

SHELL ROCK, IOWA LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WORKFORCE.IOWA.GOV/LABORSHED

RELEASED
2025

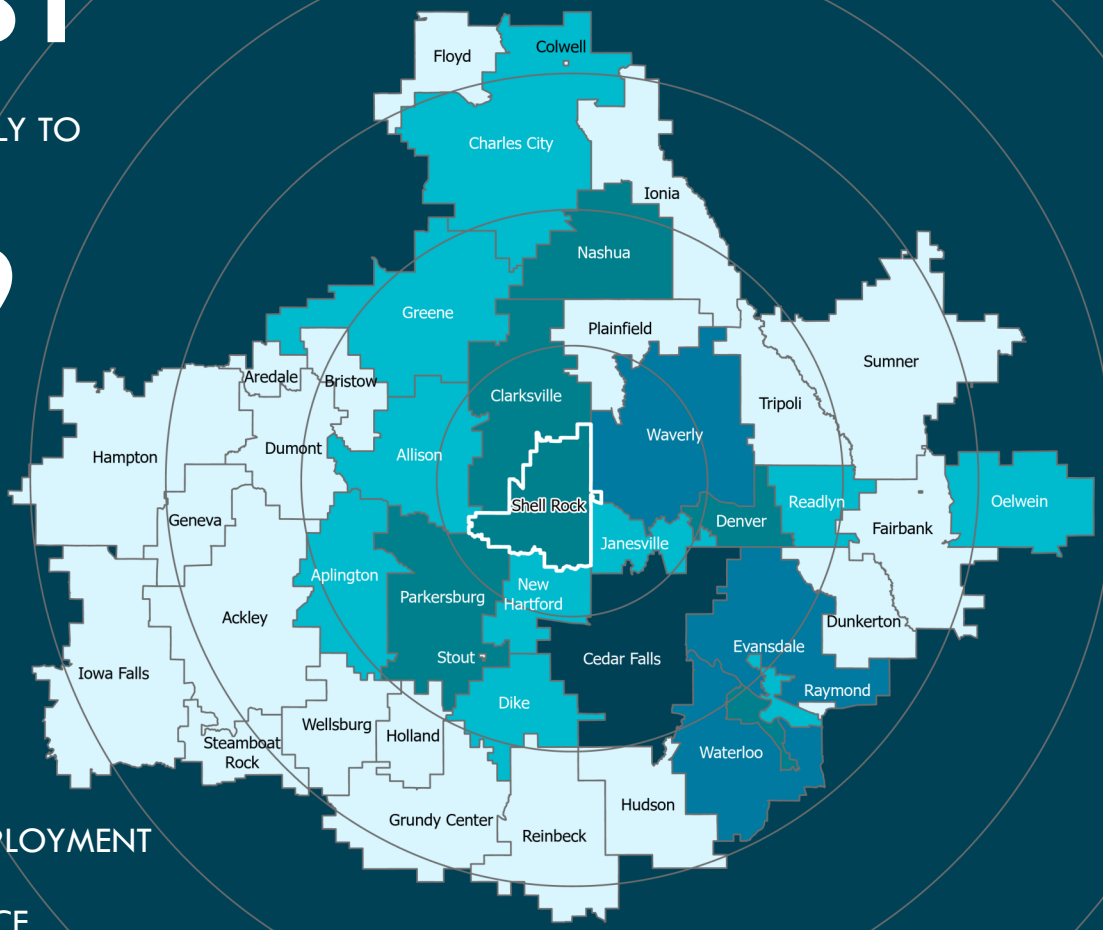
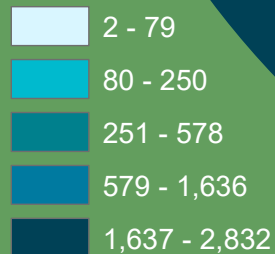
ESTIMATED POPULATION
AGES 18-64

126,481

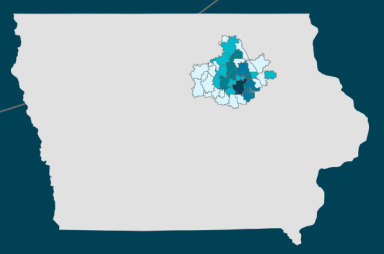
ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN SHELL ROCK, IA

