



ALLAMAKEE COUNTY

LABORSHED ANALYSIS

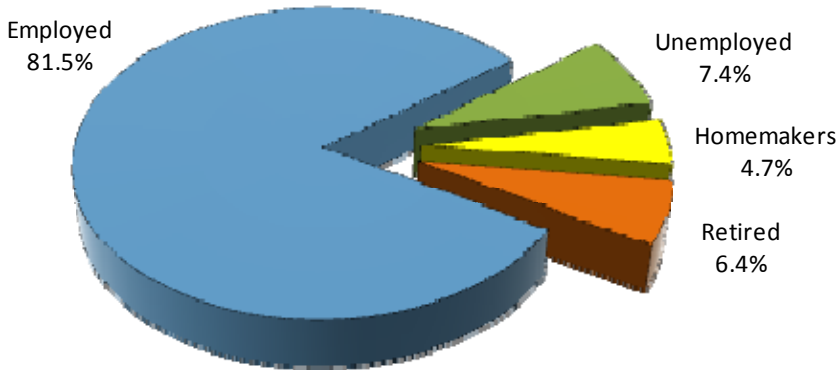
A STUDY OF WORKFORCE CHARACTERISTICS
RELEASED AUGUST 2011



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 Allamakee 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. *See contact information on back.*

Employment Status



Total Potential Labor Force: 36,755 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (9,183)

- 7,578 Employed
- 582 Unemployed
- 456 Homemakers, Not Employed
- 567 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.

- 2.7% Inadequate hours (205 people)
- 4.2% Mismatch of skills (318 people)
- 1.5% Low income (114 people)
- 7.7% Total estimated underemployment (584 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
Health Care & Social Services	16.1%	4,823
Wholesale & Retail Trade	16.1%	4,823
Manufacturing	15.4%	4,613
Education	15.4%	4,613
Public Administration & Government	7.7%	2,307
Agriculture	6.3%	1,887
Construction	5.2%	1,558
Personal Services	5.2%	1,558
Finance, Insurance, & Real Estate	4.2%	1,258
Professional Services	4.2%	1,258
Transportation, Communication, & Utilities	3.8%	1,138
Entertainment & Recreation	0.4%	120

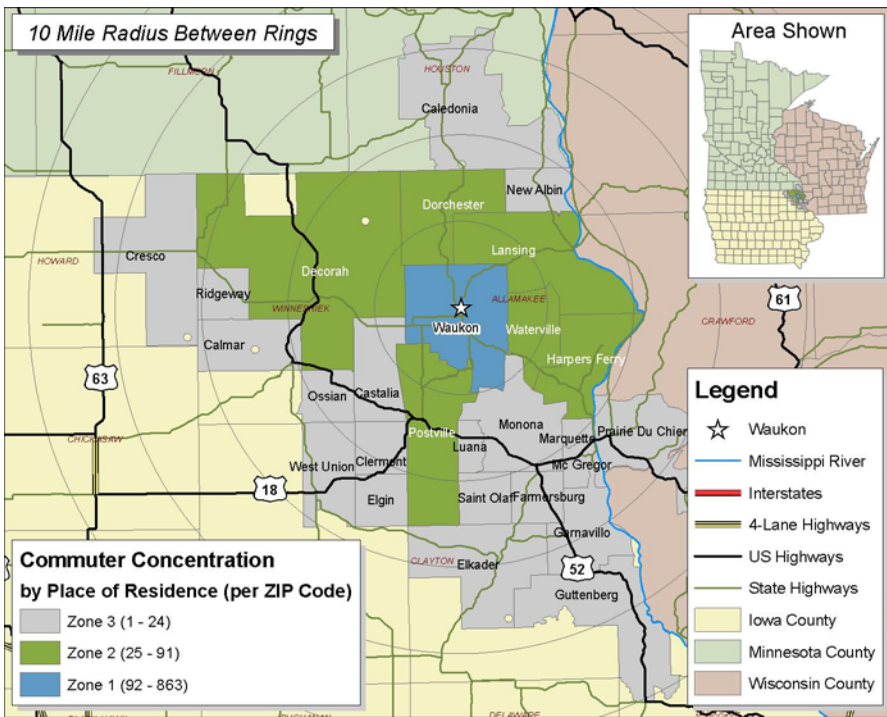
Quick Facts

(Employed - willing to change employment)

- 29.7% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 47 years old
- 24.2% currently working within the professional, paraprofessional, & technical occupational category along with 24.2% within the production, construction, & material handling occupational category
- Most frequently identified job search sources:
 - Local/Regional newspapers
Waukon Standard
La Crosse Tribune
Decorah Journal
Cedar Rapids Gazette
 - Internet
www.iowaworkforce.org
www.monster.com
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

Survey respondents from the Allamakee County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the health care & social services and wholesale & retail trade industries as shown in the table at left.

