

Glenwood/Mills County 2010 Laborshed Analysis



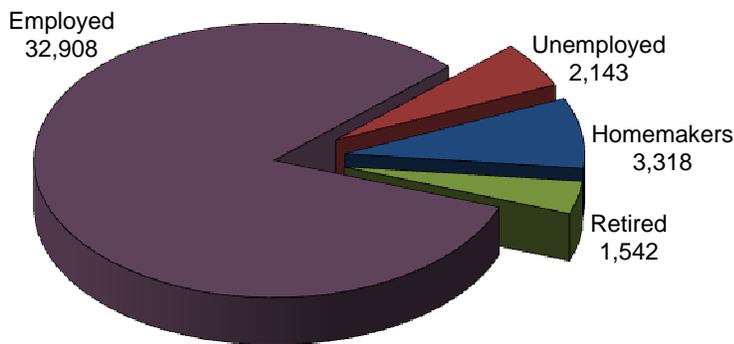
A Study of Workforce Characteristics
Released July 2010

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 Glenwood 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: 274,676 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment 39,911



Quick Facts:

(Employed - willing to change employment)

- 12.1% are working multiple jobs;
- Currently working an average of 38 hours per week;
- Average age is 46 years old;
- 23.1% currently working within the production, construction, & material handling occupational category followed by 21.5% within the clerical occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.monster.com
 - www.iowaworkforce.org
 - www.omahahelpwanted.com
 - Local/Regional newspapers
 - *Omaha World-Herald*
 - *The Daily Nonpareil* - Council Bluffs
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and 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.

- 3.7% Inadequate hours (1,218 people)
- 2.5% Mismatch of skills (823 people)
- 2.2% Low income (724 people)
- 6.9% Total estimated underemployment (2,271 people)

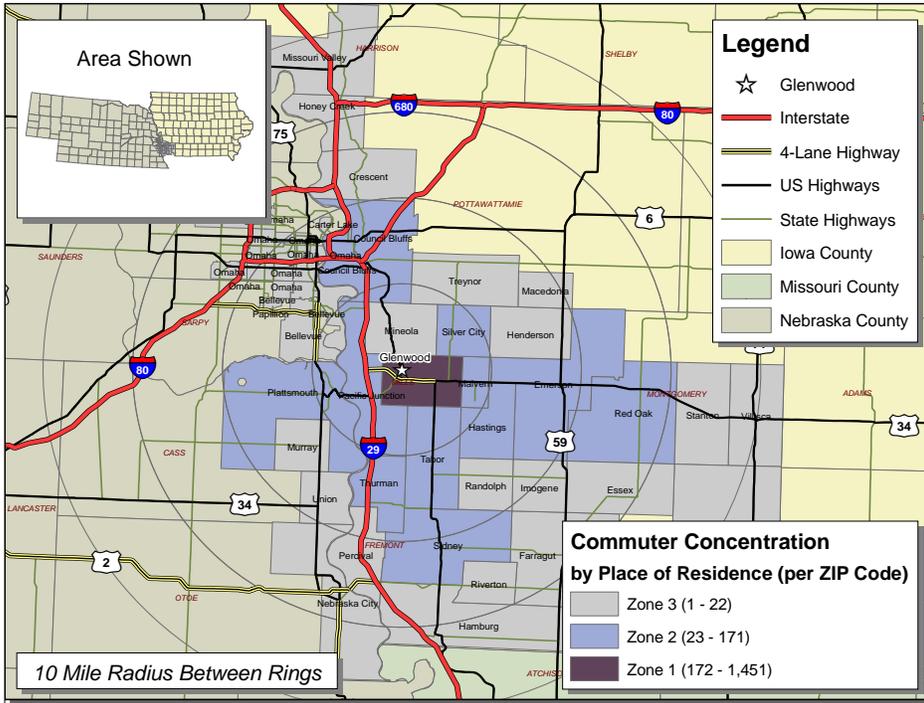
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Wholesale & Retail Trade	18.7%	35,390
Health Care & Social Services	14.8%	28,009
Education	11.5%	21,764
Public Administration & Government	10.5%	19,871
Transportation, Communication, & Utilities	8.1%	15,329
Manufacturing	7.2%	13,626
Finance, Insurance, & Real Estate	7.2%	13,626
Professional Services	7.2%	13,626
Construction	6.7%	12,680
Agriculture, Forestry, & Mining	2.4%	4,542
Personal Services	2.4%	4,542
Active Military Duty	1.9%	3,596
Entertainment & Recreation	1.4%	2,650

Survey respondents from the Glenwood Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the wholesale & retail trade industry as shown in the table at left.

