

SPENCER, IOWA LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY

WWW.IOWALMI.GOV/LABORSHED

RELEASED
2019

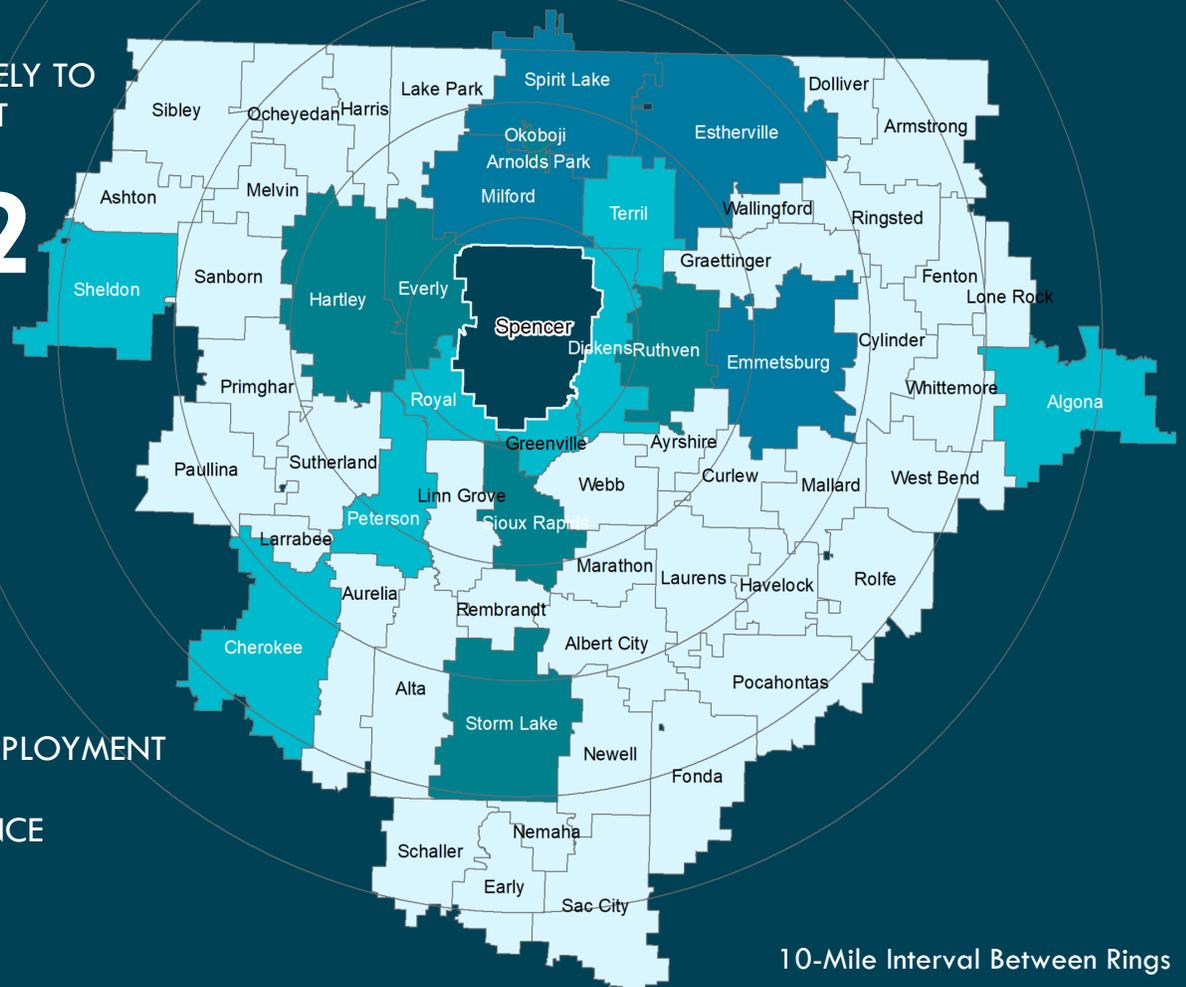
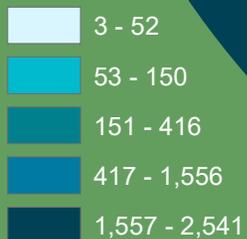
ESTIMATED POPULATION
AGES 18-64

68,513

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN SPENCER, IA

10,342

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN SPENCER, IA
BY PLACE OF RESIDENCE
(PER ZIP CODE)



