

# Monroe County, Iowa Laborshed Analysis

Albia Industrial Development Corporation  
"Serving Albia & Monroe County Since 1956"



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A Study of Workforce Characteristics  
*Released January 2008*

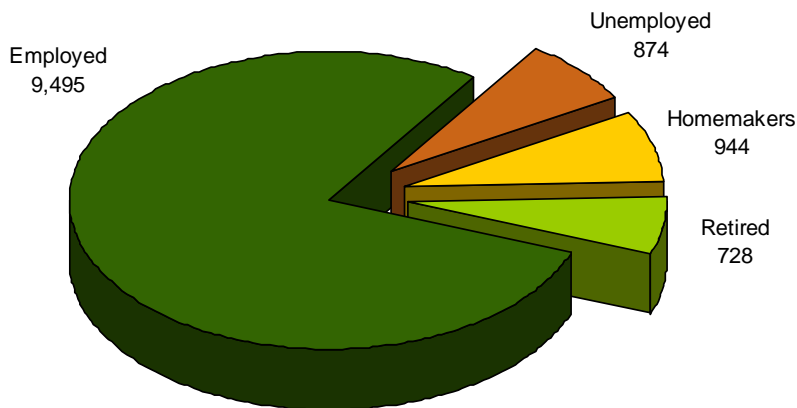
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# Laborshed Studies

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 Monroe 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. *See contact information on back.*

**Total Potential Labor Force: 60,906 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (12,041)**



## Quick Facts:

*(Employed - willing to change employment)*

- 16.9% are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 44 years old;
- 42.4% currently working in production, construction, or material handling occupations and 25.4% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
  - Local/Regional newspapers
  - Internet
    - www.monster.com
    - www.iowaworkforce.org
  - Local Iowa Workforce Development Centers
  - Networking through friends, family, or acquaintances

## 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.

- 1.7% Inadequate hours (161 people)
- 1.2% Low income (114 people)
- 2.2% Mismatch of skills (209 people)
- 4.2% Total estimated underemployment (399 people)

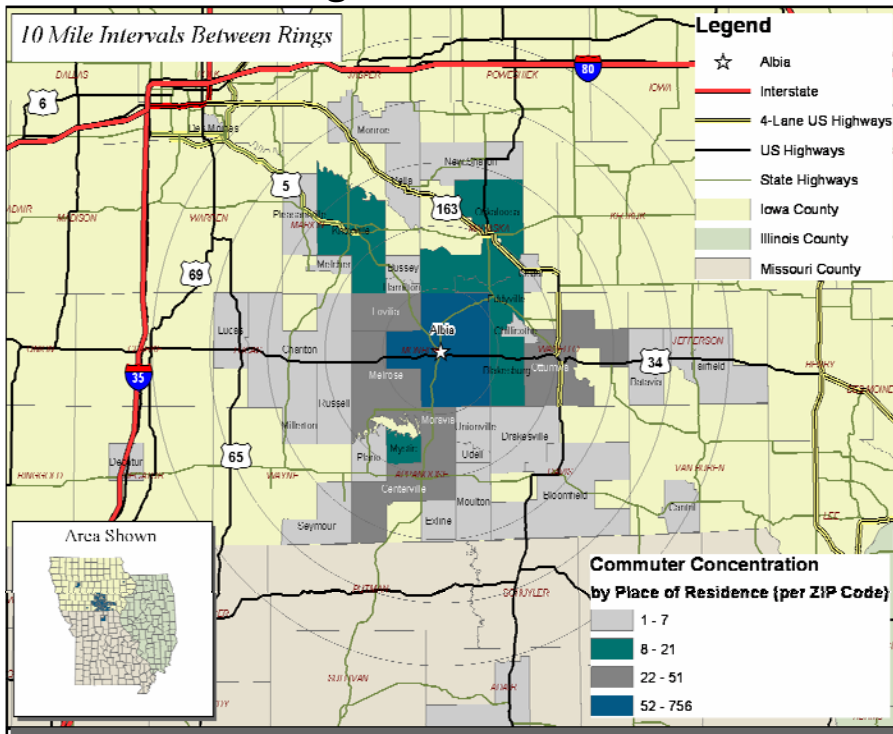
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

| Industry                                   | % of Laborshed | # of Employed |
|--|----------------|---------------|
| Manufacturing                              | 21.2%          | 10,175        |
| Health Care & Social Services              | 16.5%          | 7,919         |
| Education                                  | 11.7%          | 5,615         |
| Wholesale & Retail Trade                   | 10.8%          | 5,183         |
| Public Administration & Government         | 7.6%           | 3,648         |
| Construction                               | 7.0%           | 3,360         |
| Professional Services                      | 7.0%           | 3,360         |
| Transportation, Communication, & Utilities | 6.3%           | 3,024         |
| Finance, Insurance, & Real Estate          | 5.1%           | 2,448         |
| Agriculture                                | 3.8%           | 1,824         |
| Personal Services                          | 1.9%           | 912           |
| Entertainment & Recreation                 | 0.9%           | 432           |

Survey respondents from the Monroe 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.

