

2015



A STUDY IN WORKFORCE CHARACTERISTICS

# SPIRIT LAKE, IOWA LABORSHED ANALYSIS

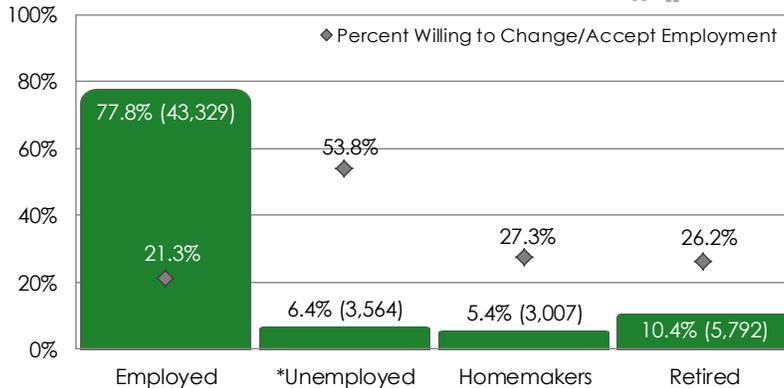


IOWA LAKES CORRIDOR DEVELOPMENT CORPORATION

# SPIRIT LAKE 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 Spirit Lake 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

**Total Potential Labor Force: 55,692 (entire Laborshed area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (12,290)**

- 10,296 Employed
- 735 Unemployed
- 569 Homemakers
- 690 Retired

## EMPLOYED - WILLING TO CHANGE EMPLOYMENT

- 15.2% are working multiple jobs
- Currently working an average of 43 hrs/week
- Average age is 53 years old
- 28.3% currently working within the production, construction & material handling occupational category followed by 25.4% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search resources:

[www.exploreokoboji.com](http://www.exploreokoboji.com)  
[www.jobs.com](http://www.jobs.com)  
[www.linkedin.com](http://www.linkedin.com)  
 Internet, 75.8%

Lakes News Shopper - Milford, IA  
 Daily Globe - Worthington, MN  
 Emmetsburg Reporter/Democrat  
 Newspapers, 66.1%

Networking, 27.4%

IowaWORKS Centers, 24.2%



## UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.7%	175
Mismatch of Skills	1.2%	124
Low Income	0.0%	0
†Total Underemployment	2.7%	278

† 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	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Willing to Change Employment	% Unemployed* within the Industry
Wholesale & Retail Trade	16.8%	7,279	78.9%	28.9%	5.3%
Manufacturing	15.7%	6,803	76.4%	26.2%	10.9%
Education	13.3%	5,763	83.7%	16.7%	0.0%
Healthcare & Social Services	9.0%	3,900	66.7%	20.8%	11.1%
Agriculture, Forestry & Mining	8.6%	3,726	95.8%	17.4%	4.2%
Finance, Insurance & Real Estate	7.8%	3,380	95.5%	9.5%	0.0%
Construction	7.5%	3,250	90.9%	25.0%	4.5%
Personal Services	7.1%	3,076	90.5%	26.3%	0.0%
Public Administration & Government	6.7%	2,903	81.8%	11.1%	4.5%
Transportation, Communication & Utilities	5.2%	2,253	63.6%	35.7%	4.5%
Professional Services	1.9%	823	50.0%	0.0%	20.0%
Entertainment & Recreation	0.4%	173	**	**	**

\*\* Insufficient survey data/refused

Survey respondents from the Spirit Lake 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 Spirit Lake from their home ZIP for an employment opportunity.

