

Prosperity [eastern i o w a]

Laborshed Analysis

A Study of Workforce Characteristics
Released November 2012



Delaware, Dubuque, Jackson, & Jones Counties
and the City of DeWitt in Clinton County

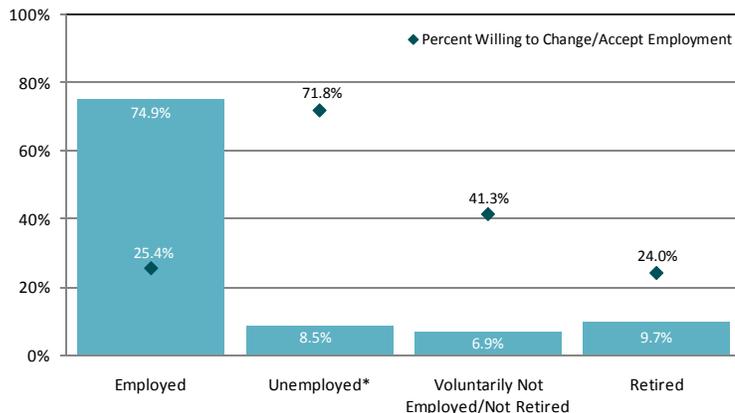
Laborshed Studies

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 Prosperity Eastern Iowa region, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from the Anamosa, DeWitt, Dubuque, Manchester, Maquoketa and Monticello Laborshed studies (1,989 total completed surveys). Customized industry specific and community specific information is available upon request.

Occupations and Employment Status in the Prosperity Eastern Iowa Region

Survey respondents from the Prosperity Eastern Iowa region were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the management; office and administrative support; or production occupational categories. The top industries are manufacturing; education; healthcare/social services; and wholesale & retail trade.

The chart below shows the percentage of respondents by employment status within the Prosperity Eastern Iowa regional commuting area.



Total Potential Labor Force: 517,480
(entire Regional Commuting Area)

Occupations	% within Region
Management	18.0%
Office & Administrative Support	14.5%
Production	10.0%
Education, Training & Library	9.6%
Healthcare Practitioner & Technical	8.0%
Sales & Related	6.2%
Transportation & Material Moving	4.8%
Business & Financial Operations	4.5%
Installation, Maintenance & Repair	3.0%
Construction & Extraction	2.8%
Food Preparation & Serving Related	2.6%
Healthcare Support	2.5%
Architecture & Engineering	2.3%
Building/Grounds Cleaning & Maintenance	2.1%
Computer & Mathematical Science	1.8%
Community & Social Services	1.6%
Personal Care & Service	1.6%
Arts, Design, Entertainment, Sports & Related	1.1%
Life, Physical & Social Science	1.1%
Protective Service	1.0%
Legal	0.5%
Farming, Fishing & Forestry	0.3%
Military Specific	0.1%

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 who worked for higher wages at previous employment.

- 1.9% Inadequate hours
- 2.8% Mismatch of skills
- 0.9% Low income
- 4.7% Total estimated underemployment

