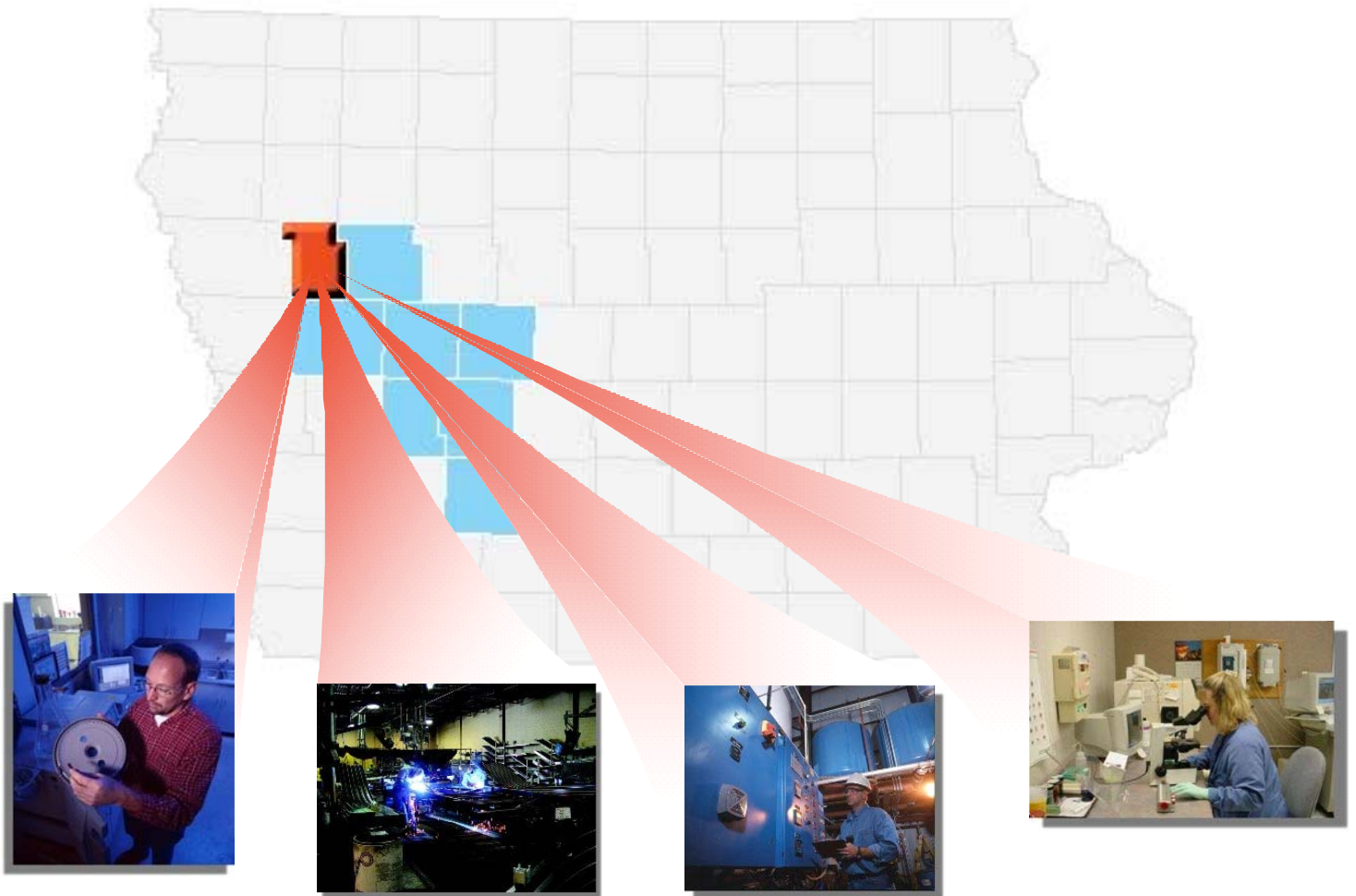


Laborshed Analysis

Ida County, Iowa



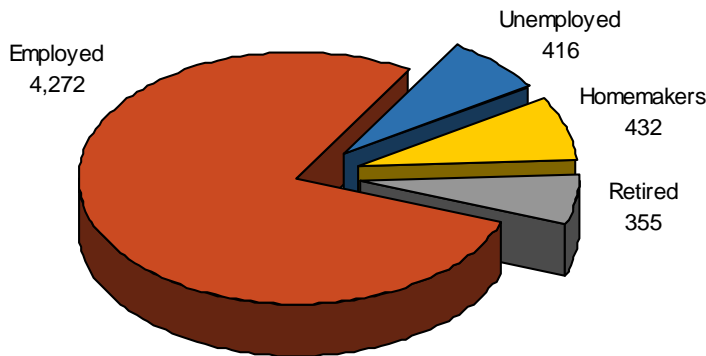
A Study of Workforce Characteristics
Released October 2008

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 Ida 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: 31,608 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (5,475)



Quick Facts:

(Employed - willing to change employment)

- 20.0% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 46 years old;
- 27.8% currently working within the production, construction, & material handling occupational category followed by 22.2% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
 - Local/Regional newspapers
Sioux City Journal
Bulletin-Review - Denison
The Des Moines Register
 - The internet
www.iowaworkforce.org
www.monster.com
