

MITCHELL COUNTY, IA



LABORSHED ANALYSIS

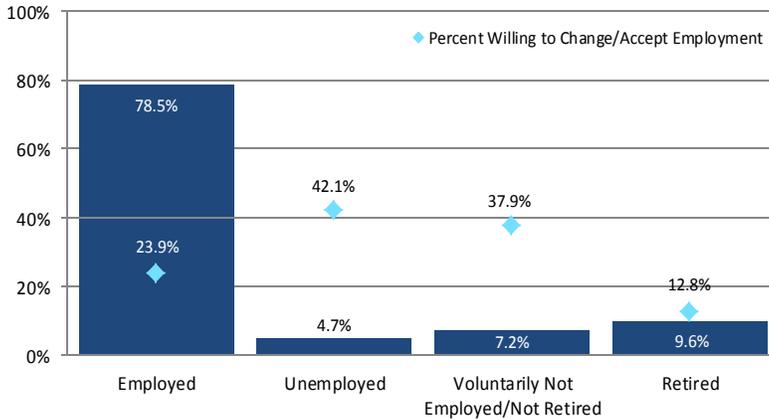
Spring 2014

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 Mitchell 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: 48,359 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (14,185)

- 11,760 Employed
- 687 Unemployed
- 733 Voluntarily Not Employed/Not Retired
- 1,005 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.

- 1.5% Inadequate hours (176 people)
- 2.7% Mismatch of skills (318 people)
- 2.2% Low income (259 people)
- 5.2% Total estimated underemployment (612 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*
Manufacturing	22.5%	8,541	80.0%	35.0%	5.3%
Education	12.4%	4,707	78.6%	27.3%	2.4%
Wholesale & Retail Trade	12.4%	4,707	76.7%	30.3%	9.3%
Healthcare & Social Services	11.6%	4,404	81.6%	16.1%	5.3%
Finance, Insurance & Real Estate	7.9%	2,999	87.5%	9.5%	0.0%
Personal Services	7.5%	2,847	83.3%	10.0%	4.2%
Public Administration & Government	6.7%	2,543	100%	33.3%	0.0%
Transportation, Communication & Utilities	6.0%	2,278	61.5%	12.5%	3.8%
Agriculture, Forestry & Mining	5.6%	2,126	93.8%	6.7%	6.2%
Professional Services	4.1%	1,556	84.6%	36.4%	0.0%
Construction	3.0%	1,139	72.7%	25.0%	18.2%
Entertainment & Recreation	0.3%	114	*	*	*

*Insufficient survey data/refused

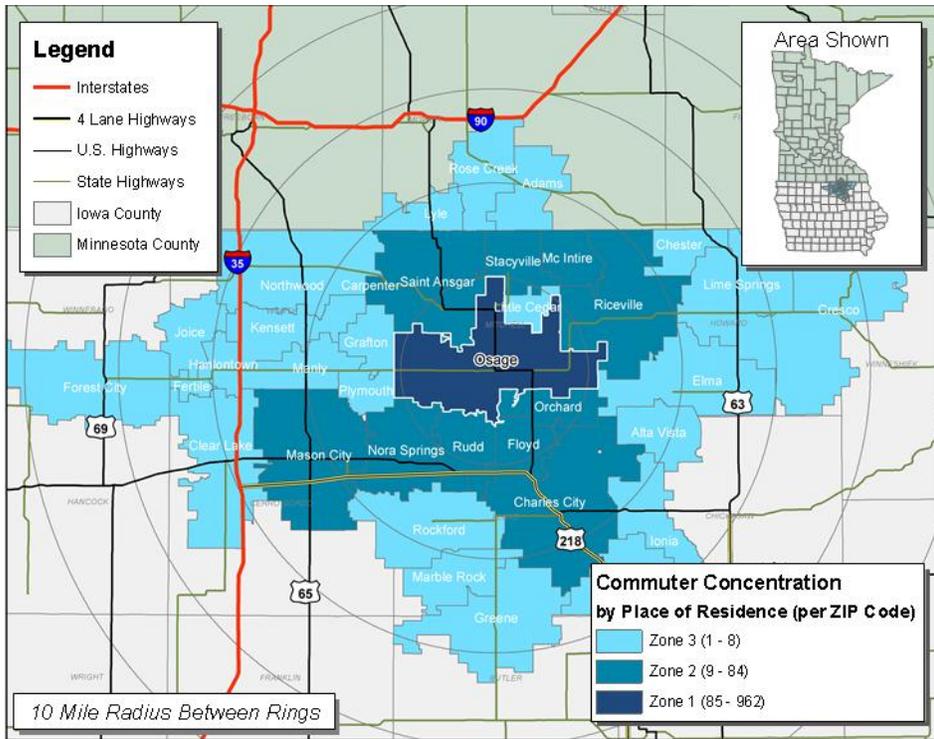
Survey respondents from the Mitchell County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 12.0% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 50 years old
- 27.0% currently working within the production, construction & material handling occupational category followed by 23.0% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 80.6%
 - www.monster.com
 - www.iowajobs.org
 - www.careerbuilder.com
 - Local/Regional newspapers - 54.2%
 - Globe Gazette - Mason City
 - Mitchell County Press News
 - The Des Moines Register
 - Networking through friends, family and acquaintances - 22.2%
 - Local IowaWORKS Centers - 13.9%

