

NOT CURRENTLY EMPLOYED FACTS

Unemployed, Homemakers, and Retirees

- Those Willing to Enter/Re-enter Employment

Unemployed:

- ▶ 70.0% (estimated 979) unemployed are willing to accept employment;

Age & Gender

- ▶ Average age is 39 years, 57.1% of the unemployed are age 18 to 44 years;
- ▶ 57.1% are male;

Education & Training

- ▶ 14.2% have some post high school education;
- ▶ 15.4% who are willing to re-enter the workforce feel they need additional training/education and 33.3% are likely to seek training/education in the next year;

Wages

- ▶ Current median hourly wage desired, \$8.00/hr.;
- ▶ Estimated wage range to attract the most qualified applicants, \$8.96 to \$10.00/hr.;

Job Search Techniques

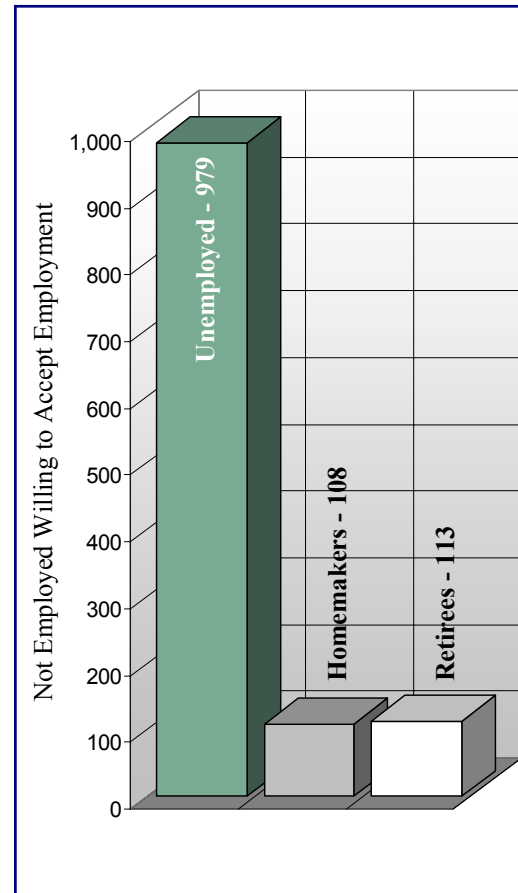
- ▶ Primary method for seeking employment opportunities is through local newspapers, local Iowa Workforce Development Center, regional newspapers, the Internet, networking, and walk-in solicitation;

Commuting

- ▶ Willing to commute an average of 27 miles one way for the right opportunity;

Work Experience & Environment

- ▶ 57.1% became unemployed within the last year;
- ▶ 16.6% expressed an interest in working a variety of work schedules (i.e. combinations of 2nd, 3rd or split shifts).



Homemakers and Retirees:

- ▶ 30.8% (est. 108) of the homemakers and 19.0% (est. 113) of the retirees are willing to accept employment;
- ▶ Average age of homemakers is 37 years;
- ▶ Homemakers are willing to commute an average of 11 miles one way for employment;
- ▶ Homemakers with prior work experience had a median wage of \$7.00 per hour;
- ▶ 66.7% of the homemakers have some post high school education;
- ▶ Homemakers look for employment opportunities primarily through local newspapers, networking, local Iowa Workforce Development Center, the Internet, regional newspapers, and radio.

For Customized Industry Information Contact:

O'Brien County Economic Development Corporation

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www.obriencounty.com



This information is compiled by the Workforce Research Bureau of Iowa Workforce Development (IWD),
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www.iowaworkforce.org

2004 O'Brien County Laborshed Analysis

EXECUTIVE SUMMARY



Sponsored By:

- Northwest Iowa Economic Developers Coalition
- Iowa Workforce Development

In Partnership With:

- MidAmerican Energy
- Aquila
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CURRENTLY EMPLOYED FACTS

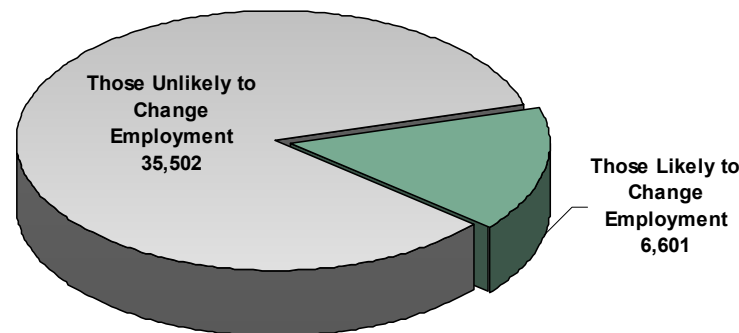
What Is a Laborshed?

