

Laborshed Analysis Cass County, Iowa



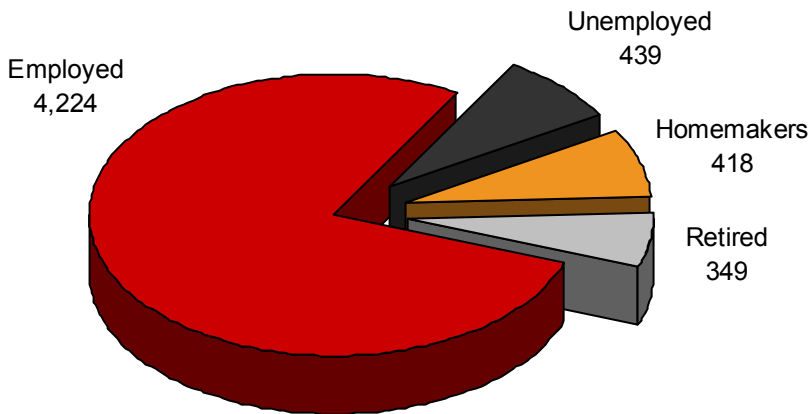
A Study of Workforce Characteristics
Released March 2007

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 Cass 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: 23,011 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (5,430)



Quick Facts:

(Employed - willing to change employment)

- 25.0% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 43 years old;
- 25.7% currently working in professional, paraprofessional, and technical occupations followed by 21.6% in production, construction, and material handling occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Des Moines Register
 - 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.

- 1.5% Inadequate hours (63 people)
- 0.7% Low income (30 people)
- 1.5% Mismatch of skills (63 people)
- 3.7% Total estimated underemployment (156 people)

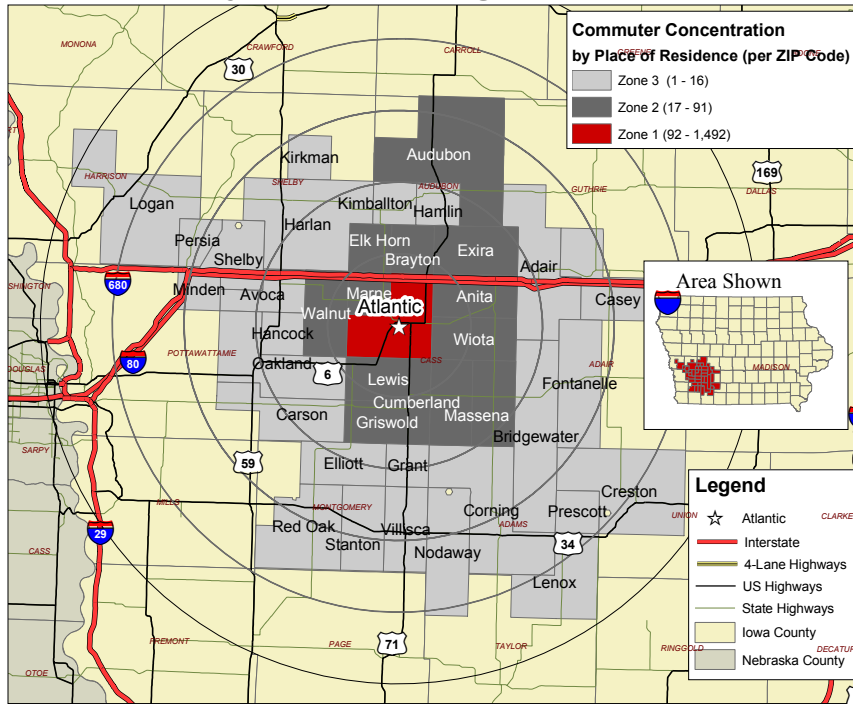
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	16.9%	3,177
Agriculture	12.4%	2,331
Education	11.5%	2,162
Professional Services	10.9%	2,049
Manufacturing	10.0%	1,880
Wholesale & Retail Trade	10.0%	1,880
Transportation, Communication, & Utilities	7.3%	1,372
Finance, Insurance, & Real Estate	6.6%	1,241
Public Administration & Government	5.7%	1,072
Construction	5.1%	959
Personal Services	2.4%	451
Entertainment & Recreation	1.2%	226

Survey respondents from the Cass 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.

