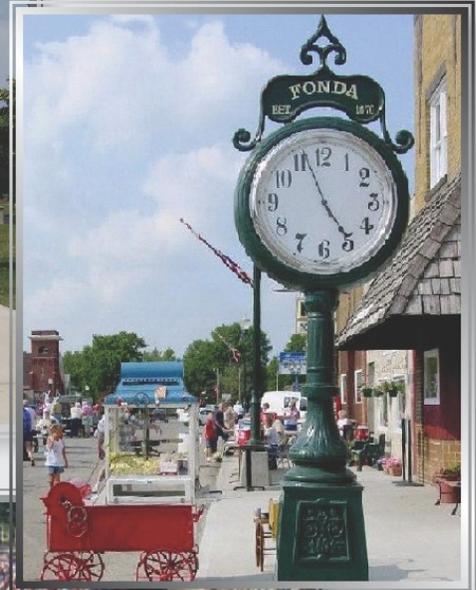


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# LABORSHED ANALYSIS

# POCAHONTAS COUNTY

*A Great Place to Live, Work and Play*



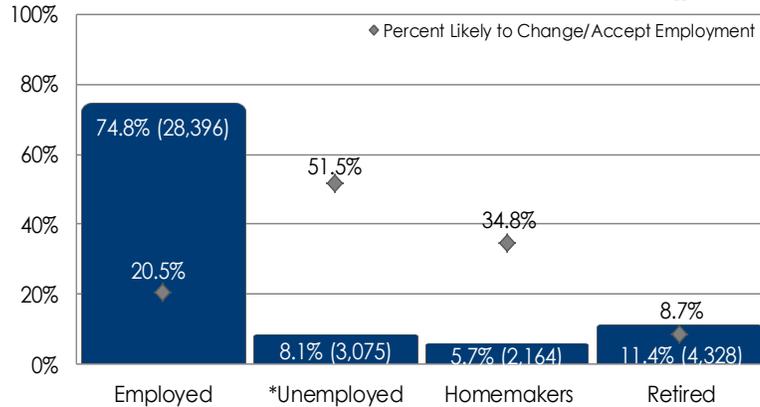
A Study of Workforce Characteristics

*Released June 2015*

# POCAHONTAS COUNTY LABORSHED ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This Laborshed analysis addresses the workforce characteristics of the Pocahontas County Laborshed area.

## EMPLOYMENT STATUS (ESTIMATED TOTAL)\*



\*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: 37,963 (entire Laborshed area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Pocahontas (4,706):**

- 3,886 Employed
- 210 Unemployed
- 239 Homemakers
- 371 Retired

## EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- 19.4% are working multiple jobs
- Currently working an average of 44 hrs/week
- Average age is 50 years old
- 26.2% currently working within the managerial occupational category followed by 19.7% within the production, construction & material handling and professional, paraprofessional & technical occupational categories
- Most frequently identified job search resources:

[www.monster.com](http://www.monster.com)  
[www.indeed.com](http://www.indeed.com)  
[www.iowajobs.org](http://www.iowajobs.org)

Internet,  
83.6%

*The Messenger - Fort Dodge*  
*The Des Moines Register*  
*Pocahontas Record-Democrat*

Local Newspapers,  
57.4%

IowaWORKS Centers,  
26.2%

Networking,  
21.3%



## UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.7%	66
Mismatch of Skills	2.2%	85
Low Income	1.2%	47
†Total Underemployment	4.4%	171

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

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and work 35 or more hours per week.

## EMPLOYMENT LEVELS AND STATUS BY INDUSTRY



Industry	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Manufacturing	13.9%	3,947	67.3%	37.1%	21.2%
Agriculture, Forestry & Mining	13.1%	3,720	91.7%	6.1%	2.8%
Healthcare & Social Services	13.1%	3,720	78.6%	30.3%	4.8%
Wholesale & Retail Trade	12.4%	3,521	67.4%	22.6%	6.5%
Public Administration & Government	11.2%	3,180	84.8%	10.7%	3.0%
Education	10.8%	3,067	69.2%	18.5%	0.0%
Transportation, Communication & Utilities	7.2%	2,045	72.0%	27.8%	8.0%
Finance, Insurance & Real Estate	5.6%	1,590	77.8%	21.4%	5.6%
Personal Services	4.4%	1,249	78.6%	18.2%	7.1%
Construction	4.0%	1,136	90.9%	10.0%	9.1%
Professional Services	3.5%	994	69.2%	33.3%	23.1%
Entertainment & Recreation	0.8%	227	**	**	**

\*\* Insufficient survey data/refused

Survey respondents from the Pocahontas 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.

