Mahaska County

Laborshed Analysis

A Study of Workforce Characteristics

Released August 2016

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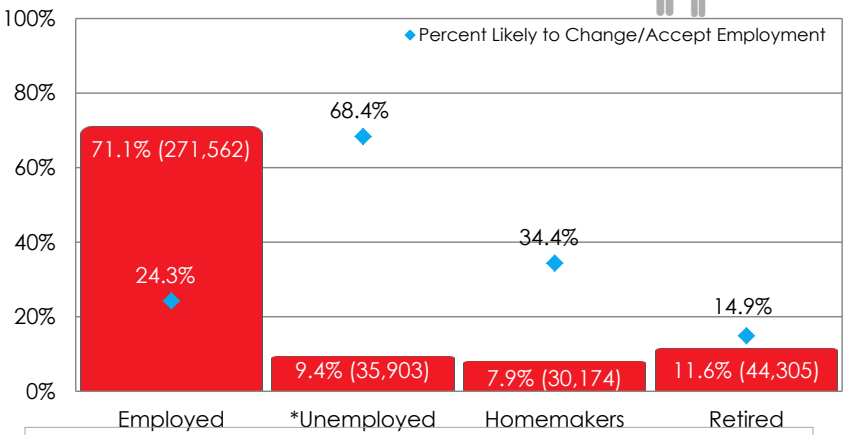
A Laborshed is the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This Laborshed analysis addresses the workforce characteristics of the Mahaska County Laborshed area.

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.*

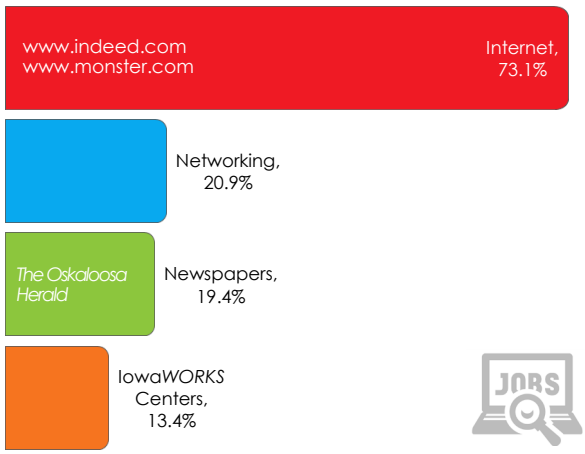
Estimated Population 18-64: 381,944 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Oskaloosa (34,867):

- 30,215 Employed
- 1,260 Unemployed
- 1,617 Homemakers
- 1,775 Retired

Employed - likely to change employment

- Median wages: $12.92/hr & $65,000/yr
- 32.4% are actively seeking new employment
- 15.7% are working multiple jobs
- Currently working an average of 43 hrs/week
- 32.8% currently working within the professional, paraprofessional & technical occupational category followed by 23.4% within the production, construction & material handling occupational category
- Most frequently identified job search resources:



Underemployment

	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.7%	514
Mismatch of Skills	4.0%	1,209
Low Income	0.5%	151
†Total Underemployment	5.4%	1,632

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

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and work 35 or more hours per week.

Employment Levels and Status by Industry

	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Manufacturing	24.2%	65,718	76.4%	20.6%	4.5%
Education	14.6%	39,648	71.9%	22.0%	8.8%
Finance, Insurance & Real Estate	12.1%	32,859	77.3%	23.5%	9.1%
Healthcare & Social Services	11.4%	30,958	64.0%	28.1%	6.0%
Wholesale & Retail Trade	8.2%	22,268	59.0%	34.8%	25.6%
Professional Services	6.4%	17,380	72.0%	44.4%	4.0%
Public Administration & Government	5.7%	15,479	76.2%	18.8%	4.8%
Construction	4.3%	11,677	75.0%	33.3%	12.5%
Personal Services	4.3%	11,677	66.7%	8.3%	16.7%
Agriculture, Forestry & Mining	3.6%	9,776	83.3%	10.0%	8.3%
Transportation, Communications & Utilities	3.6%	9,776	58.8%	20.0%	11.8%
Entertainment & Recreation	1.1%	2,987	**	**	**
Other	0.5%	1,359	**	**	**

*** Insufficient survey data/refused*

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.

Commuting Statistics

The map at the right represents the concentration of those who are likely to commute into Oskaloosa from their home ZIP for an employment opportunity.

