

APPANOOSE COUNTY, IOWA

LABORSHED ANALYSIS



AEDC

APPANOOSE ECONOMIC DEVELOPMENT CORPORATION

*Greater Rathbun Lake Area
The Midwest Recreation Destination*



A STUDY OF WORKFORCE CHARACTERISTICS

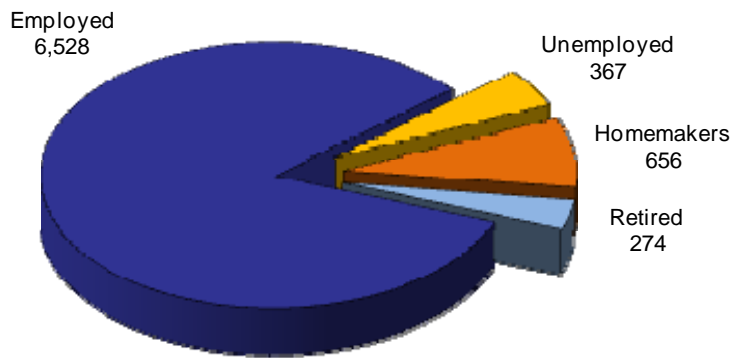
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Laborshed Studies

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 Appanoose 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: 45,984 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (7,825)



Quick Facts:

(Employed - willing to change employment)

- 16.4% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 44 years old;
- 28.6% currently working within the clerical occupational category followed by 22.9% within the production, construction, & material handling occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - Local/Regional Newspapers
 - *The Ottumwa Courier*
 - *Iowegian* - Centerville
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and 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% Inadequate hours (163 people)
- 1.7% Mismatch of skills (111 people)
- 2.2% Low income (144 people)
- 5.2% Total estimated underemployment (339 people)

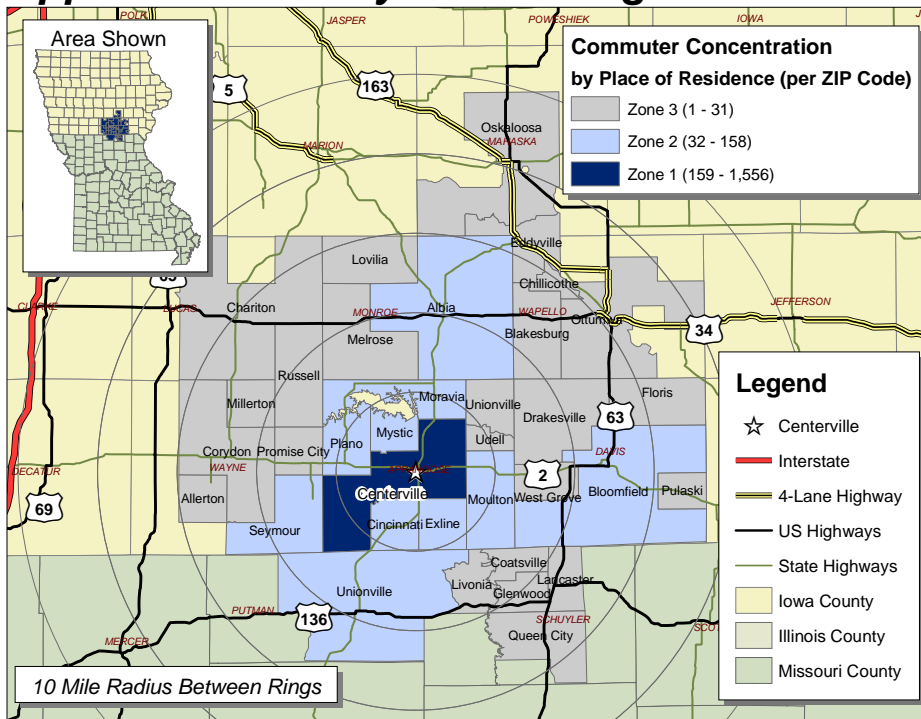
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	15.7%	5,083
Manufacturing	14.6%	4,726
Health Care & Social Services	14.3%	4,629
Wholesale & Retail Trade	12.9%	4,176
Public Administration & Government	8.2%	2,655
Personal Services	7.1%	2,298
Transportation, Communication, & Utilities	6.8%	2,201
Construction	5.4%	1,748
Finance, Insurance, & Real Estate	4.6%	1,489
Agriculture, Forestry, & Mining	3.6%	1,165
Professional Services	2.9%	939
Other (Military, Nonprofit, etc.)	2.9%	939
Entertainment & Recreation	1.0%	324

Survey respondents from the Appanoose County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry as shown in the table at left.

