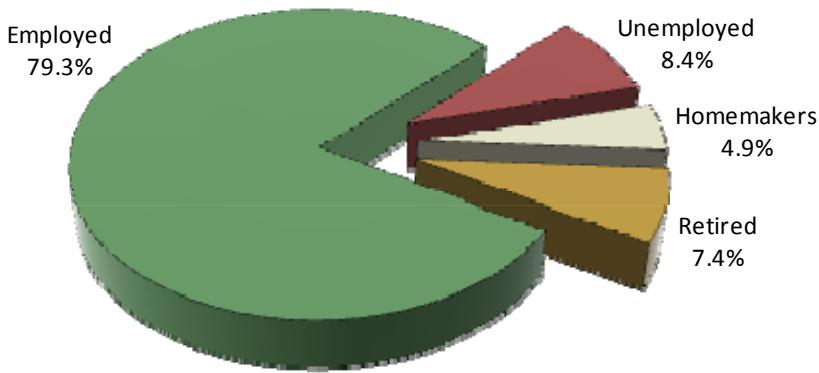


Laborshed Studies

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 Delaware 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: 194,888 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (17,188)

- 13,837 Employed
- 918 Unemployed
- 979 Homemakers, Not Employed
- 1,454 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.

- 1.7% Inadequate hours (235 people)
- 2.7% Mismatch of skills (374 people)
- 1.5% Low income (208 people)
- 4.7% Total estimated underemployment (650 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
Manufacturing	21.0%	32,455
Health Care & Social Services	15.8%	24,418
Wholesale & Retail Trade	15.4%	23,800
Education	14.0%	21,636
Personal Services	7.4%	11,436
Public Administration & Government	7.0%	10,818
Finance, Insurance, & Real Estate	5.9%	9,118
Construction	3.6%	5,564
Transportation, Communication, & Utilities	3.6%	5,564
Professional Services	3.3%	5,100
Agriculture	2.6%	4,018
Entertainment & Recreation	0.4%	618

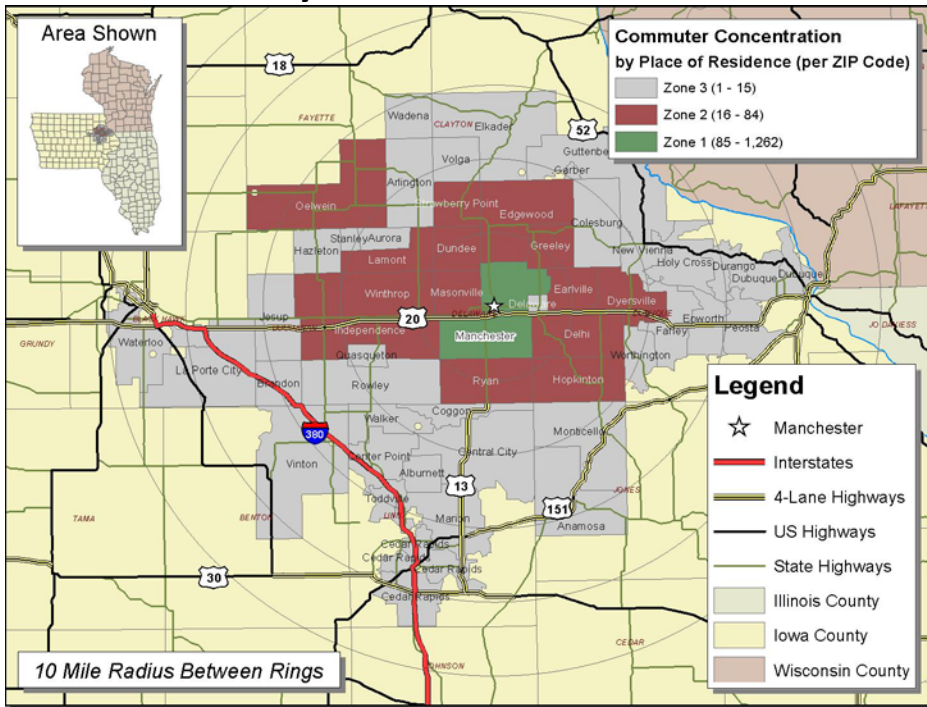
Quick Facts

(Employed - willing to change employment)

- 14.3% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 43 years old
- 29.7% currently working within the production, construction, & material handling occupational category followed by 18.7% within the professional, paraprofessional, & technical occupational category
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - www.accessdubuque.com
 - Local/Regional newspapers
 - *The Gazette* - Cedar Rapids
 - *Telegraph Herald* - Dubuque
 - *Manchester Press*
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

Survey respondents from the Delaware County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry as shown in the table at left.

