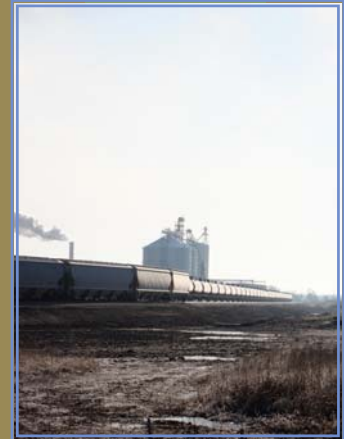
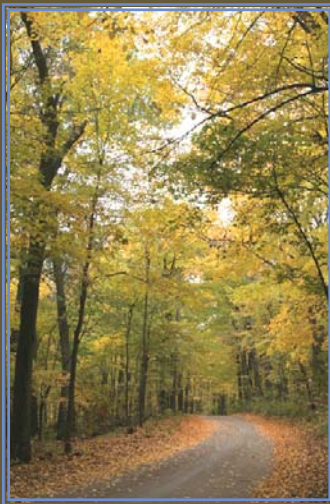
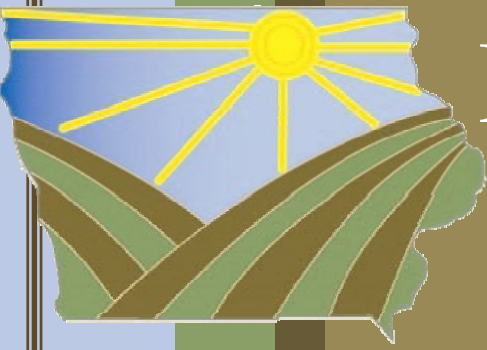


Mitchell County, Iowa



Laborshed Analysis

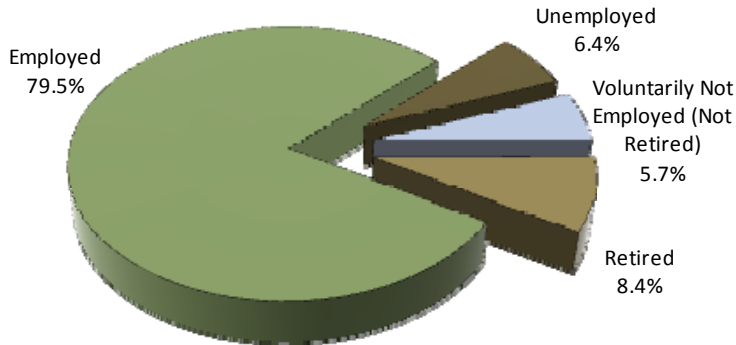
A Study in Workforce Characteristics

Released April 2012

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 Mitchell 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.

Employment Status*



*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Total Potential Labor Force: 59,575 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (13,456)

- 10,379 Employed
- 698 Unemployed
- 834 Voluntarily Not Employed (Not Retired)
- 1,545 Retired

Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; who are 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.

- 3.5% Inadequate hours (363 people)
- 5.4% Mismatch of skills (561 people)
- 1.2% Low income (125 people)
- 8.6% Total estimated underemployment (893 people)

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

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Manufacturing	21.7%	10,278	82.7%	45.2%	9.3%
Healthcare & Social Services	15.4%	7,294	81.5%	36.4%	3.7%
Wholesale & Retail Trade	15.0%	7,104	78.2%	39.5%	10.9%
Education	10.1%	4,784	78.4%	13.8%	0.0%
Public Administration & Government	7.0%	3,315	87.0%	25.0%	0.0%
Finance, Insurance & Real Estate	6.6%	3,126	95.0%	21.1%	0.0%
Personal Services	6.6%	3,126	100%	36.8%	0.0%
Agriculture	5.2%	2,463	93.8%	6.7%	0.0%
Transportation, Communication & Utilities	5.2%	2,463	68.2%	26.7%	4.5%
Construction	3.8%	1,800	78.6%	45.5%	7.1%
Professional Services	2.4%	1,137	70.0%	28.6%	10.0%
Entertainment & Recreation	0.7%	332	*	*	*

