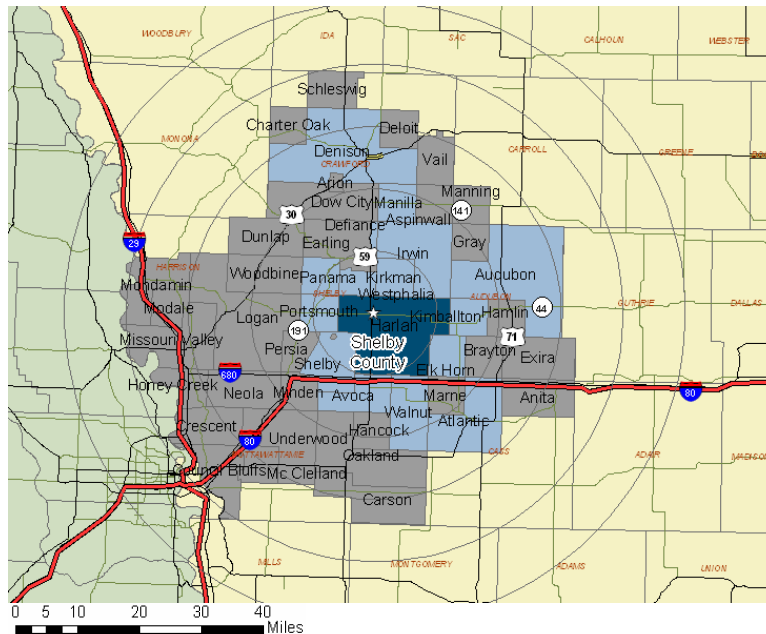




# Laborshed Study Shelby County, Iowa



March 2006

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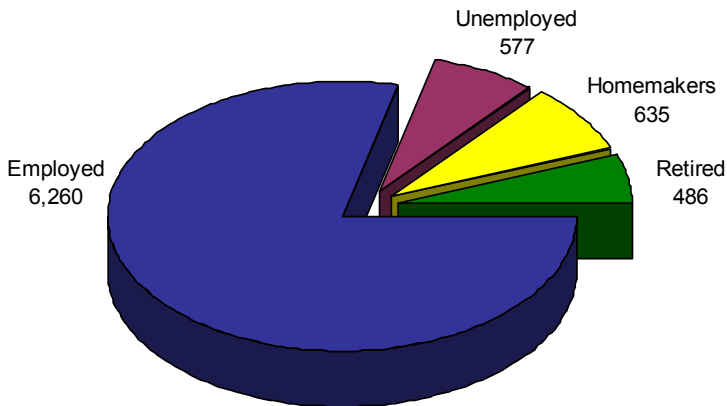
# LABOR AVAILABILITY FACTS

## What is a Laborshed?

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 Shelby 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.*

**Total Potential Labor Force: 50,772 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (7,958)**



### Quick Facts:

*(Employed - willing to change employment)*

- 11.1 are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 43 years old;
- 30.2% currently working in professional, paraprofessional, or technical occupations, followed by 23.3% in production, construction, operation, or material occupations;
- Most frequently identified job search sources:
  - Local/Regional newspapers  
Omaha World Herald  
Harlan Tribune
  - Internet  
www.monster.com  
www.iowaworkforce.org
  - Local Iowa Workforce Development Centers
  - Networking through friends, family, or acquaintances.

### Underemployment:

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; 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
- 1.5% Low income
- 3.2% Mismatch of skills
- 5.4% Total estimated underemployment

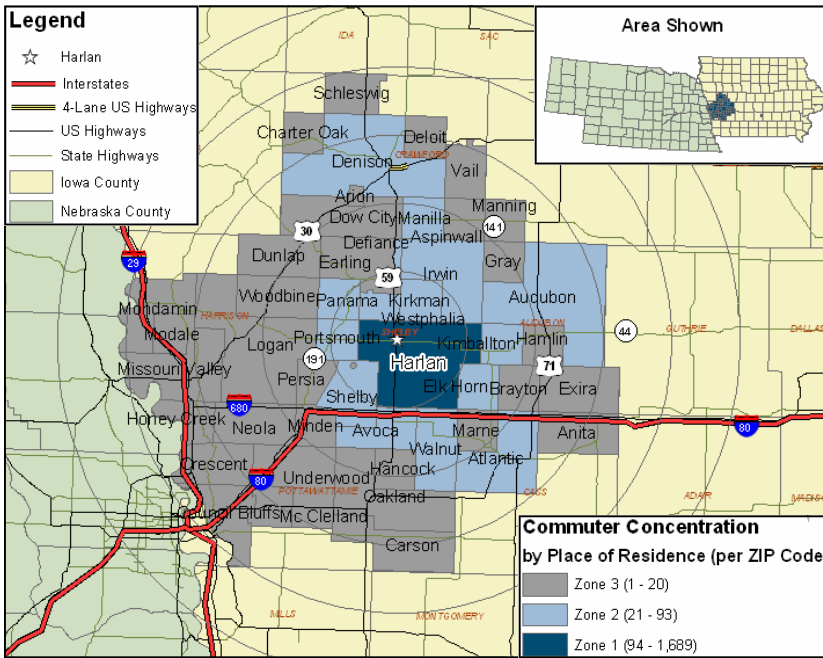
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

### Industrial Classification of the Employed

Industry	% of Laborshed
Health Care & Social Services	16.9%
Wholesale & Retail Trade	13.3%
Professional Services	11.2%
Education	11.2%
Agriculture, Forestry, & Mining	9.1%
Transportation, Communication, & Public Utilities	8.8%
Manufacturing	6.9%
Finance, Insurance, & Real Estate	6.9%
Government & Public Administration	5.7%
Entertainment, Recreation, & Personal Services	5.1%
Construction	4.9%

Survey respondents from the Shelby 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 and social service industry as shown in the table at left.