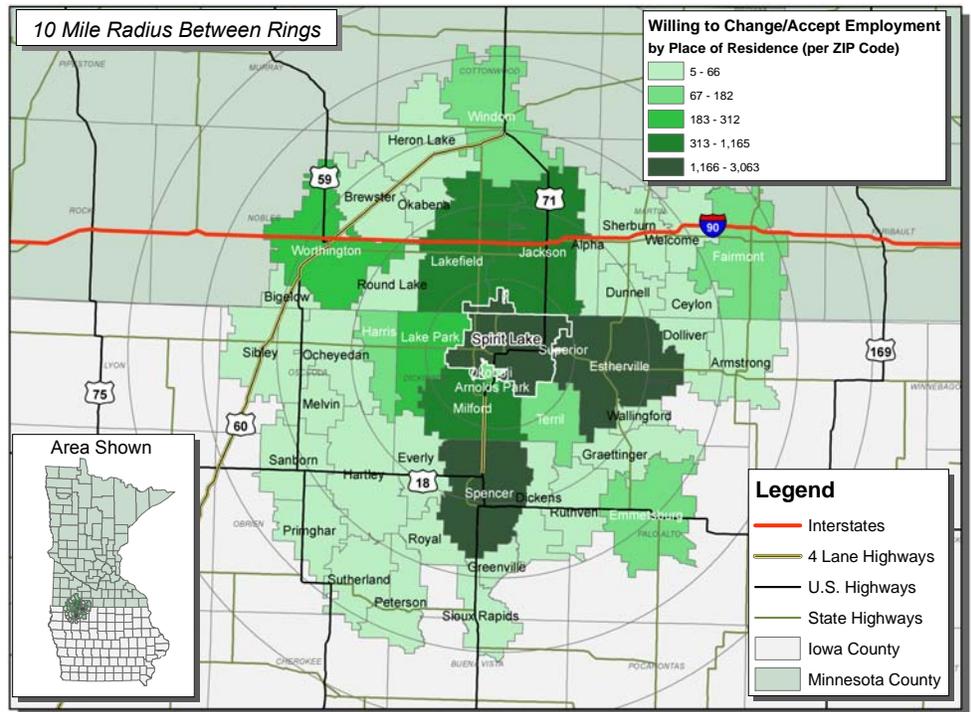
Those who are willing to change/accept employment in the Spirit Lake Laborshed area are willing to commute an average of 20 miles one-way for employment opportunities.

The out commute for Spirit Lake is estimated at 24.0 percent—approximately 742 people living in Spirit Lake work in other communities.

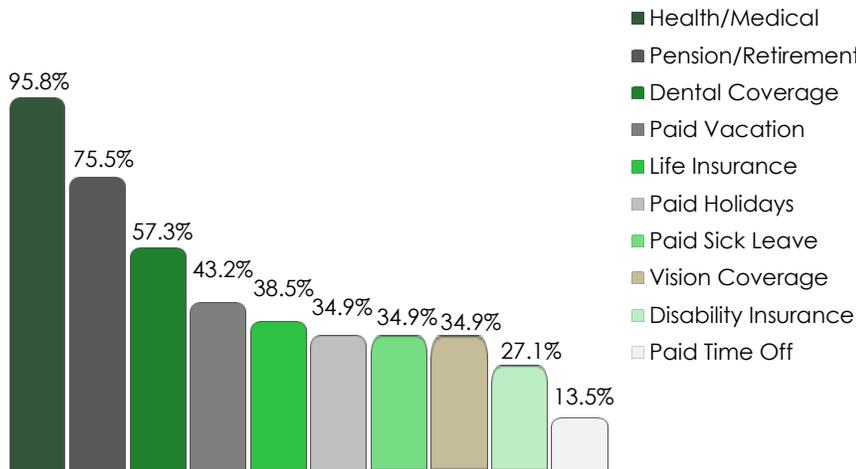
Most of those who are out commuting are working in Spencer (IA), Jackson (MN), Estherville (IA) or Milford (IA).

One-third (33.3%) of out commuters are willing to change employment (approximately 247 people).

## CONCENTRATION OF WILLING TO CHANGE/ACCEPT EMPLOYMENT IN SPIRIT LAKE



## 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 (79.8%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.5 percent indicate their employer pays the entire cost of insurance premiums.

## EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



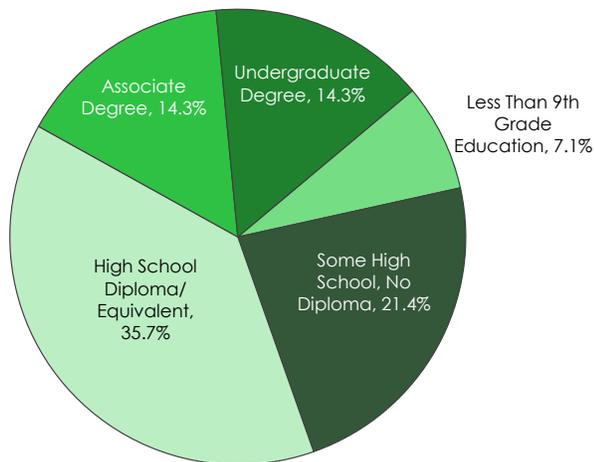
	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	70.8%	8.3%	41.7%	\$90,000	**
Construction	54.5%	0.0%	22.7%	\$60,000	\$18.25
Education	83.7%	11.6%	53.5%	\$55,000	\$12.68
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	72.7%	4.5%	31.8%	\$72,500	\$14.56
Healthcare & Social Services	80.6%	22.2%	41.6%	\$48,500	\$16.25
Manufacturing	54.6%	5.5%	21.9%	\$90,000	\$15.50
Personal Services	85.7%	14.3%	33.3%	\$26,500	\$9.75
Professional Services	70.0%	10.0%	50.0%	**	\$15.00
Public Administration & Government	54.6%	9.1%	36.4%	\$60,000	\$21.00
Transportation, Communication & Utilities	77.3%	9.1%	40.9%	\$42,000	\$17.50
Wholesale & Retail Trade	68.4%	15.8%	26.3%	\$44,000	\$12.00

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

\*\*Insufficient survey data/refused

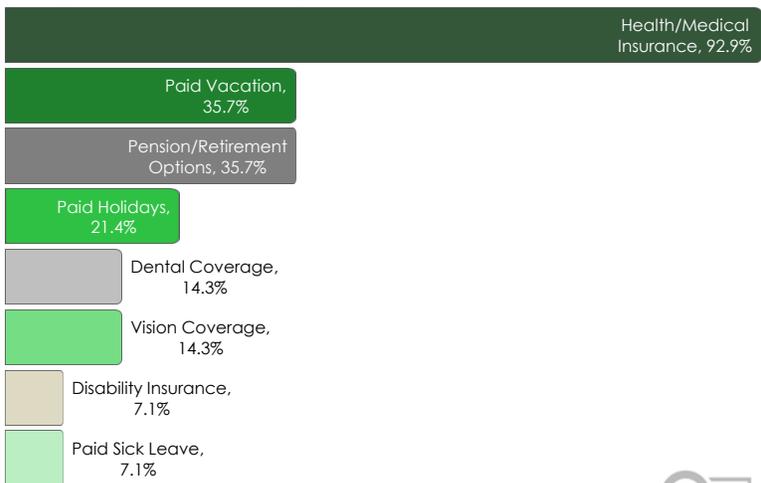
## UNEMPLOYED - WILLING TO ACCEPT EMPLOYMENT

- An estimated 735 unemployed individuals are willing to accept employment
- Average age is 42 years old
- 71.4% are male; 28.6% are female
- **Education:**
  - 28.6% are educated beyond high school

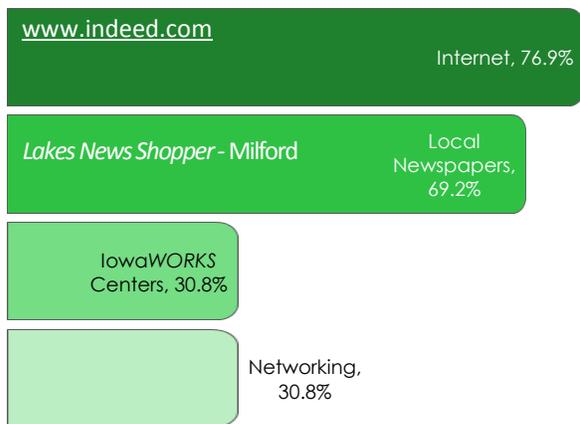


- **Wages:**
  - \$12.00/hr - to attract 66% of applicants
  - \$14.00/hr - to attract 75% of applicants
  - \$10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 20 miles one way for the right opportunity
- 85.7% expressed interest in both temporary and seasonal employment opportunities
- 42.9% expressed interest in working varied shifts

## DESIRED BENEFITS



## TOP UNEMPLOYED JOB SEARCH RESOURCES



### SPONSORED IN PARTNERSHIP WITH:



IOWA LAKES CORRIDOR  
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BUENA VISTA, CLAY, DICKINSON & EMMET COUNTIES

### FOR MORE INFORMATION REGARDING THE SPIRIT LAKE LABORSHED ANALYSIS, CONTACT:

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