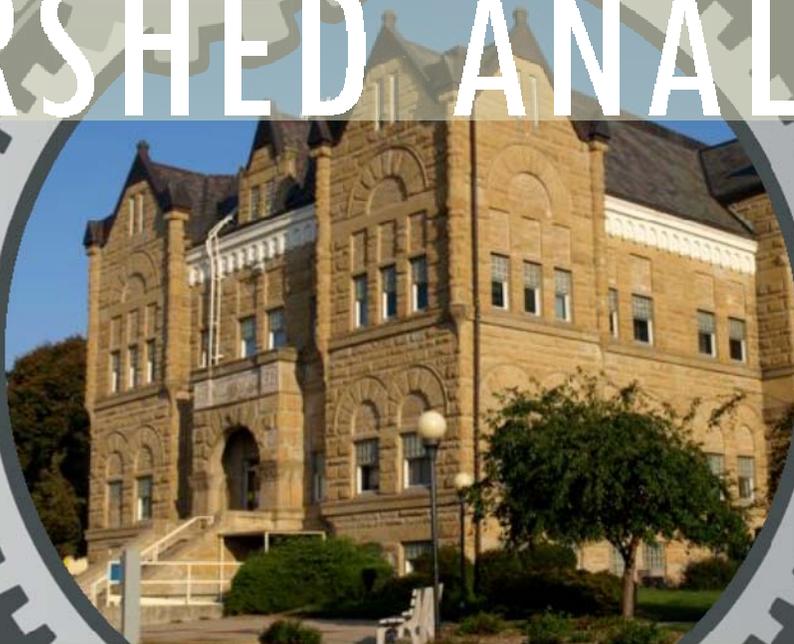


SHELBY COUNTY



LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

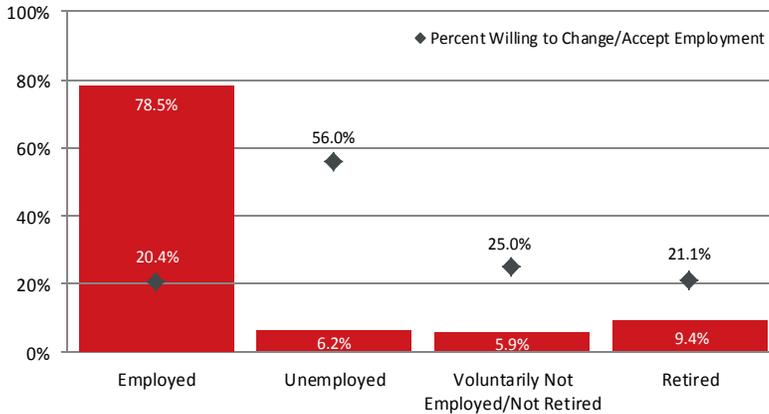


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Laborshed Studies

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 Shelby 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: 73,792 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (8,969)

- 7,230 Employed
- 342 Unemployed
- 463 Voluntarily Not Employed/Not Retired
- 934 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.

- 1.0% Inadequate hours (72 people)
- 4.7% Mismatch of skills (340 people)
- 1.2% Low income (87 people)
- 6.2% Total estimated underemployment (448 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	18.0%	10,427	81.7%	18.4%	6.7%
Transportation, Communication & Utilities	14.7%	8,515	88.9%	22.5%	2.2%
Wholesale & Retail Trade	14.7%	8,515	78.4%	27.5%	5.9%
Education	14.0%	8,110	74.5%	13.2%	5.9%
Public Administration & Government	8.8%	5,098	77.4%	4.2%	0.0%
Manufacturing	6.3%	3,649	73.9%	23.5%	4.3%
Personal Services	5.5%	3,186	71.4%	33.3%	14.3%
Agriculture, Forestry & Mining	5.1%	2,954	87.5%	0.0%	0.0%
Finance, Insurance & Real Estate	5.1%	2,954	82.4%	21.4%	5.9%
Construction	4.8%	2,780	92.9%	23.1%	7.1%
Professional Services	3.0%	1,738	72.7%	37.5%	0.0%

