

Greater Ottumwa Area Laborshed Analysis



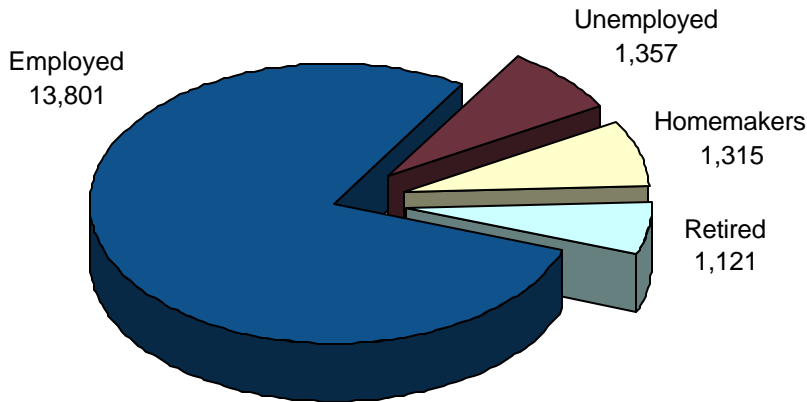
A Study of Workforce Characteristics
Released July 2006

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 Greater Ottumwa 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: 80,738 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (17,594)



Quick Facts:

(Employed - willing to change employment)

- 10.8% are working multiple jobs;
- Currently working an average of 37 hours per week;
- Average age is 43 years old;
- 30.2% currently working in professional, paraprofessional, or technical occupations followed by 25.4% in production, construction, or material handling occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
 - Internet
 - www.monster.com
 - www.iowaworkforce.org
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, or acquaintances

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.

- 2.7% (373 people) Inadequate hours
- 1.0% (138 people) Low income
- 1.5% (207 people) Mismatch of skills
- 4.4% (607 people) Total estimated underemployment

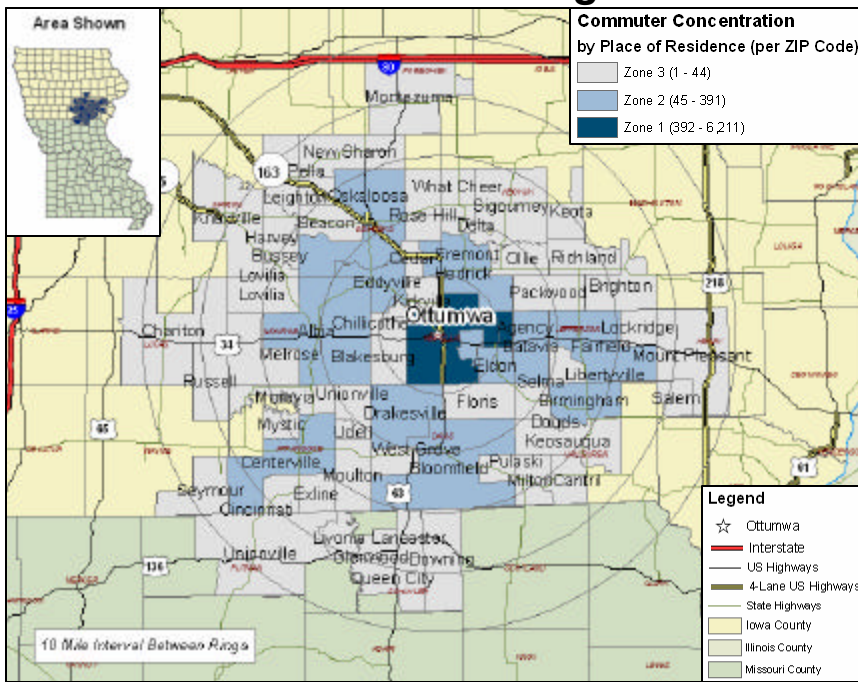
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	17.2%	10,012
Health Care & Social Services	13.4%	7,800
Wholesale & Retail Trade	11.7%	6,811
Public Administration & Government	10.3%	5,996
Education	10.3%	5,996
Finance, Insurance, & Real Estate	6.9%	4,017
Professional Services	6.9%	4,017
Construction	6.6%	3,842
Transportation, Communication, & Utilities	6.6%	3,842
Agriculture	4.5%	2,620
Personal Services	4.1%	2,387
Entertainment & Recreation	1.5%	873

Survey respondents from the Greater Ottumwa 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 as shown in the table at left.

