

Knoxville, Iowa Laborshed Analysis



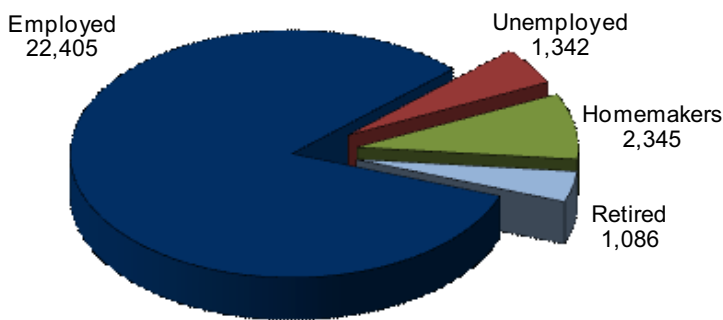
A Study of Workforce Characteristics
Released January 2010

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 Knoxville 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: 223,096(entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (27,179)



Quick Facts:

(Employed - willing to change employment)

- 8.8% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 44 years old;
- 25.0% currently working within the production, construction, & material handling occupational category followed by 20.6% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.careerbuilder.com
 - www.monster.com
 - Local/Regional Newspapers
 - The Des Moines Register*
 - Journal-Express - Knoxville*
 - 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.

- 2.2% Inadequate hours (493 people)
- 2.7% Mismatch of skills (605 people)
- 1.5% Low income (336 people)
- 4.9% Total estimated underemployment (1,098 people)

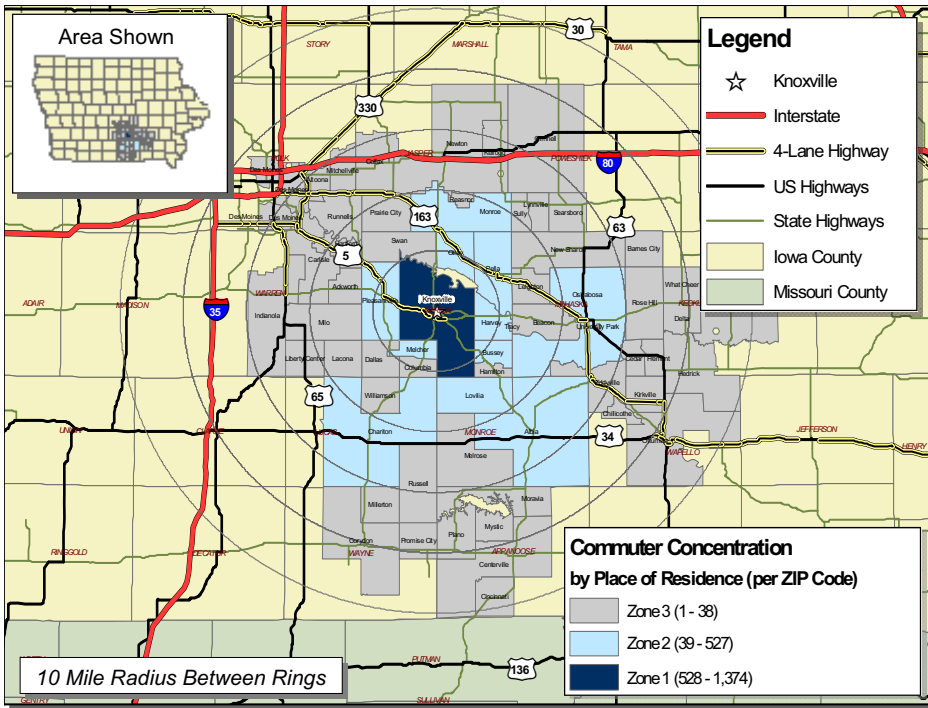
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

| Industry | % of Laborshed | # of Employed |
|--|----------------|---------------|
| Wholesale & Retail Trade | 20.1% | 32,780 |
| Manufacturing | 16.1% | 26,256 |
| Health Care & Social Services | 15.8% | 25,767 |
| Education | 15.8% | 25,767 |
| Finance, Insurance, & Real Estate | 7.3% | 11,905 |
| Public Administration & Government | 6.2% | 10,111 |
| Transportation, Communication, & Utilities | 5.5% | 8,970 |
| Professional Services | 4.0% | 6,523 |
| Personal Services | 3.3% | 5,382 |
| Construction | 1.8% | 2,935 |
| Agriculture | 1.5% | 2,446 |
| Entertainment & Recreation | 1.5% | 2,446 |
| Other (Military, Nonprofit, Etc.) | 1.1% | 1,794 |

