

INDIANOLA, IOWA LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

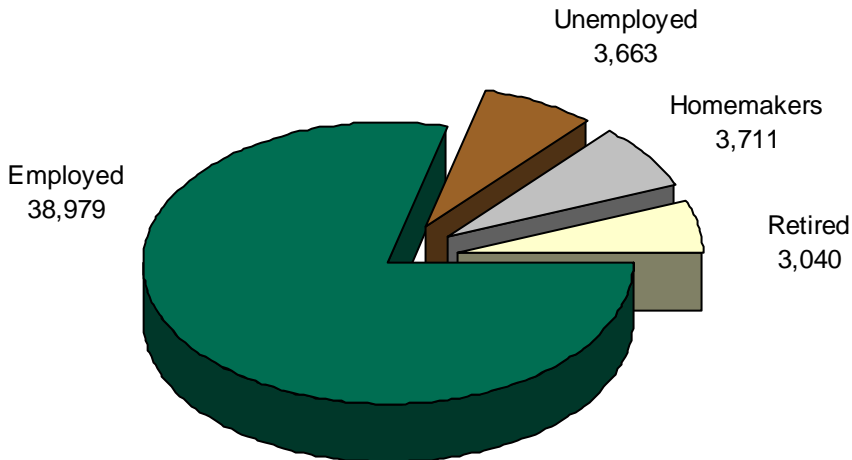
RELEASED MARCH 2008

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 Warren 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: 267,917 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (49,393)



Quick Facts:

(Employed - willing to change employment)

- 12.4% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 45 years old;
- 38.2% currently working in professional, paraprofessional, or technical occupations followed by 29.2% in managerial occupations;
- Most frequently identified job search sources:
 - Internet
 - www.careerbuilder.com
 - www.monster.com
 - Local/Regional newspapers
The Des Moines Register
 - Networking through friends, family, or 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.

- 1.2% Inadequate hours (468 people)
- 1.0% Low income (390 people)
- 1.7% Mismatch of skills (663 people)
- 4.0% Total estimated underemployment (1,559 people)

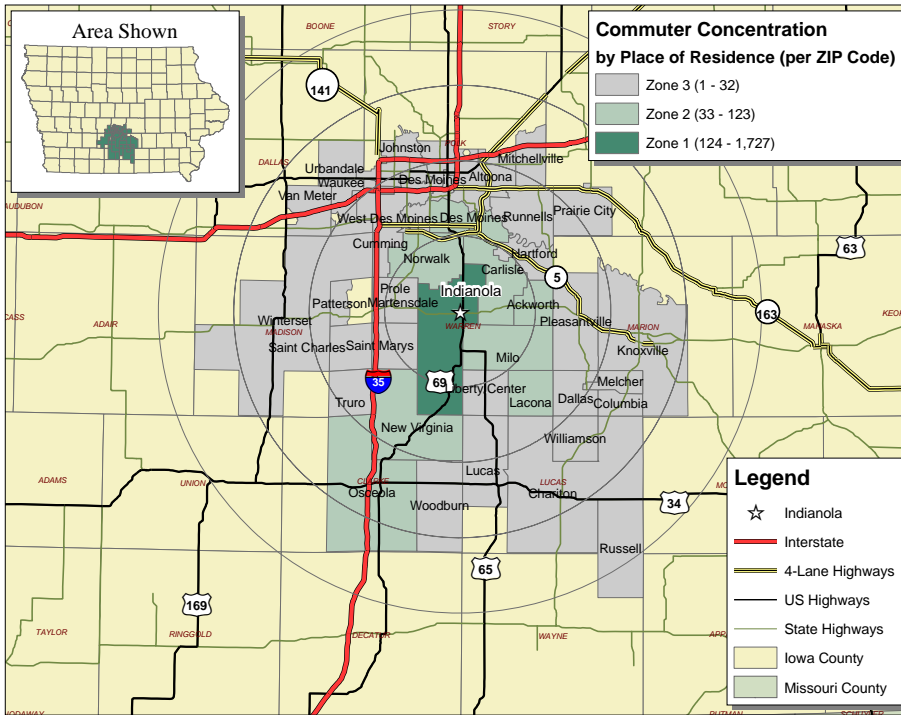
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

| Industry | % of Laborshed | # of Employed |
|--|----------------|---------------|
| Finance, Insurance, & Real Estate | 24.8% | 56,743 |
| Education | 12.7% | 29,058 |
| Wholesale & Retail Trade | 11.5% | 26,312 |
| Public Administration & Government | 9.1% | 20,821 |
| Health Care & Social Services | 8.6% | 19,677 |
| Professional Services | 8.3% | 18,990 |
| Personal Services | 7.7% | 17,618 |
| Transportation, Communication, & Utilities | 5.3% | 12,126 |
| Construction | 4.1% | 9,381 |
| Manufacturing | 3.5% | 8,008 |
| Agriculture | 2.1% | 4,805 |
| Entertainment & Recreation | 1.8% | 4,118 |

Survey respondents from the Warren County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the finance, insurance, & real estate industry as shown in the table at left.

