

Charles City, Iowa

Ready for You!

Laborshed Analysis



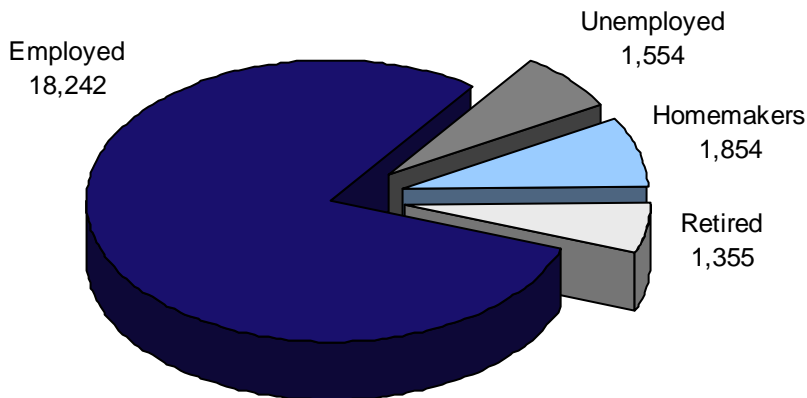
A Study of Workforce Characteristics
Released January 2008

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 Charles City 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: 144,166 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (23,005)



Quick Facts:

(Employed - willing to change employment)

- 16.5% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 44 years old;
- 31.3% currently working in production, construction, or material handling occupations followed by 25.0% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
 - 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.

- 2.2% Inadequate hours (401 people)
- 2.5% Low income (456 people)
- 4.2% Mismatch of skills (766 people)
- 7.9% Total estimated underemployment (1,441 people)

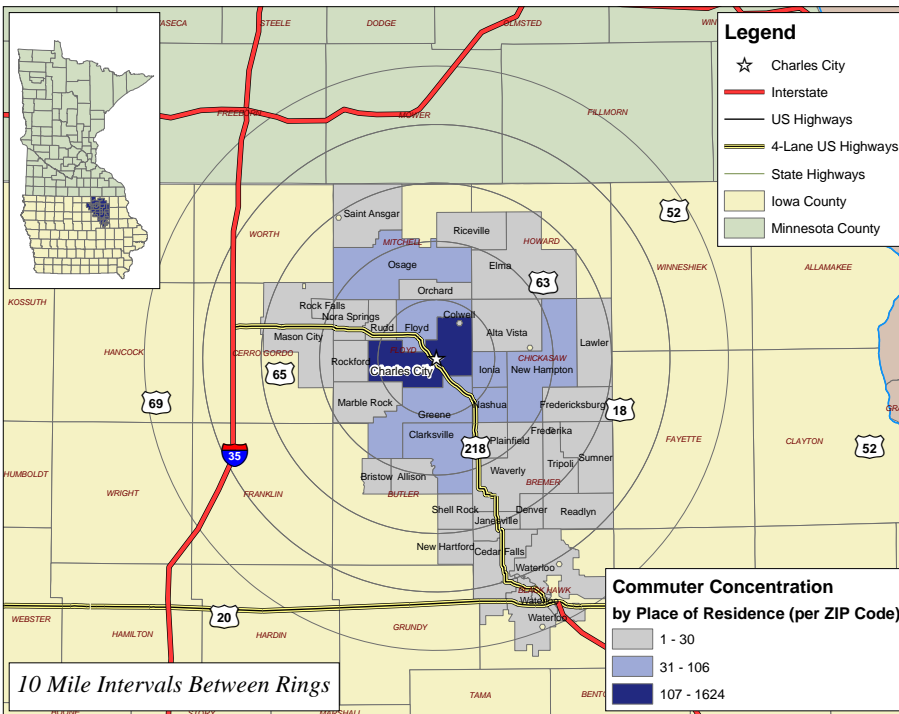
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	22.5%	25,561
Health Care & Social Services	15.2%	17,268
Wholesale & Retail Trade	10.4%	11,815
Education	9.2%	10,451
Professional Services	7.3%	8,293
Transportation, Communication, & Utilities	6.6%	7,498
Public Administration & Government	6.3%	7,157
Finance, Insurance, & Real Estate	6.0%	6,816
Personal Services	6.0%	6,816
Construction	5.1%	5,794
Agriculture	4.1%	4,658
Entertainment & Recreation	1.3%	1,477

Survey respondents from the Charles City 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.

