

2015



A STUDY IN WORKFORCE CHARACTERISTICS

SPENCER, IOWA LABORSHED ANALYSIS

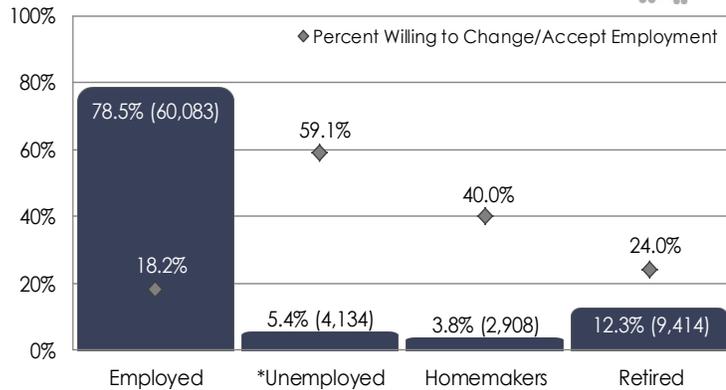


IOWA LAKES CORRIDOR DEVELOPMENT CORPORATION

SPENCER LABORSHED ANALYSIS

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 Spencer 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.

Total Potential Labor Force: 76,539 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Spencer (14,583):

- 12,459 Employed
- 637 Unemployed
- 678 Homemakers
- 809 Retired

EMPLOYED - WILLING TO CHANGE EMPLOYMENT

- 15.8% are working multiple jobs
- Currently working an average of 42 hrs/week
- Average age is 50 years old
- 31.0% currently working within the professional, paraprofessional & technical occupational category followed by 25.9% within the production, construction & material handling occupational category
- Most frequently identified job search resources:

www.indeed.com
www.monster.com

Internet,
80.4%

The Daily Reporter - Spencer, IA
Lakes News Shopper - Milford, IA
Daily Globe - Worthington, MN

Newspapers,
64.3%

IowaWORKS
Centers,
35.7%

Networking,
30.4%



UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.2%	150
Mismatch of Skills	2.0%	249
Low Income	0.5%	62
†Total Underemployment	3.2%	399

† 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	% Willing to Change Employment	% Unemployed* within the Industry
Wholesale & Retail Trade	15.3%	9,193	68.9%	21.4%	13.1%
Manufacturing	15.0%	9,012	85.4%	24.4%	2.1%
Education	14.2%	8,532	73.6%	2.6%	0.0%
Healthcare & Social Services	10.2%	6,128	84.8%	32.1%	3.0%
Finance, Insurance & Real Estate	9.9%	5,948	87.1%	3.7%	0.0%
Agriculture, Forestry & Mining	8.0%	4,807	91.7%	18.2%	4.2%
Public Administration & Government	7.7%	4,626	87.5%	14.3%	4.2%
Personal Services	6.2%	3,725	94.4%	47.1%	5.6%
Construction	4.7%	2,824	92.9%	15.4%	7.1%
Transportation, Communications & Utilities	4.4%	2,644	80.0%	25.0%	0.0%
Professional Services	4.0%	2,403	84.6%	9.1%	0.0%
Entertainment & Recreation	0.4%	241	**	**	**

** Insufficient survey data/refused

Survey respondents from the Spencer Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the wholesale & retail trade industry.

