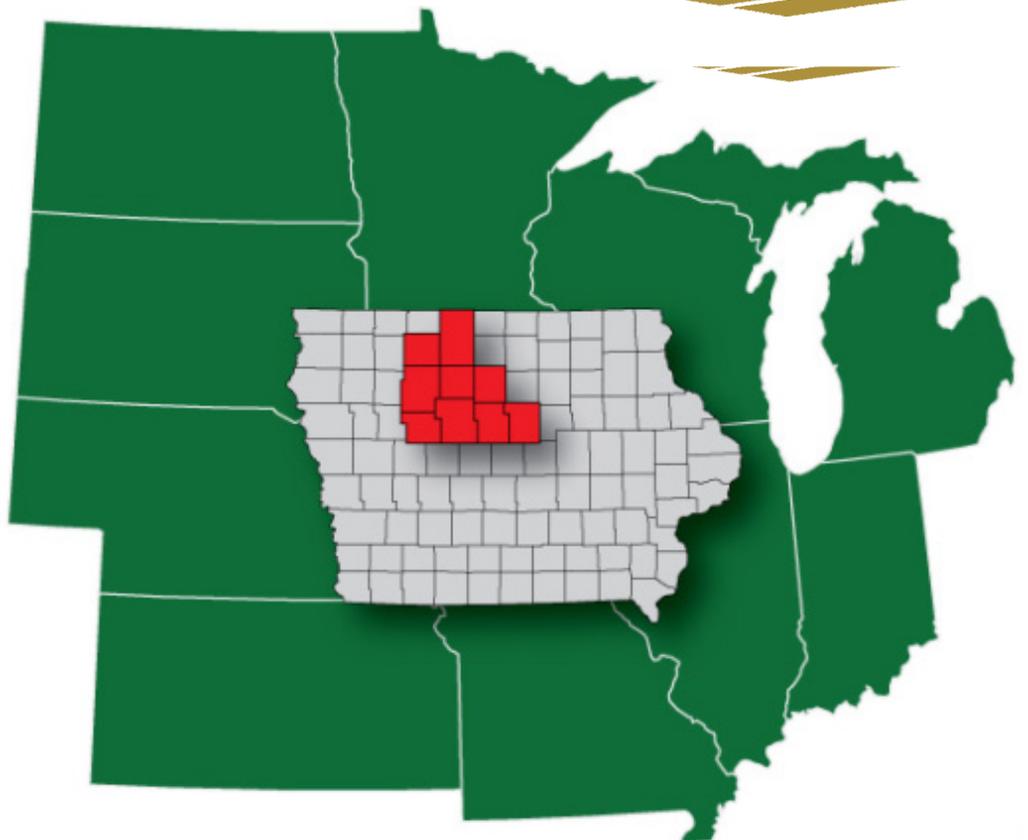


# MID IOWA GROWTH PARTNERSHIP

*Renewing Growth Naturally*

## REGIONAL LABORSHED ANALYSIS

- Calhoun
- Hamilton
- Hardin
- Humboldt
- Kossuth
- Palo Alto
- Pocahontas
- Webster
- Wright



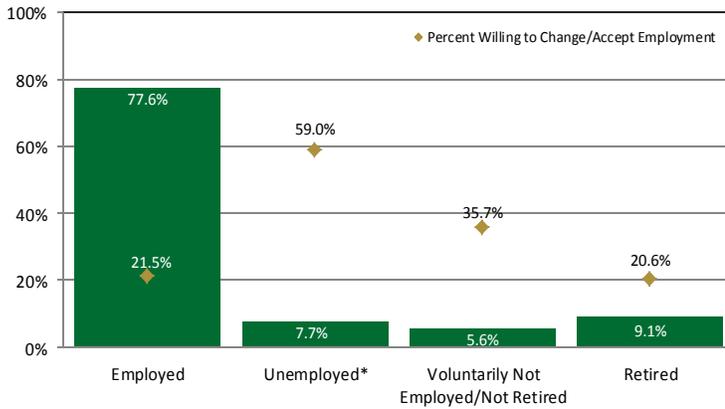
A STUDY OF WORKFORCE CHARACTERISTICS  
RELEASED MARCH 2013

# 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 Mid Iowa Growth Partnership Region, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from the Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster and Wright counties' Laborshed studies (2,250 total completed surveys). Customized industry specific and community specific information is available upon request.

