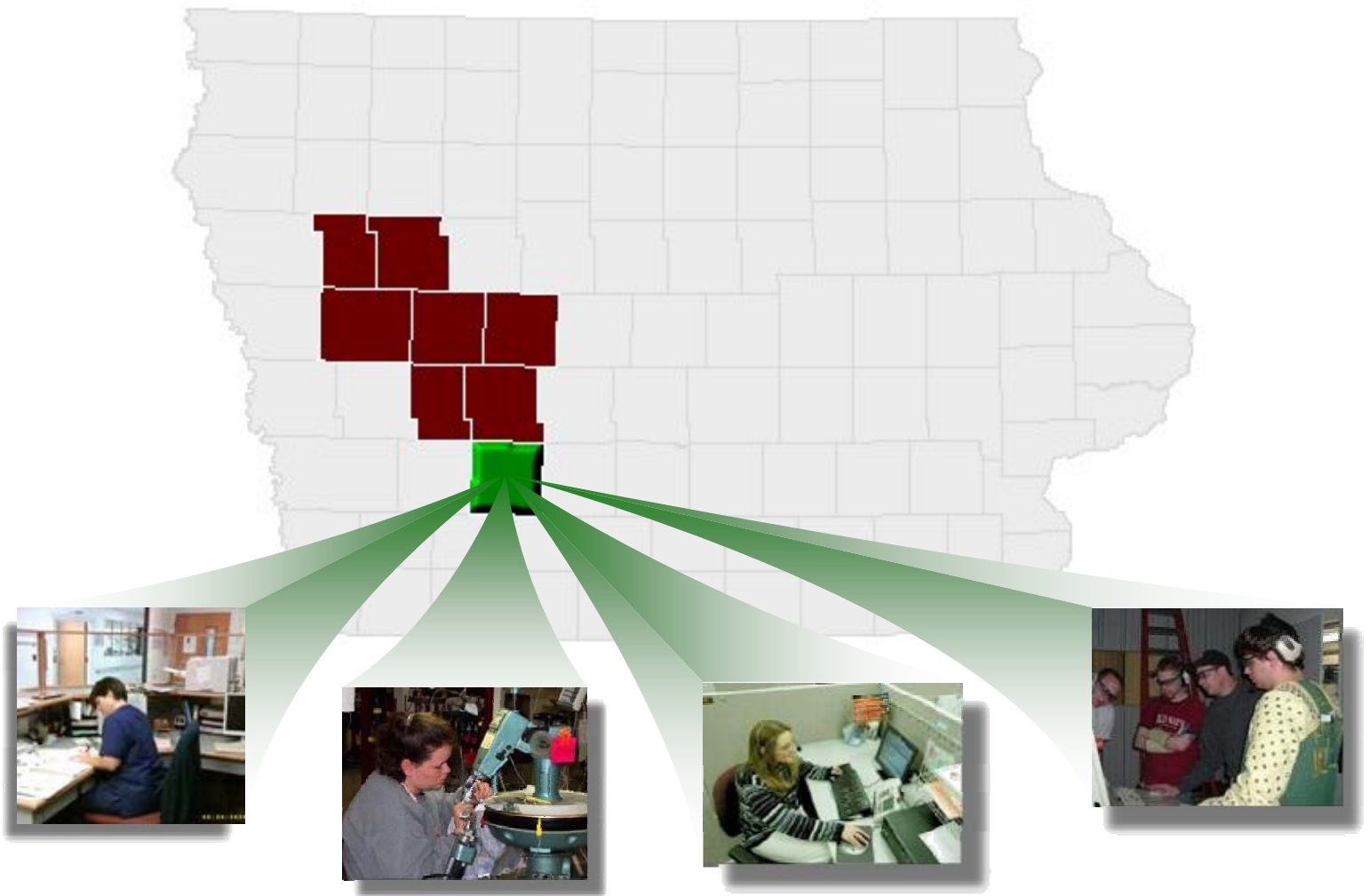


Laborshed Analysis

Adair County, Iowa



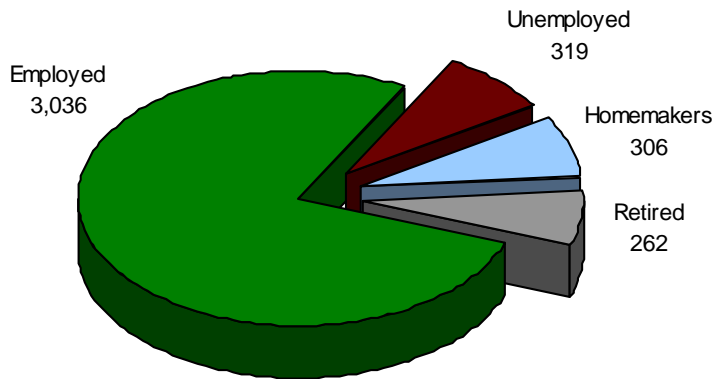
A Study of Workforce Characteristics
Released October 2008

