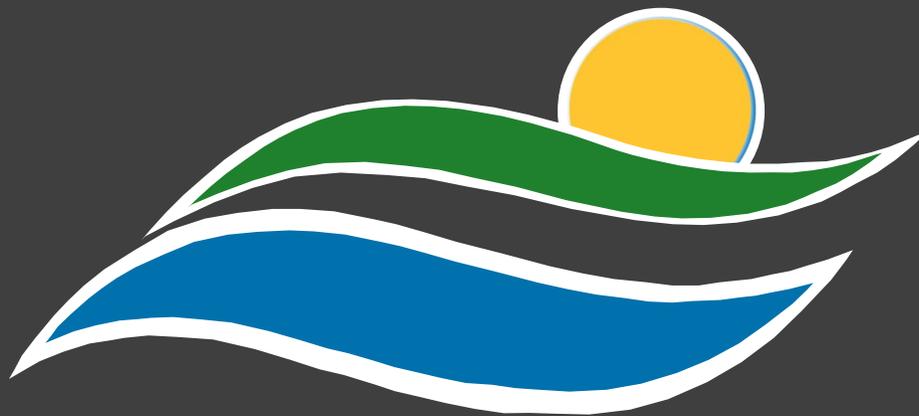




A STUDY IN WORKFORCE CHARACTERISTICS

IOWA LAKES REGIONAL LABORSHED ANALYSIS



IOWA LAKES CORRIDOR DEVELOPMENT CORPORATION

IOWA LAKES REGIONAL LABORSHED ANALYSIS

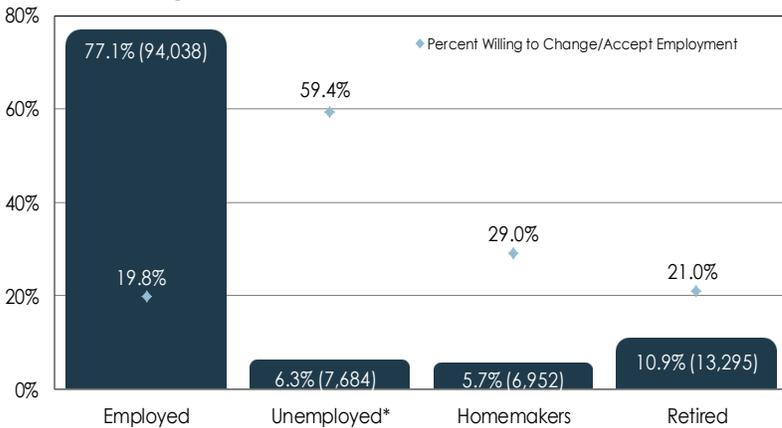
A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This regional analysis is based on aggregate data from the Estherville, Spencer, Spirit Lake and Storm Lake Laborshed studies (1,094 total completed surveys).

OCCUPATIONS AND EMPLOYMENT STATUS IN THE IOWA LAKES REGION



Survey respondents from the Iowa Lakes Region were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the management; office and administrative support; or production occupational categories. The top industries are wholesale & retail trade; education; manufacturing; and healthcare/social services.

The chart below shows the percentage of respondents by employment status within the Iowa Lakes Regional commuting area.



TOTAL POTENTIAL LABOR FORCE: 121,969
(ENTIRE REGIONAL COMMUTING AREA)

Occupations	% within Region
Management	20.6%
Office & Administrative Support	15.4%
Production	10.1%
Education, Training & Library	9.3%
Sales & Related	6.9%
Healthcare Practitioner & Technical	6.5%
Business & Financial Operations	4.4%
Transportation & Material Moving	4.3%
Installation, Maintenance & Repair	3.3%
Building/Grounds Cleaning & Maintenance	3.0%
Food Preparation & Serving Related	2.9%
Personal Care & Service	2.9%
Community & Social Services	1.8%
Construction & Extraction	1.7%
Healthcare Support	1.5%
Arts, Design, Entertainment, Sports & Related	1.3%
Architecture & Engineering	0.9%
Life, Physical & Social Science	0.9%
Computer & Mathematical Science	0.7%
Legal	0.7%
Protective Service	0.5%
Farming, Fishing & Forestry	0.3%
Military Specific	0.1%

UNDEREMPLOYMENT



Reason	% Underemployed
Inadequate Hours	1.6%
Mismatch of Skills	1.6%
Low Income	0.5%
†Total Underemployment	3.3%

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

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and are working 35 or more hours per week.