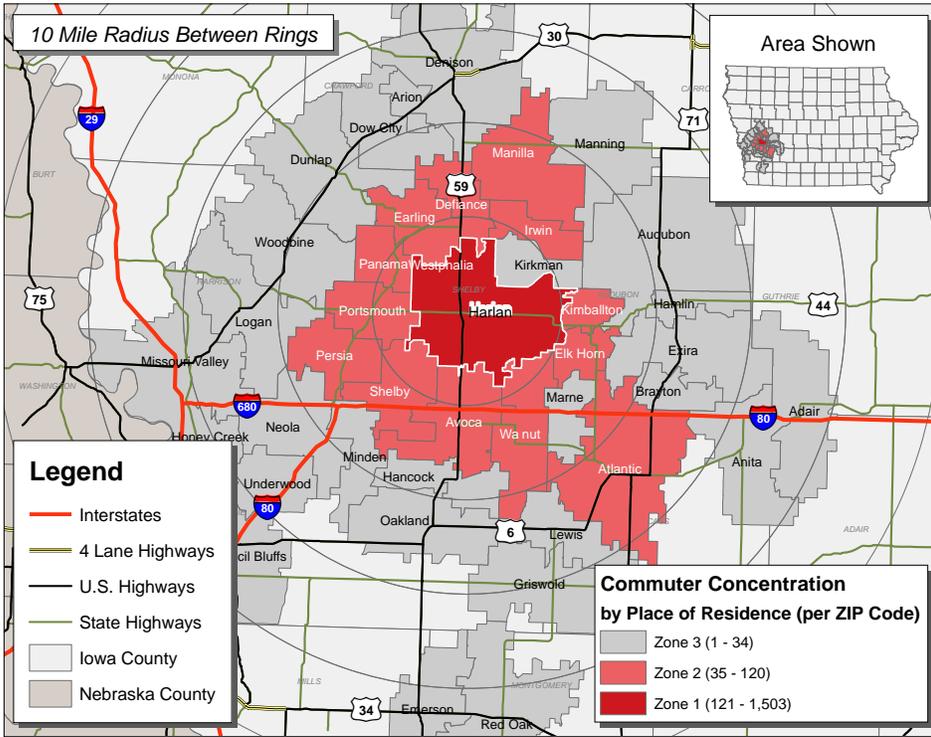
Survey respondents from the Shelby County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the healthcare industry.

Quick Facts

(Employed - willing to change employment)

- 21.5% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 47 years old
- 27.7% currently working within the professional, paraprofessional & technical occupational category followed by 24.6% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 84.4%
 - www.careerlink.com
 - www.indeed.com
 - www.linkedin.com
 - www.swiowajobs.com
 - Local/Regional newspapers - 43.8%
 - Harlan Tribune
 - Omaha World Herald
 - Networking through friends, family and acquaintances - 25.0%
 - Local IowaWORKS Centers - 15.6%

Shelby County Laborshed Area



Commuting Statistics

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

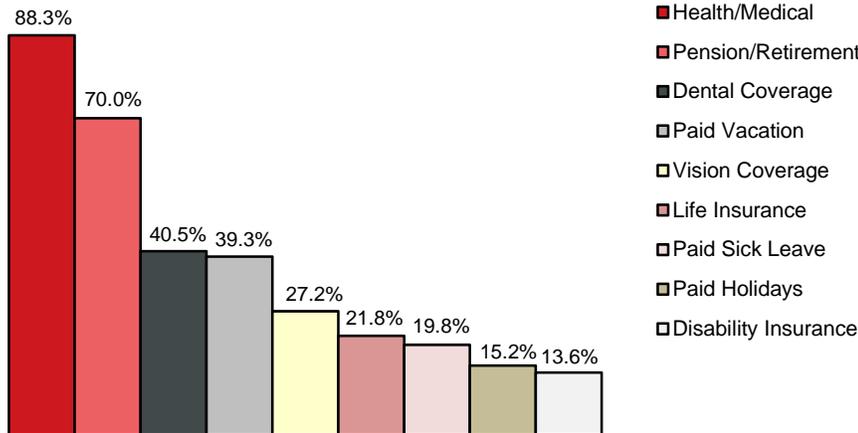
Those who are willing to change/accept employment in the Shelby County Laborshed area are willing to commute an average of 24 miles one way for employment opportunities.

