

Benton County, Iowa Laborshed Analysis



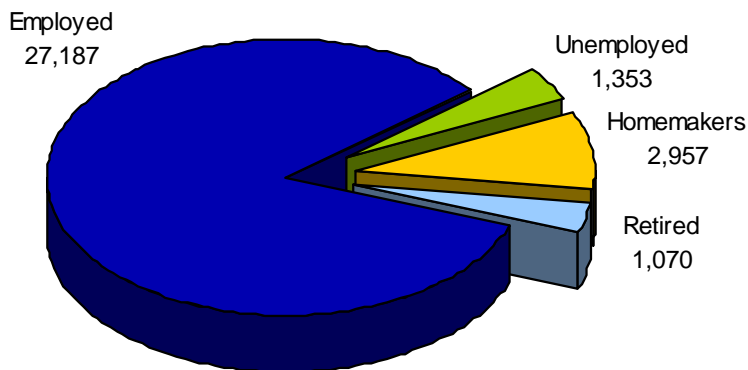
A Study of Workforce Characteristics
Released January 2009

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 Benton 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: 197,811 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (32,567)



Quick Facts:

(Employed - willing to change employment)

- 13.5% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 41 years old;
- 20.0% currently working within both the production, construction, & material handling occupational category and the service occupational category followed by 18.9% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
 - Local/Regional newspapers
The Gazette - Cedar Rapids
Waterloo-Cedar Falls Courier
 - Internet
www.monster.com
www.corridorcareers.com
www.iowaworkforce.org
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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.

- 3.0% Inadequate hours (816 people)
- 2.0% Mismatch of skills (544 people)
- 2.5% Low income (680 people)
- 6.4% Total estimated underemployment (1,356 people)

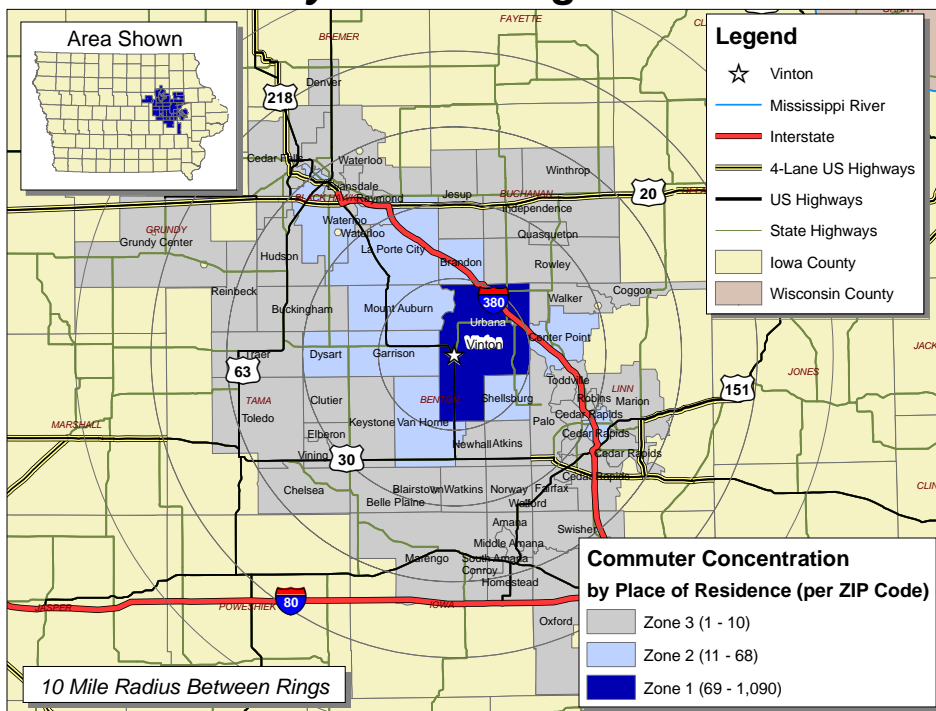
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	15.3%	23,395
Wholesale & Retail Trade	14.0%	21,407
Health Care & Social Services	13.3%	20,337
Education	11.0%	16,820
Transportation, Communication, & Public Utilities	10.7%	16,361
Construction	8.7%	13,303
Finance, Insurance, & Real Estate	6.7%	10,245
Professional Services	4.6%	7,034
Personal Services	4.3%	6,575
Government & Public Administration	3.7%	5,658
Other (Military, Nonprofit, Etc.)	3.7%	5,658
Agriculture, Forestry, & Mining	3.0%	4,587
Entertainment & Recreation	1.0%	1,529

Survey respondents from the Benton County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry as shown in the table at left.

