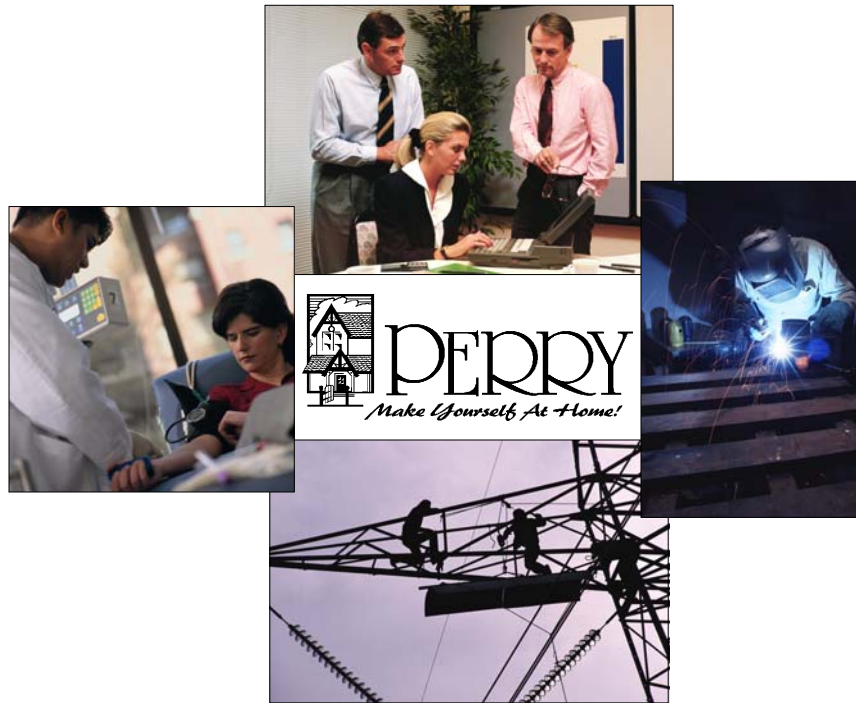


PERRY, IOWA LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

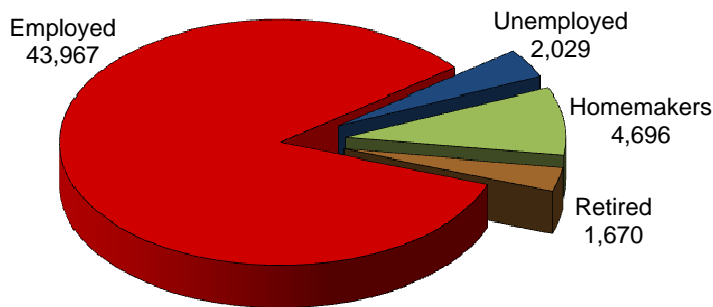
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Laborshed Studies

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 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: 292,375 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (52,362)



Quick Facts:

(Employed - willing to change employment)

- 11.8% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 42 years old;
- 29.4% currently working within the professional, paraprofessional, & technical occupational category followed by 27.5% within the production, construction, & material handling occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.careerbuilder.com
 - www.craigslist.org
 - Local/Regional Newspapers
 - *The Des Moines Register*
 - *The Perry Chief*
 - 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.

- 2.0% Inadequate hours (879 people)
- 2.0% Mismatch of skills (879 people)
- 2.5% Low income (1,099 people)
- 5.2% Total estimated underemployment (2,286 people)

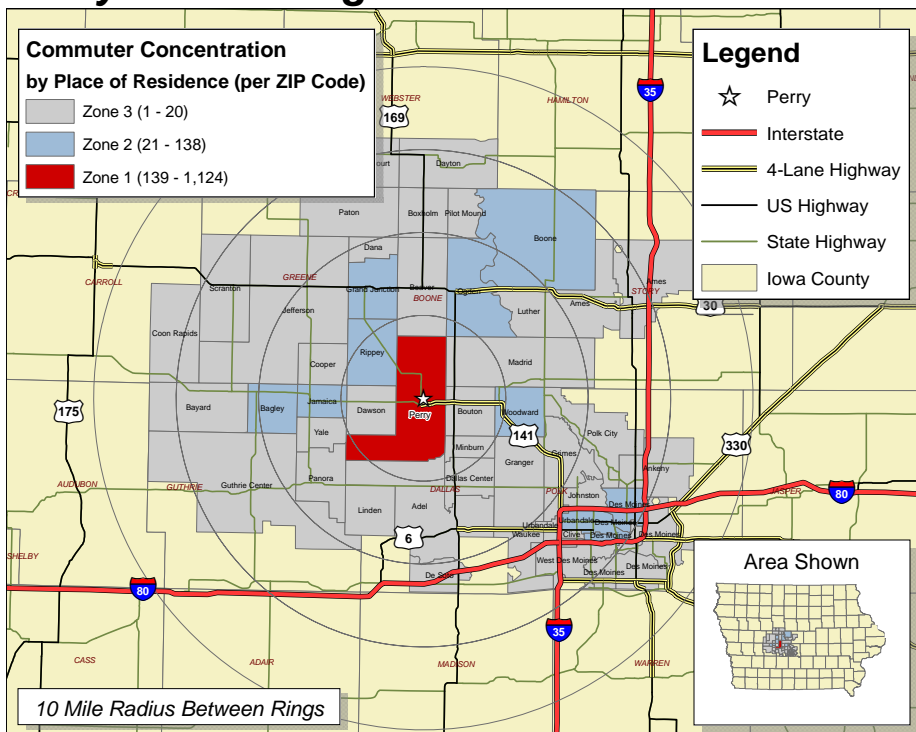
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Health Care & Social Services	14.6%	30,137
Public Administration & Government	14.6%	30,137
Education	13.6%	28,073
Finance, Insurance, & Real Estate	13.1%	27,041
Wholesale & Retail Trade	12.6%	26,009
Transportation, Communication, & Utilities	9.6%	19,816
Manufacturing	6.1%	12,591
Professional Services	4.5%	9,289
Personal Services	4.0%	8,257
Agriculture	3.6%	7,431
Construction	2.1%	4,335
Entertainment & Recreation	1.6%	3,303

