

MID IOWA GROWTH PARTNERSHIP

September

2017

Study in Workforce
Characteristics



REGIONAL LABORSHED ANALYSIS

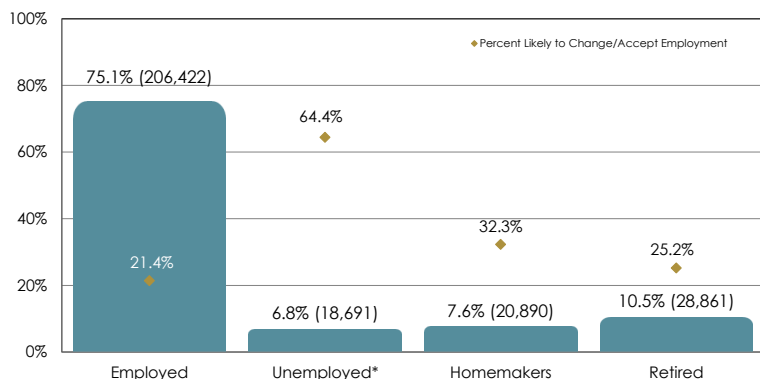
Including counties:

Calhoun | Hamilton | Hardin | Humboldt
Kossuth | Palo Alto | Pocahontas
Webster | Wright

MID IOWA GROWTH REGIONAL LABORSHED ANALYSIS

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This regional analysis is based on aggregate data from the Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster, and Wright counties' Laborshed studies (2,053 total completed surveys).

OCCUPATIONS AND EMPLOYMENT STATUS IN THE MID IOWA GROWTH REGION



Totals may vary due to rounding.

ESTIMATED POPULATION 18-64: 274,863
TOTAL POTENTIAL LABOR FORCE: 233,501
(ENTIRE REGIONAL LABORSHED AREA)

MEDIAN WAGES BY OCCUPATIONAL CATEGORY

| | Hourly Wage | Annual Salary |
|--|-------------|---------------|
| Agriculture | * | \$50,000 |
| Clerical/Administrative Support | \$14.00 | \$41,000 |
| Managerial/Administrative | \$16.00 | \$70,000 |
| Production, Construction & Material Handling | \$18.30 | \$55,000 |
| Professional, Paraprofessional & Technical | \$20.00 | \$59,500 |
| Sales | \$12.50 | \$58,000 |
| Service | \$11.47 | \$47,500 |

*Insufficient survey data/refused



| | % within Region |
|---|-----------------|
| Office & Administrative Support | 16.1% |
| Management | 11.9% |
| Education, Training & Library | 10.5% |
| Healthcare Practitioner & Technical | 9.5% |
| Production | 8.4% |
| Sales & Related | 6.3% |
| Transportation & Material Moving | 4.9% |
| Food Preparation & Serving Related | 4.6% |
| Installation, Maintenance & Repair | 4.0% |
| Business & Financial Operations | 3.6% |
| Construction & Extraction | 2.9% |
| Healthcare Support | 2.9% |
| Personal Care & Service | 2.8% |
| Building/Grounds Cleaning & Maintenance | 2.0% |
| Community & Social Services | 1.9% |
| Architecture & Engineering | 1.4% |
| Life, Physical & Social Science | 1.3% |
| Protective Service | 1.3% |
| Computer & Mathematical Science | 1.1% |
| Arts, Design, Entertainment, Sports & Related | 1.0% |
| Farming, Fishing & Forestry | 0.8% |
| Legal | 0.8% |
| Military Specific | 0.0% |

UNDEREMPLOYMENT



| | % Underemployed |
|------------------------|-----------------|
| Inadequate Hours | 1.2% |
| Mismatch of Skills | 2.5% |
| Low Income | 0.1% |
| †Total Underemployment | 3.6% |

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

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and are working 35 or more hours per week.

