



FAIRFIELD, IOWA

LABORSHED ANALYSIS

A STUDY OF WORKFORCE CHARACTERISTICS

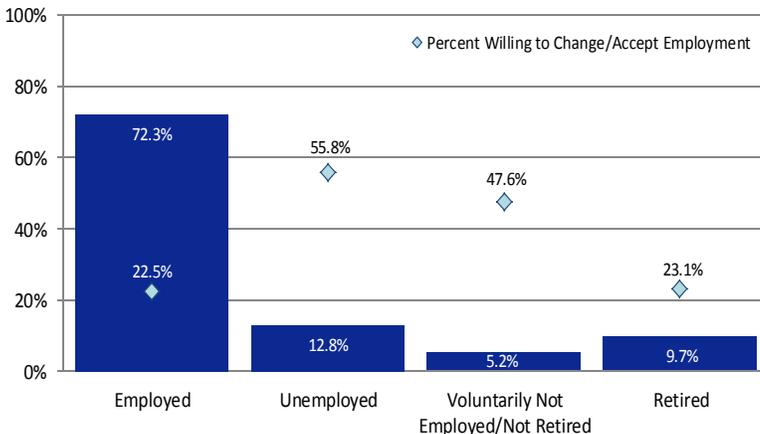
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Laborshed Studies

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 Fairfield 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: 73,772 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (15,762)

- 12,120 Employed
- 972 Unemployed
- 887 Voluntarily Not Employed, Not Retired
- 1,783 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.

- 2.0% Inadequate hours (242 people)
- 2.2% Mismatch of skills (267 people)
- 1.5% Low income (182 people)
- 4.7% Total estimated underemployment (570 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
Education	19.5%	10,401	87.0%	17.0%	3.7%
Manufacturing	17.0%	9,067	65.1%	34.1%	9.5%
Wholesale & Retail Trade	14.5%	7,734	70.0%	28.6%	18.0%
Healthcare & Social Services	12.0%	6,400	82.9%	17.2%	11.4%
Personal Services	7.1%	3,787	77.3%	23.5%	13.6%
Professional Services	6.2%	3,307	83.3%	13.3%	5.6%
Finance, Insurance & Real Estate	5.8%	3,094	82.4%	7.1%	0.0%
Public Administration & Government	5.0%	2,667	57.1%	0.0%	4.8%
Transportation, Communication & Utilities	4.6%	2,454	57.9%	18.2%	21.1%
Construction	4.1%	2,187	71.4%	30.0%	21.4%
Agriculture, Forestry & Mining	2.5%	1,333	100%	0.0%	0.0%
Entertainment & Recreation	1.7%	907	*	*	*

* Insufficient survey data/refused

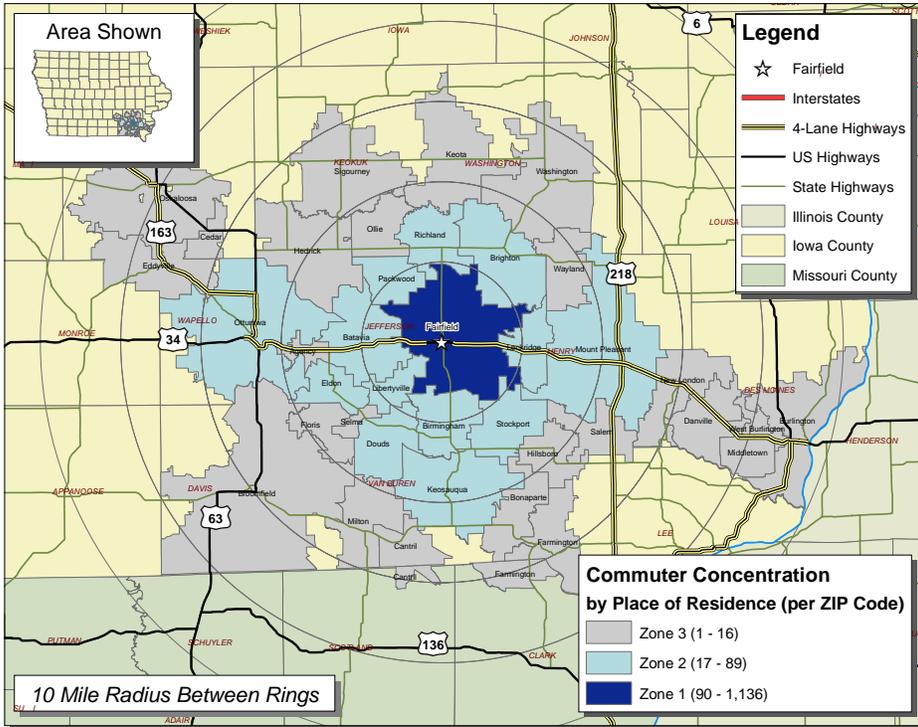
Survey respondents from the Fairfield Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 19.7% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 49 years old
- 28.1% currently working within the production, construction & material handling occupational category followed by 21.9% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 79.7%
 - www.iowajobs.org
 - www.careerbuilder.com
 - www.helpwanted.com
 - www.indeed.com
 - www.monster.com
 - Local/Regional newspapers - 54.7%
 - The Hawkeye - Burlington
 - The Ottumwa Courier
 - The Des Moines Register
 - Networking through friends, family and acquaintances - 23.4%
 - Local IowaWORKS Centers - 15.6%

