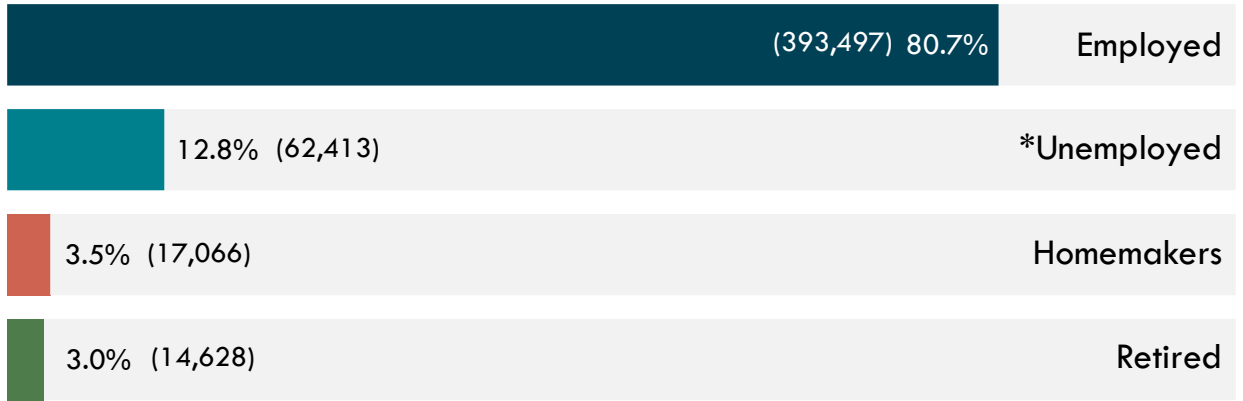


GRINNELL LABORSHED ANALYSIS

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

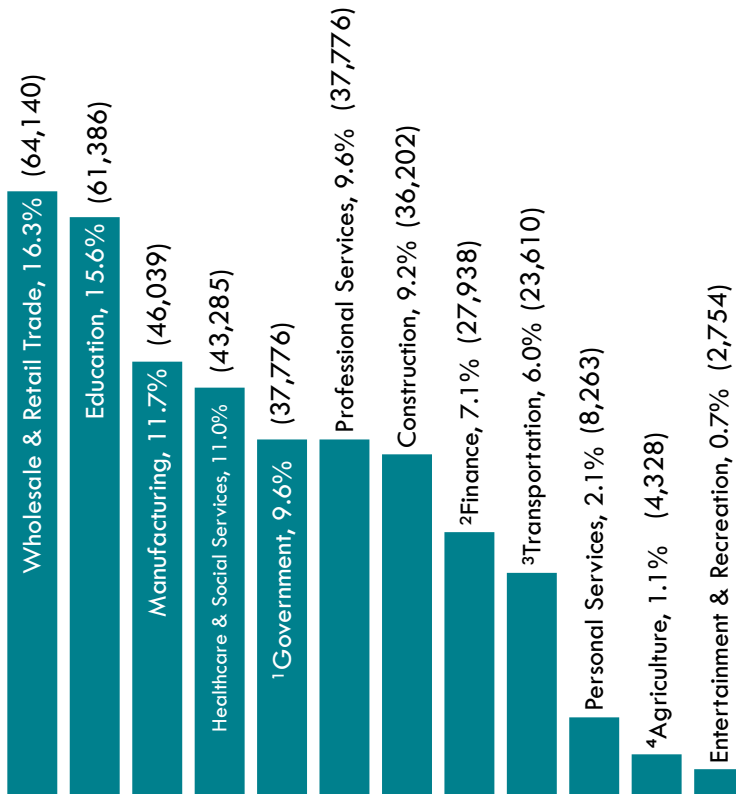


*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

*Totals may vary due to rounding.



BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)*



¹Public Administration, Government

²Finance, Insurance, & Real Estate

³Transportation, Communications, & Utilities ⁴Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

| | | |
|--|----------------------------|-------|
| | Health/Medical Insurance | 91.9% |
| | Paid Vacation | 91.5% |
| | Pension/Retirement/401K | 89.1% |
| | Dental Coverage | 86.3% |
| | Paid Holiday | 82.7% |
| | Life Insurance | 80.6% |
| | Vision Coverage | 79.4% |
| | Disability Insurance | 79.0% |
| | Flex Spending Account | 64.1% |
| | Prescription Drug Coverage | 56.5% |

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Grinnell Laborshed area.