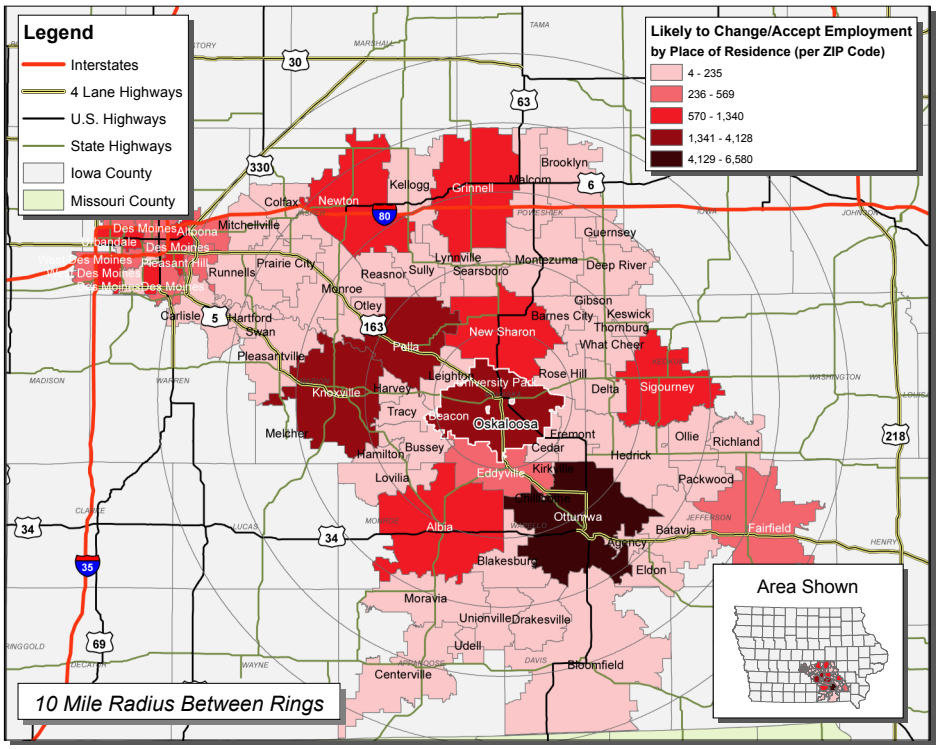
Those who are likely to change/accept employment in the Mahaska County Laborshed area are willing to commute an average of 24 miles one-way for employment opportunities.

The out commute for Oskaloosa is estimated at 31.8 percent—approximately 1,988 people living in Oskaloosa work in other communities.

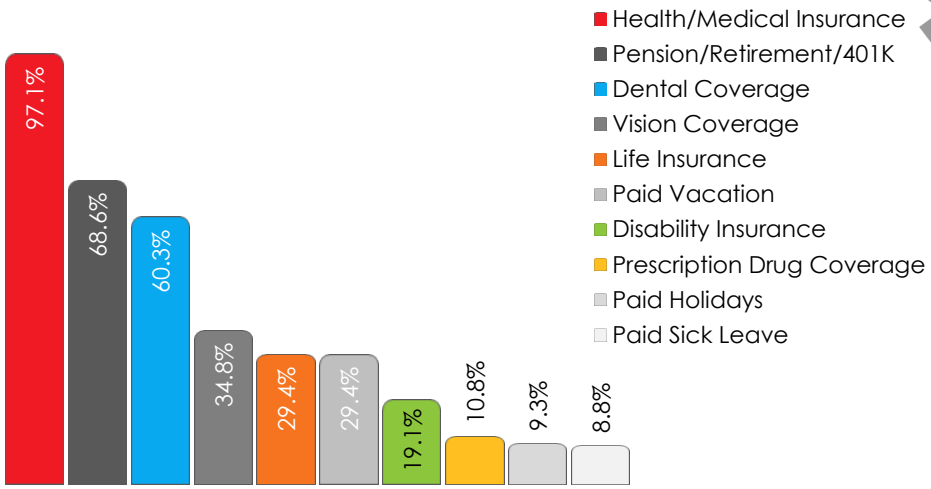
Most of those who are out commuting are working in Pella, Eddyville, Knoxville or Ottumwa.

Over one-fourth (25.9%) of out commuters are likely to change employment (approximately 515 people).

Concentration of Those Likely to Change/Accept Employment in Oskaloosa



Top Current Benefits of the Full-Time Employed



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 full-time.

The majority (80.2%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.8 percent indicate their employer pays the entire cost of insurance premiums.

