

Laborshed Analysis

Estherville Laborshed Area



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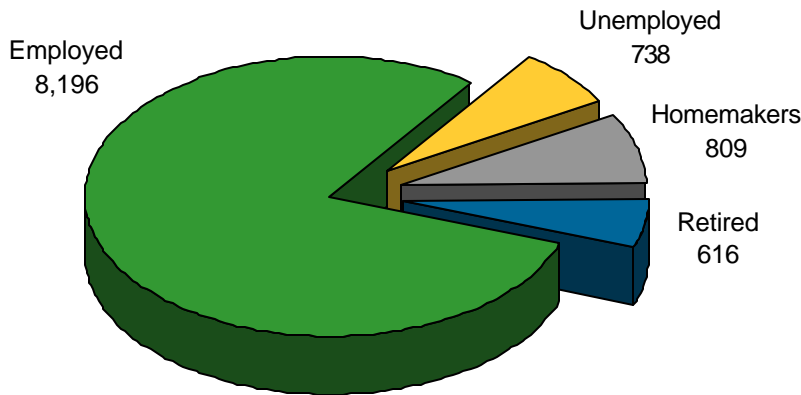
A Study of Workforce Characteristics
Released September 2006

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 Estherville 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: 38,235 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (10,359)



Quick Facts:

(Employed - willing to change employment)

- 11.5% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 43 years old;
- 27.4% currently working in professional, paraprofessional, and technical occupations followed by 20.2% in production, construction, or material handling occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
 - Internet
 - www.monster.com
 - www.iowaworkforce.org
 - www.google.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.

- 2.5% (205 people) Inadequate hours
- 1.7% (139 people) Low income
- 2.0% (164 people) Mismatch of skills
- 5.4% (443 people) Total estimated underemployment

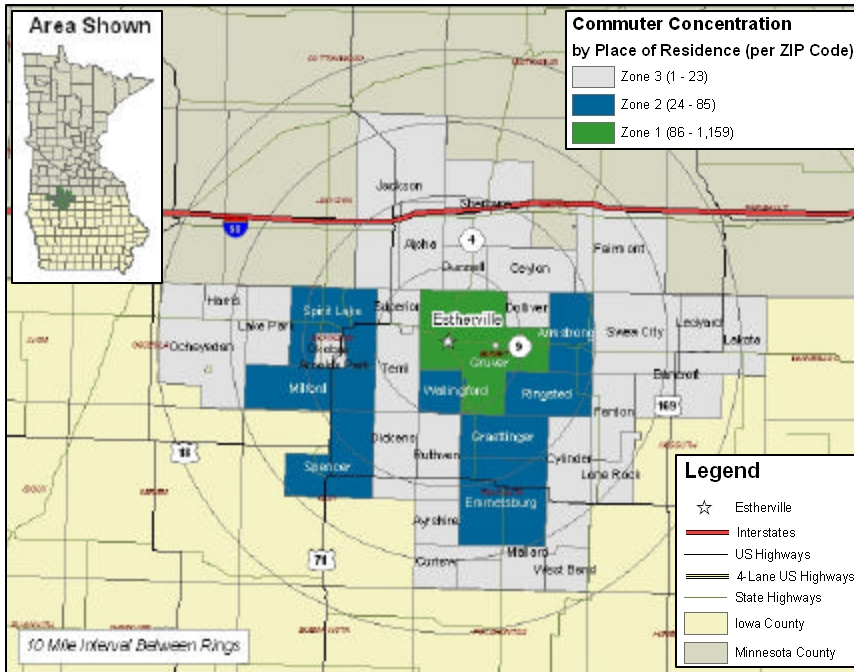
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	13.9%	4,464
Education	13.6%	4,368
Health Care & Social Services	13.0%	4,175
Agriculture	11.5%	3,694
Wholesale & Retail Trade	11.0%	3,533
Public Administration & Government	8.9%	2,858
Construction	6.5%	2,088
Personal Services	5.6%	1,799
Professional Services	5.3%	1,702
Transportation, Communication, & Utilities	4.4%	1,413
Finance, Insurance, & Real Estate	4.4%	1,413
Entertainment & Recreation	1.9%	610

Survey respondents from the Estherville 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.

