

TAMA COUNTY

LABORSHED SURVEY & ANALYSIS

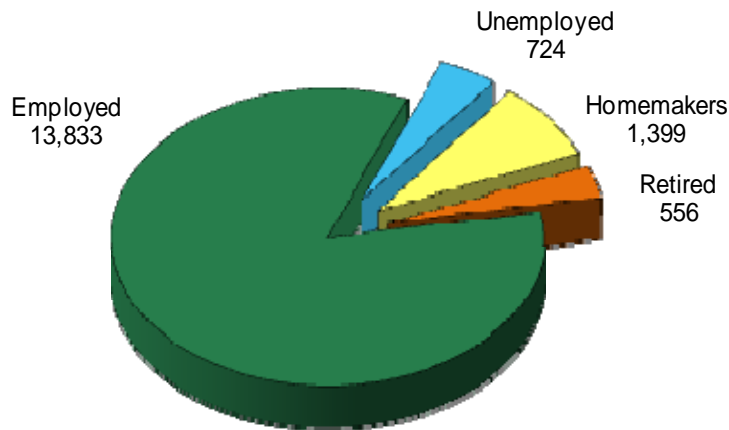
A Study of Workforce Characteristics
Released January 2009

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 Tama 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: 91,102 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (16,512)



Quick Facts:

(Employed - willing to change employment)

- 10.9% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 42 years old;
- 32.9% currently working within the production, construction, & material handling occupational category followed by 17.6% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - www.iowajobs.com
 - Local/Regional newspapers
 - The Des Moines Register
 - The Gazette - Cedar Rapids
 - 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.

- 1.7% Inadequate hours (235 people)
- 2.2% Low income (304 people)
- 1.7% Mismatch of skills (235 people)
- 5.2% Total estimated underemployment (719 people)

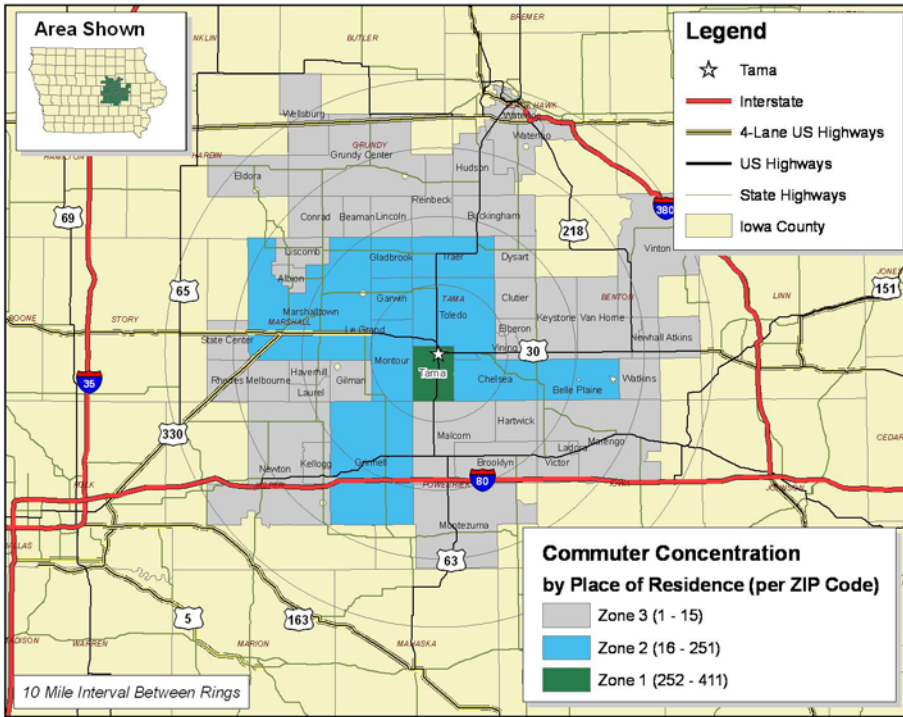
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	21.6%	15,605
Wholesale & Retail Trade	12.1%	8,742
Health Care & Social Services	11.1%	8,019
Education	10.8%	7,802
Entertainment & Recreation	7.0%	5,057
Agriculture	6.4%	4,624
Construction	6.4%	4,624
Transportation, Communication, & Utilities	6.0%	4,335
Public Administration & Government	4.8%	3,468
Professional Services	4.5%	3,251
Finance, Insurance, & Real Estate	3.2%	2,312
Personal Services	3.2%	2,312
Other (Military, Nonprofit, etc.)	2.9%	2,095

Survey respondents from the Tama 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.

