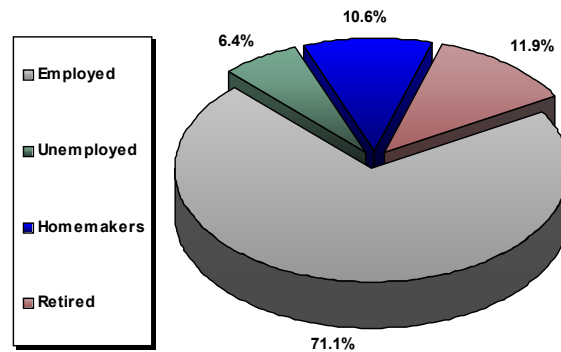


All of the information reported in this brochure reflects answers collected from either survey respondents or population estimates, ages 18-64, living in the Laborshed. For additional labor market information, visit the Iowa Workforce Development Web site at: [WWW.IOWAWORKFORCE.ORG](http://WWW.IOWAWORKFORCE.ORG)



## NOT CURRENTLY EMPLOYED

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

### UNEMPLOYED:

- ⇒ An estimated 628 unemployed are willing to accept employment;
- ⇒ 55.6 percent are female;
- ⇒ Median age is 35 years, 44.4 percent of the unemployed are age 18 to 24 years;
- ⇒ 81.8 percent desire full-time hours;
- ⇒ Willing to commute an average of 26 miles one way;
- ⇒ Have an estimated wage threshold of \$8.58 to \$9.75 per hour;
- ⇒ Experiences in maintenance, production, clerical, service and agriculture related occupations;
- ⇒ 20.0 percent would consider positions that require a variety of work schedules (combinations of 2nd, 3rd, or split shifts);
- ⇒ Sources for seeking employment include: local newspapers, Iowa Workforce Development centers, the Internet, regional newspapers and private employment services;
- ⇒ Reasons and obstacles for being/remaining unemployed include: continuing education/training.

### HOMEMAKERS:

- ⇒ An estimated 427 homemakers are willing to accept employment;
- ⇒ Have prior work experience in service and sales occupations;
- ⇒ 58.8 percent have education/training beyond high school;
- ⇒ Median age is 37 years;
- ⇒ Willing to commute an average of 30 miles one way for employment;
- ⇒ Have an estimated wage threshold of \$8.23 to \$10.00 per hour;
- ⇒ Very interested in job team and cross training work environments as well as working varied shifts (combinations of 2nd, 3rd or split shifts);
- ⇒ Looking for employment opportunities by utilizing the local newspaper, regional newspapers, networking, the Internet, TV/radio, and Iowa Workforce Development centers;
- ⇒ Benefits that would influence decision to enter workforce include: health, dental, vacation, and pension/retirement options.

### RETIRED PERSONS (18-64 YEARS OF AGE):

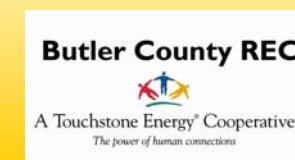
- ⇒ An estimated 569 retired people are willing to accept employment;
- ⇒ Willing to commute an average of 25 miles one way;
- ⇒ Have an estimated wage threshold of \$11.84 to \$13.00 per hour;
- ⇒ Educated pool of available labor, 30.8 percent have an undergraduate degree, 23.1 percent possess a graduate/professional degree;
- ⇒ Looking for part-time seasonal and temporary employment opportunities;
- ⇒ 83.3 percent would be interested in job sharing work environments;
- ⇒ Prior work experiences include: counselor, nurse, office assistant, engineer and maintenance;
- ⇒ Primary sources for seeking employment is local newspapers, regional newspapers, the Internet/www, networking, and Iowa Workforce Development centers.

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.