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

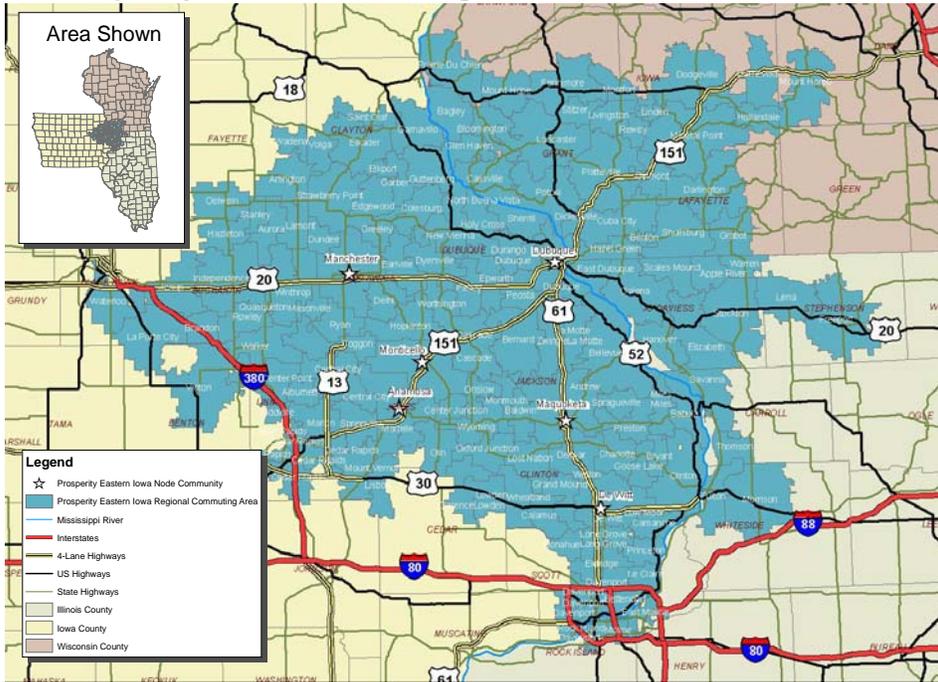
Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Manufacturing	17.2%	66,577	71.7%	22.9%	8.6%
Education	15.9%	61,545	76.3%	15.0%	4.2%
Healthcare & Social Services	14.7%	56,900	77.4%	21.6%	9.2%
Wholesale & Retail Trade	14.2%	54,965	69.8%	40.6%	14.3%
Transportation, Communication & Utilities	6.6%	25,547	70.0%	29.8%	8.3%
Public Administration & Government	6.6%	25,547	73.5%	15.7%	3.5%
Finance, Insurance & Real Estate	6.1%	23,612	82.8%	20.8%	4.3%
Professional Services	5.8%	22,450	83.9%	38.4%	9.2%
Personal Services	5.5%	21,289	81.4%	27.1%	3.5%
Construction	3.3%	12,773	76.4%	28.6%	16.4%
Agriculture	3.2%	12,386	85.1%	5.0%	6.4%
Entertainment & Recreation	0.7%	2,710	56.3%	55.6%	18.8%
Other (Non-profit, Religious, Military, etc.)	0.2%	774	*	*	*

**Insufficient survey data/refused*

Survey respondents from the Prosperity Eastern Iowa regional commuting area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Prosperity Eastern Iowa Regional Laborshed Area



Those who are employed willing to change employment in the Prosperity Eastern Iowa region are willing to commute an average of 27 miles one way for employment opportunities.

Quick Facts

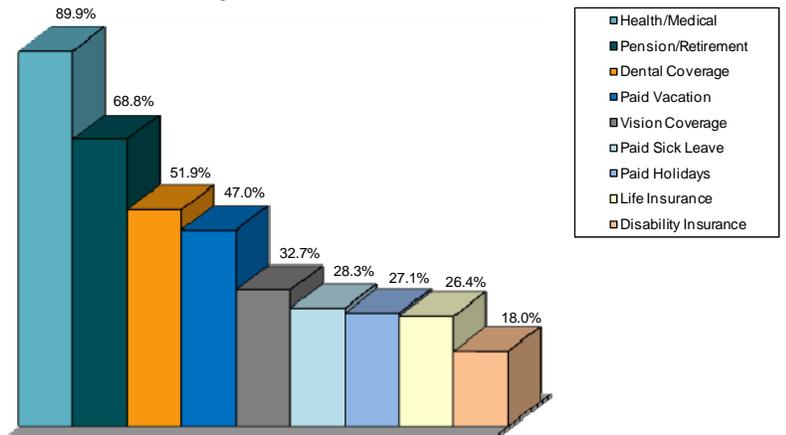
(Employed - willing to change employment)

- 25.4% are willing to change employment
- 17.5% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 46 years old
- 25.3% currently working in the production, construction & material handling occupational category, followed by 22.3% in the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet
 - www.monster.com
 - www.accessdubuque.com
 - www.iowaworkforce.org
 - Local/Regional newspapers
 - *The Gazette* - Cedar Rapids
 - *Telegraph Herald* - Dubuque
 - *Quad City Times*
 - Networking through friends, family or acquaintances
 - Local IowaWORKS Centers

Benefits Currently Offered

The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at right provides the percentage of responses from those who are currently employed.