The employed are currently commuting an average of—

14

miles one-way for an employment opportunity

19
minutes

&

EMPLOYED: LIKELY TO CHANGE

• An estimated **18,791** employed individuals are likely to change their current employment situation for an opportunity in Grinnell

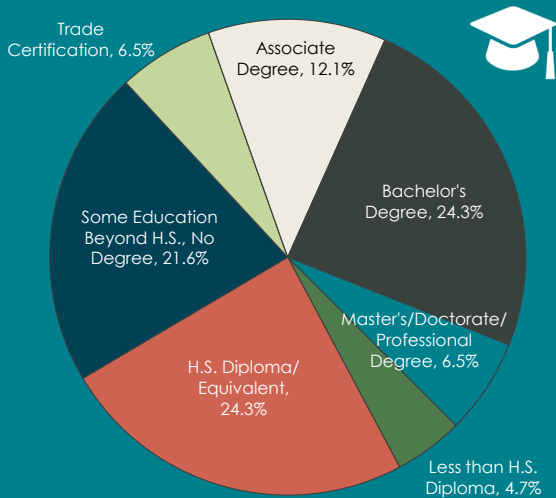
• Current occupational categories:

| | |
|--|-------|
| Professional, Paraprofessional, Technical | 29.8% |
| Production, Construction, Material Moving | 28.8% |
| Managerial | 12.5% |
| Sales | 10.6% |
| Clerical | 9.6% |
| Service | 7.7% |
| Agricultural | 1.0% |

• Current median wages: \$

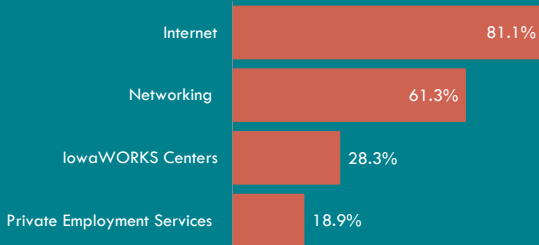
- \$18.65/hour and \$67,000/year
- \$25.00/hour - attracts 66%
- \$26.50/hour - attracts 75%

• 71.0% have an education beyond HS



• **32.7% are actively seeking employment**

• Most frequently identified job search resources:



• Top sites:



• Top newspapers:



• Commute:

- Currently commuting an average of **15 miles/21 minutes** (one-way) to work
- Willing to commute an average of **25 miles/35 minutes** (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

• An estimated **1,442** unemployed individuals are likely to accept employment in Grinnell

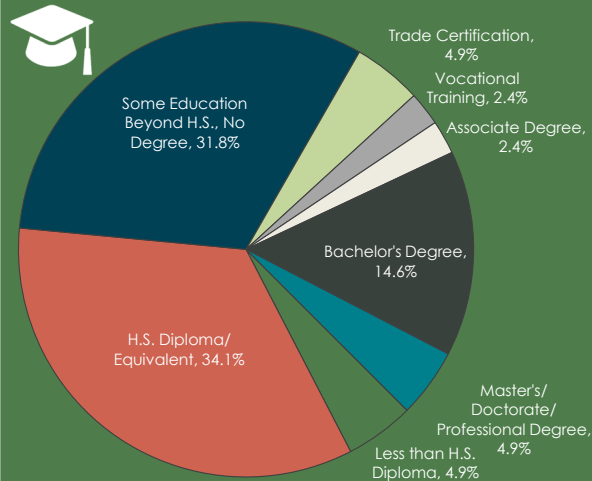
• Former occupational categories:

| | |
|--|-------|
| Production, Construction, Material Moving | 28.9% |
| Sales | 21.1% |
| Professional, Paraprofessional, Technical | 15.8% |
| Service | 15.8% |
| Managerial | 10.5% |
| Clerical | 7.9% |
| Agricultural | 0.0% |

• Median wages: \$

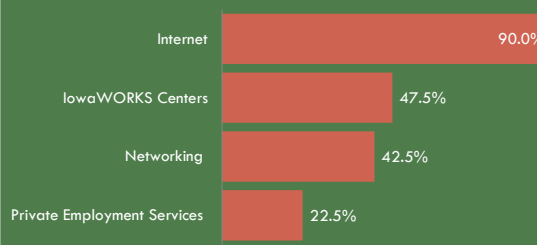
- \$14.00/hour - lowest willing to accept
- \$15.76/hour - attracts 66%
- \$17.50/hour - attracts 75%

• 61.0% have an education beyond HS



• **48.8% are actively seeking employment**

• Most frequently identified job search resources:



• Top sites:



• Top newspapers:



• Commute:

- Willing to commute an average of **27 miles/34 minutes** (one-way) to work



The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Grinnell is estimated at **18.7 percent**—approximately **1,076 people** living in Grinnell work in other communities.

