

PERRY, IOWA

LABORSHED ANALYSIS



NOVEMBER 2005

A STUDY OF WORKFORCE CHARACTERISTICS

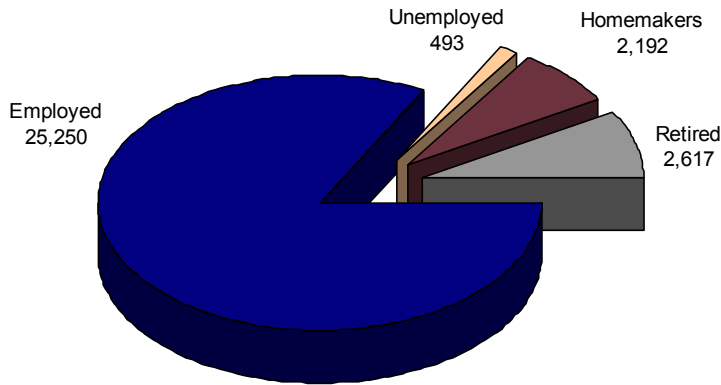
LABOR AVAILABILITY FACTS

What is a Laborshed?

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 Perry 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: 299,402 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (30,552)



Quick Facts:

(Employed - willing to change employment)

- 16.5% are working multiple jobs;
- Currently working an average of 43 hours per week;
- Average age is 43 years old;
- 34.7% in professional, paraprofessional, or technical occupations, followed by 21.1% currently working in production, construction, or operating occupations;
- Most frequently identified job search sources:
 - Internet
 - Local newspapers
 - Regional newspapers
 - 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.

- 1.7% Inadequate hours
- 0.7% Low income
- 2.5% Mismatch of skills
- 4.7% Total estimated underemployment

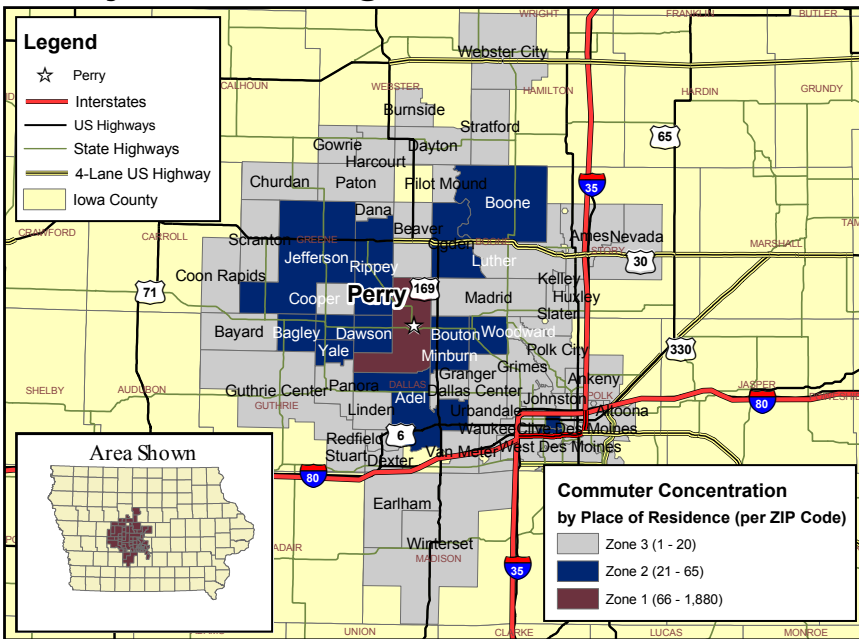
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed
Health Care & Social Services	16.9%
Finance, Insurance, & Real Estate	11.9%
Education	11.3%
Wholesale & Retail Trade	10.4%
Government & Public Administration	9.5%
Transportation, Communication, & Utilities	8.9%
Manufacturing	8.0%
Agriculture, Forestry, & Mining	7.1%
Entertainment, Recreation, & Personal Services	6.3%
Professional Services	5.0%
Construction	3.9%

Survey respondents from the Perry Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the health care & social services industry as shown in the table at left.