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 O'Brien 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.

Employed

- Irregardless of Willingness to Change Employment

Total Potential Laborforce (Employed): 42,103



Median Wages and Salary:

Industry	Median Wage and Salary	
	Non Salary (per hour)	Salary (per year)
Agriculture	\$ 11.00	\$ 50,000.00
Construction	\$ 14.00	\$ 43,000.00
Education	\$ 10.90	\$ 34,000.00
Health Care & Social Services	\$ 10.90	\$ 40,000.00
Manufacturing	\$ 11.85	\$ 35,000.00
Personal, Entertainment & Recreational Services	\$ 5.15	*
Professional Svcs & Finance, Insurance & Real Estate	\$ 7.38	\$ 52,000.00
Transportation, Communication, and Utilities	\$ 10.75	*
Public Administration & Government	\$ 15.80	\$ 32,500.00
Wholesale & Retail Trade	\$ 15.80	*

* Insufficient Survey Data

Type of Employment:

- ▶ 69.2% are full-time and 20.0% part-time;
- ▶ 21.2% of workers are interested in a variety of work schedules (combination of 2nd, 3rd or split shifts);
- ▶ 25.5% are interested in a temporary position while 28.4% would prefer seasonal employment;
- ▶ Average length of time with an employer, 13 years;
- ▶ 44.6% are male and 55.4% are female.

Employed

- Those Willing to Change Employment

Educational Degrees/Fields of Study/Certifications/Vocational Trades:

Fields of Study	% of Laborshed
Business & Public Administration/Marketing	20.3%
Education	15.3%
Vocational Trade	15.3%
General/Liberal Arts	11.9%
Medical Technical	8.5%
Business Administrative Support	8.5%
Social Sciences	6.8%
Engineering/Architecture	3.4%
Agriculture	3.4%
Science/Math	1.7%
Computer Applications (A.A.)	1.7%
Information Technology	1.7%
Medical Professional	1.7%

Who's available in O'Brien County Laborshed area?

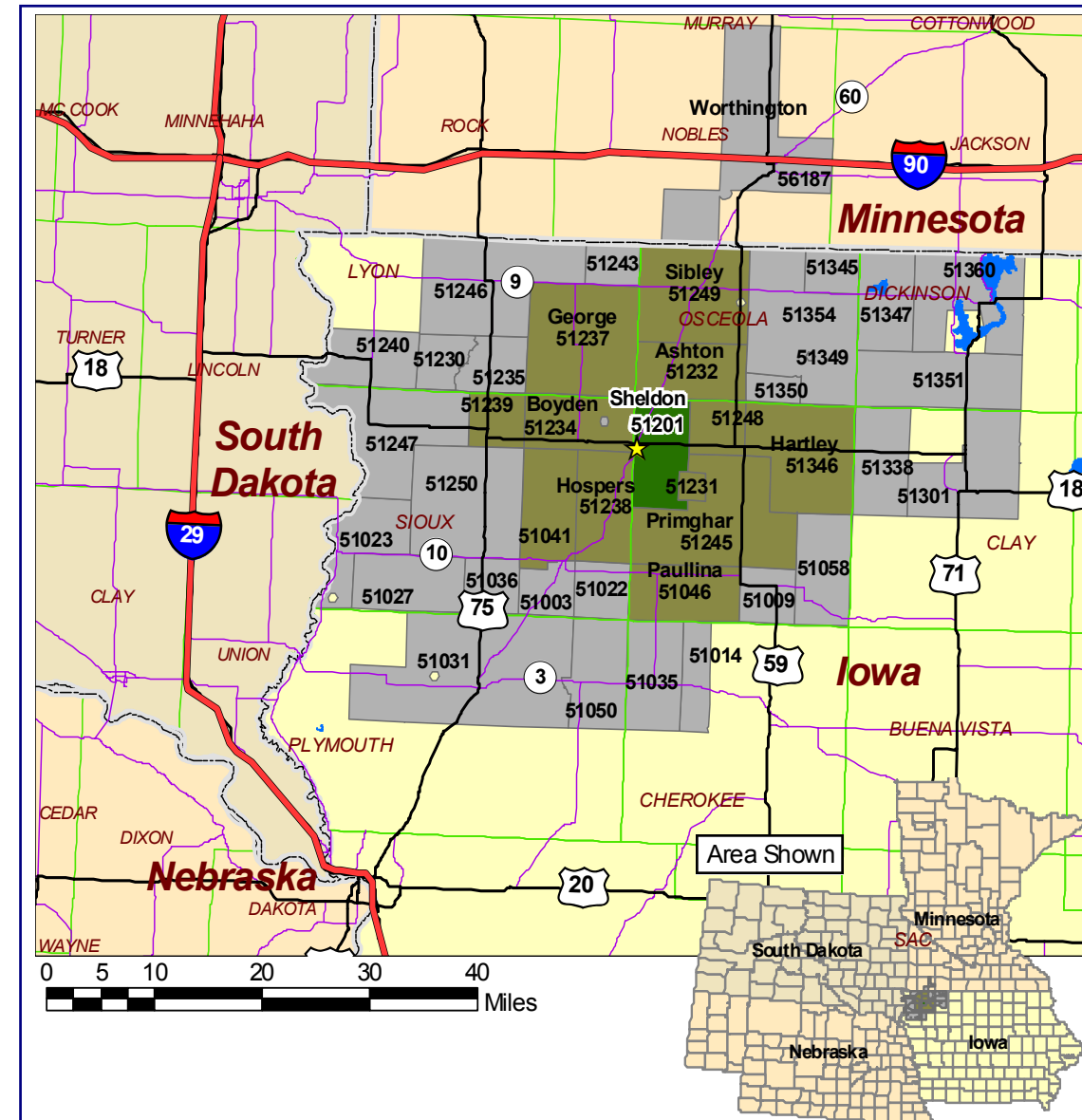
- ▶ Estimated number of individuals very likely or somewhat likely to change employment: 6,601;
- ▶ 59.8% have education/training beyond high school, 23.5% have an undergraduate degree, and 3.9% have a postgraduate degree;
- ▶ 33.7% are employed in production/construction/operating and 20.8% in service occupations.