10-Mile Interval Between Rings



AREA SHOWN

SPENCER LABORSHED ANALYSIS

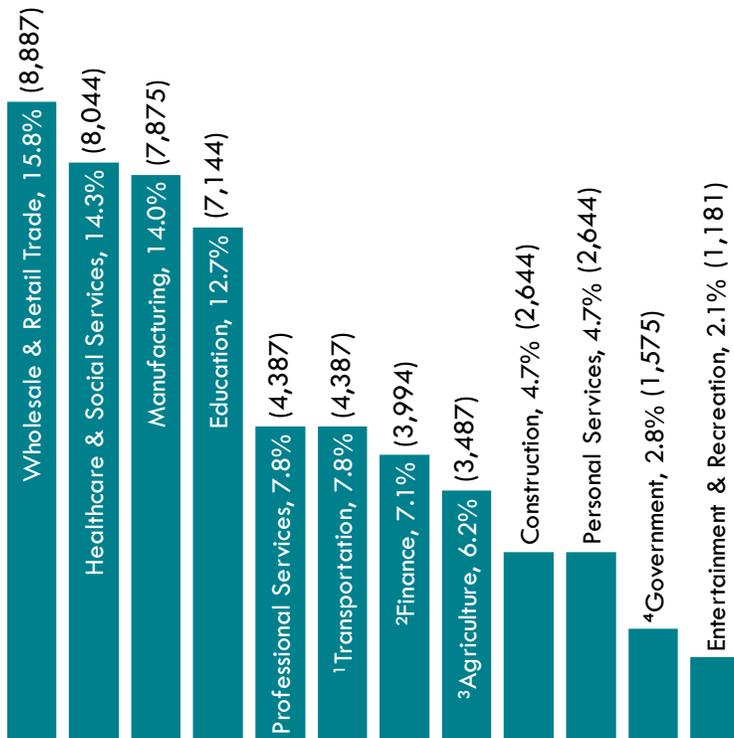
EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*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.



BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)



¹Transportation, Communications, & Utilities
³Agriculture, Forestry, & Mining

²Finance, Insurance, & Real Estate
⁴Public Administration, Government

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

	Health/Medical Insurance	87.2%
	Pension/Retirement/401K	78.9%
	Dental Coverage	72.5%
	Life Insurance	72.1%
	Vision Coverage	64.9%
	Disability Insurance	63.0%
	Paid Holidays	62.3%
	Paid Vacation	55.1%
	Paid Sick Leave	50.2%
	Flex Spending Accounts	47.5%

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Spencer Laborshed area.

The employed are currently commuting an average of—



EMPLOYED: LIKELY TO CHANGE

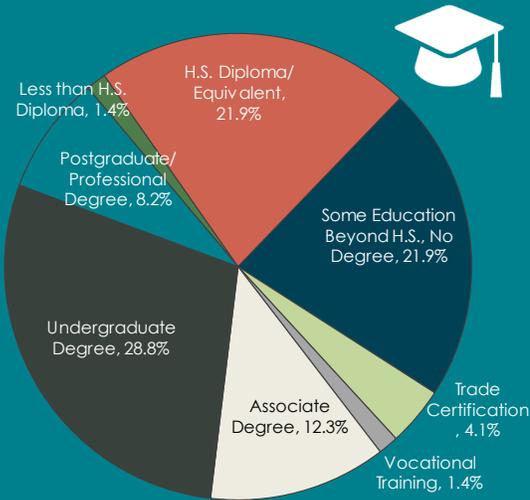
• An estimated **8,589** employed individuals are likely to change their current employment situation for an opportunity in Spencer

- Current occupational categories:

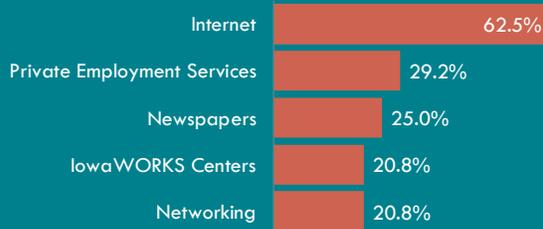
Professional, Paraprofessional, Technical	28.1%
Production, Construction, Material Moving	26.6%
Service	15.6%
Managerial	10.9%
Sales	10.9%
Clerical	6.3%
Agricultural	1.6%

- Current median wages: \$
 - \$16.00/hour and \$50,000/year
 - \$18.00/hour - attracts 66%
 - \$20.00/hour - attracts 75%

• 76.7% have an education beyond HS



• **36.1% are actively seeking employment**
 • Most frequently identified job search resources:



• Top sites:



• Top newspapers:



- Commute:
 - Currently commuting an average of **12 miles/15 minutes** (one-way) to work
 - Willing to commute an average of **27 miles/33 minutes** (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

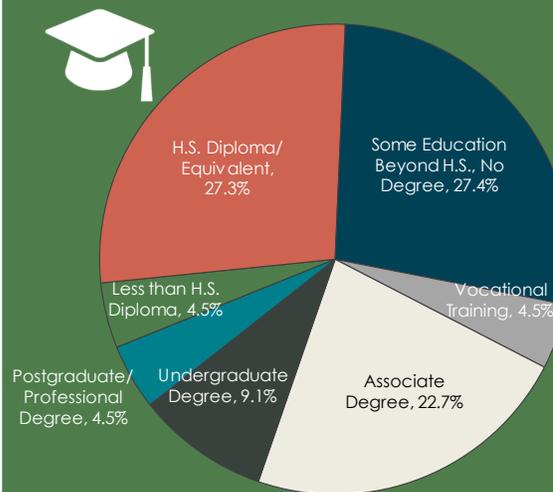
• An estimated **397** unemployed individuals are likely to accept employment in Spencer

