

# HAMILTON COUNTY, IOWA

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## LABORSHED ANALYSIS

A Study of Workforce Characteristics

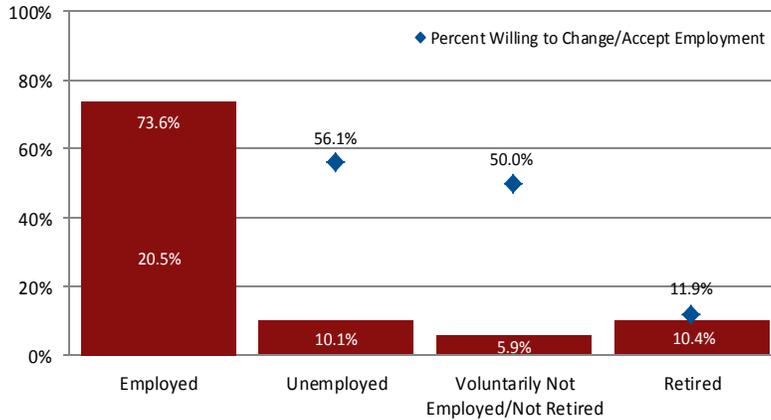
Released March 2013



# 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 Hamilton 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: 85,142 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (14,682)**

- 10,652 Employed
- 1,189 Unemployed
- 719 Voluntarily Not Employed/Not Retired
- 2,122 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.

- 1.2% Inadequate hours (128 people)
- 3.5% Mismatch of skills (373 people)
- 1.0% Low income (107 people)
- 4.7% Total estimated underemployment (501 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
Education	25.5%	15,979	86.5%	14.1%	2.7%
Wholesale & Retail Trade	16.4%	10,277	73.2%	26.8%	10.7%
Manufacturing	13.5%	8,460	61.8%	32.4%	21.8%
Public Administration & Government	9.6%	6,016	77.4%	8.3%	6.5%
Transportation, Communication & Utilities	6.8%	4,261	73.9%	23.5%	4.3%
Agriculture, Forestry & Mining	6.0%	3,760	88.2%	20.0%	0.0%
Construction	6.0%	3,760	88.2%	33.3%	5.9%
Healthcare & Social Services	5.1%	3,196	59.1%	46.2%	22.7%
Finance, Insurance & Real Estate	4.3%	2,695	78.6%	18.2%	14.3%
Personal Services	4.0%	2,507	58.8%	10.0%	11.8%
Professional Services	2.0%	1,253	50.0%	0.0%	10.0%
Entertainment & Recreation	0.8%	501	*	*	*

\* Insufficient survey data/refused

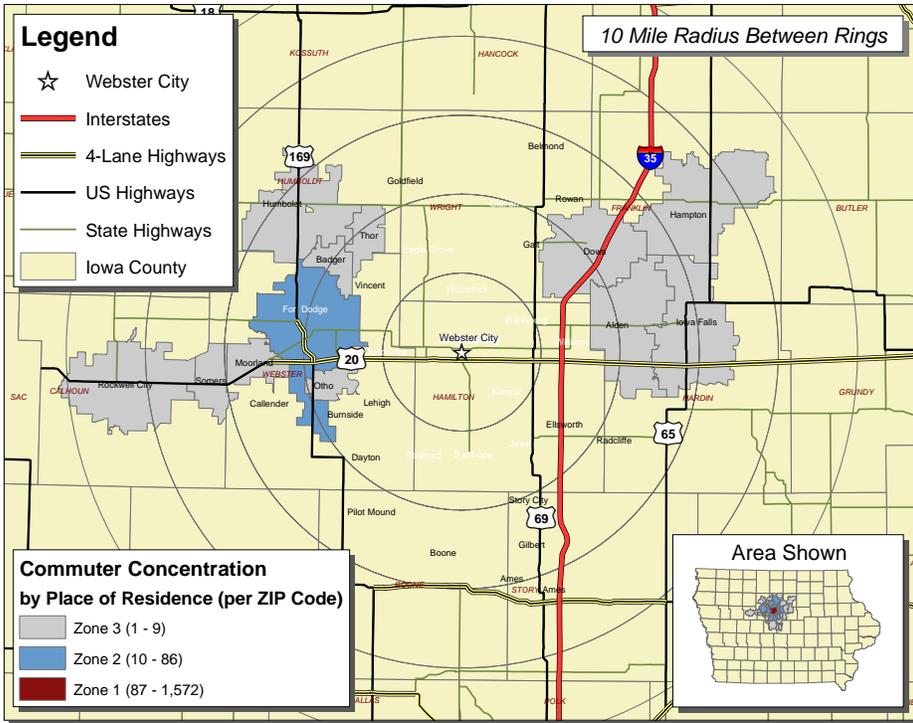
Survey respondents from the Hamilton County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

## Quick Facts

(Employed - willing to change employment)

