



Lucas County

Laborshed Analysis

A Study of Workforce Characteristics
Released May 2009

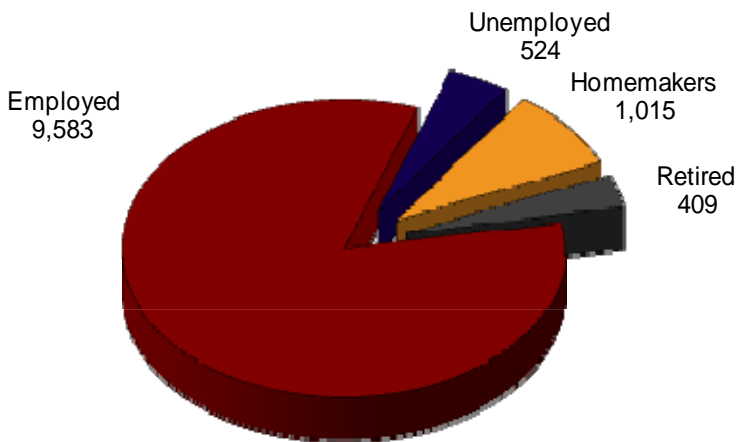


Laborshed Studies

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 Lucas 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: 122,144 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (11,531)



Quick Facts:

(Employed - willing to change employment)

- 7.0% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 46 years old;
- 20.9% currently working within the professional, paraprofessional, & technical occupational category followed by 19.4% within the clerical occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.careerbuilder.com
 - www.iowaworkforce.org
 - www.monster.com
 - Local/Regional newspapers
 - *The Des Moines Register*
 - *The Chariton Leader*
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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.

- 1.5% Inadequate hours (144 people)
- 1.7% Mismatch of skills (163 people)
- 1.2% Low income (115 people)
- 3.2% Total estimated underemployment (307 people)

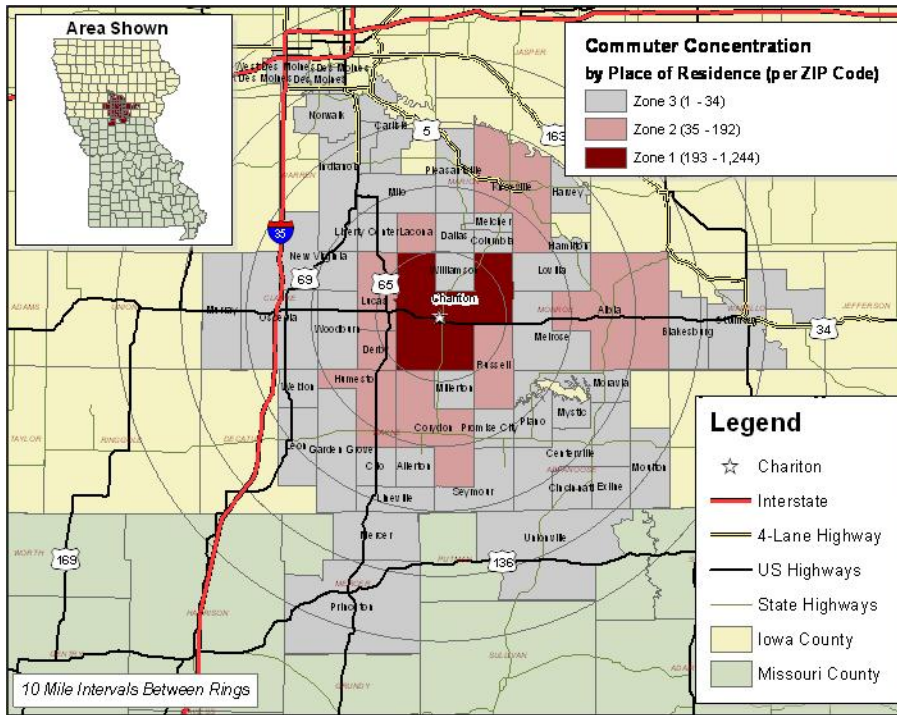
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	16.2%	15,098
Wholesale & Retail Trade	15.6%	14,539
Manufacturing	13.6%	12,675
Education	12.6%	11,743
Finance, Insurance, & Real Estate	7.6%	7,083
Public Administration & Government	7.6%	7,083
Transportation, Communication, & Utilities	6.6%	6,151
Other (Military, Nonprofit, etc.)	6.0%	5,592
Personal Services	5.3%	4,939
Agriculture	3.0%	2,796
Construction	2.3%	2,144
Professional Services	2.3%	2,144
Entertainment & Recreation	1.3%	1,212

Survey respondents from the Lucas 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 service industry as shown in the table at left.

