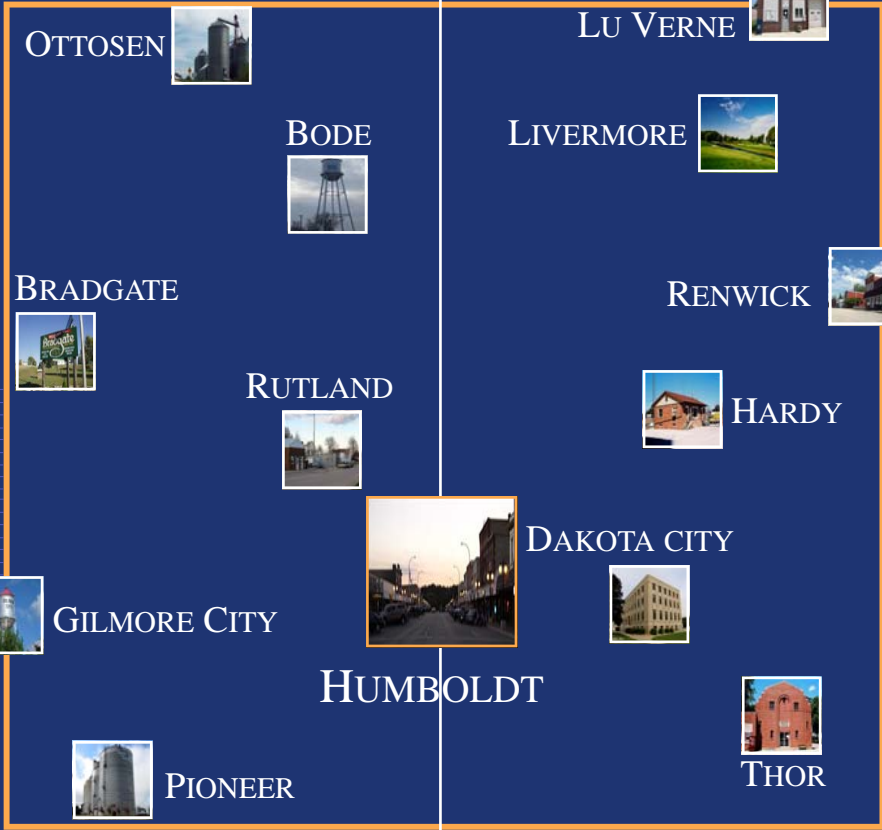


HUMBOLDT COUNTY



Laborshed Analysis

A Study of Workforce Characteristics



PIONEER



RUTLAND



BRADGATE



BODE



OTTOSEN



DAKOTA CITY



HARDY



RENWICK



LIVERMORE



LU VERNE



THOR

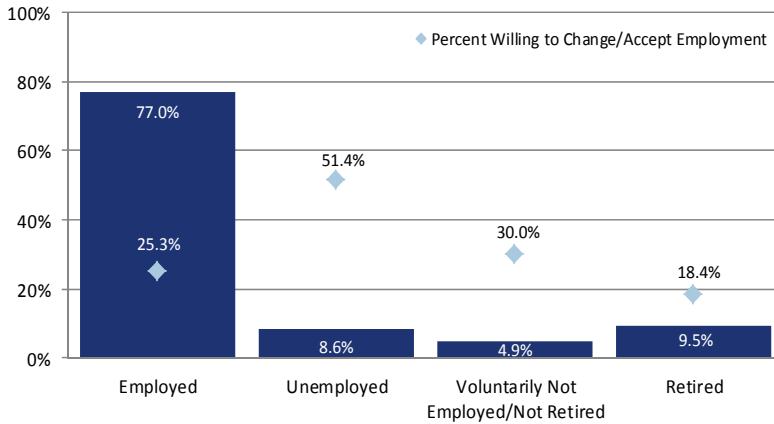


Released ▶ March 2013

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 Humboldt 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: 47,628 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (12,638)

