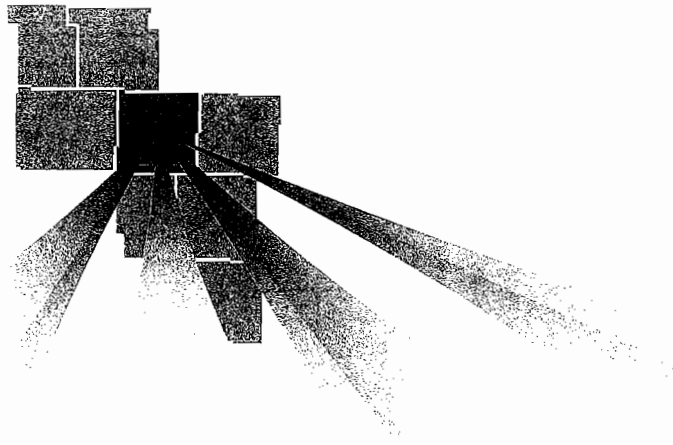


Laborshed Analysis

Carroll County, Iowa



A Study of Workforce Characteristics
Released August 2006

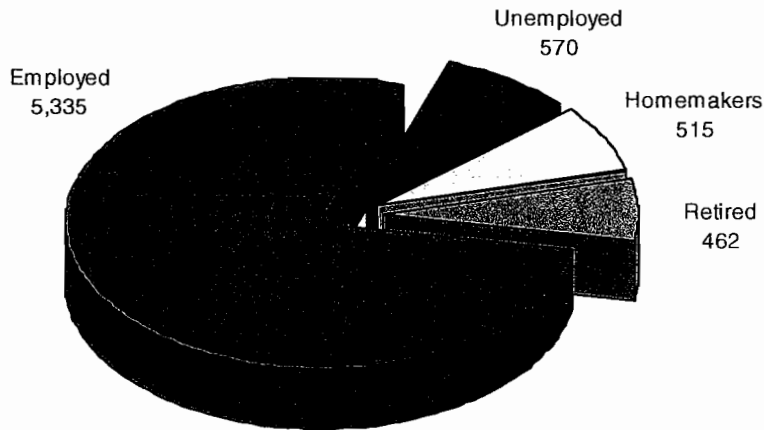
Carroll Area Development Corporation

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 Carroll 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: 41,808 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,882)



Quick Facts:

(Employed - willing to change employment)

- 11.5% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 40 years old;
- 28.7% currently working in professional, paraprofessional, or technical occupations, followed by 25.3% in production, construction, or material handling occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - 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.

- 1.0% (53 people) Inadequate hours
- 0.5% (27 people) Low income
- 3.0% (160 people) Mismatch of skills
- 3.5% (187 people) Total estimated underemployment

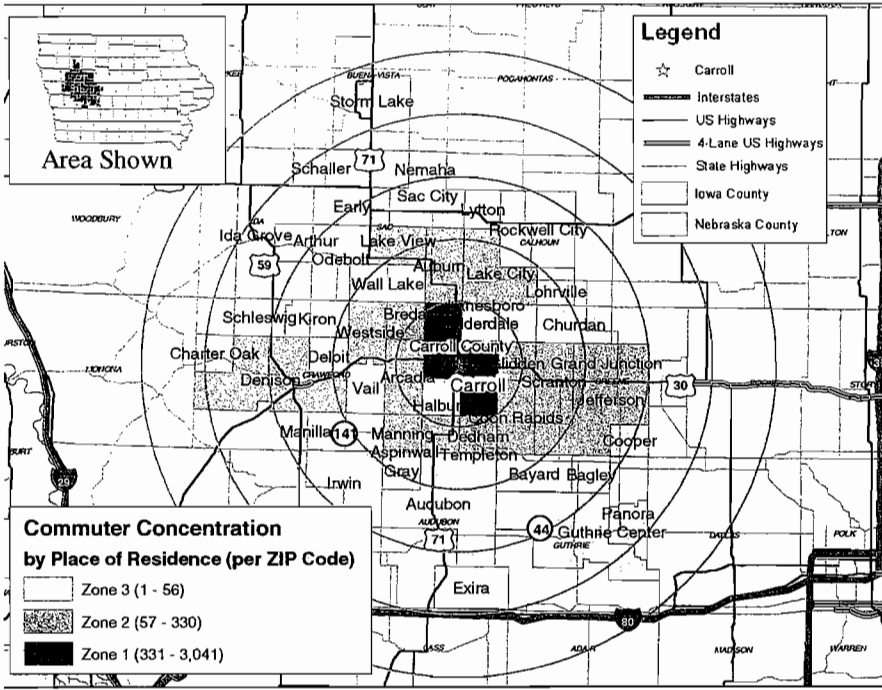
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	15.4%	5,498
Health Care & Social Services	14.0%	4,999
Agriculture	11.6%	4,142
Wholesale & Retail Trade	11.0%	3,927
Manufacturing	10.5%	3,749
Finance, Insurance, & Real Estate	9.6%	3,428
Transportation, Communication, & Utilities	6.7%	2,392
Public Administration & Government	6.1%	2,178
Construction	5.2%	1,857
Personal Services	3.8%	1,357
Professional Services	3.8%	1,357
Entertainment & Recreation	0.9%	321

