

Orange City/Alton, Iowa

Laborshed Analysis

Cherokee County

Lyon County

O'Brien County

Osceola County

Plymouth County

Sioux County



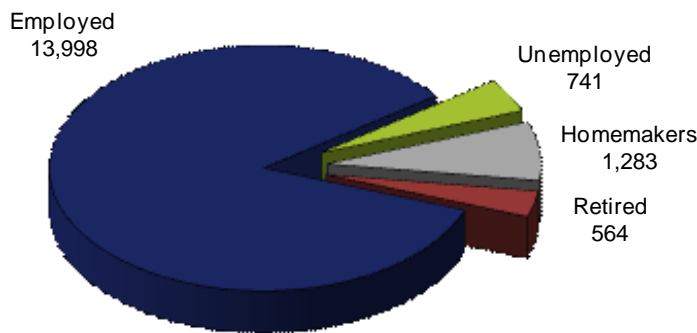
A Study of
Workforce Characteristics
Released March 2010

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 Orange City/Alton 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: 113,615 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment 16,586)



Quick Facts:

(Employed - willing to change employment)

- 16.1% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 42 years old;
- 26.4% currently working within the professional, paraprofessional, & technical occupational category followed by 21.8% within the service occupational category;
- Most frequently identified job search sources:
 - Local/Regional newspapers
Sioux City Journal
LeMars Daily Sentinel
 - Internet
www.iowaworkforce.org
www.google.com
www.monster.com
 - Networking through friends, family, and 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.

- 2.5% Inadequate hours (350 people)
- 2.7% Mismatch of skills (378 people)
- 1.2% Low income (168 people)
- 5.7% Total estimated underemployment (798 people)

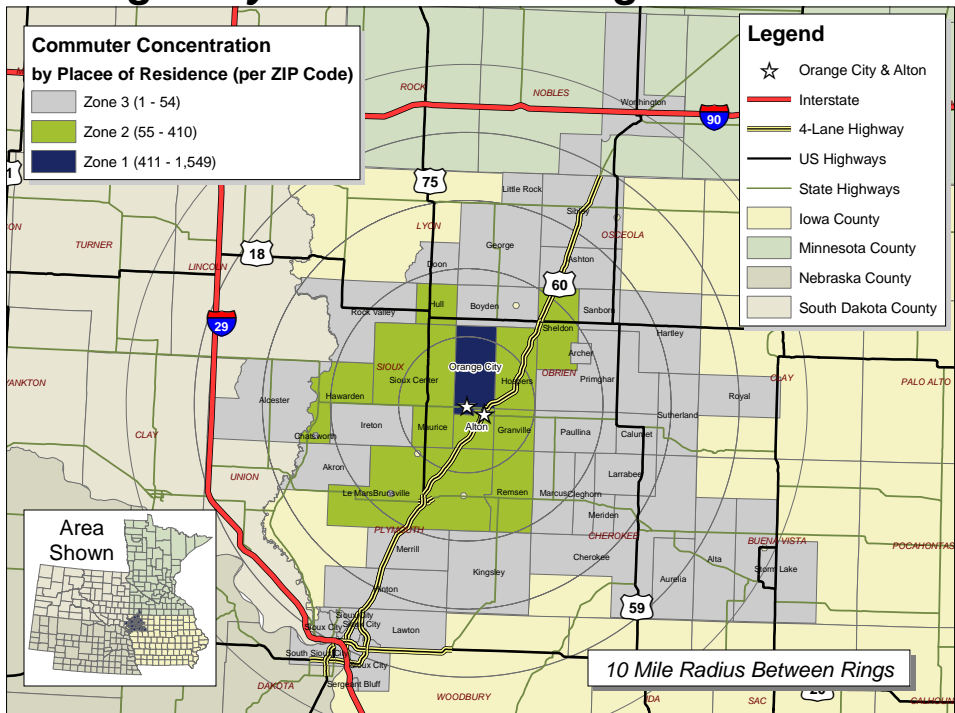
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	20.4%	19,400
Education	17.4%	16,547
Manufacturing	15.3%	14,550
Wholesale & Retail Trade	13.8%	13,123
Agriculture, Forestry, & Mining	8.4%	7,988
Personal Services	7.8%	7,417
Construction	5.7%	5,420
Public Administration & Government	4.2%	3,994
Transportation, Communications, & Public Utilities	2.7%	2,568
Finance, Insurance, & Real Estate	2.4%	2,282
Entertainment & Recreation	1.0%	951
Professional Services	0.9%	856

Survey respondents from the Orange City/Alton 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.

