

# SPENCER, IOWA LABORSHED AREA



A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS  
EXECUTIVE SUMMARY

WORKFORCE.IOWA.GOV/LABORSHED

RELEASED  
2025

ESTIMATED POPULATION  
AGES 18-64

63,645

ESTIMATED TOTAL LIKELY TO  
ACCEPT EMPLOYMENT  
IN **SPENCER, IA**

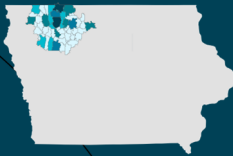
14,366



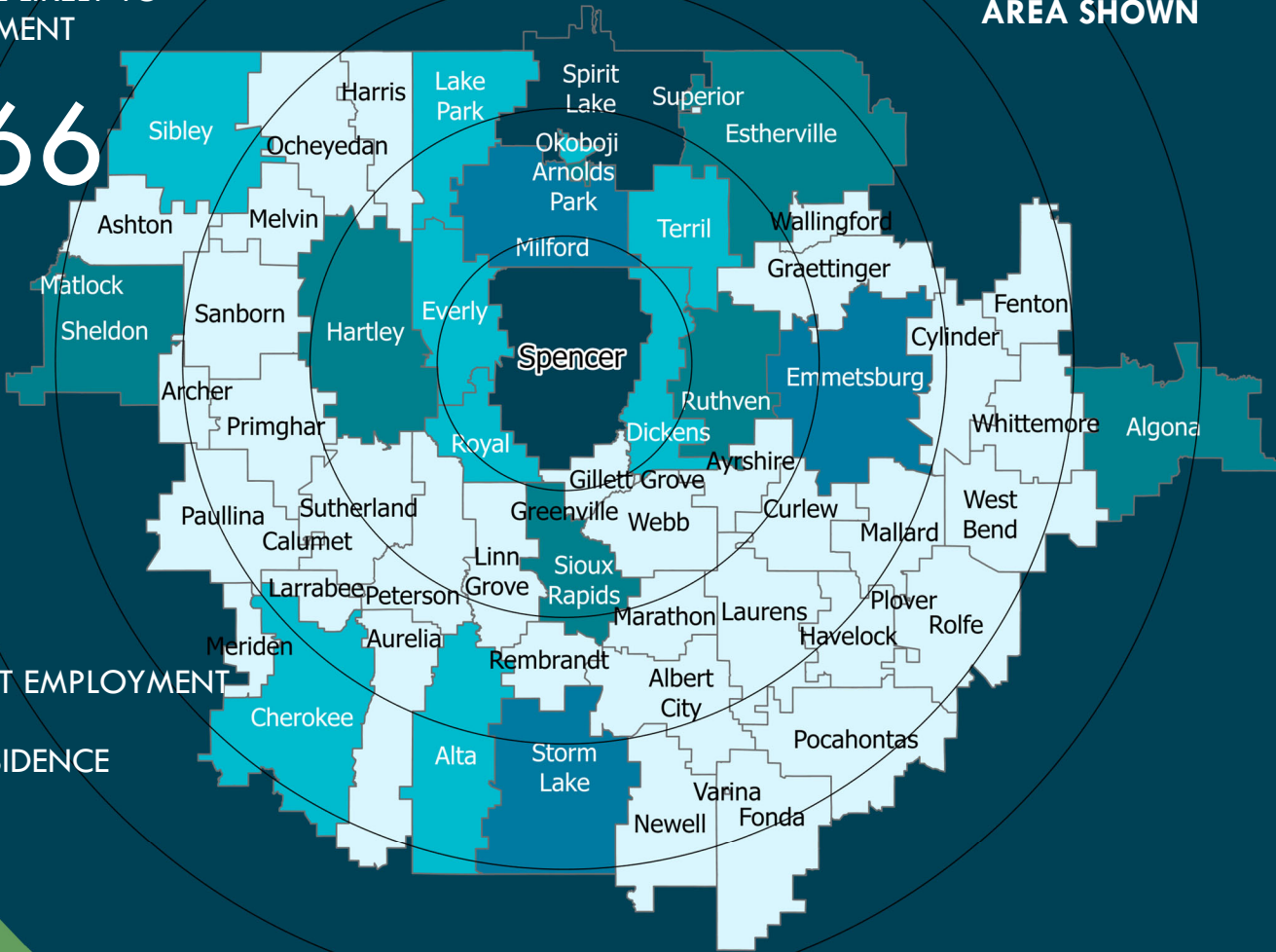
LIKELY TO  
CHANGE/ACCEPT EMPLOYMENT  
IN **SPENCER, IA**  
BY PLACE OF RESIDENCE  
(PER ZIP CODE)