# Albia Commuting Area



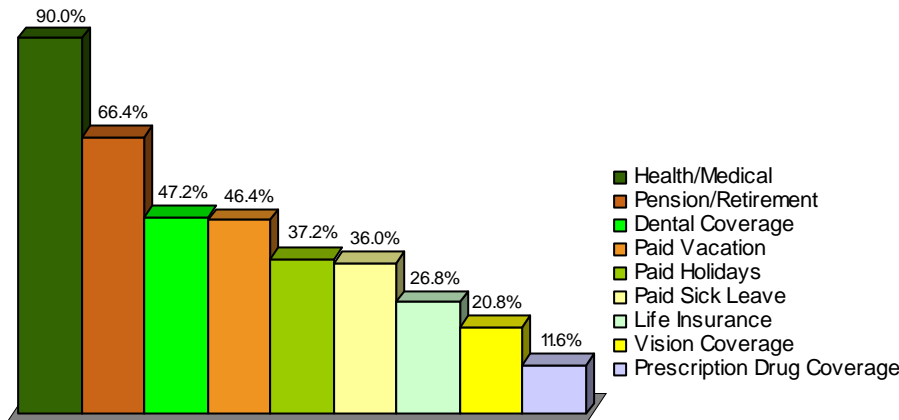
## Commuting Statistics

The map at the left represents commuting patterns into Albia with the concentration per ZIP code represented in the legend.

Those who are willing to change employment in the Monroe County Laborshed area are willing to commute an average of 28 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 (70.9%) of respondents are currently sharing the cost of premiums with the employer. However, 25.5 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

## Education and Median Wage Characteristics by Industry

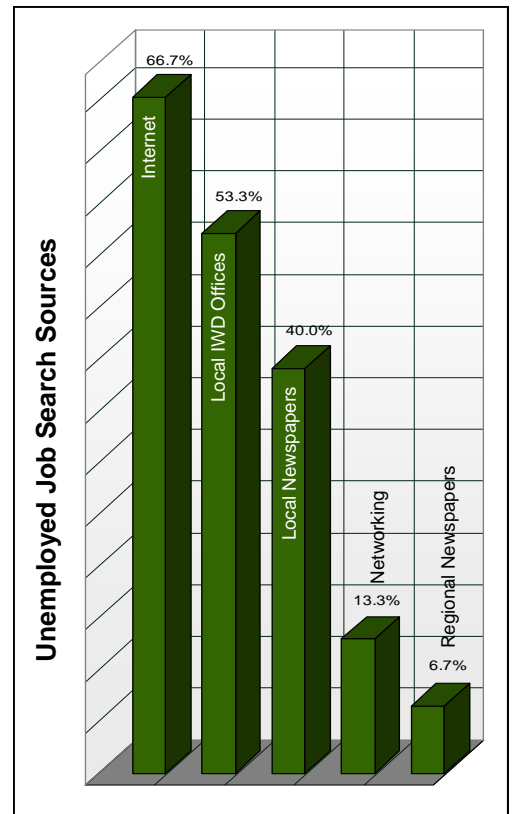
| Industry                                   | Education                     |                  |                                | Median Wages            |                             |
|--|-------------------------------|------------------|--------------------------------|-------------------------|-----------------------------|
|  | Some Level Beyond High School | Associate Degree | Undergraduate Degree or Higher | Salary Wages (per year) | Non-Salary Wages (per hour) |
| Agriculture                                | 76.5%                         | 17.6%            | 35.3%                          | \$40,000                | \$9.88                      |
| Construction                               | 64.0%                         | 4.0%             | 12.0%                          | \$42,500                | \$16.00                     |
| Manufacturing                              | 52.3%                         | 17.4%            | 8.1%                           | \$47,500                | \$14.00                     |
| Transportation, Communication, & Utilities | 57.1%                         | 10.7%            | 25.0%                          | \$44,000                | \$15.13                     |
| Wholesale & Retail Trade                   | 39.6%                         | *                | 16.6%                          | \$33,000                | \$7.75                      |
| Finance, Insurance, & Real Estate          | 80.0%                         | 20.0%            | 30.0%                          | \$42,500                | *                           |
| Health Care & Social Services              | 78.3%                         | 33.3%            | 23.4%                          | \$48,500                | \$12.10                     |
| Personal Services                          | 55.6%                         | 22.2%            | 33.3%                          | \$30,000                | \$7.95                      |
| Professional Services                      | 48.3%                         | 10.3%            | 20.7%                          | \$35,500                | \$15.00                     |
| Public Administration & Government         | 55.2%                         | 3.4%             | 27.5%                          | \$47,500                | \$18.00                     |
| Education                                  | 78.1%                         | 9.3%             | 62.9%                          | \$40,000                | \$10.50                     |

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 874 unemployed individuals are willing to accept employment;
- Average age is 43 years old;
- Education:
  - 62.5% have an education beyond high school
  - 12.5% have an associate degree
  - 12.5% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.85 to \$12.00/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 33 miles one way for the right opportunity;
- 43.8% expressed interest in seasonal, and 43.8% in temporary employment opportunities;
- 37.5% 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
  - Disability insurance
  - Prescription drug coverage
  - Vision coverage
  - Life insurance
  - Flextime
- 66.7% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Monroe County Laborshed Study, contact:

Albia Industrial Development Corporation  
Bates Building  
1 Benton Ave West  
Albia, IA 52531  
Phone: 641-932-7233  
Fax: 641-932-3044  
Email: [aidc@iowatelecom.net](mailto:aidc@iowatelecom.net)  
[www.albiaindustrial.com](http://www.albiaindustrial.com)



This information is analyzed and compiled by the  
Iowa Workforce Development  
Research & Strategic Initiatives Unit  
1000 E. Grand Avenue, Des Moines, Iowa 50319  
(515) 281-4896  
[www.iowaworkforce.org](http://www.iowaworkforce.org)