



## Laborshed Analysis

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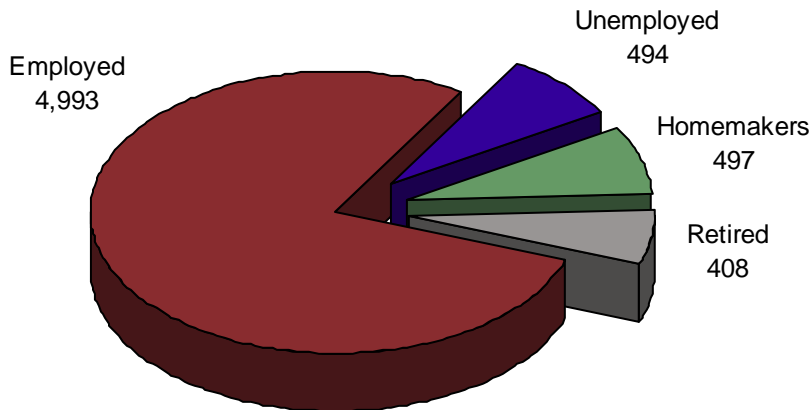
A Study of Workforce Characteristics  
*Released September 2007*

# 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 Montgomery 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. *See contact information on back.*

**Total Potential Labor Force: 36,599 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,391)**



## Quick Facts:

*(Employed - willing to change employment)*

- 12.0% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 44 years old;
- 21.6% currently working in managerial/administrative occupations followed by 21.6% in professional, paraprofessional, and technical 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.

- 1.2% Inadequate hours (60 people)
- 1.5% Low income (75 people)
- 0.2% Mismatch of skills (10 people)
- 3.0% Total estimated underemployment (150 people)

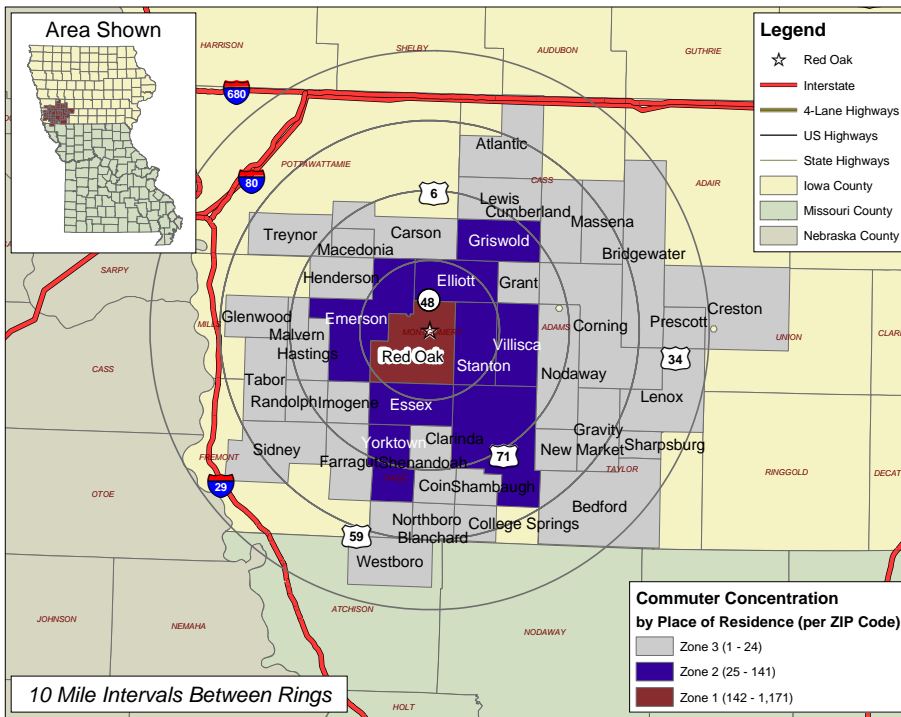
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	17.0%	849
Manufacturing	16.4%	819
Wholesale & Retail Trade	11.4%	569
Education	10.1%	504
Transportation, Communication, & Utilities	9.7%	484
Public Administration & Government	7.9%	394
Finance, Insurance, & Real Estate	7.2%	359
Construction	6.0%	300
Agriculture	5.7%	285
Professional Services	5.0%	250
Personal Services	3.1%	155
Entertainment & Recreation	0.3%	15

Survey respondents from the Montgomery County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the health care and social services industry as shown in the table at left.

