



# Labor Availability 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 North Central Iowa Regional Analysis, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from Belmont, Britt, Charles City, Clear Lake, Forest City, Garner, Hampton, Lake Mills, Mason City, New Hampton, Northwood, and Osage Laborshed studies. Customized industry specific and community specific information is available upon request. See contact information on back.

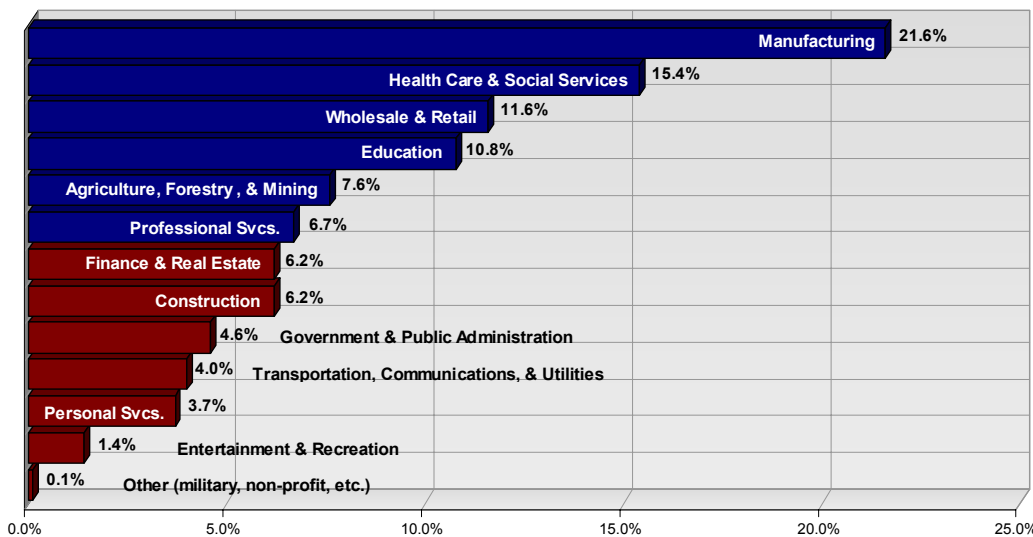
## Potential Labor Force by Laborshed Area

	Total Potential Laborforce in Laborshed Area	Total Willing to Change/Accept Employment*		Total Potential Laborforce in Laborshed Area	Total Willing to Change/Accept Employment*
Belmont	39,993	6,791	Hampton	42,983	5,463
Britt	42,786	8,100	Lake Mills	65,352	14,524
Charles City	114,543	9,237	Mason City	97,810	26,976
Clear Lake	60,375	20,786	New Hampton	55,641	6,497
Forest City	85,370	14,548	Northwood	81,700	22,860
Garner	42,761	11,939	Osage	64,447	6,818

\* Total Willing to Change/Accept Employment references the number of people who would be willing to commute into the listed employment center (Zone 1) from their home ZIP Code for an employment opportunity.

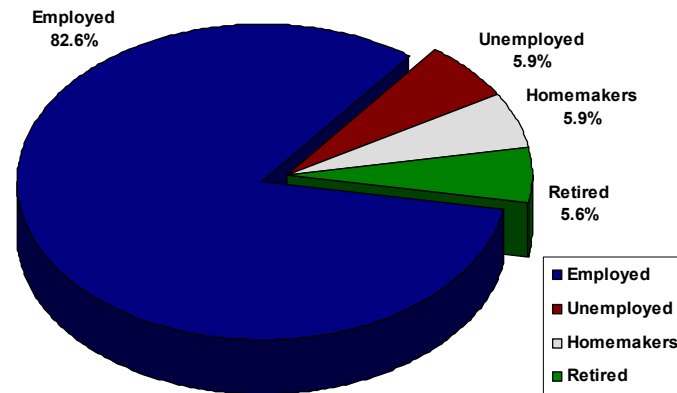
Labor availability is based on commuting patterns into individual employment centers. Therefore, an aggregate potential labor force is not available due to overlapping commuting areas.

## Industry and Employment Status in North Central Iowa



Survey respondents from the North Central Iowa Region were asked to identify the industry in which they are currently working. The largest concentration of workers is employed in the manufacturing industry as shown in the chart at left.

The chart below shows the percentage of respondents by employment status within the North Central Iowa Region.



