

**Palo Alto
County, IA**



Laborshed Analysis



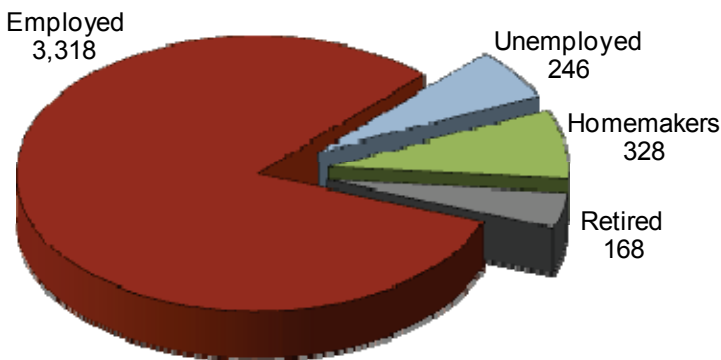
A Study of Workforce Characteristics
Released January 2011

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 Palo Alto 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: 24,091 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment 4,060



Employment Status:

- 83.2% Employed
- 6.2% Unemployed
- 4.2% Homemakers, Not Employed
- 6.4% Retired

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 worked for higher wages at previous employment.

- 1.2% Inadequate hours (40 people)
- 2.2% Mismatch of skills (73 people)
- 0.5% Low income (17 people)
- 3.7% Total estimated underemployment (123 people)

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
Health Care & Social Services	18.7%	3,748
Education	16.9%	3,387
Wholesale & Retail Trade	12.6%	2,526
Manufacturing	11.5%	2,305
Public Administration & Government	8.3%	1,664
Finance, Insurance, & Real Estate	7.6%	1,523
Transportation, Communication, & Utilities	6.1%	1,223
Personal Services	5.4%	1,082
Professional Services	4.0%	802
Construction	3.6%	722
Agriculture	3.2%	641
Entertainment & Recreation	2.1%	421

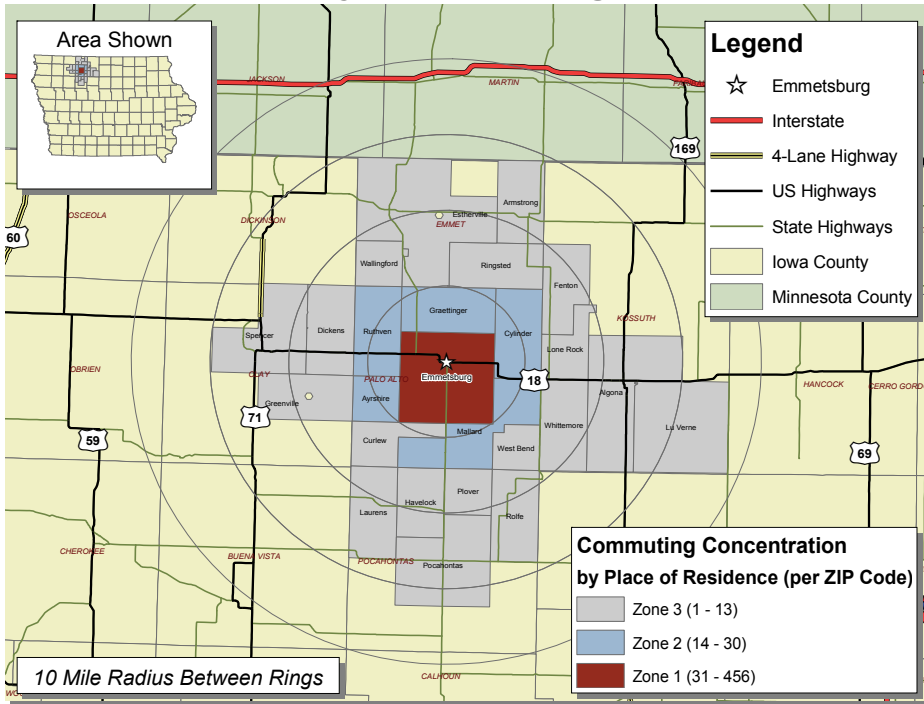
Quick Facts

(Employed - willing to change employment)

- 15.5% are working multiple jobs
- Currently working an average of 45 hours per week
- Average age is 48 years old
- 31.7% currently working within the professional, paraprofessional, & technical occupational category followed by 25.6% within the production, construction, & material handling occupational category
- Most frequently identified job search sources:
 - Local/Regional newspapers
Emmetsburg Reporter/Democrat
The Des Moines Register
Spencer Daily Reporter
 - Internet
www.monster.com
www.iowaworkforce.org
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and acquaintances

Survey respondents from the Palo Alto 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 & social services industry as shown in the table at left.

