

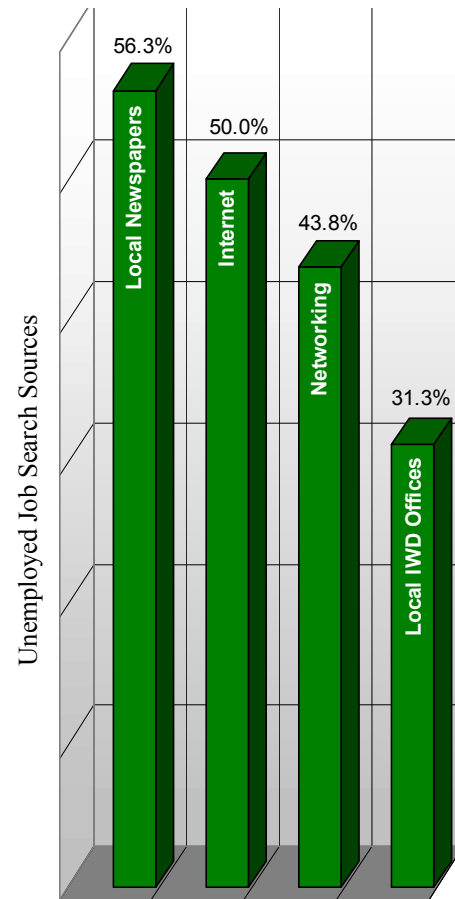
Underemployed:

The underemployed are comprised of individuals who are underemployed due to inadequate hours (those working less than 35 hours/week but desiring more hours), low income (those working at wages equal to or less than the national poverty level), and/or 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). Individuals may be underemployed for more than one reason, but are only counted once.

- ▶ 2.4% are underemployed due to inadequate hours;
- ▶ 2.7% are underemployed due to mismatch of skills;
- ▶ 1.2% are underemployed due to low income;
- ▶ Total estimated underemployment for the Grundy County Laborshed area is 5.5%.

Unemployed - Those Willing to Enter/Re-enter Employment:

- ▶ An estimated 294 unemployed individuals are willing to accept employment;
- ▶ Average age is 43 years old;
- ▶ Education:
 - ▶ 61.1% have some post high school education
 - ▶ 16.7% have an associate degree
 - ▶ 16.7% have an undergraduate degree
- ▶ Median wage this group is willing to accept is \$7.50/hr.;
- ▶ Estimated wage range to attract the upper 66-75% of the most qualified applicants is \$8.11 to \$9.63/hr.;
- ▶ Willing to commute an average of 25 miles one way for the right opportunity;
- ▶ 66.7% became unemployed within the last year;
- ▶ 72.2% held full-time positions in their previous employment;
- ▶ 61.1% expressed interest in seasonal and 66.7% in temporary employment opportunities;
- ▶ 35.3% interested in working a variety of work schedules (combinations of 2nd, 3rd or split shifts);
- ▶ Would prefer to enter employment that offers the following benefits:
 - ▶ Health/medical insurance
 - ▶ Paid vacation
 - ▶ Paid holidays
 - ▶ Pension/retirement options
 - ▶ Paid sick leave
 - ▶ Dental coverage
- ▶ 66.7% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



Homemakers & Retirees

- ▶ For more information regarding Homemakers and Retirees, contact Grundy County Development Alliance.

Laborshed Analysis Grundy County



April 2005

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For Customized Industry Information, Contact:



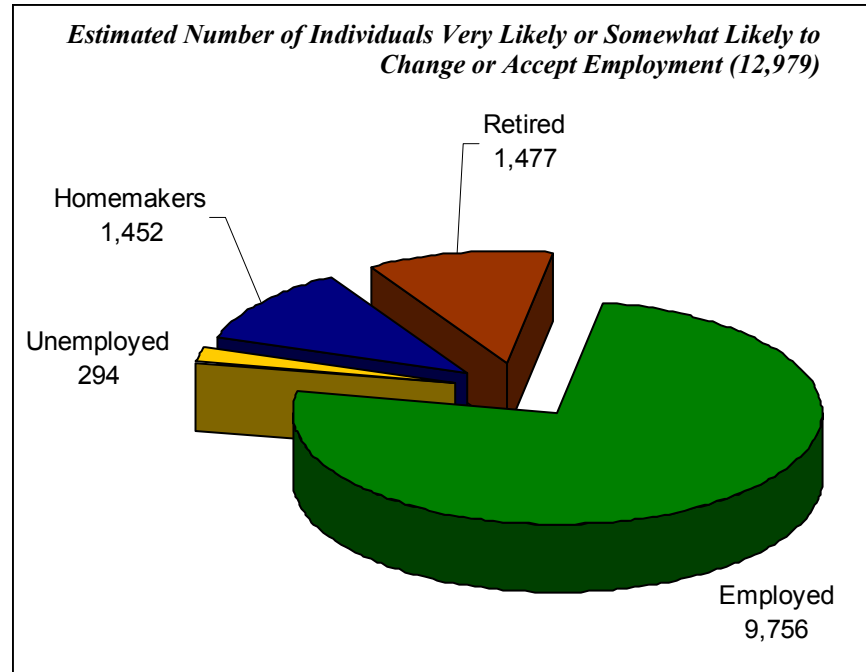
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Grundy Center, IA 50638
Phone: 319-825-3606
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Grundy County Laborshed Area