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

Knoxville Commuting Area



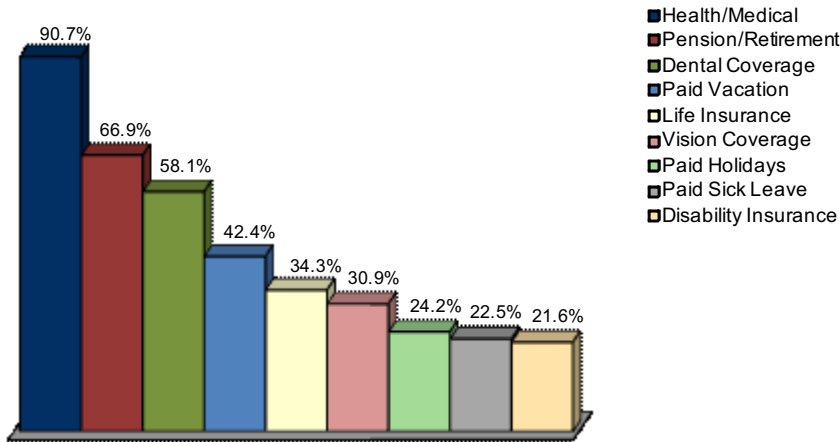
Commuting Statistics

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

Those who are willing to change employment in the Knoxville 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 (77.7%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.7 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

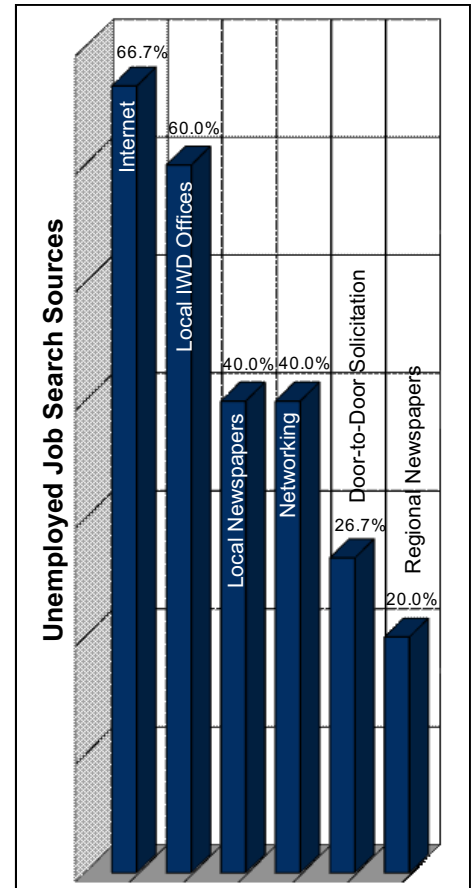
| Industry | Education | | | Median Wages | |
|--|-------------------------------|------------------|--------------------------------|-------------------------|-----------------------------|
| | Some Level Beyond High School | Associate Degree | Undergraduate Degree or Higher | Salary Wages (per year) | Non-Salary Wages (per hour) |
| Agriculture | * | * | * | * | * |
| Construction | * | * | * | * | * |
| Manufacturing | 50.8% | 8.2% | 14.7% | \$60,000 | \$17.51 |
| Transportation, Communication, & Utilities | 62.5% | 25.0% | 4.2% | \$44,000 | \$15.00 |
| Wholesale & Retail Trade | 42.6% | 11.8% | 19.1% | \$90,000 | \$9.15 |
| Finance, Insurance, & Real Estate | 57.1% | 21.4% | 21.5% | \$55,000 | \$16.00 |
| Health Care & Social Services | 69.1% | 14.5% | 18.2% | \$47,000 | \$12.88 |
| Personal Services | 84.6% | 7.7% | 23.1% | \$25,500 | \$15.00 |
| Entertainment & Recreation | * | * | * | * | * |
| Professional Services | 56.2% | 18.8% | 12.6% | * | \$12.75 |
| Public Administration & Government | 66.7% | * | 38.9% | \$38,500 | \$19.50 |
| Education | 82.0% | 6.0% | 64.0% | \$43,750 | \$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 1,342 unemployed individuals are willing to accept employment;
- Average age is 49 years old;
- 66.7% are female; 33.3% are male;
- Education:
 - 60.0% have an education beyond high school
 - 13.3% are trade certified
 - 6.7% have completed vocational training
 - 6.7% have an associate degree
 - 6.7% have an undergraduate degree
 - 6.7% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$14.00 to \$14.38/hr. with a median of the lowest wage of \$10.28;
- Willing to commute an average of 32 miles one way for the right opportunity;
- 73.3% expressed interest in temporary and 53.3% in seasonal employment opportunities;
- 40.0% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Paid vacation
 - Pension/retirement options
 - Life insurance
 - Paid sick leave
 - Disability insurance
 - Paid holidays
 - Prescription drug coverage
 - Vision coverage
- 81.8% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Knoxville Laborshed Analysis, contact:

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