

2015



A STUDY IN WORKFORCE CHARACTERISTICS

ESTHERVILLE, IOWA LABORSHED ANALYSIS

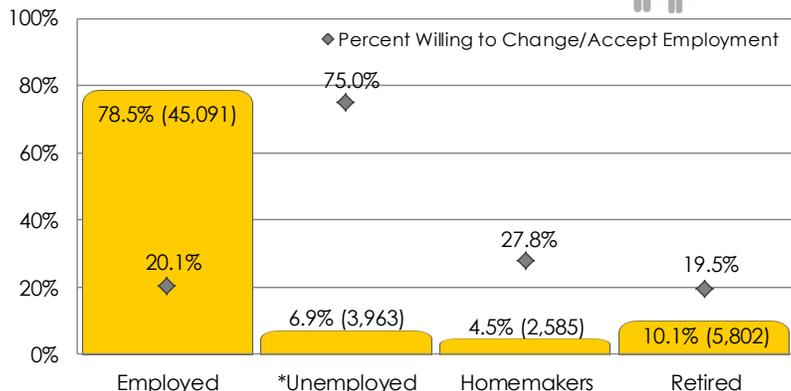


IOWA LAKES CORRIDOR DEVELOPMENT CORPORATION

ESTHERVILLE LABORSHED ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This Laborshed analysis addresses the workforce characteristics of the Estherville Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Total Potential Labor Force: 57,441 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Estherville (9,786):

- 8,290 Employed
- 482 Unemployed
- 444 Homemakers
- 570 Retired

UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.2%	99
Mismatch of Skills	2.2%	182
Low Income	0.5%	41
†Total Underemployment	3.7%	307

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

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY

Industry	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Willing to Change Employment	% Unemployed* within the Industry
Manufacturing	15.0%	6,764	77.4%	22.0%	11.3%
Wholesale & Retail Trade	14.6%	6,583	72.7%	22.5%	10.9%
Education	12.5%	5,636	85.0%	8.8%	2.5%
Healthcare & Social Services	10.3%	4,644	75.7%	32.1%	8.1%
Public Administration & Government	8.8%	3,968	85.7%	16.7%	0.0%
Personal Services	8.4%	3,788	95.8%	26.1%	0.0%
Agriculture, Forestry & Mining	8.1%	3,652	81.5%	13.6%	3.7%
Finance, Insurance & Real Estate	7.0%	3,156	90.5%	10.5%	4.8%
Transportation, Communication & Utilities	5.5%	2,480	71.4%	20.0%	4.8%
Construction	5.1%	2,300	93.3%	28.6%	6.7%
Professional Services	4.0%	1,804	73.3%	27.3%	6.7%
Entertainment & Recreation	0.7%	316	**	**	**

** Insufficient survey data/refused

EMPLOYED - WILLING TO CHANGE EMPLOYMENT

- 14.1% are working multiple jobs
- Currently working an average of 41 hrs/week
- Average age is 52 years old
- 25.0% currently working within the production, construction & material handling occupational category followed by 21.9% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search resources:

www.iowajobs.org

Internet,
75.8%

Emmetsburg Reporter/Democrat
Estherville Daily News
The Des Moines Register
Lakes News Shopper - Milford

Newspapers,
64.5%

Networking,
29.0%

IowaWORKS
Centers,
25.8%



The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and work 35 or more hours per week.

Survey respondents from the Estherville 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.

COMMUTING STATISTICS



The map at the right represents the concentration of those who are willing to commute into Estherville from their home ZIP for an employment opportunity.