- 16.4% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 49 years old
- 26.2% currently working within each of the production, construction & material handling and professional, paraprofessional & technical occupational categories followed by 14.8% within the managerial occupational category
- Most frequently identified job search sources:
  - Internet - 81.0%
    - [www.monster.com](http://www.monster.com)
    - [www.iowajobs.org](http://www.iowajobs.org)
  - Local/Regional newspapers - 58.6%
    - The Messenger - Fort Dodge
    - Daily Freeman-Journal - Webster City
    - The Des Moines Register
  - Local IowaWORKS Centers - 22.4%
  - Networking through friends, family and acquaintances - 22.4%

# Hamilton County Laborshed Area



## Commuting Statistics

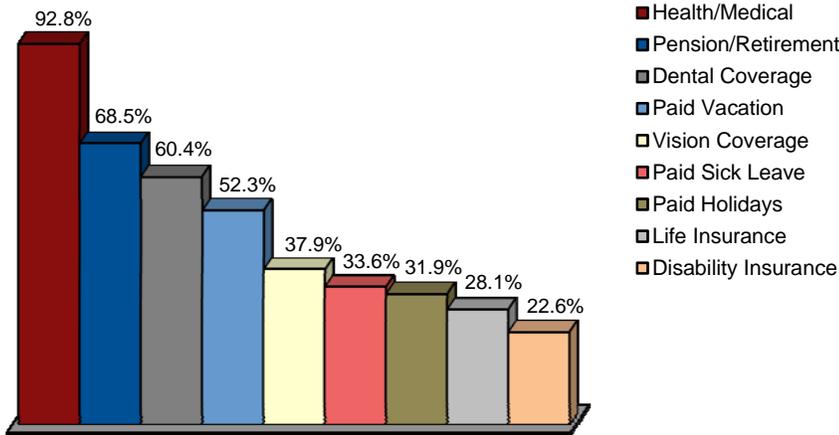
The map at the left represents commuting patterns into Webster City with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Hamilton County Laborshed area are willing to commute an average of 23 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 (70.9%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.6 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

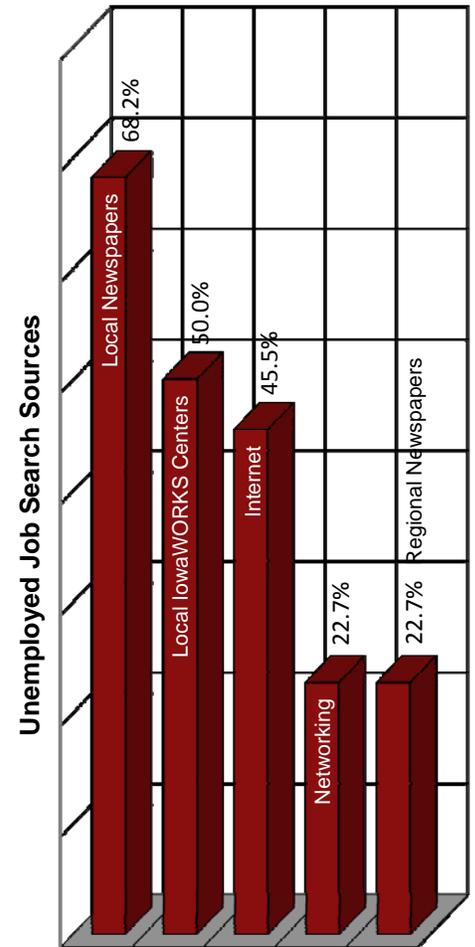
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	76.5%	5.9%	35.3%	*	\$15.00
Construction	58.8%	5.9%	23.5%	*	\$19.00
Manufacturing	60.0%	9.1%	18.2%	\$75,000	\$16.95
Transportation, Communication & Utilities	65.2%	13.0%	17.3%	\$50,000	\$12.56
Wholesale & Retail Trade	66.1%	16.1%	25.1%	\$61,000	\$10.03
Finance, Insurance & Real Estate	85.7%	7.1%	50.0%	*	\$14.25
Healthcare & Social Services	81.8%	31.8%	27.3%	*	\$17.23
Personal Services	82.4%	29.4%	23.5%	*	\$11.88
Entertainment & Recreation	*	*	*	*	*
Professional Services	70.0%	20.0%	20.0%	*	\$9.00
Public Administration & Government	67.7%	16.1%	29.1%	\$43,000	\$20.00
Education	87.8%	10.8%	67.6%	\$50,000	\$10.51

*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 1,189 unemployed individuals are willing to accept employment
- Average age is 47 years old
- 52.2% are male; 47.8% are female
- Education:
  - 56.5% have an education beyond high school
  - 8.7% are trade certified
  - 4.3% have vocational training
  - 17.4% have an associate degree
  - 8.7% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.18 to \$13.75/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 20 miles one way for the right opportunity
- 78.3% expressed interest in temporary and 69.6% in seasonal employment opportunities
- 52.2% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance - 84.2%
  - Paid vacation - 42.1%
  - Dental coverage - 36.8%
  - Pension/retirement options - 31.6%
  - Paid holidays - 26.3%
  - Vision coverage - 21.1%
  - Disability insurance - 15.8%
  - Life insurance - 15.8%
  - Prescription drug coverage - 15.8%
  - Paid sick leave - 10.5%
  - Paid time off - 5.3%
- 68.8% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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