- Former occupational categories:

Production, Construction, Material Moving	40.9%
Service	18.2%
Clerical	13.6%
Managerial	9.1%
Professional, Paraprofessional, Technical	9.1%
Sales	9.1%
Agricultural	0.0%

- Median wages: \$
 - \$15.00/hour - lowest willing to accept
 - \$16.08/hour - attracts 66%
 - \$20.00/hour - attracts 75%

• 68.2% have an education beyond HS



• **57.1% are actively seeking employment**
 • Most frequently identified job search resources:



• Top sites:



• Top newspapers:



- Commute:
 - Willing to commute an average of **23 miles/31 minutes** (one-way) to work



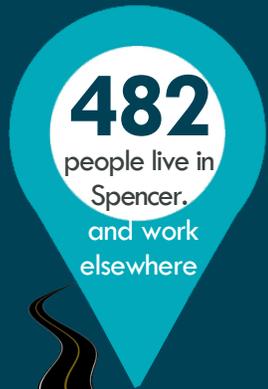
The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Spencer is estimated at **9.5 percent**—approximately **482** people living in Spencer work in other communities.

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

Over one-tenth (11.1%) of out commuters are likely to change employment (approximately **53** people).

33.3% earn an hourly wage.
44.4% earn an annual salary.



482
 people live in Spencer,
 and work elsewhere



EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

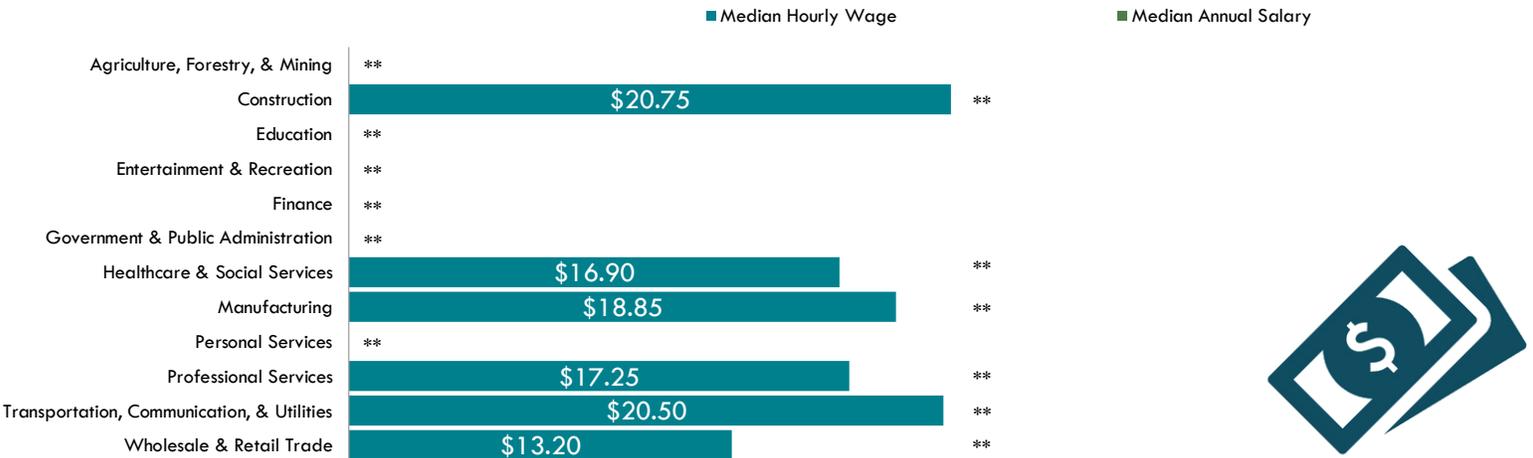
Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.



Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/Vocational Training	Associate Degree	Undergraduate Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	57.1%	28.5%	14.3%	14.3%	0.0%
Education	87.5%	12.5%	0.0%	0.0%	75.0%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	**	**	**	**	**
Government & Public Administration	60.0%	0.0%	0.0%	20.0%	40.0%
Healthcare & Social Services	90.9%	36.3%	0.0%	27.3%	27.3%
Manufacturing	42.9%	14.3%	0.0%	9.6%	19.0%
Personal Services	**	**	**	**	**
Professional Services	90.0%	20.0%	10.0%	20.0%	40.0%
Transportation, Communication, & Utilities	83.3%	33.3%	16.7%	33.3%	0.0%
Wholesale & Retail Trade	79.2%	29.2%	4.2%	12.5%	33.3%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT



**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total		Percent Surveyed	Estimated Total
Inadequate Hours	2.0%	172	Mismatch of Skills	5.2%	447
Low Income	0.0%	0	Σ †Total	6.2%	533

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

Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

