



LEE
Laborshed

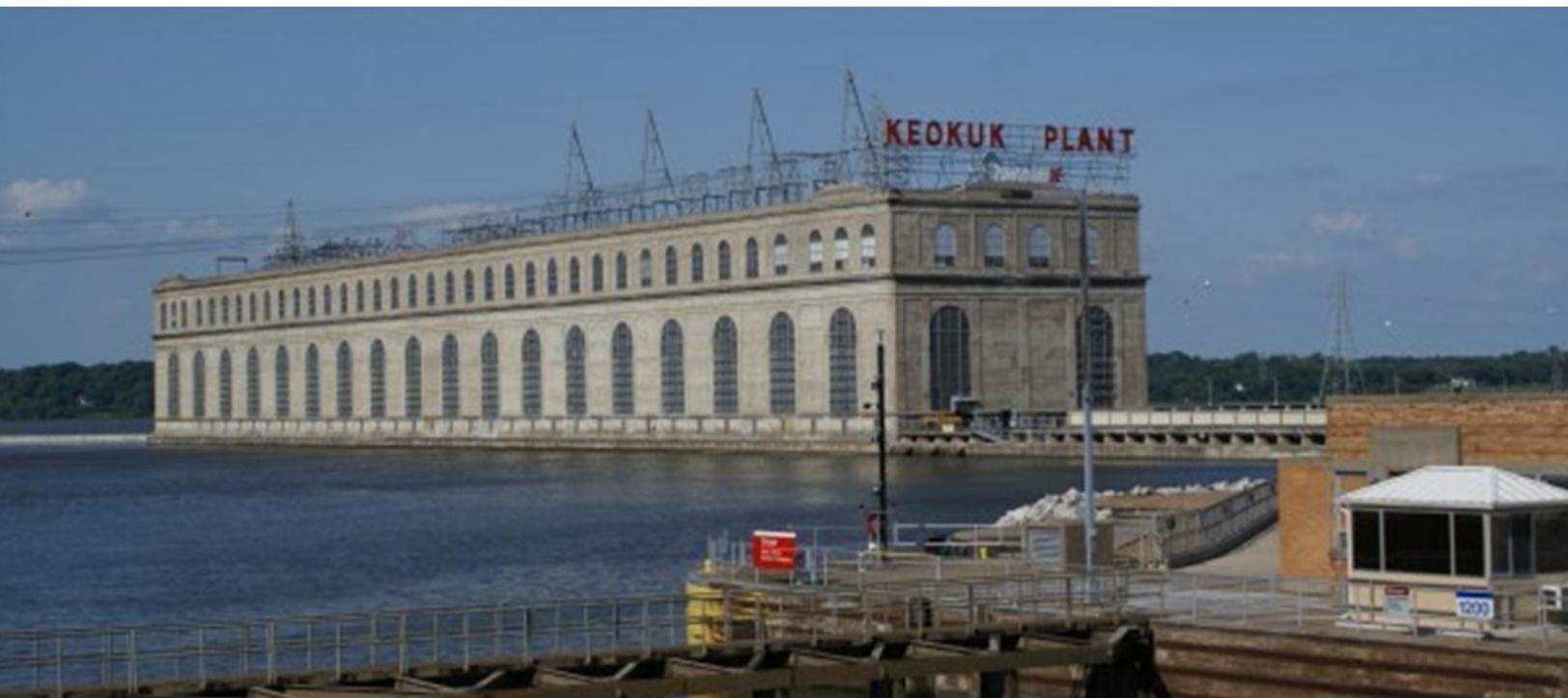


2014

COUNTY
Analysis



A Study of Workforce Characteristics



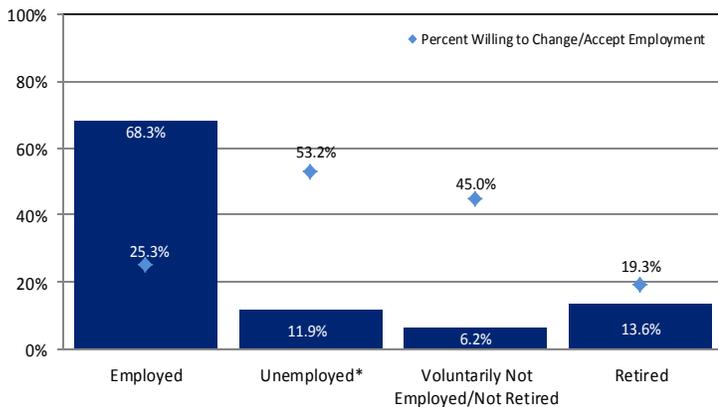
Laborshed Studies

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 Lee County Laborshed area, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from the Fort Madison and Keokuk Laborshed studies (647 total completed surveys). Customized industry specific and community specific information is available upon request.

Occupations and Employment Status in the Lee County

Survey respondents from the Lee County Laborshed area were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the management; office and administrative support; or production occupational categories. The top industries are manufacturing; education; healthcare/social services; and wholesale & retail trade.

