



LABORSHED ANALYSIS

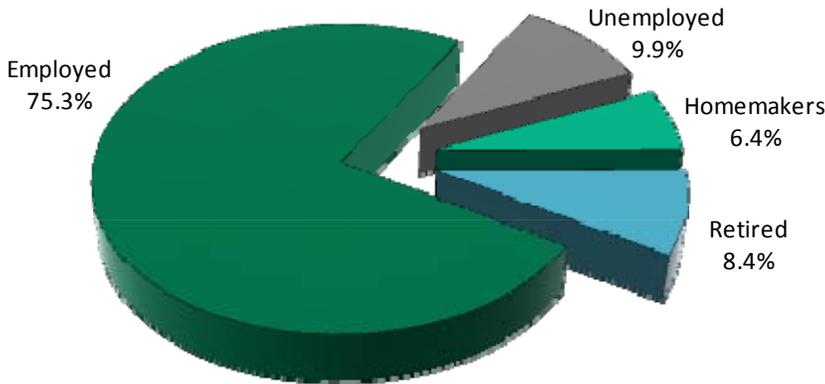


A Study of Workforce Characteristics
Released February 2011

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 Buchanan 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. *See contact information on back.*

Employment Status



Total Potential Labor Force: 180,615 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (17,158)

- 14,000 Employed
- 998 Unemployed
- 1,434 Homemakers, Not Employed
- 726 Retired

Quick Facts

(Employed - willing to change employment)

- 9.7% are working multiple jobs
- Currently working an average of 39 hours per week
- Average age is 47 years old
- 31.4% currently working within the professional, paraprofessional, & technical occupational category followed by 21.4% within the production, construction, & material handling occupational category
- Most frequently identified job search sources:
 - Internet
 - www.monster.com
 - www.iowaworkforce.org
 - Local/Regional newspapers
 - Waterloo-Cedar Falls Courier
 - The Gazette - Cedar Rapids
 - The Des Moines Register
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and acquaintances

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.

- 2.2% Inadequate hours (308 people)
- 2.5% Mismatch of skills (350 people)
- 2.2% Low income (308 people)
- 5.7% Total estimated underemployment (798 people)

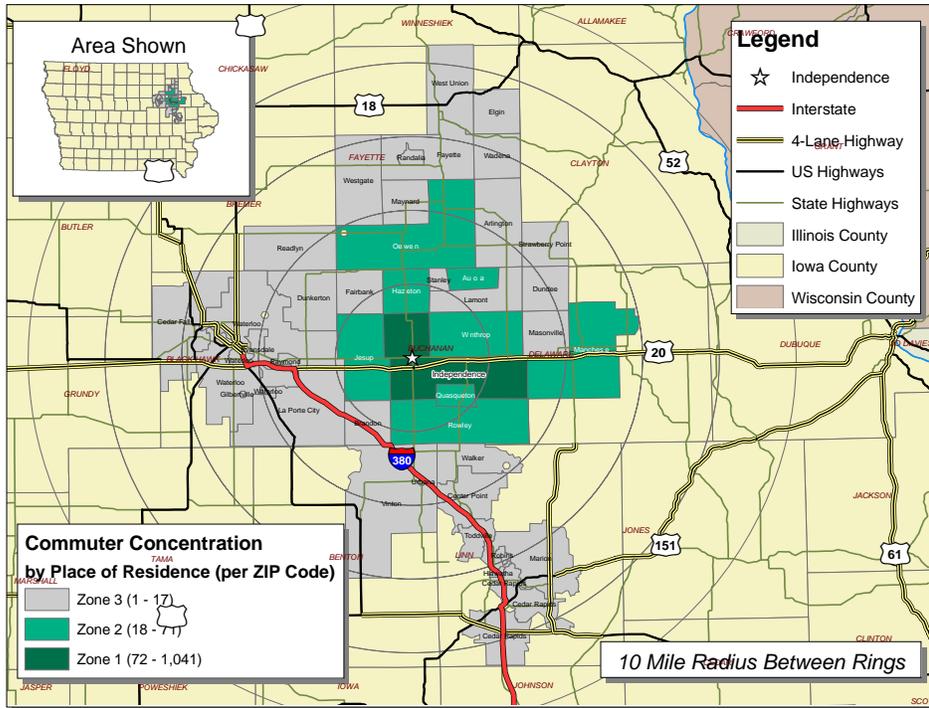
Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	16.5%	22,441
Wholesale & Retail Trade	15.3%	20,808
Health Care & Social Services	15.0%	20,400
Manufacturing	13.0%	17,680
Public Administration & Government	7.9%	10,744
Professional Services	7.5%	10,200
Construction	6.3%	8,568
Transportation, Communication, & Utilities	5.9%	8,024
Finance, Insurance, Real Estate	5.5%	7,480
Personal Services	4.3%	5,848
Agricultural, Forestry, & Mining	2.0%	2,720
Entertainment & Recreation	0.4%	544
Active Military Duty	0.4%	544

Survey respondents from the Buchanan 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 as shown in the table at left.

