

2014

LAKE MILLS IOWA

Laborshed Analysis

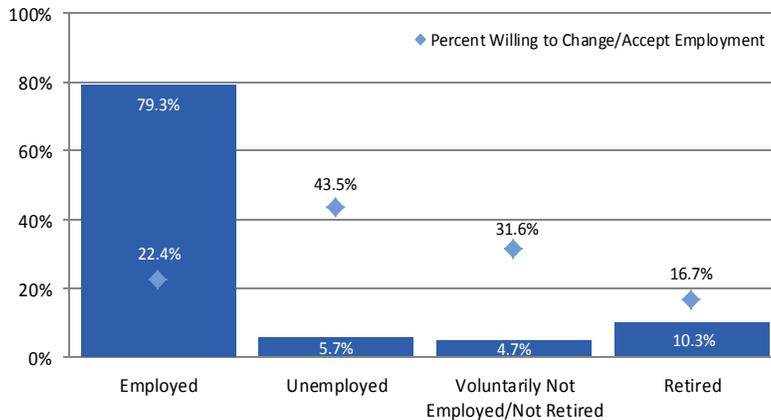
A Study of Workforce Characteristics



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 Lake Mills 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.

Employment Status*



*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: 49,262 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (10,366)

- 8,256 Employed
- 669 Unemployed
- 517 Voluntarily Not Employed/Not Retired
- 924 Retired

Underemployment

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

- 0.5% Inadequate hours (41 people)
- 4.0% Mismatch of skills (330 people)
- 1.5% Low income (124 people)
- 5.2% Total estimated underemployment (429 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	% Employed	% Willing to Change Employment	% Unemployed*
Manufacturing	26.2%	10,235	76.4%	36.8%	5.6%
Healthcare & Social Services	13.8%	5,391	87.8%	22.2%	2.4%
Education	12.7%	4,961	80.5%	0.0%	2.4%
Wholesale & Retail Trade	10.0%	3,906	78.8%	30.8%	12.1%
Agriculture, Forestry & Mining	7.7%	3,008	100%	0.0%	0.0%
Personal Services	7.3%	2,852	95.0%	26.3%	0.0%
Public Administration & Government	5.4%	2,109	82.4%	7.1%	0.0%
Transportation, Communication & Utilities	5.0%	1,953	65.0%	23.1%	5.0%
Construction	4.6%	1,797	85.7%	25.0%	7.1%
Finance, Insurance & Real Estate	3.5%	1,367	75.0%	22.2%	8.3%
Professional Services	3.5%	1,367	64.3%	22.2%	21.4%
Entertainment & Recreation	0.3%	117	*	*	*

*Insufficient survey data/refused

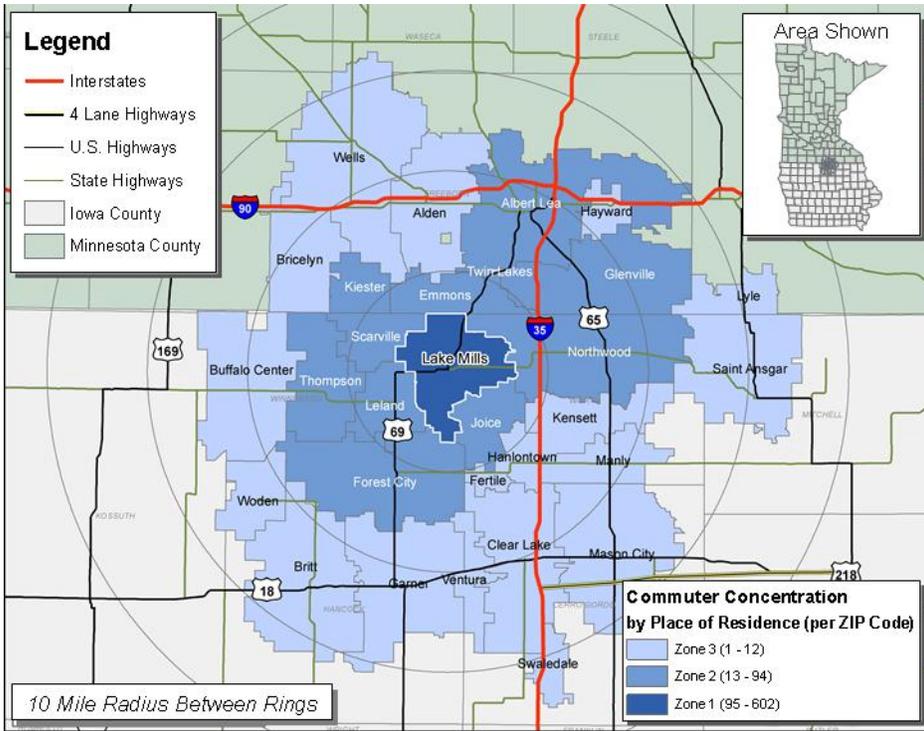
Survey respondents from the Lake Mills Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 9.7% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 47 years old
- 43.7% currently working within the production, construction & material handling occupational category followed by 16.9% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search sources:
 - Internet - 80.9%
 - www.monster.com
 - www.helpwanted.com
 - www.iowajobs.org
 - Local/Regional newspapers - 55.9%
 - Globe Gazette - Mason City
 - Albert Lea Tribune
 - Networking through friends, family and acquaintances - 32.4%
 - Local IowaWORKS Centers - 16.2%