The out commute for Harlan is estimated at 18.8 percent—approximately 578 people living in Harlan work in other communities.

Most of those who are out commuting are working in Atlantic or Denison.

Over one-fourth (28.6%) of out commuters are willing to change employment (approximately 165 people).

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 (72.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.4 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

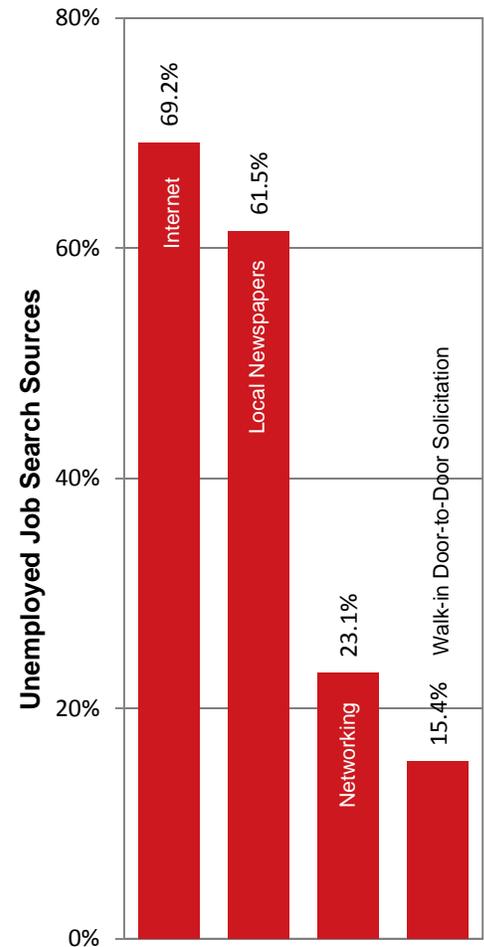
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Healthcare & Social Services	81.7%	13.3%	43.3%	\$56,000	\$14.50
Transportation, Communication & Utilities	60.0%	20.0%	20.0%	\$56,000	\$17.50
Wholesale & Retail Trade	56.9%	13.7%	19.6%	\$47,500	\$10.51
Education	88.2%	5.9%	76.5%	\$55,000	\$13.32
Public Administration & Government	80.6%	19.4%	41.9%	\$65,000	\$22.27
Manufacturing	39.1%	0.0%	17.3%	\$66,500	\$16.20
Personal Services	66.7%	14.3%	33.4%	\$57,500	\$16.00
Agriculture, Forestry & Mining	50.0%	6.3%	31.3%	*	*
Finance, Insurance & Real Estate	70.6%	5.9%	41.2%	\$60,000	\$13.50
Construction	50.0%	14.3%	7.1%	*	\$20.00
Professional Services	45.5%	0.0%	18.2%	*	\$16.00
Entertainment & Recreation	*	*	*	*	\$8.00

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 342 unemployed individuals are willing to accept employment
- Average age is 43 years old
- 71.4% are female; 28.6% are male
- Education:
 - 50.0% have an education beyond high school
 - 21.4% have an associate degree
 - 14.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$11.50/hr. with a median of the lowest wage of \$8.00
- Willing to commute an average of 17 miles one way for the right opportunity
- 50.0% expressed interest in temporary and seasonal employment opportunities
- 64.3% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 75.0%
 - Dental coverage - 37.5%
 - Pension/retirement options - 37.5%
 - Paid vacation - 25.0%
 - Paid holidays - 12.5%
- All indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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

Shelby County Chamber of Commerce & Industry
1901 Hawkeye Avenue
Suite 101
Harlan, IA 51537-2425
Phone: 712-755-2114
Fax: 712-755-2115
E-mail: info@exploreshelbycounty.com
www.exploreshelbycounty.com