

Hancock County Economic Development Corporation

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Small Town Living...

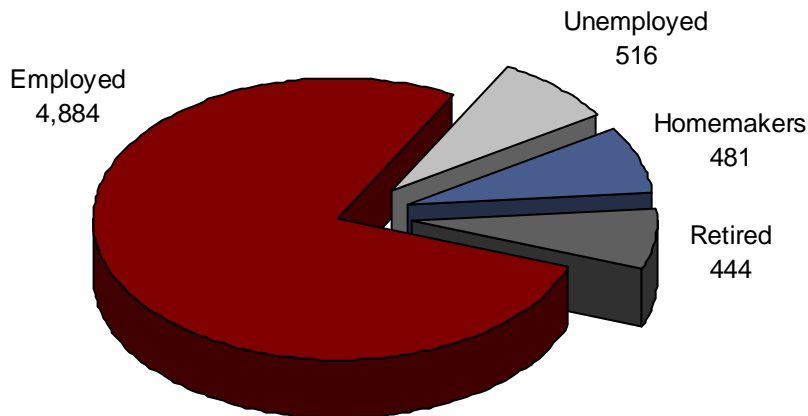
A Study of Workforce Characteristics
Released August 2007

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 Hancock 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: 41,676 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,325)



Quick Facts:

(Employed - willing to change employment)

- 23.0% are working multiple jobs;
- Currently working an average of 44 hours per week;
- Average age is 44 years old;
- 33.0% currently working in production, construction, or material handling occupations followed by 20.2% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Globe Gazette - Mason City
 - Internet
www.iowaworkforce.org
www.monster.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.

- 3.0% Inadequate hours (147 people)
- 1.0% Low income (49 people)
- 4.2% Mismatch of skills (205 people)
- 7.2% Total estimated underemployment (352 people)

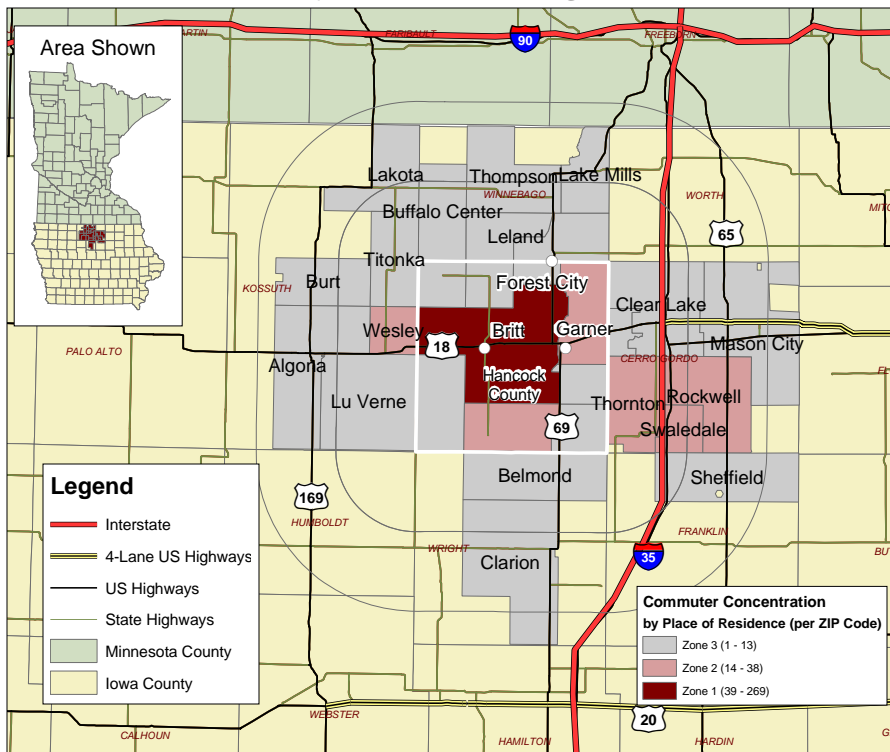
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	23.1%	8,347
Health Care & Social Services	14.8%	5,348
Wholesale & Retail Trade	12.0%	4,336
Education	11.7%	4,228
Agriculture	9.7%	3,505
Construction	7.7%	2,782
Public Administration & Government	5.4%	1,951
Transportation, Communication, & Utilities	4.0%	1,445
Finance, Insurance, & Real Estate	3.7%	1,337
Personal Services	3.4%	1,229
Professional Services	3.4%	1,229
Active Military Duty & Other	0.8%	289
Entertainment & Recreation	0.3%	108

Survey respondents from the Hancock 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.

