

Laborshed Analysis

Estherville Laborshed Area



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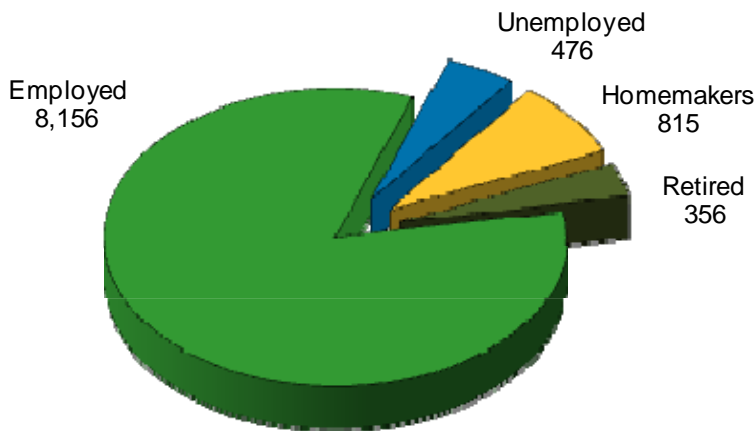
A Study of Workforce Characteristics
Released June 2009

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 Estherville 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: 53,126 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (9,803)



Quick Facts:

(Employed - willing to change employment)

- 26.2% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 47 years old;
- 21.2% currently working within the production, construction, & material handling occupational category followed by 19.7% within the professional, paraprofessional, & technical, and clerical occupational categories;
- Most frequently identified job search sources:
 - Local/Regional newspapers
Estherville Daily News
Emmetsburg Democrat Reporter
The Des Moines Register
 - Internet
www.monster.com
www.careerbuilder.com
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and 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.

- 1.5% Inadequate hours (122 people)
- 1.2% Mismatch of skills (98 people)
- 0.7% Low income (57 people)
- 3.0% Total estimated underemployment (245 people)

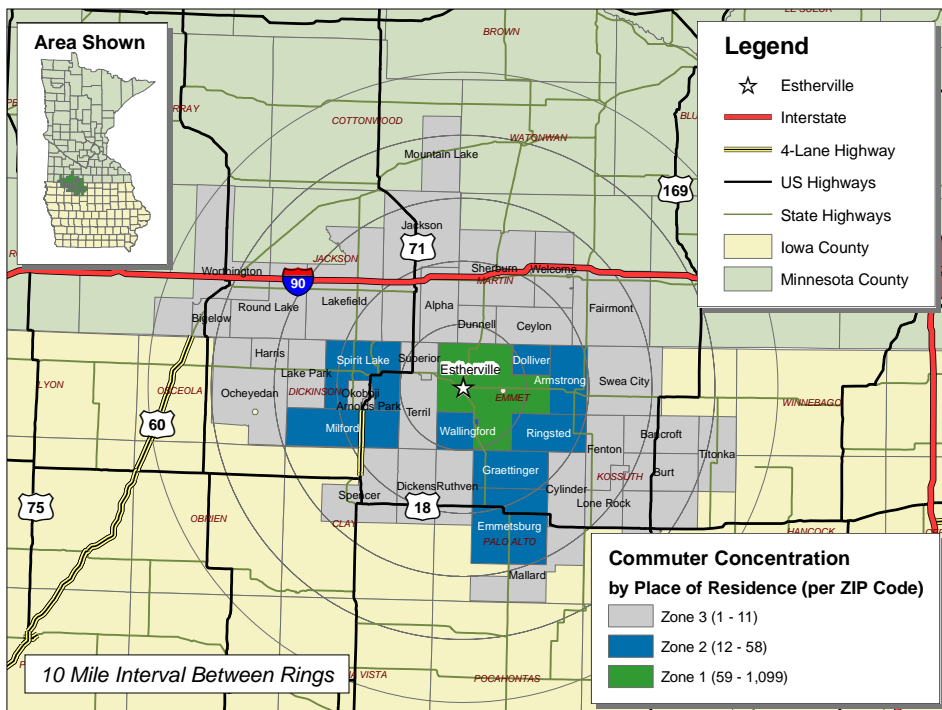
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	16.3%	7,118
Manufacturing	15.0%	6,550
Health Care & Social Services	14.7%	6,419
Wholesale & Retail Trade	11.0%	4,804
Agriculture	9.7%	4,236
Public Administration & Government	6.9%	3,013
Transportation, Communication, & Utilities	6.0%	2,620
Finance, Insurance, & Real Estate	4.7%	2,052
Construction	3.5%	1,528
Other (Military, Nonprofit, etc.)	3.5%	1,528
Personal Services	3.1%	1,354
Professional Services	3.1%	1,354
Entertainment & Recreation	2.5%	1,092

Survey respondents from the Estherville Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry as shown in the table at left.

