

A large, semi-circular graphic on the left side of the page. It contains a photograph of several white wind turbines in a golden-brown field under a clear blue sky. The graphic has a white, semi-circular cutout on its right side, revealing the white background of the page.

Adair County

Laborshed Analysis
A Study of Workforce Characteristics

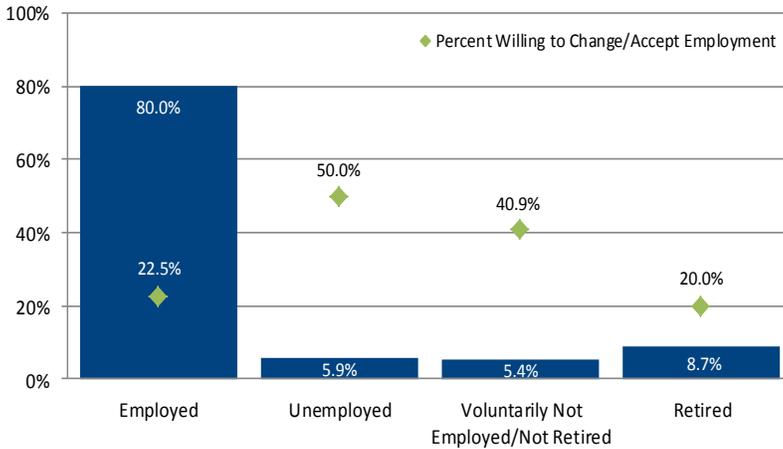
A large, semi-circular graphic at the bottom of the page. It contains a photograph of a tall, lattice-structured water tower in the background, with a wooden bridge crossing a river in the foreground. The bridge has a concrete pier. The scene is surrounded by green grass and trees. The graphic has a white, semi-circular cutout on its right side, revealing the white background of the page.

Released July 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 Adair 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: 26,115 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (5,316)

- 4,062 Employed
- 236 Unemployed
- 284 Voluntarily Not Employed/Not Retired
- 734 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.

- 2.2% Inadequate hours (89 people)
- 2.2% Mismatch of skills (89 people)
- 2.0% Low income (81 people)
- 5.2% Total estimated underemployment (211 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	15.2%	3,176	79.2%	26.2%	5.7%
Education	13.0%	2,716	81.8%	27.8%	0.0%
Healthcare & Social Services	12.7%	2,653	85.4%	22.9%	4.9%
Wholesale & Retail Trade	12.3%	2,570	68.0%	20.6%	10.0%
Agriculture, Forestry & Mining	8.3%	1,734	95.8%	13.0%	4.2%
Transportation, Communication & Utilities	7.2%	1,504	87.0%	10.0%	4.3%
Personal Services	6.2%	1,295	85.0%	29.4%	5.0%
Professional Services	6.2%	1,295	77.3%	23.5%	4.5%
Public Administration & Government	6.2%	1,295	77.3%	17.6%	0.0%
Finance, Insurance & Real Estate	5.8%	1,212	80.0%	12.5%	5.0%
Construction	5.5%	1,149	83.3%	33.3%	16.7%
Active Military Duty	0.7%	146	*	*	*
Entertainment & Recreation	0.7%	146	*	*	*

* Insufficient survey data/refused

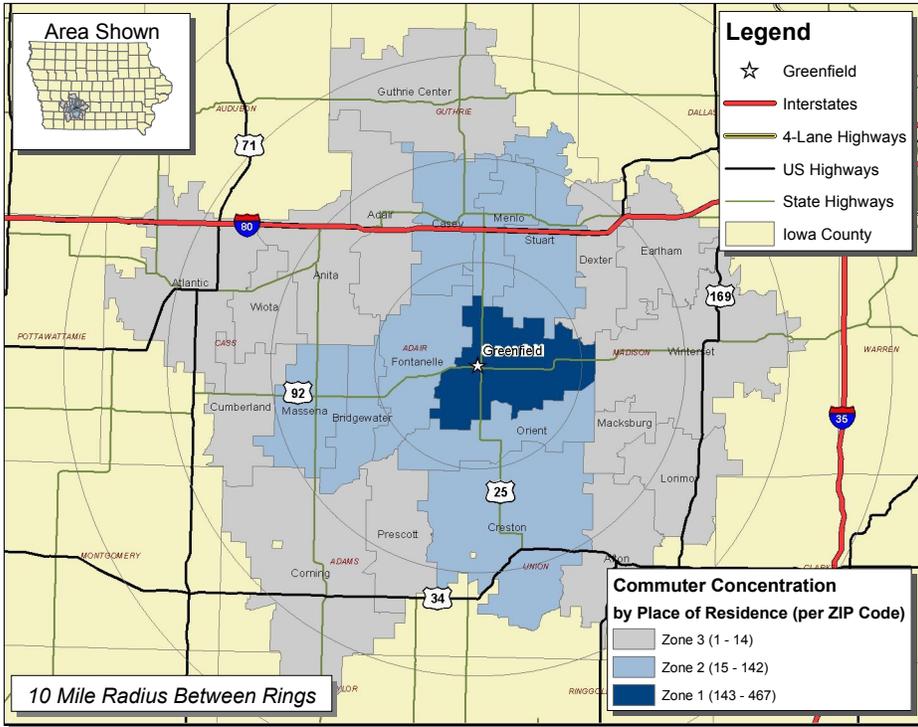
Survey respondents from the Adair County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 30.1% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 49 years old
- 34.8% currently working within the professional, paraprofessional & technical occupational category followed by 29.0% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet - 70.0%
www.iowajobs.org
www.careerbuilder.com
 - Local/Regional newspapers - 61.4%
The Des Moines Register
Creston News Advertiser
 - Local IowaWORKS Centers - 18.6%
 - Networking through friends, family and acquaintances - 17.1%