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 and public administration industries as shown in the table at left.

Perry Commuting Area



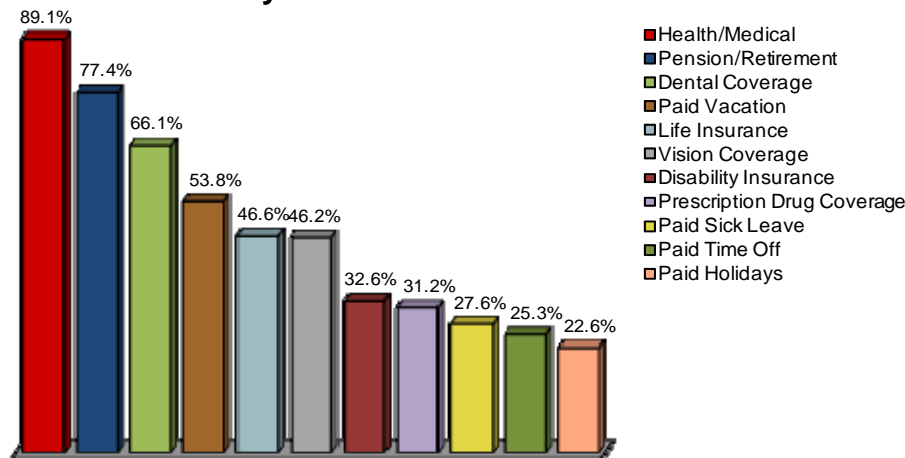
Commuting Statistics

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 22 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 (75.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 19.4 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

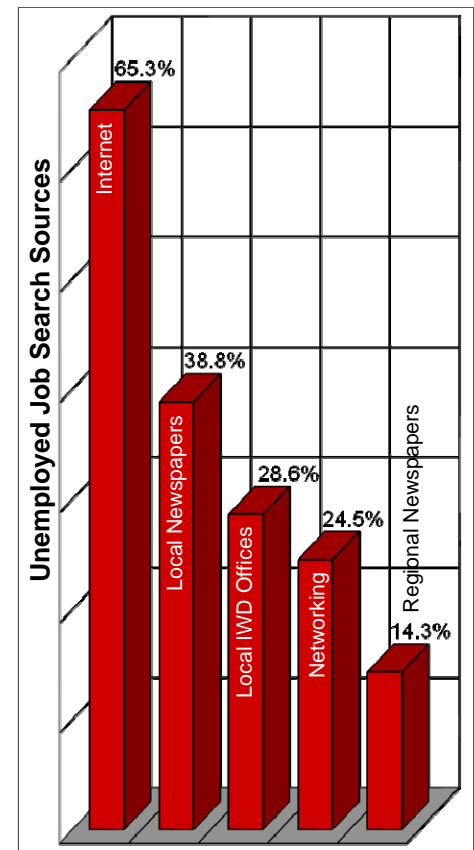
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	80.0%	30.0%	20.0%	*	\$9.38
Construction	76.9%	7.7%	23.1%	*	\$19.82
Manufacturing	55.6%	5.6%	33.3%	\$44,000	\$13.07
Transportation, Communication, & Utilities	83.3%	12.5%	33.3%	\$58,250	\$13.30
Wholesale & Retail Trade	57.5%	5.0%	32.5%	\$50,000	\$10.43
Finance, Insurance, & Real Estate	93.5%	22.6%	42.0%	\$59,000	\$13.00
Health Care & Social Services	79.5%	13.6%	20.4%	\$50,000	\$15.28
Personal Services	*	*	*	*	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	73.3%	*	46.6%	*	\$11.15
Public Administration & Government	75.0%	8.3%	47.3%	\$66,500	\$19.32
Education	84.2%	5.3%	65.8%	\$43,500	\$12.43

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 2,029 unemployed individuals are willing to accept employment;
- Average age is 43 years old;
- 55.1% are female; 44.9% are male;
- Education:
 - 73.5% have an education beyond high school
 - 4.1% have are trade certified
 - 12.2% have an associate degree
 - 20.4% have an undergraduate degree
 - 4.1% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$13.00 to \$15.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 25 miles one way for the right opportunity;
- 73.5% expressed interest in temporary and 69.4% in seasonal employment opportunities;
- 67.3% 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
 - Dental coverage
 - Paid vacation
 - Vision coverage
 - Prescription drug coverage
 - Life insurance
 - Disability insurance
 - Paid sick leave
 - Paid time off
 - Flextime
 - Tuition assistance/reimbursement
- 79.5% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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