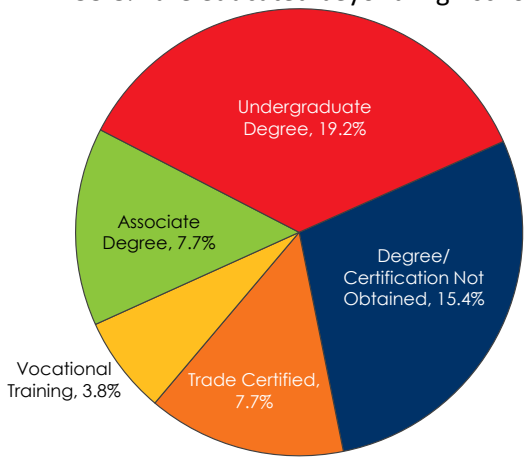
Education Levels and Median Wages by Industry

	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	**76.4%**	**17.4%**	**40.2%**	**$65,000**	**$17.40**
Agriculture, Forestry & Mining	58.3%	25.0%	8.3%	**	$11.75
Construction	55.6%	11.1%	22.3%	$75,000	$20.00
Education	89.5%	10.5%	72.0%	$60,500	$12.67
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	72.7%	15.9%	50.0%	$51,500	$19.03
Healthcare & Social Services	75.5%	24.5%	24.5%	$60,000	$13.65
Manufacturing	52.8%	21.3%	23.5%	$78,250	$19.87
Personal Services	68.7%	12.5%	18.8%	$60,000	$10.00
Professional Services	68.0%	8.0%	52.0%	$50,000	$15.00
Public Administration & Government	81.0%	9.5%	38.1%	$78,000	$26.25
Transportation, Communication & Utilities	76.5%	11.8%	29.4%	**	$16.20
Wholesale & Retail Trade	59.0%	10.3%	12.8%	$67,500	$10.00

**Insufficient survey data/refused

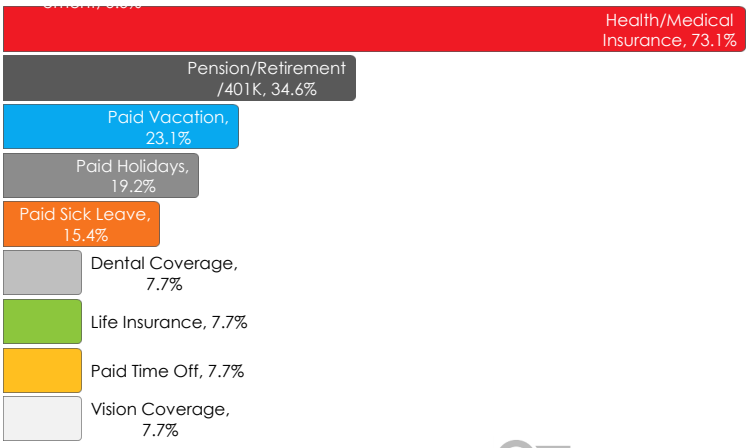
Unemployed - likely to accept employment

- 69.2% are actively seeking employment
- An estimated 1,260 unemployed individuals are likely to accept employment in Oskaloosa.
- Average age is 46 years old
- 50.0% are male; 50.0% are female
- **Education:**
  - 53.8% are educated beyond high school

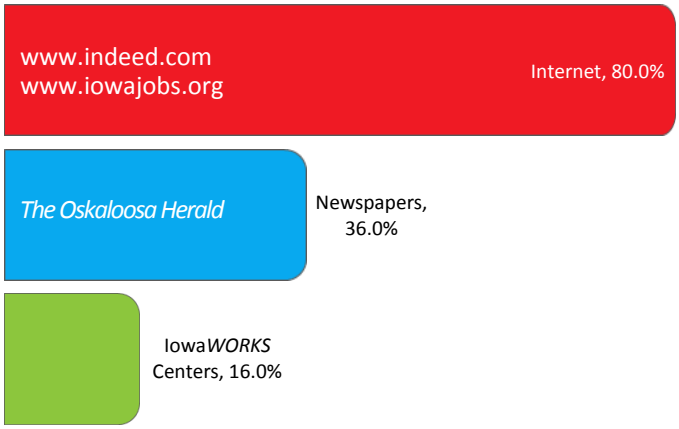


- **Wages:**
  - $13.85/hr - to attract 66% of applicants
  - $17.50/hr - to attract 75% of applicants
  - $10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 24 miles one way for the right opportunity
- 69.2% expressed interest in temporary and 53.8% in seasonal employment opportunities
- 46.2% expressed interest in working varied shifts

Top Desired Benefits



Top Job Search Resources



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