# BUTLER COUNTY

## Laborshed Survey & Analysis 2003

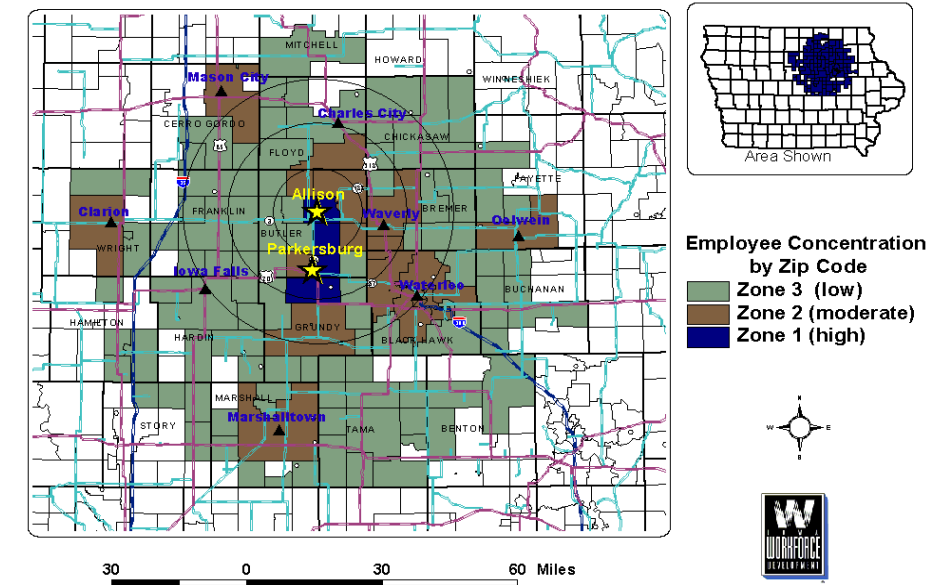
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# WHAT IS A LABORSHED?

**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 Butler 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.

## Employee Commuting Patterns for Butler County



### LABORSHED POTENTIAL LABORFORCE

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

Employed	4,348
Unemployed	628
Homemakers	427
Retirees	569
<b>Total</b>	<b>5,972</b>

### Wage Thresholds:

Wages can be a deciding factor in order for some to consider changing or entering into employment.

Are your wages competitive? 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	\$10.32 - \$10.50/hr
Construction	\$12.05 - \$13.63/hr
Manufacturing	\$12.12 - \$12.40/hr
Transportation, Communication, Public Utilities	\$14.07 - \$14.67/hr
Wholesale & Retail Trade	\$8.15 - \$8.55/hr
Finance, Insurance, Real Estate & Professional Services	\$11.17 - \$11.52/hr
Health Care/Social Services	\$16.47 - \$20.30/hr
Personal, Entertainment & Recreational Services	\$11.75 - \$12.00/hr
Public Administration, Government	\$59,840 - \$60,000/yr

### Highlights:

Who's coming to Butler County?

- ⇒ Trained and educated (64.4% education/training beyond high school) employed workforce;
- ⇒ College educated (24.4% have obtained college education);
- ⇒ Employed are multi-task oriented and are open to various different routines ranging from frequently changing to set tasks;
- ⇒ The employed are interested in cross-training and job team work environments;
- ⇒ There is interest (17.5%) amongst the employed, willing to change, to work a variety of work schedules (combinations of 2nd, 3rd, or split shifts).

### Commuting:

The employed willing to change employment residents of the Butler County area are willing to commute great distances for the right employment opportunity.

- ⇒ Zone 1 residents are willing to commute an average of 28 miles one way;
- ⇒ Zone 2 residents are willing to commute an average of 26 miles one way;
- ⇒ Zone 3 residents are willing to travel an average of 24 miles one way;

Overall, half (54.9%) of the employed are willing to commute more than 21 miles one way.