*Insufficient survey data/refused

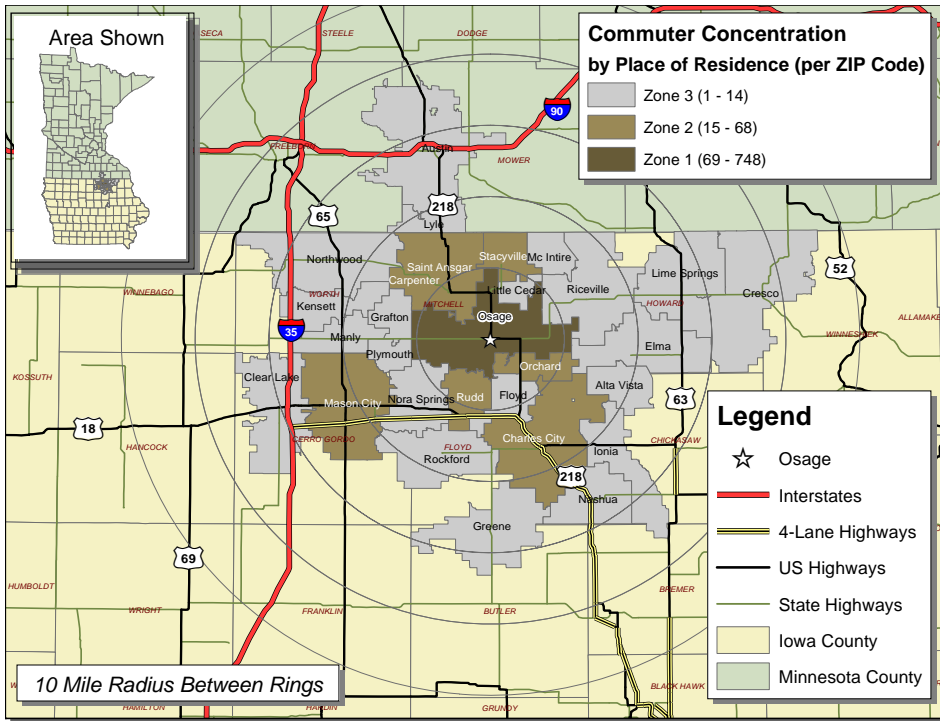
Survey respondents from the Mitchell County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 17.1% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 48 years old
- 32.7% currently working within the Production, Construction, Operating, Maintenance & Material Handling occupational category followed by 19.2% each within the clerical and professional, paraprofessional & technical occupational categories
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.careerbuilder.com
 - www.monster.com
 - Local/Regional newspapers
 - *Globe Gazette* - Mason City
 - *Mitchell County Press-News*
 - Local IowaWORKS Centers
 - Networking through friends, family and acquaintances

Mitchell County Laborshed Area



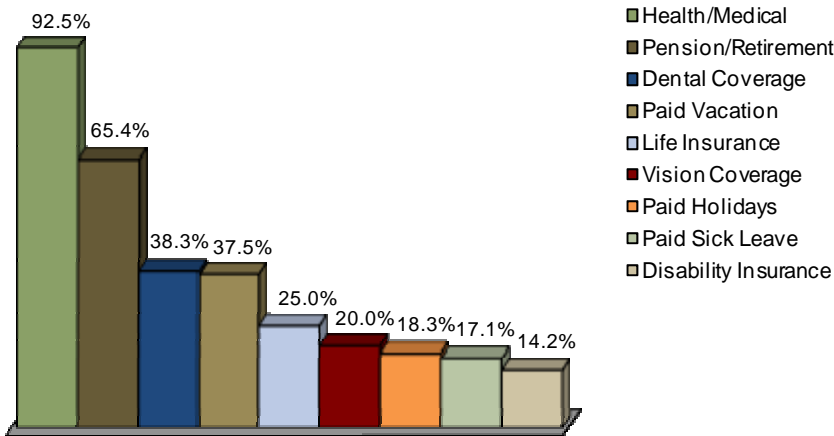
Commuting Statistics

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

Those who are willing to change/accept employment in the Mitchell 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 (74.4%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.0 percent indicate their employer pays the entire

