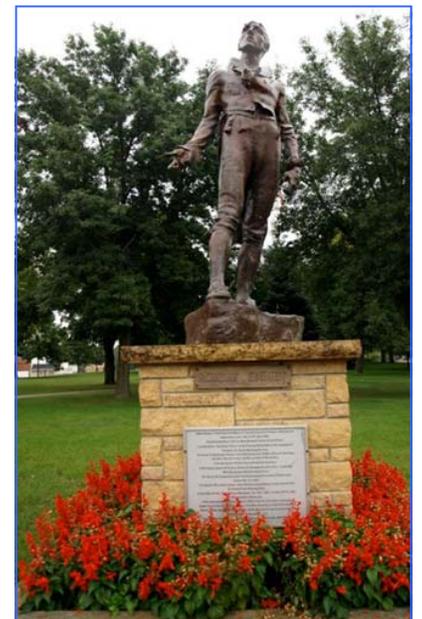
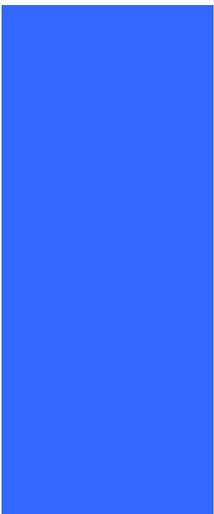




PALO ALTO COUNTY, IOWA LABORSHED ANALYSIS

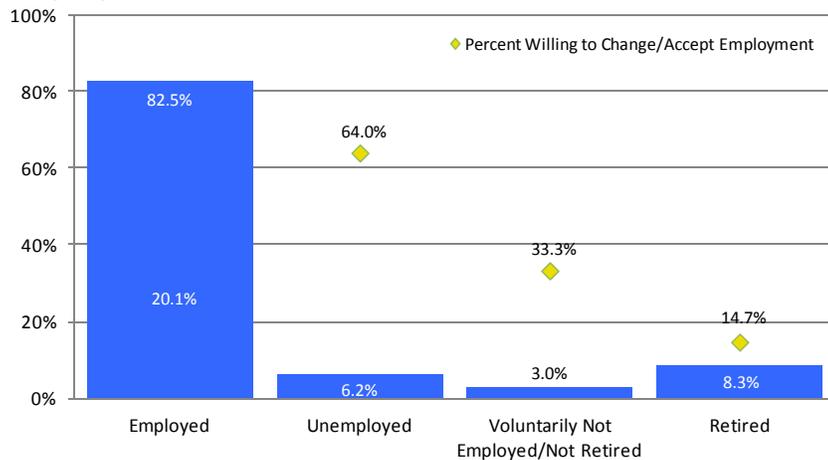
A STUDY OF WORKFORCE CHARACTERISTICS 2013



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 Palo Alto 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.

Employment Status*



*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.

Total Potential Labor Force: 31,940 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,225)

- 4,692 Employed
- 325 Unemployed
- 321 Voluntarily Not Employed/Not Retired
- 887 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.

- 1.5% Inadequate hours (70 people)
- 1.5% Mismatch of skills (70 people)
- 2.7% Total estimated underemployment (127 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	% Employed	% Willing to Change Employment	% Unemployed
Healthcare & Social Services	16.7%	4,401	88.7%	19.1%	0.0%
Manufacturing	14.2%	3,742	74.1%	32.5%	7.4%
Education	13.8%	3,636	81.3%	17.9%	4.2%
Wholesale & Retail Trade	13.1%	3,452	90.2%	24.3%	7.3%
Agriculture, Forestry & Mining	10.6%	2,793	90.9%	6.7%	6.1%
Public Administration & Government	7.4%	1,950	84.0%	19.0%	4.0%
Personal Services	6.4%	1,686	85.7%	27.8%	4.8%
Finance, Insurance & Real Estate	5.0%	1,318	100%	21.4%	0.0%
Professional Services	5.0%	1,318	93.3%	7.1%	6.7%
Transportation, Communication & Utilities	3.2%	843	69.2%	22.2%	7.7%
Construction	2.8%	738	80.0%	12.5%	0.0%
Entertainment & Recreation	1.8%	474	100%	20.0%	0.0%

