

# LABORSHED ANALYSIS

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A Study of Workforce Characteristics

*Released July 2011*

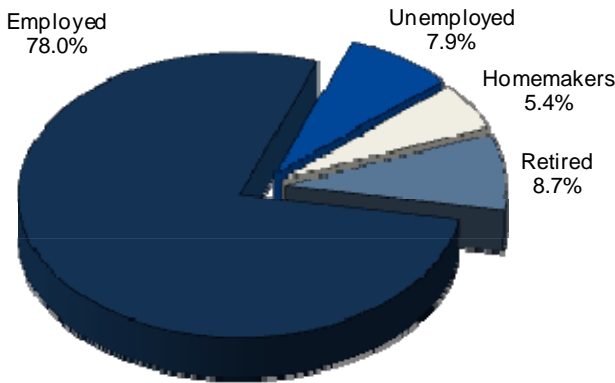
# Laborshed Studies

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 Fayette County Regional Laborshed Area, information from local employers and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from the Oelwein and West Union Laborshed studies (699 total completed surveys). Customized industry specific and community specific information is available upon request.

## Occupations and Employment Status in the Fayette County Regional Laborshed Area

Survey respondents from the Fayette County Regional Laborshed Area were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the management; office and administrative support; production; or education, training, & library occupational categories. The top industries are education; healthcare/social services; wholesale & retail trade and manufacturing.

The chart below shows the percentage of respondents by employment status within the Fayette County regional commuting area.



**Total Potential Labor Force: 121,148  
(entire Regional Commuting Area)**

Occupational Category	% within Region
Management	17.5%
Office & Administrative Support	16.7%
Production	10.7%
Education, Training, & Library	10.1%
Healthcare Practitioner & Technical	6.1%
Sales & Related	5.4%
Transportation & Material Moving	5.1%
Healthcare Support	3.3%
Business & Financial Operations	3.3%
Building/Grounds Cleaning & Maintenance	3.3%
Food Preparation & Serving Related	3.2%
Installation, Maintenance, & Repair	2.9%
Personal Care & Service	2.5%
Construction & Extraction	2.2%
Community & Social Services	1.9%
Architecture & Engineering	1.3%
Farming, Fishing, & Forestry	1.2%
Arts, Design, Entertainment, Sports, & Related	0.9%
Life, Physical, & Social Science	0.6%
Protective Service	0.6%
Computer & Mathematical Science	0.6%
Legal	0.6%

## Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; who are 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 who worked for higher wages at previous employment.

- 2.7% Inadequate hours
- 4.0% Mismatch of skills
- 1.4% Low income
- 7.3% Total estimated underemployment

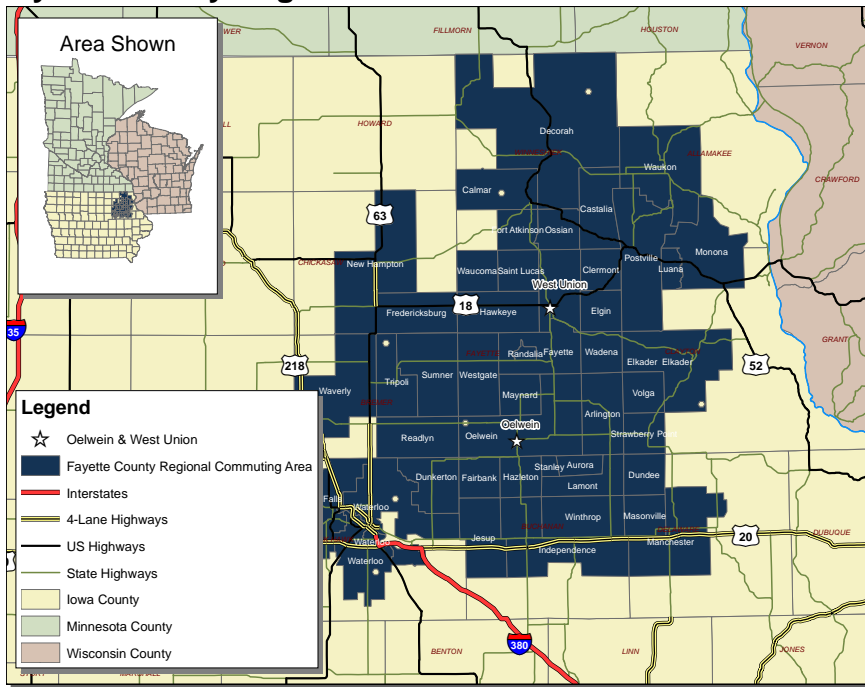
*Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	17.3%	16,348
Healthcare & Social Services	16.5%	15,592
Wholesale & Retail Trade	15.5%	14,647
Manufacturing	12.7%	12,001
Personal Services	6.1%	5,764
Transportation, Communication, & Utilities	5.9%	5,575
Finance, Insurance, & Real Estate	5.5%	5,197
Professional Services	5.5%	5,197
Agriculture	5.5%	5,197
Public Administration & Government	4.9%	4,630
Construction	4.0%	3,780
Entertainment & Recreation	0.4%	378
Active Military Duty	0.2%	189

Survey respondents from the Fayette County regional commuting area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed within the education industry as shown in the table at left.

## Fayette County Regional Laborshed Area



Those who are willing to change employment in the Fayette County Regional Laborshed Area are willing to commute an average of 27 miles one way for employment opportunities.