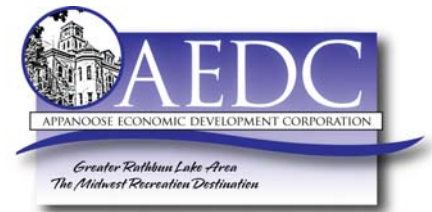
Appanoose County Commuting Area



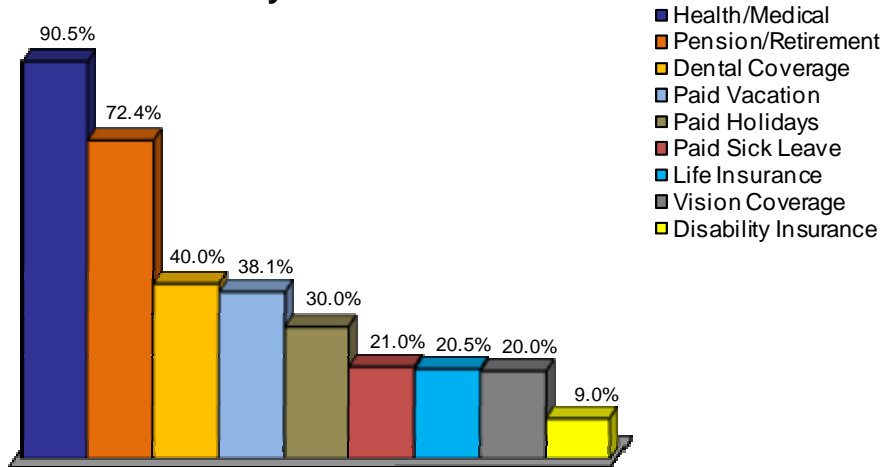
Commuting Statistics

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

Those who are willing to change employment in the Appanoose County Laborshed area are willing to commute an average of 24 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 (65.9%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 26.5 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

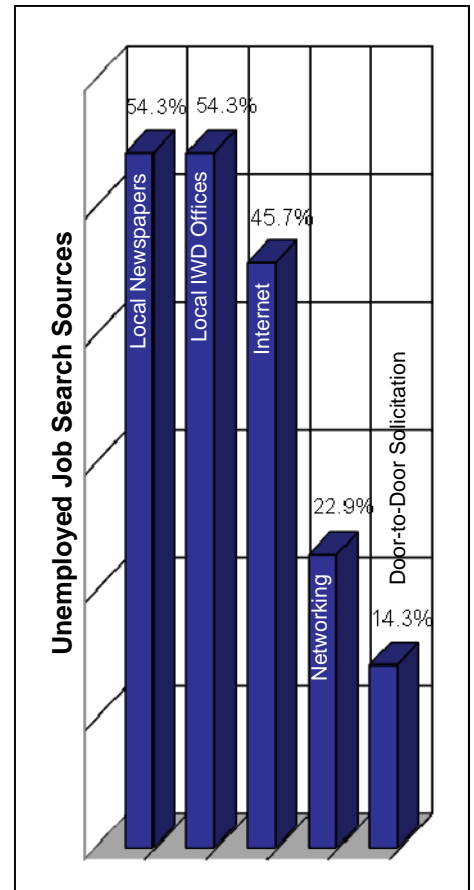
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	62.5%	25.0%	16.7%	*	\$11.75
Manufacturing	49.2%	9.5%	22.2%	\$60,000	\$13.80
Transportation, Communication, & Utilities	61.3%	19.4%	12.9%	\$60,000	\$15.00
Wholesale & Retail Trade	54.7%	11.3%	13.2%	\$35,000	\$8.25
Finance, Insurance, & Real Estate	70.0%	30.0%	15.0%	\$56,000	\$10.00
Health Care & Social Services	71.7%	17.0%	18.9%	*	\$11.35
Personal Services	80.8%	23.1%	23.1%	*	\$8.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	73.3%	26.7%	20.0%	*	\$12.88
Public Administration & Government	76.9%	7.7%	46.2%	\$33,500	\$14.50
Education	81.1%	5.7%	69.7%	\$42,000	\$11.34

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

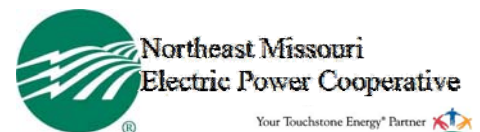
*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment:

- An estimated 367 unemployed individuals are willing to accept employment;
- Average age is 49 years old;
- 59.5% are male; 40.5% are female;
- Education:
 - 73.0% have an education beyond high school
 - 18.9% have an associate degree
 - 10.8% have an undergraduate degree
 - 2.7% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.37 to \$15.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 26 miles one way for the right opportunity;
- 75.7% expressed interest in seasonal and 62.2% in temporary employment opportunities;
- 35.1% 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
 - Paid holidays
 - Vision coverage
 - Life insurance
 - Disability insurance
 - Prescription drug coverage
 - Paid sick leave
- 65.5% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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