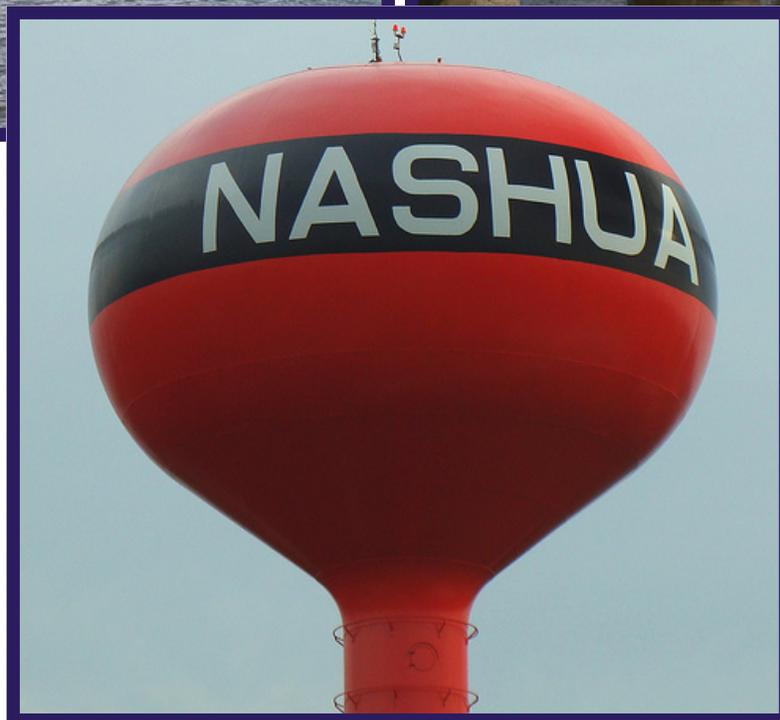
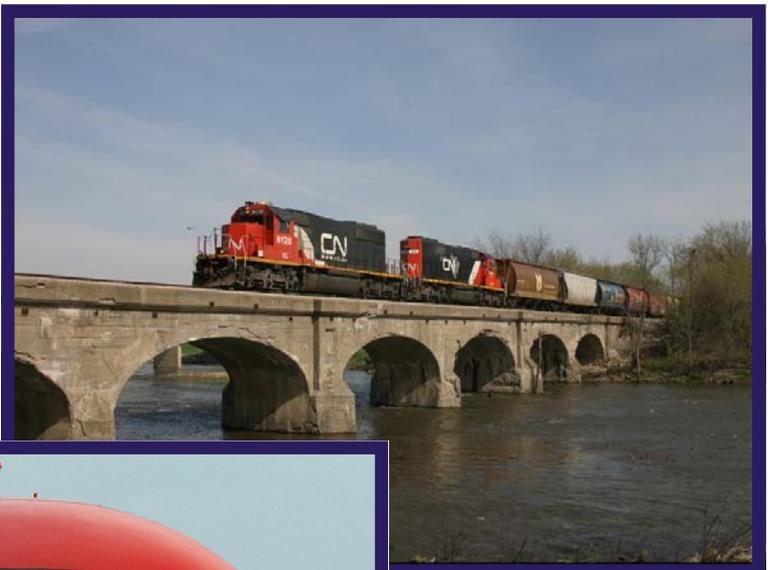


Nashua, Iowa Laborshed Analysis

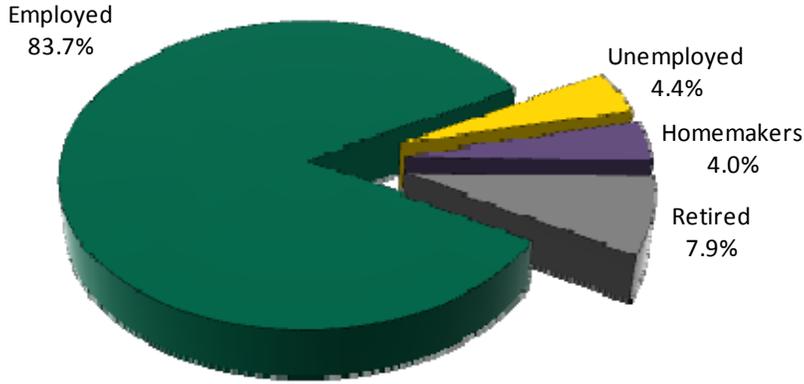


*A Study of Workforce Characteristics
Released February 2011*

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 Chickasaw 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: 104,481 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (11,314)

