
2013 DECATUR COUNTY

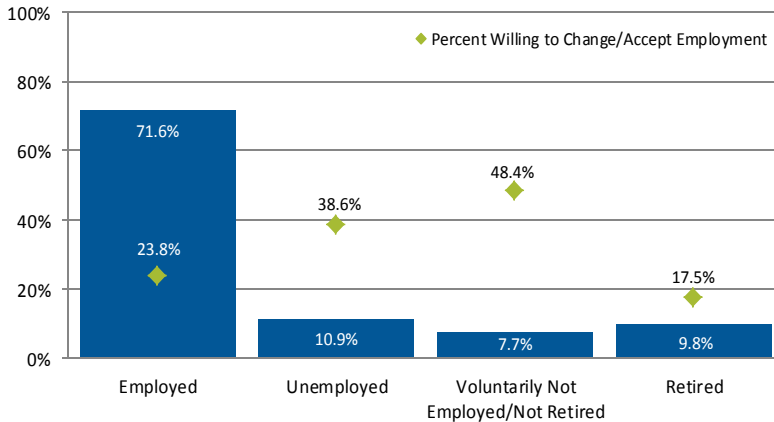
A Study of Workforce Characteristics



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 Decatur 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: 15,321 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (4,659)

- 3,747 Employed
- 232 Unemployed
- 216 Voluntarily Not Employed/Not Retired
- 464 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.

- 2.7% Inadequate hours (101 people)
- 2.0% Mismatch of skills (75 people)
- 2.5% Low income (94 people)
- 5.7% Total estimated underemployment (214 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	22.7%	2,490	75.3%	15.5%	2.6%
Wholesale & Retail Trade	14.4%	1,580	64.9%	18.9%	22.8%
Healthcare & Social Services	12.1%	1,327	68.9%	41.9%	11.1%
Transportation, Communication & Utilities	9.4%	1,031	82.8%	8.3%	0.0%
Public Administration & Government	8.2%	900	77.8%	19.0%	7.4%
Manufacturing	7.8%	856	58.8%	35.0%	17.6%
Agriculture, Forestry & Mining	7.0%	768	78.3%	22.2%	13.0%
Personal Services	5.5%	603	87.5%	21.4%	6.3%
Construction	4.7%	516	80.0%	16.7%	13.3%
Finance, Insurance & Real Estate	3.9%	428	76.9%	30.0%	7.7%
Professional Services	2.7%	296	87.5%	14.3%	0.0%
Entertainment & Recreation	1.6%	176	*	*	*

* Insufficient survey data/refused

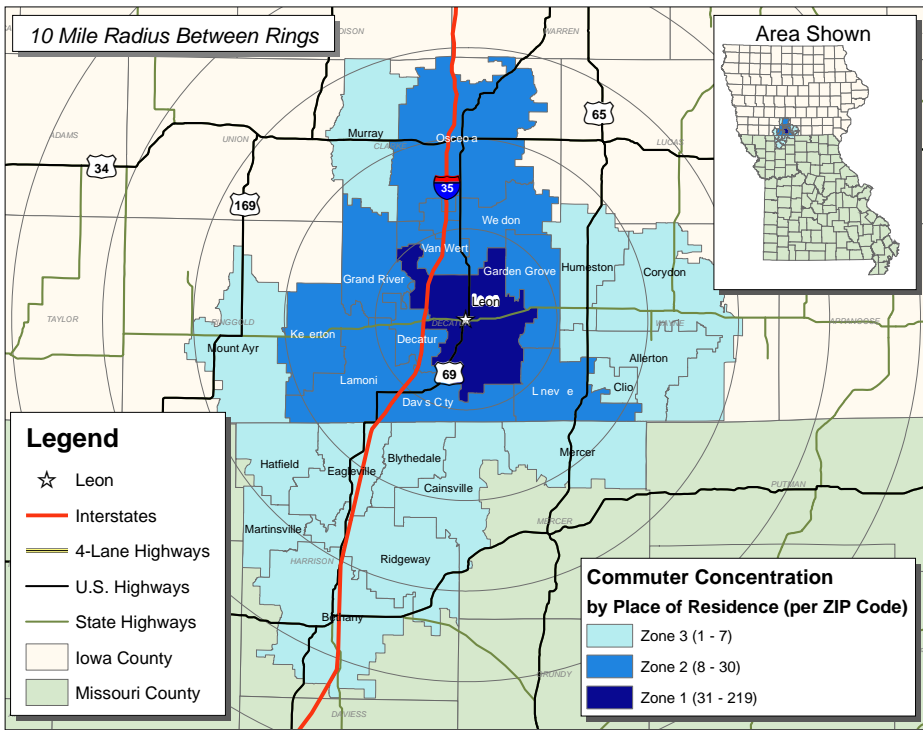
Survey respondents from the Decatur County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 23.8% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 46 years old
- 22.4% currently working within the professional, paraprofessional & technical occupational category followed by 20.9% within the clerical occupational category
- Most frequently identified job search sources:
 - Local/Regional newspapers - 82.1%
The Des Moines Register
Journal-Reporter - Leon
Osceola Sentinel-Tribune
 - Internet - 77.6%
www.iowajobs.org
www.careerbuilder.com
www.monster.com
 - Networking through friends, family and acquaintances - 29.9%
 - Local IowaWORKS Centers - 13.4%

