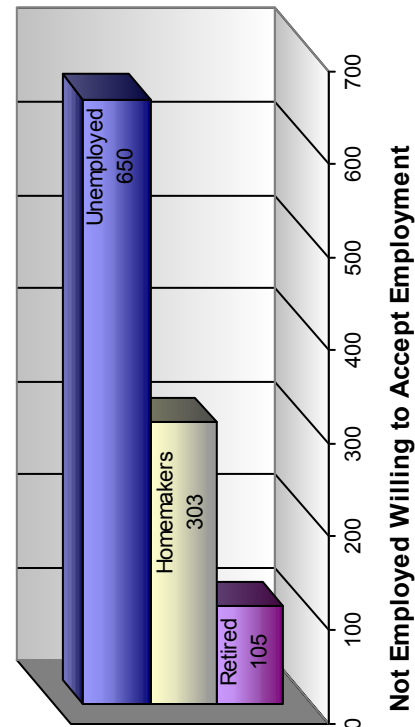


NOT CURRENTLY EMPLOYED FACTS

Includes those in the Crawford County Laborshed area who stated they are either Unemployed, Homemakers or Retired Persons who are willing to re-enter the workforce.

Unemployed:

- ▶ 72.0% (estimated 650) unemployed are willing to accept employment
- ▶ 77.8% are seeking full-time employment
- ▶ 72.2% have been unemployed one-year or less
- ▶ Average age is 44 years, 40.0% of the unemployed are age 18 to 44 years
- ▶ Willing to commute an average of 27 miles one way for the right opportunity
- ▶ Have an estimated desired wage threshold of \$8.50 to \$9.63 per hour
- ▶ 39.0% have some post high school education
- ▶ 35.4% expressed interest in a variety of work schedules (combinations of 2nd, 3rd, or split shifts)
- ▶ Primary method for seeking employment opportunities is through the local newspaper. Others include (in ranking order): Iowa Workforce Development; networking through friends, family and co-workers; and the Internet



Homemakers:

- ▶ 61.5% (estimated 303) homemakers are willing to accept employment
- ▶ 37.5% have education/training beyond high school
- ▶ Average age is 46 years, with 41.0% between the ages of 18-44 years
- ▶ Willing to commute an average of 20 miles one way for employment
- ▶ Have an estimated desired wage threshold of \$7.50 to \$8.50 per hour
- ▶ 42.8% expressed interest in a variety of work schedules (combinations of 2nd, 3rd, or split shifts)
- ▶ Primary method for seeking employment opportunities is through the local newspaper
- ▶ Transportation and childcare are the obstacles preventing some of the homemakers from seeking an employment opportunity

Retired Persons:

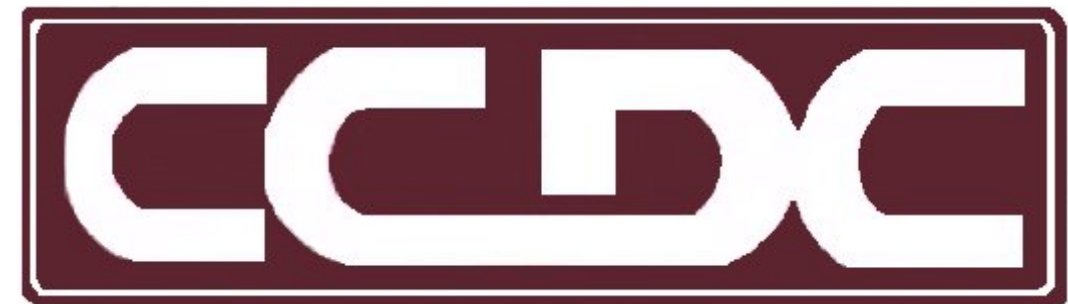
- ▶ 22.6% (estimated 105) retired people are willing to accept employment
- ▶ Average age is 62 years
- ▶ Willing to commute an average of 13 miles one way
- ▶ Have an estimated desired wage threshold of \$7.96 to \$9.00 per hour
- ▶ 28.6% have education beyond high school
- ▶ Looking for part-time hours on a seasonal or temporary basis
- ▶ Are interested in working in team environments and job sharing
- ▶ Primary source for seeking employment is Iowa Workforce Development Centers and local newspapers