Cass County Commuting Area



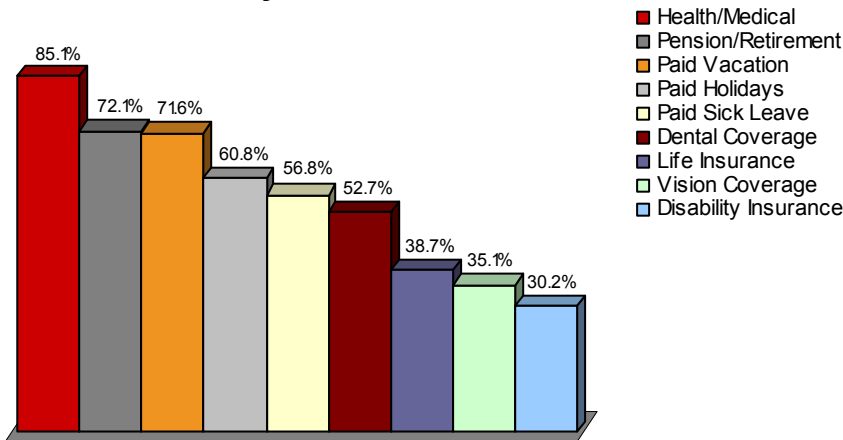
Commuting Statistics

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

Those who are willing to change employment in the Cass County Laborshed area are willing to commute an average of 31 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 (74.6%) of respondents are currently sharing the cost of premiums with the employer. However, 18.0 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

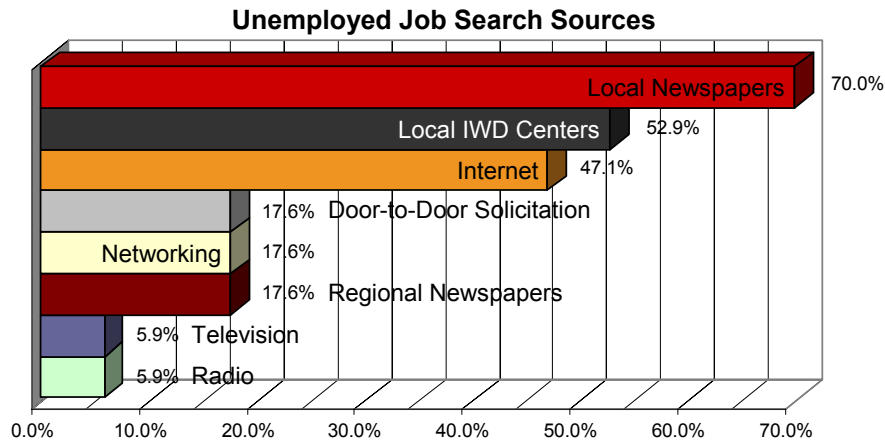
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	51.2%	14.0%	16.3%	\$35,000	\$12.00
Construction	33.3%	5.6%	*	\$50,000	\$18.50
Manufacturing	40.5%	19.0%	4.8%	\$40,000	\$14.00
Transportation, Communication, & Utilities	38.7%	6.5%	6.5%	\$36,500	\$11.50
Wholesale & Retail Trade	39.6%	4.7%	11.6%	\$45,000	\$8.00
Finance, Insurance, & Real Estate	61.5%	3.8%	38.4%	\$45,000	\$13.50
Health Care & Social Services	61.5%	16.4%	22.4%	\$100,000	\$11.00
Personal Services	66.7%	11.1%	22.2%	\$26,600	*
Professional Services	69.8%	23.3%	25.6%	\$37,000	\$11.00
Public Administration & Government	66.7%	12.5%	20.9%	\$43,000	\$16.00
Education	81.6%	8.2%	59.1%	\$41,500	\$9.10

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 439 unemployed individuals are willing to accept employment;
- Average age is 44 years old;
- Education:
 - 52.9% have an education beyond high school
 - 23.5% have an associate degree
 - 17.6% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.70 to \$14.00/hr. with a median of the lowest wage of \$9.00/hr.;
- Willing to commute an average of 25 miles one way for the right opportunity;
- 64.7% expressed interest in seasonal and 76.5% in temporary employment opportunities;
- 35.3% 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
 - Paid holidays
 - Tuition assistance/reimbursement
 - Paid sick leave
 - Dental coverage
 - Vision coverage
- 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 Cass County Laborshed Study, contact:

Cass/Atlantic Development Corporation
14 West 6th Street
Atlantic, IA 50022
Phone: 712-243-2022
Fax: 712-243-2752
Email: cadco@a-m-u.net
www.cassatlanticdevelopment.com