The chart below shows the percentage of respondents by employment status within the Lee County commuting area.



Total Potential Labor Force: 108,207
(entire Regional Commuting Area)

Occupations	% within Region
Management	14.9%
Office & Administrative Support	12.1%
Production	10.6%
Education, Training & Library	8.7%
Transportation & Material Moving	6.8%
Healthcare Practitioner & Technical	6.7%
Sales & Related	6.7%
Installation, Maintenance & Repair	5.1%
Business & Financial Operations	4.6%
Construction & Extraction	3.8%
Architecture & Engineering	3.2%
Building/Grounds Cleaning & Maintenance	3.2%
Food Preparation & Serving Related	2.4%
Healthcare Support	1.9%
Personal Care & Service	1.9%
Protective Service	1.9%
Community & Social Services	1.7%
Legal	1.3%
Computer & Mathematical Science	0.8%
Life, Physical & Social Science	0.8%
Arts, Design, Entertainment, Sports & Related	0.5%
Farming, Fishing & Forestry	0.2%
Military Specific	0.2%

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 who worked for higher wages at previous employment.

- 2.2% Inadequate hours
- 4.3% Mismatch of skills
- 1.5% Low income
- 6.8% Total estimated underemployment

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

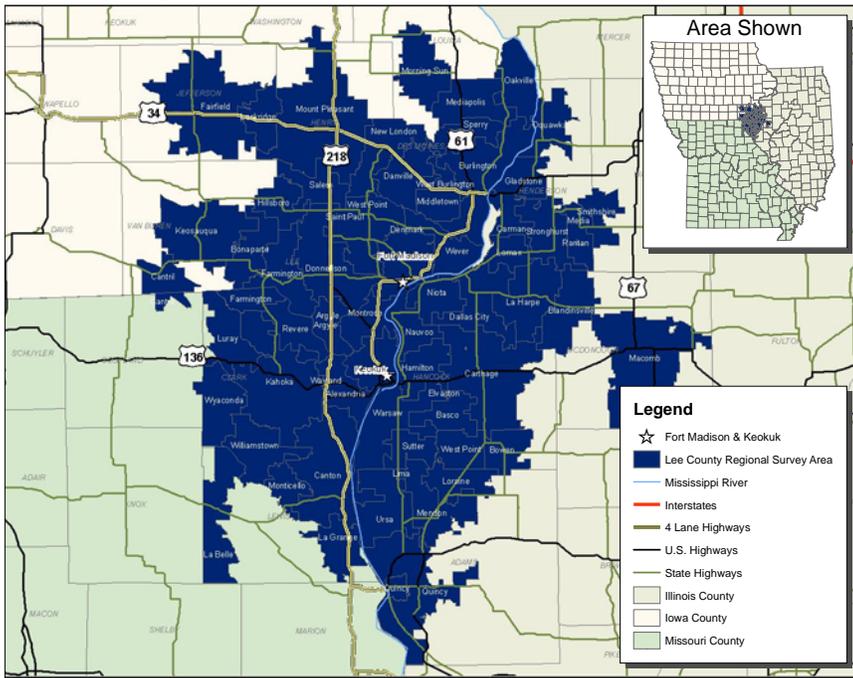
Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Manufacturing	18.4%	13,599	61.5%	34.3%	13.8%
Education	16.8%	12,416	75.3%	19.7%	6.2%
Healthcare & Social Services	14.6%	10,790	68.8%	22.6%	16.9%
Wholesale & Retail Trade	13.2%	9,756	64.0%	31.3%	14.7%
Public Administration & Government	7.7%	5,691	71.8%	17.9%	5.1%
Transportation, Communication & Utilities	6.3%	4,656	63.9%	17.4%	8.3%
Personal Services	6.0%	4,434	64.7%	27.3%	11.8%
Finance, Insurance & Real Estate	5.8%	4,287	77.8%	19.0%	3.7%
Professional Services	4.9%	3,621	66.7%	50.0%	7.4%
Construction	4.4%	3,252	76.2%	18.8%	9.5%
Agriculture	1.3%	961	*	*	*
Entertainment & Recreation	0.3%	222	*	*	*
Other (Non-profit, Religious, Military, etc.)	0.3%	222	*	*	*

**Insufficient survey data/refused*

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

Lee County Laborshed Area



Those who are employed willing to change employment in the Lee County Laborshed are willing to commute an average of 27 miles one way for employment opportunities.

