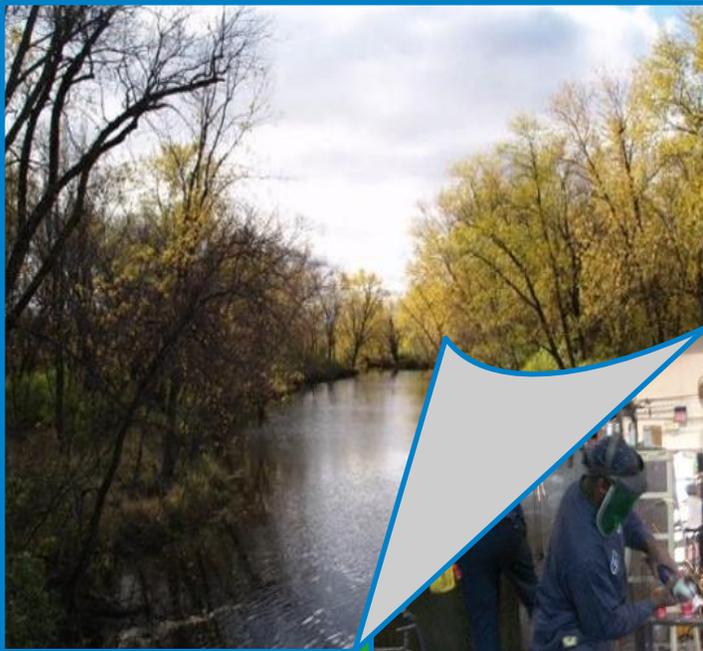


Oelwein

Fayette County

Laborshed Analysis

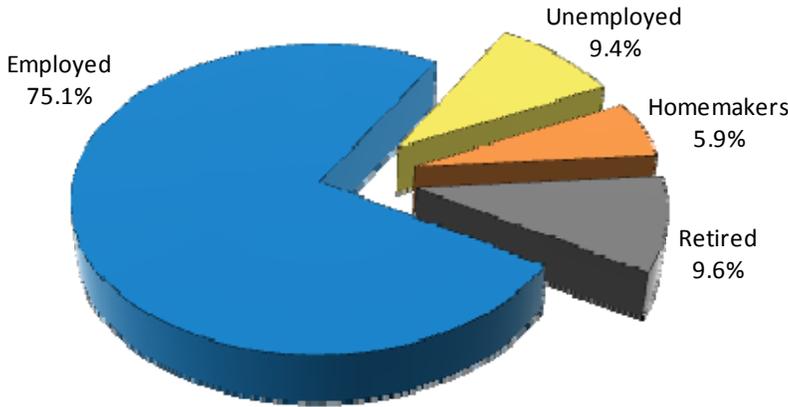


A Study of Workforce Characteristics
Released July 2011

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 Oelwein 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: 114,097 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (13,105)

- 10,558 Employed
- 828 Unemployed
- 701 Homemakers, Not Employed
- 1,018 Retired

Quick Facts

(Employed - willing to change employment)

- 15.3% are working multiple jobs
- Currently working an average of 39 hours per week
- Average age is 47 years old
- 29.6% currently working within the production, construction, & material handling occupational category followed by 21.1% within the clerical occupational category
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - Local/Regional newspapers
 - Waterloo-Cedar Falls Courier
 - Oelwein Register
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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.

- 3.2% Inadequate hours (338 people)
- 3.2% Mismatch of skills (338 people)
- 1.5% Low income (158 people)
- 6.9% Total estimated underemployment (729 people)

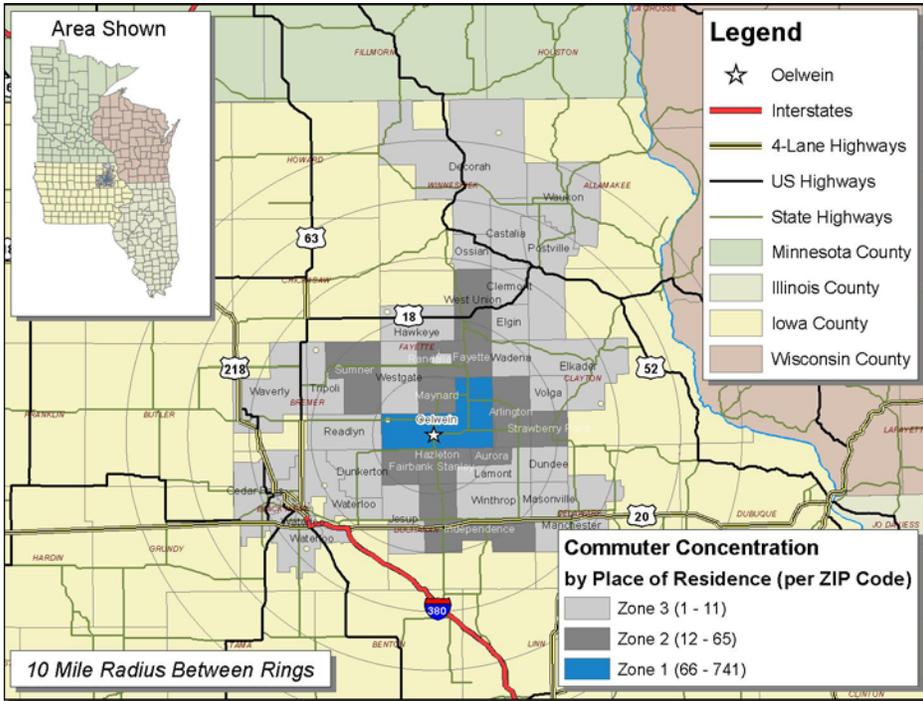
Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	19.0%	16,281
Healthcare & Social Services	16.0%	13,710
Wholesale & Retail Trade	13.0%	11,139
Manufacturing	12.3%	10,539
Transportation, Communication, & Utilities	7.1%	6,084
Finance, Insurance, & Real Estate	7.1%	6,084
Personal Services	6.0%	5,141
Professional Services	5.6%	4,798
Public Administration & Government	5.2%	4,456
Construction	4.1%	3,513
Agriculture	3.8%	3,256
Entertainment & Recreation	0.4%	343
Active Military Duty	0.4%	343

Survey respondents from the Oelwein 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 as shown in the table at left.