### Out-commuters:

Less than half of the residents who live in Allison, commute outside of Allison for employment (40.0%) while 67.4 percent of those who live in Parkersburg, commute outside Parkersburg for employment. They are taking with them skills in the areas of clerical, machining, marketing, sales, management, production operations and education. Additional characteristics of out-commuters in the Butler County area:

- ⇒ More than half (55.3%) of those commuting out of Allison/Parkersburg for employment are willing to change;
- ⇒ Education levels: 80.8% have education/technical training beyond high school, 34.6% have a college degree and 11.5% have graduate/professional education;
- ⇒ Wage thresholds: \$12.90 to \$15.00 per hour;
- ⇒ Out-commuters are willing to travel an average of 28 miles one way.

The out-commuters of Butler County represent a highly educated, skilled group of available labor who are willing to change for the right opportunity.

### Underemployed:

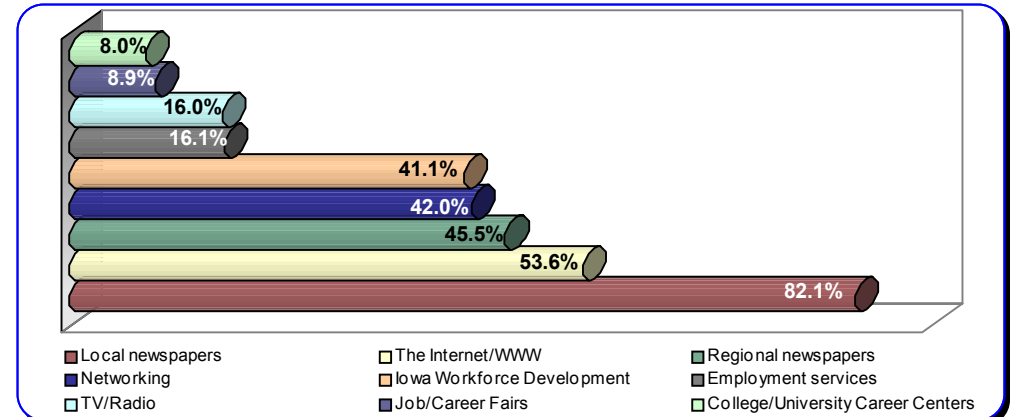
This group of available labor in the Butler County area is comprised of those individuals who are underemployed due to inadequate hours (those working less than 35 hours/week but desiring more hours), low income (those working at wages equal to or less than the national poverty level), and mismatch of 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). Double counting has been eliminated. Therefore, individuals may be underemployed for more than one reason, however they are only counted once.

- ⇒ 4.7 percent (approximately 204 people) are underemployed due to inadequate hours;
- ⇒ 7.9 percent (approximately 343 people) are underemployed due to a mismatch of skills;
- ⇒ 1.2 percent (approximately 52 people) are underemployed due to low income;
- ⇒ Wage threshold is \$9.06 to \$12.00 per hour;
- ⇒ 67.4% have education/training beyond high school, with 34.7% having obtained an undergraduate degree;
- ⇒ Willing to commute 27 miles one way.

The underemployed in the Butler County area represent an underutilized segment of the workforce population that tend to be higher educated and possess a greater desire to change (65.3%).

**For more information regarding the Butler County Area Laborshed Study contact:**  
Butler County Resource & Development Group  
P.O. Box 403, Allison, IA 50602, T: (319) 267-2858  
E-mail: bcrdg@netins.net  
Web: www.butlercoiowa.org

### Job search sources:



### Educational Degrees/Fields of Study/Certifications/Vocational Trades:

Field of Study	% of Laborshed willing to change/accept employment
Computer Applications (A.A./Certificate/Diploma)	1.9%
Medical Technical (A.A./Certificate/Diploma)	13.0%
Business Administrative Support (A.A./Certificate/Diploma)	16.7%
Trade	13.0%
Social Sciences (A.A./Certificate/Diploma)	3.7%
General/Liberal Arts	11.1%
Medical Professional (B.S./B.A./M.A./M.S./Ph.d)	1.9%
Business & Public Administration/Marketing (B.A./B.S./M.A)	3.7%
Social Sciences (B.S./B.A./M.A./M.S./Ph.d)	5.6%
Education	14.8%
Engineering/Architecture	9.3%
Science/Math/Agriculture	5.6%