## COMMUTING STATISTICS



The map at the right represents the concentration of those who are likely to commute into Pocahontas from their home ZIP for an employment opportunity.

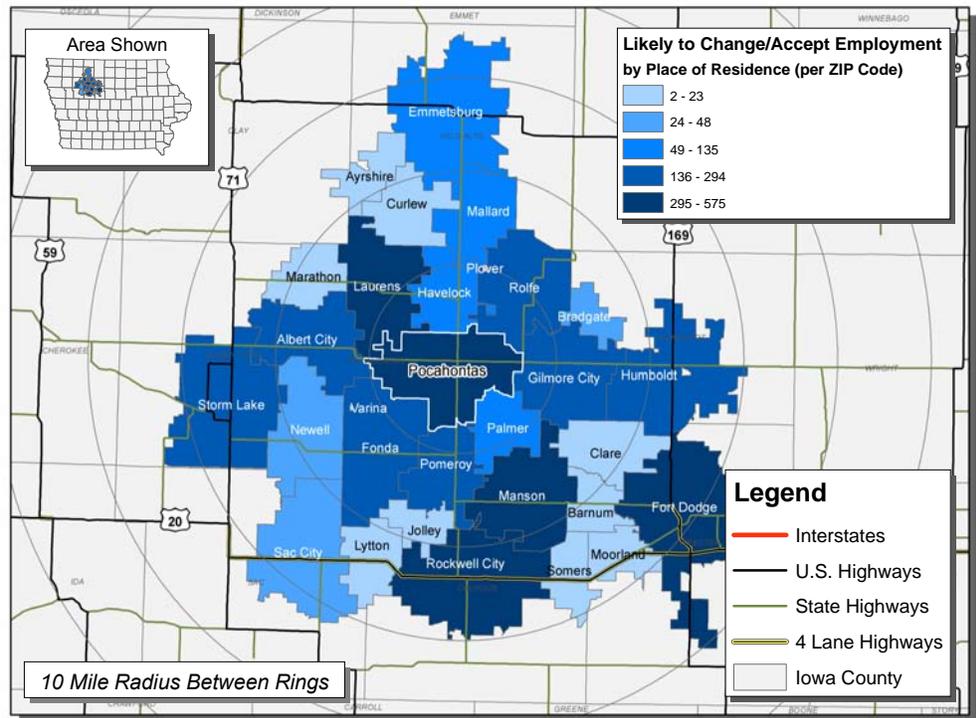
Those who are likely to change/accept employment in the Pocahontas County Laborshed area are willing to commute an average of 24 miles one-way for employment opportunities.

The out commute for Pocahontas is estimated at 26.7 percent—approximately 234 people living in Pocahontas work in other communities.

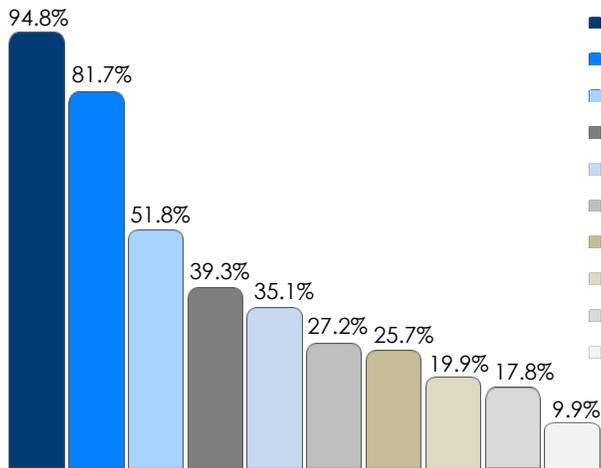
Most of those who are out commuting are working in Laurens, Humboldt, Havelock or Pomeroy.