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY

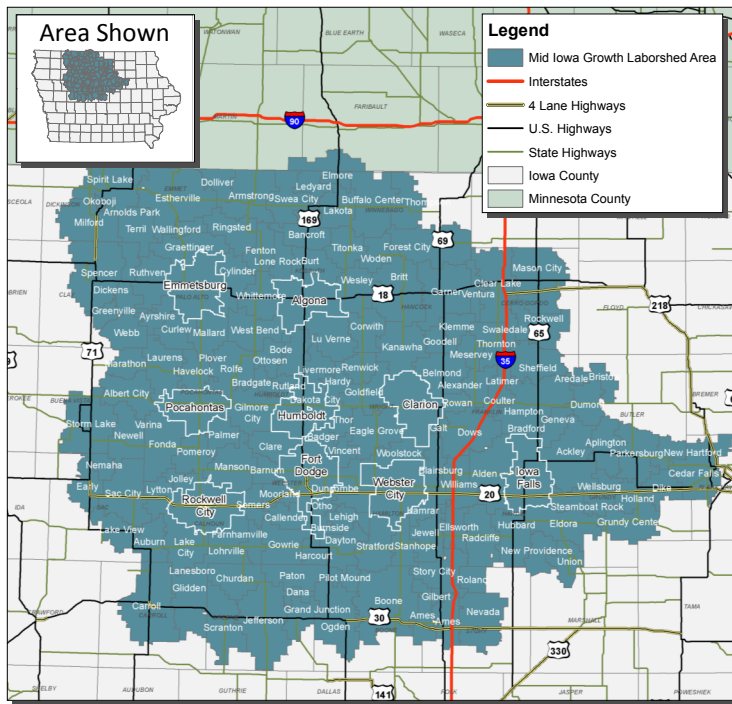


| | % of Laborshed | # of Employed | % Employed | % Likely to Change Employment | % Unemployed* |
|---|----------------|---------------|------------|-------------------------------|---------------|
| Healthcare & Social Services | 18.8% | 38,807 | 74.9% | 20.5% | 5.3% |
| Wholesale & Retail Trade | 14.0% | 28,899 | 69.6% | 31.4% | 10.2% |
| Education | 12.9% | 26,628 | 72.4% | 20.2% | 3.0% |
| Manufacturing | 11.8% | 24,358 | 74.2% | 24.3% | 9.2% |
| Agriculture | 7.5% | 15,482 | 89.7% | 8.0% | 5.6% |
| Public Administration & Government | 6.2% | 12,798 | 75.2% | 21.3% | 4.0% |
| Transportation, Communication & Utilities | 6.1% | 12,592 | 73.0% | 23.3% | 8.7% |
| Professional Services | 6.0% | 12,385 | 79.1% | 18.7% | 9.6% |
| Personal Services | 5.8% | 11,972 | 84.5% | 22.1% | 1.9% |
| Finance, Insurance & Real Estate | 5.5% | 11,353 | 79.0% | 15.7% | 5.7% |
| Construction | 4.5% | 9,289 | 80.0% | 20.6% | 4.7% |
| Entertainment & Recreation | 0.8% | 1,651 | 80.0% | 8.3% | 6.7% |
| Other (Non-profit, Religious, Military, etc.) | 0.1% | 206 | ** | ** | ** |

**Insufficient survey data/refused

Totals may vary due to rounding.