Tama County Commuting Area



Commuting Statistics

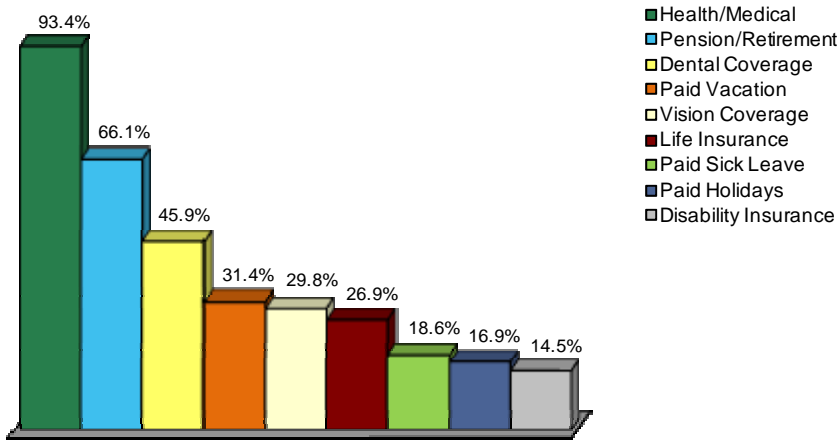
The map at the left represents commuting patterns into Tama County with the concentration per ZIP code represented in the legend.

Those who are willing to change employment in the Tama County Laborshed area are willing to commute an average of 28 miles one way for employment opportunities.



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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 (75.2%) of respondents are currently sharing the cost of premiums with the employer. However, 19.5 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

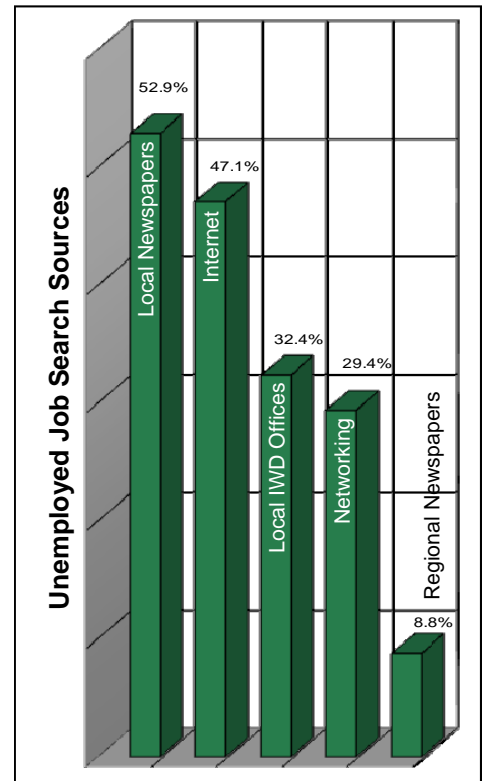
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	56.5%	8.7%	21.7%	\$48,000	*
Construction	48.1%	11.1%	14.8%	\$47,000	\$15.50
Manufacturing	43.9%	15.9%	7.3%	\$62,000	\$15.85
Transportation, Communication, & Utilities	55.6%	7.4%	7.4%	\$51,000	\$16.00
Wholesale & Retail Trade	56.0%	12.0%	14.0%	\$49,000	\$9.15
Finance, Insurance, & Real Estate	57.1%	14.3%	28.5%	\$51,000	*
Health Care & Social Services	61.2%	16.3%	18.4%	\$35,000	\$13.72
Personal Services	*	*	*	*	*
Entertainment & Recreation	63.0%	14.8%	18.5%	*	\$11.00
Professional Services	52.6%	10.5%	31.6%	\$48,000	\$11.50
Public Administration & Government	88.9%	*	50.0%	\$53,500	\$14.31
Education	83.3%	16.7%	55.6%	\$40,000	\$12.00

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 724 unemployed individuals are willing to accept employment;
- Average age is 44 years old;
- Education:
 - 55.9% have an education beyond high school
 - 8.8% are trade certified
 - 2.9% completed vocational training
 - 14.7% have an associate degree
 - 11.8% have an undergraduate degree
 - 2.9% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.50/hr. with a median of the lowest wage of \$9.00/hr.;
- Willing to commute an average of 24 miles one way for the right opportunity;
- 76.5% expressed interest in seasonal and 73.5% in temporary employment opportunities;
- 50.0% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Pension/retirement options
 - Paid vacation
 - Disability insurance
 - Vision coverage
- 75.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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