

Clayton County, Iowa

Laborshed Analysis

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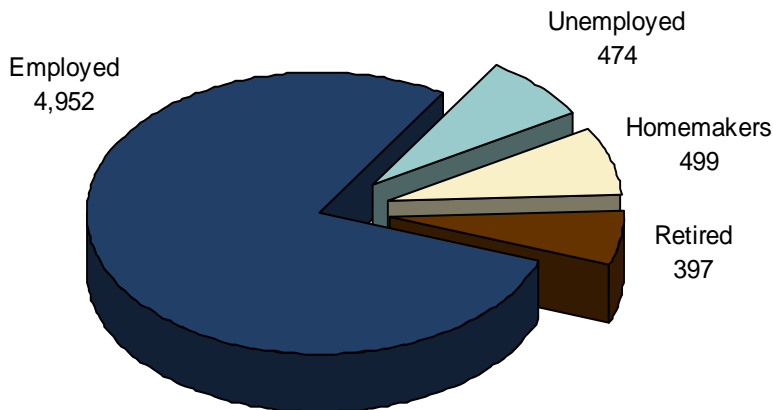
A Study of Workforce Characteristics
Released July 2008

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 Clayton 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: 40,377 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,322)



Quick Facts:

(Employed - willing to change employment)

- 19.7% are working multiple jobs;
- Currently working an average of 44 hours per week;
- Average age is 43 years old;
- 30.6% currently working in professional, paraprofessional, or technical occupations followed by 22.7% in production, construction, or material handling occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Gazette - Cedar Rapids
Clayton County Register
 - Internet
www.iowaworkforce.org
www.monster.com
 - Networking through friends, family, or acquaintances
 - Local Iowa Workforce Development Centers

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.

- 1.2% Inadequate hours (59 people)
- 2.2% Low income (109 people)
- 0.7% Mismatch of skills (35 people)
- 3.5% Total estimated underemployment (173 people)

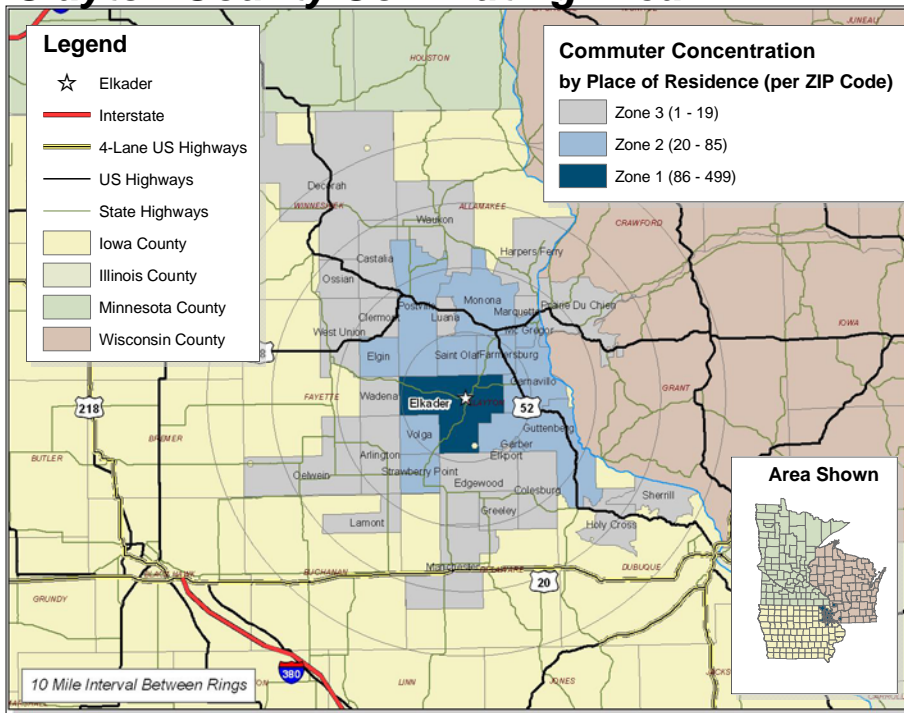
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	18.9%	6,372
Health Care & Social Services	15.4%	5,192
Agriculture	11.2%	3,776
Wholesale & Retail Trade	11.0%	3,709
Manufacturing	9.5%	3,203
Public Administration & Government	7.4%	2,495
Professional Services	6.2%	2,090
Finance, Insurance, & Real Estate	5.6%	1,888
Transportation, Communication, & Utilities	5.3%	1,787
Construction	4.7%	1,585
Entertainment, Recreation, & Personal Services	3.9%	1,315

Survey respondents from the Clayton County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry as shown in the table at left.