Education and Median Wage Characteristics by Industry

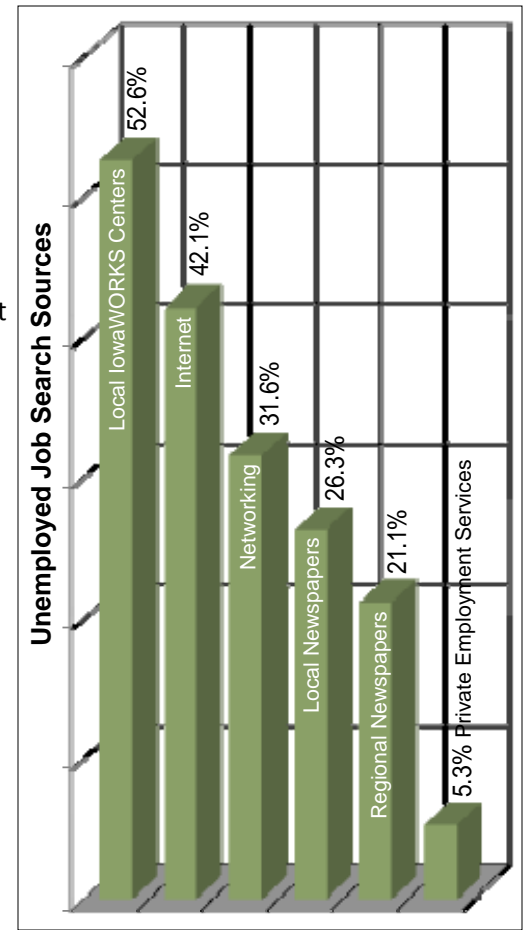
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	43.7%	18.8%	6.3%	\$40,000	*
Construction	64.3%	7.1%	7.1%	*	\$15.00
Manufacturing	53.3%	13.3%	14.7%	\$57,500	\$16.00
Transportation, Communication & Utilities	72.7%	18.2%	27.2%	\$50,000	\$22.75
Wholesale & Retail Trade	61.8%	10.9%	25.4%	\$42,500	\$10.00
Finance, Insurance & Real Estate	95.0%	30.0%	45.0%	\$52,500	*
Healthcare & Social Services	77.8%	18.5%	44.5%	\$43,000	\$14.00
Personal Services	73.7%	10.5%	42.2%	\$32,000	\$15.96
Entertainment & Recreation	*	*	*	*	*
Professional Services	80.0%	20.0%	30.0%	*	\$13.10
Public Administration & Government	69.6%	17.4%	34.8%	\$48,000	\$20.00
Education	94.6%	16.2%	70.2%	\$51,500	\$13.07

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 698 unemployed individuals are willing to accept employment
- Average age is 47 years old
- 65.0% are male; 35.0% are female
- Education:
 - 40.0% have an education beyond high school
 - 5.0% have completed vocational training
 - 5.0% have an associate degree
 - 15.0% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$11.25/hr. with a median of the lowest wage of \$9.25
- Willing to commute an average of 21 miles one way for the right opportunity
- 70.0% expressed interest in temporary and 65.0% in seasonal employment opportunities
- 60.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 93.8%
 - Dental coverage - 37.5%
 - Paid vacation - 31.3%
 - Vision coverage - 25.0%
 - Disability insurance - 18.8%
 - Life insurance - 18.8%
 - Paid holidays - 18.8%
 - Pension/retirement options - 18.8%
 - Paid time off - 12.5%
 - Paid sick leave - 6.3%
 - Prescription Drug Coverage - 6.3%
- 71.4% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



Sponsored in Partnership with



For more information regarding the Mitchell County Laborshed Analysis, contact:

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