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 Grundy 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.

Total Potential Labor Force: 100,667 (entire Laborshed area)



Quick Facts:

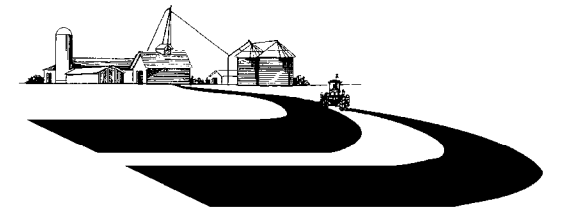
(Employed - willing to change employment)

- ▶ 17.1% working two or more jobs;
- ▶ Currently working an average of 41 hours per week;
- ▶ Average age is 42 years old;
- ▶ 32.5% currently working in production, construction, or material handling followed by 17.5% in professional and technical occupations;
- ▶ 28.6% interested in working a variety of work schedules (combination of 2nd, 3rd, or split shifts);
- ▶ Most frequently identified job search sources:
 - ▶ Local newspapers
 - ▶ Internet
 - ▶ Regional newspapers
 - ▶ Local Iowa Workforce Development Centers
- ▶ Seasonal employment opportunities would interest 34.1%, while 32.9% would consider a temporary employment offer.

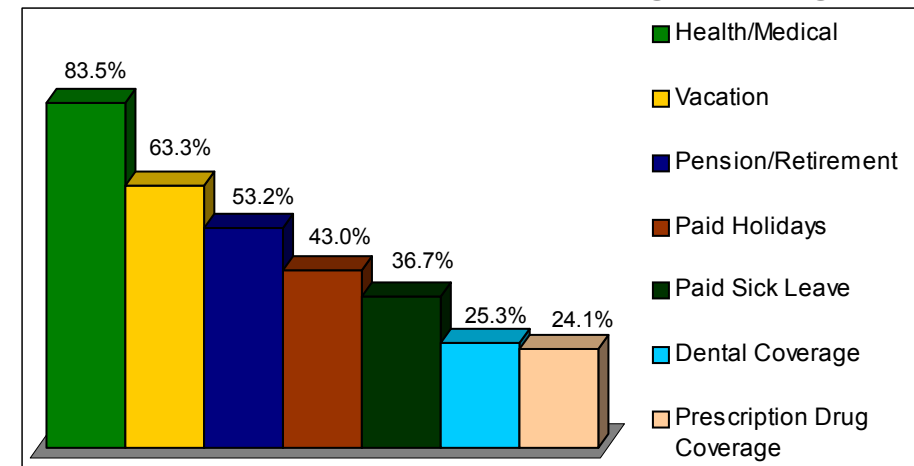
Industrial Classification of the Employed

Industry	% within Laborshed
Manufacturing	20.2%
Health Care & Social Services	15.2%
Wholesale & Retail Trade	12.2%
Education	10.3%
Government & Public Administration	8.0%
Finance, Insurance, & Real Estate	7.6%
Transportation, Communications, & Public Utilities	6.8%
Agriculture, Forestry, & Mining	6.1%
Professional Services	4.9%
Entertainment & Recreation	4.1%
Construction	3.4%

Survey respondents from the Grundy County 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 as shown in the table at left.



