

2014

FORT MADISON

Laborshed Analysis



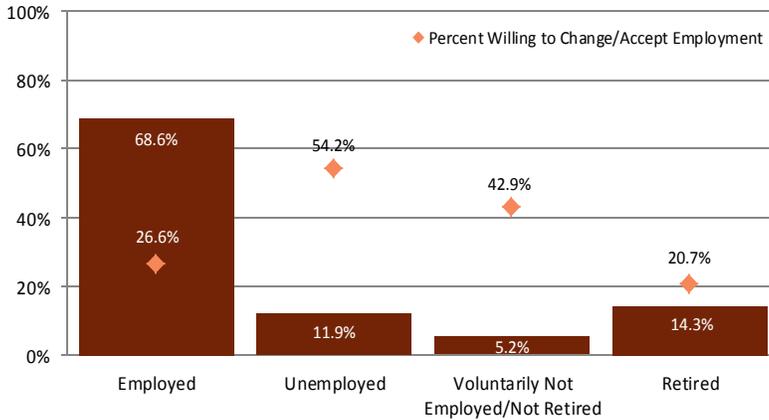
A Study of Workforce Characteristics



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 Fort Madison 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: 77,840 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (18,986)

- 14,540 Employed
- 1,352 Unemployed
- 937 Voluntarily Not Employed/Not Retired
- 2,157 Retired

Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; are working at wages equal to or less than the national poverty level; and/or 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 (291 people)
- 4.2% Mismatch of skills (611 people)
- 1.5% Low income (218 people)
- 6.4% Total estimated underemployment (931 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 |
|---|----------------|---------------|------------|--------------------------------|--------------|
| Manufacturing | 19.6% | 10,466 | 63.4% | 37.8% | 15.5% |
| Education | 14.3% | 7,636 | 73.3% | 24.2% | 4.4% |
| Healthcare & Social Services | 14.3% | 7,636 | 68.8% | 24.2% | 18.8% |
| Wholesale & Retail Trade | 13.0% | 6,942 | 63.8% | 36.7% | 12.8% |
| Public Administration & Government | 8.3% | 4,432 | 67.9% | 15.8% | 7.1% |
| Transportation, Communication & Utilities | 6.5% | 3,471 | 65.2% | 6.7% | 4.3% |
| Finance, Insurance & Real Estate | 6.1% | 3,257 | 82.4% | 28.6% | 0.0% |
| Construction | 5.7% | 3,044 | 81.3% | 23.1% | 12.5% |
| Professional Services | 5.2% | 2,777 | 70.6% | 41.7% | 5.9% |
| Personal Services | 4.3% | 2,296 | 62.5% | 30.0% | 6.3% |
| Agriculture, Forestry & Mining | 1.7% | 908 | 80.0% | 0.0% | 20.0% |
| Active Military Duty | 0.5% | 267 | * | * | * |
| Entertainment & Recreation | 0.5% | 267 | * | * | * |

*Insufficient survey data/refused

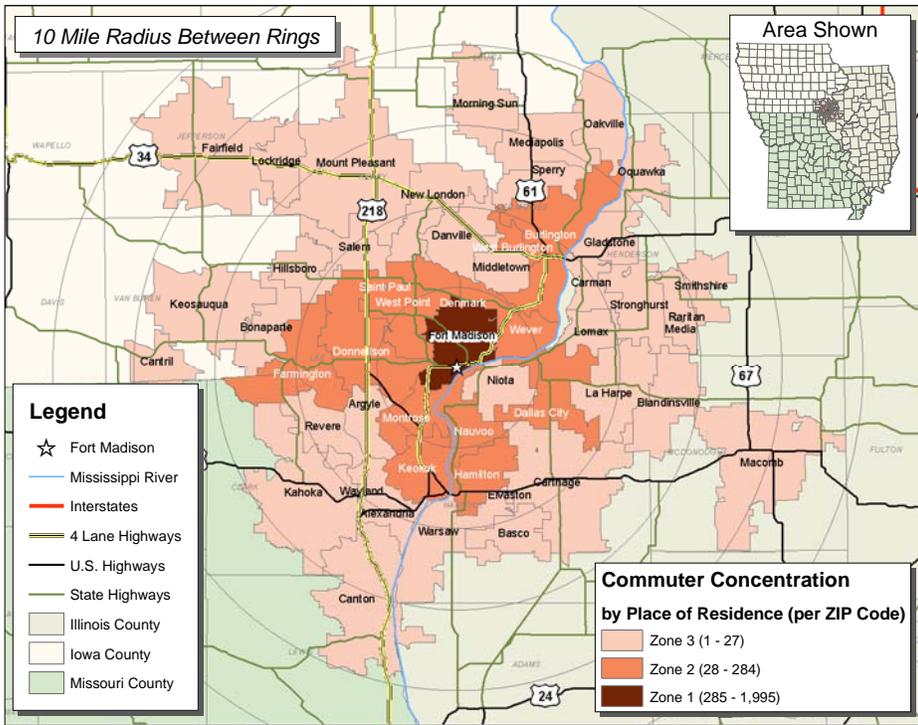
Survey respondents from the Fort Madison Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 14.9% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 50 years old
- 32.9% currently working within the production, construction & material handling occupational category followed by 24.7% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 87.0%
 - www.iowajobs.org
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers - 65.2%
 - The Hawk Eye - Burlington
 - Fort Madison Democrat
 - The Des Moines Register
 - Networking through friends, family and acquaintances - 18.8%
 - Local IowaWORKS Centers - 17.4%