Oelwein Laborshed Area



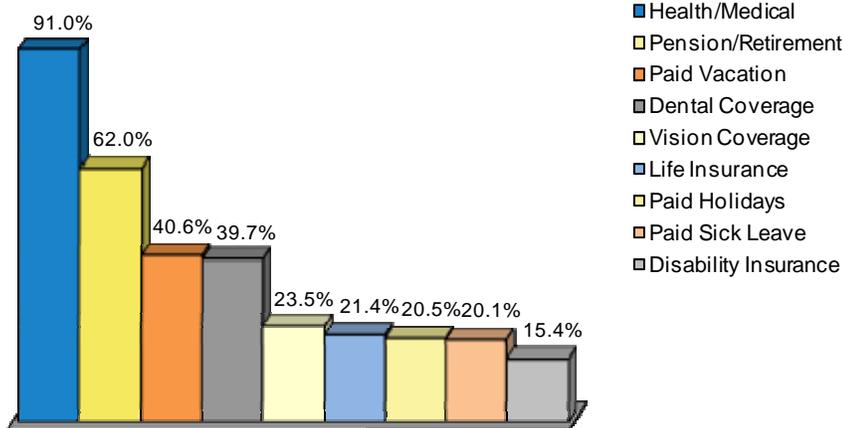
Commuting Statistics

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

Those who are willing to change/accept employment in the Oelwein Laborshed area are willing to commute an average of 26 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 (76.9%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.5 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

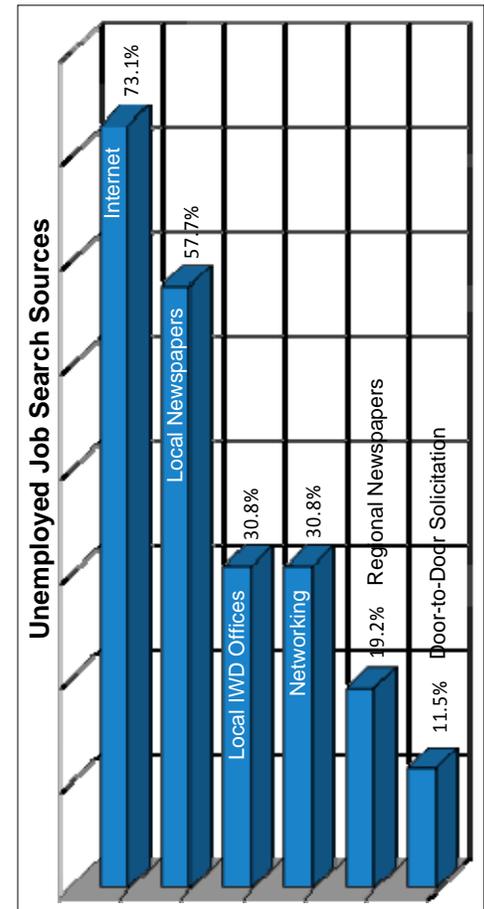
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	30.8%	*	15.4%	\$50,000	*
Construction	68.7%	12.5%	*	\$38,500	\$20.00
Manufacturing	54.7%	15.1%	17.0%	\$85,000	\$15.38
Transportation, Communication, & Utilities	39.3%	7.1%	10.7%	\$52,000	\$15.50
Wholesale & Retail Trade	55.1%	16.3%	16.3%	\$43,750	\$10.20
Finance, Insurance, & Real Estate	85.0%	25.0%	40.0%	\$61,500	*
Healthcare & Social Services	77.1%	14.6%	27.1%	\$80,000	\$13.02
Personal Services	57.1%	9.5%	28.6%	\$40,000	\$9.88
Entertainment & Recreation	*	*	*	*	*
Professional Services	75.0%	20.0%	30.0%	*	\$11.85
Public Administration & Government	88.9%	16.7%	38.9%	\$42,000	\$18.00
Education	77.8%	12.7%	61.8%	\$50,000	\$12.00

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 828 unemployed individuals are willing to accept employment
- Average age is 48 years old
- 60.7% are female; 39.3% are male
- Education:
 - 42.9% have an education beyond high school
 - 7.1% have vocational training
 - 14.3% have an associate degree
 - 17.9% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.21 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
- 67.9% expressed interest in temporary and 53.6% in seasonal employment opportunities
- 57.1% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 84.6%
 - Paid vacation - 38.5%
 - Pension/retirement options - 30.8%
 - Paid holidays - 26.9%
 - Dental coverage - 19.2%
 - Vision coverage - 19.2%
 - Life insurance - 15.4%
 - Paid sick leave - 15.4%
 - Disability insurance - 3.8%
 - Prescription drug coverage - 3.8%
- 61.9% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Oelwein Laborshed Analysis, contact:

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