

Fairfield, Iowa Laborshed Analysis



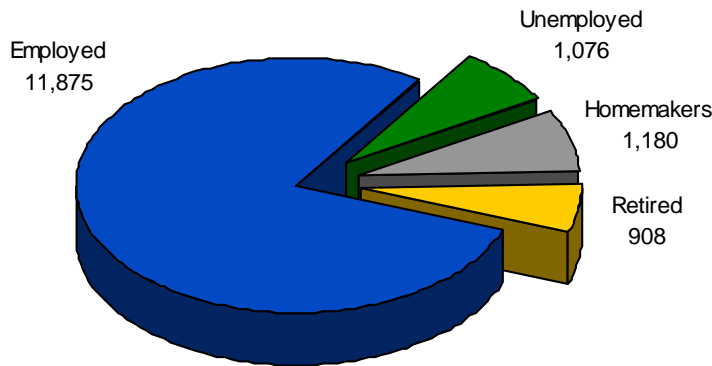
A Study of Workforce Characteristics
Released January 2008

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 Fairfield 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: 73,267 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (15,039)



Quick Facts:

(Employed - willing to change employment)

- 10.1% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 44 years old;
- 26.6% currently working in production, construction, maintenance, or material handling occupations followed by 24.1 in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
 - Internet
 - www.monster.com
 - www.careerbuilder.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 (178 people)
- 1.5% Low income (178 people)
- 1.2% Mismatch of skills (143 people)
- 3.7% Total estimated underemployment (439 people)

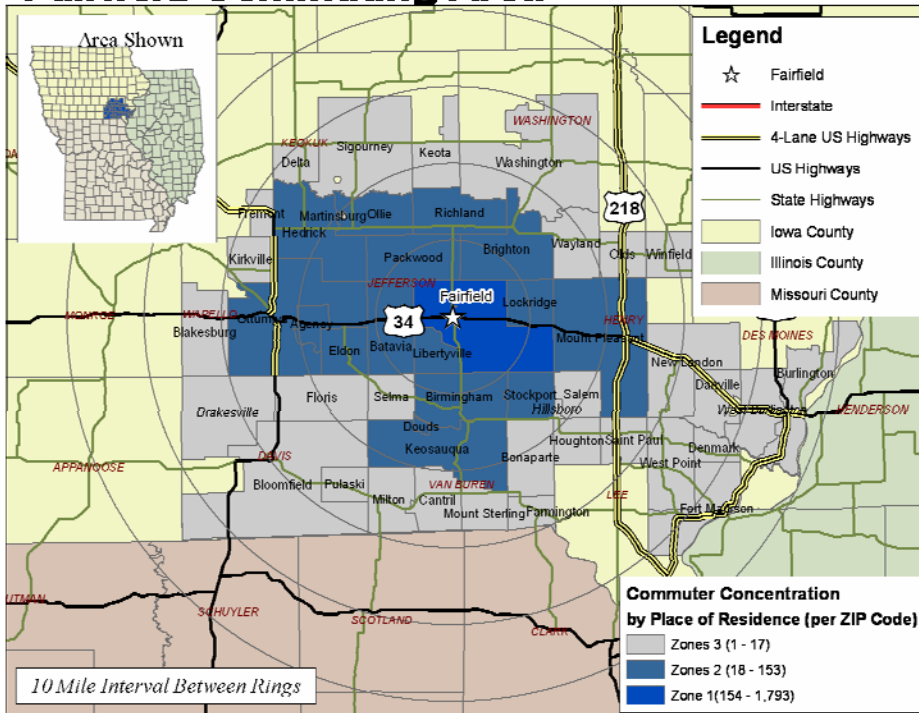
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	19.0%	10,969
Wholesale & Retail Trade	15.6%	9,007
Education	13.3%	7,679
Health Care & Social Services	13.0%	7,505
Transportation, Communications, & Public Utilities	7.3%	4,215
Professional Services	6.3%	3,637
Public Administration & Government	6.0%	3,464
Construction	5.1%	2,944
Agriculture, Forestry, & Mining	4.8%	2,771
Finance, Insurance, & Real Estate	4.4%	2,540
Personal Services	3.8%	2,194
Entertainment & Recreation	1.0%	577

Survey respondents from the Fairfield 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.

