

Clarke County, Iowa Laborshed Analysis



Released October 2013

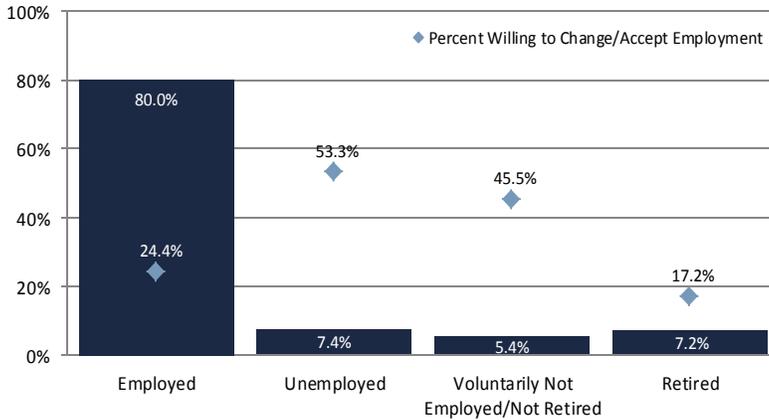
A Study of Workforce Characteristics



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 Clarke 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: 254,227 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (24,963)

- 17,145 Employed
- 1,599 Unemployed
- 1,272 Voluntarily Not Employed/Not Retired
- 4,947 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.

- 2.2% Inadequate hours (377 people)
- 3.7% Mismatch of skills (634 people)
- 0.7% Low income (120 people)
- 5.7% Total estimated underemployment (977 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
Finance, Insurance & Real Estate	13.7%	27,863	86.4%	23.7%	4.5%
Manufacturing	13.0%	26,440	78.3%	25.0%	13.0%
Education	12.6%	25,626	79.5%	20.0%	0.0%
Wholesale & Retail Trade	11.9%	24,202	71.7%	27.3%	17.4%
Healthcare & Social Services	11.2%	22,779	79.5%	22.6%	7.7%
Public Administration & Government	10.1%	20,542	84.8%	14.3%	3.0%
Transportation, Communication & Utilities	8.7%	17,694	82.8%	25.0%	10.3%
Professional Services	4.7%	9,559	81.3%	15.4%	0.0%
Personal Services	4.3%	8,745	85.7%	16.7%	0.0%
Agriculture, Forestry & Mining	3.6%	7,322	90.9%	20.0%	0.0%
Entertainment & Recreation	2.9%	5,898	88.9%	75.0%	11.1%
Construction	2.5%	5,085	87.5%	14.3%	12.5%
Active Military Duty	0.8%	1,627	*	*	*

* Insufficient survey data/refused

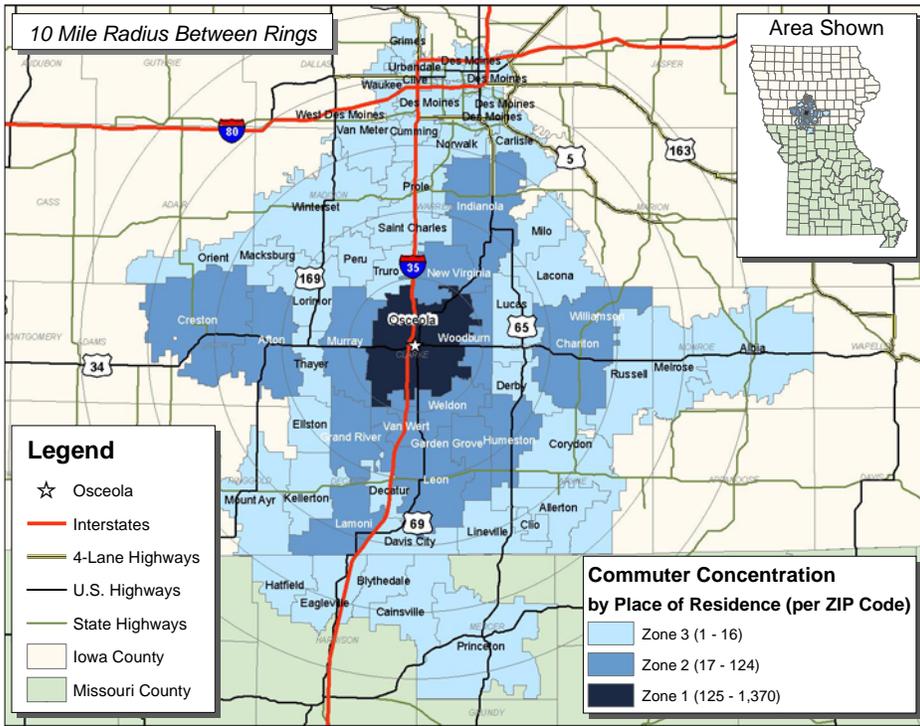
Survey respondents from the Clarke County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the finance, insurance & real estate industry.