COMMUTING STATISTICS



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

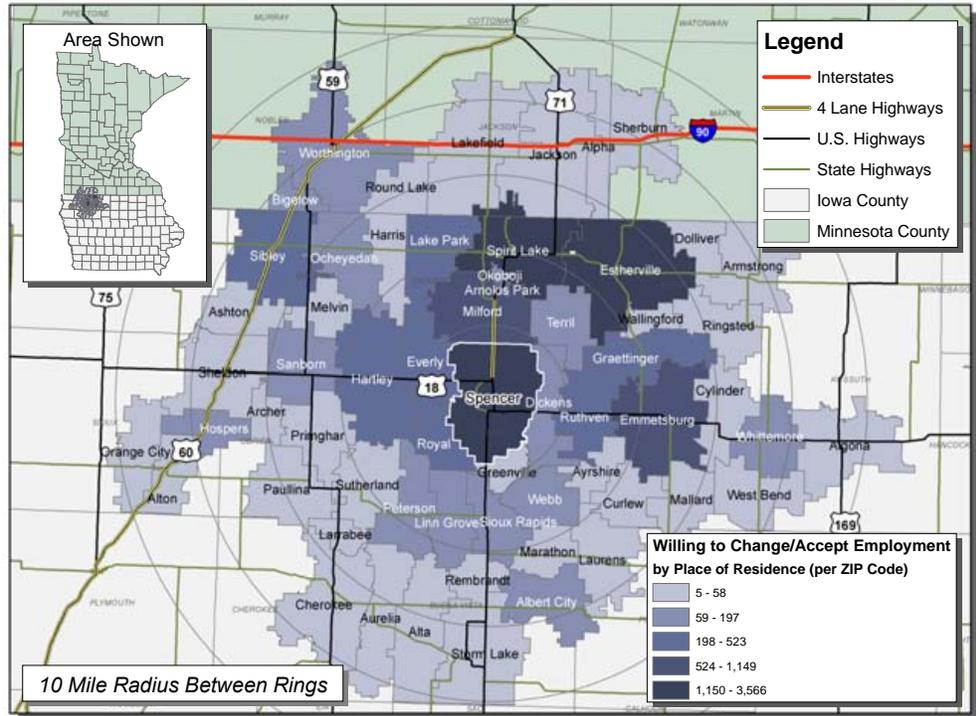
Those who are willing to change/accept employment in the Spencer Laborshed area are willing to commute an average of 20 miles one way for employment opportunities.

The out commute for Spencer is estimated at 11.1 percent—approximately 550 people living in Spencer work in other communities.

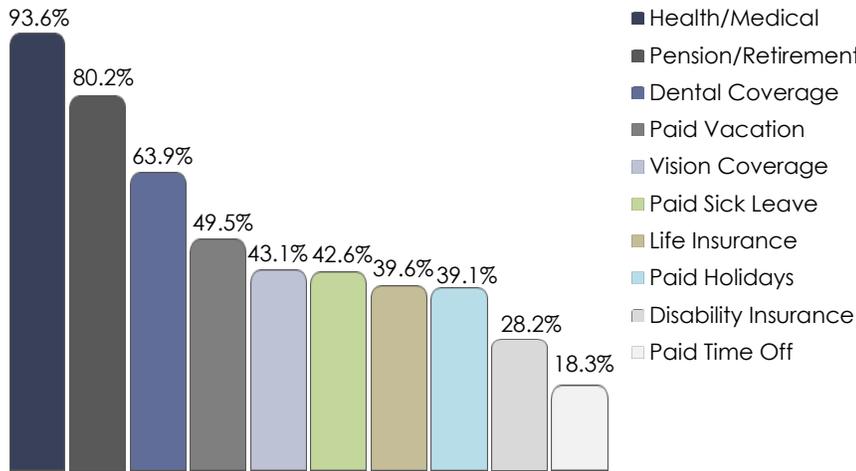
Most of those who are out commuting are working in Spirit Lake or Emmetsburg.

Over one-fourth (27.3%) of out commuters are willing to change employment (approximately 150 people).

CONCENTRATION OF WILLING TO CHANGE/ACCEPT EMPLOYMENT IN SPENCER



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 (77.3%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.4 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