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 Adair 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: 21,356 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (3,923)



Quick Facts:

(Employed - willing to change employment)

- 21.4% are working multiple jobs;
- Currently working an average of 44 hours per week;
- Average age is 45 years old;
- 29.3% currently working within the production, construction, & material handling occupational category followed by 24.2% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Des Moines Register
Creston News Advertiser
Adair Co. Free Press - Greenfield
 - The internet
www.monster.com
www.careerbuilder.com
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, or 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.

- 2.0% Inadequate hours (61 people)
- 1.0% Low income (30 people)
- 2.7% Mismatch of skills (82 people)
- 5.4% Total estimated underemployment (164 people)

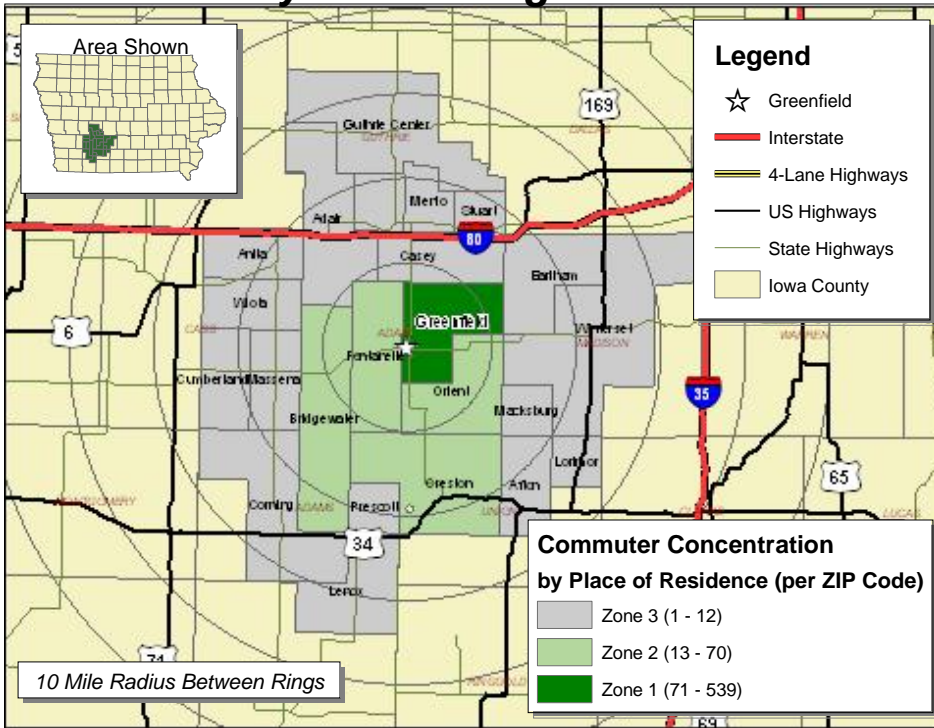
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	17.1%	3,173
Manufacturing	16.8%	3,118
Education	13.4%	2,487
Transportation, Communication, & Public Utilities	12.3%	2,283
Public Administration & Government	8.5%	1,577
Finance, Insurance, & Real Estate	7.4%	1,373
Wholesale & Retail Trade	6.8%	1,262
Agriculture, Forestry, & Mining	5.4%	1,002
Construction	4.6%	854
Personal Services	4.0%	742
Professional Services	3.1%	575
Other (Military, Nonprofit, etc.)	0.3%	56
Entertainment & Recreation	0.3%	56

Survey respondents from the Adair 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 services industry as shown in the table at left.