Out-commuters: (570 Potential Available Labor)

Out-commuters are defined as people who are employed, live in O'Brien County, and commute to other counties for employment.

- ▶ 22.0% (125) of those commuting out of O'Brien County for employment are willing to change employment;
- ▶ Out-commuters are willing to travel an average of 19 miles one way for the right opportunity;
- ▶ Current median wage is \$13.63/hr or \$42,000/yr;
- ▶ Primarily employed in production/construction and professional/technical occupations;
- ▶ Those willing to change are primarily seeking production, professional/technical or sales & related occupations.

O'Brien County Laborshed Area



Commuting:

Those who are willing to change employment in the O'Brien County Laborshed area are willing to commute great distances for the right employment opportunity.

- ▶ Zone 1 residents are willing to commute an average of 23 miles one way;
- ▶ Zone 2 residents are willing to commute an average of 21 miles one way;
- ▶ Zone 3 residents are willing to travel an average of 18 miles one way.

Employee Concentration per ZIP Code

by Place of Residence

- Low (Zone 3)
- Moderate (Zone 2)
- High (Zone 1)

Legend

- Interstate Highway
- US Highway
- State Highways
- Iowa Counties
- Minnesota Counties
- South Dakota Counties

Employed

- Those Willing to Change Employment Continued...

Industrial Classification

Industry	% within Laborshed
Manufacturing	20.6%
Health Care and Social Services	16.7%
Wholesale and Retail Trade	14.7%
Agriculture/Forestry/Mining	9.8%
Transportation, Communications & Public Utilities	8.8%
Education	7.8%
Personal Services/Entertainment and Recreation	6.8%
Construction	4.9%
Finance, Insurance, and Real Estate	2.9%
Public Administration, Government	2.9%
Professional Services	2.0%

Underemployed:

The underemployed are comprised of individuals who are underemployed due to inadequate hours (those working less than 35 hours/week but desiring more hours), low income (those working at wages equal to or less than the national poverty level), and/or mismatch of skills (those who are working in positions that do not meet their skill or education levels or worked for higher wages at a previous employment). Individuals may be underemployed for more than one reason; but are only counted once.

- ▶ 2.2 percent (approximately 145 people) are underemployed due to inadequate hours;
- ▶ 4.0 percent (approximately 264 people) are underemployed due to a mismatch of skills;
- ▶ 1.7 percent (approximately 112 people) are underemployed due to low income;
- ▶ Total estimated underemployment for the O'Brien County Laborshed area is 7.7 percent.