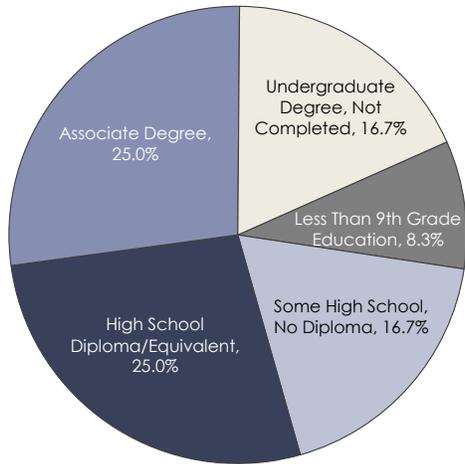
	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	62.5%	8.3%	25.0%	\$80,000	\$12.00
Construction	64.3%	7.1%	35.7%	\$47,500	\$16.88
Education	88.7%	11.3%	66.0%	\$55,000	\$12.68
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	80.6%	6.5%	35.4%	\$52,500	\$13.60
Healthcare & Social Services	87.9%	27.3%	36.4%	**	\$21.00
Manufacturing	58.3%	8.3%	27.1%	\$77,500	\$16.50
Personal Services	83.3%	16.7%	22.3%	\$34,500	\$13.60
Professional Services	84.6%	30.8%	23.1%	**	\$16.50
Public Administration & Government	58.3%	0.0%	25.0%	\$58,000	\$23.50
Transportation, Communication & Utilities	73.3%	13.3%	33.3%	**	\$19.61
Wholesale & Retail Trade	70.5%	21.3%	18.0%	\$50,000	\$10.78

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

**Insufficient survey data/refused

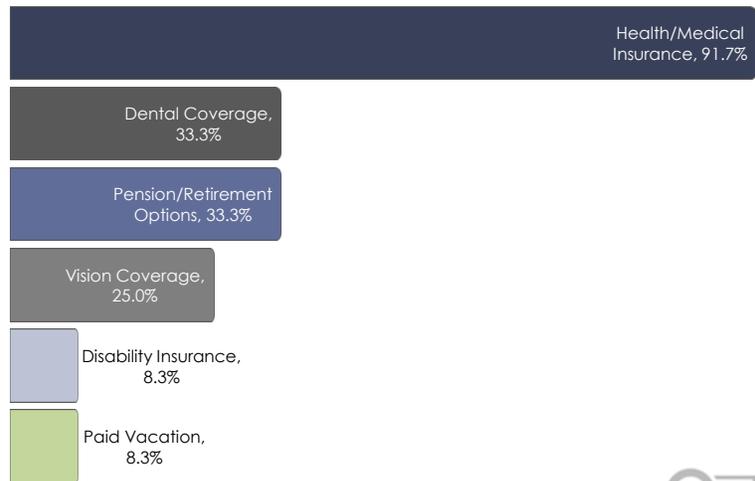
UNEMPLOYED - WILLING TO ACCEPT EMPLOYMENT

- An estimated 637 unemployed individuals are willing to accept employment
- Average age is 41 years old
- 84.6% are male; 15.4% are female
- **Education:**
 - 41.7% are educated beyond high school

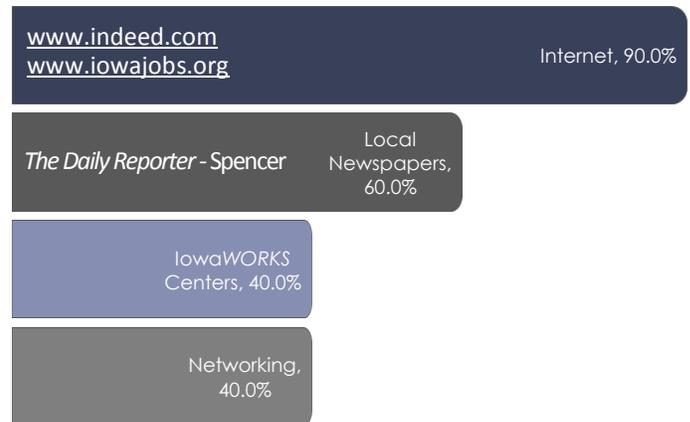


- **Wages:**
 - \$11.74/hr - to attract 66% of applicants
 - \$13.75/hr - to attract 75% of applicants
 - \$9.00/hr - lowest median wage willing to accept
- Willing to commute an average of 24 miles one way for the right opportunity
- 92.3% expressed interest in seasonal and 76.9% in temporary employment opportunities
- 61.5% expressed interest in working varied shifts

DESIRED BENEFITS



TOP UNEMPLOYED JOB SEARCH RESOURCES



SPONSORED IN PARTNERSHIP WITH:



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