

WARREN COUNTY, IOWA

LABORSHED ANALYSIS

RELEASED MARCH 2014

A STUDY OF WORKFORCE CHARACTERISTICS

INDIANOLA, IOWA

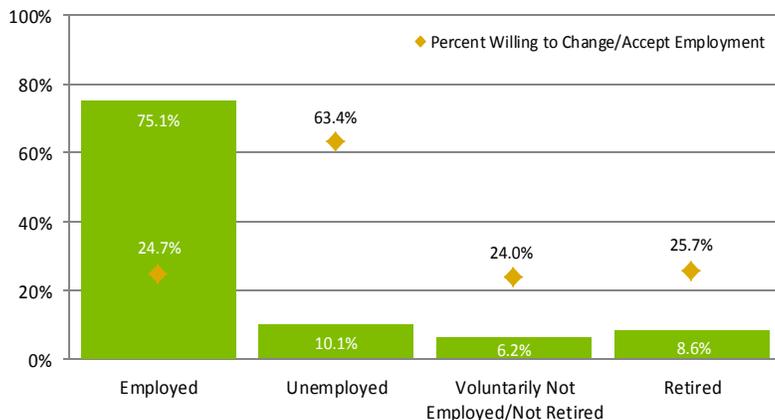
GRO  **WARRENOW**

WARREN COUNTY ECONOMIC DEVELOPMENT CORP.

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 Warren 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: 323,694 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (87,161)

- 72,519 Employed
- 3,824 Unemployed
- 4,111 Voluntarily Not Employed/Not Retired
- 6,707 Retired

Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; are working at wages equal to or less than the national poverty level; and/or 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 (870 people)
- 3.5% Mismatch of skills (2,538 people)
- 1.0% Low income (725 people)
- 4.9% Total estimated underemployment (3,553 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*
Finance, Insurance & Real Estate	16.4%	39,867	84.0%	23.8%	2.0%
Education	15.6%	37,923	81.6%	22.5%	4.1%
Wholesale & Retail Trade	15.3%	37,193	73.6%	38.5%	15.1%
Public Administration & Government	10.9%	26,497	82.4%	3.6%	0.0%
Healthcare & Social Services	10.2%	24,796	70.3%	15.4%	10.8%
Professional Services	8.2%	19,934	75.0%	33.3%	25.0%
Personal Services	5.9%	14,343	83.3%	26.7%	16.7%
Manufacturing	5.5%	13,370	66.7%	21.4%	4.8%
Transportation, Communication & Utilities	5.1%	12,398	81.3%	15.4%	0.0%
Construction	4.3%	10,453	64.7%	27.3%	23.5%
Agriculture, Forestry & Mining	1.5%	3,646	*	*	*
Entertainment & Recreation	0.7%	1,702	*	*	*
Active Military Duty	0.4%	972	*	*	*

*Insufficient survey data/refused

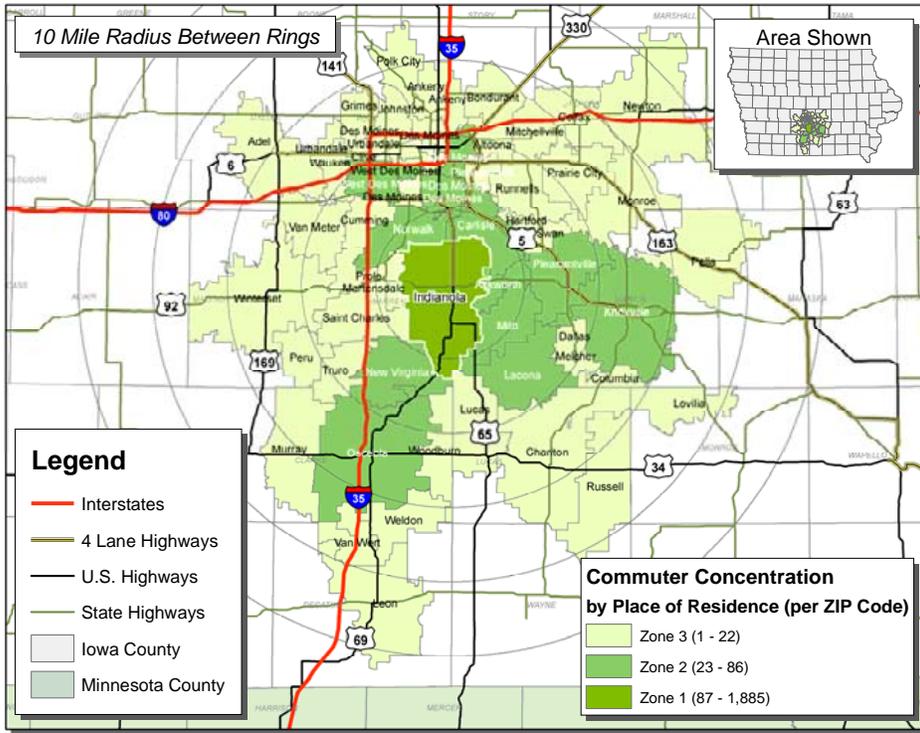
Survey respondents from the Warren County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the finance, insurance & real estate industry.