www.careerbuilder.com
 - Networking through friends, family, or 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.

- 1.2% Inadequate hours (51 people)
- 1.5% Low income (64 people)
- 2.2% Mismatch of skills (94 people)
- 4.4% Total estimated underemployment (188 people)

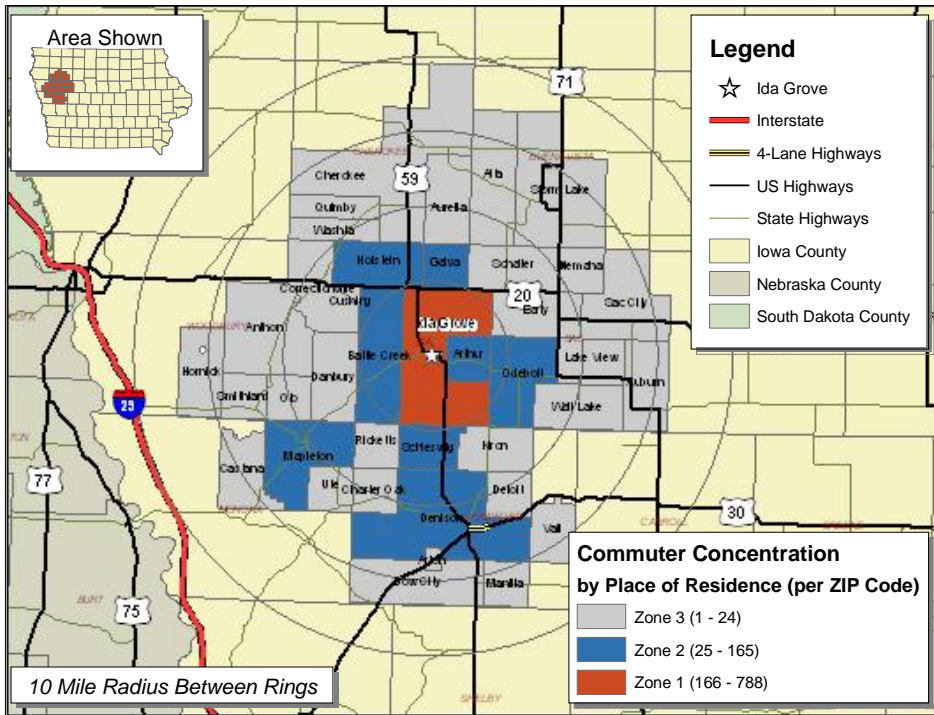
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	14.9%	3,918
Education	14.6%	3,840
Health Care & Social Services	14.0%	3,682
Agriculture, Forestry, & Mining	13.7%	3,603
Wholesale & Retail Trade	9.3%	2,446
Transportation, Communication, & Public Utilities	6.9%	1,815
Public Administration & Government	6.6%	1,736
Finance, Insurance, & Real Estate	5.1%	1,341
Construction	5.1%	1,341
Professional Services	4.7%	1,236
Personal Services	4.2%	1,105
Other (Military, Nonprofit, etc.)	0.6%	158
Entertainment & Recreation	0.3%	79

