



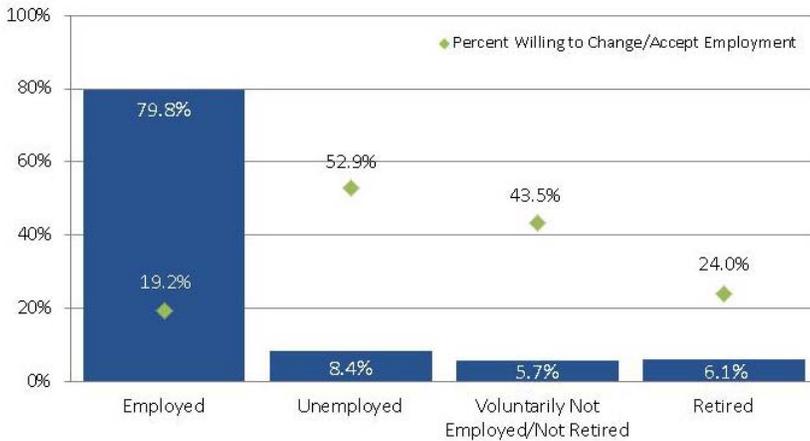
Laborshed Analysis

A Study of Workforce Characteristics
Released February 2013

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 Sigourney 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: 52,430 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (11,883)

- 9,249 Employed
- 568 Unemployed
- 703 Voluntarily Not Employed, Not Retired
- 1,363 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.

- 1.5% Inadequate hours (139 people)
- 2.0% Mismatch of skills (185 people)
- 1.0% Low income (92 people)
- 4.0% Total estimated underemployment (370 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	16.8%	7,029	86.8%	17.4%	5.7%
Healthcare & Social Services	15.3%	6,401	91.3%	9.5%	2.2%
Education	15.0%	6,276	78.8%	26.8%	1.9%
Wholesale & Retail Trade	15.0%	6,276	71.9%	31.7%	17.5%
Personal Services	7.3%	3,054	87.0%	35.0%	13.0%
Public Administration & Government	7.3%	3,054	87.0%	30.0%	0.0%
Agriculture, Forestry & Mining	6.2%	2,594	94.4%	0.0%	0.0%
Finance, Insurance & Real Estate	5.1%	2,134	73.7%	0.0%	5.3%
Transportation, Communication & Utilities	5.1%	2,134	87.5%	7.1%	6.3%
Professional Services	3.6%	1,506	76.9%	10.0%	0.0%
Construction	3.3%	1,381	81.8%	33.3%	9.1%
Entertainment & Recreation	*	*	*	*	*

*Insufficient survey data/refused

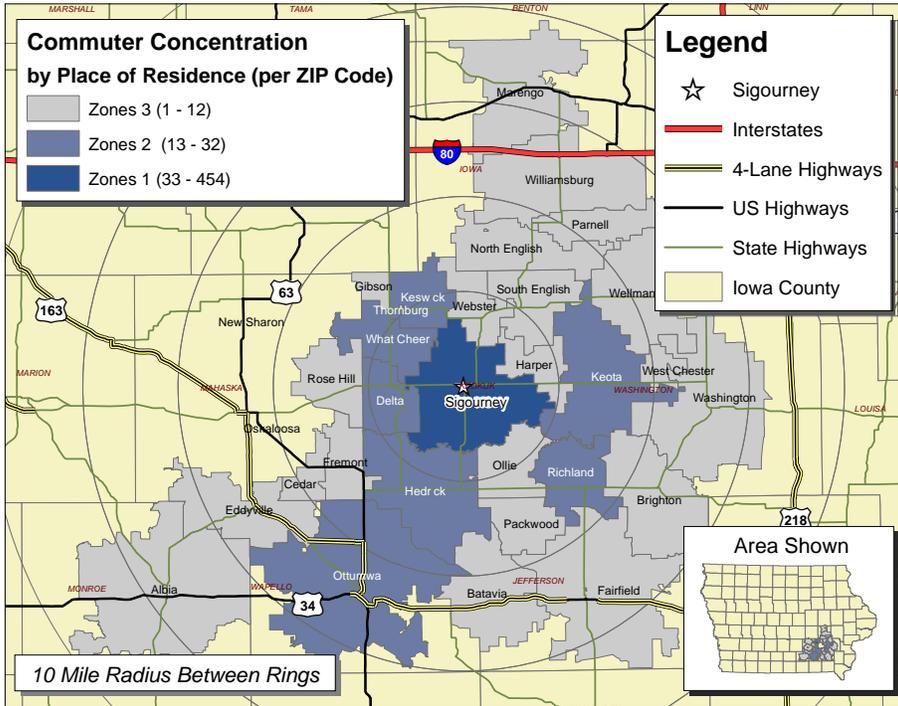
Survey respondents from the Sigourney Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 14.5% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 49 years old
- 23.0% currently working within the production, construction & material handling occupational category followed by 21.3% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 78.7%
 - www.iowajobs.org
 - www.indeed.com
 - Local/Regional newspapers - 45.9%
 - The Ottumwa Courier
 - The Des Moines Register
 - The Gazette - Cedar Rapids
 - Sigourney News Review
 - Networking through friends, family and acquaintances - 14.8%
 - Local IowaWORKS Centers - 13.1%

