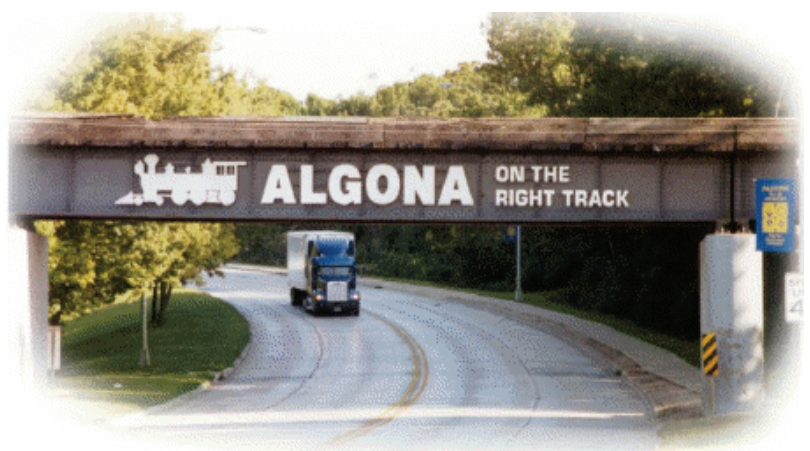


# KOSSUTH COUNTY

I O W A

## LABORSHED ANALYSIS



Study of Workforce Characteristics

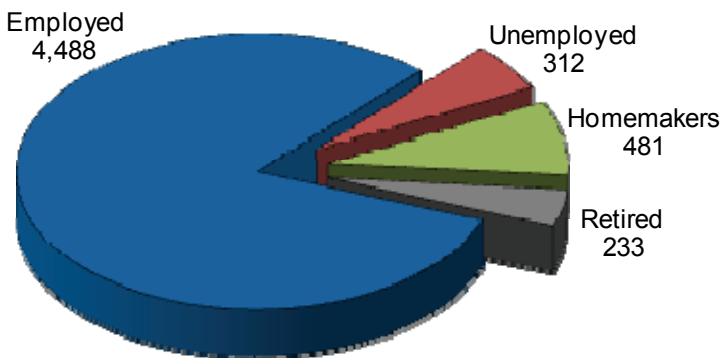
*Released January 2011*

# 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 Kossuth 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: 54,914 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (5,514)**



## Employment Status:

- 82.2% Employed
- 5.2% Unemployed
- 5.2% Homemakers, Not Employed
- 7.4% 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.

- 1.0% Inadequate hours (45 people)
- 2.7% Mismatch of skills (121 people)
- 2.0% Low income (90 people)
- 5.2% Total estimated underemployment (233 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
Manufacturing	17.4%	7,854
Education	16.2%	7,313
Wholesale & Retail Trade	15.1%	6,816
Health Care & Social Services	13.6%	6,139
Public Administration & Government	7.5%	3,385
Finance, Insurance, & Real Estate	6.4%	2,889
Transportation, Communication, & Utilities	6.0%	2,708
Personal Services	4.9%	2,212
Professional Services	4.5%	2,031
Construction	3.8%	1,715
Agriculture	3.8%	1,715
Entertainment & Recreation	0.8%	361

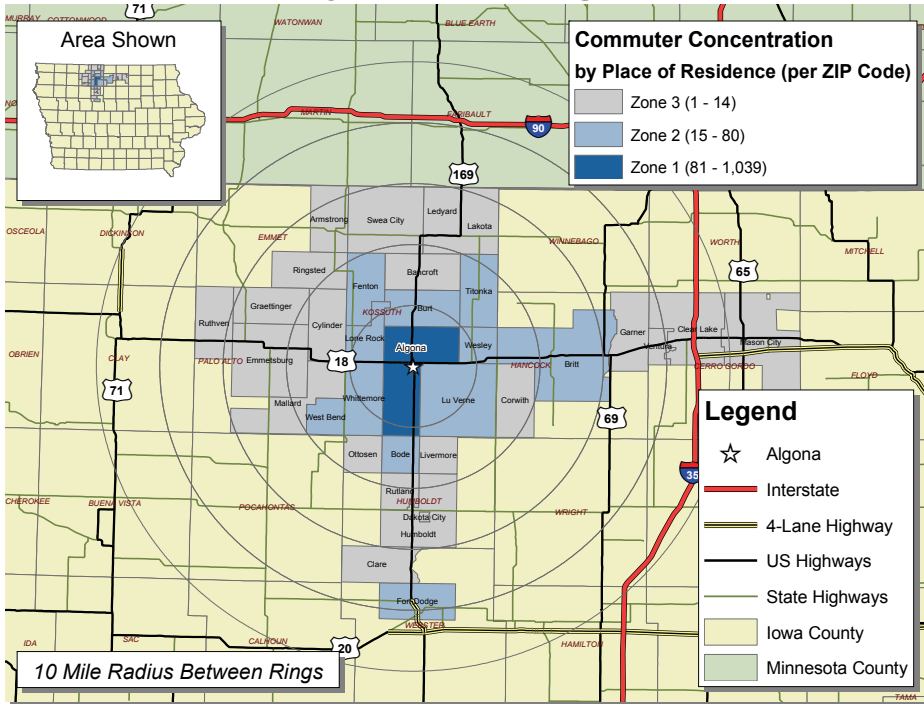
Survey respondents from the Kossuth County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry as shown in the table at left.

