

MID IOWA GROWTH PARTNERSHIP

Laborshed Analysis

Released December 2008



CALHOUN
HAMILTON
HARDIN
HUMBOLDT



KOSSUTH
PALO ALTO
POCAHONTAS
WEBSTER
WRIGHT

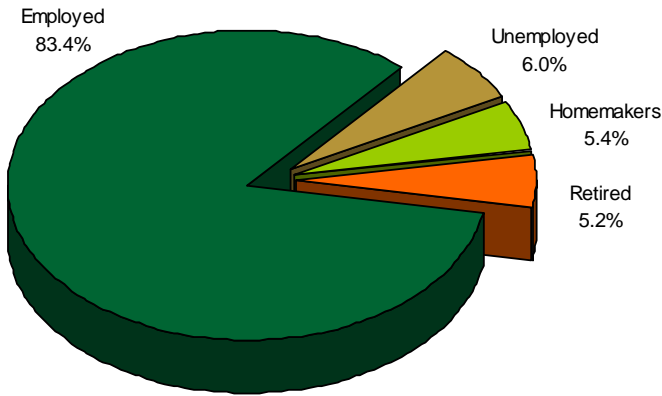
Laborshed Studies

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 Mid Iowa Growth Partnership, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster, and Wright County Laborshed Studies encompassing. Customized industry specific and community specific information is available upon request.

Occupations and Employment Status in the Mid Iowa Growth Partnership:

Survey respondents from the Mid Iowa Growth Partnership 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, or production occupational categories. The top industries are health care/social services; manufacturing; education; and wholesale & retail trade.

The chart below shows the percentage of respondents by employment status within the Mid Iowa Growth Partnership.



| Occupations | % within Region |
|--|-----------------|
| Management | 18.5% |
| Office & Administrative Support | 13.8% |
| Production | 11.9% |
| Education, Training & Library | 8.7% |
| Health Care Practitioner & Technical | 6.4% |
| Sales & Related | 5.8% |
| Business & Financial Operations | 4.1% |
| Transportation & Material Moving | 4.0% |
| Health Care Support | 3.9% |
| Installation, Maintenance, & Repair | 3.8% |
| Food Preparation & Serving Related | 2.8% |
| Construction & Extraction | 2.3% |
| Personal Care & Service | 2.2% |
| Community & Social Services | 1.9% |
| Architecture & Engineering | 1.8% |
| Building/Grounds Cleaning & Maintenance | 1.7% |
| Arts, Design, Entertainment, Sports, & Related | 1.5% |
| Protective Service | 1.2% |
| Life, Physical, & Social Science | 1.1% |
| Computer & Mathematical Science | 1.0% |
| Farming, Fishing, & Forestry | 0.7% |
| Legal | 0.7% |
| Military Specific | 0.2% |

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.

- 1.6% Inadequate hours
- 1.9% Mismatch of skills
- 1.6% Low income
- 4.7% Total estimated underemployment

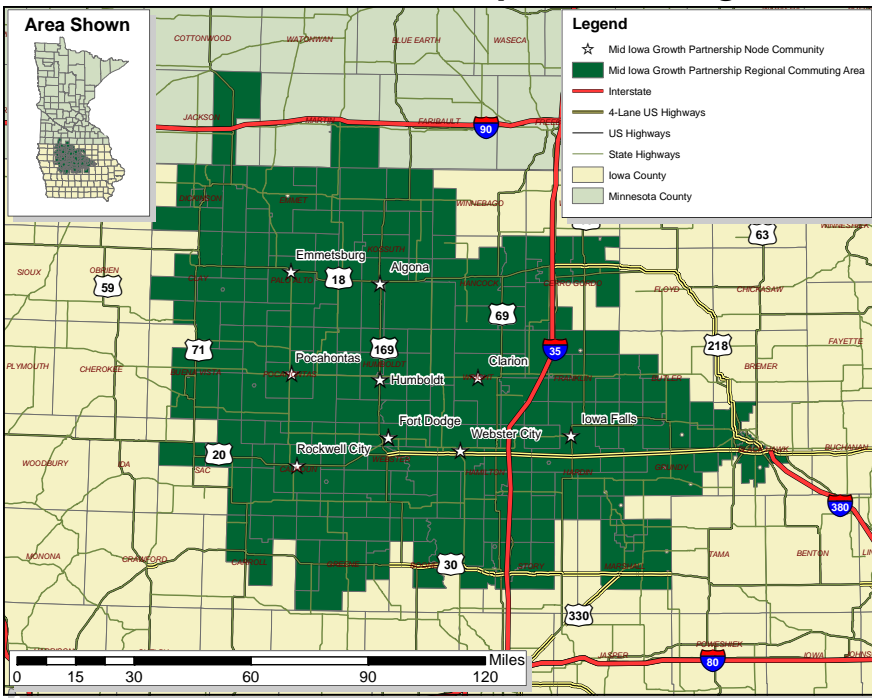
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

| Industry | % within Region |
|---|-----------------|
| Health Care/Social Services | 15.7% |
| Manufacturing | 15.7% |
| Education | 12.4% |
| Wholesale & Retail Trade | 10.6% |
| Agriculture | 9.3% |
| Public Administration/Government | 8.6% |
| Transportation, Communications, & Utilities | 6.7% |
| Finance, Insurance, & Real Estate | 5.9% |
| Personal Services | 4.4% |
| Professional Services | 4.3% |
| Construction | 3.8% |
| Entertainment & Recreation | 1.3% |
| Other (Non-profit, Religious, Military, etc.) | 1.3% |

Survey respondents from the Calhoun, Hamilton, Hardin, Humboldt, Kossuth, Palo Alto, Pocahontas, Webster, and Wright County Laborshed areas were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in health care/social services and manufacturing as shown in the table at left.

