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Sac County, Iowa

Laborshed Analysis

A study of Workforce Characteristics

2013

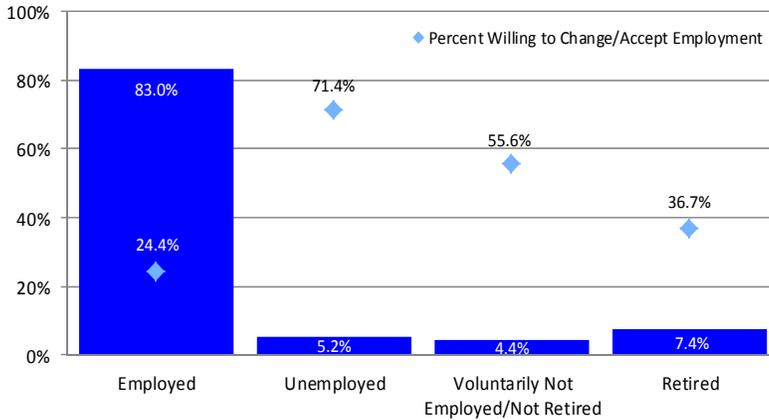


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Laborshed Studies

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 Sac 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: 28,586 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,335)

- 4,881 Employed
- 274 Unemployed
- 345 Voluntarily Not Employed/Not Retired
- 835 Retired

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.

- 2.0% Inadequate hours (98 people)
- 3.0% Mismatch of skills (146 people)
- 1.5% Low income (73 people)
- 5.7% Total estimated underemployment (278 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
Healthcare & Social Services	17.3%	4,105	86.4%	27.5%	3.4%
Education	17.0%	4,033	84.7%	34.0%	3.4%
Wholesale & Retail Trade	16.0%	3,796	82.5%	19.1%	10.5%
Manufacturing	10.9%	2,586	72.7%	28.1%	6.8%
Public Administration & Government	9.2%	2,183	90.0%	22.2%	0.0%
Agriculture, Forestry & Mining	8.5%	2,017	92.6%	12.0%	0.0%
Transportation, Communication & Utilities	5.1%	1,210	83.3%	6.7%	0.0%
Construction	4.8%	1,139	100%	14.3%	0.0%
Finance, Insurance & Real Estate	4.1%	973	80.0%	50.0%	0.0%
Personal Services	3.1%	736	90.0%	22.2%	10.0%
Professional Services	3.1%	736	64.3%	33.3%	28.6%
Entertainment & Recreation	0.7%	166	*	*	*
Active Military Duty	0.2%	47	*	*	*

*Insufficient survey data/refused

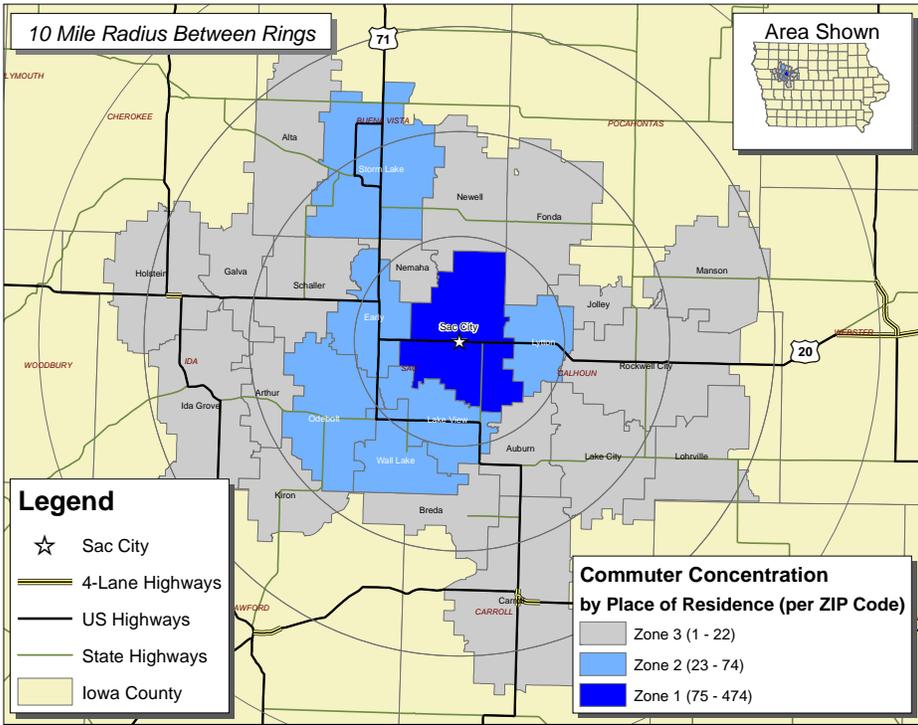
Survey respondents from the Sac County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the healthcare & social services industry.

