



Fayette County

Laborshed Analysis



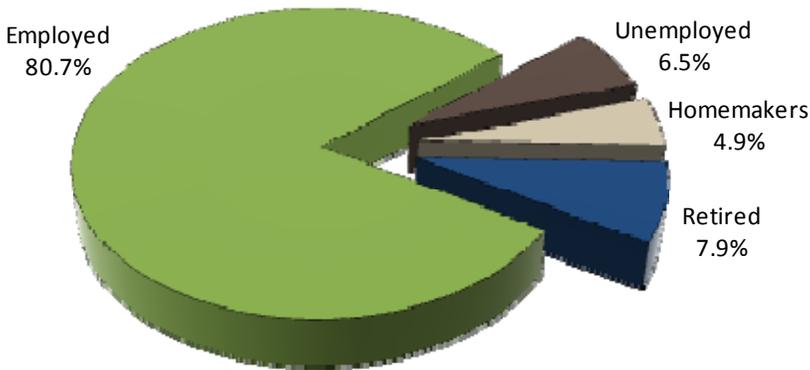
DEEPLY CONNECTED.

A Study of Workforce Characteristics
Released July 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 West Union 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: 32,039 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (7,544)

- 6,191 Employed
- 458 Unemployed
- 382 Homemakers, Not Employed
- 523 Retired

Quick Facts

(Employed - willing to change employment)

- 22.8% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 48 years old
- 24.2% currently working within the production, construction, & material handling occupational category followed by 22.0% within the clerical occupational category
- Most frequently identified job search sources:
 - Local/Regional newspapers
Fayette County Union
Decorah Journal
The Gazette - Cedar Rapids
Oelwein Register
 - Internet
www.iowaworkforce.org
www.monster.com
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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.

- 3.0% Inadequate hours (186 people)
- 4.2% Mismatch of skills (260 people)
- 1.7% Low income (105 people)
- 8.1% Total estimated underemployment (501 people)

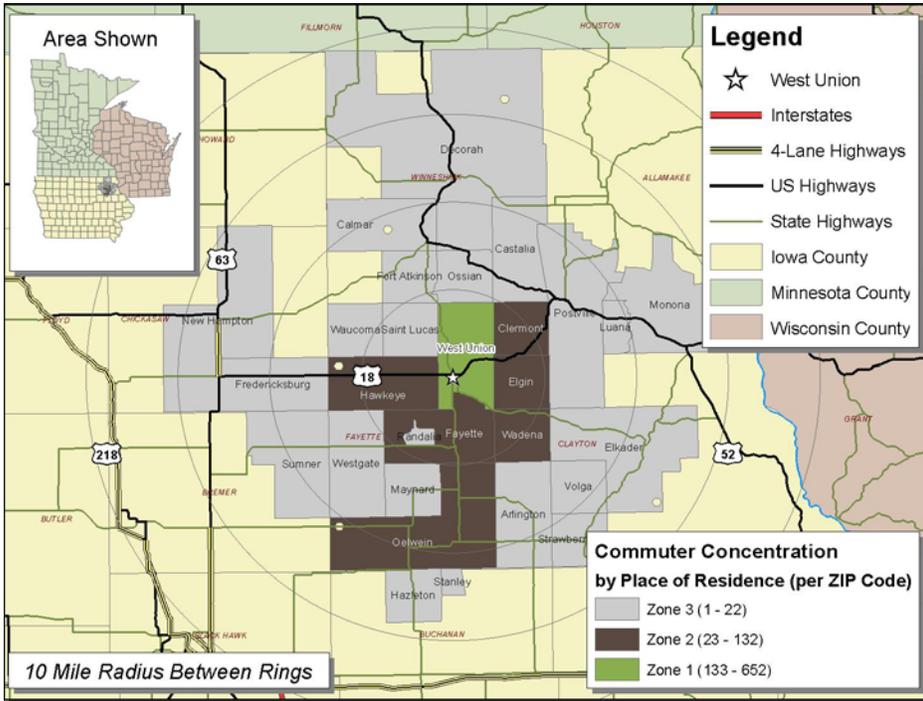
Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Wholesale & Retail Trade	17.2%	4,447
Education	15.7%	4,059
Health Care & Social Services	15.4%	3,982
Manufacturing	12.9%	3,335
Agriculture	8.2%	2,120
Personal Services	5.7%	1,474
Professional Services	5.7%	1,474
Transportation, Communication, & Utilities	5.4%	1,396
Public Administration & Government	5.0%	1,293
Finance, Insurance, & Real Estate	4.6%	1,189
Construction	3.8%	983
Entertainment & Recreation	0.4%	103

Survey respondents from the West Union Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the wholesale & retail industry as shown in the table at left.

