



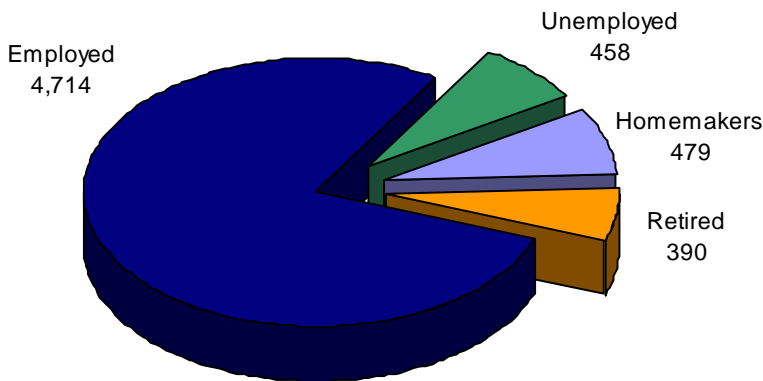
A Study of Workforce Characteristics
Released November 2007

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 Belmont 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: 41,551 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,041)



Quick Facts:

(Employed - willing to change employment)

- 23.5% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 46 years old;
- 37.3% currently working in production, construction, or material handling occupations followed by 18.6% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
 - Internet
 - www.monster.com
 - www.iowaworkforce.org
 - 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.

- 1.7% Inadequate hours (80 people)
- 0.7% Low income (33 people)
- 4.2% Mismatch of skills (198 people)
- 6.2% Total estimated underemployment (292 people)

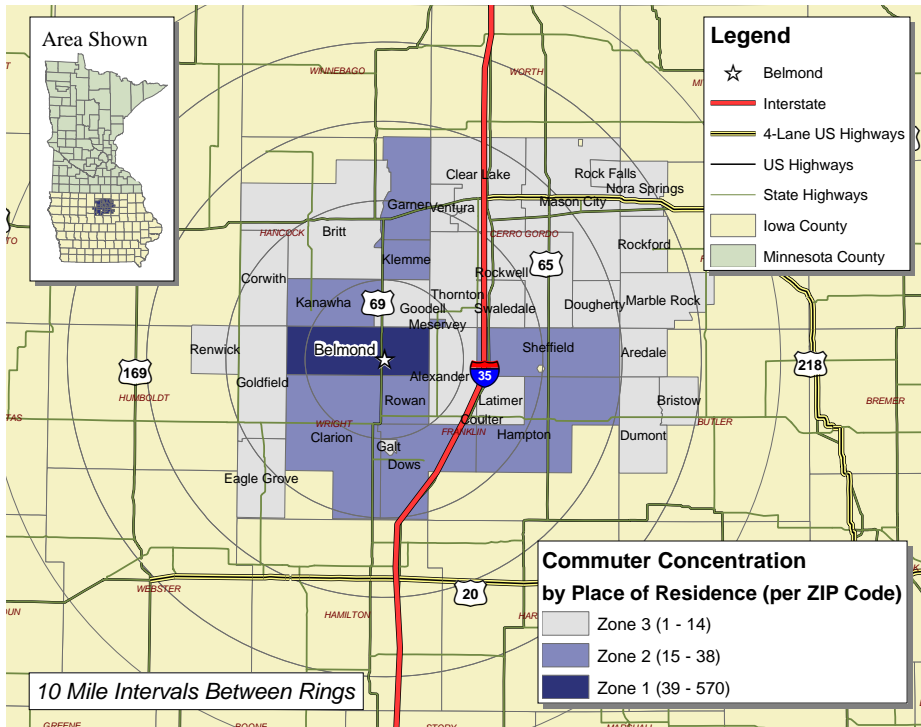
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	22.8%	7,958
Health Care/Social Services	17.8%	6,213
Wholesale & Retail Trade	10.3%	3,595
Education	10.1%	3,525
Public Administration & Government	6.8%	2,373
Professional Services	6.8%	2,373
Agriculture, Forestry, & Mining	6.5%	2,269
Finance, Insurance, & Real Estate	4.7%	1,640
Construction	4.4%	1,536
Transportation, Communications, & Public Utilities	4.1%	1,431
Personal Services	4.1%	1,431
Entertainment & Recreation	1.6%	558

Survey respondents from the Belmont 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.

