

# Osceola County, Iowa

## Laborshed Analysis

Cherokee County

Lyon County

O'Brien County

Osceola County

Plymouth County

Sioux County



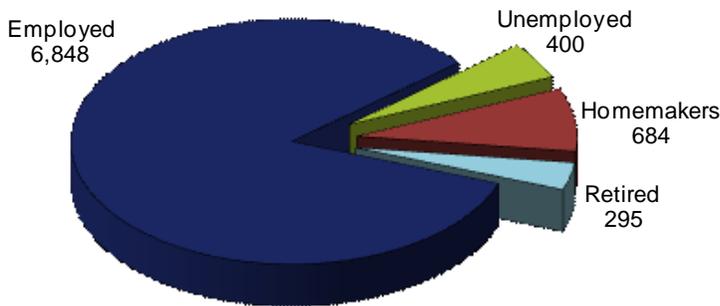
A Study of  
Workforce Characteristics  
*Released March 2010*

# 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 Osceola 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: 36,262 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (8,227)**



## Quick Facts:

*(Employed - willing to change employment)*

- 21.7% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 47 years old;
- 26.8% currently working within the production, construction, & material handling occupational category followed by 24.4% professional, paraprofessional, & technical within the occupational category;
- Most frequently identified job search sources:
  - Local/Regional Newspapers  
*Sioux City Journal*  
*Worthington Daily Globe*  
*The Des Moines Register*
  - Internet  
[www.iowaworkforce.org](http://www.iowaworkforce.org)  
[www.exploreokoboji.com](http://www.exploreokoboji.com)
  - Networking through friends, family, and acquaintances
  - Local Iowa Workforce Development Centers

## 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 (116 people)
- 2.7% Mismatch of skills (185 people)
- 0.7% Low income (48 people)
- 4.7% Total estimated underemployment (322 people)

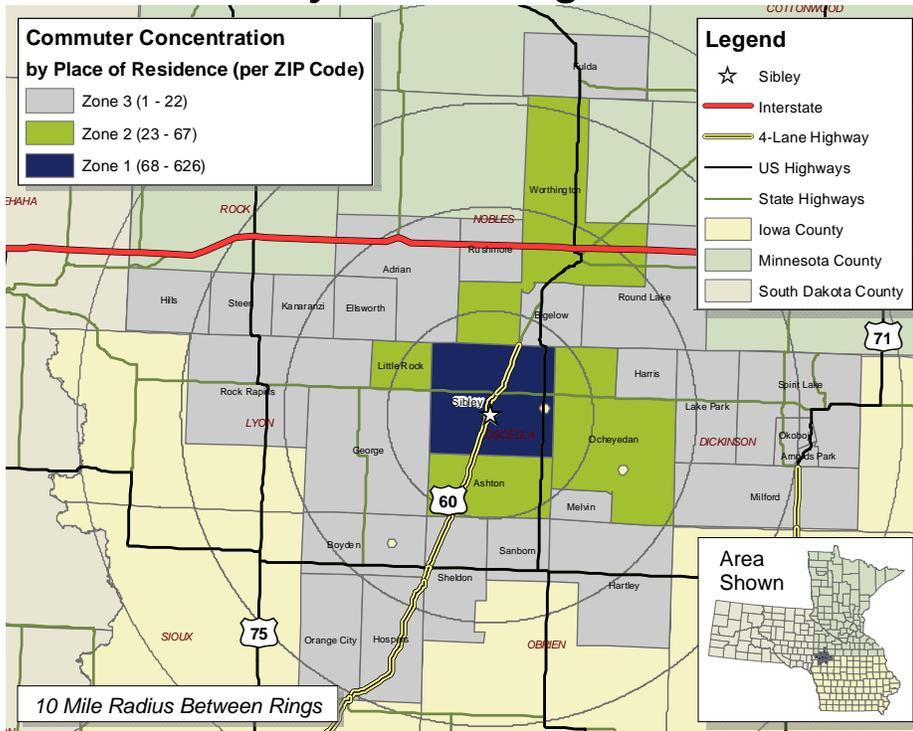
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	19.4%	5,853
Health Care & Social Services	17.0%	5,129
Education	14.1%	4,254
Wholesale & Retail Trade	13.8%	4,163
Agriculture	6.4%	1,931
Transportation, Communication, & Utilities	6.4%	1,931
Public Administration & Government	5.3%	1,599
Personal Services	4.9%	1,478
Construction	4.9%	1,478
Finance, Insurance, & Real Estate	3.9%	1,177
Professional Services	3.5%	1,056
Entertainment & Recreation	0.4%	121

Survey respondents from the Osceola 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.

