

# 2007



## LABORSHED SURVEY & ANALYSIS



**Oskaloosa**<sup>SM</sup>  
PRIDE, PROGRESS AND TRADITION

MAHASKA COUNTY

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A Study of Workforce Characteristics  
*Released March 2007*

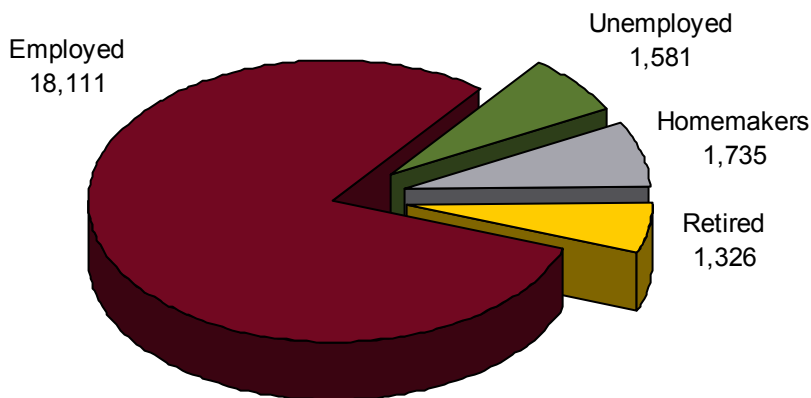
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# Laborshed Studies

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 Mahaska 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: 103,788 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (22,753)**



## Quick Facts:

*(Employed - willing to change employment)*

- 2.6% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 44 years old;
- 30.3% currently working in professional, paraprofessional, or technical occupations followed by 28.9% in production, construction, or material handling occupations;
- Most frequently identified job search sources:
  - Local/Regional newspapers
  - Local Iowa Workforce Development Centers
  - Internet
    - [www.monster.com](http://www.monster.com)
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
    - [www.careerbuilder.com](http://www.careerbuilder.com)
  - 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.

- 2.0% Inadequate hours (362 people)
- 2.0% Low income (362 people)
- 0.7% Mismatch of skills (127 people)
- 4.0% Total estimated underemployment (724 people)

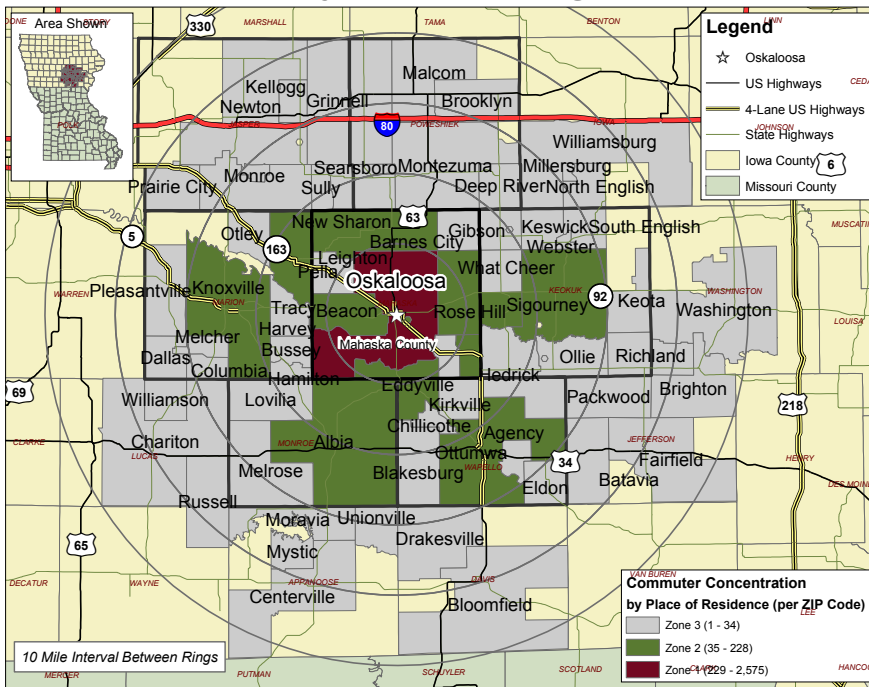
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	25.2%	20,531
Health Care & Social Services	11.6%	9,451
Public Administration & Government	11.0%	8,962
Education	10.4%	8,473
Wholesale & Retail Trade	9.7%	7,903
Finance, Insurance, & Real Estate	8.2%	6,681
Professional Services	6.6%	5,377
Agriculture	4.1%	3,340
Personal Services	4.1%	3,340
Construction	3.8%	3,096
Transportation, Communication, & Utilities	3.8%	3,096
Entertainment & Recreation	1.3%	1,059

Survey respondents from the Mahaska 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.