One-fourth (25.0%) of out commuters are likely to change employment (approximately 58 people).

## CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN POCAHONTAS



## TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



- Health/Medical Insurance
- Pension/Retirement/401K
- Dental Coverage
- Paid Vacation
- Vision Coverage
- Life Insurance
- Paid Sick Leave
- Disability Insurance
- Paid Holidays
- Paid Time Off

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 full-time.

The majority (72.4%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.8 percent indicate their employer pays the entire cost of insurance premiums.

## EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	41.6%	8.3%	13.9%	\$70,000	\$13.88
Construction	72.7%	27.3%	9.1%	**	**
Education	89.7%	10.3%	59.0%	\$50,000	\$12.60
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	77.8%	16.7%	38.9%	\$62,000	\$13.00
Healthcare & Social Services	90.5%	35.7%	35.6%	\$58,000	\$14.96
Manufacturing	51.9%	15.4%	17.3%	\$65,000	\$14.25
Personal Services	84.6%	7.7%	30.8%	\$32,000	\$7.63
Professional Services	61.5%	7.7%	38.5%	**	\$15.00
Public Administration & Government	87.9%	9.1%	48.4%	\$52,500	\$24.90
Transportation, Communication & Utilities	48.0%	4.0%	16.0%	\$38,000	\$13.00
Wholesale & Retail Trade	47.8%	6.5%	4.3%	\$55,000	\$9.50

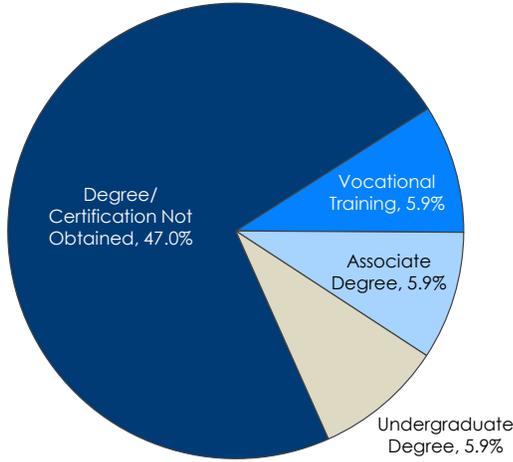
This table includes all respondents without consideration of employment status or willingness to change/enter employment.

\*\*Insufficient survey data/refused



## UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- An estimated 210 unemployed individuals are likely to accept employment
- Average age is 45 years old
- 52.9% are female; 47.1% are male
- **Education:**
  - 64.7% are educated beyond high school

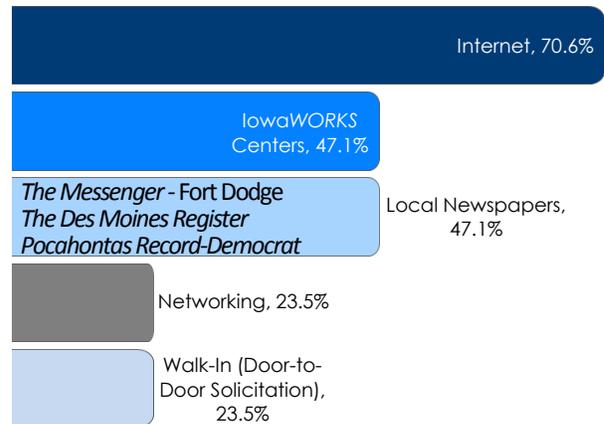


- **Wages:**
  - \$10.00/hr - to attract 66% of applicants
  - \$10.25/hr - to attract 75% of applicants
  - \$10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 25 miles one way for the right opportunity
- 88.2% expressed interest in seasonal and 58.8% in temporary employment opportunities
- 70.6% expressed interest in working varied shifts

## DESIRED BENEFITS



## TOP UNEMPLOYED JOB SEARCH RESOURCES



### SPONSORED IN PARTNERSHIP WITH:



### FOR MORE INFORMATION REGARDING THE POCAHONTAS COUNTY LABORSHED ANALYSIS, CONTACT:

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