Most of those who are out commuting are working in Newton and Marshalltown.

Over two-fifths (**45.0%**) of out commuters are likely to change employment (approximately **484 people**).

55.0% earn an annual salary—median salary is **\$64,000/year**

40.0% earn an hourly wage—median wage is **\$20.75/hour**



EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

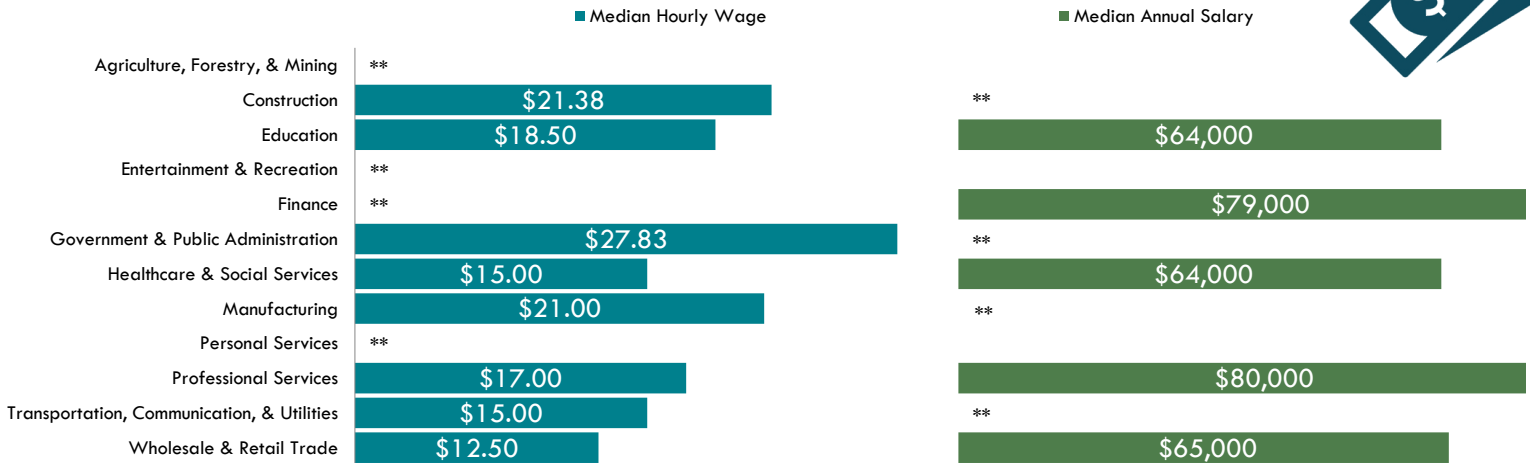
Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.



| Industry | Education Beyond HS | Some Education Beyond HS, No Degree Obtained | Trade Certification/Vocational Training | Associate Degree | Bachelor's Degree or Above |
|--|---------------------|--|---|------------------|----------------------------|
| Agriculture, Forestry, & Mining | ** | ** | ** | ** | ** |
| Construction | 42.8% | 21.4% | 14.3% | 7.1% | 0.0% |
| Education | 90.9% | 18.2% | 0.0% | 0.0% | 72.7% |
| Entertainment & Recreation | ** | ** | ** | ** | ** |
| Finance, Insurance, & Real Estate | 62.5% | 0.0% | 0.0% | 12.5% | 50.0% |
| Government & Public Administration | 100% | 36.3% | 18.2% | 9.1% | 36.4% |
| Healthcare & Social Services | 81.4% | 18.8% | 12.5% | 6.3% | 43.8% |
| Manufacturing | 41.2% | 5.9% | 0.0% | 5.9% | 29.4% |
| Personal Services | ** | ** | ** | ** | ** |
| Professional Services | 79.0% | 26.3% | 5.3% | 15.8% | 31.6% |
| Transportation, Communication, & Utilities | 66.6% | 44.4% | 0.0% | 11.1% | 11.1% |
| Wholesale & Retail Trade | 58.8% | 35.3% | 2.9% | 8.8% | 11.8% |

Top percentages among industries per education level are highlighted in the table. **Insufficient survey data/refused

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT



**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

| | Percent Surveyed | Estimated Total | | Percent Surveyed | Estimated Total |
|------------------|------------------|-----------------|--------------------|------------------|-----------------|
| Inadequate Hours | 3.0% | 564 | Mismatch of Skills | 5.4% | 1,015 |
| Low Income | 1.0% | 188 | Σ †Total | 8.6% | 1,616 |

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

Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.



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