

JASPER COUNTY LABORSHED ANALYSIS

A Study of Workforce Characteristics

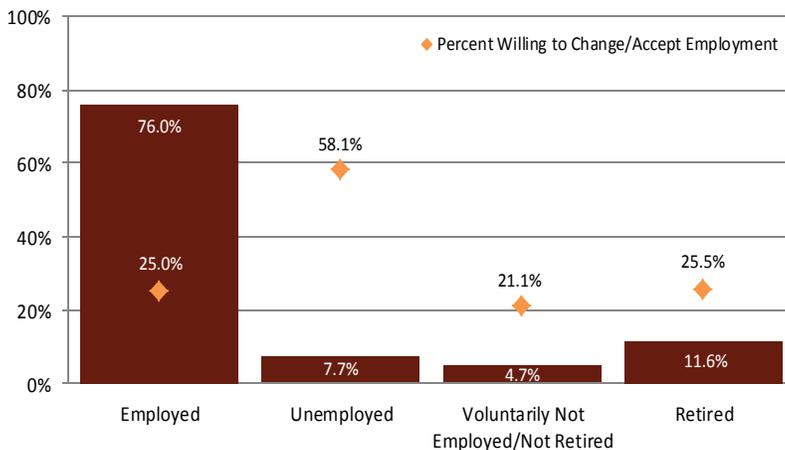


March 2014

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 Jasper 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: 384,974 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (38,798)

- 29,239 Employed
- 2,870 Unemployed
- 2,004 Voluntarily Not Employed/Not Retired
- 4,685 Retired

Underemployment

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

- 1.7% Inadequate hours (497 people)
- 4.2% Mismatch of skills (1,228 people)
- 1.2% Low income (351 people)
- 6.4% Total estimated underemployment (1,871 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	14.5%	42,424	71.2%	21.6%	13.5%
Wholesale & Retail Trade	12.9%	37,743	67.3%	33.3%	14.3%
Education	12.5%	36,573	76.2%	12.5%	0.0%
Healthcare & Social Services	12.5%	36,573	80.0%	28.1%	10.0%
Finance, Insurance & Real Estate	11.0%	32,184	96.6%	32.1%	0.0%
Public Administration & Government	10.6%	31,014	79.4%	14.8%	0.0%
Professional Services	8.6%	25,162	84.6%	27.3%	3.8%
Transportation, Communication & Utilities	5.5%	16,092	73.7%	21.4%	5.3%
Construction	4.3%	12,581	84.6%	36.4%	15.4%
Personal Services	4.3%	12,581	64.7%	27.3%	11.8%
Agriculture, Forestry & Mining	2.7%	7,900	100%	14.3%	0.0%
Active Military Duty	0.6%	1,755	*	*	*

*Insufficient survey data/refused

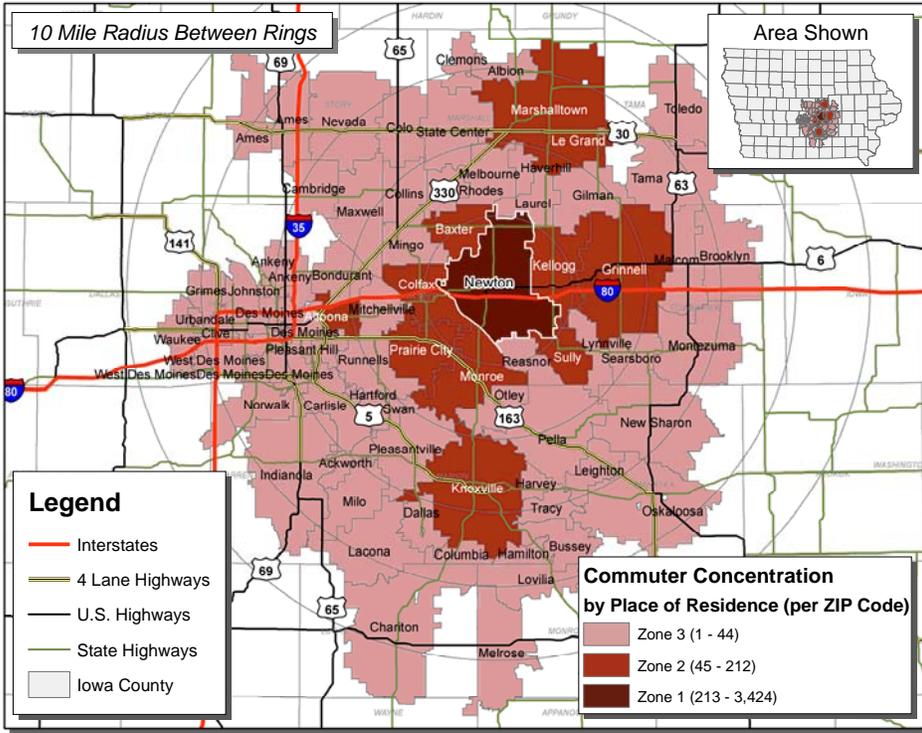
Survey respondents from the Jasper County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 13.2% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 49 years old
- 26.0% currently working within the professional, paraprofessional & technical occupational category followed by 19.5% within the managerial occupational category
- Most frequently identified job search sources:
 - Internet - 81.7%
 - www.indeed.com
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers - 29.6%
 - The Des Moines Register
 - Newton Daily News
 - Networking through friends, family and acquaintances - 23.9%
 - Private employment services - 11.3%
 - Local IowaWORKS Centers - 7.0%

