

Butler

COUNTY, IOWA LABORSHED ANALYSIS



THE RIGHT PLACE AT THE RIGHT TIME!

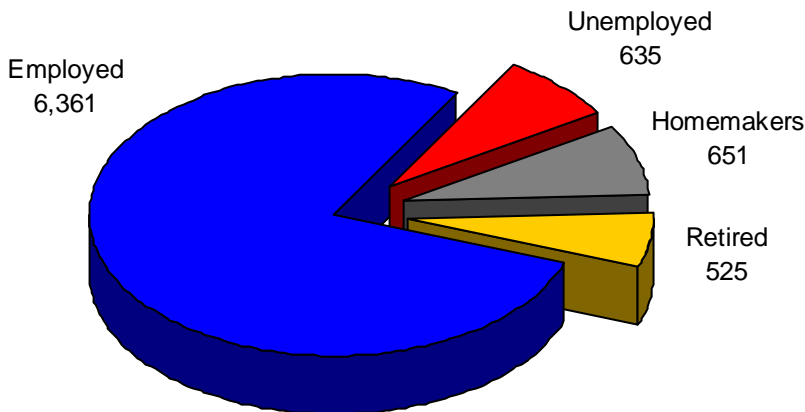
A Study of Workforce Characteristics
Released March 2008

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 Butler 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: 51,720 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (8,172)



Quick Facts:

(Employed - willing to change employment)

- 16.1% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 44 years old;
- 32.8% currently working in professional, paraprofessional, or technical occupations followed by 23.9% in production, construction, or material handling occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
Waterloo-Cedar Falls Courier
 - 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.

- 0.5% Inadequate hours (32 people)
- 1.0% Mismatch of skills (64 people)
- 0.5% Low income (32 people)
- 2.0% Total estimated underemployment (127 people)

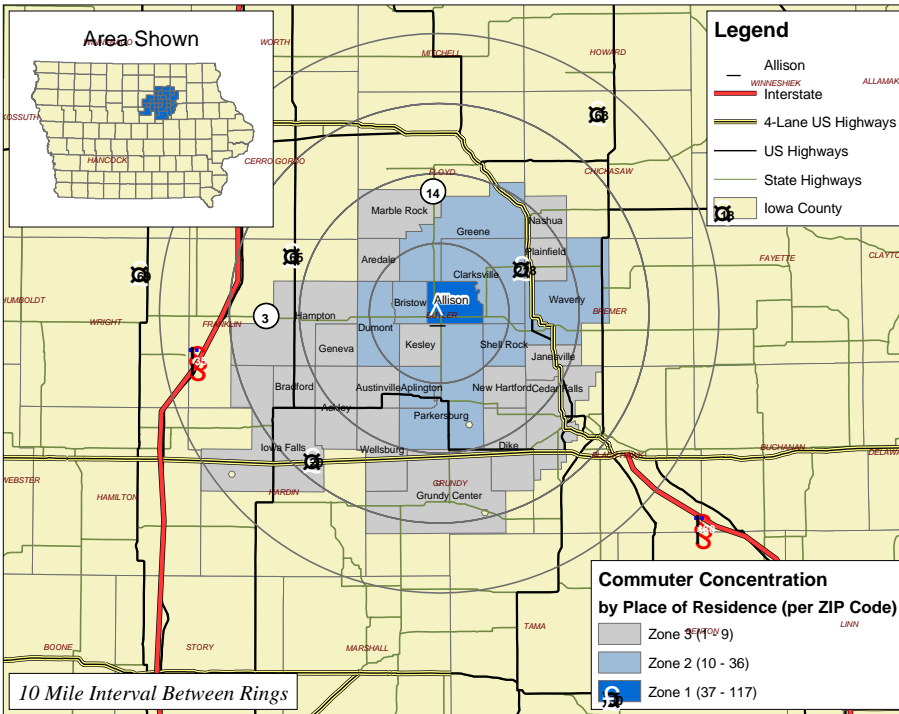
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	17.5%	7,304
Manufacturing	14.4%	6,010
Education	14.4%	6,010
Wholesale & Retail Trade	11.0%	4,591
Public Administration & Government	8.3%	3,464
Agriculture	6.7%	2,796
Finance, Insurance, & Real Estate	6.7%	2,796
Transportation, Communication, & Utilities	5.8%	2,421
Professional Services	5.8%	2,421
Construction	4.9%	2,045
Personal Services	3.1%	1,294
Entertainment & Recreation	0.9%	376

Survey respondents from the Butler 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.