For More Information Contact:
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This information is compiled by the Workforce Research Bureau of Iowa Workforce Development (IWD),
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www.iowaworkforce.org

Crawford County Laborshed Survey & Analysis 2003



Executive Summary

Sponsors in Partnership



Aquila



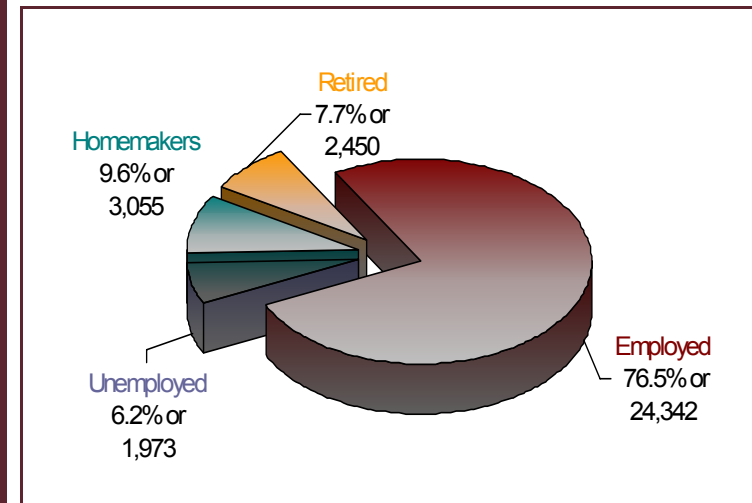
CURRENTLY EMPLOYED FACTS

What Is a Laborshed?

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 Crawford 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.

Quick Facts on the Crawford County Laborshed Area

Total Potential Laborforce: 31,820



Median Wages (All Employed):

Industry	Median Salary/Wage
Agriculture/Forestry/Mining	\$10.00/hr
Construction	\$13.00/hr
Manufacturing	\$12.00/hr
Transportation, Communication, Public Utilities	\$9.63/hr
Wholesale & Retail Trade	\$9.00/hr
Finance, Insurance & Real Estate	\$8.75/hr
Health Care/Social Services	\$30,000/yr
Professional Services	\$10.71/hr
Education	\$34,000/yr
Personal, Entertainment & Recreational Services	\$6.88/hr
Public Administration, Government	\$36,000/yr

Where do the Crawford County Laborshed applicants look for employment opportunities?

- ▶ Local Newspapers: the Denison Review, Denison Bulletin & Carroll Daily Times Herald
- ▶ The Internet: www.iowaworkforce.org, www.monster.com & various other search engines
- ▶ Iowa Workforce Development Centers
- ▶ Networking
- ▶ Regional Newspapers

Educational Degrees/Fields of Study/Certifications/Vocational Trades:

Fields of Study	% of Laborshed with Education in:
Medical	4.3%
Business/Public Administration/Marketing/Clerical	3.2%
Trade	9.7%
Medical Professional	18.3%
General/Liberal Arts	10.8%
Social Sciences	3.2%
Education	22.6%
Engineering/Architecture	1.1%
Science/Math	2.2%

Those Willing to Change Employment in the Crawford County Laborshed area:

- ▶ Trained and educated employed workforce (52.0% have education/training beyond high school)
- ▶ 3,919 with experience in:
 - Service (1,114 individuals)
 - Production (1,077 individuals)
 - Professional/paraprofessional (845 individuals)
 - Clerical/Support (883 individuals)
- ▶ 25.0% would consider varied shifts (combinations of 2nd, 3rd or split shifts)
- ▶ Current labor force desires team work environments and cross-training work arrangements

Commuting:

On average the employed Crawford County area workers are willing to commute 26 miles one-way for the right employment opportunity.

