



2013

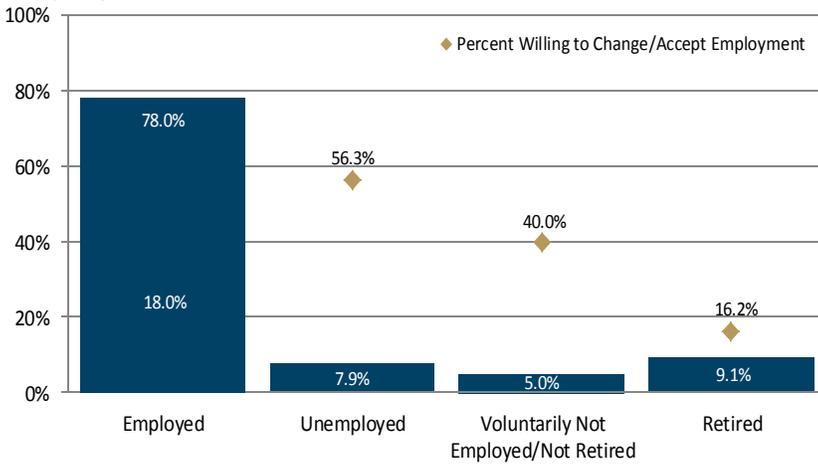
MONROE COUNTY  
LABORSHED REPORT

A STUDY IN WORKFORCE CHARACTERISTICS

# 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.

## Employment Status\*



\*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.

**Total Potential Labor Force: 56,672 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (16,982)**

- 13,549 Employed
- 789 Unemployed
- 1,010 Voluntarily Not Employed, Not Retired
- 1,634 Retired

## Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; who are 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.

- 1.2% Inadequate hours (163 people)
- 3.5% Mismatch of skills (474 people)
- 1.2% Low income (163 people)
- 5.2% Total estimated underemployment (705 people)

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

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Manufacturing	21.1%	9,327	74.4%	27.6%	6.4%
Education	17.1%	7,559	79.7%	14.9%	1.7%
Healthcare & Social Services	13.8%	6,100	76.0%	23.7%	6.0%
Wholesale & Retail Trade	13.5%	5,968	80.4%	10.8%	10.9%
Transportation, Communication & Utilities	9.5%	4,199	96.3%	15.4%	0.0%
Public Administration & Government	5.8%	2,564	84.2%	18.8%	5.3%
Personal Services	5.1%	2,254	82.4%	14.3%	5.9%
Construction	3.6%	1,591	83.3%	20.0%	16.7%
Professional Services	3.6%	1,591	76.9%	0.0%	0.0%
Agriculture, Forestry & Mining	3.3%	1,459	81.8%	11.1%	18.2%
Finance, Insurance & Real Estate	3.3%	1,459	69.2%	33.3%	7.7%
Entertainment & Recreation	0.3%	133	*	*	*

\* Insufficient survey data/refused

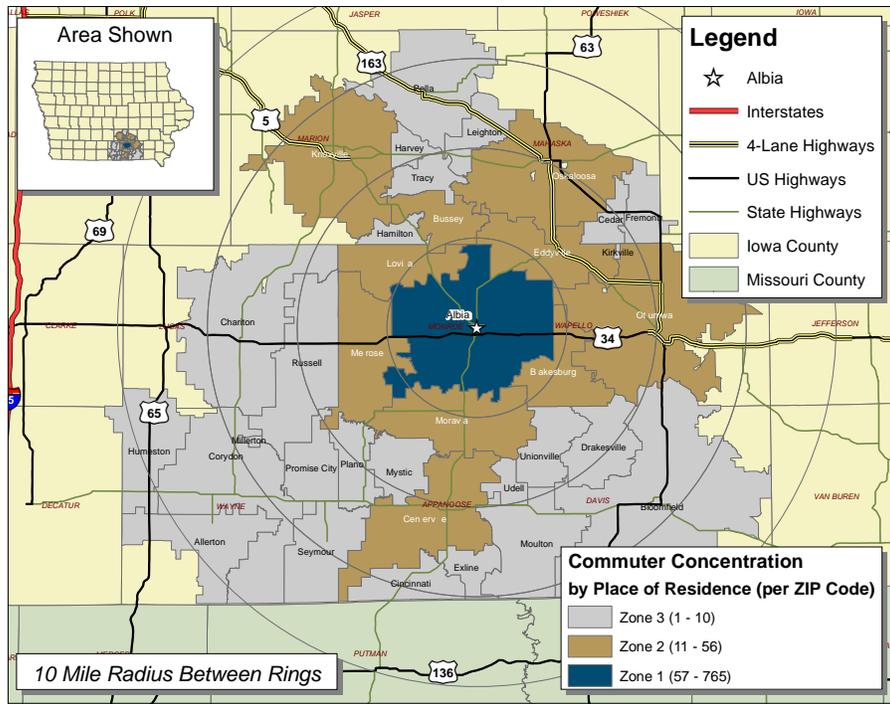
Survey respondents from the Monroe County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

## Quick Facts

(Employed - willing to change employment)

- 19.3% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 46 years old
- 28.1% currently working within the professional, paraprofessional & technical occupational category followed by 26.3% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
  - Internet - 82.5%  
[www.iowajobs.org](http://www.iowajobs.org)  
[www.monster.com](http://www.monster.com)
  - Local/Regional newspapers - 59.6%  
*The Ottumwa Courier*  
*The Des Moines Register*
  - Networking through friends, family and acquaintances - 17.5%
  - Local IowaWORKS Centers - 12.3%