- 9,316 Employed
- 563 Unemployed
- 1,002 Homemakers, Not Employed
- 433 Retired

Quick Facts

(Employed - willing to change employment)

- 11.5% are working multiple jobs
- Currently working an average of 40 hours per week
- Average age is 48 years old
- 31.0% currently working within the production, construction, & material handling occupational category followed by 27.6% within the professional, paraprofessional, & technical occupational category
- Most frequently identified job search sources:
 - Local/Regional newspapers
Waterloo-Cedar Falls Courier
New Hampton Tribune
The Des Moines Register
 - Internet
www.iowaworkforce.org
www.monster.com
 - 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.

- 2.5% Inadequate hours (233 people)
- 4.0% Mismatch of skills (373 people)
- 1.5% Low income (140 people)
- 6.4% Total estimated underemployment (596 people)

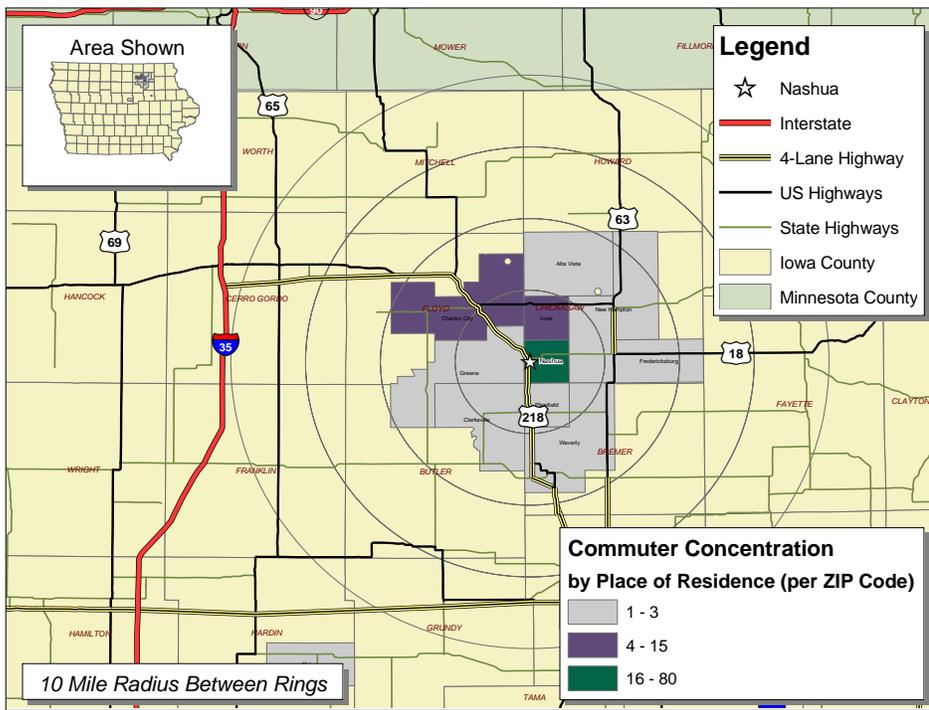
Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	20.8%	18,190
Education	18.0%	15,741
Wholesale & Retail Trade	12.3%	10,756
Health Care & Social Services	11.6%	10,144
Public Administration & Government	7.0%	6,122
Finance, Insurance, & Real Estate	6.3%	5,509
Professional Services	6.0%	5,247
Construction	5.3%	4,635
Personal Services	4.6%	4,023
Agriculture	4.2%	3,673
Transportation, Communication, & Utilities	3.1%	2,711
Entertainment & Recreation	0.4%	350
Active Military Duty	0.4%	350

Survey respondents from the Chickasaw 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.