Lucas County Commuting Area



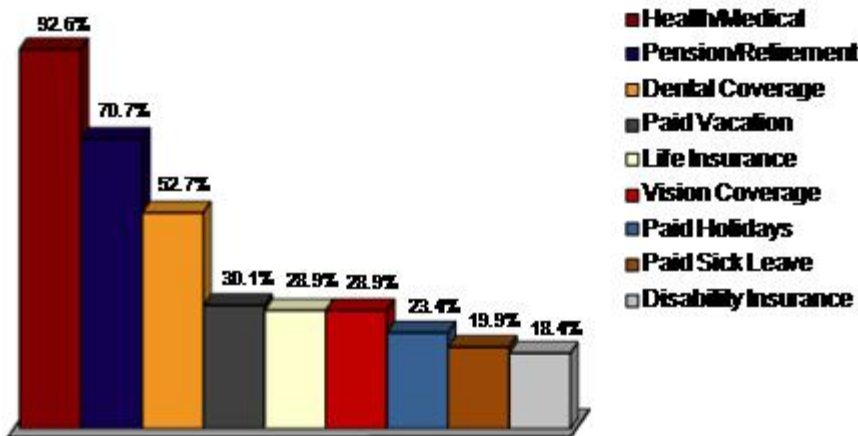
Commuting Statistics

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

Those who are willing to change employment in the Lucas County Laborshed area 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 left provides the percentage of responses from those that are currently employed. The top nine benefits are shown.

The majority (76.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.7 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

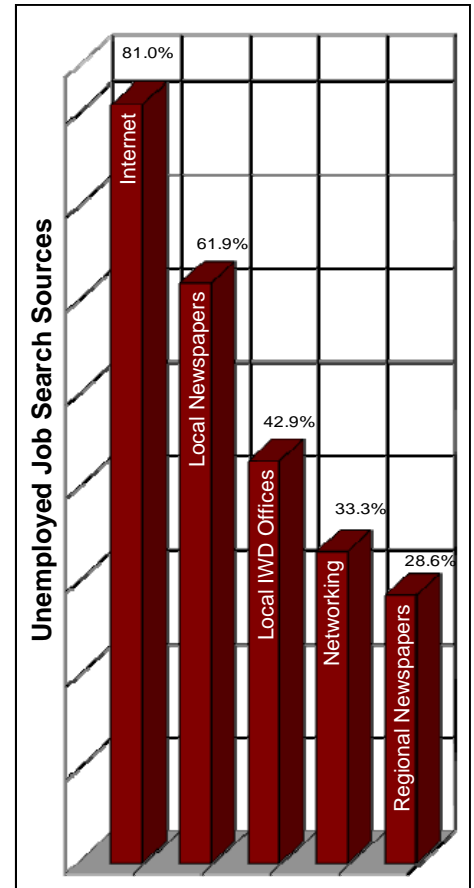
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	36.4%	9.1%	27.3%	*	\$11.43
Construction	30.0%	*	*	*	\$17.72
Manufacturing	50.0%	8.3%	14.6%	\$47,500	\$16.48
Transportation, Communication, & Utilities	63.6%	21.2%	27.3%	\$55,500	\$15.14
Wholesale & Retail Trade	58.3%	11.7%	16.6%	\$55,000	\$10.94
Finance, Insurance, & Real Estate	75.9%	17.2%	37.9%	\$46,500	\$13.95
Health Care & Social Services	76.7%	18.3%	35.0%	\$62,000	\$18.01
Personal Services	81.0%	4.8%	14.3%	\$12,000	*
Entertainment & Recreation	60.0%	20.0%	20.0%	*	\$7.88
Professional Services	*	*	*	*	*
Public Administration & Government	69.0%	10.3%	41.3%	\$45,000	\$17.00
Education	84.9%	7.5%	67.9%	\$43,000	\$9.43

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 524 unemployed individuals are willing to accept employment;
- Average age is 48 years old;
- 68.2% are female; 31.8% are male;
- Education:
 - 77.3% have an education beyond high school
 - 4.5% are trade certified
 - 9.1% have an associate degree
 - 27.3% have an undergraduate degree
 - 4.5% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.88 to \$11.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 21 miles one way for the right opportunity;
- 68.2% expressed interest in seasonal or temporary employment opportunities;
- 27.3% 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
 - Dental coverage
 - Vision coverage
 - Life insurance
 - Paid vacation
 - Disability insurance
 - Prescription drug coverage
- 50.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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