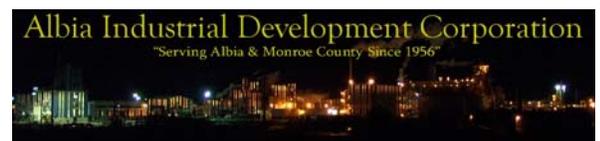
# Monroe County Laborshed Area



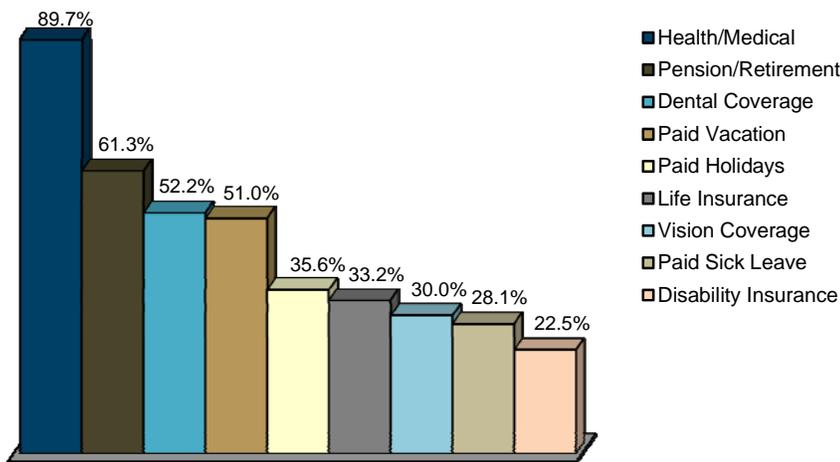
## Commuting Statistics

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/accept employment in the Monroe County Laborshed area are willing to commute an average of 29 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 (74.0%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.2 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

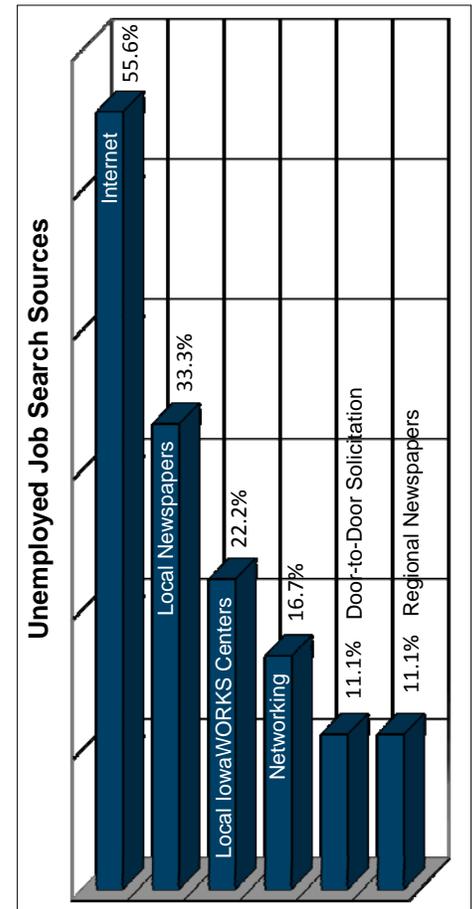
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	54.5%	9.1%	18.2%	*	*
Construction	58.4%	16.7%	16.7%	*	\$17.25
Manufacturing	52.6%	17.9%	15.4%	\$70,000	\$17.25
Transportation, Communication & Utilities	66.7%	7.4%	22.2%	\$65,000	\$24.00
Wholesale & Retail Trade	63.0%	15.2%	21.8%	\$49,250	\$8.55
Finance, Insurance & Real Estate	61.5%	15.4%	46.2%	*	\$15.38
Healthcare & Social Services	78.0%	24.0%	26.0%	\$62,000	\$11.32
Personal Services	58.8%	5.9%	23.6%	*	\$15.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	76.9%	30.8%	30.8%	\$68,500	\$16.00
Public Administration & Government	63.2%	5.3%	31.6%	\$50,000	\$14.85
Education	88.1%	8.5%	74.6%	\$50,000	\$13.04

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

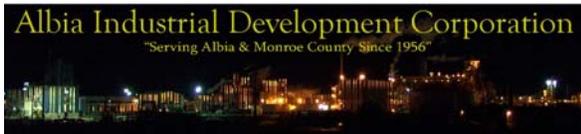
\*Insufficient survey data/refused

## Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 789 unemployed individuals are willing to accept employment
- Average age is 44 years old
- 66.7% are male; 33.3% are female
- Education:
  - 44.4% have an education beyond high school
  - 5.6% have vocational training
  - 5.6% are trade certified
  - 16.7% have an associate degree
  - 11.1% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.25/hr. with a median of the lowest wage of \$9.18
- Willing to commute an average of 27 miles one way for the right opportunity
- 77.8% expressed interest in temporary and 72.2% in seasonal employment opportunities
- 50.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance - 92.3%
  - Pension/retirement options - 53.8%
  - Dental coverage - 46.2%
  - Paid vacation - 30.8%
  - Vision coverage - 23.1%
  - Life insurance - 7.7%
  - Paid holidays - 7.7%
  - Paid sick leave - 7.7%
- 66.7% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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