

K O S S U T H C O U N T Y

I O W A

L A B O R S H E D A N A L Y S I S



Study of Workforce Characteristics

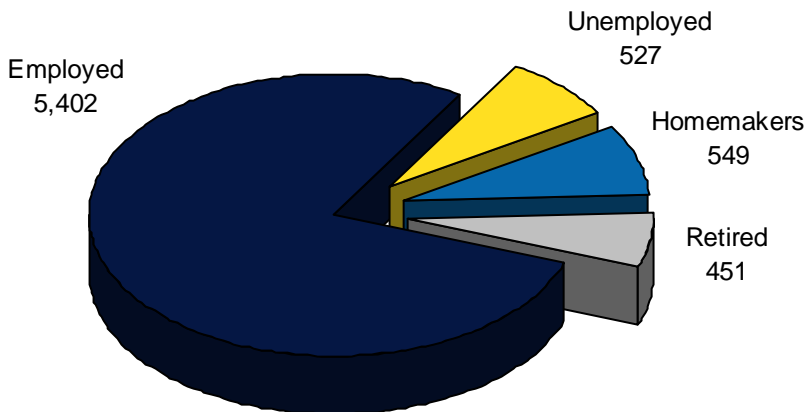
*Released November 2008*

# 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: 58,344 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (6,929)**



## Quick Facts:

*(Employed - willing to change employment)*

- 20.5% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 44 years old;
- 36.4% currently working within the production, construction, & material handling occupational category followed by; 28.4% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
  - Local/Regional newspapers
  - Internet
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
    - [www.monster.com](http://www.monster.com)
    - [www.careerbuilder.com](http://www.careerbuilder.com)
  - Local Iowa Workforce Development Centers
  - Networking through friends, family, or acquaintances

## 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.

- 2.0% Inadequate hours (108 people)
- 2.0% Mismatch of skills (108 people)
- 1.7% Low income (92 people)
- 4.7% Total estimated underemployment (254 people)

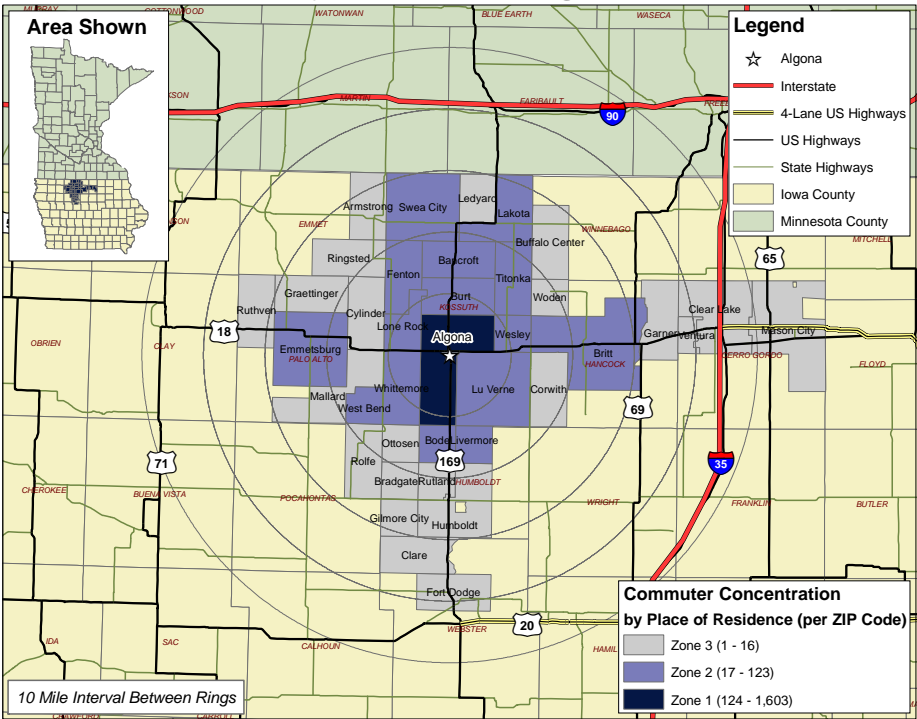
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	22.9%	11,651
Health Care & Social Services	18.6%	9,463
Education	8.9%	4,528
Wholesale & Retail Trade	8.3%	4,223
Transportation, Communication, & Utilities	6.6%	3,358
Finance, Insurance, & Real Estate	6.3%	3,205
Agriculture	5.7%	2,900
Personal Services	5.7%	2,900
Government & Public Administration	5.4%	2,747
Construction	4.9%	2,493
Professional Services	3.7%	1,882
Entertainment & Recreation	1.7%	865

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 manufacturing as shown in the table at left.