Quick Facts

(Employed - willing to change employment)

- 14.1% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 47 years old
- 31.2% currently working within the professional, paraprofessional & technical occupational category followed by 19.5% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 85.5%
 - www.monster.com
 - www.careerbuilder.com
 - www.craigslist.org
 - www.iowajobs.org
 - Local/Regional newspapers - 39.4%
 - The Des Moines Register*
 - Osceola Sentinel-Tribune*
 - Creston News Advertiser*
 - Networking through friends, family and acquaintances - 18.4%
 - Local IowaWORKS Centers - 10.5%

Clarke County Laborshed Area



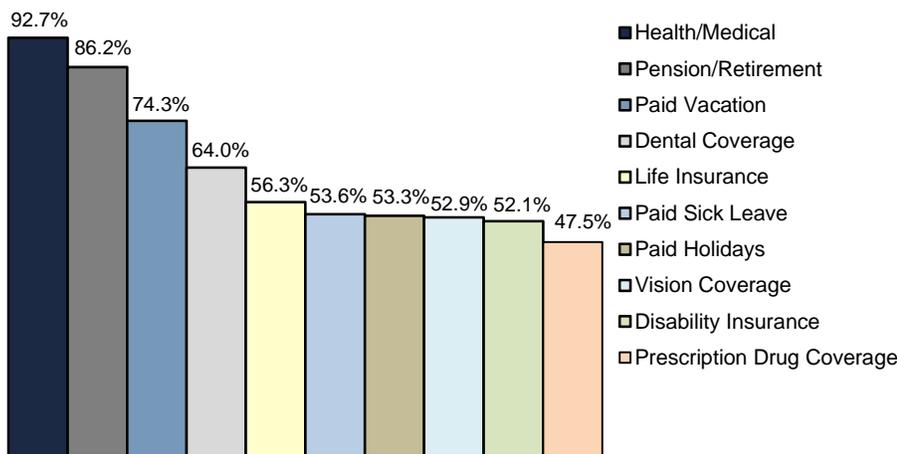
Commuting Statistics

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

Those who are willing to change/accept employment in the Clarke County 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 (81.1%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 12.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

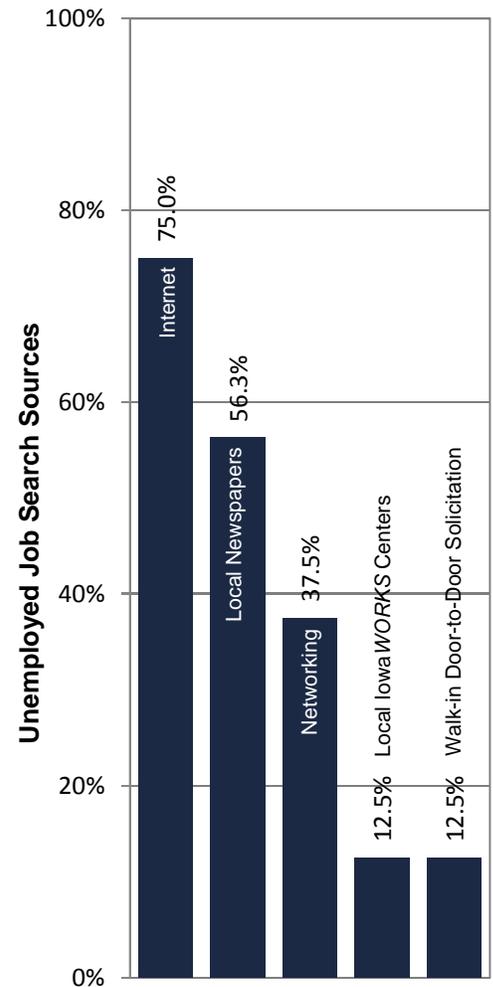
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	27.3%	18.2%	0.0%	\$31,800	*
Construction	50.0%	12.5%	25.0%	*	*
Manufacturing	45.7%	6.5%	15.2%	\$70,000	\$15.05
Transportation, Communication & Utilities	55.2%	13.8%	27.5%	\$70,000	\$22.50
Wholesale & Retail Trade	65.2%	10.9%	19.6%	\$55,000	\$10.00
Finance, Insurance & Real Estate	90.9%	18.2%	68.2%	\$70,000	\$19.00
Healthcare & Social Services	71.8%	20.5%	28.2%	\$67,500	\$12.60
Personal Services	92.9%	7.1%	42.8%	\$32,500	\$10.25
Entertainment & Recreation	77.8%	11.1%	33.3%	*	\$12.53
Professional Services	81.2%	12.5%	68.7%	\$60,000	\$15.00
Public Administration & Government	63.6%	18.2%	33.4%	\$65,000	\$22.00
Education	93.2%	9.1%	77.3%	\$50,000	\$10.92

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 1,599 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 56.3% are male; 43.8% are female
- Education:
 - 68.7% have an education beyond high school
 - 6.3% are trade certified
 - 12.5% have vocational training
 - 18.8% have an associate degree
 - 12.5% have an undergraduate degree
 - 12.5% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$14.00 to \$14.63/hr. with a median of the lowest wage of \$12.50
- Willing to commute an average of 21 miles one way for the right opportunity
- 62.5% expressed interest in temporary and 62.5% in seasonal employment opportunities
- 43.8% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 91.7%
 - Dental coverage - 41.7%
 - Paid vacation - 41.7%
 - Paid holidays - 33.3%
 - Vision coverage - 33.3%
 - Paid sick leave - 25.0%
 - Prescription drug coverage - 25.0%
 - Life insurance - 16.7%
 - Pension/retirement options - 16.7%
 - Disability insurance - 8.3%
 - Paid time off - 8.3%
- 63.6% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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