

# *Fremont County, Iowa Laborshed Analysis*

**A Study of Workforce Characteristics  
Released February 2008**

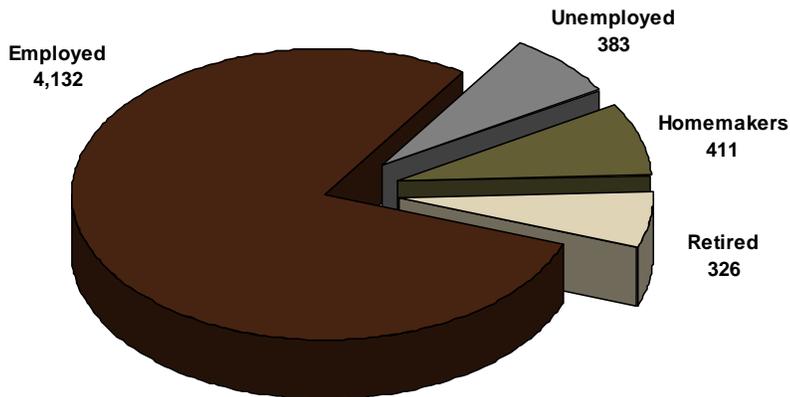
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# Laborshed Studies

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 Fremont 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: 26,571 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (5,252)**



## Quick Facts:

*(Employed - willing to change employment)*

- 10.3% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 45 years old;
- 34.4% in professional, paraprofessional, or technical occupations followed by 15.6% currently working in production, construction, or material handling occupations;
- Most frequently identified job search sources:
  - Local/Regional newspapers  
Omaha World-Herald  
Shenandoah Valley News  
Hamburg Reporter
  - 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.

- 2.0% Inadequate hours (83 people)
- 1.7% Mismatch of skills (70 people)
- 3.7% Low income (153 people)
- 6.2% Total estimated underemployment (256 people)

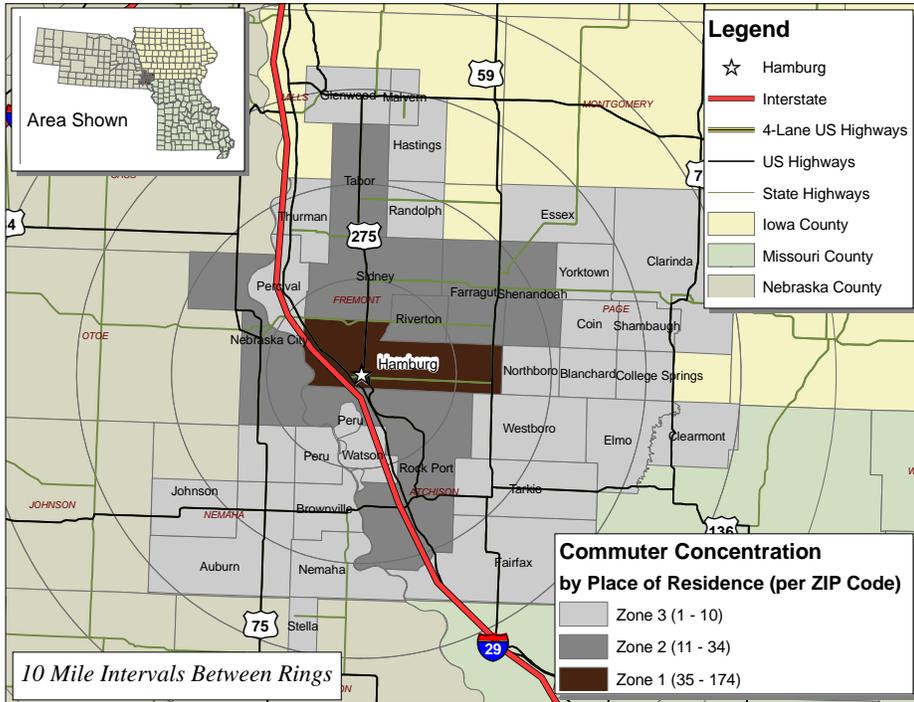
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	15.8%	3,421
Wholesale & Retail Trade	15.8%	3,421
Education	15.2%	3,292
Manufacturing	11.4%	2,469
Public Administration & Government	8.5%	1,841
Professional Services	7.0%	1,516
Transportation, Communication, & Utilities	6.3%	1,364
Finance, Insurance, & Real Estate	6.0%	1,299
Construction	4.4%	953
Personal Services	4.1%	888
Agriculture	4.1%	888
Entertainment & Recreation	0.6%	130
Active Military & Other	0.6%	130

Survey respondents from the Fremont 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.