Allamakee County Laborshed Area



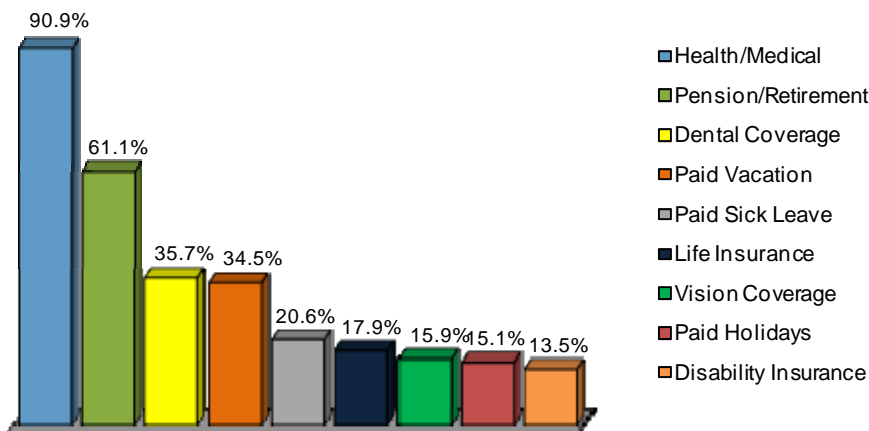
Commuting Statistics

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

Those who are willing to change/accept employment in the Allamakee County Laborshed area are willing to commute an average of 27 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 (74.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 19.7 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

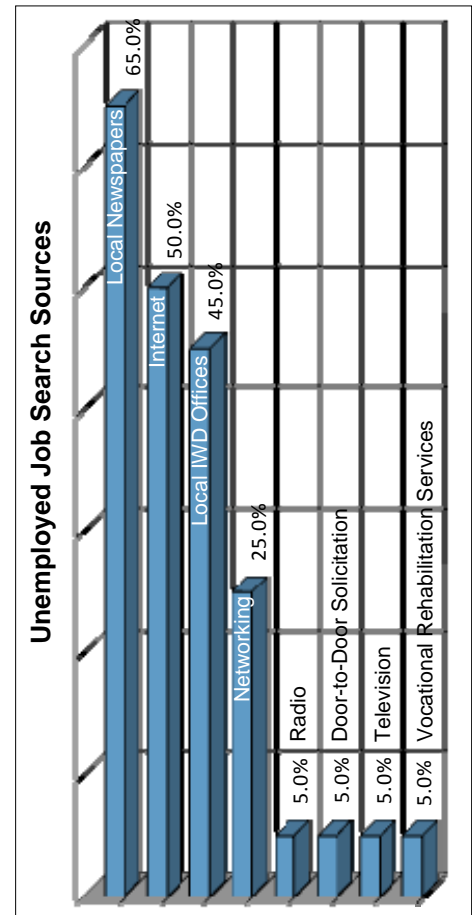
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	31.6%	*	21.1%	\$40,000	*
Construction	56.2%	6.3%	25.0%	*	\$16.50
Manufacturing	27.9%	6.6%	8.2%	\$44,000	\$13.00
Transportation, Communication, & Utilities	76.9%	7.7%	7.7%	\$68,000	\$21.25
Wholesale & Retail Trade	58.9%	10.7%	23.2%	\$40,000	\$10.23
Finance, Insurance, & Real Estate	58.3%	8.3%	16.7%	*	\$16.25
Health Care & Social Services	83.0%	26.4%	22.7%	\$40,000	\$14.71
Personal Services	82.4%	41.2%	11.8%	*	\$12.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	78.6%	28.6%	35.7%	\$57,500	\$12.33
Public Administration & Government	81.5%	18.5%	22.2%	\$50,000	\$16.63
Education	90.4%	19.2%	67.3%	\$52,000	\$11.25

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 582 unemployed individuals are willing to accept employment
- Average age is 48 years old
- 55.0% are male; 45.0% are female
- Education:
 - 55.0% have an education beyond high school
 - 5.0% are trade certified
 - 15.0% have completed vocational training
 - 15.0% have an associate degree
 - 5.0% have an undergraduate degree
 - 5.0% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.72 to \$11.88/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 24 miles one way for the right opportunity
- 80.0% expressed interest in temporary and 85.0% in seasonal employment opportunities
- 50.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 88.9%
 - Dental coverage - 27.8%
 - Pension/retirement options - 27.8%
 - Vision coverage - 16.7%
 - Paid holidays - 11.1%
 - Paid vacation - 5.6%
 - Paid time off - 5.6%
 - Life insurance - 5.6%
- 56.3% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Allamakee County Laborshed Analysis, contact:

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