- Zone 1 residents are willing to commute an average of 22 miles one way
- Zone 2 residents are willing to commute an average of 26 miles one way
- Zone 3 residents are willing to travel an average of 30 miles one way

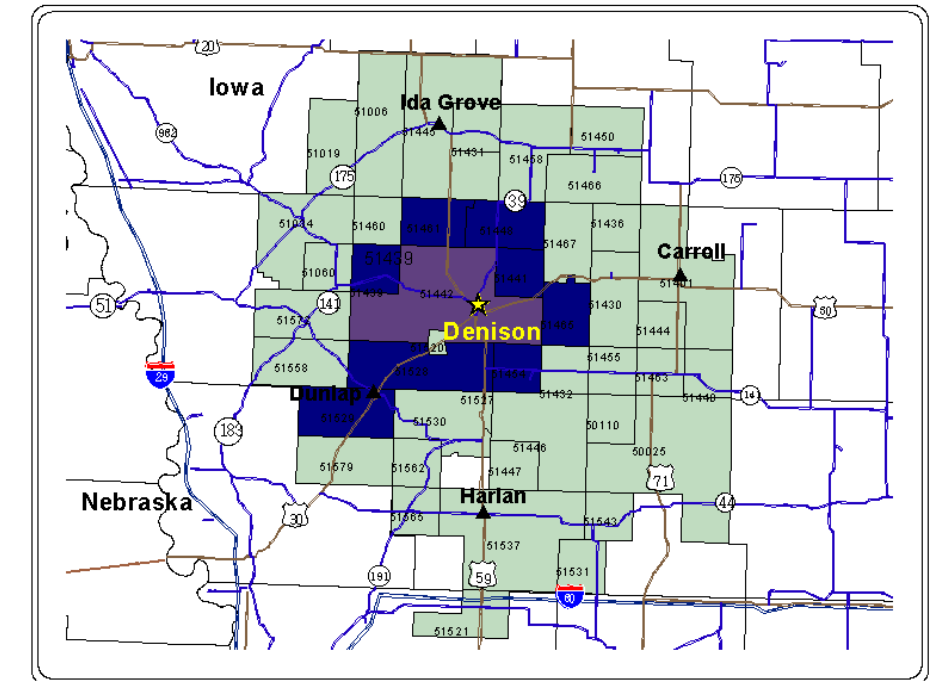
Out-commuters: (274 potential available labor)

Several residents who live in Denison, commute outside the area for employment (7.2%). This group is commuting to Carroll, Harlan and surrounding communities for employment. They are currently employed in a variety of occupations. Additional characteristics for out-commuters in the Crawford County area:

- ▶ Over half (54.6%) of those commuting out of Crawford County for employment are willing to change employment (approximately 150 people)
- ▶ Education levels: 27.3% have education/technical training beyond high school, 9.1% have an undergraduate degree,
- ▶ Median current wage: \$10.56 per hour; median desired wage: \$9.00 per hour
- ▶ Out-commuters are willing to travel an average of 21 miles one way for the right opportunity

The out-commuters in Crawford County represent an educated, skilled group of available labor.

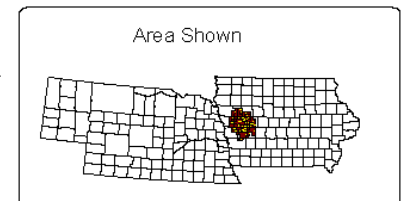
Survey Zones by ZIP Code Crawford County Laborshed



8 0 8 16 24 Miles

Employee Concentration per ZIP Code

- Low
- Moderate
- High



Underemployed:

This group of available labor in the Crawford County Laborshed area is comprised of those individuals who are underemployed due to inadequate hours (those working less than 35 hours/week but desiring more hours), low income (those working at wages equal to or less than the national poverty level), and mismatch of skills (those who are working in positions that do not meet their skill or education levels or worked for higher wages at a previous employment). Therefore, individuals may be underemployed for more than one reason; however, they are only counted once.

- ▶ 3.5 percent (approximately 165 people) are underemployed due to inadequate hours
- ▶ 11.6 percent (approximately 548 people) are underemployed due to a mismatch of skills
- ▶ 0.7 percent (approximately 33 people) are underemployed due to low income
- ▶ Total estimated underemployment for the Crawford County Laborshed area is 13.8 percent
- ▶ Seeking employment opportunities in professional/technical, production, and clerical occupations
- ▶ Willing to commute 27 miles one way for the right opportunity