## Quick Facts

*(Employed - willing to change employment)*

- 13.7% are working multiple jobs
- Currently working an average of 45 hours per week
- Average age is 49 years old
- 30.6% currently working within the production, construction, & material handling occupational category followed by 20.8% within the managerial occupational category
- Most frequently identified job search sources:
  - Internet
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
    - [www.monster.com](http://www.monster.com)
  - Local/Regional newspapers
    - *The Algona Upper Des Moines*
    - *The Des Moines Register*
    - *The Messenger - Fort Dodge*
  - Local Iowa Workforce Development Centers
  - Networking through friends, family, and acquaintances

# Kossuth County Commuting Area



## Commuting Statistics

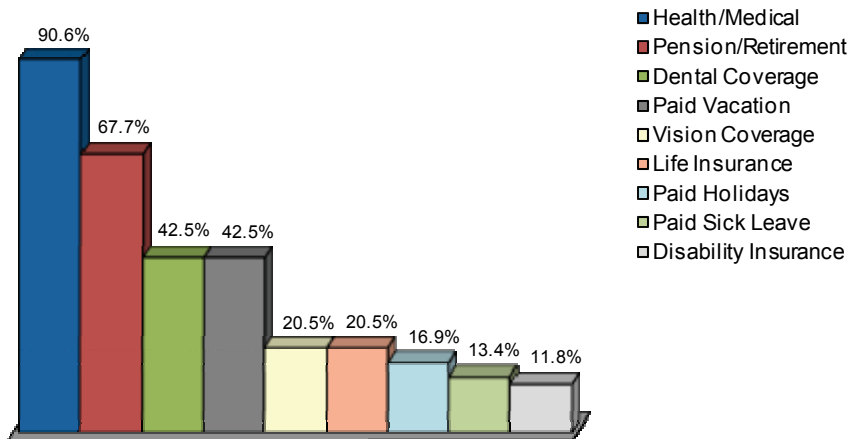
The map at the left represents commuting patterns into Algona with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Kossuth County Laborshed area are willing to commute an average of 23 miles one way for employment opportunities.



Kossuth/Palo Alto County  
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## 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 (73.7%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 19.8 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

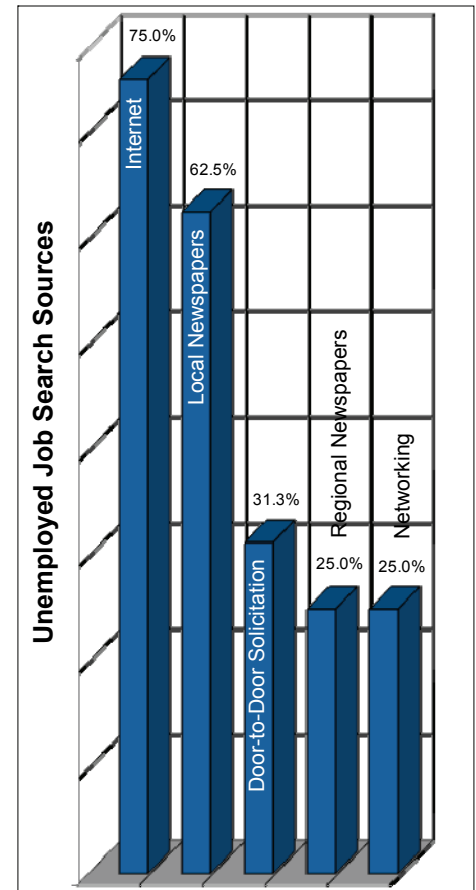
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	83.3%	25.0%	16.7%	\$46,000	\$14.64
Construction	81.8%	9.1%	18.2%	*	\$15.75
Manufacturing	64.2%	20.8%	15.1%	\$49,000	\$15.73
Transportation, Communication, & Utilities	73.7%	15.8%	31.6%	\$59,000	\$21.00
Wholesale & Retail Trade	61.7%	19.1%	17.0%	\$40,000	\$9.63
Finance, Insurance, & Real Estate	80.0%	10.0%	45.0%	\$51,000	\$11.50
Health Care & Social Services	73.9%	23.9%	34.8%	\$80,000	\$14.00
Personal Services	57.9%	0.0%	31.6%	\$36,000	\$8.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	76.9%	15.4%	46.2%	*	\$22.00
Public Administration & Government	81.8%	13.6%	27.3%	\$42,500	\$16.50
Education	87.5%	3.6%	69.6%	\$45,000	\$10.38

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

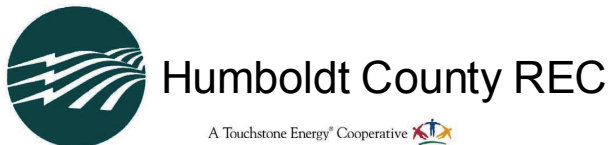
- An estimated 312 unemployed individuals are willing to accept employment
- Average age is 44 years old
- 68.8% are male; 31.3% are female
- Education:
  - 56.2% have an education beyond high school
  - 12.5% are trade certified
  - 18.8% have an associate degree
  - 6.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$9.78 to \$10.00/hr. with a median of the lowest wage of \$9.00
- Willing to commute an average of 29 miles one way for the right opportunity
- 81.3% expressed interest in temporary and 68.8% in seasonal employment opportunities
- 56.3% expressed interest 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
  - Paid holidays
  - Vision coverage
  - Paid time off
  - Tuition assistance/reimbursement
- 53.3% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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## For more information regarding the Kossuth County Laborshed Analysis, contact:

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