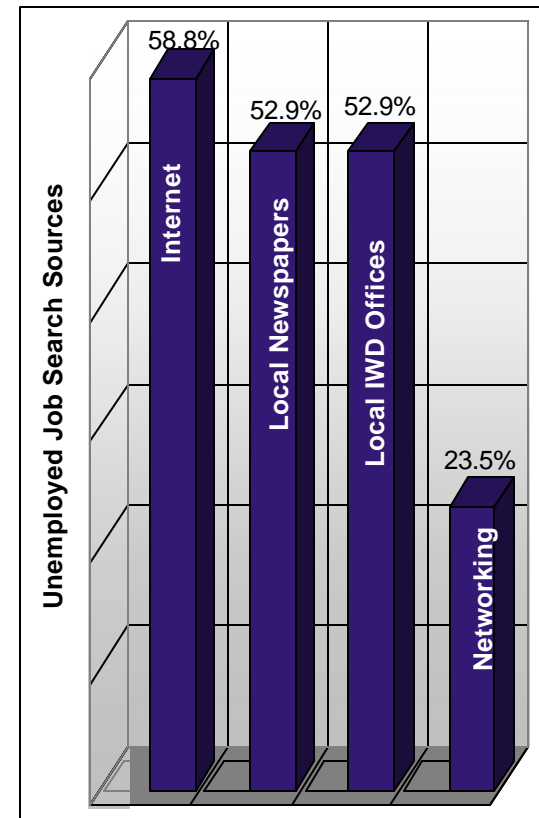


Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 1,810 unemployed individuals are willing to accept employment;
- Average age is 39 years old;
- Education:
 - 47.1% have some post high school education
 - 5.9% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% of the most qualified hourly wage applicants is \$10.00 to \$10.50/hr. with a median wage of \$9.50/hr.;
- Willing to commute an average of 30 miles one way for the right opportunity;
- 58.8% expressed interest in seasonal and 64.7% in temporary employment opportunities;
- 52.9% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Paid vacation
 - Pension/retirement options
 - Paid holidays
 - Paid sick leave
 - Dental coverage
 - Vision Coverage
- 90.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



Sponsored in Partnership with



Calhoun County Laborshed Analysis



This information is analyzed and compiled by the
Iowa Workforce Development
Community Workforce Research & Development Unit
430 E. Grand Avenue, Des Moines, Iowa 50309
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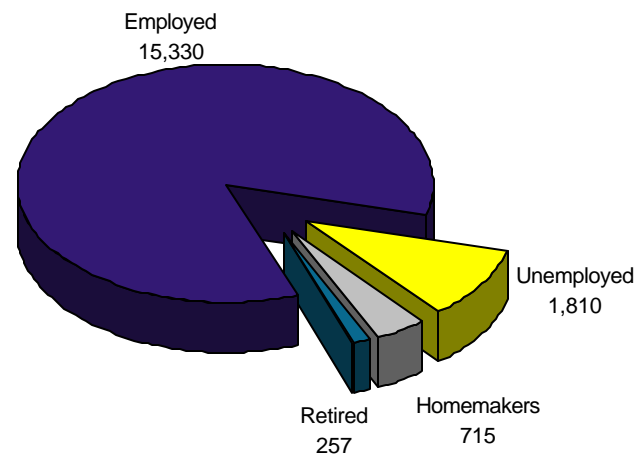
LABOR AVAILABILITY FACTS

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 Calhoun 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 front.*

Total Potential Labor Force: 43,675 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (18,112)



Quick Facts:

(Employed - willing to change employment)

- 16.2% are working multiple jobs;
- Currently working an average of 44 hours per week;
- Average age is 42 years old;
- 31.6% are currently working in production, construction, or operating occupations, followed by 23.5% currently working in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Internet
 - Local newspapers
 - Local Iowa Workforce Development Centers
 - Regional newspapers
 - 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.

- 1.7% Inadequate hours
- 1.7% Low income
- 4.0% Mismatch of skills
- 6.7% Total estimated underemployment