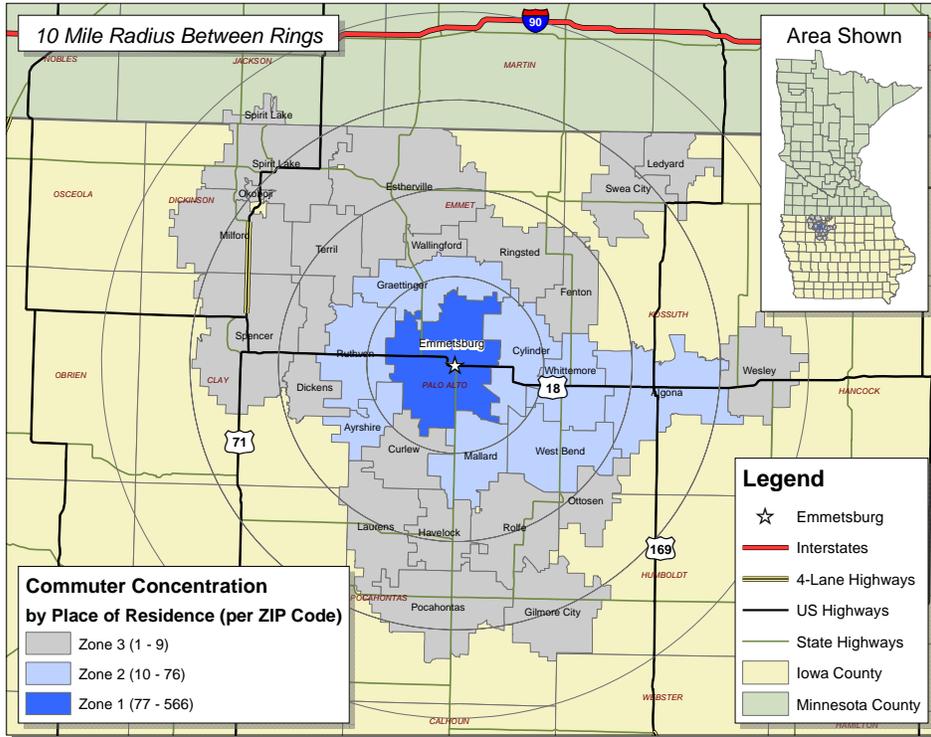
Survey respondents from the Palo Alto Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the healthcare & social services industry.

Quick Facts

(Employed - willing to change employment)

- 16.7% are working multiple jobs
- Currently working an average of 44 hours per week
- Average age is 47 years old
- 31.3% currently working within the professional, paraprofessional & technical occupational category followed by 29.9% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 81.0%
www.iowajobs.org
www.monster.com
 - Local/Regional newspapers - 65.1%
Daily Reporter - Spencer
Emmetsburg Democrat
 - Networking through friends, family and acquaintances - 25.4%
 - Local IowaWORKS Centers - 14.3%

Palo Alto Laborshed Area



Commuting Statistics

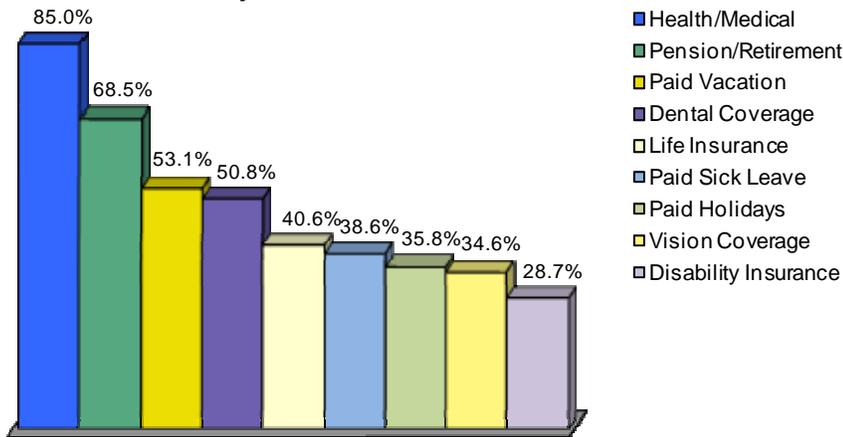
The map at the left represents commuting patterns into Emmetsburg with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Palo Alto Laborshed area are willing to commute an average of 23 miles one way for employment opportunities.