Sigourney Laborshed Area



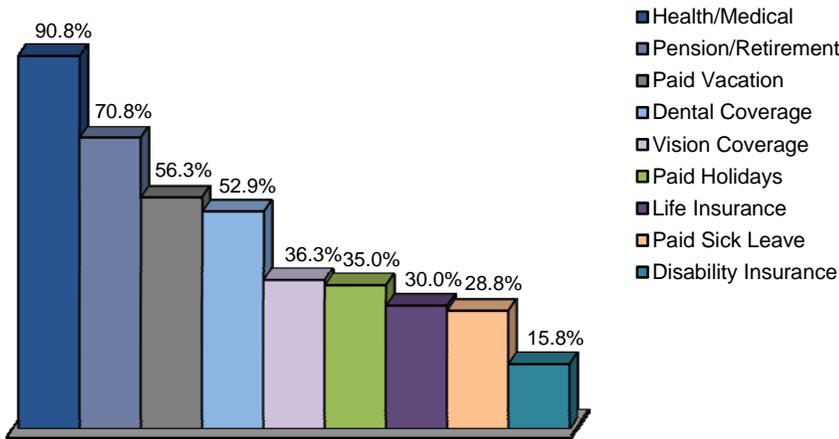
Commuting Statistics

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

Those who are willing to change/accept employment in the Sigourney 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 (75.5%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.7 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

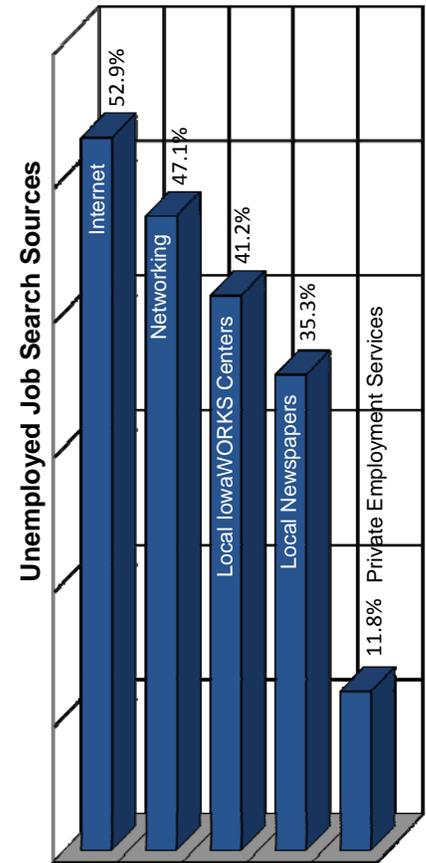
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	66.7%	27.8%	5.6%	\$60,000	*
Construction	54.5%	*	18.2%	\$47,500	\$20.00
Manufacturing	43.4%	11.3%	9.4%	\$59,500	\$18.00
Transportation, Communication & Utilities	68.7%	25.0%	31.4%	\$47,500	\$26.27
Wholesale & Retail Trade	42.1%	5.3%	17.5%	\$48,000	\$10.05
Finance, Insurance & Real Estate	68.4%	15.8%	47.4%	\$42,000	*
Healthcare & Social Services	71.7%	28.3%	30.4%	\$65,000	\$18.50
Personal Services	87.0%	4.3%	34.8%	\$40,000	\$11.83
Entertainment & Recreation	*	*	*	*	*
Professional Services	100%	15.4%	76.9%	*	*
Public Administration & Government	65.2%	8.7%	39.1%	\$50,000	\$19.80
Education	86.5%	11.5%	63.5%	\$51,000	\$12.61

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 568 unemployed individuals are willing to accept employment
- Average age is 46 years old
- 55.6% are male; 44.4% are female
- Education:
 - 44.4% have an education beyond high school
 - 11.1% are trade certified
 - 5.6% have an associate degree
 - 5.6% have an undergraduate degree
 - 5.6% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.50/hr. with a median of the lowest wage of \$9.65
- Willing to commute an average of 24 miles one way for the right opportunity
- 94.4% expressed interest in temporary and 83.3% in seasonal employment opportunities
- 77.8% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 69.2%
 - Dental coverage - 38.5%
 - Paid holidays - 30.8%
 - Paid vacation - 23.1%
 - Vision coverage - 23.1%
 - Pension/retirement options - 15.4%
 - Life insurance - 7.7%
- 100% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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