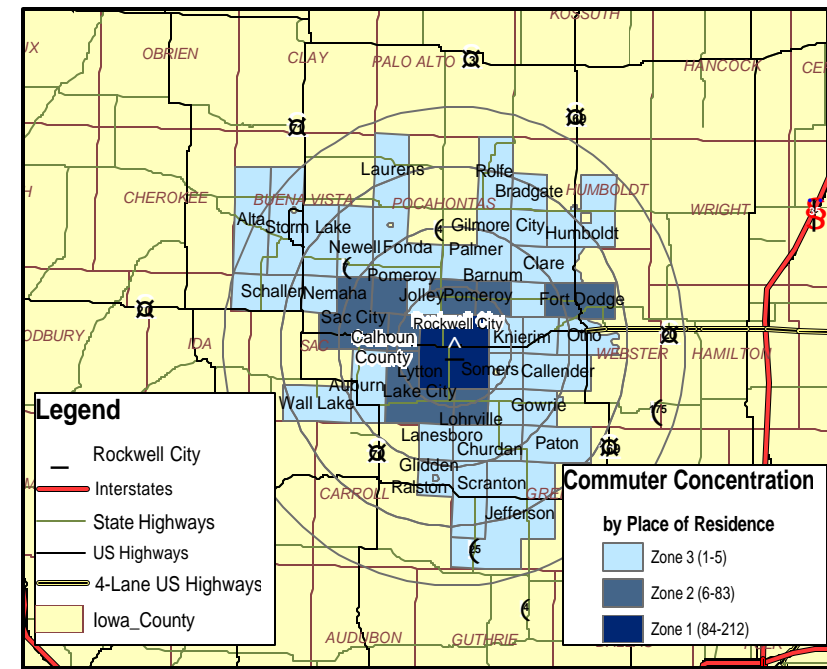
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed
Health Care & Social Services	16.4%
Government & Public Administration	11.4%
Manufacturing	10.7%
Wholesale & Retail Trade	10.7%
Education	10.1%
Professional Services	10.1%
Agriculture, Forestry, & Mining	7.9%
Transportation, Communication, & Utilities	7.6%
Finance, Insurance, & Real Estate	6.6%
Entertainment, Recreation, & Personal Services	5.1%
Construction	3.2%

Survey respondents from the Calhoun 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.

Calhoun County Commuting Area

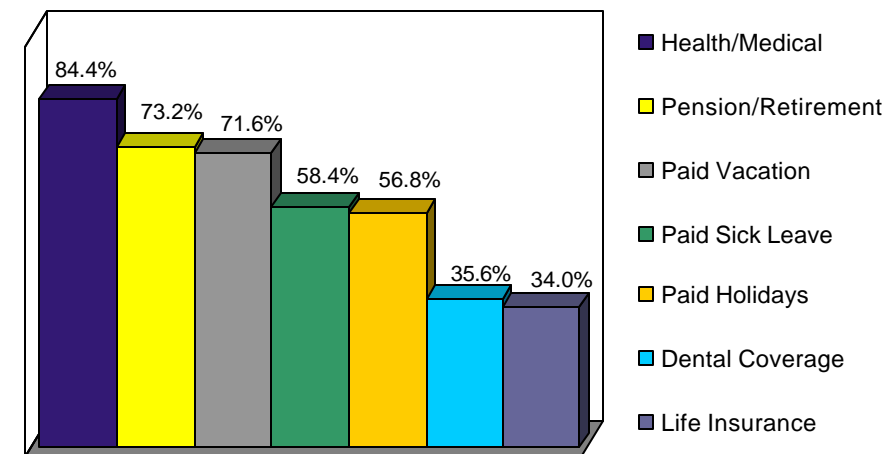


Commuting Statistics

Those who are willing to change employment in the Calhoun County Laborshed area are willing to commute an average of 29 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 seven benefits are shown.

The majority (70.8%) of respondents are currently sharing the cost of premiums with the employer. However, over one-fourth (25.9%) of the employers in the area that pay the entire cost of 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	Associate Degree	Undergraduate Degree or Higher	Salary Wages	Non-Salary Wages
Agriculture, Forestry, & Mining	66.7%	14.8%	25.9%	\$31,000/yr	\$11.00/hr
Construction	58.3%	16.7%	8.3%	*	\$11.28/hr
Manufacturing	40.9%	9.1%	11.3%	\$50,000/yr	\$12.50/hr
Transportation, Communication, & Utilities	44.8%	24.1%	3.4%	\$42,000/yr	\$12.10/hr
Wholesale & Retail Trade	50.0%	12.5%	10.0%	\$40,500/yr	\$ 8.00/hr
Finance, Insurance, & Real Estate	85.2%	29.6%	33.3%	\$28,500/yr	\$ 9.50/hr
Health Care & Social Services	72.1%	23.5%	23.5%	\$34,000/yr	\$12.36/hr
Personal Services	50.0%	7.1%	7.1%	\$17,500/yr	\$ 6.83/hr
Professional Services	84.2%	28.9%	34.3%	*	\$13.00/hr
Government & Public Administration	70.0%	27.5%	15.0%	\$52,000/yr	\$15.50/hr
Education	95.1%	2.4%	75.6%	\$40,000/yr	\$10.10/hr

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

**Insufficient survey data/refused*