MID IOWA GROWTH REGIONAL LABORSHED AREA



EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$14.00/hr & \$55,000/yr
- 21.4% are likely to change employment
- 18.7% are working multiple jobs
- Currently working an average of 41 hours/week
- 28.0% currently working in the professional, paraprofessional & technical occupational category, followed by 19.3% in the production, construction & material handling occupational category
- 26.1% are actively seeking new employment
- Most frequently identified job search resources:

www.indeed.com
www.monster.com
www.iowajobs.org
www.linkedin.com

Internet,
69.3%

Newspapers,
33.3%

The Messenger - Ft. Dodge
Algona Upper Des Moines
Emmetsburg Democrat/Reporter

IowaWORKS
Centers,
17.5%

Networking,
13.6%

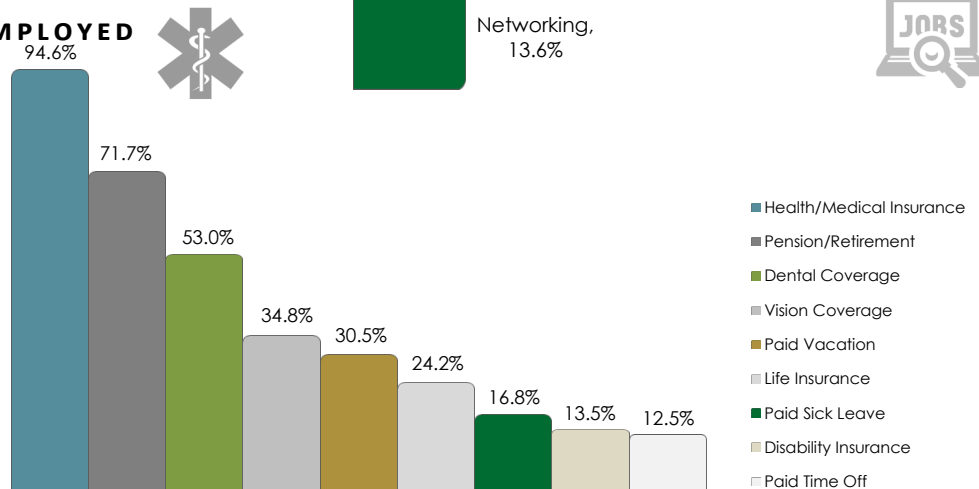


Those who are employed likely to change employment in the Mid Iowa Growth Regional Laborshed area are willing to commute an average of 26 miles one-way for employment opportunities.

TOP BENEFITS OF FULL-TIME EMPLOYED

The survey provides respondents an opportunity to identify employment benefits they are currently offered. The chart at right shows the percentage of those who are employed full-time that receive each benefit.

The majority (74.7%) of full-time employed respondents state they are currently sharing the cost of health insurance premiums with their employer while 14.5 percent indicate their employer covers the entire cost.



EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



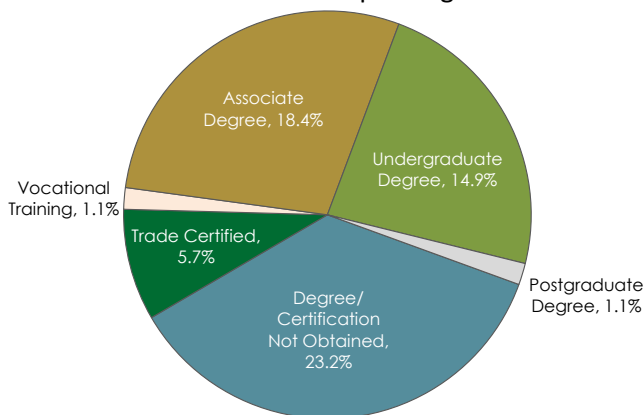
| | Education | | | | Median Wages | |
|---|-------------------------------|------------------|----------------------|---------------------|-----------------|----------------|
| | Some Level Beyond High School | Associate Degree | Undergraduate Degree | Postgraduate Degree | Salary Wage | Hourly Wage |
| All Employed | 78.8% | 19.4% | 23.8% | 10.2% | \$59,000 | \$15.14 |
| Agriculture, Forestry & Mining | 69.8% | 17.5% | 23.0% | 4.0% | \$54,000 | \$12.00 |
| Construction | 68.2% | 18.8% | 11.8% | 1.2% | \$48,000 | \$20.00 |
| Education | 92.2% | 11.9% | 32.1% | 34.3% | \$50,000 | \$12.50 |
| Entertainment & Recreation | 73.3% | 6.7% | 33.4% | 13.3% | ** | \$10.43 |
| Finance, Insurance, & Real Estate | 85.7% | 21.9% | 34.3% | 5.7% | \$57,500 | \$13.62 |
| Healthcare & Social Services | 82.5% | 29.6% | 25.2% | 8.2% | \$64,000 | \$16.00 |
| Manufacturing | 60.8% | 13.8% | 18.3% | 3.3% | \$73,500 | \$17.00 |
| Personal Services | 80.4% | 19.6% | 12.8% | 15.7% | \$40,000 | \$15.00 |
| Professional Services | 86.8% | 20.2% | 28.9% | 8.8% | \$65,000 | \$15.00 |
| Public Administration & Government | 79.8% | 23.4% | 25.0% | 10.5% | \$50,000 | \$20.00 |
| Transportation, Communication & Utilities | 78.6% | 18.3% | 12.7% | 3.2% | \$56,000 | \$19.10 |
| Wholesale & Retail Trade | 63.7% | 14.9% | 17.9% | 1.7% | \$60,000 | \$11.00 |