Adair County Commuting Area



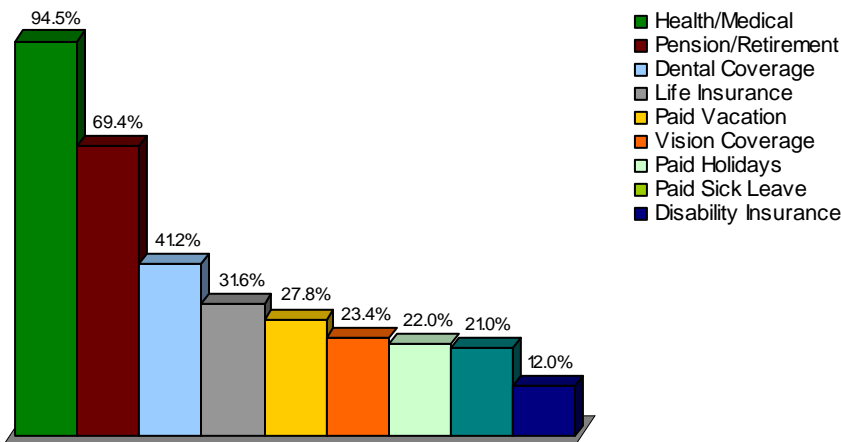
Commuting Statistics

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

Those who are willing to change employment in the Adair County Laborshed area are willing to commute an average of 31 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 (72.6%) of respondents are currently sharing the cost of premiums with the employer. However, 21.5 percent of the respondents in the area have employers who pay the entire cost of insurance premiums as a benefit for their employees.

Education and Median Wage Characteristics by Industry

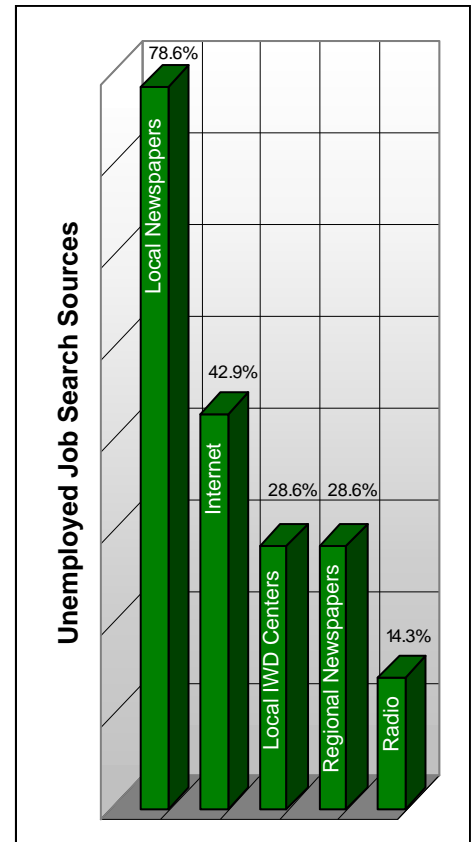
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	54.5%	18.2%	13.6%	\$40,000	\$11.34
Construction	36.8%	10.5%	5.3%	\$47,000	\$14.33
Manufacturing	51.4%	19.4%	8.4%	\$46,500	\$13.30
Transportation, Communication, & Utilities	65.1%	18.6%	7.0%	\$60,000	\$18.50
Wholesale & Retail Trade	61.8%	23.5%	14.6%	\$35,000	\$10.86
Finance, Insurance, & Real Estate	63.0%	25.9%	14.8%	\$38,500	\$14.07
Health Care & Social Services	87.7%	32.9%	28.8%	\$39,500	\$15.00
Personal Services	75.0%	6.3%	18.8%	\$37,500	\$10.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	50.0%	8.3%	8.3%	*	\$13.25
Public Administration & Government	46.9%	12.5%	15.6%	\$45,000	\$15.00
Education	82.4%	9.8%	47.0%	\$40,500	\$12.00

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 319 unemployed individuals are willing to accept employment;
- Average age is 40 years old;
- Education:
 - 50.0% have an education beyond high school
 - 7.1% are trade certified
 - 14.3% have an associate degree
 - 21.4% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.50/hr. with a median of the lowest wage of \$8.00/hr.;
- Willing to commute an average of 38 miles one way for the right opportunity;
- 71.4% expressed interest in seasonal and 64.3% in temporary employment opportunities;
- 35.7% 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
 - Paid vacation
 - Paid holidays
 - Vision coverage
 - Dental coverage
 - Disability insurance
 - Prescription drug coverage
 - Life insurance
 - Flextime
- 66.7% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Adair County Laborshed Study, contact:

Jason E. White, Executive Director
Adair, Greene, & Guthrie Counties
Midwest Partnership Corporation
P.O. Box 537; 615 S Division St.
Stuart, Iowa 50250
Phone: 515-523-1262
Fax: 515-523-1397
Email: info@midwestpartnership.com
www.iowadevelopment.com



This information is analyzed and compiled by the
Iowa Workforce Development
Research & Performance Planning Bureau
1000 E. Grand Avenue, Des Moines, Iowa 50319
(515) 281-7505
www.iowaworkforce.org