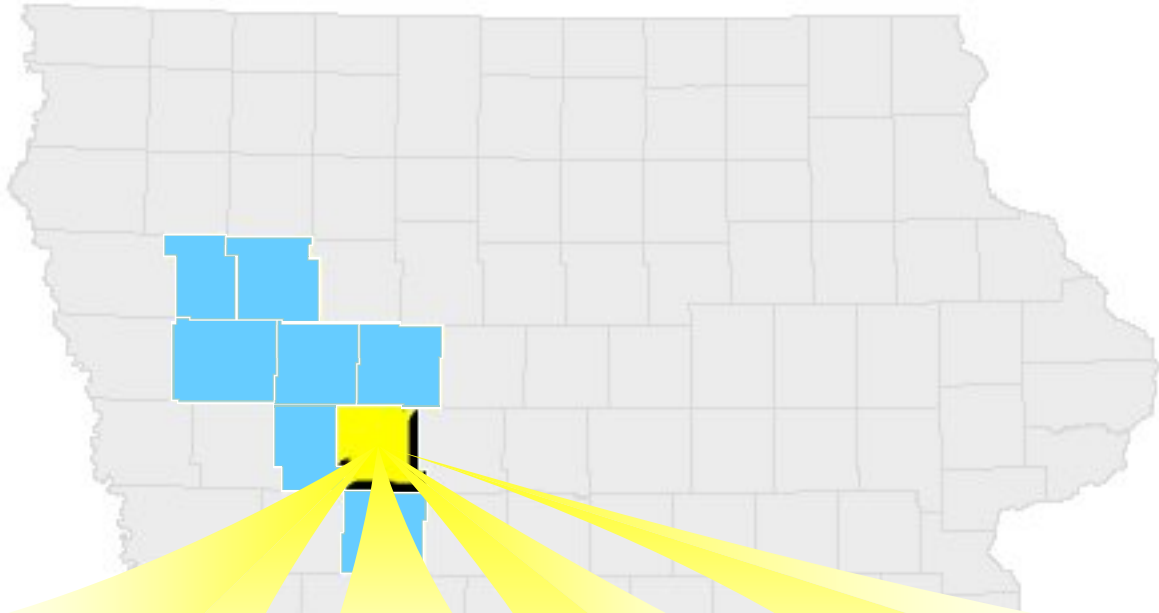


# Laborshed Analysis

## Guthrie County, Iowa



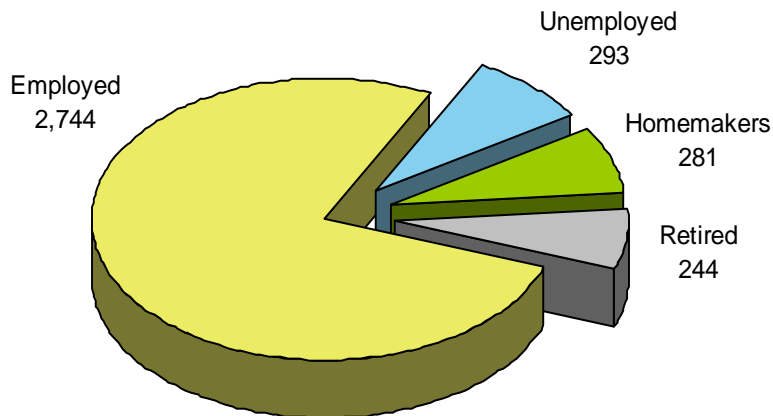
A Study of Workforce Characteristics  
Released October 2008

# 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 Guthrie 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: 24,727 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (3,562)**



## Quick Facts:

*(Employed - willing to change employment)*

- 21.8% are working multiple jobs;
- Currently working an average of 45 hours per week;
- Average age is 43 years old;
- 34.1% currently working within the production, construction, & material handling occupational category followed by 23.9% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
  - Local/Regional newspapers  
The Des Moines Register  
Guthrie Center Times
  - Internet  
[www.careerbuilder.com](http://www.careerbuilder.com)  
[www.monster.com](http://www.monster.com)
  - 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.

- 0.7% Inadequate hours (19 people)
- 1.7% Low income (47 people)
- 1.0% Mismatch of skills (27 people)
- 3.5% Total estimated underemployment (96 people)

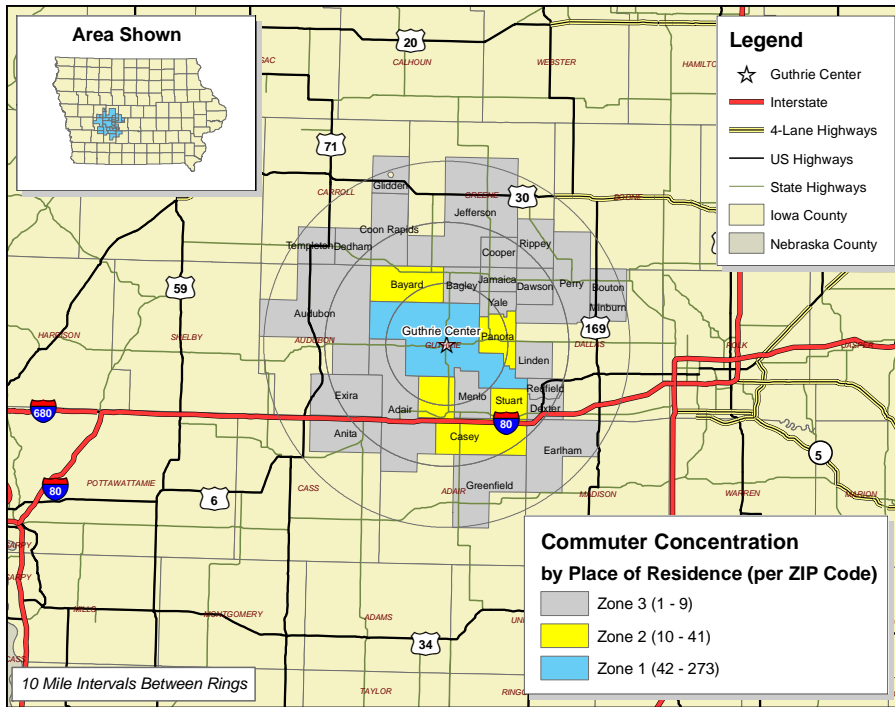
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	18.1%	3,956
Finance, Insurance, & Real Estate	11.3%	2,470
Education	10.5%	2,295
Public Administration & Government	9.3%	2,033
Manufacturing	9.0%	1,967
Agriculture	8.5%	1,858
Wholesale & Retail Trade	7.9%	1,727
Construction	7.3%	1,596
Transportation, Communication, & Utilities	6.5%	1,421
Professional Services	5.9%	1,290
Personal Services	5.1%	1,115
Entertainment & Recreation	0.3%	66
Military & Other	0.3%	66