Mitchell County Laborshed Area



Commuting Statistics

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

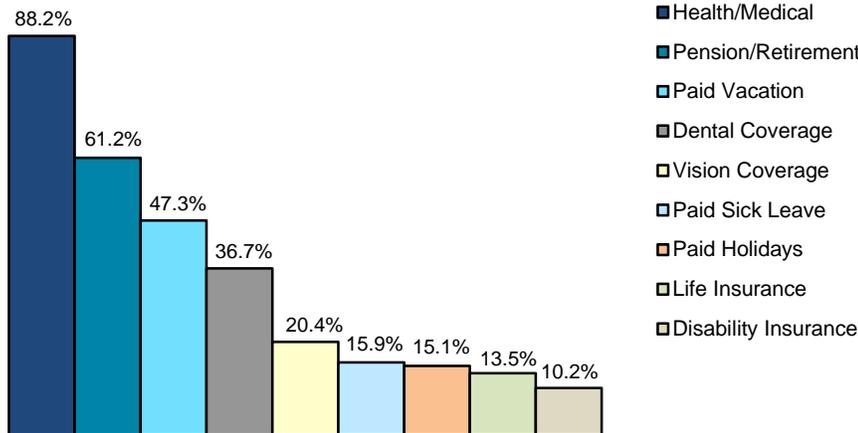
Those who are willing to change/accept employment in the Mitchell County Laborshed area are willing to commute an average of 22 miles one way for employment opportunities.

The out commute for Osage is estimated at 27.6 percent—approximately 544 people living in Osage who work in other communities.

Most of those who are out commuting are working in Mason City or Charles City.

Nearly one-fifth (17.2%) of out commuters are willing to change employment (approximately 94 people).

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 (76.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 18.4 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

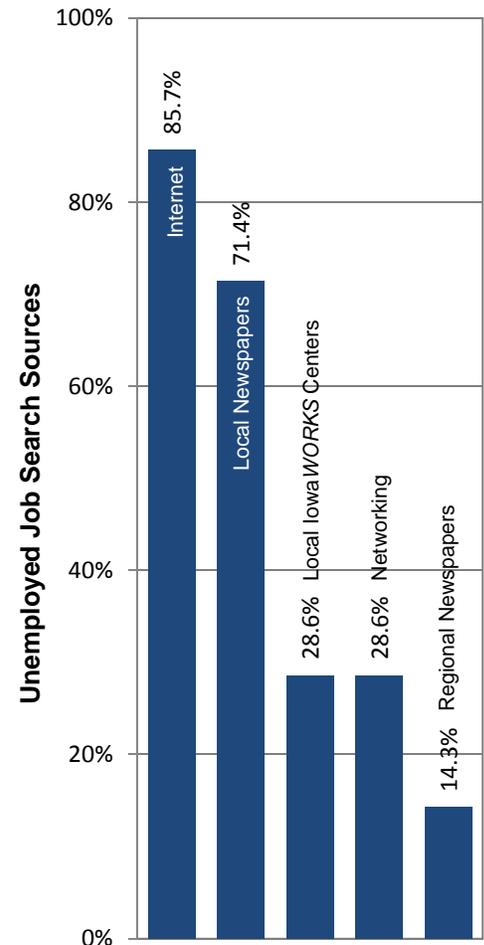
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	37.5%	0.0%	12.6%	*	*
Construction	45.5%	18.2%	9.1%	*	\$15.75
Manufacturing	53.4%	10.7%	16.0%	\$60,000	\$16.93
Transportation, Communication & Utilities	65.4%	26.9%	11.5%	\$57,500	\$19.95
Wholesale & Retail Trade	44.2%	9.3%	7.0%	\$45,000	\$8.25
Finance, Insurance & Real Estate	95.8%	8.3%	54.2%	\$55,000	\$15.25
Healthcare & Social Services	86.8%	21.1%	36.8%	*	\$17.60
Personal Services	58.3%	12.5%	25.1%	\$31,500	\$10.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	69.2%	7.7%	15.4%	*	\$16.00
Public Administration & Government	77.8%	22.2%	27.8%	\$61,500	\$19.50
Education	80.9%	0.0%	66.7%	\$50,000	\$13.50

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 687 unemployed individuals are willing to accept employment
- Average age is 50 years old
- 62.5% are male; 37.5% are female
- Education:
 - 75.0% have an education beyond high school
 - 12.5% have an associate degree
 - 12.5% have an undergraduate degree
 - 25.0% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.55 to \$13.88/hr. with a median of the lowest wage of \$10.55
- Willing to commute an average of 34 miles one way for the right opportunity
- 62.5% expressed interest in seasonal and 50.0% in temporary employment opportunities
- 50.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 83.3%
 - Pension/retirement options - 33.3%
 - Dental coverage - 16.7%
 - Disability insurance - 16.7%
 - Paid vacation - 16.7%
 - Paid sick leave - 16.7%
 - Prescription drug coverage - 16.7%
 - Stock options - 16.7%
 - Vision coverage - 16.7%
- 66.7% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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For more information regarding the Mitchell County Laborshed Analysis, contact:

Mitchell County Economic Development Commission

509 State Street
Osage, IA 50461
Phone/Fax: 641.732.4790
E-mail: mcedc@osage.net
www.mitchellcountya.com