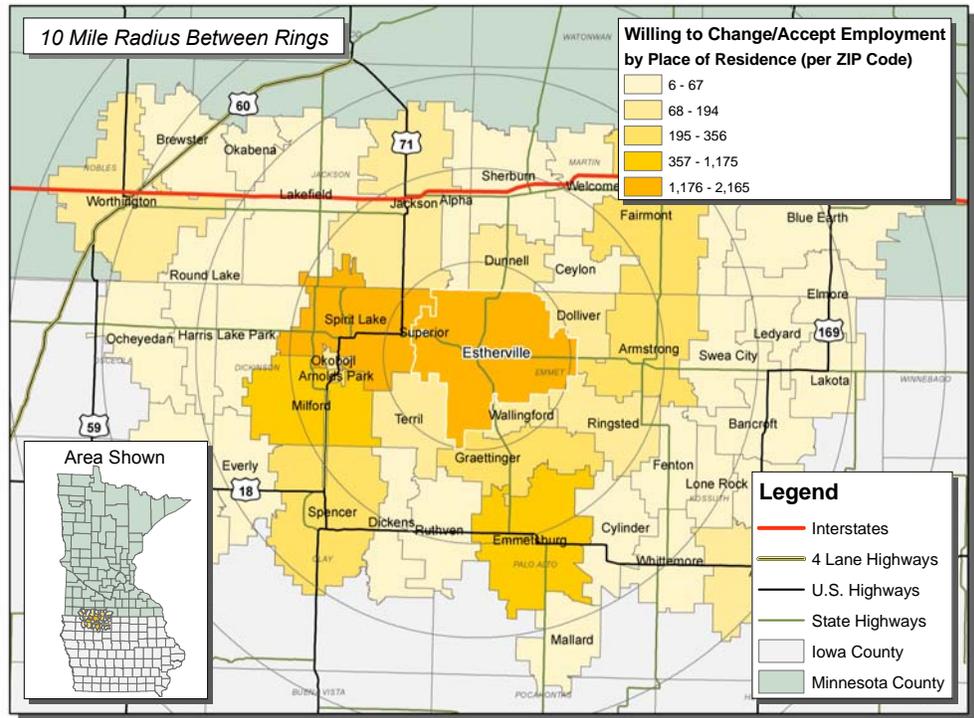
Those who are willing to change/accept employment in the Estherville Laborshed area are willing to commute an average of 20 miles one-way for employment opportunities.

The out commute for Estherville is estimated at 19.8 percent—approximately 596 people living in Estherville work in other communities.

Most of those who are out commuting are working in Spirit Lake (IA), Jackson (MN) and Milford (IA).

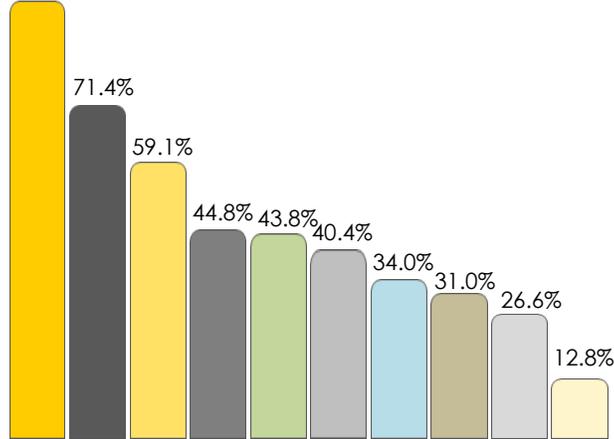
One-tenth (10.0%) of out commuters are willing to change employment (approximately 60 people).

CONCENTRATION OF WILLING TO CHANGE/ACCEPT EMPLOYMENT IN ESTHERVILLE



TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

93.6%



- Health/Medical
- Pension/Retirement
- Dental Coverage
- Paid Vacation
- Life Insurance
- Vision Coverage
- Paid Sick Leave
- Paid Holidays
- Disability Insurance
- Paid Time Off

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 full-time.