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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 (68.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 25.2 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

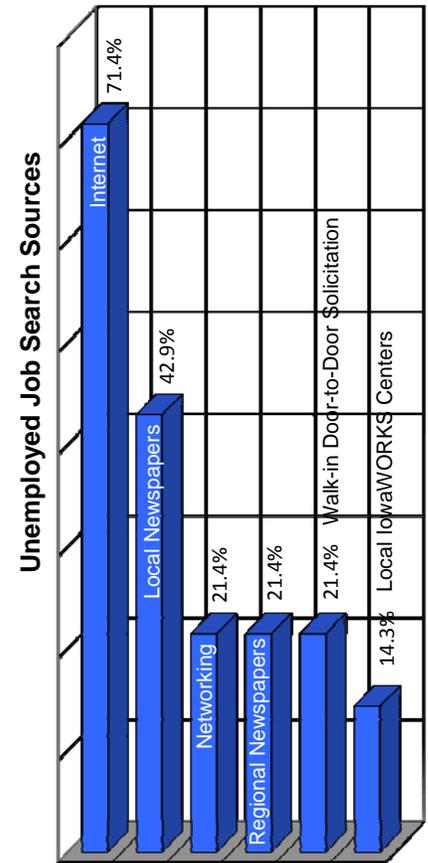
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	78.8%	24.2%	18.2%	\$43,000	*
Construction	70.0%	10.0%	40.0%	\$60,000	\$16.00
Manufacturing	59.1%	9.3%	18.6%	\$64,000	\$15.56
Transportation, Communication & Utilities	69.2%	23.1%	7.7%	\$65,000	\$23.03
Wholesale & Retail Trade	58.5%	12.2%	19.5%	\$57,500	\$9.25
Finance, Insurance & Real Estate	92.9%	21.4%	50.0%	\$53,000	*
Healthcare & Social Services	86.8%	28.3%	34.0%	\$52,000	\$16.88
Personal Services	81.0%	19.0%	38.1%	\$39,000	\$10.00
Entertainment & Recreation	40.0%	20.0%	0.0%	*	\$10.00
Professional Services	93.3%	0.0%	53.3%	\$87,500	\$26.00
Public Administration & Government	68.0%	24.0%	20.0%	\$45,000	\$20.00
Education	91.7%	10.4%	66.7%	\$50,000	\$12.00

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 325 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 50.0% are male; 50.0% are female
- Education:
 - 56.2% have an education beyond high school
 - 12.5% are trade certified
 - 6.3% have vocational training
 - 18.8% have an associate degree
 - 6.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.16 to \$14.25/hr. with a median of the lowest wage of \$9.25
- Willing to commute an average of 17 miles one way for the right opportunity
- 68.8% expressed interest in temporary and 56.3% in seasonal employment opportunities
- 43.8% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 66.7%
 - Paid vacation - 33.3%
 - Pension/retirement options - 33.3%
 - Paid holidays - 22.2%
 - Paid sick leave - 22.2%
 - Vision coverage - 22.2%
 - Dental coverage - 11.1%
 - Life insurance - 11.1%
- 68.3% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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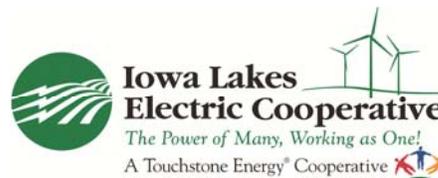


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