Fort Madison Laborshed Area



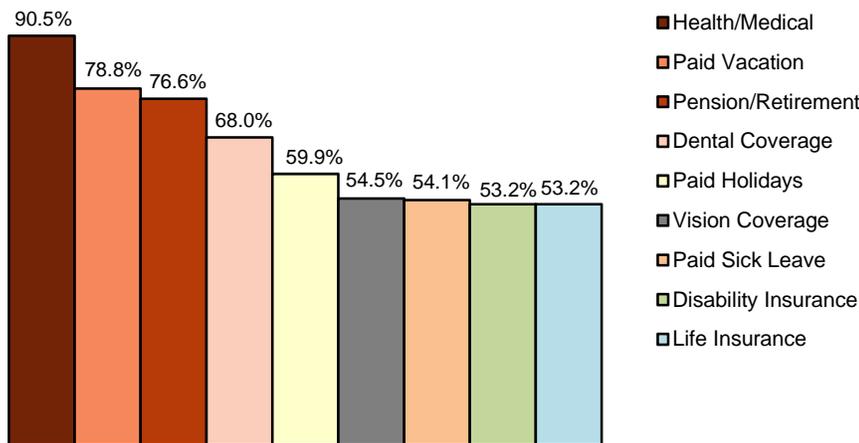
Commuting Statistics

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

Those who are willing to change/accept employment in the Fort Madison Laborshed area are willing to commute an average of 26 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 (80.8%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 11.1 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

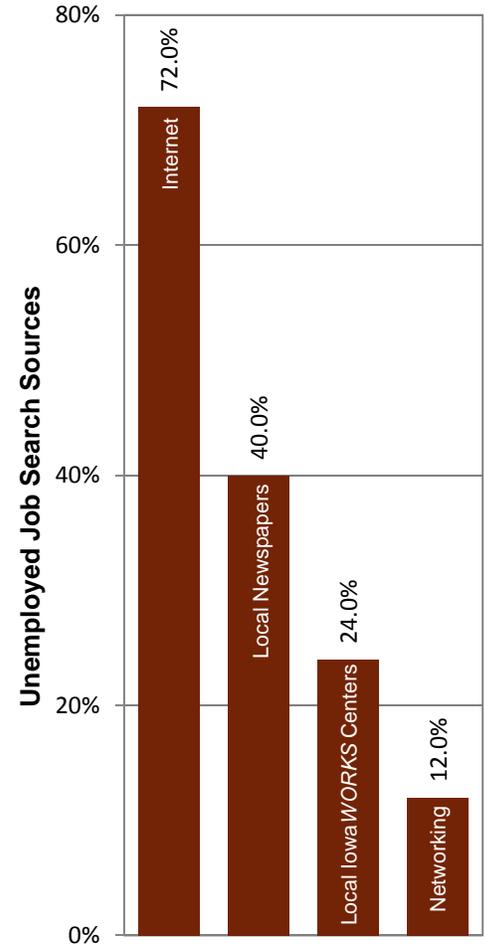
| Industry | Education | | | Median Wages | |
|---|-------------------------------|------------------|--------------------------------|-------------------------|-----------------------------|
| | Some Level Beyond High School | Associate Degree | Undergraduate Degree or Higher | Salary Wages (per year) | Non Salary Wages (per hour) |
| Agriculture | * | * | * | * | * |
| Construction | 43.7% | 0.0% | 18.8% | * | \$19.00 |
| Manufacturing | 60.6% | 14.1% | 21.1% | \$60,000 | \$17.78 |
| Transportation, Communication & Utilities | 30.4% | 8.7% | 13.0% | * | \$20.00 |
| Wholesale & Retail Trade | 51.1% | 10.6% | 21.3% | \$67,500 | \$8.45 |
| Finance, Insurance & Real Estate | 70.6% | 11.8% | 41.2% | \$60,000 | \$12.00 |
| Healthcare & Social Services | 72.9% | 18.8% | 39.6% | \$65,000 | \$16.00 |
| Personal Services | 62.5% | 12.5% | 12.6% | * | \$8.25 |
| Entertainment & Recreation | * | * | * | * | * |
| Professional Services | 52.9% | 23.5% | 17.7% | \$43,500 | \$9.50 |
| Public Administration & Government | 71.4% | 28.6% | 17.9% | \$65,000 | \$16.93 |
| Education | 93.3% | 4.4% | 84.4% | \$60,000 | \$15.50 |

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 1,352 unemployed individuals are willing to accept employment
- Average age is 50 years old
- 50.0% are male; 50.0% are female
- Education:
 - 61.5% have an education beyond high school
 - 7.7% have an associate degree
 - 26.9% have an undergraduate degree
 - 7.7% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$10.06/hr. with a median of the lowest wage of \$8.75
- Willing to commute an average of 26 miles one way for the right opportunity
- 73.1% expressed interest in both temporary and seasonal employment opportunities
- 30.8% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 81.8%
 - Paid vacation - 54.5%
 - Dental coverage - 45.5%
 - Vision coverage - 45.5%
 - Pension/retirement options - 36.4%
 - Disability insurance - 31.8%
 - Life insurance - 31.8%
 - Paid sick leave - 22.7%
 - Prescription drug coverage - 18.2%
 - Paid holidays - 13.6%
 - Incentive reward programs - 4.5%
 - Stock options - 4.5%
- 52.9% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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