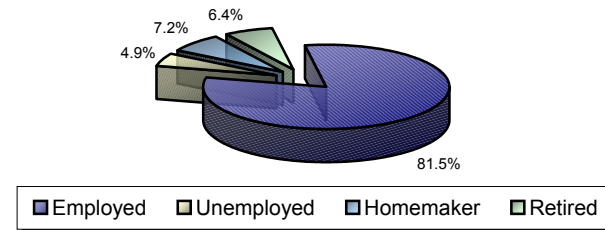


All of the information reported on this page reflects answers collected from either survey respondents or population estimates, ages 18-64, living in the Shelby County area Laborshed. For a more thorough explanation of the category definitions, click on the Iowa Workforce Development Web site at: www.iowaworkforce.org



NOT CURRENTLY EMPLOYED

Includes those who stated that they are Unemployed, Homemakers or Retired Persons who are willing to re-enter the workforce;

Unemployed:

- ⇒ An estimated 300 unemployed are willing to accept employment;
- ⇒ 57.1 percent of those have been unemployed for one year or less;
- ⇒ Median age is 42 years, 61.6 percent of the unemployed are 18 to 44 years of age;
- ⇒ 88.0 percent desire full-time hours;
- ⇒ Willing to commute an average of 23 miles one way;
- ⇒ Have an estimated wage threshold of \$10.00 to \$10.75 per hour;
- ⇒ 35.7 percent have post high school education, 14.2 percent have obtained an undergraduate or graduate degree;
- ⇒ Have experience in production, maintenance, clerical and administrative support occupations;
- ⇒ Utilize local newspaper, Iowa Workforce Development and networking as job search sources when seeking employment opportunities;
- ⇒ Most common reason for being unemployed is employer layoffs.

Homemakers:

- ⇒ An estimated 526 homemakers are willing to accept employment;
- ⇒ Have prior work experience in clerical/administrative support, and professional/technical occupations;
- ⇒ 83.3 percent have education/training beyond high school, 16.7 percent hold an undergraduate degree;
- ⇒ Median age is 43 years;
- ⇒ Willing to commute an average of 25 miles one way for employment;
- ⇒ Have an estimated wage threshold of \$9.22 to \$10.00 per hour;
- ⇒ 75.0 percent are looking for full-time employment opportunities;
- ⇒ The majority will consider seasonal (91.7%) and/or temporary (75.0%) employment;

Retirees:

- ⇒ An estimated 157 retired people are willing to accept employment;
- ⇒ Willing to commute an average of 14 miles one way;
- ⇒ Have an estimated wage threshold of \$10.52 to \$12.50 per hour;
- ⇒ Looking for seasonal and temporary employment opportunities;
- ⇒ Have prior work experience in managerial, service and health related occupations.

This information is compiled by the Workforce Research Bureau of Iowa Workforce Development (IWD), 1000 E. Grand Avenue, Des Moines, Iowa 50319-0209, (515) 281-4896.

The data from which this report is produced are stored in a database and can be retrieved easily to further analyze for specific community/economic development purposes.

Laborshed Survey & Analysis

Prepared for



October 2002

Sponsored in partnership with



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 Shelby County Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed 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.

LABORSHED POTENTIAL LABORFORCE

ESTIMATED NUMBER OF INDIVIDUALS
VERY OR SOMEWHAT LIKELY TO CHANGE
OR ACCEPT EMPLOYMENT

Employed	3,706
Unemployed	300
Homemakers	526
Retirees	157
Total	4,689

Wage Thresholds:

Wages can be a deciding factor to change or enter employment. The wage threshold reflects the estimated wages required to attract 66%-75% of the potential applicants who are likely to change or accept employment.

Industry	Wage Threshold
Agriculture	\$11.88 - \$12.75/hr
Construction	\$14.84 - \$17.00/hr
Manufacturing	\$10.76 - \$13.00/hr
Transportation, Communication, Public Utilities	\$11.84 - \$12.00/hr
Retail & Wholesale Trade	\$9.92 - \$11.00/hr
Finance, Insurance, Real Estate	\$10.78 - \$12.00/hr
Health Care/Social Services	\$13.80 - \$14.75/hr
Personal Services, Entertainment and Recreation	\$11.55 - \$13.13/hr
Professional Services, Public Administration	\$10.56 - \$12.00/hr

Educational Background (Degrees/Certificates):

Education	25.9%
Business Administration (2 yr)	14.8%
General/Basics	12.6%
Medical (Technical)	11.9%
Trade	10.4%
Business Administration (4 yr)	8.9%
Medical (Professional)	6.7%
Social Sciences	3.7%
Computer Applications	2.2%
Science/Math	2.2%
Agriculture	0.7%

Commuting:

Residents of the Harlan and surrounding area who are willing to change/enter employment are willing to commute great distances for the right employment opportunity (see map at right).