## Occupations and Employment Status in the Mid Iowa Growth Partnership Region

Survey respondents from the Mid Iowa Growth Partnership region 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 & administrative support; or education, training & library occupational categories. The top industries are education; healthcare & social services; wholesale & retail trade; and manufacturing. The chart below shows the percentage of respondents by employment status within the Mid Iowa Growth Partnership Region commuting area.



**Total Potential Labor Force: 240,901**  
(entire Regional Commuting Area)

Occupations	% within Region
Management	18.8%
Office & Administrative Support	14.0%
Education, Training & Library	10.7%
Healthcare Practitioner & Technical	7.8%
Production	7.3%
Sales & Related	6.5%
Installation, Maintenance & Repair	4.1%
Personal Care & Service	3.8%
Transportation & Material Moving	3.8%
Business & Financial Operations	3.5%
Construction & Extraction	3.1%
Food Preparation & Serving Related	2.8%
Healthcare Support	2.6%
Community & Social Services	2.2%
Building/Grounds Cleaning & Maintenance	1.9%
Computer & Mathematical Science	1.3%
Life, Physical & Social Science	1.3%
Architecture & Engineering	1.2%
Protective Service	1.1%
Arts, Design, Entertainment, Sports & Related	1.0%
Farming, Fishing & Forestry	0.5%
Legal	0.5%
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.

- 1.6% Inadequate hours
- 2.8% Mismatch of skills
- 0.7% Low income
- 4.1% 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
Education	17.3%	32,340	80.2%	24.3%	3.1%
Healthcare & Social Services	14.2%	26,545	78.3%	23.9%	6.0%
Wholesale & Retail Trade	14.1%	26,358	78.2%	27.9%	9.4%
Manufacturing	12.1%	22,620	69.8%	27.5%	14.1%
Agriculture	8.9%	16,638	90.4%	6.8%	4.1%
Public Administration & Government	8.3%	15,516	80.8%	10.7%	4.0%
Personal Services	6.2%	11,590	74.2%	15.2%	8.1%
Transportation, Communication & Utilities	5.4%	10,095	73.4%	27.5%	5.5%
Finance, Insurance & Real Estate	5.1%	9,534	86.2%	24.0%	3.4%
Professional Services	4.7%	8,786	81.2%	20.3%	8.2%
Construction	3.0%	5,608	80.0%	22.7%	12.7%
Entertainment & Recreation	0.6%	1,122	81.8%	33.3%	9.1%
Other (Non-profit, Religious, Military, etc.)	0.1%	187	*	*	*

*\*Insufficient survey data/refused*

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

## Mid Iowa Growth Partnership Regional Laborshed Area



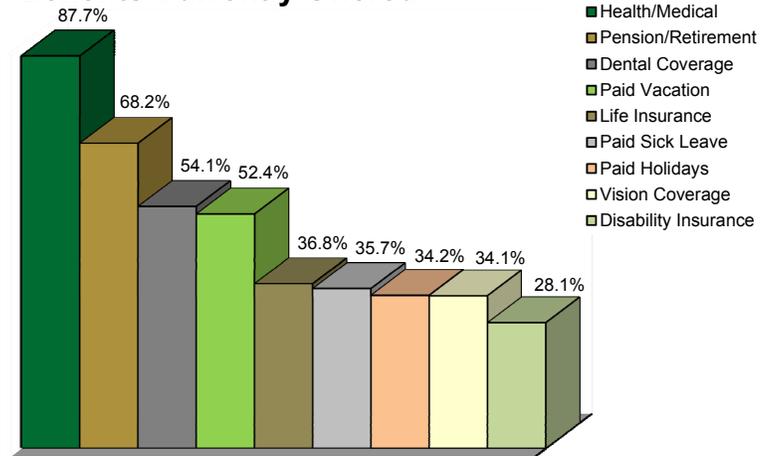
## Quick Facts

(Employed - willing to change employment)