# Montgomery County Commuting



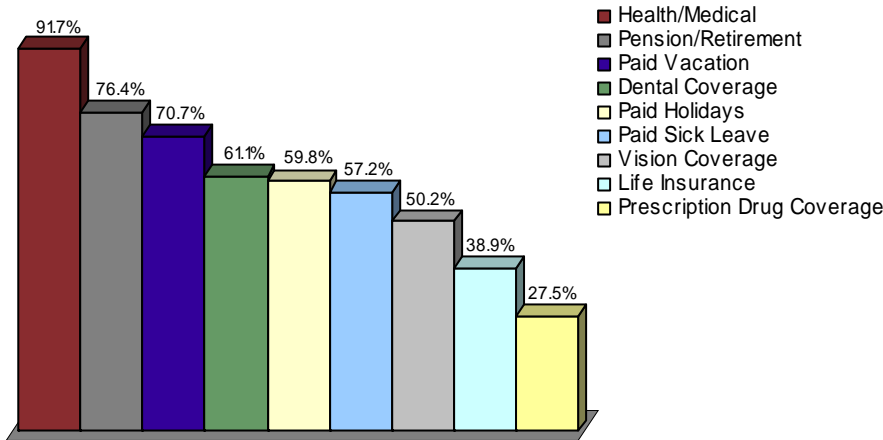
## Commuting Statistics

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

Those who are willing to change employment in the Montgomery County Laborshed area 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 top nine benefits are shown.

The majority (79.7%) of respondents are currently sharing the cost of premiums with the employer. However, 16.5 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

## Education and Median Wage Characteristics by Industry

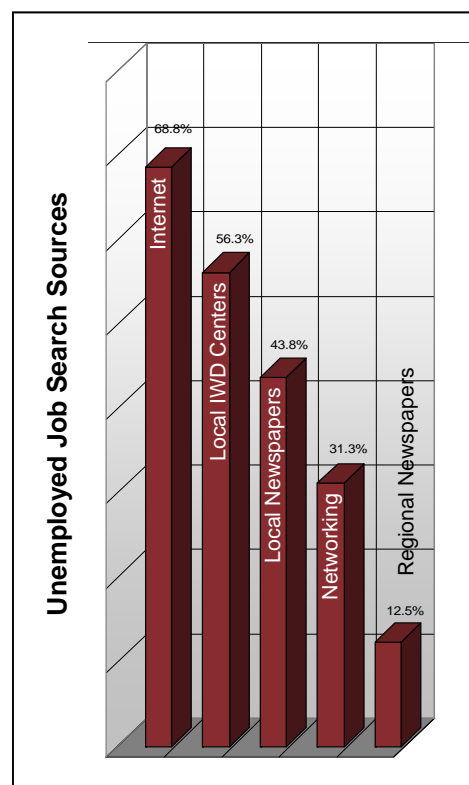
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	57.1%	9.5%	33.4%	\$35,000	*
Construction	40.9%	4.5%	22.7%	\$59,500	\$15.00
Manufacturing	61.5%	14.1%	20.5%	\$45,000	\$15.00
Transportation, Communication, & Utilities	60.5%	13.2%	21.0%	\$65,000	\$10.90
Wholesale & Retail Trade	59.1%	11.4%	11.4%	\$45,000	\$8.00
Finance, Insurance, & Real Estate	71.4%	14.3%	35.7%	\$42,500	\$11.00
Health Care & Social Services	68.2%	27.3%	27.2%	\$38,000	\$11.00
Personal Services	53.3%	*	13.4%	*	\$6.50
Professional Services	38.9%	11.1%	22.2%	*	\$10.50
Public Administration & Government	82.1%	7.1%	35.8%	\$43,000	\$16.00
Education	78.4%	2.7%	56.7%	\$34,000	\$10.35

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 494 unemployed individuals are willing to accept employment;
- Average age is 43 years old;
- Education:
  - 52.9% have an education beyond high school
  - 11.8% have an associate degree
  - 5.9% are trade certified
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$13.20 to \$14.00/hr. with a median of the lowest wage of \$10.50/hr.;
- Willing to commute an average of 29 miles one way for the right opportunity;
- 70.6% expressed interest in seasonal and 41.2% in temporary employment opportunities;
- 29.4% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance
  - Pension/retirement options
  - Vision coverage
  - Paid vacation
  - Dental coverage
  - Paid holidays
  - Prescription drugs
  - Life insurance
- 93.8% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Montgomery County Laborshed Study, contact:

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