Fairfield Commuting Area



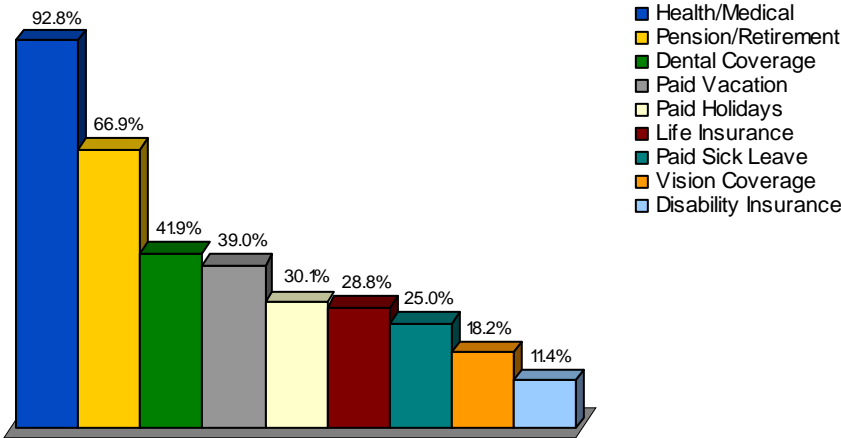
Commuting Statistics

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

Those who are willing to change employment in the Fairfield Laborshed area are willing to commute an average of 26 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 (73.2%) of respondents are currently sharing the cost of premiums with the employer. However, 20.7 percent of the respondents in the area have employers who pay the entire cost of insurance premiums as a benefit for their employees.

Education and Median Wage Characteristics by Industry

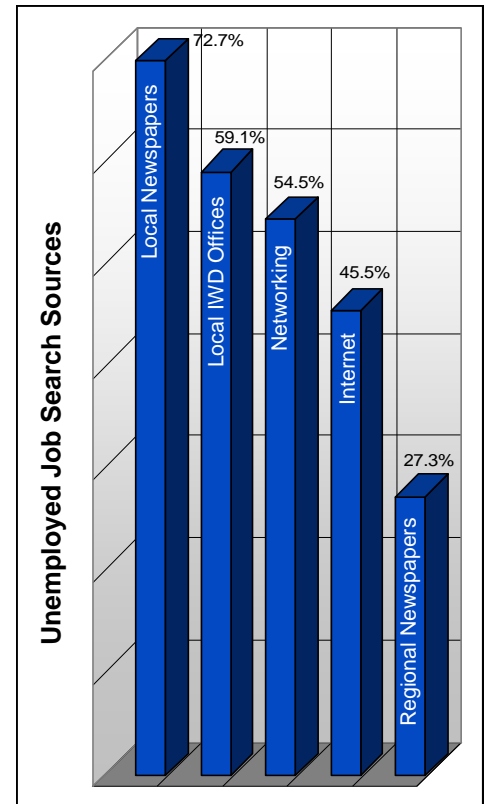
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	66.7%	22.2%	38.9%	\$45,000	*
Construction	61.1%	5.6%	16.7%	\$50,000	\$15.83
Manufacturing	57.9%	19.7%	13.2%	\$50,000	\$14.21
Transportation, Communication, & Utilities	65.6%	15.6%	21.9%	\$48,000	\$14.45
Wholesale & Retail Trade	55.0%	11.7%	16.7%	\$32,000	\$10.13
Finance, Insurance, & Real Estate	75.0%	20.0%	40.0%	\$30,000	\$10.63
Health Care & Social Services	78.0%	38.0%	20.0%	\$46,000	\$12.10
Personal Services	68.7%	12.5%	12.5%	\$26,500	\$7.63
Professional Services	69.2%	19.2%	11.5%	\$25,000	\$15.00
Public Administration & Government	66.7%	16.7%	45.8%	\$51,000	\$20.00
Education	92.0%	14.0%	70.0%	\$32,500	\$10.72

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 1,076 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- Education:
 - 65.2% have an education beyond high school
 - 17.3% have an undergraduate degree
 - 4.3% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.43 to \$11.88/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 22 miles one way for the right opportunity;
- 60.9% expressed interest in seasonal and 65.2% in temporary employment opportunities;
- 21.7% 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
 - Dental coverage
 - Disability insurance
 - Prescription drug coverage
 - Vision coverage
 - Paid sick leave
- 62.5% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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