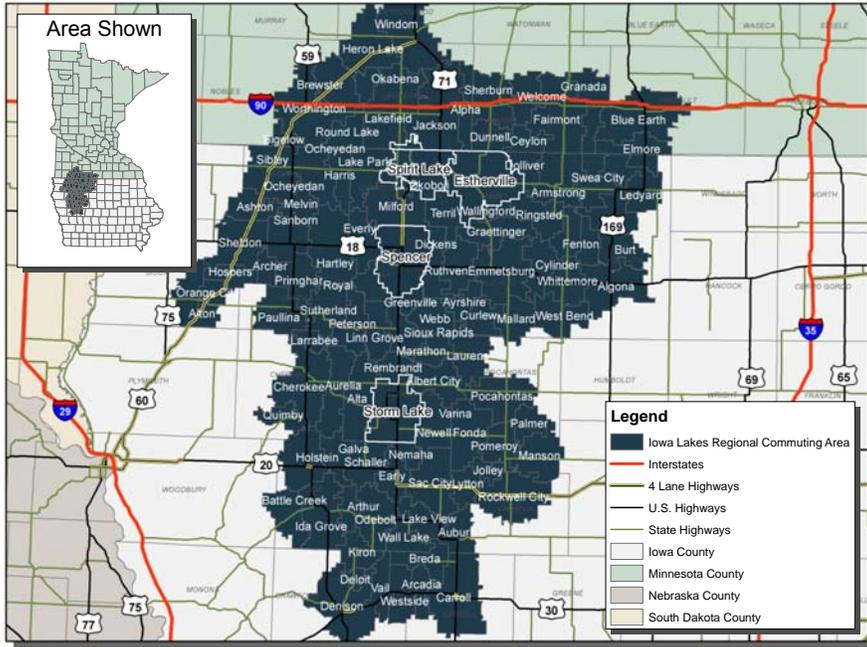
EMPLOYMENT LEVELS AND STATUS BY INDUSTRY



Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed*
Wholesale & Retail Trade	15.7%	14,764	71.9%	21.7%	8.8%
Education	14.8%	13,918	76.6%	11.1%	0.7%
Manufacturing	13.9%	13,071	75.6%	31.4%	11.9%
Healthcare & Social Services	13.0%	12,225	79.8%	23.2%	5.0%
Agriculture	8.1%	7,617	92.2%	11.9%	1.6%
Public Administration & Government	7.9%	7,429	81.7%	12.1%	1.4%
Finance, Insurance & Real Estate	7.4%	6,959	88.5%	9.3%	3.3%
Personal Services	5.6%	5,266	89.1%	29.3%	2.2%
Transportation, Communication & Utilities	4.6%	4,326	75.6%	23.5%	4.4%
Professional Services	4.4%	4,138	82.1%	21.9%	7.7%
Construction	4.2%	3,950	91.2%	22.6%	5.9%
Entertainment & Recreation	0.4%	375	**	**	**

**Insufficient survey data/refused

IOWA LAKES REGIONAL LABORSHED AREA



EMPLOYED - WILLING TO CHANGE EMPLOYMENT

- 19.8% are willing to change employment
- 14.6% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 51 years old
- 25.1% currently working in the production, construction & material handling occupational category, followed by 22.8% in the professional, paraprofessional & technical occupational category
- Most frequently identified job search resources:

www.monster.com
www.iowajobs.org
www.indeed.com

Internet,
79.2%

Lakes News Shopper - Milford
The Des Moines Register
Emmetsburg Reporter/Democrat