Clayton County Commuting Area



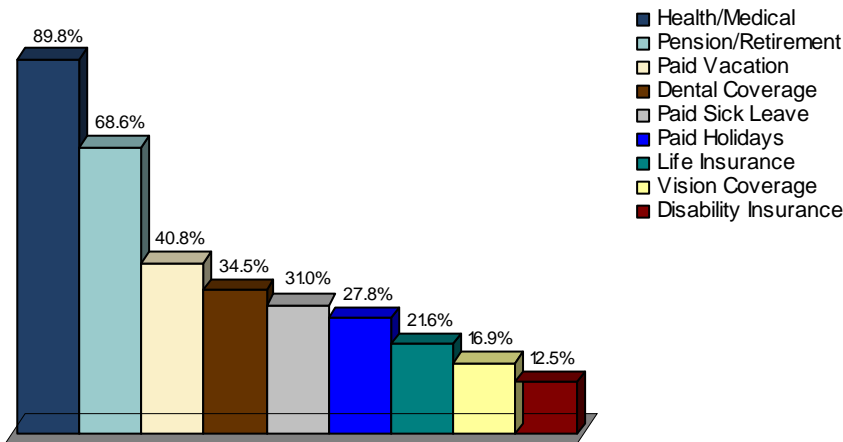
Commuting Statistics

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

Those who are willing to change employment in the Clayton County Laborshed area are willing to commute an average of 23 miles one



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 (61.3%) of respondents are currently sharing the cost of premiums with the employer. However, 31.3 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

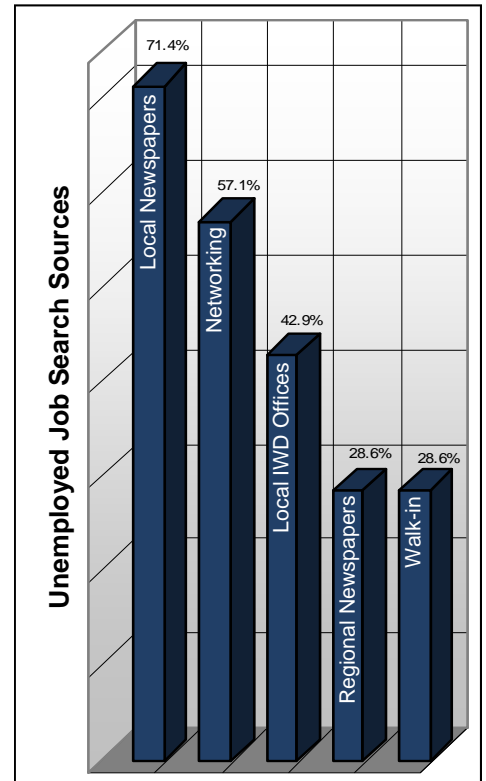
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	30.4%	10.9%	8.7%	\$37,000	\$12.50
Construction	33.3%	5.6%	16.7%	*	\$16.15
Manufacturing	21.7%	4.3%	4.4%	\$55,000	\$12.40
Transportation, Communication, & Utilities	72.2%	5.6%	38.9%	\$60,000	\$15.69
Wholesale & Retail Trade	57.4%	17.0%	29.7%	\$46,500	\$8.50
Finance, Insurance, & Real Estate	76.2%	19.0%	38.1%	\$30,000	\$13.00
Health Care & Social Services	72.2%	27.9%	31.2%	\$47,500	\$13.00
Personal Services	68.4%	5.3%	21.1%	\$20,000	\$7.75
Entertainment, Recreation, & Personal Services	68.2%	4.5%	22.7%	\$28,500	\$7.75
Public Administration & Government	78.6%	17.9%	42.9%	\$47,500	\$17.74
Education	87.3%	5.6%	76.1%	\$40,000	\$12.50

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 474 unemployed individuals are willing to accept employment;
- Average age is 44 years old;
- Education:
 - 37.5% have an education beyond high school
 - 12.5% have an associate degree
 - 25.0% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$13.52 to \$20.00/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 31 miles one way for the right opportunity;
- All expressed interest in seasonal and 62.5% in temporary employment opportunities;
- 50.0% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer employment that offer the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Life insurance
- 80.0% of the unemployed are seeking employment offers where the employer covers the entire cost of medical insurance premiums.



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For more information regarding the Clayton County Laborshed Study, contact:

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