- 21.5% are willing to change employment
- 19.5% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 49 years old
- 29.8% currently working in the professional, paraprofessional & technical occupational category, followed by 23.3% in the production, construction & material handling occupational category
- Most frequently identified job search sources:
  - Internet - 82.8%
    - [www.iowajobs.org](http://www.iowajobs.org)
    - [www.monster.com](http://www.monster.com)
    - [www.careerbuilder.com](http://www.careerbuilder.com)
  - Local/Regional newspapers - 61.5%
    - *The Messenger* - Fort Dodge
    - *The Des Moines Register*
  - Networking through friends, family or acquaintances - 22.7%
  - Local IowaWORKS Centers - 15.8%

Those who are employed willing to change employment in the Mid Iowa Growth Partnership region are willing to commute an average of 25 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 right provides the percentage of responses from those who are currently employed.

The majority (71.2%) of respondents state they are currently sharing the cost of health insurance premiums with their employer. However, 22.6 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	68.5%	18.5%	20.6%	0.7%	\$50,000	\$14.00
Construction	65.5%	7.3%	23.6%	3.6%	\$46,000	\$17.25
Manufacturing	58.0%	9.8%	17.7%	3.1%	\$60,000	\$16.51
Transportation, Communication & Utilities	65.2%	15.6%	11.0%	0.9%	\$60,000	\$15.00
Wholesale & Retail Trade	60.2%	13.5%	18.0%	3.0%	\$54,000	\$10.00
Finance, Insurance, & Real Estate	83.9%	12.6%	37.9%	6.9%	\$51,500	\$12.43
Healthcare & Social Services	85.4%	29.2%	21.7%	7.5%	\$60,000	\$15.18
Personal Services	68.5%	13.7%	14.5%	8.9%	\$39,000	\$10.00
Entertainment & Recreation	72.7%	9.1%	9.1%	0.0%	*	\$9.70
Professional Services	76.5%	7.1%	28.2%	9.4%	\$42,000	\$10.00
Public Administration & Government	72.8%	18.5%	23.2%	6.6%	\$50,000	\$20.00
Education	89.6%	8.2%	39.6%	29.6%	\$50,000	\$11.99

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

\*Insufficient survey data/refused

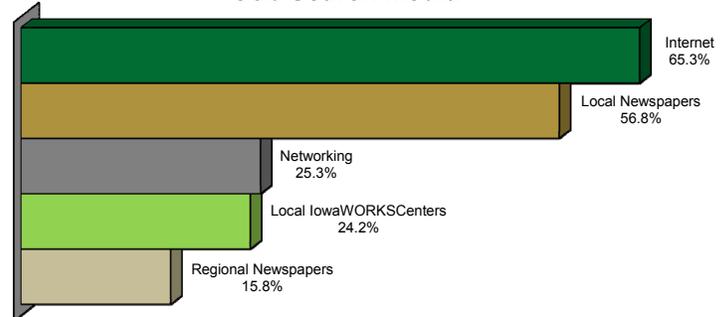
## Unemployed - Those Willing to Enter/Re-enter Employment

- 7.7% of the region are unemployed\*
- 59.0% are willing to accept employment
- 32.4% have become unemployed within the last year
- Average age is 47 years old
- 51.0% are male and 49.0% are female
- Education:
  - 57.8% have some post high school education
  - 4.9% are trade certified
  - 3.9% completed vocational training
  - 16.7% have an associate degree
  - 9.8% have an undergraduate degree
  - 1.0% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% of qualified hourly wage applicants is \$10.50 to \$12.00 per hour with a median lowest wage considered of \$10.00 per hour
- 72.5% expressed interest in temporary employment opportunities
- 68.6% expressed interest in seasonal employment opportunities
- 52.0% expressed interest in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 23 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 - 87.5%
  - Pension/retirement options - 36.3%
  - Dental coverage - 35.0%
  - Paid vacation - 32.5%
  - Vision coverage - 28.8%
  - Paid holidays - 17.5%
  - Life insurance - 15.0%
  - Paid sick leave - 15.0%
  - Disability insurance - 13.8%
  - Prescription drug coverage - 8.8%
- 66.2% are seeking employment offers where the employer/employee share the cost of medical insurance premiums.

### Job Search Media



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MidAmerican Energy  
MIDAS Council of Governments  
North Central Iowa Small Business Development Center  
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