Chickasaw County Laborshed Area



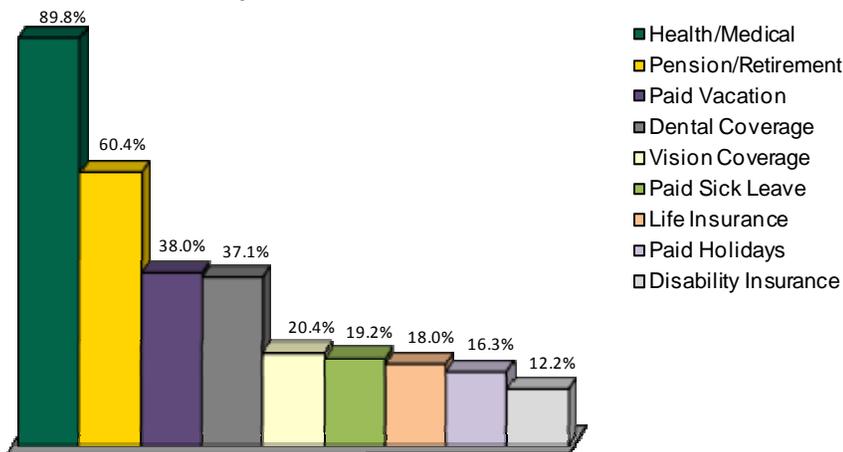
Commuting Statistics

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

Those who are willing to change/accept employment in the Chickasaw 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 (70.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 22.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

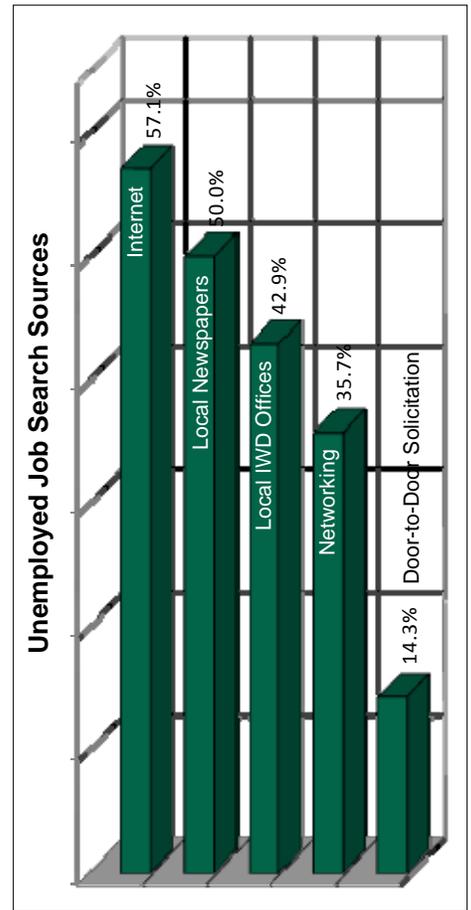
Industry	Education			Median Wages	
	Some Level Beyond High	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	53.8%	7.7%	7.7%	\$32,500	\$12.00
Construction	37.5%	12.5%	6.3%	*	\$18.00
Manufacturing	57.0%	16.5%	15.2%	\$56,000	\$14.92
Transportation, Communication, & Utilities	81.8%	9.1%	9.1%	*	\$23.50
Wholesale & Retail Trade	54.5%	6.8%	11.4%	\$74,000	\$10.00
Finance, Insurance, & Real Estate	50.0%	16.7%	22.3%	\$37,500	\$13.50
Health Care & Social Services	73.2%	17.1%	24.4%	\$35,500	\$13.73
Personal Services	46.2%	7.7%	23.1%	*	\$7.35
Entertainment & Recreation	*	*	*	*	*
Professional Services	66.7%	22.2%	33.3%	*	\$11.00
Public Administration & Government	66.7%	19.0%	23.8%	\$46,000	\$20.00
Education	82.0%	4.9%	67.2%	\$50,000	\$11.00

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

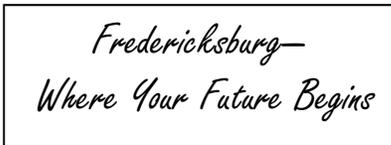
**Insufficient survey data/refused*

Unemployed - Those Willing to Enter/Re-enter Employment

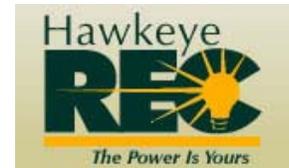
- An estimated 563 unemployed individuals are willing to accept employment
- Average age is 45 years old
- 57.1% are male; 42.9% are female
- Education:
 - 50.0% have an education beyond high school
 - 7.1% are trade certified
 - 7.1% have an associate degree
 - 7.1% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.86 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
- 78.6% expressed interest in temporary and 57.1% in seasonal employment opportunities
- 64.3% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Life insurance
 - Vision coverage
 - Disability insurance
 - Paid vacation
- 63.6% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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