Delaware County Laborshed Area



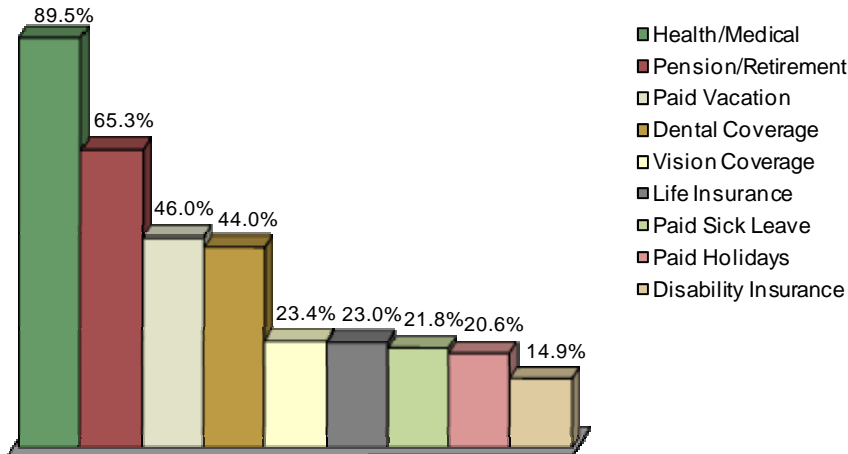
Commuting Statistics

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

Those who are willing to change/accept employment in the Delaware County Laborshed area are willing to commute an average of 28 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 (74.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.9 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

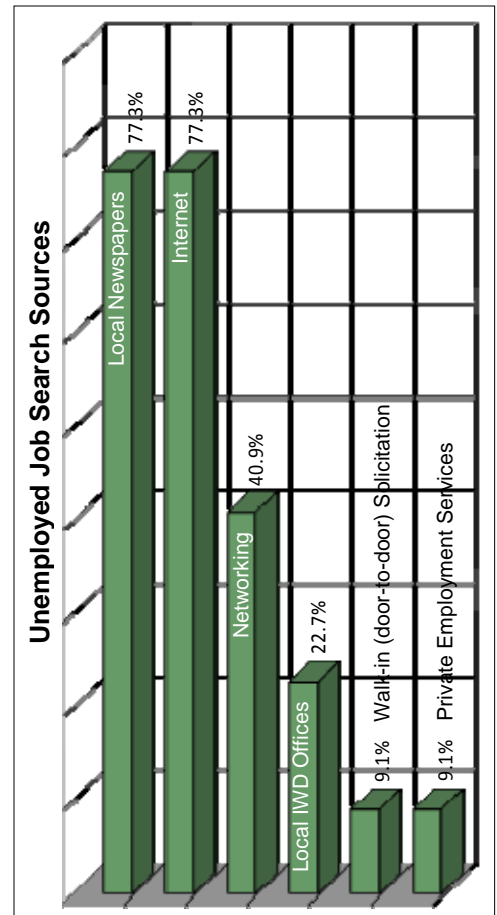
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	50.0%	30.0%	*	*	\$22.00
Manufacturing	59.8%	17.1%	25.6%	\$61,000	\$15.00
Transportation, Communication, & Utilities	56.2%	18.8%	18.8%	\$52,000	\$16.50
Wholesale & Retail Trade	51.9%	18.5%	20.4%	\$43,250	\$8.88
Finance, Insurance, & Real Estate	61.1%	11.1%	38.9%	\$69,000	\$10.03
Health Care & Social Services	75.5%	26.4%	20.7%	*	\$15.00
Personal Services	54.2%	16.7%	25.0%	\$34,500	\$10.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	63.6%	9.1%	27.3%	*	\$9.65
Public Administration & Government	78.3%	8.7%	26.0%	\$43,500	\$19.54
Education	80.0%	4.4%	68.9%	\$52,000	\$11.50

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 918 unemployed individuals are willing to accept employment
- Average age is 50 years old
- 52.0% are male; 48.0% are female
- Education:
 - 52.0% have an education beyond high school
 - 12.0% have an associate degree
 - 12.0% have an undergraduate degree
 - 8.0% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$13.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 24 miles one way for the right opportunity
- 70.8% expressed interest in temporary and 66.7% in seasonal employment opportunities
- 62.5% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 84.2%
 - Paid vacation - 52.6%
 - Pension/retirement options - 36.8%
 - Dental coverage - 31.6%
 - Paid holidays - 21.1%
 - Vision coverage - 21.1%
 - Life insurance - 10.5%
 - Disability insurance - 5.3%
 - Paid sick leave - 5.3%
 - Paid time off - 5.3%
 - Prescription drug coverage - 5.3%
- 62.5% 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 Delaware County Laborshed Analysis, contact:

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