Survey respondents from the Guthrie County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the health care & social service industry as shown in the table at left.

# Guthrie County Commuting Area



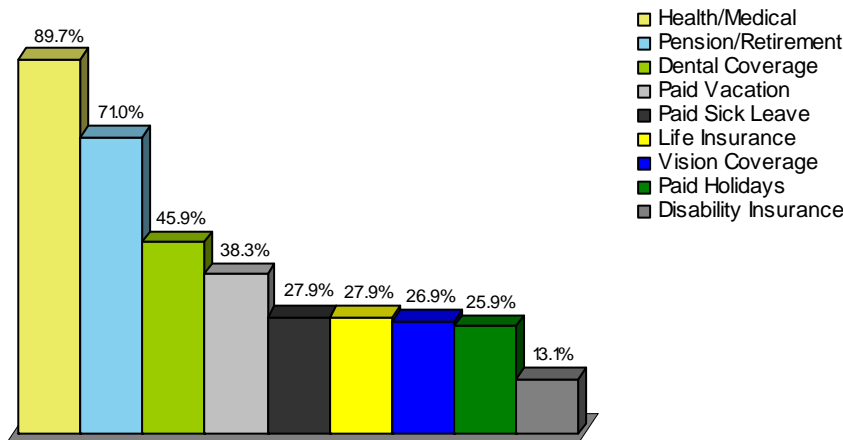
## Commuting Statistics

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

Those who are willing to change employment in the Guthrie County Laborshed area are willing to commute an average of 32 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 (68.5%) of respondents are currently sharing the cost of premiums with the employer. However, 25.8 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

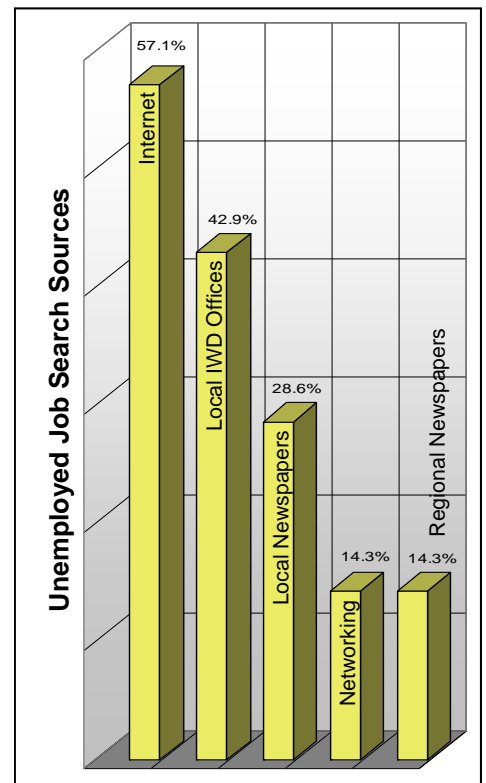
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	46.9%	6.3%	15.7%	\$35,000	\$13.49
Construction	44.8%	13.8%	6.8%	\$50,000	\$20.33
Manufacturing	52.8%	22.2%	8.4%	*	\$14.25
Transportation, Communication, & Utilities	65.5%	24.1%	20.7%	\$35,000	\$15.38
Wholesale & Retail Trade	58.8%	14.7%	5.8%	\$63,000	\$10.00
Finance, Insurance, & Real Estate	74.4%	11.6%	30.3%	\$42,000	\$15.05
Health Care & Social Services	83.6%	23.9%	20.9%	\$54,000	\$15.00
Personal Services	78.3%	17.4%	34.8%	\$30,000	\$14.25
Entertainment & Recreation	*	*	*	*	*
Professional Services	40.0%	16.0%	24.0%	\$50,000	\$14.50
Public Administration & Government	59.5%	18.9%	21.6%	\$50,000	\$15.00
Education	76.2%	7.1%	54.7%	\$35,000	\$12.25

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 293 unemployed individuals are willing to accept employment;
- Average age is 40 years old;
- Education:
  - 75.0% have an education beyond high school
  - 12.5% have an associate degree
  - 12.5% have an undergraduate degree
  - 12.5% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.85 to \$12.75/hr. with a median of the lowest wage of \$8.75/hr.;
- Willing to commute an average of 26 miles one way for the right opportunity;
- 75.0% expressed interest in seasonal and 62.5% in temporary employment opportunities;
- 25.0% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance
  - Dental coverage
  - Paid vacation
  - Vision coverage
  - Paid sick leave
  - Paid holidays
  - Tuition assistance/reimbursement
  - Flexible scheduling
- 50.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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