Warren County Commuting Area



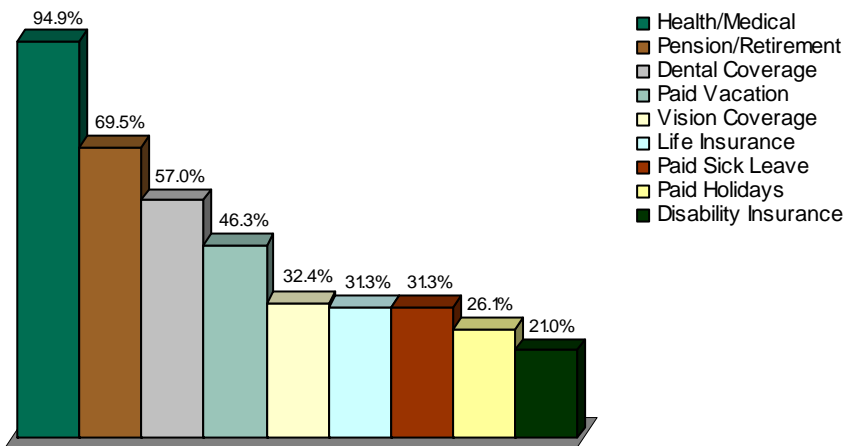
Commuting Statistics

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

Those who are willing to change employment in the Warren County Laborshed area are willing to commute an average of 21 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 (69.6%) of respondents are currently sharing the cost of premiums with the employer. However, 24.5 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

Education and Median Wage Characteristics by Industry

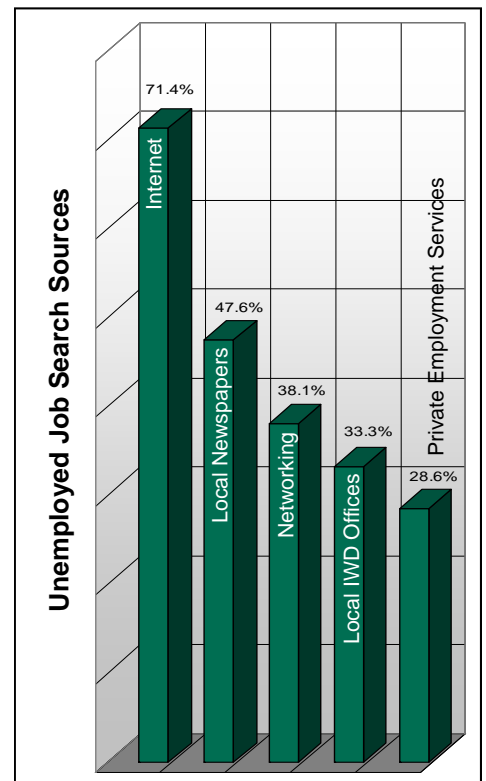
| Industry | Education | | | Median Wages | |
|--|-------------------------------|------------------|--------------------------------|-------------------------|-----------------------------|
| | Some Level Beyond High School | Associate Degree | Undergraduate Degree or Higher | Salary Wages (per year) | Non-Salary Wages (per hour) |
| Construction | 50.0% | 5.0% | 25.0% | \$43,500 | \$19.79 |
| Manufacturing | 53.3% | 13.3% | 20.0% | \$64,000 | \$14.00 |
| Transportation, Communication, & Utilities | 57.1% | 9.5% | 42.9% | \$65,000 | \$20.50 |
| Wholesale & Retail Trade | 66.0% | 16.0% | 26.0% | \$50,000 | \$9.75 |
| Finance, Insurance, & Real Estate | 79.8% | 12.4% | 51.7% | \$65,000 | \$15.50 |
| Health Care & Social Services | 70.6% | 17.6% | 38.3% | \$51,000 | \$14.50 |
| Personal Services | 63.3% | 10.0% | 36.7% | \$35,000 | \$12.32 |
| Professional Services | 84.8% | 15.2% | 45.5% | \$52,000 | \$14.43 |
| Public Administration & Government | 77.8% | 8.3% | 52.8% | \$50,000 | \$21.50 |
| Education | 87.8% | 2.0% | 75.5% | \$34,000 | \$12.50 |

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 3,663 unemployed individuals are willing to accept employment;
- Average age is 39 years old;
- Education:
 - 68.2% have an education beyond high school
 - 18.2% have an associate degree
 - 18.2% have an undergraduate degree
 - 18.2% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.56 to \$15.00/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 27 miles one way for the right opportunity;
- 45.5% expressed interest in seasonal and 63.6% in temporary employment opportunities;
- 40.9% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Vision coverage
 - Dental coverage
 - Paid holidays
 - Paid vacation
 - Paid sick leave
 - Flexible scheduling
- 71.4% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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