

HARDIN COUNTY

Laborshed Analysis

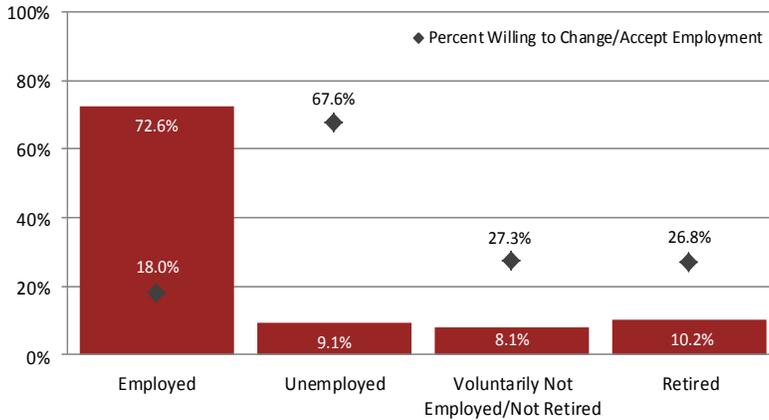
A Study of Workforce Characteristics

Released April 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 Hardin 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: 89,852 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (8,889)

- 6,077 Employed
- 649 Unemployed
- 436 Voluntarily Not Employed/Not Retired
- 1,727 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 (91 people)
- 2.2% Mismatch of skills (134 people)
- 3.0% Total estimated underemployment (182 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	16.5%	10,763	74.1%	30.0%	1.9%
Healthcare & Social Services	16.1%	10,502	76.5%	15.4%	3.9%
Manufacturing	12.0%	7,828	64.4%	20.7%	15.6%
Wholesale & Retail Trade	11.6%	7,567	65.1%	32.1%	16.3%
Agriculture, Forestry & Mining	9.9%	6,458	88.9%	4.2%	0.0%
Personal Services	8.3%	5,414	76.9%	10.0%	3.8%
Professional Services	7.0%	4,566	85.0%	23.5%	10.0%
Public Administration & Government	5.8%	3,783	87.5%	0.0%	6.3%
Finance, Insurance & Real Estate	5.0%	3,262	80.0%	8.3%	0.0%
Transportation, Communication & Utilities	3.7%	2,414	50.0%	33.3%	16.7%
Construction	2.9%	1,892	70.0%	14.3%	20.0%
Entertainment & Recreation	0.8%	522	*	*	*
Active Military Duty	0.4%	261	*	*	*

* Insufficient survey data/refused

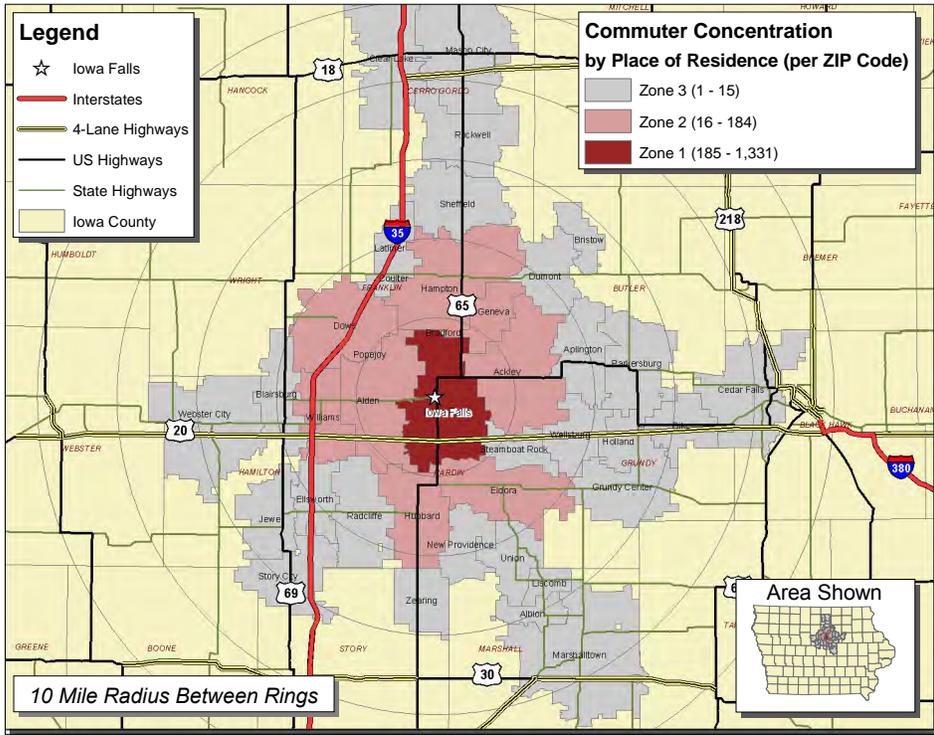
Survey respondents from the Hardin County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 20.8% are working multiple jobs
- Currently working an average of 40 hours per week
- Average age is 49 years old
- 26.9% currently working within the professional, paraprofessional & technical occupational category followed by 25.0% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 80.0%
 - www.iowajobs.org
 - www.monster.com
 - www.craigslist.org
 - Local/Regional newspapers - 62.0%
 - The Des Moines Register
 - Times-Citizen - Iowa Falls
 - Local IowaWORKS Centers - 22.0%
 - Networking through friends, family and acquaintances - 20.0%