Mid Iowa Growth Partnership Commuting Area



Quick Facts:

(Employed - willing to change employment)

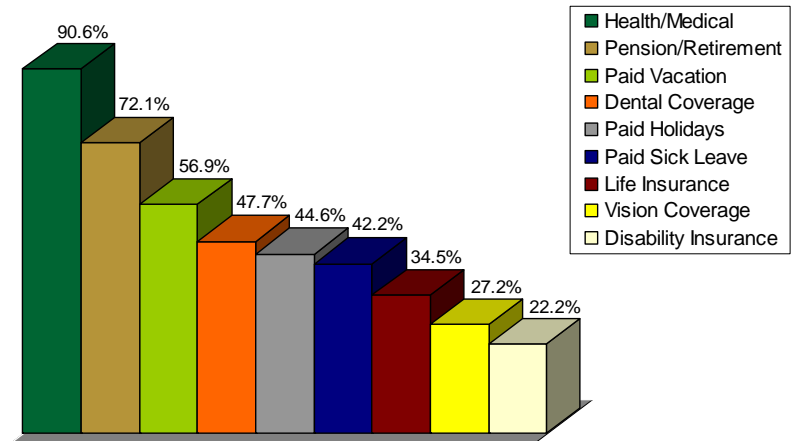
- 15.5% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 44 years old;
- 26.3% currently working within the professional, paraprofessional, & technical occupational category followed by; 25.2% within the production, construction, & material handling occupational category;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Messenger - Fort Dodge
The Des Moines Register
 - Internet
www.iowaworkforce.org
www.monster.com
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, or acquaintances

Those who are willing to change or accept employment in the Mid Iowa Growth Partnership are willing to commute an average of 23 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 majority (72.7%) of respondents are currently sharing the cost of health insurance premiums with the employer. However, 21.1 percent of the employers in the area pay the entire cost of health insurance premiums as a benefit for their employees.



Education and Current Median Wage Characteristics by Industry

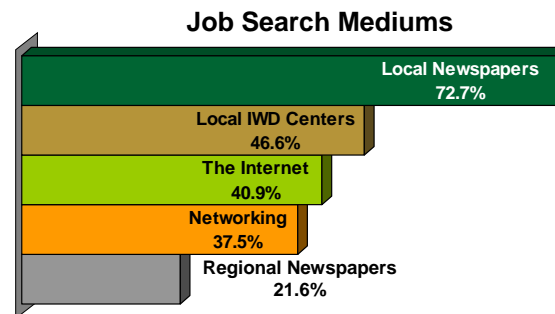
| Industry | Education | | | | Median Wages | |
|--|-------------------------------|------------------|----------------------|---------------------|-------------------------|-----------------------------|
| | Some Level Beyond High School | Associate Degree | Undergraduate Degree | Postgraduate Degree | Salary Wages (per year) | Non-Salary Wages (per hour) |
| Agriculture, Forestry, & Mining | 67.8% | 18.8% | 19.7% | 2.7% | \$46,000 | \$12.55 |
| Construction | 50.9% | 15.8% | 7.1% | 1.8% | \$45,000 | \$13.25 |
| Manufacturing | 54.3% | 13.5% | 11.8% | 2.2% | \$45,000 | \$14.00 |
| Transportation, Communication, & Utilities | 56.7% | 17.4% | 6.7% | 2.8% | \$45,000 | \$13.00 |
| Wholesale & Retail Trade | 52.0% | 12.7% | 12.4% | 2.3% | \$38,000 | \$8.30 |
| Finance, Insurance, & Real Estate | 81.2% | 20.8% | 33.5% | 6.0% | \$40,000 | \$11.13 |
| Health Care & Social Services | 77.7% | 24.0% | 20.0% | 9.2% | \$45,500 | \$13.22 |
| Personal Services | 65.8% | 11.7% | 12.5% | 13.3% | \$22,750 | \$10.00 |
| Entertainment & Recreation | 59.0% | 7.7% | 15.4% | 5.1% | \$21,000 | \$7.00 |
| Professional Services | 66.4% | 16.0% | 17.6% | 9.6% | \$41,000 | \$10.75 |
| Public Administration & Government | 75.6% | 21.1% | 21.5% | 2.9% | \$42,000 | \$16.17 |
| Education | 85.0% | 8.6% | 37.9% | 29.7% | \$40,000 | \$10.66 |

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:

- 6.0% of the region are unemployed;
- 56.8% have become unemployed within the last year;
- Average age is 42 years old;
- 52.3% are male and 47.7% female;
- Education:
 - 50.0% have some post high school education
 - 2.3% trade certified
 - 5.7% completed vocational training
 - 11.4% have an associate degree
 - 12.5% have an undergraduate degree
 - 1.1% have a postgraduate degree
- Estimated wage range to attract the upper 66 to 75% qualified hourly wage applicants is \$10.00 to \$12.00/hr. with a median lowest wage considered of \$9.50/hr.;
- 67.0% expressed interest in seasonal and 65.9% in temporary employment opportunities;
- 47.7% are interested in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 22 miles one way for the right opportunity;
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Paid vacation
 - Dental coverage
 - Paid sick leave
 - Paid holidays
 - Vision coverage
 - Disability insurance
 - Life insurance
 - Tuition assistance/reimbursement
- 75.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



In Partnership With:

Agriculture Commodity Development Foundation
Alliant Energy
Corn Belt Power
Iowa Central Community College

Iowa State University Extension
Iowa Workforce Development
MidAmerican Energy; MIDAS Council of Governments
USDA Rural Development

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