - 10.5% have vocational training
 - 15.8% have an associate degree
 - 10.5% have an undergraduate degree
 - 5.3% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.84 to \$12.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 27 miles one way for the right opportunity
- 78.9% expressed interest in temporary and 68.4% in seasonal employment opportunities
- 68.4% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 93.3%
 - Dental coverage - 40.0%
 - Paid vacation - 26.7%
 - Pension/retirement options - 26.7%
 - Vision coverage - 20.0%
 - Paid holidays - 13.3%
- 69.2% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Clayton County Laborshed Analysis, contact:

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