Glenwood Commuting Area



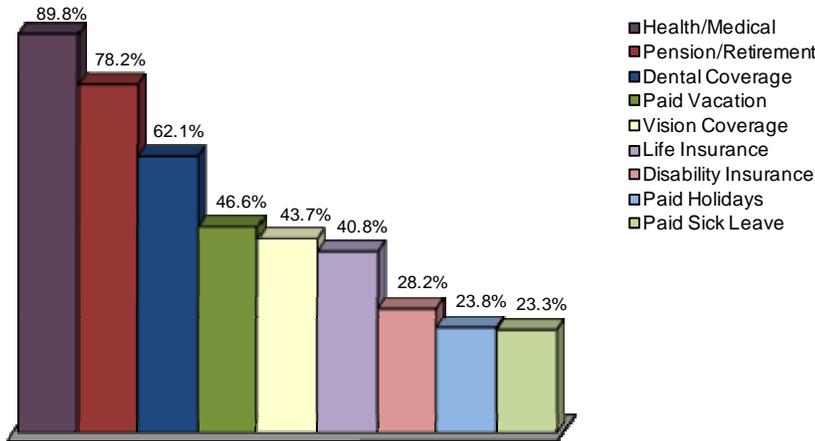
Commuting Statistics

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

Those who are willing to change employment in the Glenwood Laborshed area 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 top nine benefits are shown.

The majority (71.7%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 19.6 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

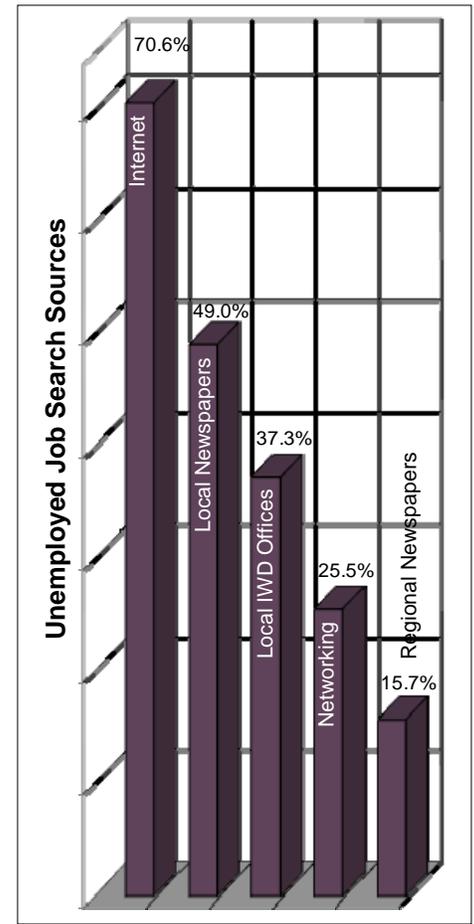
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	42.9%	*	9.5%	*	\$18.67
Manufacturing	57.1%	9.5%	19.0%	\$60,000	\$13.02
Transportation, Communication, & Utilities	69.6%	8.7%	26.1%	\$57,500	\$17.00
Wholesale & Retail Trade	28.6%	3.6%	5.4%	\$52,000	\$9.28
Finance, Insurance, & Real Estate	73.7%	21.1%	5.3%	*	\$17.50
Health Care & Social Services	75.0%	17.5%	27.5%	*	\$17.08
Personal Services	63.6%	*	18.2%	\$31,250	\$7.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	74.1%	7.4%	22.2%	\$52,000	\$11.25
Public Administration & Government	80.6%	9.7%	35.5%	\$50,000	\$19.50
Education	83.9%	3.2%	70.9%	\$42,000	\$11.65

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

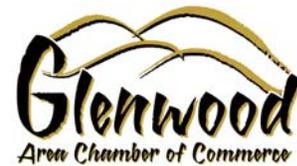
*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment:

- An estimated 2,143 unemployed individuals are willing to accept employment;
- Average age is 42 years old;
- 50.9% are male; 49.1% are female;
- Education:
 - 49.1% have an education beyond high school
 - 1.9% are trade certified
 - 7.5% have an associate degree
 - 9.4% have an undergraduate degree
 - 1.9% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.70 to \$12.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 25 miles one way for the right opportunity;
- 64.2% expressed interest in seasonal and 62.3% in temporary employment opportunities;
- 47.2% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Paid vacation
 - Dental coverage
 - Pension/retirement options
 - Paid sick leave
 - Vision coverage
 - Life insurance
 - Paid holidays
 - Disability insurance
 - Prescription drug coverage
- 62.9% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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Economic Development Foundation, Inc.

Mills County, Iowa

For more information regarding the Glenwood Laborshed Analysis, contact:

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