Lake Mills Laborshed Area



Commuting Statistics

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

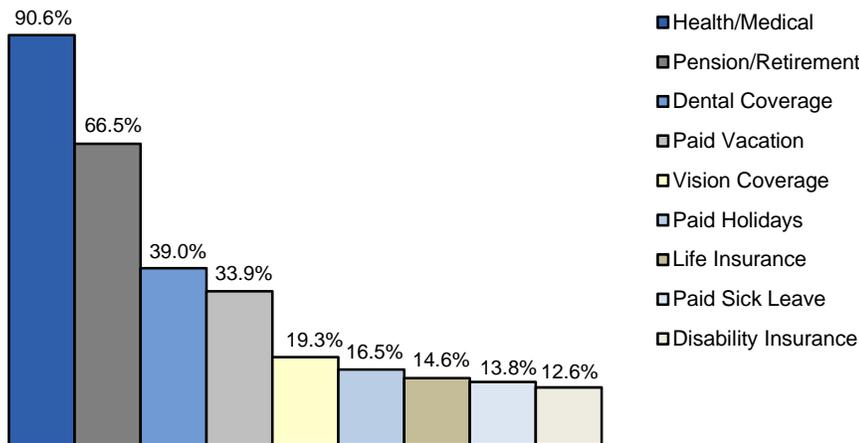
Those who are willing to change/accept employment in the Lake Mills Laborshed area are willing to commute an average of 26 miles one way for employment opportunities.

The out commute for Lake Mills is estimated at 48.2 percent—approximately 465 people living in Lake Mills who work in other communities.

Most of those who are out commuting are working in Forest City (IA) or Albert Lea (MN).

Over one-tenth (14.8%) of out commuters are willing to change employment (approximately 69 people).

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 (77.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.2 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

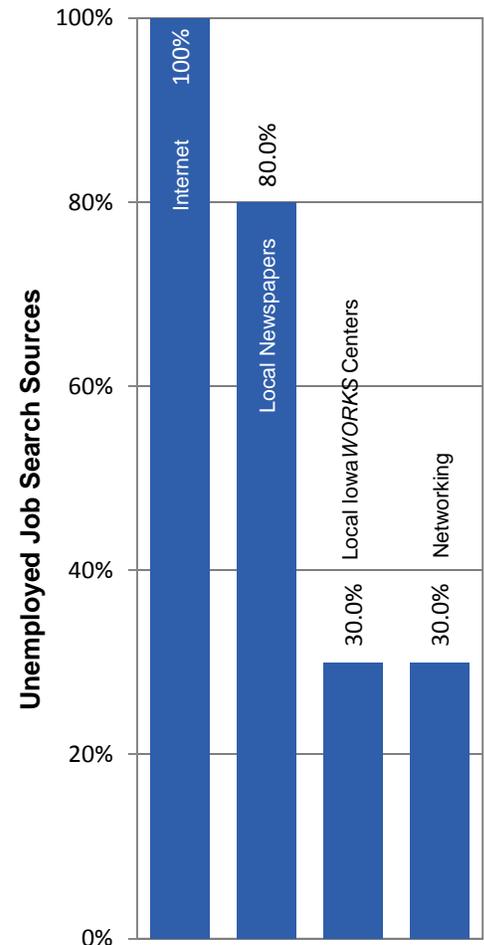
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	65.0%	15.0%	25.0%	\$40,000	*
Construction	71.4%	7.1%	21.4%	*	\$23.90
Manufacturing	48.3%	14.6%	10.1%	\$60,000	\$15.85
Transportation, Communication & Utilities	85.0%	40.0%	10.0%	\$80,000	\$19.82
Wholesale & Retail Trade	54.5%	21.2%	15.1%	\$48,000	\$11.25
Finance, Insurance & Real Estate	75.0%	25.0%	25.0%	*	\$11.50
Healthcare & Social Services	87.8%	34.1%	36.6%	*	\$20.10
Personal Services	75.0%	20.0%	30.0%	\$52,500	\$7.55
Entertainment & Recreation	*	*	*	*	*
Professional Services	64.3%	7.1%	21.4%	*	\$15.25
Public Administration & Government	88.2%	5.9%	47.1%	\$62,250	\$15.00
Education	87.8%	2.4%	78.1%	\$54,000	\$15.55

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 669 unemployed individuals are willing to accept employment
- Average age is 48 years old
- 60.0% are male; 40.0% are female
- Education:
 - 80.0% have an education beyond high school
 - 20.0% have an associate degree
 - 40.0% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.60 to \$13.50/hr. with a median of the lowest wage of \$12.00
- Willing to commute an average of 31 miles one way for the right opportunity
- 60.0% expressed interest in seasonal and 50.0% in temporary employment opportunities
- 50.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 88.9%
 - Paid vacation - 44.4%
 - Dental coverage - 33.3%
 - Pension/retirement options - 33.3%
 - Vision coverage - 22.2%
 - Life insurance - 11.1%
 - Paid holidays - 11.1%
 - Paid sick leave - 11.1%
- 75.0% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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Lake Mills Chamber Development Corporation



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