

GUTHRIE COUNTY

Laborshed Analysis
A Study of Workforce Characteristics

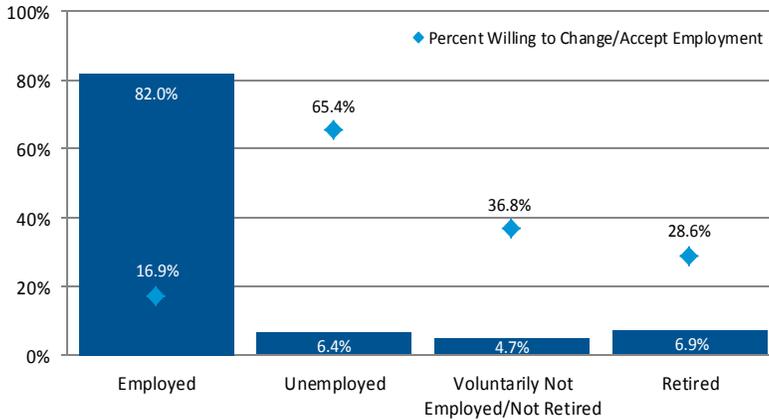


Released July 2013

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 Guthrie 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.

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: 20,756 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (4,721)

- 3,615 Employed
- 243 Unemployed
- 249 Voluntarily Not Employed/Not Retired
- 614 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.

- 1.0% Inadequate hours (36 people)
- 2.2% Mismatch of skills (80 people)
- 1.5% Low income (54 people)
- 4.0% Total estimated underemployment (145 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
Wholesale & Retail Trade	13.3%	2,264	73.6%	23.1%	11.3%
Education	11.9%	2,025	74.5%	11.4%	0.0%
Agriculture, Forestry & Mining	10.9%	1,855	94.1%	3.1%	2.9%
Healthcare & Social Services	10.9%	1,855	86.5%	18.8%	5.4%
Finance, Insurance & Real Estate	10.2%	1,736	96.8%	16.7%	0.0%
Public Administration & Government	9.9%	1,685	85.3%	17.2%	0.0%
Professional Services	7.5%	1,276	91.7%	18.2%	4.2%
Transportation, Communication & Utilities	7.5%	1,276	75.9%	13.6%	6.9%
Manufacturing	7.2%	1,225	75.0%	33.3%	14.3%
Construction	5.1%	868	78.9%	0.0%	21.1%
Personal Services	4.8%	817	87.5%	14.3%	6.3%
Active Military Duty	0.8%	136	*	*	*
Entertainment & Recreation	*	*	*	*	*

*Insufficient survey data/refused

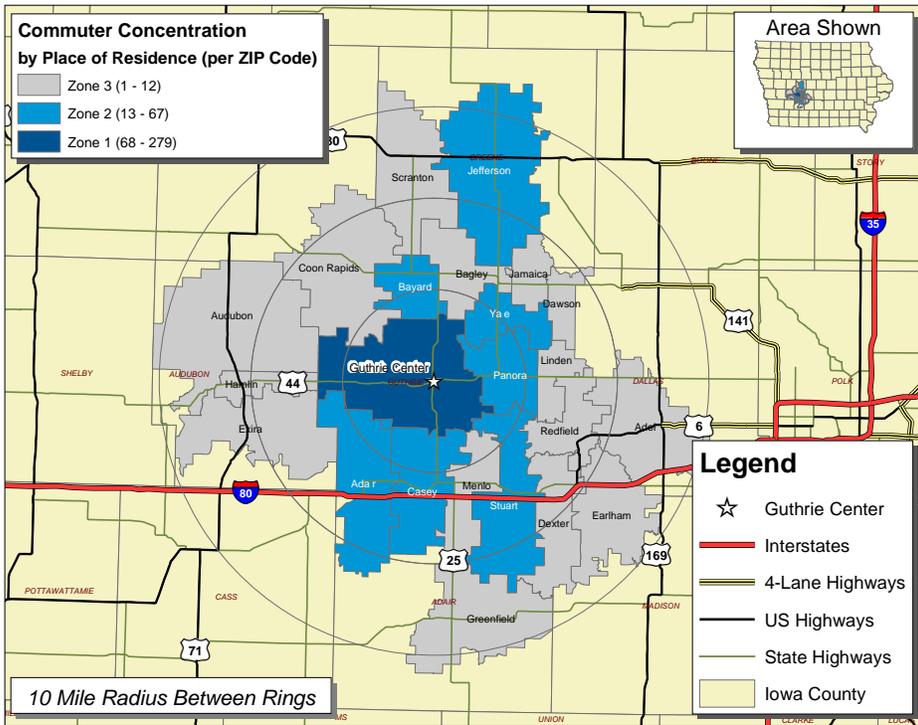
Survey respondents from the Guthrie County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the wholesale & retail trade industry.