34,049

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



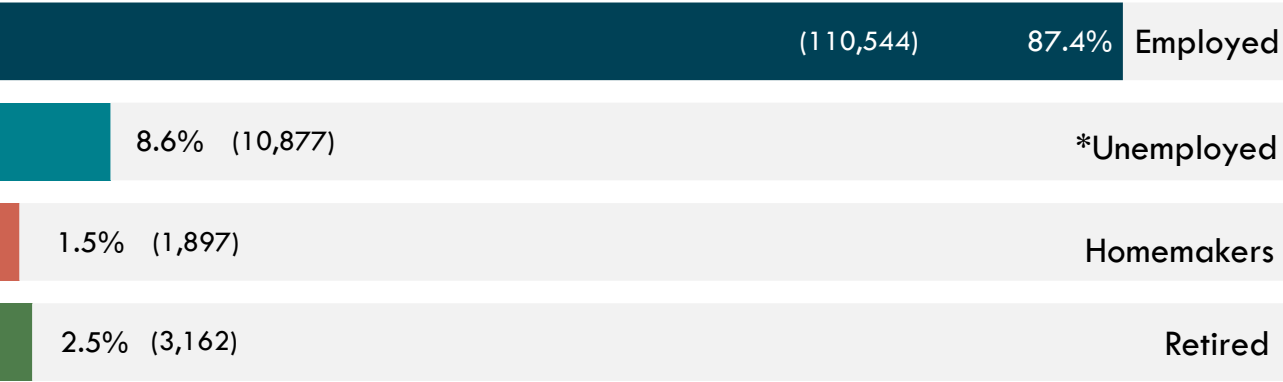
10-Mile Interval Between Rings



AREA SHOWN

SHELL ROCK LABORSHED ANALYSIS

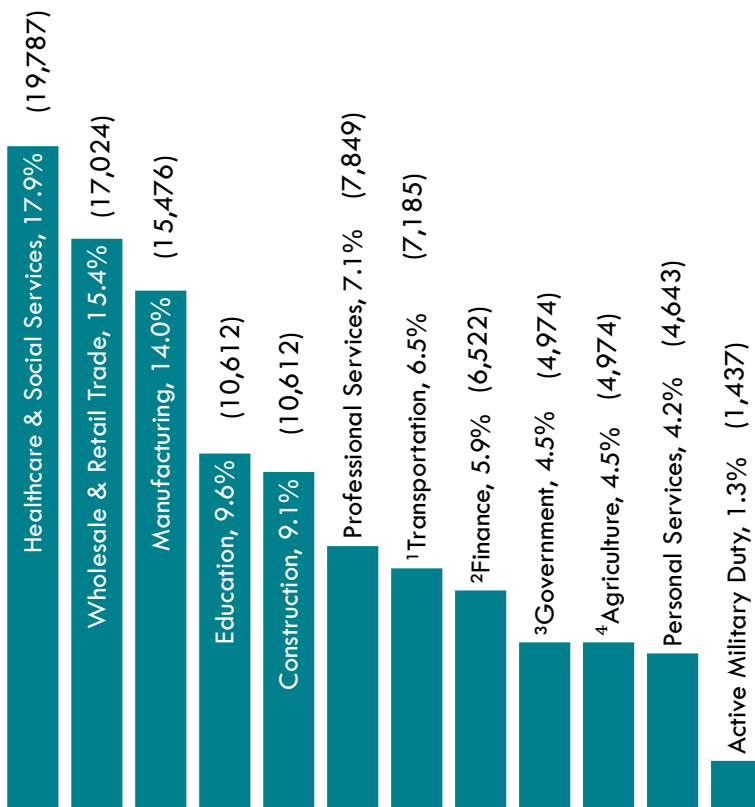
EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*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
³Public Administration, Government

²Finance, Insurance, & Real Estate
⁴Agriculture, Forestry, & Mining

Totals may vary due to rounding.

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

	Health/Medical Insurance	93.4%
	Paid Sick Leave/PTO/Vacation	92.2%
	Pension/Retirement/401K	91.1%
	Dental Coverage	87.2%
	Paid Holiday	85.2%
	Vision Coverage	83.3%
	Life Insurance	81.7%
	Disability Insurance	78.6%
	Prescription Drug Coverage	63.4%
	Flex Spending Account	63.0%

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 Shell Rock Laborshed area.