Estherville Commuting Area



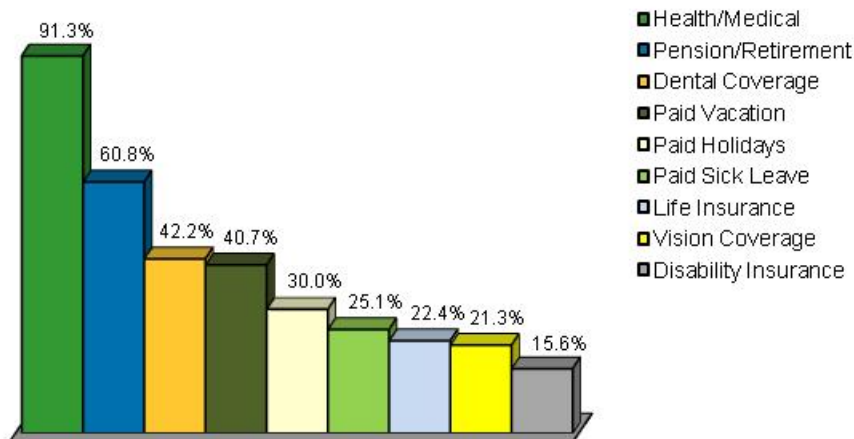
Commuting Statistics

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

Those who are willing to change employment in the Estherville Laborshed area are willing to commute an average of 23 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 (67.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 26.5 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

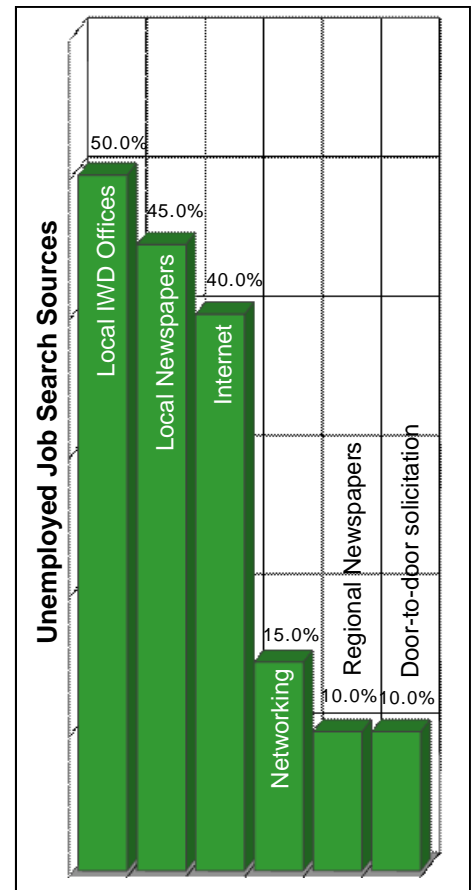
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	69.7%	21.2%	18.2%	\$40,000	\$12.93
Construction	71.4%	*	28.5%	\$46,500	\$13.00
Manufacturing	67.3%	14.5%	27.2%	\$48,120	\$14.98
Transportation, Communication, & Utilities	69.6%	26.1%	8.6%	\$55,000	\$13.50
Wholesale & Retail Trade	71.4%	19.0%	11.9%	\$40,000	\$9.25
Finance, Insurance, & Real Estate	91.7%	20.8%	50.0%	\$45,000	\$11.30
Health Care & Social Services	91.1%	26.8%	23.2%	\$38,000	\$13.55
Personal Services	72.7%	27.3%	45.5%	\$24,500	\$8.38
Entertainment & Recreation	60.0%	10.0%	20.0%	*	\$9.50
Professional Services	88.9%	33.3%	22.2%	\$52,000	\$14.43
Public Administration & Government	72.7%	24.2%	15.2%	\$54,000	\$17.74
Education	89.7%	17.2%	65.5%	\$48,000	\$11.05

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 476 unemployed individuals are willing to accept employment;
- Average age is 40 years old;
- 65.0% are male; 35.0% are female;
- Education:
 - 55.0% have an education beyond high school
 - 15.0% have an associate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.80 to \$12.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 18 miles one way for the right opportunity;
- 35.0% expressed interest in seasonal employment opportunities;
- 65.0% expressed interest in temporary employment opportunities;
- 55.0% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Paid vacation
 - Dental coverage
 - Pension/retirement options
 - Vision coverage
 - Prescription drug coverage
 - Paid holidays
- 75.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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