Charles City Commuting Area



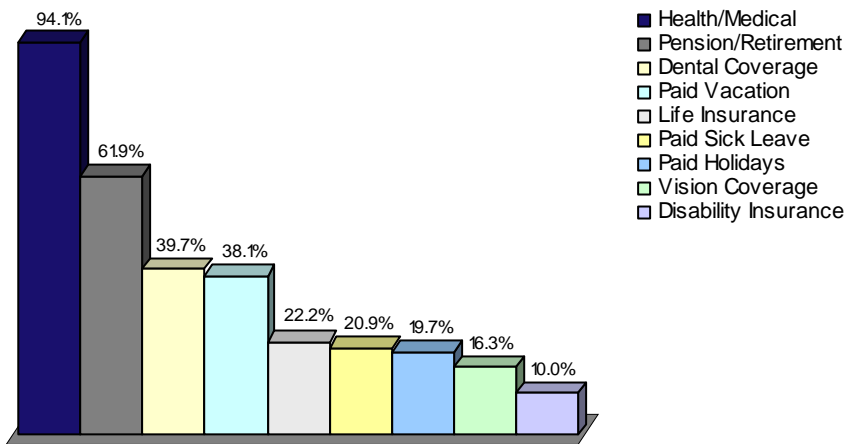
Commuting Statistics

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

Those who are willing to change employment in the Charles City 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 (70.1%) of respondents are currently sharing the cost of premiums with the employer. However, 20.8 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

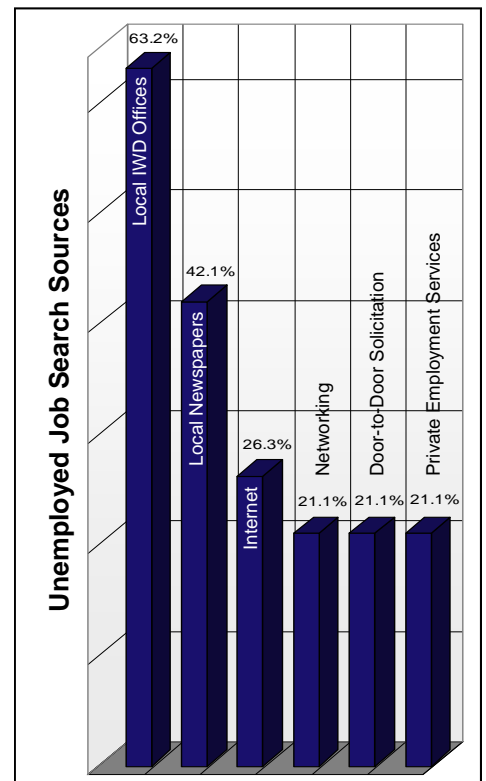
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	62.5%	6.3%	18.8%	\$55,000	\$9.00
Construction	44.4%	*	5.6%	*	\$15.00
Manufacturing	35.3%	9.4%	10.6%	\$35,000	\$13.85
Transportation, Communication, & Utilities	65.4%	7.7%	26.9%	\$49,000	\$11.15
Wholesale & Retail Trade	50.0%	18.0%	10.0%	\$49,750	\$8.00
Finance, Insurance, & Real Estate	68.2%	22.7%	27.2%	\$47,500	\$13.55
Health Care & Social Services	77.0%	23.0%	29.4%	\$43,000	\$12.35
Personal Services	71.4%	*	42.9%	\$37,500	\$8.63
Entertainment & Recreation	57.1%	14.3%	42.9%	*	*
Professional Services	69.7%	18.2%	27.2%	*	\$10.00
Public Administration & Government	87.0%	39.1%	26.0%	\$49,500	\$15.71
Education	77.8%	8.3%	50.0%	\$39,000	\$11.50

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 1,554 unemployed individuals are willing to accept employment;
- Average age is 43 years old;
- Education:
 - 31.6% have an education beyond high school
 - 5.3% are trade certified
 - 10.5% completed vocational training
 - 10.5% have an associate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$10.50/hr. with a median of the lowest wage of \$8.00/hr.;
- Willing to commute an average of 20 miles one way for the right opportunity;
- 52.6% expressed interest in seasonal, as well as temporary employment opportunities;
- 57.9% 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
 - Vision coverage
- 81.3% 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 Charles City Laborshed Study, contact:

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