# Mahaska County Commuting Area



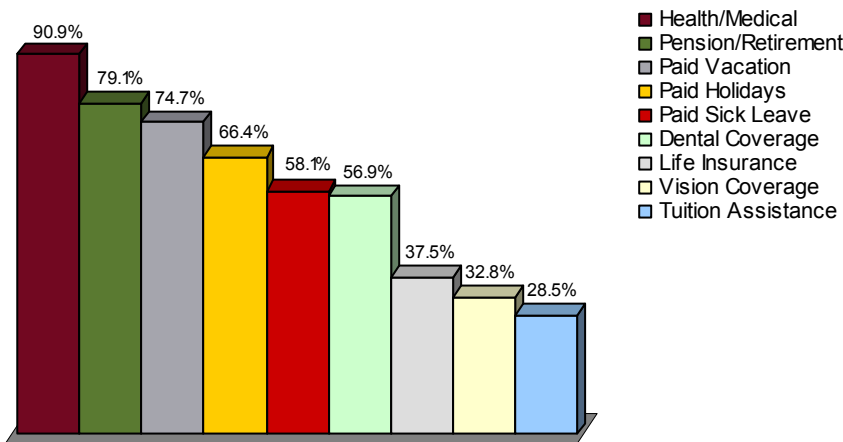
## Commuting Statistics

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

Those who are willing to change employment in the Mahaska County Laborshed area are willing to commute an average of 24 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 (83.0%) of respondents are currently sharing the cost of premiums with the employer. However, 13.5 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

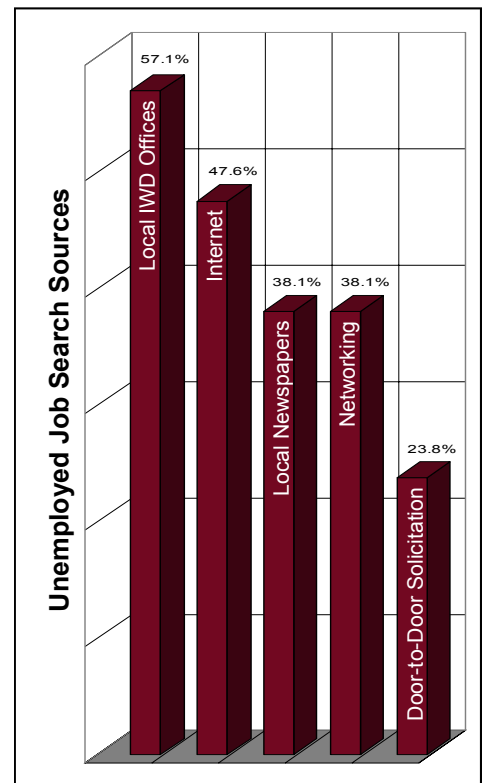
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	47.1%	5.9%	23.5%	\$35,000	\$9.03
Construction	25.0%	*	6.3%	\$50,000	\$20.00
Manufacturing	43.7%	5.2%	18.7%	\$62,500	\$15.12
Transportation, Communication, & Utilities	64.7%	11.8%	11.8%	*	\$13.00
Wholesale & Retail Trade	39.6%	7.5%	5.7%	\$33,000	\$8.00
Finance, Insurance, & Real Estate	71.4%	21.4%	21.4%	\$52,500	\$12.25
Health Care & Social Services	70.2%	14.9%	34.1%	\$39,000	\$15.00
Personal Services	60.0%	13.3%	20.1%	*	\$8.35
Entertainment & Recreation	83.3%	33.3%	33.3%	\$28,400	*
Professional Services	71.4%	21.4%	21.4%	\$28,000	\$12.20
Public Administration & Government	65.1%	11.6%	27.9%	\$54,000	\$17.51
Education	86.1%	16.7%	58.3%	\$40,000	\$10.83

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 1,581 unemployed individuals are willing to accept employment;
- Average age is 43 years old;
- Education:
  - 43.5% have an education beyond high school
  - 17.4% have an associate degree
  - 4.3% completed vocational training
  - 8.6% have an undergraduate degree
  - 4.3% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.52 to \$14.75/hr. with a median of the lowest wage of \$8.00/hr.;
- Willing to commute an average of 41 miles one way for the right opportunity;
- 39.1% expressed interest in seasonal and 73.9% in temporary employment opportunities;
- 43.5% 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
  - Paid vacation
  - Dental coverage
  - Vision coverage
  - Paid sick leave
  - Paid holidays
- 82.4% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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Mahaska Community Development Group

Mahaska County Agriculture & Rural Development



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

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