The majority (73.8%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 19.8 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



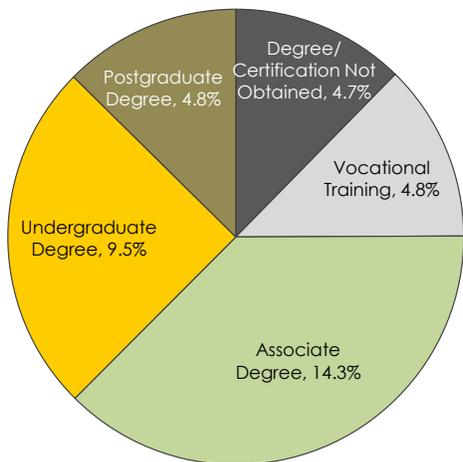
	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	48.2%	0.0%	18.5%	\$60,000	\$10.00
Construction	60.0%	6.7%	20.0%	\$45,000	**
Education	85.0%	15.0%	57.5%	\$56,000	\$12.40
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	71.4%	9.5%	33.4%	\$55,000	\$12.44
Healthcare & Social Services	89.2%	18.9%	40.5%	\$53,000	\$17.00
Manufacturing	50.9%	11.3%	13.2%	\$75,000	\$16.99
Personal Services	83.3%	12.5%	29.2%	\$25,500	\$11.63
Professional Services	73.3%	26.7%	33.4%	\$25,000	\$9.50
Public Administration & Government	71.4%	7.1%	42.8%	\$52,500	\$18.27
Transportation, Communication & Utilities	76.2%	23.8%	33.4%	\$60,000	\$21.41
Wholesale & Retail Trade	72.7%	21.8%	18.1%	\$45,000	\$10.55

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

**Insufficient survey data/refused

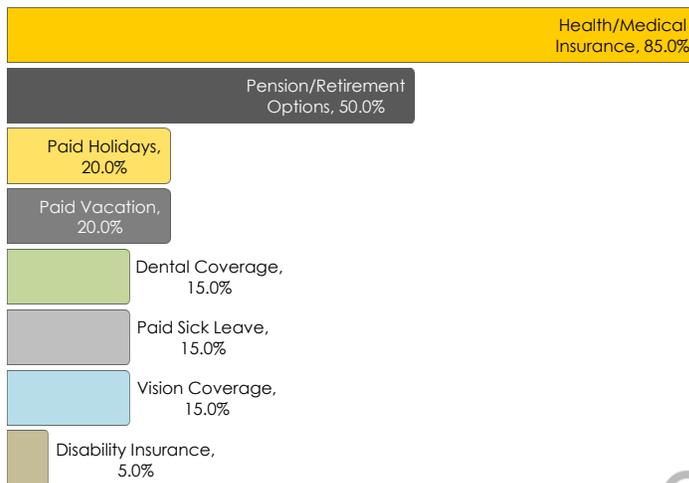
UNEMPLOYED - WILLING TO ACCEPT EMPLOYMENT

- An estimated 482 unemployed individuals are willing to accept employment
- Average age is 48 years old
- 57.1% are male; 42.9% are female
- **Education:**
 - 38.1% are educated beyond high school

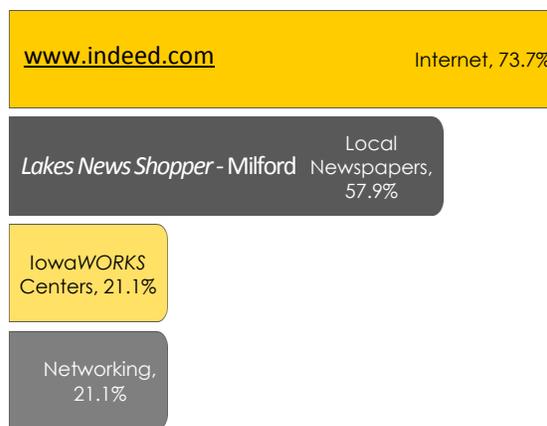


- **Wages:**
 - \$12.00/hr - to attract 66% of applicants
 - \$13.50/hr - to attract 75% of applicants
 - \$11.00/hr - lowest median wage willing to accept
- Willing to commute an average of 18 miles one way for the right opportunity
- 81.0% expressed interest in seasonal and 71.4% in temporary employment opportunities
- 28.6% expressed interest in working varied shifts

DESIRED BENEFITS



TOP UNEMPLOYED JOB SEARCH RESOURCES



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BUENA VISTA, CLAY, DICKINSON & EMMET COUNTIES

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