Fairfield Laborshed Area



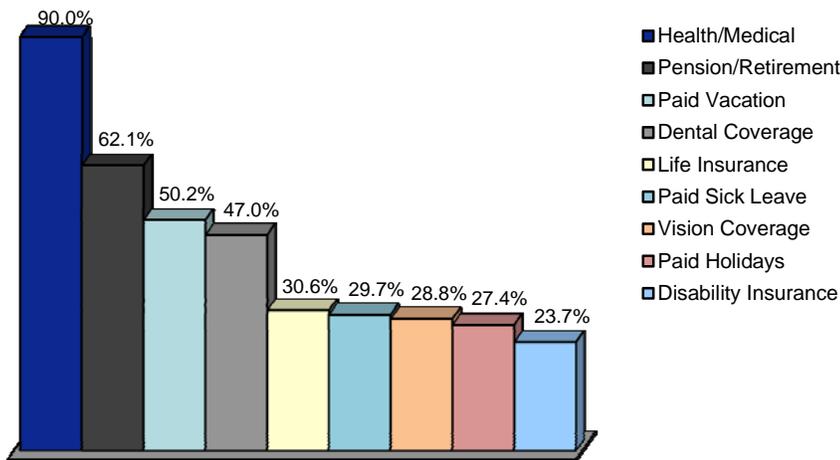
Commuting Statistics

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

Those who are willing to change/accept employment in the Fairfield Laborshed area are willing to commute an average of 24 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 (73.8%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.2 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

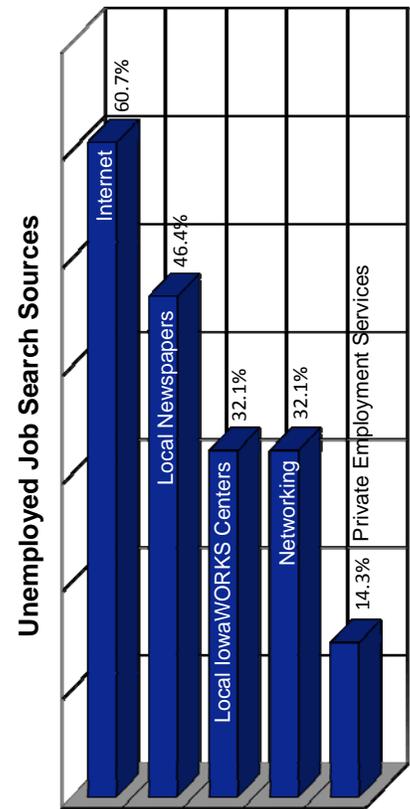
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	57.1%	*	21.4%	*	\$19.00
Manufacturing	50.8%	12.7%	17.5%	\$53,500	\$15.38
Transportation, Communication & Utilities	84.2%	10.5%	47.4%	\$30,000	\$18.50
Wholesale & Retail Trade	42.0%	2.0%	18.0%	\$70,000	\$10.68
Finance, Insurance & Real Estate	64.7%	*	47.1%	\$44,000	\$16.50
Healthcare & Social Services	77.1%	28.6%	40.0%	\$60,000	\$14.13
Personal Services	81.8%	9.1%	22.7%	\$32,000	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	88.9%	0.0%	72.3%	\$57,000	\$15.50
Public Administration & Government	76.2%	23.8%	19.0%	\$53,500	\$18.53
Education	88.9%	13.0%	63.0%	\$50,000	\$13.87

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

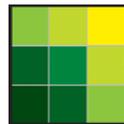
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Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 972 unemployed individuals are willing to accept employment
- Average age is 50 years old
- 58.6% are female; 41.4% are male
- Education:
 - 37.9% have an education beyond high school
 - 3.4% have vocational training
 - 3.4% have an associate degree
 - 10.3% have an undergraduate degree
 - 3.4% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$12.00/hr. with a median of the lowest wage of \$9.50
- Willing to commute an average of 23 miles one way for the right opportunity
- 75.9% expressed interest in temporary or seasonal employment opportunities
- 58.6% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 79.2%
 - Dental coverage - 37.5%
 - Paid vacation - 33.3%
 - Pension/retirement options - 16.7%
 - Vision coverage - 16.7%
 - Disability insurance - 12.5%
 - Paid holidays - 12.5%
 - Life insurance - 8.3%
 - Paid sick leave - 8.3%
 - Prescription drug coverage - 8.3%
- 64.7% indicated they prefer employment offers where the employer pays the cost of medical insurance premiums.



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