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

**Insufficient survey data/refused

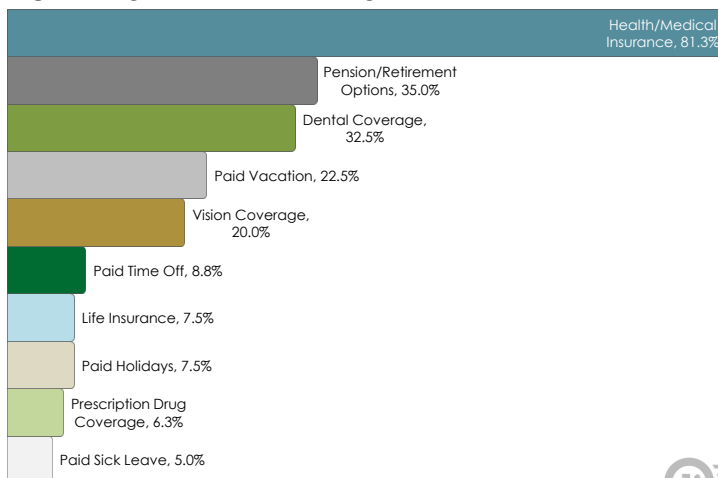
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 6.8% of the region are unemployed*
- 59.0% have become unemployed within the last year
- 64.4% are likely to accept employment
- Average age is 47 years old
- 55.2% are female and 44.8% are male
- **Education:**
 - 64.4% have some post high school education



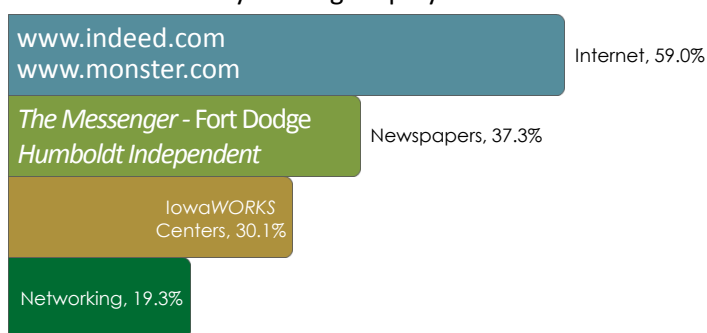
- **Wages:**
 - \$12.00/hr - to attract 66% of applicants
 - \$14.00/hr - to attract 75% of applicants
 - \$11.00/hr - lowest median wage willing to accept
- Willing to commute an average of 24 miles one way for the right opportunity
- 63.0% expressed interest in temporary and 62.5% in seasonal employment opportunities
- 53.6% expressed interest in working varied shifts

TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES

- 56.5% are actively seeking employment



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

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