Butler County Commuting Area



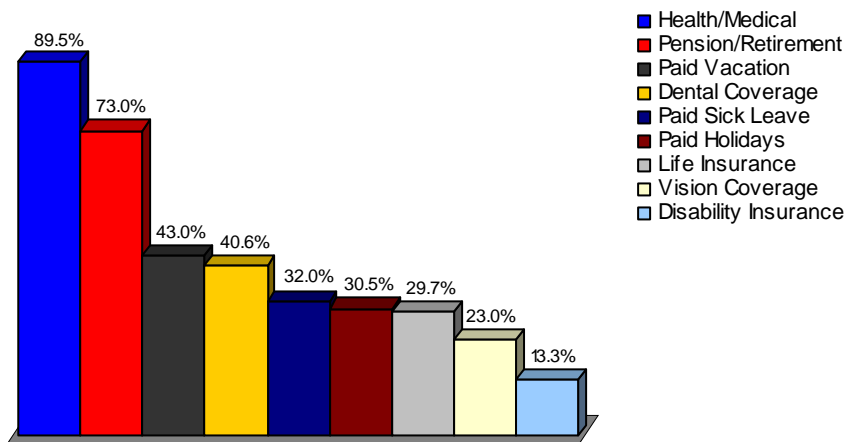
Commuting Statistics

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

Those who are willing to change employment in the Butler County Laborshed area are willing to commute an average of 26 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 (71.0%) of respondents are currently sharing the cost of premiums with the employer. However, 26.2 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

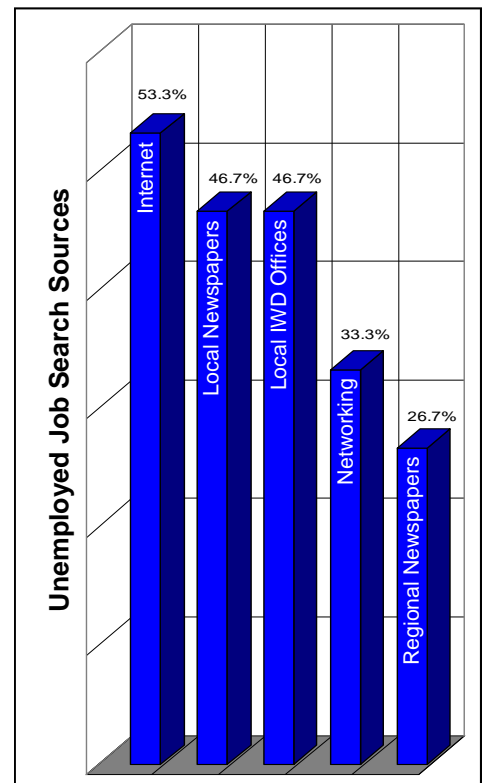
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	53.8%	11.5%	23.1%	\$36,000	\$15.75
Construction	64.7%	5.9%	11.8%	*	\$14.00
Manufacturing	48.2%	10.7%	19.7%	\$82,500	\$14.50
Transportation, Communication, & Utilities	72.0%	16.0%	28.0%	\$39,500	\$9.07
Wholesale & Retail Trade	54.0%	10.0%	14.0%	\$55,000	\$8.25
Finance, Insurance, & Real Estate	70.8%	8.3%	37.5%	\$70,000	\$12.65
Health Care & Social Services	72.9%	17.1%	27.1%	\$50,500	\$12.90
Personal Services	76.9%	15.4%	30.8%	\$35,000	\$10.73
Entertainment & Recreation	33.3%	*	*	*	*
Professional Services	76.9%	15.4%	30.7%	\$38,000	\$12.00
Public Administration & Government	60.7%	7.1%	32.2%	\$46,800	\$20.00
Education	88.5%	8.2%	62.3%	\$39,000	\$10.80

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 635 unemployed individuals are willing to accept employment;
- Average age is 50 years old;
- Education:
 - 66.7% have an education beyond high school
 - 20.0% have an associate degree
 - 6.7% completed vocational training
 - 13.3% have an undergraduate degree
 - 6.7% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.12 to \$11.25/hr. with a median of the lowest wage of \$9.00/hr.;
- Willing to commute an average of 24 miles one way for the right opportunity;
- 66.7% expressed interest in seasonal and 60.0% in temporary employment opportunities;
- 20.0% 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
 - Dental coverage
 - Paid vacation
 - Vision coverage
 - Disability insurance
 - Prescription drug coverage
 - Life insurance
- 83.3% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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