Hardin County Laborshed Area



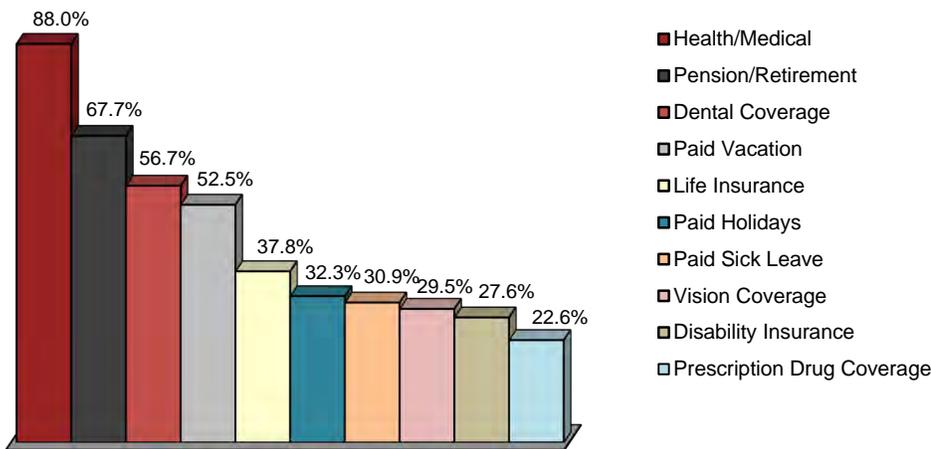
Commuting Statistics

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

Those who are willing to change/accept employment in the Hardin County Laborshed area are willing to commute an average of 25 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 (75.7%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

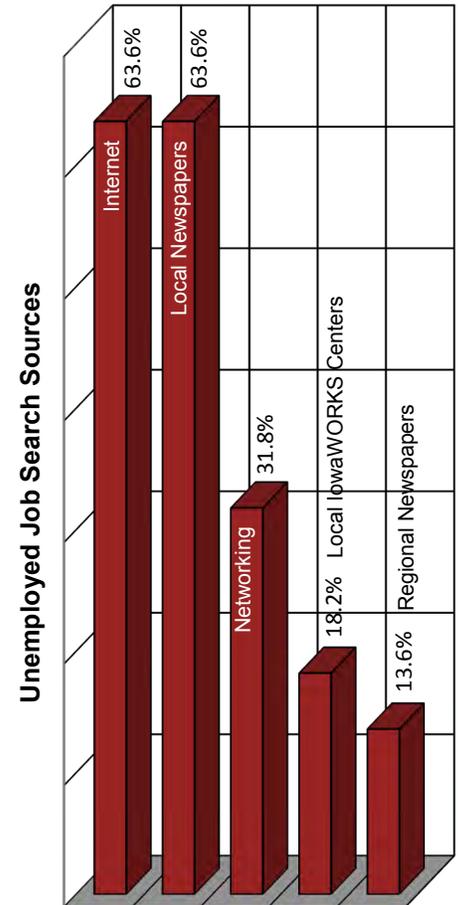
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	74.1%	18.5%	22.2%	\$47,500	*
Construction	80.0%	20.0%	20.0%	*	\$16.50
Manufacturing	55.6%	4.4%	28.9%	\$83,500	\$17.01
Transportation, Communication & Utilities	55.6%	11.1%	5.6%	\$50,000	\$15.00
Wholesale & Retail Trade	62.8%	20.9%	23.2%	\$38,000	\$8.29
Finance, Insurance & Real Estate	86.7%	6.7%	66.7%	\$45,000	\$14.00
Healthcare & Social Services	88.2%	35.3%	29.4%	\$70,000	\$15.05
Personal Services	46.2%	11.5%	11.5%	\$28,000	\$8.25
Entertainment & Recreation	*	*	*	*	*
Professional Services	80.0%	5.0%	35.0%	\$50,000	\$12.00
Public Administration & Government	62.5%	12.5%	37.6%	\$60,000	\$18.80
Education	92.6%	11.1%	74.1%	\$51,500	\$12.17

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 649 unemployed individuals are willing to accept employment
- Average age is 52 years old
- 64.0% are male; 36.0% are female
- Education:
 - 68.0% have an education beyond high school
 - 4.0% have vocational training
 - 20.0% have an associate degree
 - 12.0% 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 \$10.80 to \$12.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 26 miles one way for the right opportunity
- 64.0% expressed interest in temporary and 60.0% in seasonal employment opportunities
- 52.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 88.2%
 - Pension/retirement options - 41.2%
 - Dental coverage - 35.3%
 - Paid vacation - 29.4%
 - Disability insurance - 23.5%
 - Life insurance - 23.5%
 - Paid holidays - 23.5%
 - Paid sick leave - 23.5%
 - Vision coverage - 23.5%
 - Prescription drug coverage - 11.8%
- 46.7% 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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