Palo Alto County Commuting Area



Commuting Statistics

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

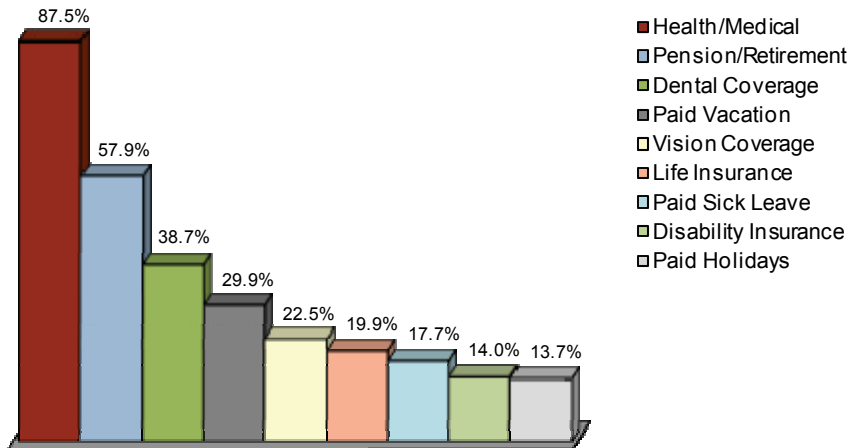
Those who are willing to change/accept employment in the Palo Alto County Laborshed area are willing to commute an average of 23 miles one way for employment opportunities.



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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 (69.1%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 23.7 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

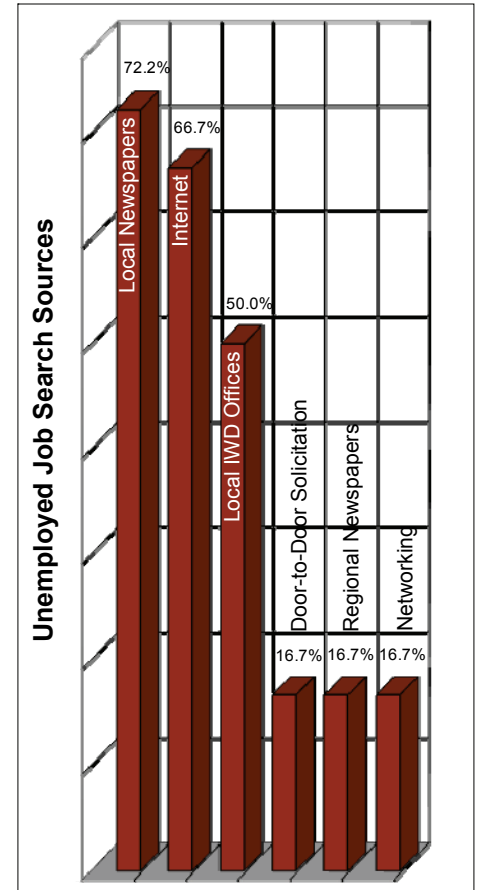
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	63.6%	0.0%	18.2%	\$32,000	*
Construction	54.5%	9.1%	9.1%	*	\$15.25
Manufacturing	64.4%	15.6%	22.2%	\$48,000	\$14.03
Transportation, Communication, & Utilities	68.2%	13.6%	18.1%	\$50,000	\$16.13
Wholesale & Retail Trade	62.8%	11.6%	16.3%	\$46,500	\$9.75
Finance, Insurance, & Real Estate	90.9%	22.7%	40.9%	\$42,000	\$10.50
Health Care & Social Services	80.7%	29.8%	26.3%	\$48,500	\$15.50
Personal Services	63.2%	15.8%	15.8%	\$33,200	\$7.95
Entertainment & Recreation	71.4%	57.1%	0.0%	*	\$9.00
Professional Services	84.6%	23.1%	15.4%	*	\$13.00
Public Administration & Government	77.8%	11.1%	22.2%	\$48,000	\$14.81
Education	93.1%	1.7%	70.7%	\$48,000	\$12.38

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 246 unemployed individuals are willing to accept employment
- Average age is 45 years old
- 61.1% are female; 38.9% are male
- Education:
 - 77.8% have an education beyond high school
 - 16.7% are trade certified
 - 16.7% have an associate degree
 - 16.7% have an undergraduate degree
 - 5.6% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.69/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 26 miles one way for the right opportunity
- 61.1% expressed interest in seasonal and 55.6% in temporary employment opportunities
- 33.3% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Vision coverage
 - Flextime
 - Paid time off
- 76.9% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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