

Hampton and Franklin County, IA Laborshed Analysis



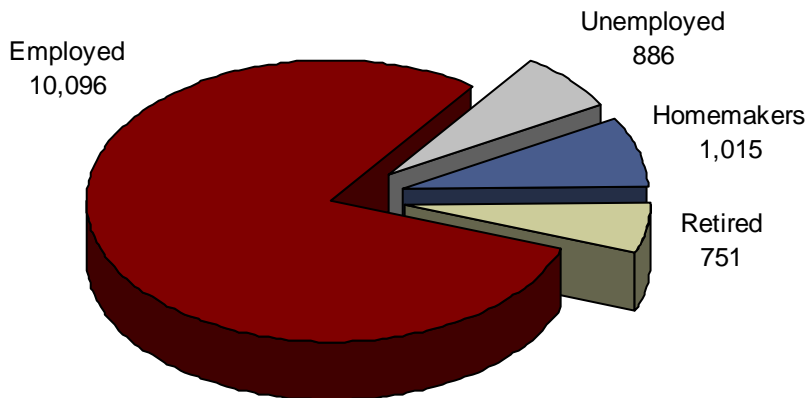
A Study of Workforce Characteristics
Released July 2007

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 Franklin 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: 52,934 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (12,748)



Quick Facts:

(Employed - willing to change employment)

- 19.0% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 43 years old;
- 28.6% currently working in production, construction, or material handling occupations followed by 21.4% in service occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Globe Gazette - Mason City
 - Internet
www.iowaworkforce.org
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.

- 2.7% Inadequate hours (273 people)
- 0.7% Low income (71 people)
- 4.2% Mismatch of skills (424 people)
- 6.4% Total estimated underemployment (646 people)

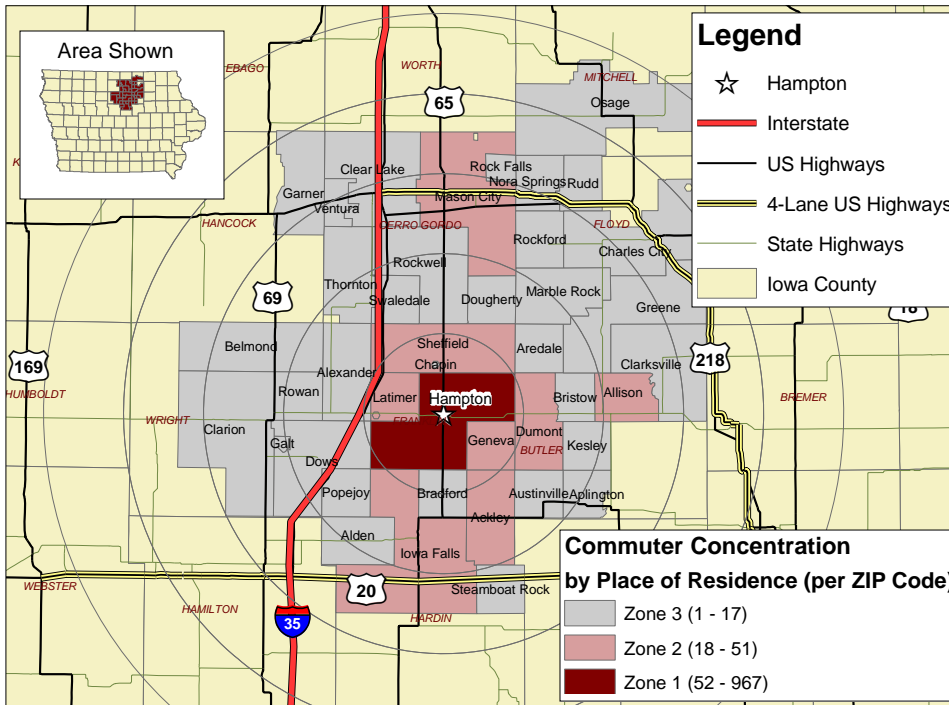
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	19.8%	9,003
Health Care & Social Services	17.8%	8,094
Wholesale & Retail Trade	13.3%	6,048
Education	10.1%	4,593
Agriculture	8.6%	3,910
Public Administration & Government	6.9%	3,137
Construction	6.0%	2,728
Transportation, Communication, & Utilities	4.9%	2,228
Finance, Insurance, & Real Estate	4.9%	2,228
Personal Services	3.4%	1,546
Professional Services	3.2%	1,455
Entertainment & Recreation	0.6%	273
Active Military & Other	0.6%	273

Survey respondents from the Franklin County 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.