Benefits Desired When Considering a Change of Employment



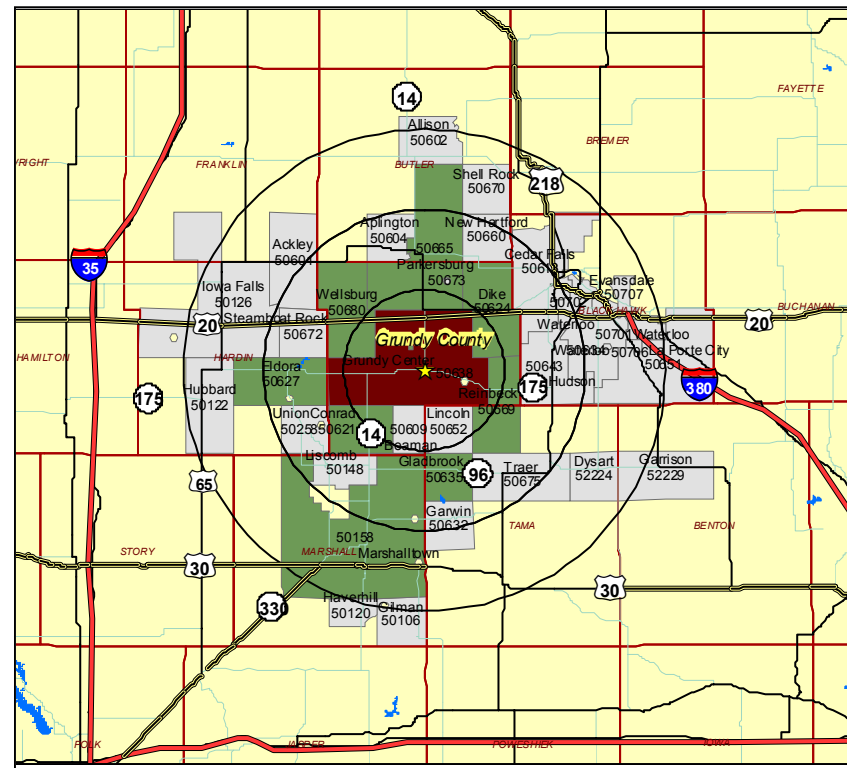
The survey provides the respondents an opportunity to identify employment benefits that are desired when considering a change of employment. The benefits shown at left represent the benefits identified most often by the percentage of responses.

Nearly three-fourths of the respondents, 74.2%, would prefer that employers share in the cost of the health/medical insurance premiums with employees, while almost one-fourth (24.2%) stated the employer covering the entire premium cost would be their preference when considering a change in employment.

Commuting Statistics

Those who are willing to change employment in the Grundy County Laborshed area are willing to commute an average of 27 miles one way for employment opportunities

- ▶ Zone 1 residents are willing to commute an average of 27 miles one way;
- ▶ Zone 2 residents are willing to commute an average of 31 miles one way;
- ▶ Zone 3 residents are willing to travel an average of 25 miles one way.

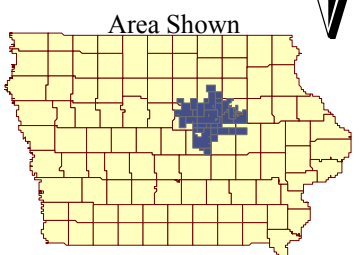


Legend

- ★ Grundy Center
- Interstate Highway
- 4-Lane US Highway
- US Highway
- State Highway

Commuter Concentration by Place of Residence

- Low (Zone 3)
- Moderate (Zone 2)
- High (Zone 1)



Education and Median Wages by Industry

Industry	Education			Median Wages (Overall)	
	Some Level Beyond High School	Undergraduate Degree	Postgraduate Degree	Salary Wages	Non-Salary Wages
Agriculture	68.4%	31.7%	5.3%	\$41,500/yr	\$8.50/hr
Construction	66.7%	8.3%	*	*	\$11.20/hr
Education	90.3%	74.2%	29.0%	\$40,000/yr	\$10.13/hr
Personal Services	50.0%	20.0%	10.0%	*	\$8.00/hr
Entertainment & Recreation	71.4%	14.3%	*	*	\$12.00/hr
Finance, Insurance, & Real Estate	71.4%	33.3%	9.5%	\$38,000/yr	\$10.00/hr
Government	60.0%	24.0%	4.0%	\$36,000/yr	\$15.56/hr
Health Care & Social Services	71.4%	18.3%	2.0%	*	\$12.00/hr
Manufacturing	35.5%	11.3%	3.2%	\$36,000/yr	\$12.00/hr
Professional Services	63.6%	22.7%	9.1%	*	\$10.00/hr
Transport., Comm., & Utilities	75.0%	25.0%	*	\$50,000/yr	\$11.50/hr
Wholesale/Retail Trade	43.9%	4.8%	2.4%	\$32,500/yr	\$7.63/hr

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

*Insufficient wage data