- ⇒ Zone 1 residents are willing to commute an average of 25 miles one way
- ⇒ Zone 2 residents are willing to commute and average of 28 miles one way
- ⇒ Zone 3 residents are willing to travel 26 miles one way
- ⇒ Out-commuters are willing to travel 25 miles one way

As a whole, 66.9% of the employed are willing to commute more than 20 miles one way to work.

Out-commuters

This group is currently commuting to Omaha, Atlantic, and Denison for employment. They are taking with them skills in the areas of production, professional and technical occupational categories. Additional characteristics out-commuters have:

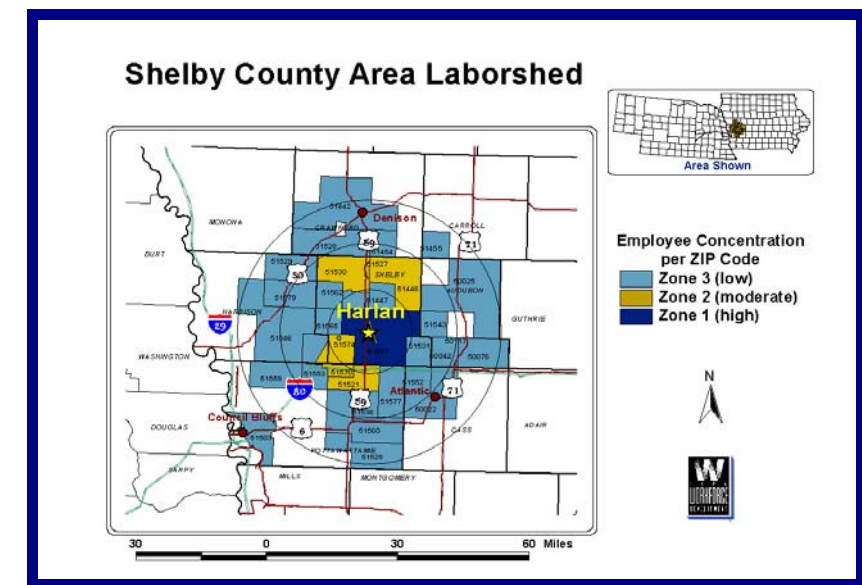
- ⇒ Education levels: 66.6% have education/training beyond high school, 50.0% have obtained an undergraduate or graduate degree.
- ⇒ Wage threshold: \$10.45 to \$12.00/hr are the estimated wages required to attract 66%-75% of the potential applicants.

Underemployed

This group of available labor in the Shelby County area is comprised of those individuals who are:

- ⇒ 1.5 percent are underemployed due to inadequate hours - those working less than 35 hours/week but desiring more hours;
- ⇒ 5.4 percent are underemployed due to a mismatch of skills - those who are working in positions that do not meet their skill or education levels or worked for higher wages at a previous employment;
- ⇒ 0.7 percent are underemployed due to low income - those working at wages equal to or less than the national poverty level;
- ⇒ Wage threshold is \$9.09 to \$9.75 per hour. Current median wage is \$7.63/hour.

Double counting has been eliminated, therefore, individuals may be underemployed for more than one reason, however they are only counted once.



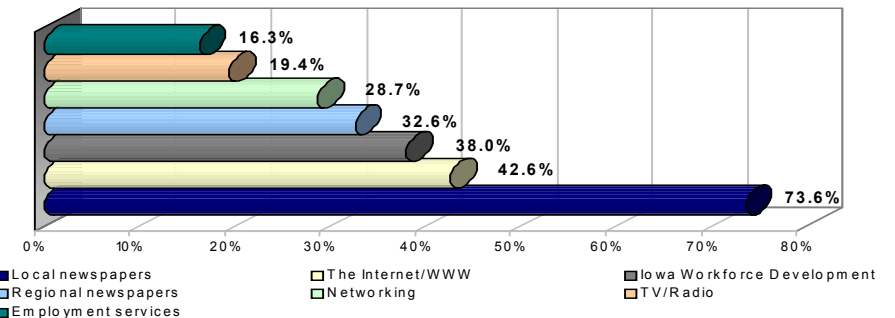
Highlights:

Who's in the Shelby County area?

- ⇒ Well trained and educated (55.0% education/training beyond high school)
- ⇒ College educated (20.6% have obtained college education)
- ⇒ Multi-task oriented and prefer a variety of routines
- ⇒ Interested in cross-training and job team work environments
- ⇒ 7.6% would consider working a variety of work schedules (combinations of 2nd, 3rd, or split shifts)

Job search sources:

The employed willing to change employment are utilizing the above sources when seeking new employment opportunities.



For more information regarding the Shelby County Area Laborshed Study contact:

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