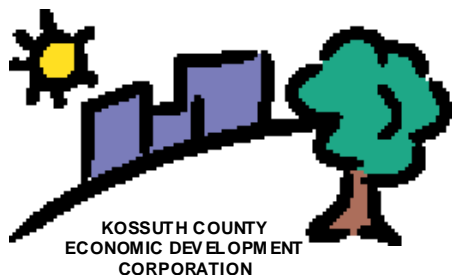
# Kossuth County Commuting Area



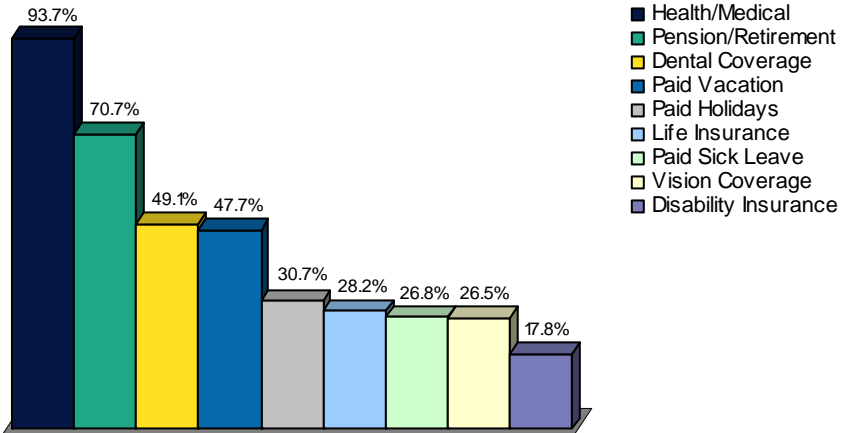
## Commuting Statistics

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

Those who are willing to change employment in the Kossuth County Laborshed area are willing to commute an average of 22 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 (75.2%) of respondents are currently sharing the cost of premiums with the employer. However, 20.0 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

## Education and Median Wage Characteristics by Industry

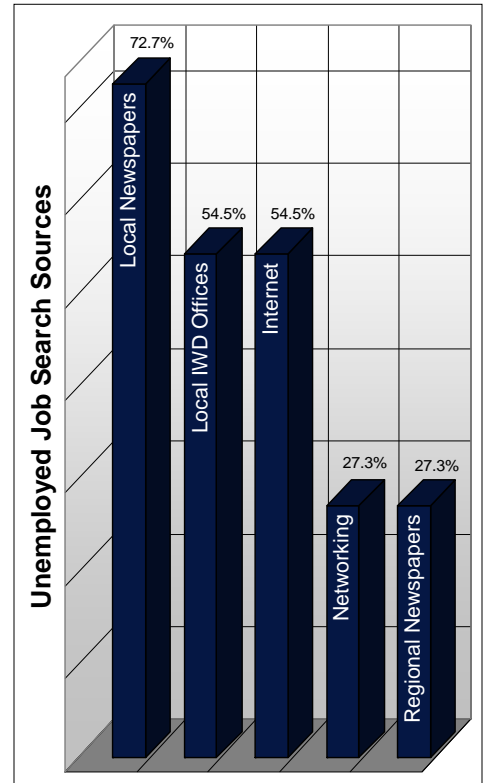
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	52.2%	17.4%	8.7%	*	\$13.30
Construction	50.0%	8.3%	4.2%	*	\$13.50
Manufacturing	49.4%	18.9%	5.3%	\$42,500	\$15.30
Transportation, Communication, & Utilities	75.9%	27.6%	10.3%	\$45,000	\$16.75
Wholesale & Retail Trade	48.5%	12.1%	21.2%	\$30,000	\$11.75
Finance, Insurance, & Real Estate	79.2%	29.2%	33.3%	\$37,000	\$15.00
Health Care & Social Services	83.8%	32.4%	30.9%	*	\$17.25
Personal Services	71.4%	14.3%	28.5%	*	\$10.60
Entertainment & Recreation	37.5%	*	12.5%	*	\$7.13
Professional Services	62.5%	18.8%	12.6%	*	\$11.00
Public Administration & Government	66.7%	14.3%	14.3%	*	\$18.00
Education	84.4%	9.4%	68.8%	\$39,000	\$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 527 unemployed individuals are willing to accept employment;
- Average age is 45 years old;
- Education:
  - 45.5% have an education beyond high school
  - 9.1% are trade certified
  - 9.1% have an associate degree
  - 9.1% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$13.68 to \$17.00/hr. with a median of the lowest wage of \$10.00/hr.;
- Willing to commute an average of 18 miles one way for the right opportunity;
- 63.6% expressed interest in seasonal and 54.5% in temporary employment opportunities;
- 45.5% are interested 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
  - Paid holidays
  - Dental coverage
  - Paid sick leave
- 85.7% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



### Sponsored in Partnership with

Kossuth County Board of Supervisors  
Kossuth County Economic Development Corporation



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

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