Decatur County Laborshed Area



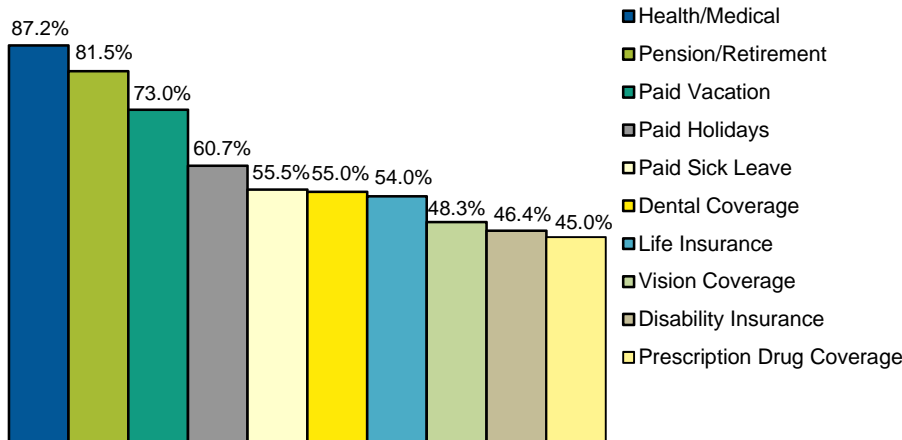
Commuting Statistics

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

Those who are willing to change/accept employment in the Decatur County Laborshed area are willing to commute an average of 30 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 (74.5%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 20.1 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

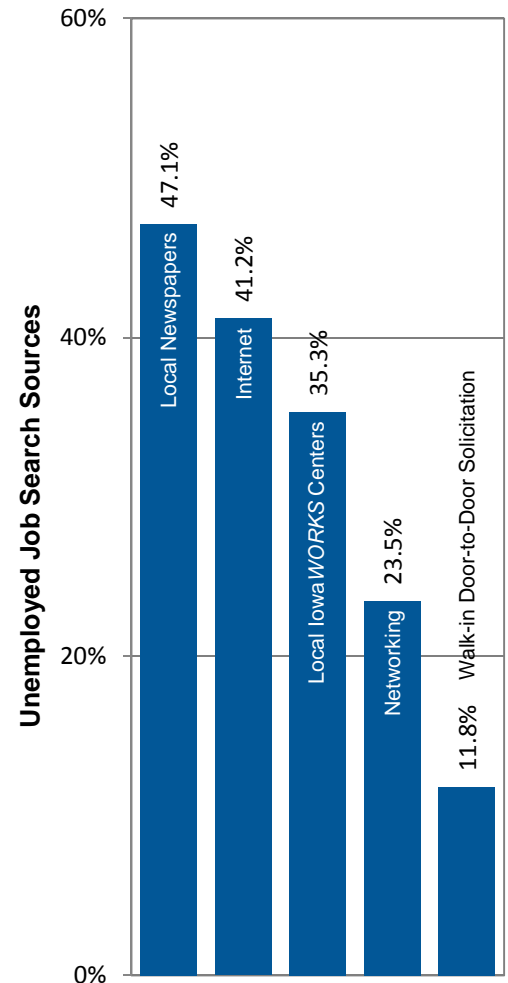
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	47.8%	13.0%	8.7%	\$35,000	*
Construction	33.3%	13.3%	13.3%	\$32,500	\$20.00
Manufacturing	41.2%	11.8%	2.9%	*	\$14.60
Transportation, Communication & Utilities	58.6%	20.7%	13.7%	\$50,000	\$22.70
Wholesale & Retail Trade	40.4%	8.8%	10.6%	\$42,000	\$8.25
Finance, Insurance & Real Estate	69.2%	7.7%	23.1%	*	\$13.00
Healthcare & Social Services	71.1%	15.6%	26.7%	*	\$13.25
Personal Services	75.0%	6.3%	43.8%	*	*
Entertainment & Recreation	60.0%	0.0%	20.0%	*	\$10.24
Professional Services	62.5%	0.0%	50.0%	*	*
Public Administration & Government	51.9%	14.8%	18.5%	\$46,000	\$17.47
Education	87.0%	7.8%	66.3%	\$45,000	\$11.00

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 232 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 52.9% are male; 47.1% are female
- Education:
 - 47.1% have an education beyond high school
 - 5.9% are trade certified
 - 5.9% have vocational training
 - 17.6% have an associate degree
 - 5.9% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.61 to \$12.00/hr. with a median of the lowest wage of \$9.50
- Willing to commute an average of 28 miles one way for the right opportunity
- 76.5% expressed interest in seasonal and 58.8% in temporary employment opportunities
- 52.9% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 93.3%
 - Dental coverage - 46.7%
 - Paid vacation - 46.7%
 - Life insurance - 40.0%
 - Pension/retirement options - 33.3%
 - Vision coverage - 33.3%
 - Paid holidays - 26.7%
 - Disability insurance - 20.0%
 - Paid sick leave - 13.3%
 - Prescription drug coverage - 13.3%
- 46.7% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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