The majority (80.2%) of respondents state they are currently sharing the cost of health insurance premiums with their employer. However, 12.6 percent indicate their employer pays the entire cost of insurance premiums.



Education and Current Median Wage Characteristics by Industry

Industry	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture, Forestry & Mining	49.0%	10.6%	14.9%	2.1%	\$40,000	\$14.00
Construction	49.1%	12.7%	12.7%	3.6%	\$55,000	\$22.00
Manufacturing	56.9%	11.2%	19.1%	7.6%	\$75,000	\$16.50
Transportation, Communication & Utilities	69.2%	13.3%	20.0%	4.2%	\$56,000	\$14.83
Wholesale & Retail Trade	60.1%	11.2%	19.0%	1.9%	\$48,000	\$10.00
Finance, Insurance, & Real Estate	78.5%	15.1%	29.1%	9.7%	\$63,000	\$14.15
Healthcare & Social Services	83.3%	21.3%	20.9%	12.6%	\$64,500	\$15.00
Personal Services	69.8%	16.3%	18.6%	10.5%	\$49,000	\$12.35
Entertainment & Recreation	68.7%	18.8%	37.5%	0.0%	\$30,000	\$8.63
Professional Services	67.8%	13.8%	25.3%	11.5%	\$65,000	\$13.27
Public Administration & Government	77.0%	9.7%	34.5%	7.1%	\$59,000	\$20.52
Education	86.6%	8.4%	32.4%	35.1%	\$50,000	\$12.10

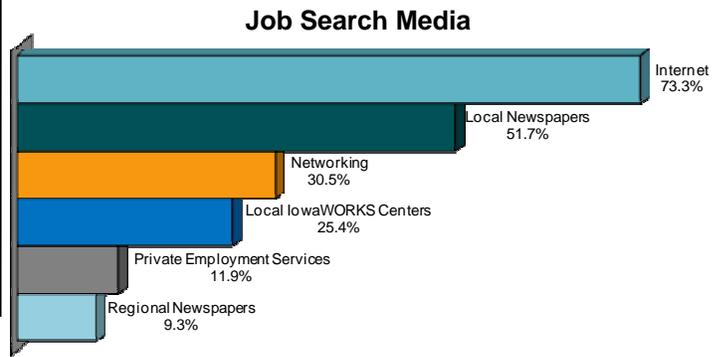
This table includes all respondents without consideration of employment status, willingness to change/enter employment, or occupation

Unemployed - Those Willing to Enter/Re-enter Employment

- 8.5% of the region are unemployed*
- 71.8% are willing to accept employment
- 48.3% have become unemployed within the last year;
- Average age is 48 years old
- 55.7% are female and 44.3% are male
- Education:
 - 59.8% have some post high school education
 - 2.5% are trade certified
 - 2.5% completed vocational training
 - 10.7% have an associate degree
 - 18.0% have an undergraduate degree
 - 4.9% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% of qualified hourly wage applicants is \$11.14 to \$12.00 per hour with a median lowest wage considered of \$10.00 per hour
- 71.9% expressed interest in temporary employment opportunities
- 66.1% expressed interest in seasonal employment opportunities
- 51.2% expressed interest in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 25 miles one way for the right opportunity

- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 84.2%
 - Pension/retirement options - 35.6%
 - Dental coverage - 31.7%
 - Paid vacation - 30.7%
 - Vision coverage - 17.8%
 - Paid holidays - 12.9%
 - Paid sick leave - 11.9%
 - Life insurance - 7.9%
 - Prescription drug coverage - 5.9%
 - Disability insurance - 4.0%
- 64.7% are seeking employment offers where the employer/employee share the cost of medical insurance premiums.

**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*



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