Quick Facts

(Employed - willing to change employment)

- 23.2% are working multiple jobs
- Currently working an average of 44 hours per week
- Average age is 47 years old
- 29.6% currently working within the professional, paraprofessional & technical occupational category followed by 24.7% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 80.5%
www.iowajobs.org
www.reap.net
 - Local/Regional newspapers - 63.4%
The Des Moines Register
Tri County Reminder - Rockwell City
Sac Sun
Storm Lake Times
 - Networking through friends, family and acquaintances - 25.6%
 - Local IowaWORKS Centers - 15.9%

Sac County Laborshed Area



Commuting Statistics

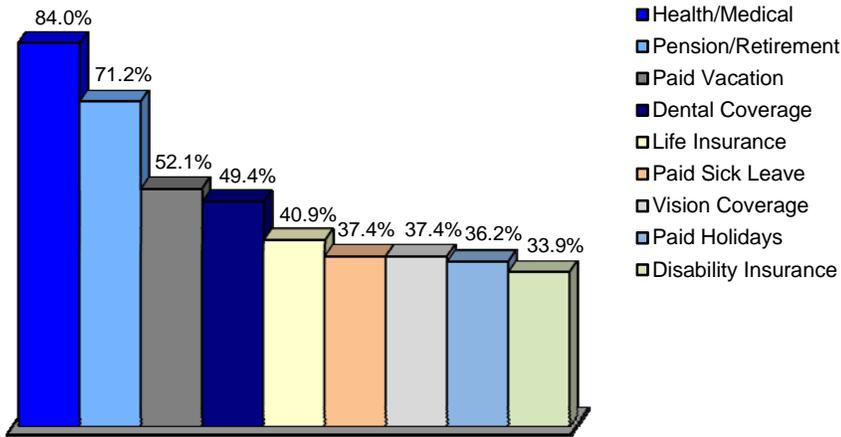
The map at the left represents commuting patterns into Sac City with the concentration per ZIP code represented in the legend.

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



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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 (70.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 22.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

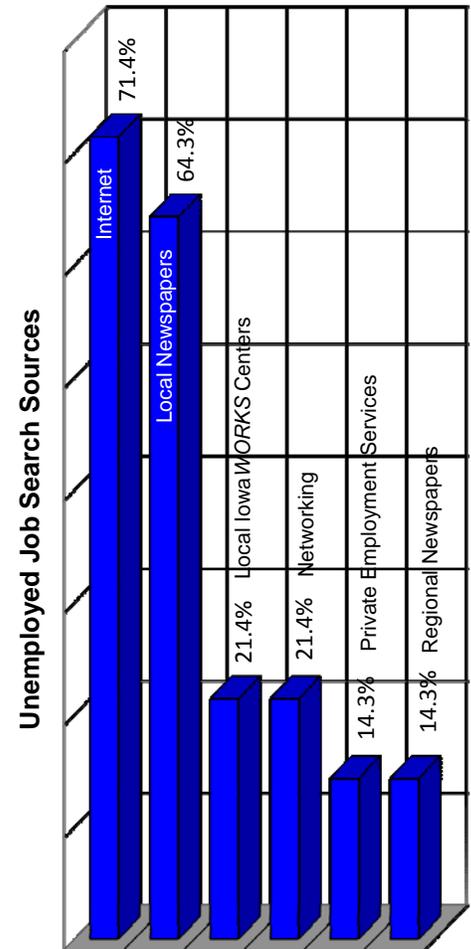
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	63.0%	14.8%	18.5%	\$38,500	*
Construction	42.9%	7.1%	0.0%	*	\$27.50
Manufacturing	50.0%	6.8%	13.6%	\$75,000	\$15.25
Transportation, Communication & Utilities	33.3%	11.1%	11.2%	\$46,000	\$16.25
Wholesale & Retail Trade	68.4%	21.1%	14.0%	\$50,000	\$11.78
Finance, Insurance & Real Estate	93.3%	6.7%	40.1%	\$46,500	\$13.00
Healthcare & Social Services	74.6%	25.4%	20.4%	\$60,000	\$13.60
Personal Services	70.0%	20.0%	0.0%	*	\$10.78
Entertainment & Recreation	*	*	*	*	*
Professional Services	78.6%	7.1%	21.4%	\$42,000	\$11.00
Public Administration & Government	66.7%	10.0%	40.0%	\$51,000	\$18.25
Education	93.2%	6.8%	69.6%	\$50,000	\$11.09

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 274 unemployed individuals are willing to accept employment
- Average age is 42 years old
- 60.0% are female; 40.0% are male
- Education:
 - 73.3% have an education beyond high school
 - 6.7% have an associate degree
 - 20.0% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.45 to \$13.25/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 23 miles one way for the right opportunity
- 60.0% expressed interest in both temporary and seasonal employment opportunities
- 60.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 76.9%
 - Paid vacation - 46.2%
 - Dental coverage - 30.8%
 - Paid holidays - 30.8%
 - Pension/retirement options - 23.1%
 - Vision coverage - 23.1%
 - Disability insurance - 7.7%
 - Life insurance - 7.7%
 - Paid sick leave - 7.7%
 - Paid time off - 7.7%
 - Prescription drug coverage - 7.7%
- 77.8% 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 Sac County Laborshed Analysis, contact:

Shirley Phillips, Executive Director
Sac Economic & Tourism Development
 615 West Main Street
 Sac City, Iowa 50583
 Phone: 712-662-7383
 E-mail: email@sacountyiowa.com
www.sacountyiowa.com