Adair County Laborshed Area



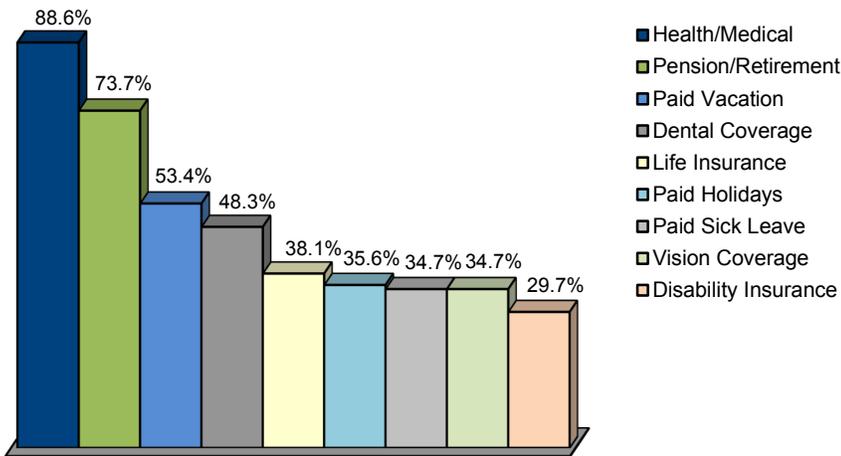
Commuting Statistics

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

Those who are willing to change/accept employment in the Adair County Laborshed area are willing to commute an average of 28 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 (72.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

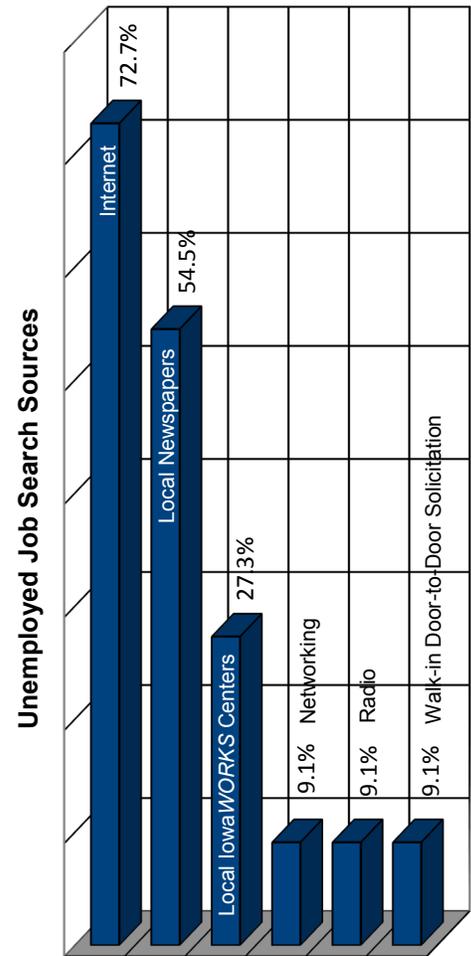
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	75.0%	8.3%	41.7%	\$40,000	\$14.93
Construction	50.0%	11.1%	22.2%	*	\$14.75
Manufacturing	56.6%	5.7%	18.9%	\$64,000	\$15.35
Transportation, Communication & Utilities	47.8%	*	26.0%	\$65,000	\$16.80
Wholesale & Retail Trade	62.0%	16.0%	16.0%	\$43,000	\$10.10
Finance, Insurance & Real Estate	55.0%	5.0%	25.0%	\$50,000	\$18.40
Healthcare & Social Services	85.4%	19.5%	41.5%	\$58,500	\$15.05
Personal Services	70.0%	10.0%	50.0%	\$40,000	\$7.45
Entertainment & Recreation	*	*	*	*	*
Professional Services	59.1%	9.1%	36.4%	\$47,500	\$12.00
Public Administration & Government	59.1%	9.1%	22.7%	\$63,000	\$15.09
Education	86.4%	9.1%	68.2%	\$45,500	\$10.70

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 236 unemployed individuals are willing to accept employment
- Average age is 45 years old
- 58.3% are male; 41.7% are female
- Education:
 - 58.3% have an education beyond high school
 - 16.7% have an associate degree
 - 8.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$8.15 to \$9.63/hr. with a median of the lowest wage of \$8.00
- Willing to commute an average of 25 miles one way for the right opportunity
- 75.0% expressed interest in seasonal and 66.7% in temporary employment opportunities
- 58.3% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 100%
 - Dental coverage - 44.4%
 - Paid vacation - 44.4%
 - Life insurance - 22.2%
 - Pension/retirement options - 22.2%
 - Paid holidays - 11.1%
 - Vision coverage - 11.1%
- 66.7% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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

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