Belmond Commuting Area

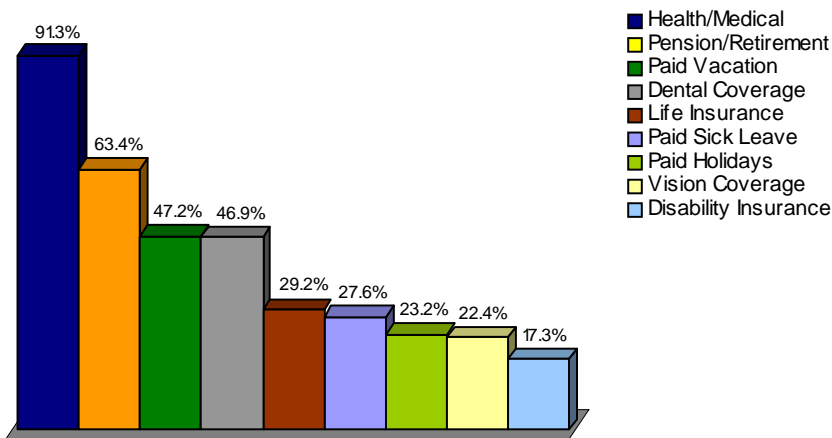


Commuting Statistics

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

Those who are willing to change employment in the Belmond Laborshed area are willing to commute an average of 20 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 (71.3%) of respondents are currently sharing the cost of premiums with the employer. However, 19.7 percent of the employers in the area 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	64.0%	12.0%	28.0%	\$42,500	\$12.00
Construction	67.7%	11.1%	16.7%	\$33,500	\$14.00
Manufacturing	58.6%	13.8%	13.7%	\$40,000	\$14.00
Transportation, Communication, & Utilities	66.7%	27.8%	11.1%	\$30,500	\$16.75
Wholesale & Retail Trade	56.5%	15.2%	10.9%	\$50,500	\$11.00
Finance, Insurance, & Real Estate	64.7%	5.9%	41.2%	\$60,000	\$10.27
Health Care & Social Services	87.0%	39.1%	26.0%	\$52,000	\$12.75
Personal Services	75.0%	18.8%	25.1%	\$17,000	\$7.00
Professional Services	67.7%	9.7%	25.8%	\$50,000	\$11.00
Public Administration & Government	66.7%	37.0%	14.8%	\$45,500	\$16.50
Education	87.5%	10.0%	67.5%	\$39,000	\$9.75

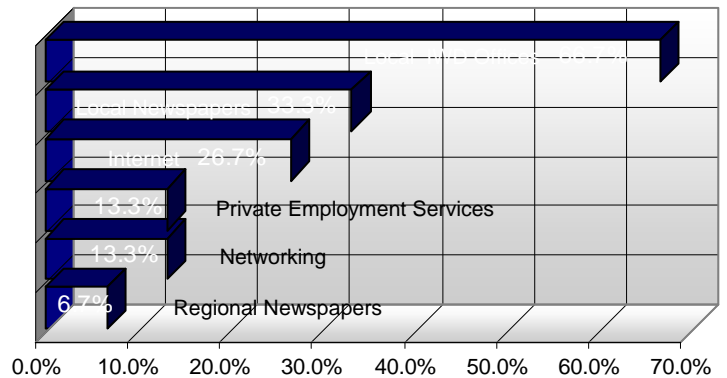
This table includes all respondents without consideration of employment status or willingness to change/enter employment.

*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment:

- An estimated 458 unemployed individuals are willing to accept employment;
- Average age is 44 years old;
- Education:
 - 43.7% have an education beyond high school
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.84 to \$12.00/hr. with a median of the lowest wage of \$8.00/hr.;
- 68.8% expressed interest in seasonal and 75.0% in temporary employment opportunities;
- 25.0% are interested in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 19 miles one way for the right opportunity;
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Paid vacation
 - Disability insurance
- 83.3% of the unemployed are seeking employment offers where the employer/employee share health insurance premiums.

Unemployed Job Search Sources



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For more information regarding the Belmond Laborshed Study, contact:

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