# Shelby County Commuting Area



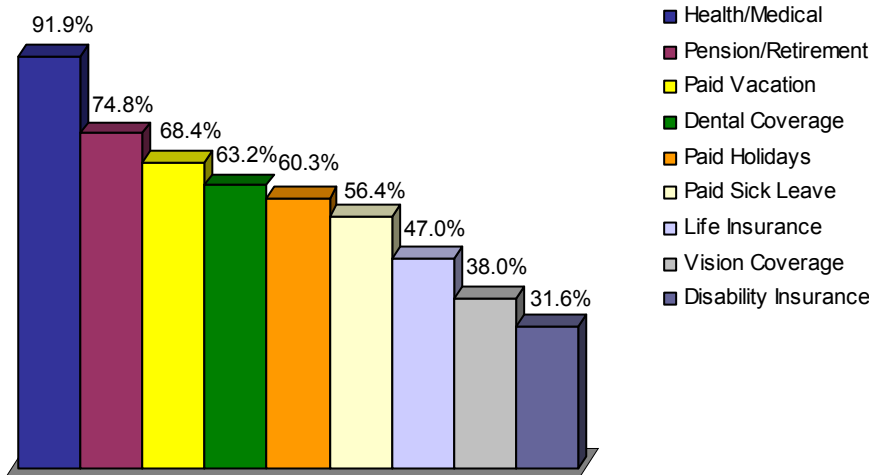
## Commuting Statistics

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

Those who are willing to change employment in the Shelby County 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 (80.3) of respondents are currently sharing the cost of premiums with the employer. However, 15.5 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

## Education and Current Median Wage Characteristics by Industry

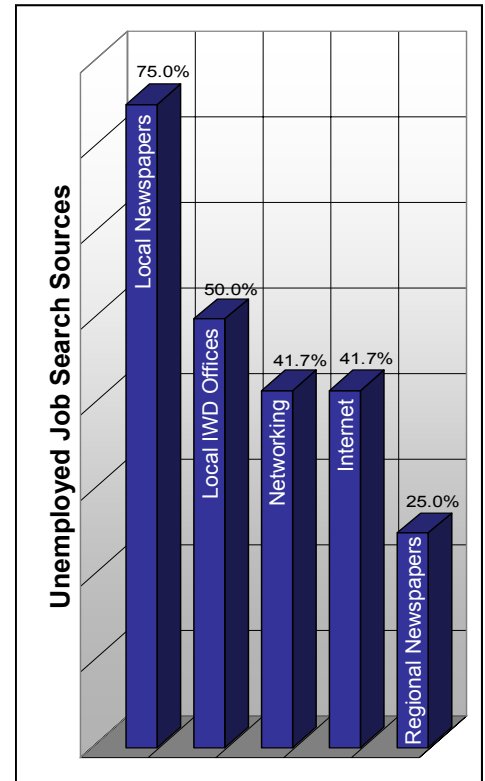
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	61.3%	22.6%	16.1%	\$40,000	*
Construction	35.3%	11.8%	5.9%	*	\$13.00
Manufacturing	40.7%	7.4%	3.7%	*	\$13.00
Transportation, Communication, & Utilities	45.9%	8.1%	10.8%	\$30,000	\$10.00
Wholesale & Retail Trade	58.2%	14.5%	9.1%	\$25,000	\$8.00
Finance, Insurance, & Real Estate	69.7%	6.1%	54.5%	\$42,000	\$12.00
Health Care & Social Services	70.3%	17.2%	28.2%	*	\$12.00
Personal Services	64.3%	7.1%	7.1%	\$25,000	*
Professional Services	59.2%	6.1%	30.6%	\$47,500	\$12.00
Public Administration & Government	73.9%	13.0%	30.3%	\$43,000	\$14.00
Education	88.4%	4.7%	81.4%	\$40,500	\$11.88

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 577 unemployed individuals are willing to accept employment;
- Average age is 50 years old;
- Education:
  - 61.5% have some post high school education
  - 15.4% have an associate degree
  - 15.4% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.84 to \$14.00/hr. with a median of the lowest wage of \$9.00/hr.;
- Willing to commute an average of 31 miles one way for the right opportunity;
- 53.8% expressed interest in seasonal and 61.5% in temporary employment opportunities;
- 30.8% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance
  - Dental coverage
  - Vision coverage
  - Pension/retirement options
  - Tuition assistance/reimbursement
  - Paid vacation
  - Disability insurance
  - Prescription drug coverage
  - Life insurance
  - Paid sick leave
- 80.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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## For more information regarding the 2006 Shelby County Laborshed Study, contact:

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