Estherville Commuting Area



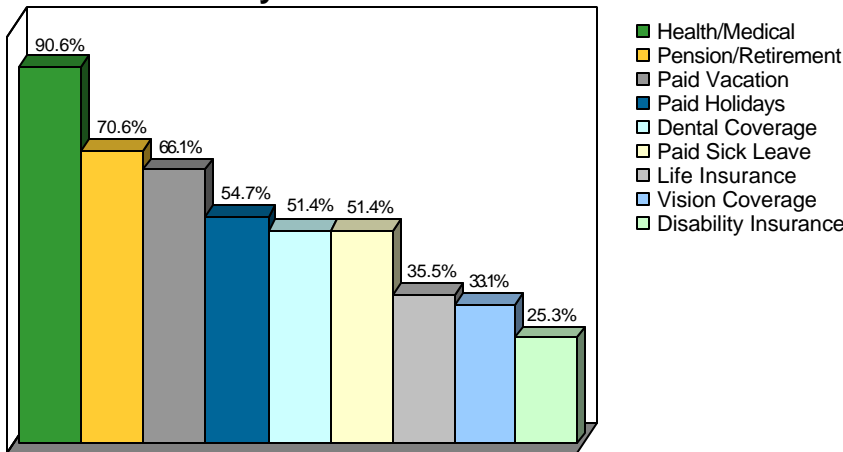
Commuting Statistics

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

Those who are willing to change employment in the Estherville Laborshed area are willing to commute an average of 20 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 (76.4%) of respondents are currently sharing the cost of premiums with the employer. However, 16.8 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

Education and Current Median Wage Characteristics by Industry

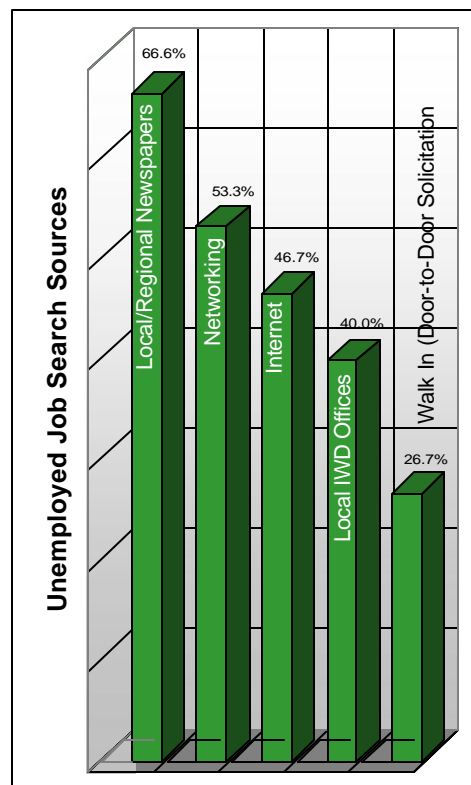
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	68.2%	22.7%	20.5%	\$50,000	\$15.00
Construction	60.0%	20.0%	12.0%	\$30,000	\$13.75
Manufacturing	54.7%	3.8%	28.3%	\$43,500	\$13.84
Transportation, Communication, & Utilities	70.0%	20.0%	15.0%	\$60,000	\$12.00
Wholesale & Retail Trade	61.4%	11.4%	11.4%	\$28,000	\$7.50
Finance, Insurance, & Real Estate	76.5%	17.6%	35.3%	*	\$13.24
Health Care & Social Services	80.4%	29.4%	21.5%	\$62,500	\$14.25
Personal Services	65.0%	15.0%	30.0%	\$26,000	\$9.13
Entertainment & Recreation	44.4%	22.2%	11.1%	*	\$7.50
Professional Services	78.3%	30.4%	17.3%	*	\$15.00
Public Administration & Government	80.0%	34.3%	14.3%	\$51,000	\$15.39
Education	89.5%	17.5%	61.5%	\$41,000	\$10.13

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 738 unemployed individuals are willing to accept employment;
- Average age is 40 years old;
- Education:
 - 53.3% have an education beyond high school
 - 6.7% completed vocational training
 - 13.3% have an associate degree
 - 26.7% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.89 to \$12.56/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 21 miles one way for the right opportunity;
- 60.0% expressed interest in seasonal and 53.3% in temporary employment opportunities;
- 40.0% 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
 - Paid sick leave
 - Prescription drug coverage
 - Paid holidays
- 66.7% 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 2006 Estherville Laborshed Study, contact:

Iowa Lakes Corridor Development Corporation
1900 Grand Avenue North
Spencer, IA 51301
Phone: 712-264-3474 / 800-765-1428
Fax: 712-580-3472
Email: kevert@smunet.net
www.lakescorridor.com