# Fremont County Commuting Area



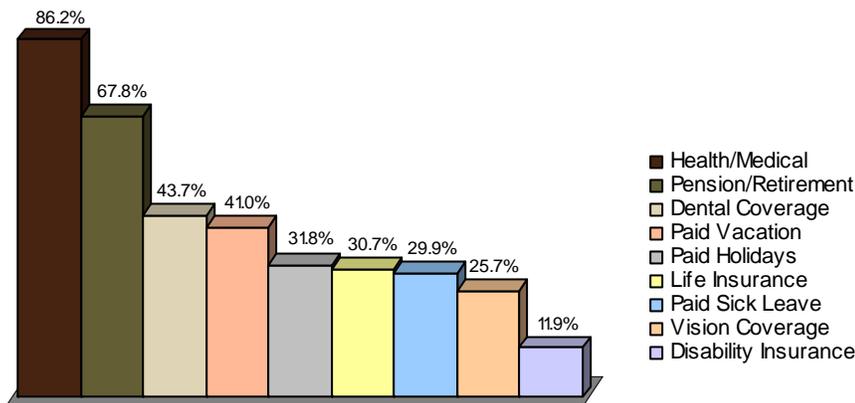
## Commuting Statistics

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

Those who are willing to change employment in the Fremont County Laborshed area are willing to commute an average of 27 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 (73.2%) of respondents are currently sharing the cost of premiums with the employer. However, 25.8 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

### Education and Median Wage Characteristics by Industry

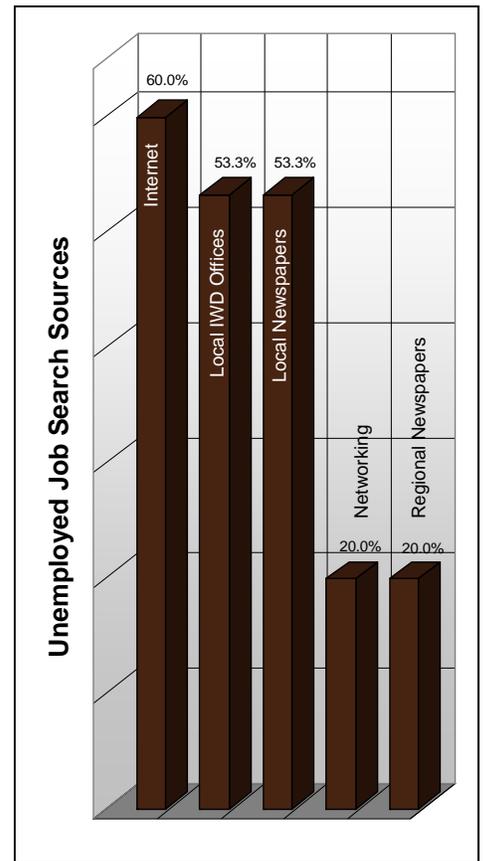
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	38.5%	15.4%	15.4%	\$37,500	*
Construction	66.7%	20.0%	26.7%	\$55,500	\$21.00
Manufacturing	48.1%	9.6%	21.2%	\$50,000	\$14.82
Transportation, Communication, & Utilities	76.0%	20.0%	20.0%	\$60,000	\$12.00
Wholesale & Retail Trade	55.4%	10.8%	12.3%	\$40,000	\$8.68
Finance, Insurance, & Real Estate	77.3%	9.1%	27.2%	\$33,000	\$10.50
Health Care & Social Services	69.5%	16.9%	35.6%	\$58,000	\$12.34
Personal Services	50.0%	14.3%	21.4%	*	\$9.00
Professional Services	73.4%	10.0%	40.0%	\$55,000	\$11.00
Public Administration & Government	70.0%	6.7%	36.7%	\$34,500	\$19.62
Education	80.4%	16.1%	48.2%	\$38,000	\$9.62

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 383 unemployed individuals are willing to accept employment;
- Average age is 40 years old;
- Education:
  - 60.0% have an education beyond high school
  - 26.7% have an associate degree
  - 13.3% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$11.50/hr. with a median of the lowest wage of \$9.50/hr.;
- Willing to commute an average of 29 miles one way for the right opportunity;
- 46.7% expressed interest in seasonal, and 73.3% in temporary employment opportunities;
- 46.7% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance
  - Pension/retirement options
  - Paid vacation
  - Life insurance
  - Paid sick leave
  - Paid holidays
  - Tuition reimbursement
- 80.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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