Franklin County Commuting Area



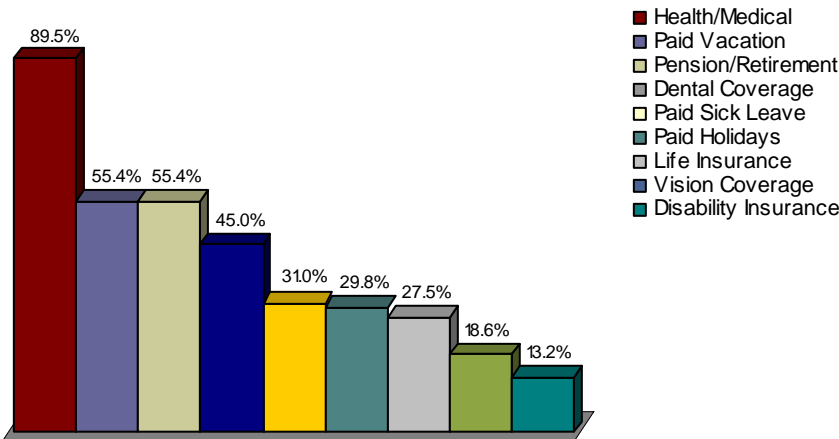
Commuting Statistics

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

Those who are willing to change employment in the Franklin County 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 (73.1%) of respondents are currently sharing the cost of premiums with the employer. However, 16.6 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

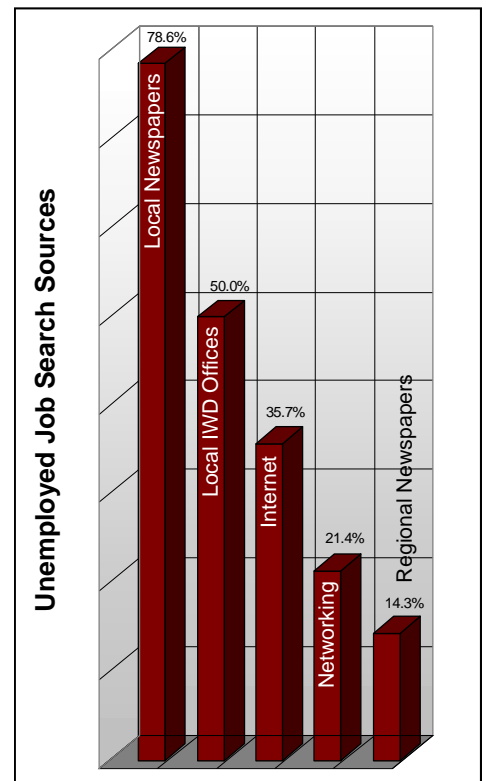
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	51.6%	16.1%	3.2%	\$65,000	\$11.25
Construction	46.2%	19.2%	7.7%	\$37,000	\$11.75
Manufacturing	48.8%	12.2%	9.7%	\$45,500	\$14.00
Transportation, Communication, & Utilities	47.4%	21.1%	10.6%	\$45,000	\$13.00
Wholesale & Retail Trade	41.0%	11.5%	8.2%	\$39,000	\$9.00
Finance, Insurance, & Real Estate	54.6%	16.7%	33.3%	\$55,000	\$11.00
Health Care & Social Services	73.5%	27.9%	23.5%	*	\$12.42
Personal Services	71.4%	21.4%	21.4%	\$23,600	\$7.85
Professional Services	73.3%	6.7%	46.7%	*	\$10.00
Public Administration & Government	67.9%	35.7%	14.3%	\$54,300	\$17.00
Education	84.2%	18.4%	52.7%	\$35,000	\$10.00

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 886 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- Education:
 - 50.0% have an education beyond high school
 - 7.1% have an associate degree
 - 21.4% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.16 to \$12.00/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 20 miles one way for the right opportunity;
- 71.4% expressed interest in seasonal and 57.1% in temporary employment opportunities;
- 42.9% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Paid vacation
 - Dental coverage
 - Vision coverage
 - Pension/retirement options
 - Disability insurance
 - Paid holidays
 - Paid sick leave
- 75.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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and our regional partners and utilities

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

Franklin County Economic Development Association
Karen L. Mitchell, Director
5 1st St. SW
Hampton, IA 50441
Phone: (641) 456-5668
Fax: (641) 456-5660
Email: fcda_director@mchsi.com
www.franklincountyiowa.com

This information is analyzed and compiled by the
Iowa Workforce Development
Research & Strategic Initiatives Unit
1000 E. Grand Avenue, Des Moines, Iowa 50319
(515) 281-4896
www.iowaworkforce.org