Quick Facts

(Employed - willing to change employment)

- 9.3% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 48 years old
- 37.8% currently working within the professional, paraprofessional & technical occupational category followed by 24.3% within the managerial occupational category
- Most frequently identified job search sources:
 - Internet - 85.9%
 - www.careerbuilder.com
 - www.monster.com
 - www.helpwanted.com
 - Networking through friends, family and acquaintances - 33.8%
 - Local/Regional newspapers - 26.8%
 - The Des Moines Register
 - Local IowaWORKS Centers - 5.6%

Warren County Laborshed Area



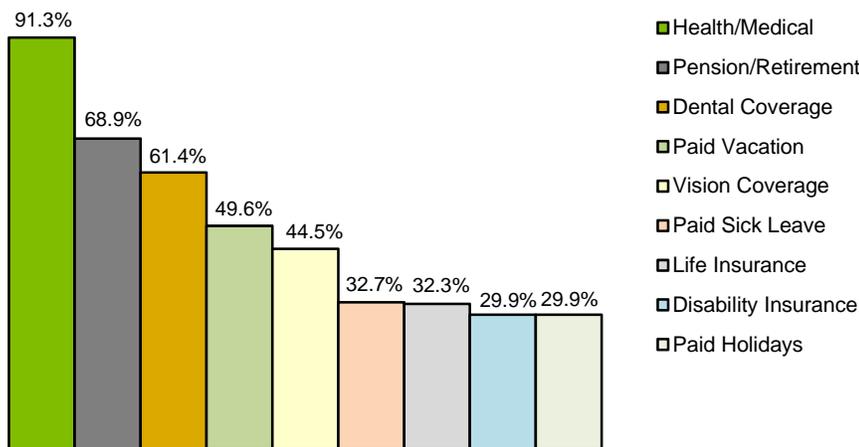
Commuting Statistics

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

Those who are willing to change/accept employment in the Warren County Laborshed area are willing to commute an average of 22 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 (79.4%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 14.5 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

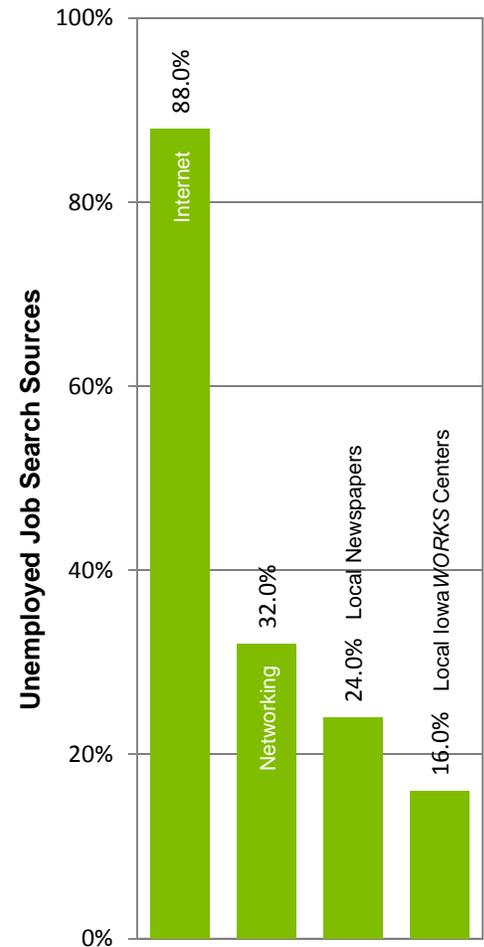
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	52.9%	11.8%	29.4%	*	\$16.00
Manufacturing	66.6%	14.3%	38.1%	\$65,000	\$17.00
Transportation, Communication & Utilities	81.2%	12.5%	43.8%	\$94,000	\$24.81
Wholesale & Retail Trade	67.9%	11.3%	22.7%	\$70,000	\$11.00
Finance, Insurance & Real Estate	88.0%	12.0%	66.0%	\$80,000	\$19.00
Healthcare & Social Services	86.5%	21.6%	48.6%	\$62,500	\$17.11
Personal Services	88.9%	27.8%	44.4%	\$36,000	\$9.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	67.9%	7.1%	42.8%	\$80,000	\$15.00
Public Administration & Government	73.5%	14.7%	41.1%	\$61,000	\$22.68
Education	93.9%	4.1%	77.6%	\$61,000	\$13.50

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 3,824 unemployed individuals are willing to accept employment
- Average age is 45 years old
- 57.7% are female; 42.3% are male
- Education:
 - 53.8% have an education beyond high school
 - 3.8% are trade certified
 - 7.7% have an associate degree
 - 23.1% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.86 to \$15.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 23 miles one way for the right opportunity
- 80.8% expressed interest in seasonal and 61.5% in temporary employment opportunities
- 57.7% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 72.7%
 - Dental coverage - 36.4%
 - Pension/retirement options - 31.8%
 - Vision coverage - 22.7%
 - Life insurance - 18.2%
 - Paid vacation - 18.2%
 - Disability insurance - 13.6%
 - Prescription drug coverage - 9.1%
 - Company car - 4.5%
 - Flextime - 4.5%
 - Paid holidays - 4.5%
 - Paid sick leave - 4.5%
- 73.3% 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 Warren County Laborshed Analysis, contact:

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