Jasper County Laborshed Area



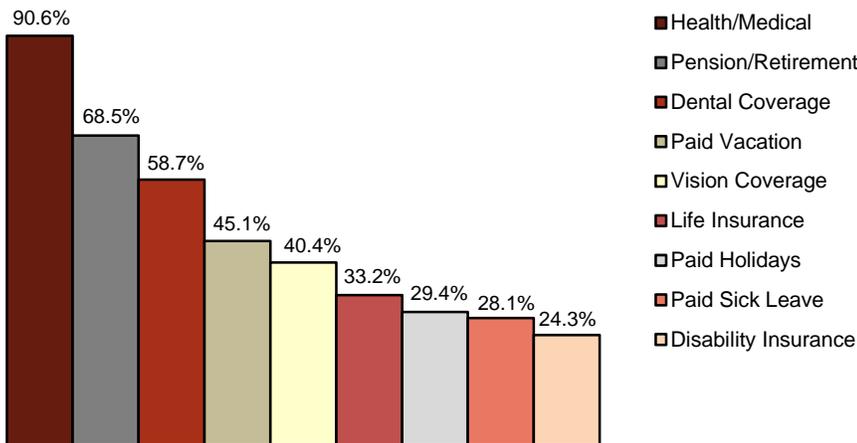
Commuting Statistics

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

Those who are willing to change/accept employment in the Jasper County Laborshed area are willing to commute an average of 27 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 (76.9%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.1 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

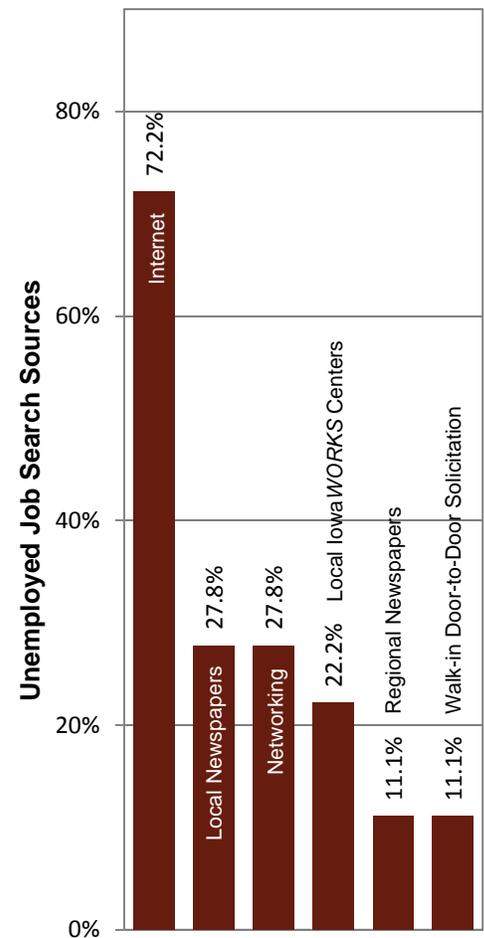
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	85.7%	14.3%	28.6%	*	*
Construction	69.2%	7.7%	23.1%	*	\$17.88
Manufacturing	61.6%	13.5%	24.9%	\$65,500	\$17.52
Transportation, Communication & Utilities	73.7%	10.5%	15.8%	\$56,500	\$21.04
Wholesale & Retail Trade	69.4%	4.1%	18.3%	\$50,000	\$9.00
Finance, Insurance & Real Estate	82.8%	10.3%	62.0%	\$82,500	\$15.00
Healthcare & Social Services	77.5%	12.5%	32.5%	\$60,000	\$15.00
Personal Services	70.6%	5.9%	35.3%	*	\$9.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	73.1%	15.4%	34.5%	\$63,500	\$16.25
Public Administration & Government	64.7%	5.9%	35.2%	\$70,000	\$21.00
Education	85.7%	2.4%	69.0%	\$51,500	\$16.00

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 2,870 unemployed individuals are willing to accept employment
- Average age is 42 years old
- 61.1% are male; 38.9% are female
- Education:
 - 55.6% have an education beyond high school
 - 5.6% are trade certified
 - 5.6% have an associate degree
 - 16.7% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.56 to \$15.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 24 miles one way for the right opportunity
- 72.2% expressed interest in seasonal and 55.6% in temporary employment opportunities
- 50.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 69.2%
 - Pension/retirement options - 53.8%
 - Dental coverage - 30.8%
 - Paid sick leave - 15.4%
 - Vision coverage - 15.4%
 - Company car - 7.7%
 - Life insurance - 7.7%
 - Paid holidays - 7.7%
 - Paid vacation - 7.7%
 - Stock options - 7.7%
- 55.6% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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