Newspapers,
63.5%

IowaWORKS
Centers,
29.6%

Networking,
24.5%

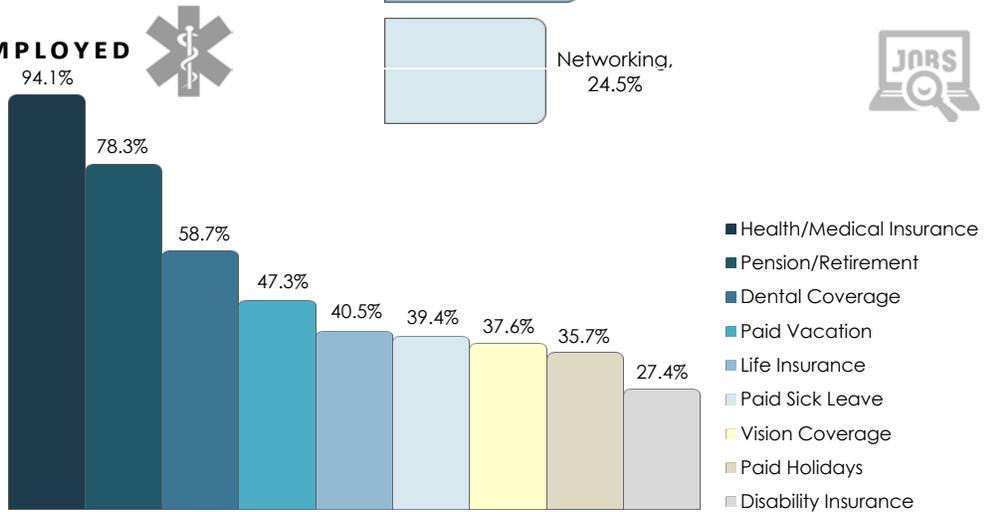


Those who are employed willing to change employment in the Iowa Lakes Regional Laborshed area are willing to commute an average of 22 miles one-way for employment opportunities.

TOP BENEFITS OF FULL-TIME EMPLOYED

The survey provides respondents an opportunity to identify employment benefits they are currently offered. The chart at right shows the percentage of those who are employed full-time that receive each benefit.

The majority (76.4%) of full-time employed respondents state they are currently sharing the cost of health insurance premiums with their employer while 17.6 percent indicate their employer covers the entire cost.



EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



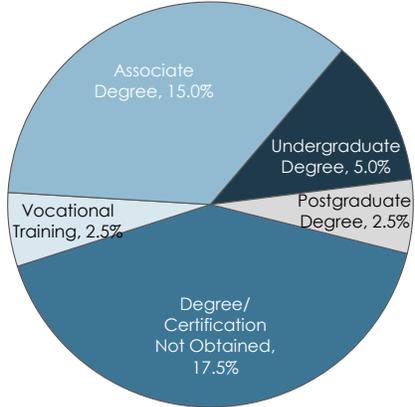
Industry	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wage	Hourly Wage
Agriculture, Forestry & Mining	60.9%	6.3%	28.1%	1.6%	\$60,000	\$12.25
Construction	58.8%	5.9%	23.5%	2.9%	\$50,000	\$18.13
Manufacturing	51.9%	7.4%	17.0%	2.2%	\$62,000	\$15.00
Transportation, Communication & Utilities	80.0%	15.6%	28.9%	6.7%	\$55,000	\$19.31
Wholesale & Retail Trade	64.3%	16.9%	15.0%	3.1%	\$45,000	\$10.40
Finance, Insurance, & Real Estate	75.4%	9.8%	31.1%	1.6%	\$50,000	\$13.80
Healthcare & Social Services	85.8%	25.2%	20.2%	10.1%	\$50,500	\$16.75
Personal Services	73.9%	13.0%	17.4%	10.9%	\$43,000	\$10.38
Entertainment & Recreation	**	**	**	**	**	**
Professional Services	71.8%	17.9%	28.2%	2.6%	\$37,500	\$15.00
Public Administration & Government	71.8%	7.0%	36.6%	5.6%	\$55,000	\$20.50
Education	90.1%	9.9%	36.2%	30.5%	\$54,000	\$12.10

This table includes all respondents without consideration of employment status, willingness to change/enter employment, or occupation

**Insufficient survey data/refused

UNEMPLOYED - WILLING TO ACCEPT EMPLOYMENT

- 6.3% of the region are unemployed*
- 61.0% have become unemployed within the last year
- 59.4% are willing to accept employment
- Average age is 48 years old
- 51.2% are male and 48.8% are female
- **Education:**
 - 42.5% have some post high school education



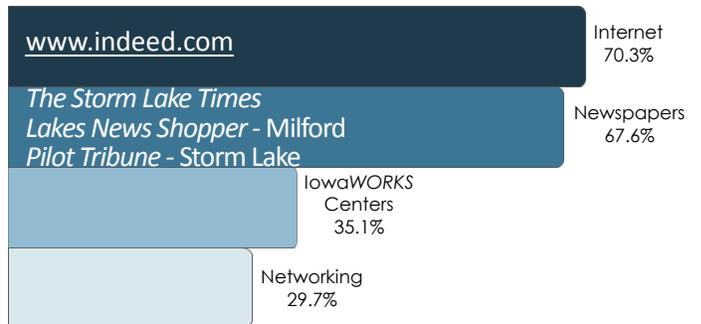
- **Wages:**
 - \$11.08/hr - to attract 66% of applicants
 - \$12.00/hr - to attract 75% of applicants
 - \$10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 20 miles one way for the right opportunity
- 80.5% expressed interest in seasonal and 65.9% in temporary employment opportunities
- 43.9% expressed interest in working varied shifts



DESIRED BENEFITS



TOP UNEMPLOYED JOB SEARCH RESOURCES



*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

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