Benton County Commuting Area



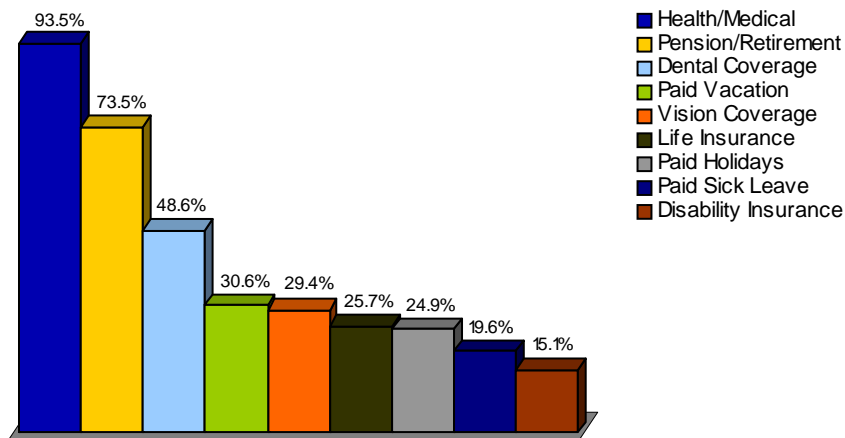
Commuting Statistics

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

Those who are willing to change employment in the Benton County Laborshed area are willing to commute an average of 25 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 (79.0%) of respondents are currently sharing the cost of premiums with the employer. However, 14.0 percent of the respondents in the area have employers who pay the entire cost of insurance premiums as a benefit for their employees.

Education and Median Wage Characteristics by Industry

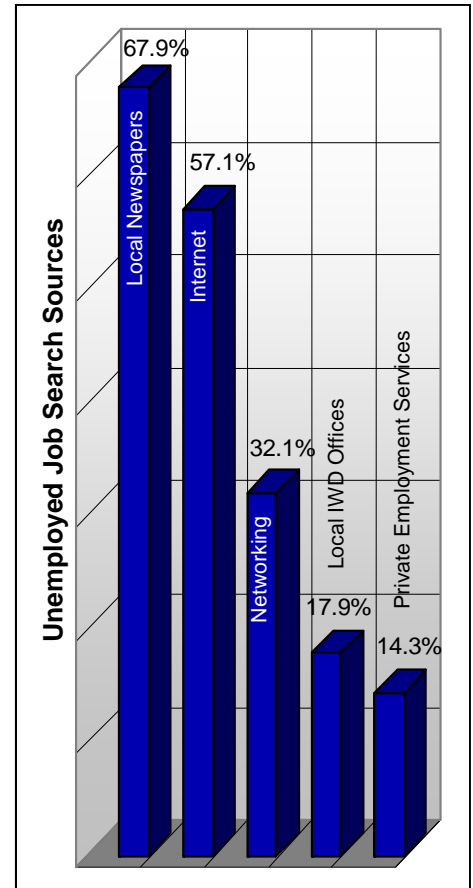
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	41.9%	3.2%	9.7%	\$45,000	\$19.00
Manufacturing	52.4%	9.5%	20.6%	\$60,000	\$15.58
Transportation, Communication, & Utilities	64.1%	17.9%	28.2%	\$50,000	\$15.80
Wholesale & Retail Trade	38.9%	11.1%	13.0%	\$40,000	\$8.25
Finance, Insurance, & Real Estate	79.2%	12.5%	29.2%	\$70,000	\$13.00
Health Care & Social Services	68.5%	20.4%	14.8%	\$35,000	\$12.35
Personal Services	68.7%	18.8%	31.3%	*	\$16.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	75.0%	20.0%	30.0%	\$41,500	\$10.63
Public Administration & Government	86.7%	26.7%	20.0%	\$94,500	\$17.50
Education	90.5%	9.5%	64.3%	\$40,000	\$10.40

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 1,353 unemployed individuals are willing to accept employment;
- Average age is 38 years old;
- 58.6% are male; 41.4% are female;
- Education:
 - 41.4% have an education beyond high school
 - 13.8% have an associate degree
 - 13.8% have an undergraduate degree
 - 3.4% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.07 to \$11.00/hr. with a median of the lowest wage of \$9.00;
- Willing to commute an average of 18 miles one way for the right opportunity;
- 65.5% expressed interest in seasonal and 58.6% in temporary employment opportunities;
- 48.3% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Paid vacation
 - Prescription drug coverage
 - Disability insurance
 - Paid sick leave
 - Paid holidays
 - Vision coverage
 - Life insurance
 - Pension/retirement options
 - Flextime
- 66.7% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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