Perry Commuting Area



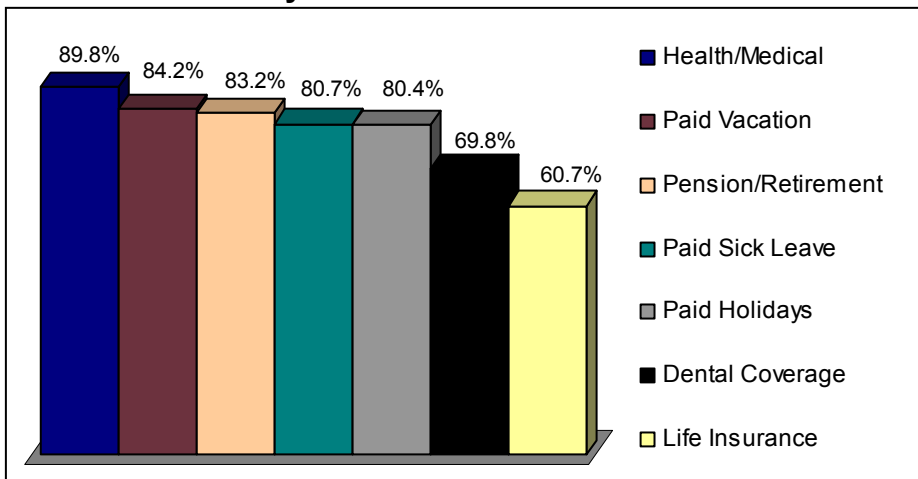
Commuting Statistics

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

Those who are willing to change employment in the Perry Laborshed area are willing to commute an average of 27 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 seven benefits are shown.

The majority (80.3%) of respondents are currently sharing the cost of premiums with the employer. However, 17.3% 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

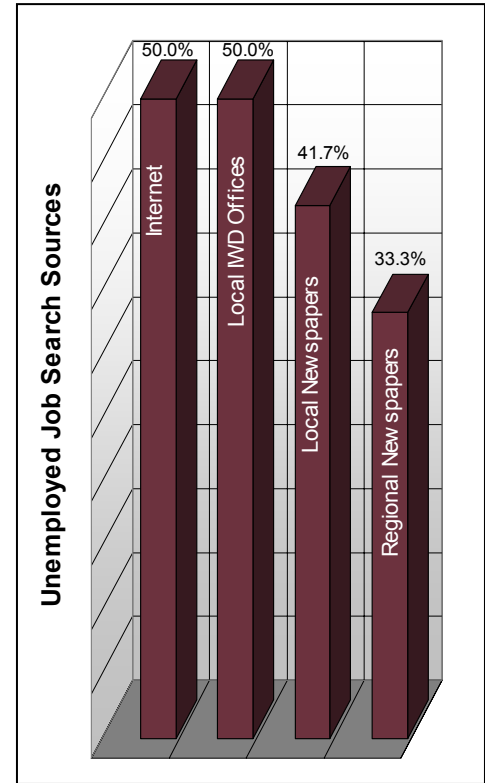
Industry	Education			Median Wages (Overall)	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages	Non-Salary Wages
Agriculture	61.3%	*	41.9%	\$43,000/yr	\$14.00/hr
Construction	60.0%	6.7%	20.0%	\$62,500/yr	*
Manufacturing	46.9%	6.3%	15.6%	\$50,000/yr	\$12.38/hr
Transportation, Communication, & Utilities	61.1%	5.6%	25.1%	\$76,500/yr	\$15.55/hr
Wholesale & Retail Trade	52.5%	12.5%	22.5%	\$47,500/yr	\$9.75/hr
Finance, Insurance, & Real Estate	90.5%	14.3%	54.8%	\$50,000/yr	\$13.37/hr
Health Care & Social Services	66.2%	15.4%	29.2%	\$43,000/yr	\$11.50/hr
Personal Services	70.0%	10.0%	35.0%	\$33,500/yr	\$8.50/hr
Entertainment & Recreation	66.7%	*	22.2%	*	\$12.25/hr
Professional Services	65.0%	*	40.0%	*	*
Public Administration & Government	71.8%	17.9%	20.6%	\$56,500/yr	\$15.48/hr
Education	93.0%	7.0%	72.2%	\$42,000/yr	\$10.00/hr

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 493 unemployed individuals are willing to accept employment;
- Average age is 35 years old;
- Education:
 - 58.3% have some post high school education
 - 8.3% have an undergraduate degree
 - 16.7% have an post/professional degree
- Estimated wage range to attract the upper 66-75% of the most qualified hourly wage applicants is \$10.46 to \$11.00/hr. with a median wage of \$9.50/hr.;
- Willing to commute an average of 29 miles one way for the right opportunity;
- 58.3% expressed interest in seasonal and 83.3% in temporary employment opportunities;
- 58.3% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Paid sick leave
 - Vision coverage
 - Paid vacation
 - Paid holidays
 - Pension/retirement options
 - Disability insurance
- 83.3% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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