## Quick Facts

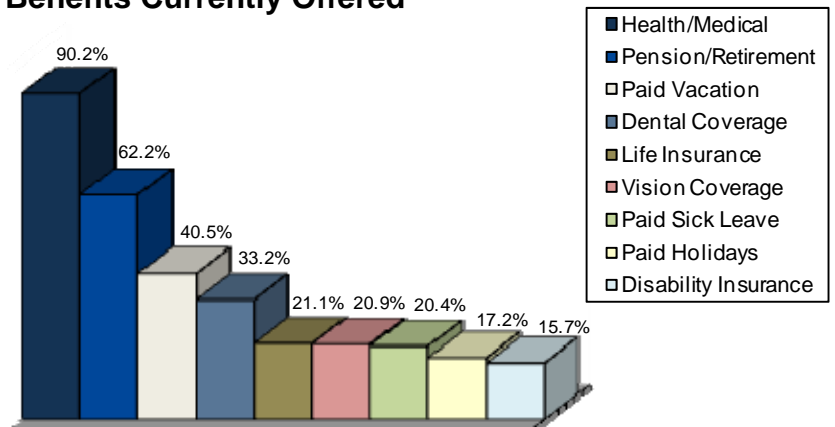
(Employed - willing to change employment)

- 26.1% are willing to change employment
- 19.7% are working multiple jobs
- Currently working an average of 40 hours per week
- Average age is 47 years old
- 26.4% currently working in the production, construction, & material handling occupational category, followed by 20.7% in the clerical occupational category
- Most frequently identified job search sources:
  - Internet
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
    - [www.monster.com](http://www.monster.com)
  - Local/Regional newspapers
    - Fayette County Union
    - Waterloo-Cedar Falls Courier
  - Local Iowa Workforce Development Centers
  - Networking through friends, family, or acquaintances

## Benefits Currently Offered

The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at right provides the percentage of responses from those who are currently employed.

The majority (71.0%) of respondents state they are currently sharing the cost of health insurance premiums with their employer. However, 22.5 percent indicate their employer pays the entire cost of insurance premiums.



## Education and Current Median Wage Characteristics by Industry

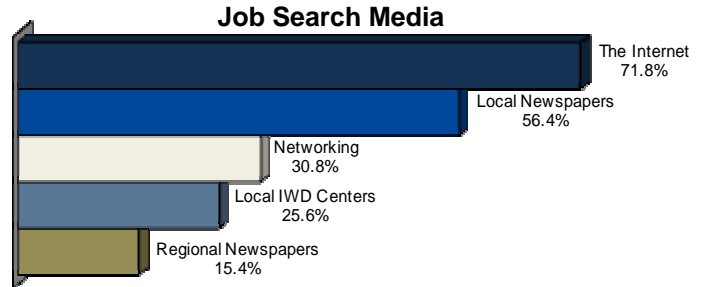
Industry	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture, Forestry, & Mining	40.6%	12.5%	12.5%	3.1%	\$48,000	\$10.50
Construction	76.8%	12.0%	8.0%	*	\$49,000	\$20.00
Manufacturing	47.3%	13.2%	12.1%	1.1%	\$57,500	\$15.00
Transportation, Communication, & Utilities	45.2%	9.5%	11.9%	2.4%	\$50,000	\$15.00
Wholesale & Retail Trade	57.1%	16.5%	15.4%	1.1%	\$37,800	\$10.00
Finance, Insurance, & Real Estate	81.5%	22.2%	29.6%	7.4%	\$49,000	\$11.75
Health Care & Social Services	76.1%	26.1%	17.0%	4.5%	\$75,000	\$13.60
Personal Services	73.0%	16.2%	18.9%	8.1%	\$38,000	\$9.75
Entertainment & Recreation	*	*	*	*	*	*
Professional Services	71.4%	17.1%	22.9%	11.4%	\$55,000	\$11.68
Public Administration & Government	83.3%	23.3%	23.3%	6.7%	\$46,000	\$18.00
Education	85.0%	14.0%	42.0%	23.0%	\$48,000	\$12.00

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

\*Insufficient survey data/refused

## Unemployed - Those Willing to Enter/Re-enter Employment

- 7.9% of the region are unemployed
- 74.5% are willing to accept employment
- 56.1% have become unemployed within the last year;
- Average age is 49 years old
- 56.1% are female and 43.9% are male
- Education:
  - 51.2% have some post high school education
  - 7.3% have vocational training
  - 17.1% have an associate degree
  - 12.2% have an undergraduate degree
  - 4.9% have a postgraduate degree
- Estimated wage range to attract the upper 66-75% of qualified hourly wage applicants is \$10.00 to \$11.00 per hour with a median lowest wage considered of \$10.00 per hour
- 70.7% expressed interest in temporary employment opportunities
- 61.0% expressed interest in seasonal employment opportunities
- 58.5% are expressed interest in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 28 miles one way for the right opportunity
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance - 86.5%
  - Paid vacation - 40.5%
  - Pension/retirement options - 35.1%
  - Dental coverage - 27.0%
  - Paid holidays - 27.0%
  - Vision coverage - 21.6%
  - Life insurance - 16.2%
  - Paid sick leave - 13.5%
- 56.7% are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



### Sponsored in Partnership with



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