- 10,040 Employed
- 608 Unemployed
- 651 Voluntarily Not Employed/Not Retired
- 1,339 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 (151 people)
- 4.0% Mismatch of skills (402 people)
- 1.2% Low income (120 people)
- 5.9% Total estimated underemployment (592 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	17.5%	6,418	83.9%	25.5%	1.8%
Wholesale & Retail Trade	15.7%	5,758	80.8%	26.2%	11.5%
Manufacturing	12.7%	4,658	70.8%	38.2%	16.7%
Healthcare & Social Services	9.3%	3,411	67.6%	24.0%	16.2%
Transportation, Communication & Utilities	8.6%	3,154	71.9%	21.7%	3.1%
Public Administration & Government	8.2%	3,007	81.5%	0.0%	0.0%
Agriculture, Forestry & Mining	7.6%	2,787	87.0%	20.0%	0.0%
Finance, Insurance & Real Estate	6.7%	2,457	81.8%	33.3%	9.1%
Construction	5.6%	2,054	93.8%	40.0%	6.2%
Personal Services	4.4%	1,614	70.6%	8.3%	5.9%
Professional Services	3.3%	1,210	90.0%	11.1%	0.0%
Active Military Duty	0.4%	147	*	*	*

* Insufficient survey data/refused

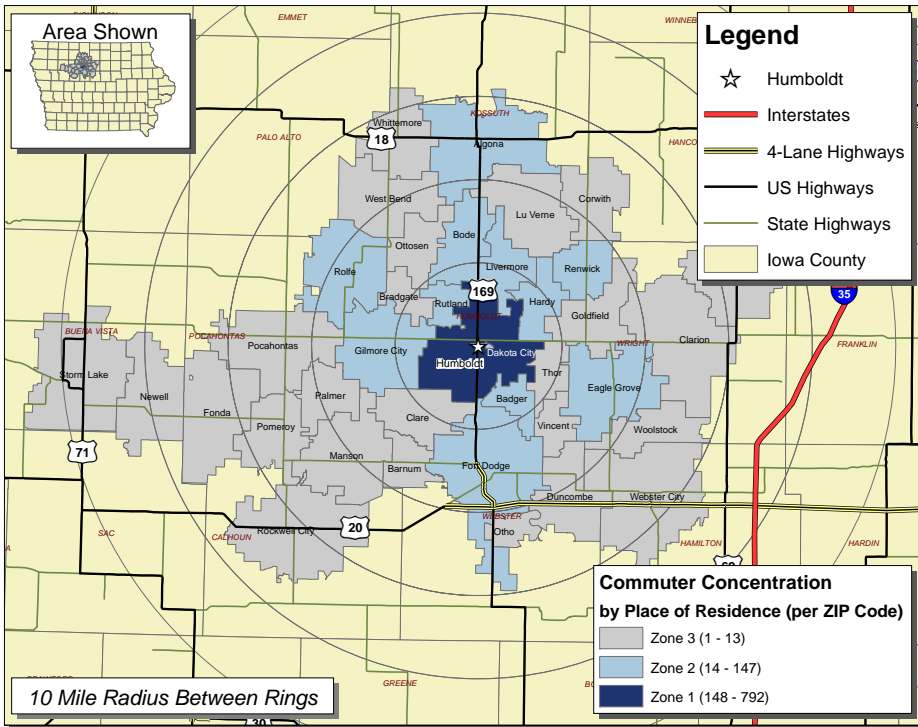
Survey respondents from the Humboldt County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 21.5% are working multiple jobs
- Currently working an average of 44 hours per week
- Average age is 49 years old
- 35.9% currently working within the production, construction & material handling occupational category followed by 21.8% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 85.1%
 - www.monster.com
 - www.iowajobs.org
 - www.craigslist.org
 - Local/Regional newspapers - 64.8%
 - The Messenger - Fort Dodge
 - The Des Moines Register
 - The Humboldt Independent
 - Networking through friends, family and acquaintances - 25.7%
 - Local IowaWORKS Centers - 23.0%