West Union Laborshed Area



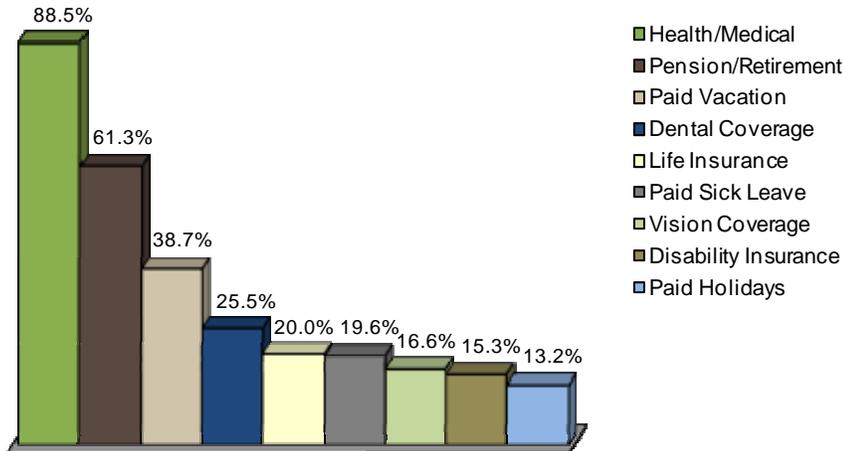
Commuting Statistics

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

Those who are willing to change/accept employment in the West Union 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 (66.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 26.7 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

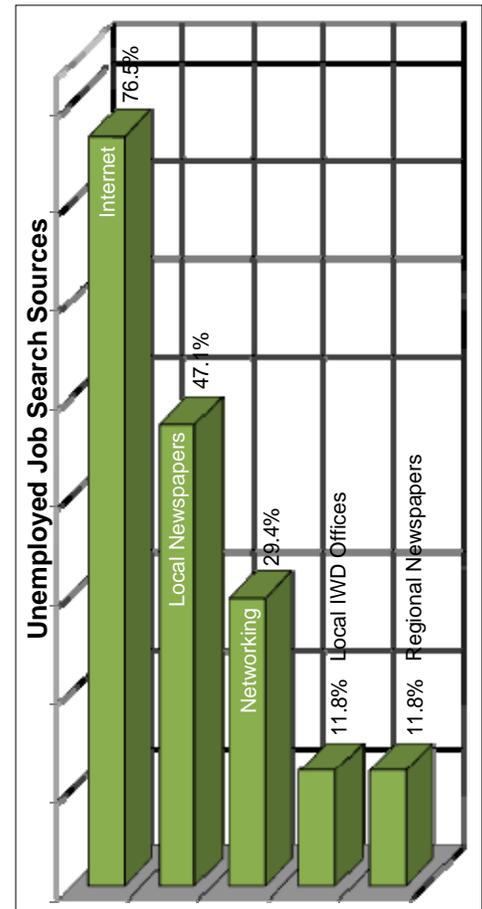
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	42.3%	15.4%	19.2%	\$46,500	\$13.75
Construction	69.2%	7.7%	15.4%	*	\$23.00
Manufacturing	38.5%	13.5%	5.8%	\$55,000	\$14.28
Transportation, Communication, & Utilities	60.0%	15.0%	20.0%	\$58,000	\$14.00
Wholesale & Retail Trade	57.9%	15.8%	17.5%	\$35,000	\$10.00
Finance, Insurance, & Real Estate	69.2%	23.1%	23.1%	\$43,000	*
Health Care & Social Services	72.5%	33.3%	15.8%	*	\$12.59
Personal Services	90.0%	20.0%	25.0%	\$38,000	\$12.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	68.2%	13.6%	31.8%	\$55,000	\$11.25
Public Administration & Government	83.3%	33.3%	22.3%	\$50,000	\$18.24
Education	92.5%	15.1%	69.8%	\$49,000	\$10.55

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

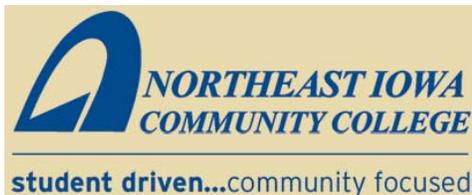
*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 458 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 55.6% are female; 44.4% are male
- Education:
 - 66.7% have an education beyond high school
 - 11.1% have vocational training
 - 16.7% have an associate degree
 - 5.6% have an undergraduate degree
 - 11.1% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$10.75/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 31 miles one way for the right opportunity
- 72.2% expressed interest in either temporary or seasonal employment opportunities
- 61.1% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 87.5%
 - Pension/retirement options - 50.0%
 - Paid vacation - 37.5%
 - Dental coverage - 31.3%
 - Paid holidays - 25.0%
 - Life insurance - 18.8%
 - Vision coverage - 18.8%
 - Paid sick leave - 6.3%
- 61.5% indicated they are seeking employment offers where the employer covers all the cost of medical insurance premiums.



Sponsored in Partnership with



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