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

Ida County Commuting Area



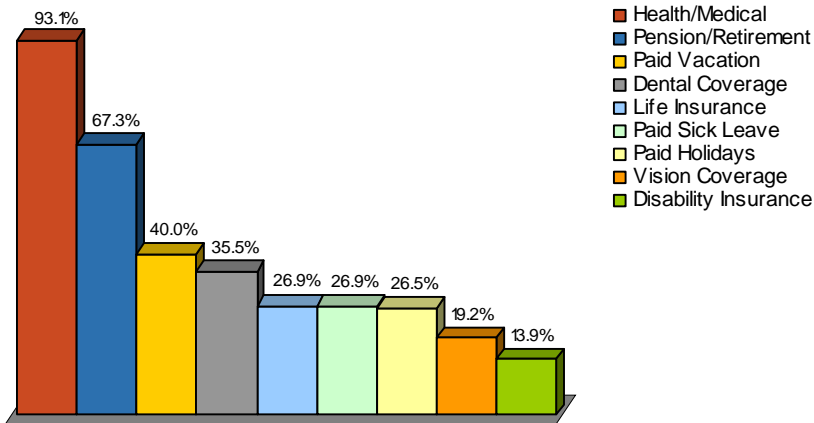
Commuting Statistics

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

Those who are willing to change employment in the Ida County Laborshed area are willing to commute an average of 24 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 (64.5%) of respondents are currently sharing the cost of premiums with the employer. However, 26.8 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

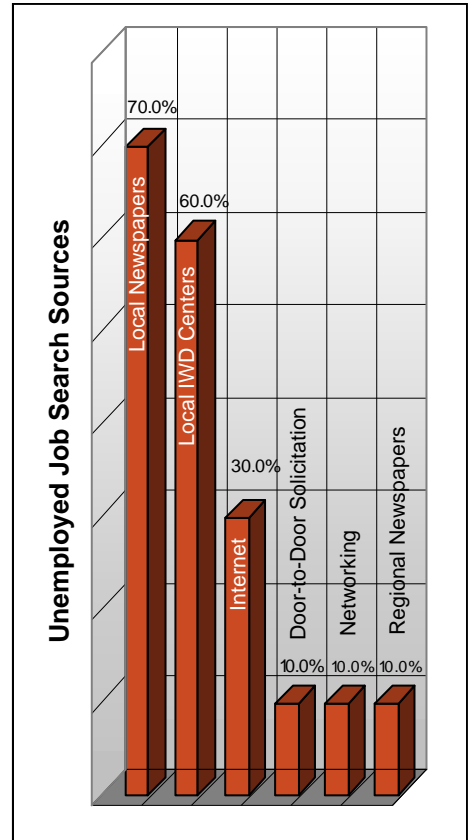
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	59.2%	14.3%	16.3%	\$50,000	\$11.38
Construction	42.1%	36.8%	5.3%	\$37,500	\$13.00
Manufacturing	45.9%	13.1%	4.9%	\$50,000	\$12.75
Transportation, Communication, & Utilities	59.3%	7.4%	29.6%	\$47,500	\$13.50
Wholesale & Retail Trade	50.0%	2.6%	10.5%	\$31,550	\$8.00
Finance, Insurance, & Real Estate	70.0%	15.0%	35.0%	\$35,000	\$9.50
Health Care & Social Services	76.6%	23.3%	18.3%	\$37,500	\$11.30
Personal Services	73.3%	13.3%	6.7%	\$11,000	\$9.15
Entertainment & Recreation	*	*	*	*	*
Professional Services	45.0%	15.0%	30.0%	\$23,500	\$9.50
Public Administration & Government	70.8%	20.8%	29.2%	\$46,500	\$19.21
Education	87.9%	15.5%	60.3%	\$35,000	\$10.00

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 416 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- 58.3% are female; 41.7% are male;
- Education:
 - 66.7% have an education beyond high school
 - 8.3% have completed vocational training
 - 33.3% have an associate degree
 - 8.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.98 to \$12.00/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 25 miles one way for the right opportunity;
- 58.3% expressed interest in seasonal and 75.0% in temporary employment opportunities;
- 33.3% 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
 - Paid vacation
 - Dental coverage
 - Disability insurance
 - Life insurance
 - Prescription drug coverage
 - Vision coverage
- 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 Ida County Laborshed Study, contact:

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