# Osceola County Commuting Area



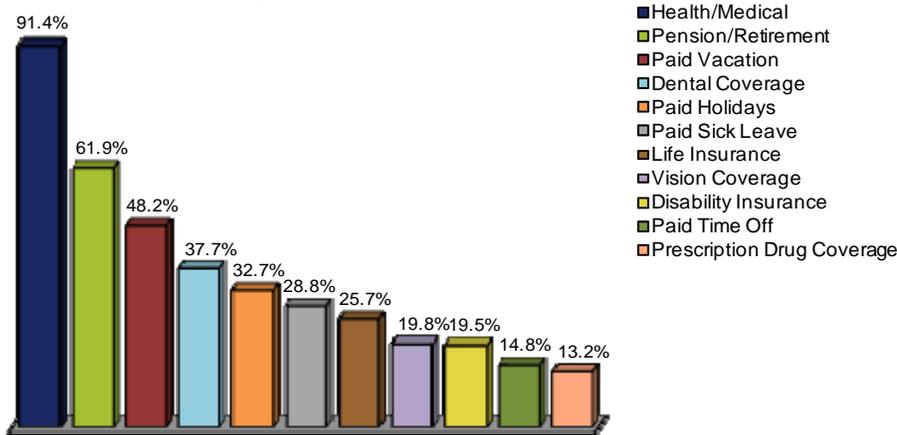
## Commuting Statistics

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

Those who are willing to change employment in the Osceola 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 (73.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.2 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

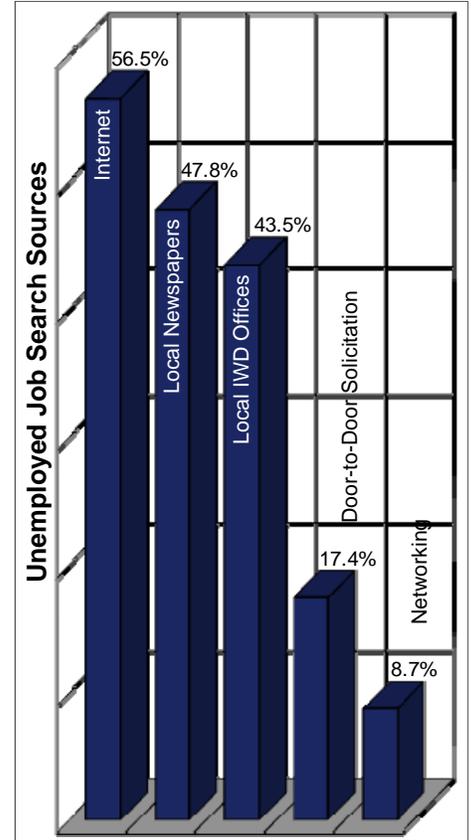
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	61.9%	19.0%	19.0%	\$66,000	\$12.00
Construction	61.1%	5.6%	27.9%	*	\$12.50
Manufacturing	54.3%	10.0%	8.6%	\$49,000	\$13.25
Transportation, Communication, & Utilities	68.2%	13.6%	27.2%	\$46,000	\$11.75
Wholesale & Retail Trade	48.0%	14.0%	16.0%	\$40,000	\$9.25
Finance, Insurance, & Real Estate	72.7%	27.3%	27.3%	*	\$12.55
Health Care & Social Services	66.7%	21.6%	29.4%	\$55,000	\$18.00
Personal Services	81.2%	6.3%	25.0%	\$27,500	\$12.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	86.7%	20.0%	46.7%	\$43,570	\$13.85
Public Administration & Government	58.8%	17.6%	11.8%	\$39,139	\$18.99
Education	86.7%	8.9%	71.1%	\$46,500	\$11.00

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 400 unemployed individuals are willing to accept employment;
- Average age is 40 years old;
- 54.2% are female; 45.8% are male;
- Education:
  - 54.2% have an education beyond high school
  - 8.3% are trade certified
  - 8.3% have an associate degree
  - 8.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$12.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 26 miles one way for the right opportunity;
- 75.0% expressed interest in temporary and 66.7% in seasonal employment opportunities;
- 54.2% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance
  - Paid vacation
  - Dental coverage
  - Pension/retirement options
  - Paid holidays
  - Disability insurance
  - Life insurance
  - Vision coverage
  - Prescription drug coverage
  - Paid sick leave
  - Paid time off
- 76.2% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



## Sponsored in Partnership with



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