Quick Facts

(Employed - willing to change employment)

- 26.8% are working multiple jobs
- Currently working an average of 46 hours per week
- Average age is 47 years old
- 37.0% currently working within the professional, paraprofessional & technical occupational category followed by 24.1% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 78.8%
 - www.careerbuilder.com
 - www.helpwanted.com
 - www.iowajobs.org
 - Local/Regional newspapers - 48.1%
 - The Des Moines Register
 - Guthrie Center Times
 - Networking through friends, family and acquaintances - 19.2%
 - Local IowaWORKS Centers - 13.5%

Guthrie County Laborshed Area



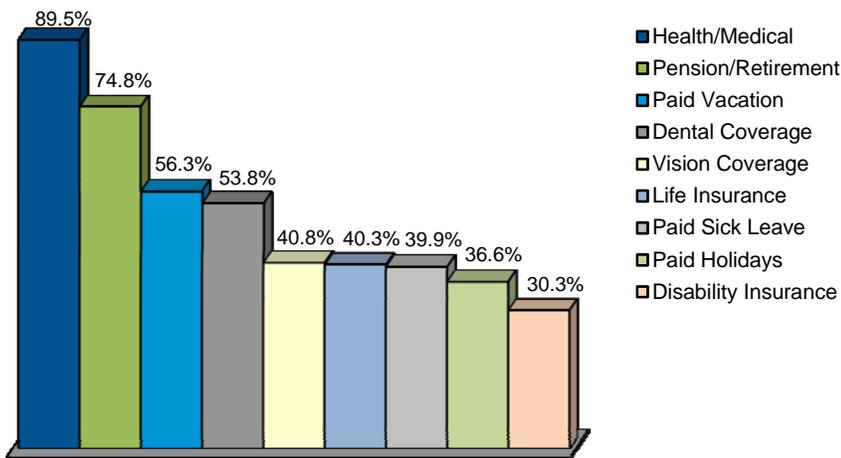
Commuting Statistics

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

Those who are willing to change/accept employment in the Guthrie County Laborshed area are willing to commute an average of 34 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 (74.1%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 18.9 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

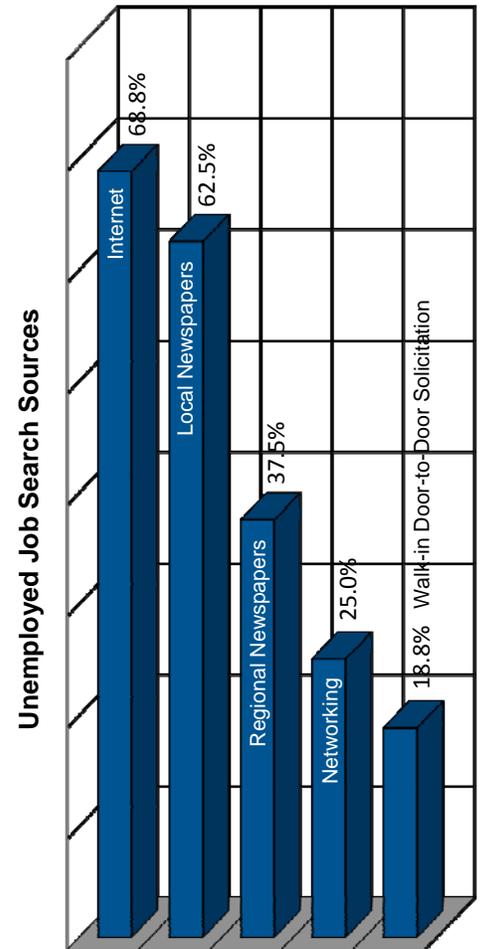
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	52.9%	8.8%	29.4%	\$73,000	\$12.25
Construction	52.6%	15.8%	5.3%	\$50,000	\$20.00
Manufacturing	46.4%	0.0%	10.7%	\$50,750	\$15.01
Transportation, Communication & Utilities	48.3%	6.9%	24.1%	\$62,500	\$16.00
Wholesale & Retail Trade	58.5%	9.4%	17.0%	\$46,000	\$13.00
Finance, Insurance & Real Estate	61.3%	16.1%	29.1%	\$68,000	\$15.00
Healthcare & Social Services	73.0%	10.8%	27.0%	\$56,000	\$15.00
Personal Services	81.2%	0.0%	43.9%	\$38,500	\$9.63
Entertainment & Recreation	*	*	*	*	*
Professional Services	54.2%	4.2%	37.5%	\$57,500	\$12.50
Public Administration & Government	64.7%	14.7%	29.4%	\$48,000	\$16.63
Education	87.2%	6.4%	74.5%	\$48,000	\$10.50

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 243 unemployed individuals are willing to accept employment
- Average age is 42 years old
- 52.9% are male; 47.1% are female
- Education:
 - 35.3% have an education beyond high school
 - 5.9% are trade certified
 - 5.9% have an associate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$11.25/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 36 miles one way for the right opportunity
- 82.4% expressed interest in seasonal and 76.5% in temporary employment opportunities
- 64.7% 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 - 53.3%
 - Vision coverage - 26.7%
 - Disability insurance - 20.0%
 - Paid vacation - 20.0%
 - Pension/retirement options - 20.0%
 - Prescription drug coverage - 20.0%
 - Life insurance - 13.3%
 - Hiring bonuses - 6.7%
 - Incentive reward programs - 6.7%
 - Paid holidays - 6.7%
 - Paid time off - 6.7%
- 71.4% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



Sponsored in Partnership with



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