Hancock County Commuting Area



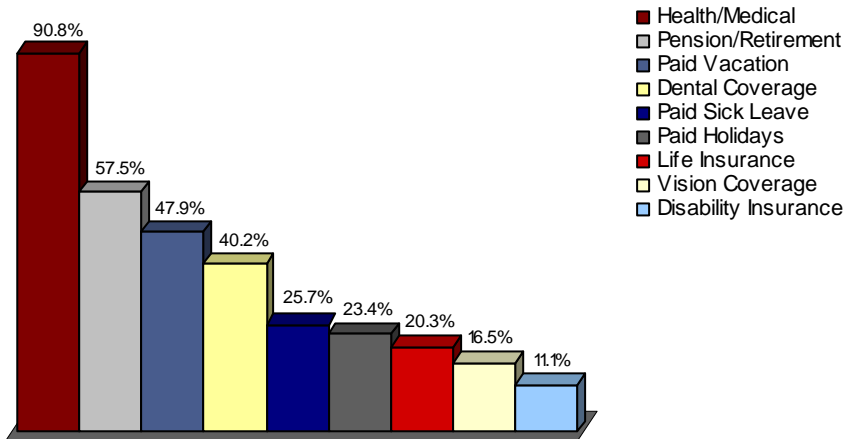
Commuting Statistics

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

Those who are willing to change employment in the Hancock County Laborshed area are willing to commute an average of 22 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 (72.1%) of respondents are currently sharing the cost of premiums with the employer. However, 20.2 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

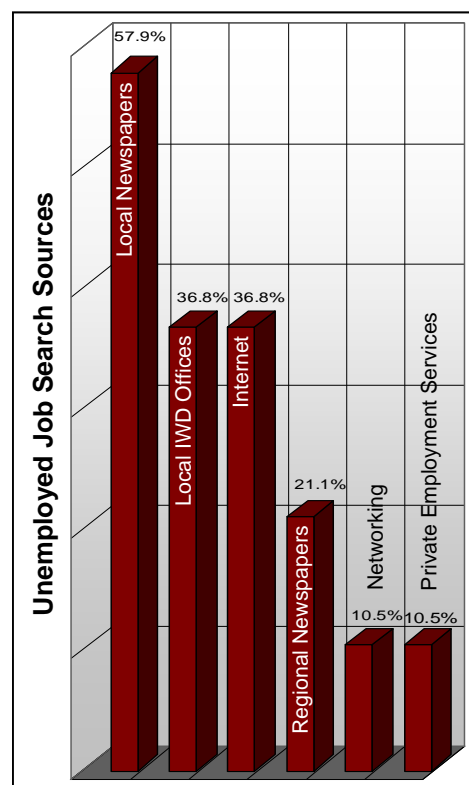
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	68.6%	11.4%	28.6%	\$45,500	\$13.00
Construction	59.4%	15.6%	12.5%	\$40,000	\$14.00
Manufacturing	56.7%	14.4%	16.6%	\$39,000	\$14.64
Transportation, Communication, & Utilities	70.6%	23.5%	11.8%	\$68,500	\$19.25
Wholesale & Retail Trade	47.2%	22.6%	15.1%	\$30,000	\$8.00
Finance, Insurance, & Real Estate	76.5%	35.3%	23.5%	\$33,000	\$9.81
Health Care & Social Services	81.7%	26.7%	30.0%	\$95,000	\$13.00
Personal Services	89.2%	23.1%	15.4%	*	\$7.25
Professional Services	66.7%	16.7%	22.2%	*	\$9.82
Public Administration & Government	77.3%	31.8%	13.6%	\$50,500	\$17.00
Education	81.8%	9.1%	65.9%	\$38,000	\$9.50

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 516 unemployed individuals are willing to accept employment;
- Average age is 47 years old;
- Education:
 - 42.1% have an education beyond high school
 - 5.3% completed vocational training
 - 5.3% have an associate degree
 - 15.8% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$10.75/hr. with a median of the lowest wage of \$9.88/hr.;
- Willing to commute an average of 23 miles one way for the right opportunity;
- 63.2% expressed interest in seasonal and 52.6% in temporary employment opportunities;
- 42.1% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Paid vacation
 - Pension/retirement options
 - Dental coverage
 - Vision coverage
 - Disability insurance
 - Prescription drug coverage
 - Life insurance
- 80.0% 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 Hancock County Laborshed Study, contact:

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