Orange City/Alton Commuting Area



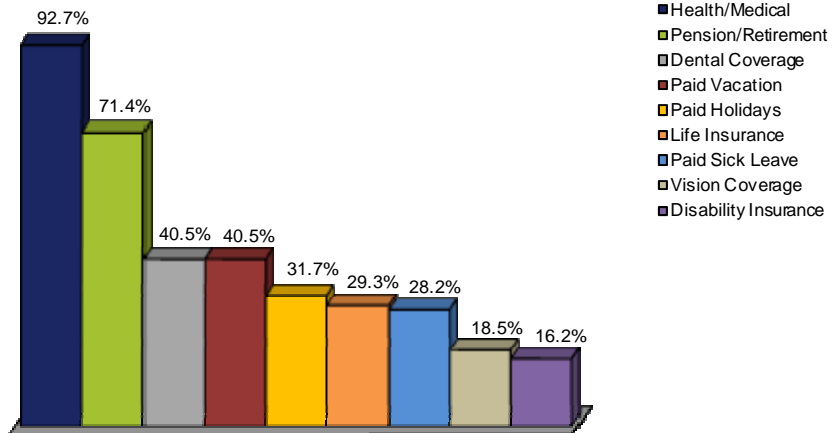
Commuting Statistics

The map at the left represents commuting patterns into Orange City/Alton with the concentration per ZIP code represented in the legend.

Those who are willing to change employment in the Orange City/Alton Laborshed area are willing to commute an average of 23 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 (75.1%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

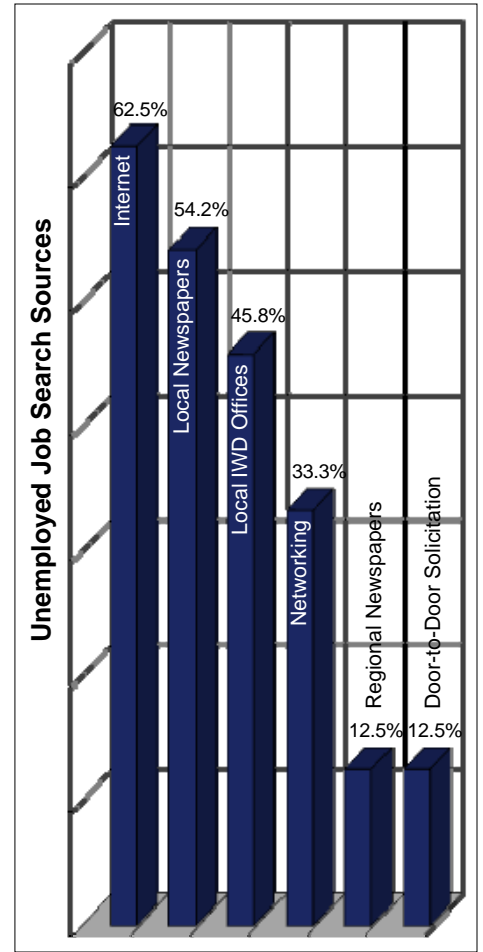
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	62.1%	17.2%	20.6%	\$46,500	\$13.00
Construction	64.0%	16.0%	12.0%	\$56,000	\$14.83
Manufacturing	54.7%	4.7%	28.2%	\$56,000	\$14.31
Transportation, Communication, & Utilities	63.6%	9.1%	18.2%	*	\$17.00
Wholesale & Retail Trade	54.1%	9.8%	16.4%	\$35,000	\$9.05
Finance, Insurance, & Real Estate	90.9%	9.1%	54.5%	*	\$10.50
Health Care & Social Services	88.0%	28.0%	40.1%	\$48,000	\$14.60
Personal Services	77.8%	7.4%	33.3%	\$18,000	\$11.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	87.5%	12.5%	37.5%	*	\$15.84
Public Administration & Government	81.2%	*	18.8%	*	\$15.38
Education	91.0%	3.0%	74.7%	\$48,000	\$11.00

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 741 unemployed individuals are willing to accept employment;
- Average age is 44 years old;
- 50.0% are male; 50.0% are female;
- Education:
 - 54.2% have an education beyond high school
 - 8.3% are trade certified
 - 4.2% have an associate degree
 - 16.7% have an undergraduate degree
 - 4.2% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$11.75/hr. with a median of the lowest wage of \$8.50;
- Willing to commute an average of 18 miles one way for the right opportunity;
- 79.2% expressed interest in temporary and 62.5% in seasonal employment opportunities;
- 41.7% 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
 - Paid sick leave
 - Paid holidays
 - Paid vacation
 - Dental coverage
 - Paid time off
 - Vision coverage
 - Life insurance
 - Disability insurance
 - Tuition assistance/reimbursement
 - Stock options
- 100% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Orange City/Alton Laborshed Analysis, contact:

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