Humboldt County Laborshed Area



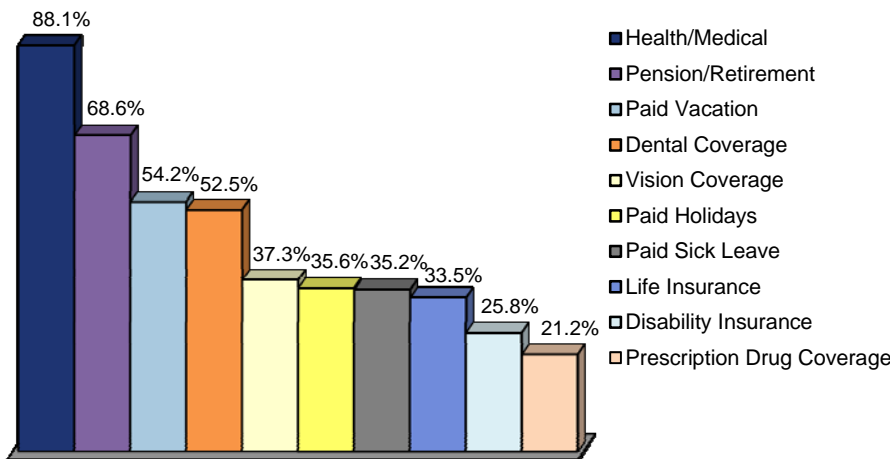
Commuting Statistics

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

Those who are willing to change/accept employment in the Humboldt County Laborshed area are willing to commute an average of 20 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 (73.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.5 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

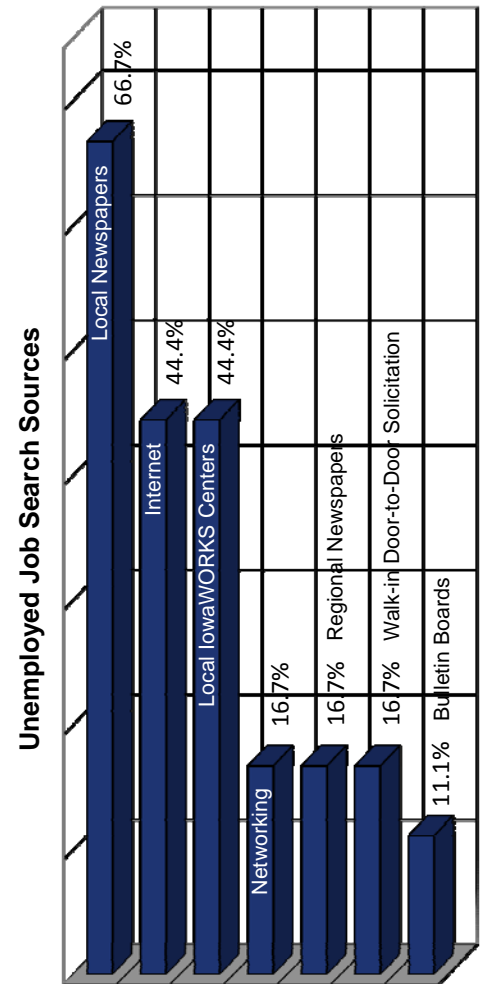
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	73.9%	21.7%	30.4%	*	\$12.25
Construction	62.5%	0.0%	12.6%	*	\$15.00
Manufacturing	60.4%	16.7%	8.4%	\$60,000	\$18.00
Transportation, Communication & Utilities	71.9%	21.9%	6.3%	\$61,000	\$19.76
Wholesale & Retail Trade	55.8%	9.6%	19.3%	\$57,000	\$10.00
Finance, Insurance & Real Estate	86.4%	18.2%	36.3%	\$55,500	\$12.00
Healthcare & Social Services	78.4%	40.5%	10.8%	*	\$15.25
Personal Services	64.7%	17.6%	23.5%	\$30,500	*
Professional Services	80.0%	0.0%	50.0%	*	\$8.13
Public Administration & Government	66.7%	25.9%	29.6%	\$45,000	\$19.58
Education	82.1%	14.3%	55.4%	\$50,000	\$10.77

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 608 unemployed individuals are willing to accept employment
- Average age is 45 years old
- 55.6% are male; 44.4% are female
- Education:
 - 50.0% have an education beyond high school
 - 5.6% are trade certified
 - 5.6% have vocational training
 - 16.7% have an associate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.54 to \$13.75/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 21 miles one way for the right opportunity
- 50.0% expressed interest in temporary and 44.4% in seasonal employment opportunities
- 55.6% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 92.9%
 - Dental coverage - 42.9%
 - Pension/retirement options - 42.9%
 - Paid vacation - 28.6%
 - Disability insurance - 21.4%
 - Paid holidays - 21.4%
 - Vision coverage - 21.4%
 - Life insurance - 14.3%
 - Paid sick leave - 14.3%
 - Paid time off - 7.1%
 - Prescription drug coverage - 7.1%
- 69.2% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



Sponsored in Partnership with



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

Humboldt County Development Association
 29 5th Street South, PO Box 529
 Humboldt, Iowa 50548
 Phone: (515) 332-2557
 Fax: (515) 332-1453
 Email: alissar@ci.humboldt.ia.us
www.humboldtcountyiowa.com