Greater Ottumwa Commuting Area



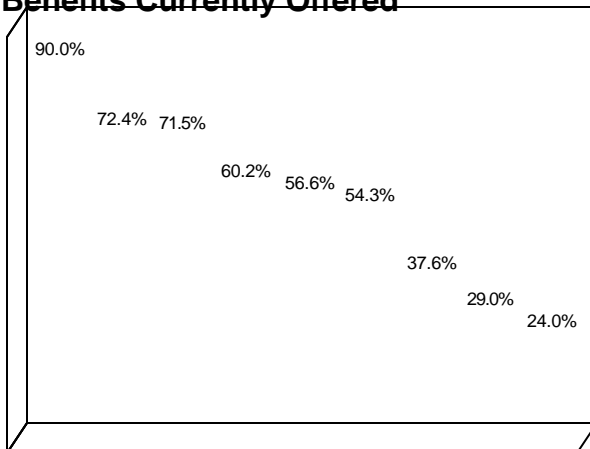
Commuting Statistics

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

Those who are willing to change employment in the Greater Ottumwa Laborshed area are willing to commute an average of 26 miles one way for employment opportunities.



Benefits Currently Offered



- Health/Medical
- Pension/Retirement
- Paid Vacation
- Paid Holidays
- Dental Coverage
- Paid Sick Leave
- Life Insurance
- Vision Coverage
- Disability Insurance

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 (80.8%) of respondents are currently sharing the cost of premiums with the employer. However, 14.6 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

Education and Current Median Wage Characteristics by Industry

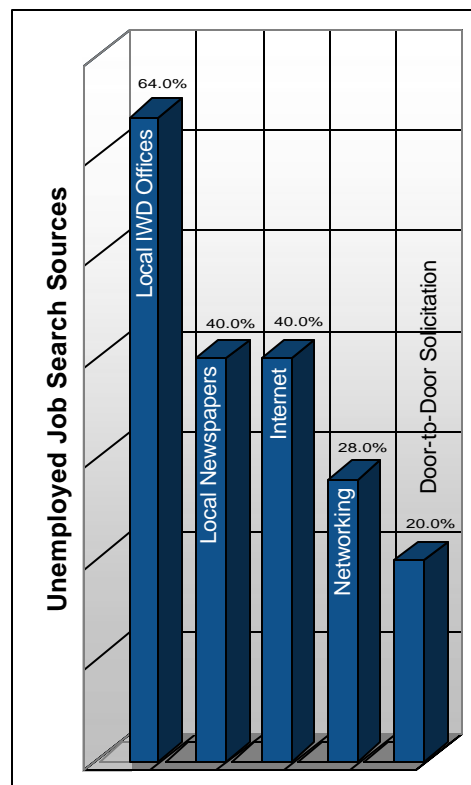
Industry	Education	Wage	Wage	Wage	Wage
Agriculture	50.0%	12.5%	25.0%	\$32,500	\$9.53
Construction	37.5%	*	8.3%	\$50,000	\$23.00
Manufacturing	45.9%	10.8%	14.9%	\$62,500	\$14.75
Transportation, Communication, & Utilities	50.0%	4.2%	12.5%	\$36,000	\$12.00
Wholesale & Retail Trade	30.4%	8.9%	8.9%	\$34,000	\$8.00
Finance, Insurance, & Real Estate	73.9%	21.7%	30.4%	\$45,000	\$12.25
Health Care & Social Services	72.7%	27.3%	21.8%	\$66,000	\$12.75
Personal Services	63.2%	10.5%	21.1%	*	\$8.68
Entertainment & Recreation	85.7%	14.3%	42.9%	*	*
Professional Services	75.0%	15.6%	21.9%	\$60,000	\$12.00
Public Administration & Government	71.4%	14.3%	37.1%	\$48,000	\$15.04
Education	88.9%	8.3%	72.2%	\$40,000	\$11.33

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 1,357 unemployed individuals are willing to accept employment;
- Average age is 45 years old;
- Education:
 - 42.3% have an education beyond high school
 - 3.8% have an associate degree
 - 19.2% have an undergraduate degree
 - 3.8% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$8.92 to \$10.00/hr. with a median of the lowest wage of \$8.00/hr.;
- Willing to commute an average of 31 miles one way for the right opportunity;
- 46.2% expressed interest in seasonal and 69.2% in temporary employment opportunities;
- 34.6% 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
 - Pension/retirement options
 - Vision coverage
 - Paid sick leave
 - Tuition assistance/reimbursement
 - Paid holidays
 - Disability insurance
- 78.9% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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