The employed are currently commuting an average of—



EMPLOYED: LIKELY TO CHANGE

• An estimated **29,579** employed individuals are likely to change their current employment situation for an opportunity in Shell Rock

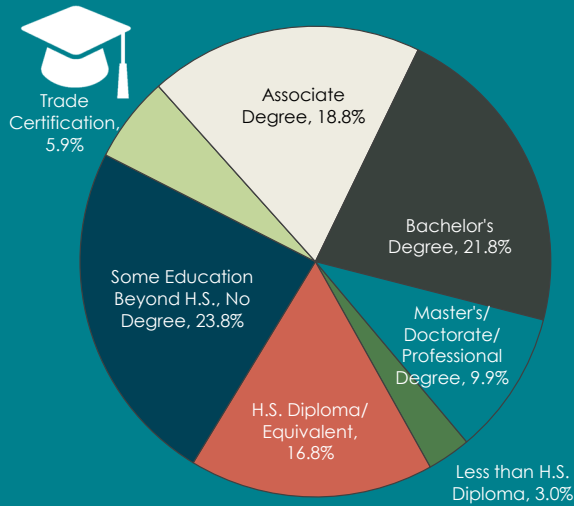
• Current occupational categories:

Professional, Paraprofessional, Technical	25.0%
Production, Construction, Material Moving	21.0%
Clerical	10.0%
Service	22.0%
Managerial	9.0%
Sales	13.0%
Agricultural	0.0%

• Current median wages: \$

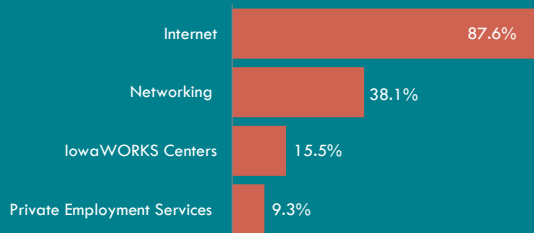
- \$20.00/hour and \$60,000/year
- \$25.00/hour - attracts 66%
- \$26.00/hour - attracts 75%

• 80.2% have an education beyond HS



• **34.7% are actively seeking employment**

• Most frequently identified job search resources:



• Top sites:



• Top newspapers:



• Commute:

- Currently commuting an average of **13 miles/18 minutes** (one-way) to work
- Willing to commute an average of **24 miles/31 minutes** (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

• An estimated **1,382** unemployed individuals are likely to accept employment in Shell Rock

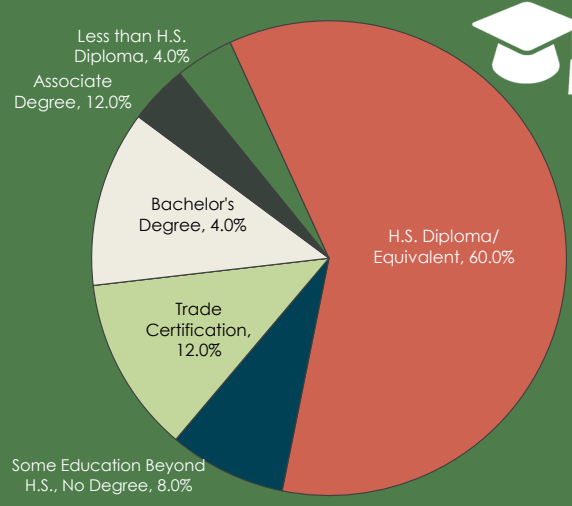
• Former occupational categories:

Production, Construction, Material Moving	54.6%
Clerical	4.5%
Professional, Paraprofessional, Technical	18.2%
Service	18.2%
Managerial	4.5%
Sales	0.0%
Agricultural	0.0%

• Median wages: \$

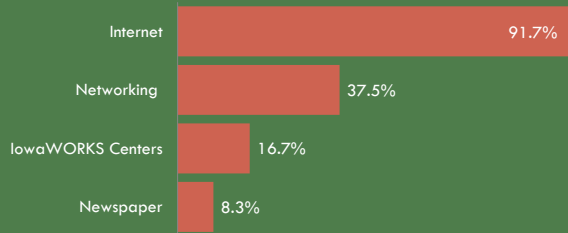
- \$16.00/hour - lowest willing to accept
- \$18.00/hour - attracts 66%
- \$19.00/hour - attracts 75%