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

Carroll County Commuting Area



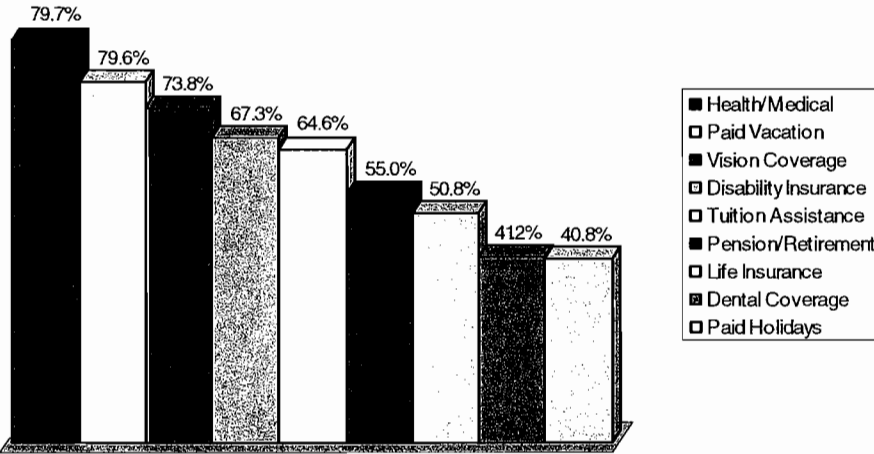
Commuting Statistics

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

Those who are willing to change employment in the Carroll 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 (76.1%) of respondents are currently sharing the cost of premiums with the employer. However, 20.0 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

Education and Current Median Wage Characteristics by Industry

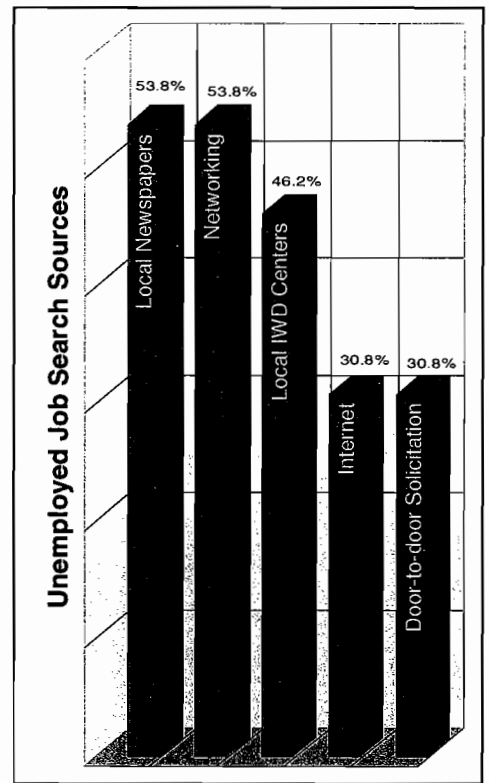
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	40.0%	4.4%	19.9%	\$57,500	\$12.00
Construction	38.1%	14.3%	4.8%	\$47,500	\$17.50
Manufacturing	42.5%	15.0%	5.0%	\$45,000	\$13.00
Transportation, Communication, & Utilities	26.9%	15.4%	3.8%	*	\$11.00
Wholesale & Retail Trade	53.2%	17.0%	6.4%	\$38,000	\$8.00
Finance, Insurance, & Real Estate	70.0%	22.5%	22.5%	\$35,000	\$10.64
Health Care & Social Services	72.7%	12.7%	34.6%	\$38,250	\$11.00
Personal Services	71.4%	*	28.5%	\$35,000	*
Professional Services	57.9%	5.3%	31.6%	*	*
Public Administration & Government	68.2%	4.5%	18.2%	\$38,000	\$16.00
Education	76.6%	5.0%	61.7%	\$36,000	\$8.50

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 570 unemployed individuals are willing to accept employment;
- Average age is 37 years old;
- Education:
 - 69.2% have some post high school education
 - 15.4% are trade certified
 - 7.7% have completed vocational training
 - 15.4% have an associate degree
 - 15.4% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$9.00 to \$9.75/hr. with a median of the lowest wage of \$8.50/hr.;
- Willing to commute an average of 28 miles one way for the right opportunity;
- 61.5% expressed interest in seasonal and 53.8% in temporary employment opportunities;
- 61.5% 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
 - Vision coverage
 - Pension/retirement options
 - Paid sick leave
 - Paid holiday
 - Prescription drug coverage
- 87.5% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the 2006 Carroll Laborshed Study, contact:

Jim Gossett, Executive Director
Carroll Area Development Corporation

P.O. Box 307
Carroll, Iowa 51401
Phone: 712-792-4383
Fax: 712-792-4384

Email: cadc@carrolliowa.com
www.carrollareadev.com



This information is analyzed and compiled by the
Iowa Workforce Development
Strategic Workforce Initiatives Unit
430 E. Grand Avenue, Des Moines, Iowa 50309
(515) 281-4896
www.iowaworkforce.org