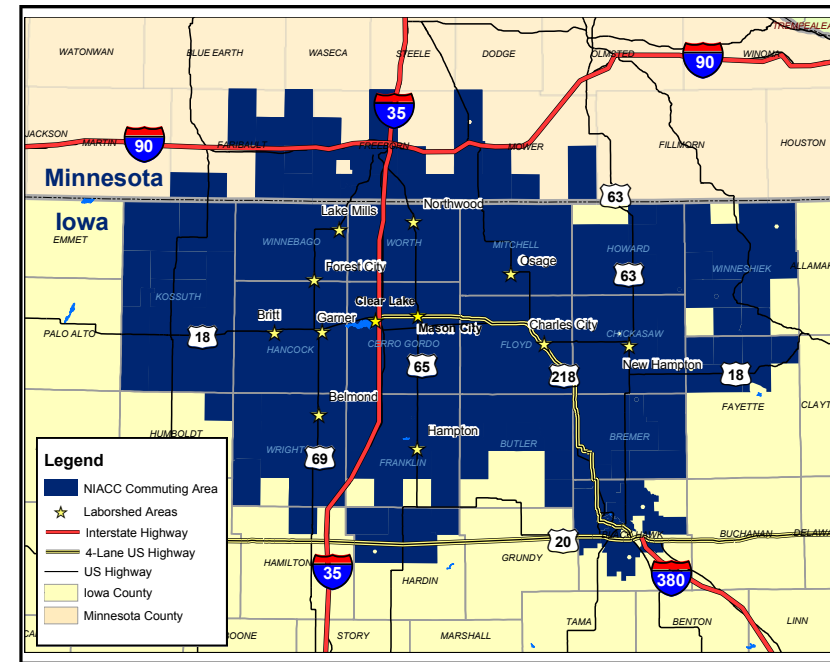
### Underemployment:

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.

- ▶ 2.2% Inadequate hours
- ▶ 4.1% Low income
- ▶ 1.0% Mismatch of skills
- ▶ 6.3% Total estimated regional underemployment

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

## North Central Iowa Regional Commuting Area

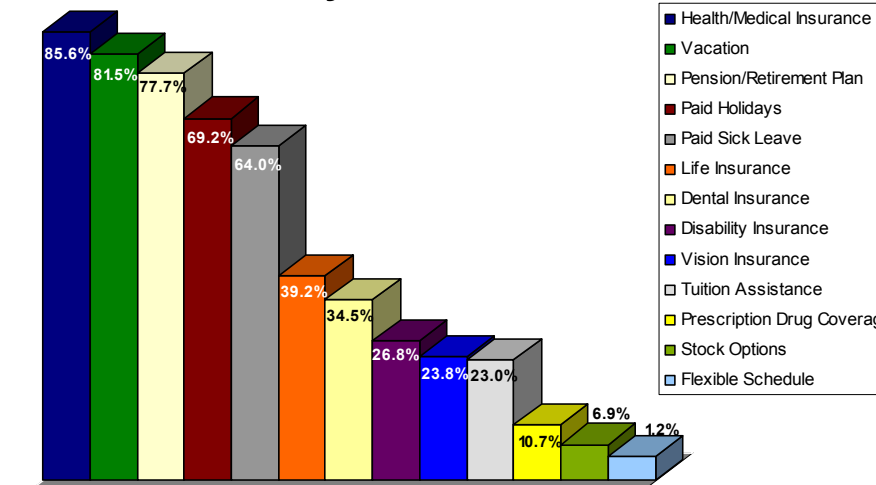


## Commuting Statistics

Those who are willing to change employment in the North Central Iowa Region are willing to commute an average of 26 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 majority (76.5%) of respondents are currently sharing the cost of health insurance premiums with the employer. However, there is a small portion (17.4%) of the employers in the area that pay the entire cost of health insurance premiums as a benefit for their employees.

## Education and Current Median Wage Characteristics by Industry

Industry	Education			Median Wages (Overall)	
	Some Level Beyond High School	Undergraduate Degree	Postgraduate Degree	Salary Wages	Non-Salary Wages
Agriculture	52.3%	1.8%	1.2%	\$40,000/yr	\$10.00/hr
Construction	44.4%	10.4%	3.0%	\$40,000/yr	\$13.13/hr
Manufacturing	47.8%	12.9%	1.4%	\$41,300/yr	\$12.75/hr
Transport., Comm., & Utilities	60.6%	14.1%	1.0%	\$40,000/yr	\$12.00/hr
Wholesale/Retail Trade	54.5%	12.9%	1.0%	\$37,000/yr	\$7.50/hr
Finance, Insurance, & Real Estate	77.2%	27.6%	2.1%	\$38,000/yr	\$11.60/hr
Health Care & Social Services	74.5%	24.9%	6.5%	\$45,000/yr	\$11.70/hr
Personal Services	67.0%	22.0%	8.0%	\$30,000/yr	\$7.50/hr
Entertainment & Recreation	48.9%	23.3%	*	\$28,500/yr	\$7.00/hr
Professional Services	66.9%	21.7%	6.6%	\$30,000/yr	\$12.00/hr
Public Admin./Government	72.9%	20.5%	7.5%	\$43,000/yr	\$14.75/hr
Education	86.3%	65.4%	28.9%	\$38,000/yr	\$9.34/hr

\*Insufficient Survey Data