• 36.0% have an education beyond HS



• **48.0% are actively seeking employment**

• Most frequently identified job search resources:



• Top sites:



• Top newspapers:



• Commute:

- Willing to commute an average of **21 miles/26 minutes** (one-way) to work



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

The **out commute** for Shell Rock is estimated at **64.0 percent**—approximately **706** people living in Shell Rock work in other communities.

Most of those who are out commuting are working in Waverly, Waterloo and Cedar Falls.

Almost a fourth (22.5%) of out commuters are likely to change employment (approximately 159 people).


67.6% earn an hourly wage—median wage is **\$22.00/hour**

25.4% earn an annual salary—median salary is **\$52,000/year**



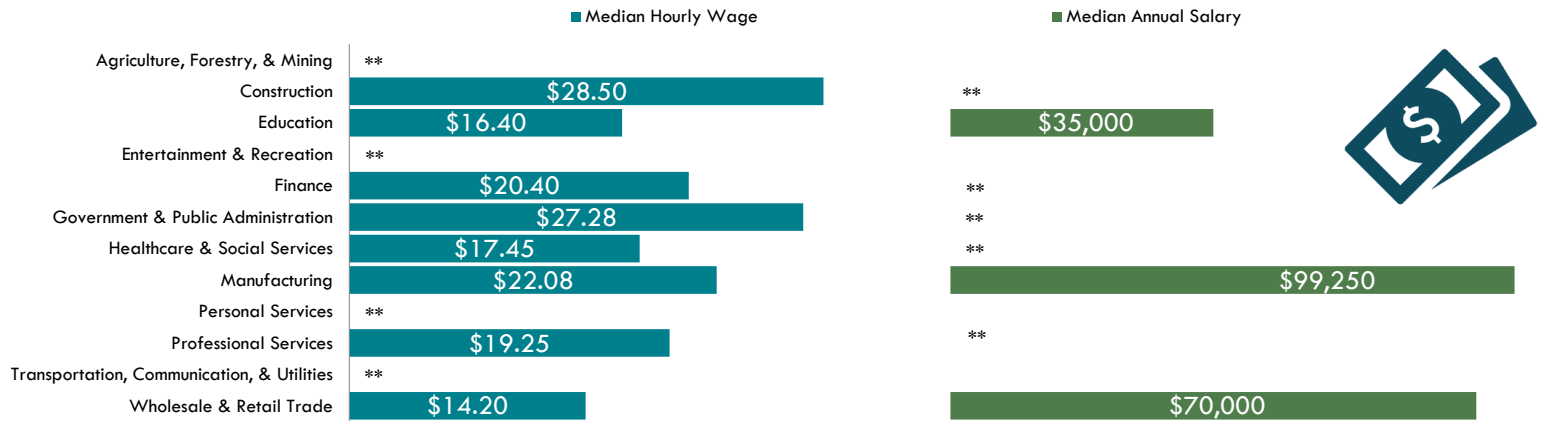
EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

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	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	57.2%	28.6%	14.3%	0.0%	14.3%
Education	100%	20.0%	0.0%	30.0%	50.0%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	87.5%	12.5%	0.0%	12.5%	62.5%
Government & Public Administration	88.8%	11.1%	0.0%	33.3%	44.4%
Healthcare & Social Services	71.0%	16.1%	6.5%	25.8%	22.6%
Manufacturing	63.2%	10.5%	10.5%	21.1%	21.1%
Personal Services	**	**	**	**	**
Professional Services	77.7%	0.0%	11.1%	33.3%	33.3%
Transportation, Communication, & Utilities	**	**	**	**	**
Wholesale & Retail Trade	68.0%	40.0%	8.0%	4.0%	16.0%

Top percentages among industries per education level are highlighted in the table. **Insufficient survey data/refused

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	2.7%	799	 Mismatch of Skills	9.1%	2,692
 Low Income	0.7%	207	Σ †Total	11.1%	3,283

†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.



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