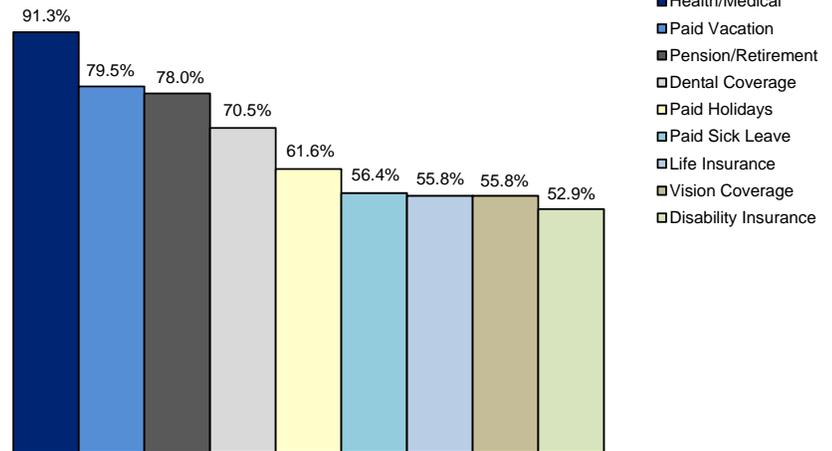
Quick Facts

- (Employed - willing to change employment)
- 25.3% are willing to change employment
 - 13.4% are working multiple jobs
 - Currently working an average of 42 hours per week
 - Average age is 50 years old
 - 31.5% currently working in the production, construction & material handling occupational category, followed by 24.3% in the professional, paraprofessional & technical occupational category
 - Most frequently identified job search sources:
 - Internet - 82.9%
 - www.monster.com
 - www.iowajobs.org
 - Local/Regional newspapers - 60.9%
 - *The Hawk Eye* - Burlington
 - *Daily Gate City* - Keokuk
 - *Fort Madison Daily Democrat*
 - *The Des Moines Register*
 - Local IowaWORKS Centers - 19.0%
 - Networking through friends, family or acquaintances - 19.0%
 - Private employment services - 8.6%

Benefits Currently Offered

The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at right provides the percentage of responses from those who are currently employed.

The majority (79.4%) of respondents state they are currently sharing the cost of health insurance premiums with their employer. However, 13.2 percent indicate their employer pays the entire cost of insurance premiums.



Education and Current Median Wage Characteristics by Industry

Industry	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture, Forestry & Mining	*	*	*	*	*	*
Construction	42.8%	9.5%	14.3%	0.0%	\$62,500	\$19.00
Manufacturing	53.2%	12.8%	14.7%	2.8%	\$60,000	\$16.17
Transportation, Communication & Utilities	47.2%	13.9%	5.6%	5.6%	\$50,000	\$18.84
Wholesale & Retail Trade	53.3%	10.7%	14.7%	2.7%	\$65,000	\$9.75
Finance, Insurance, & Real Estate	74.1%	11.1%	33.3%	7.4%	\$60,000	\$12.00
Healthcare & Social Services	67.5%	15.6%	20.8%	13.0%	\$68,500	\$14.00
Personal Services	60.6%	15.2%	12.1%	9.1%	\$26,700	\$8.25
Entertainment & Recreation	*	*	*	*	*	*
Professional Services	59.3%	18.5%	14.8%	11.1%	\$70,000	\$9.50
Public Administration & Government	79.5%	28.2%	20.5%	5.1%	\$60,000	\$17.86
Education	90.1%	7.4%	28.4%	45.7%	\$56,000	\$13.49

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

*Insufficient survey data/refused

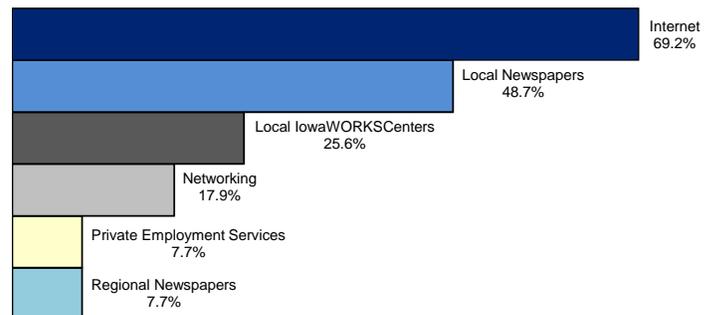
Unemployed - Those Willing to Enter/Re-enter Employment

- 11.9% of the region are unemployed*
- 53.2% are willing to accept employment
- 50.0% have become unemployed within the last year;
- Average age is 49 years old
- 58.5% are female and 41.5% are male
- Education:
 - 51.2% have some post high school education
 - 7.3% have an associate degree
 - 19.5% have an undergraduate degree
 - 4.9% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% of qualified hourly wage applicants is \$10.00 to \$10.50 per hour with a median lowest wage considered of \$8.88 per hour
- 78.0% expressed interest in seasonal employment opportunities
- 73.2% expressed interest in temporary employment opportunities
- 41.5% expressed interest in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 25 miles one way for the right opportunity

**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 86.5%
 - Paid vacation - 56.8%
 - Dental coverage - 54.1%
 - Vision coverage - 48.6%
 - Pension/retirement options - 35.1%
 - Disability insurance - 29.7%
 - Life insurance - 27.0%
 - Paid sick leave - 21.6%
 - Prescription drug coverage - 21.6%
 - Paid holidays - 16.2%
- 54.8% are seeking employment offers where the employer/employee share the cost of medical insurance premiums.

Job Search Media



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