Buchanan County Laborshed Area



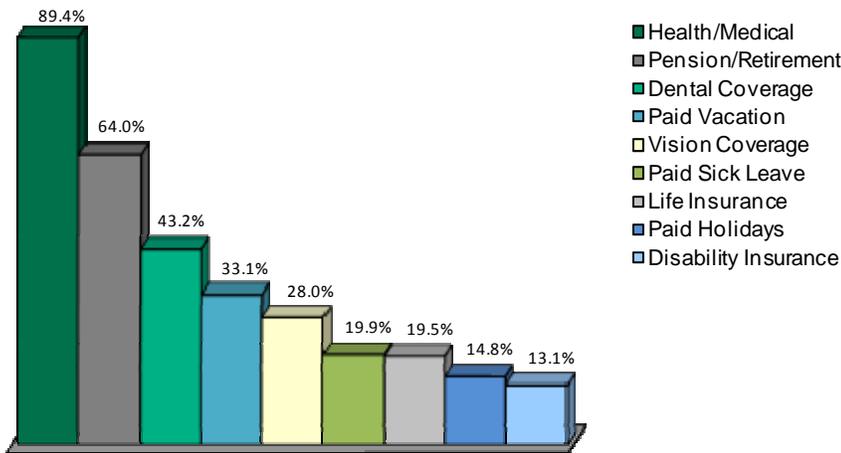
Commuting Statistics

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

Those who are willing to change/accept employment in the Buchanan County 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 (78.3%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 14.0 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

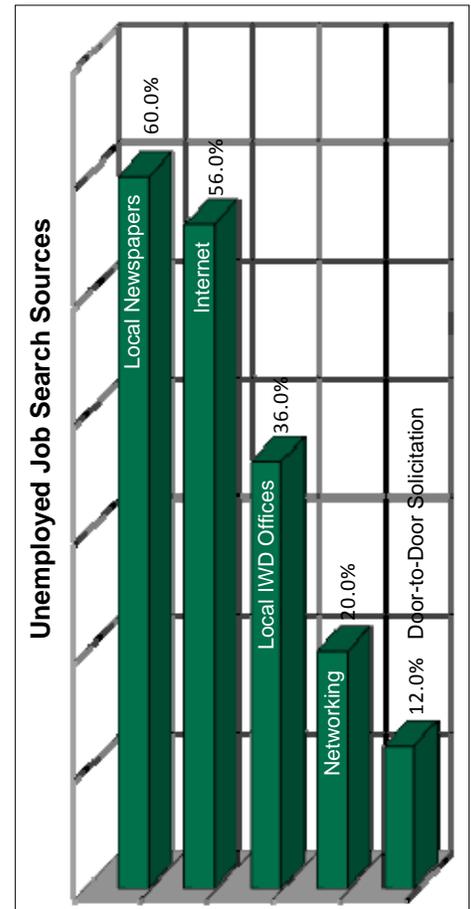
Industry	Education			Median Wages	
	Some Level Beyond High	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	44.4%	5.6%	22.2%	\$59,000	\$18.50
Manufacturing	58.0%	20.0%	14.0%	\$50,000	\$16.00
Transportation, Communication, & Utilities	54.5%	13.6%	13.6%	\$52,000	\$19.10
Wholesale & Retail Trade	49.1%	10.9%	14.5%	\$42,500	\$9.50
Finance, Insurance, & Real Estate	87.5%	12.5%	25.0%	\$46,000	\$13.65
Health Care & Social Services	78.3%	19.6%	36.9%	\$55,000	\$15.75
Personal Services	64.3%	14.3%	21.4%	\$32,500	\$23.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	83.3%	12.5%	41.6%	\$51,000	\$8.75
Public Administration & Government	80.8%	15.4%	46.1%	\$48,000	\$20.00
Education	81.2%	6.3%	70.9%	\$50,000	\$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 998 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 60.0% are female; 40.0% are male
- Education:
 - 56.0% have an education beyond high school
 - 4.0% are trade certified
 - 4.0% have vocational training
 - 12.0% have an associate degree
 - 4.0% have an undergraduate degree
 - 4.0% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.52 to \$12.00/hr. with a median of the lowest wage of \$9.50
- Willing to commute an average of 25 miles one way for the right opportunity
- 92.0% expressed interest in temporary and 72.0% in seasonal employment opportunities
- 44.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Pension/retirement options
 - Paid vacation
 - Life insurance
 - Paid sick leave
 - Vision coverage
 - Flextime
 - Paid holidays
 - Prescription drug coverage
- 66.7% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



Sponsored in Partnership with



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

Buchanan County Economic Development Commission
 P.O. Box 109
 Independence, Iowa 50644
 Phone: 319-334-7497
 Fax: 319-334-4234

Email: nate.clayberg@growbuchanan.com
www.growbuchanan.com