- 1 - 104
- 105 - 253
- 254 - 573
- 574 - 1,296
- 1,297 - 3,367

10-Mile Interval Between Rings



AREA SHOWN



# Spencer LABORSHED ANALYSIS

## EMPLOYMENT STATUS (ESTIMATED TOTAL)\*



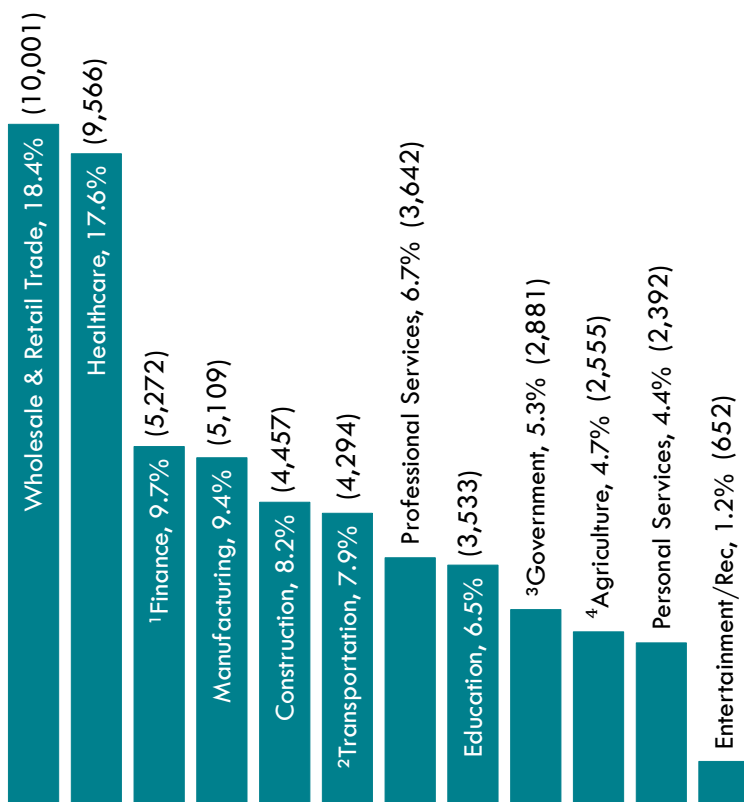
\*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

\*Totals may vary due to rounding.



## BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL\*)

\*Totals may vary due to rounding.



<sup>1</sup>Finance, Insurance, & Real Estate  
<sup>3</sup>Public Administration, Government

<sup>2</sup>Transportation, Communications, & Utilities  
<sup>4</sup>Agriculture, Forestry, & Mining

## TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

	Paid Sick Leave/ PTO/ Vacation	98.4%
	Health/Medical Insurance	92.7%
	Pension/ Retirement/401k	90.7%
	Paid Holiday	88.2%
	Dental Coverage	84.1%
	Vision Coverage	81.7%
	Life Insurance	79.3%
	Disability Insurance	75.2%
	Flex Spending Account	57.7%
	Prescription Drug Coverage	51.2%

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—

12

miles one-way for an employment opportunity

&

16  
minutes

## EMPLOYED: LIKELY TO CHANGE

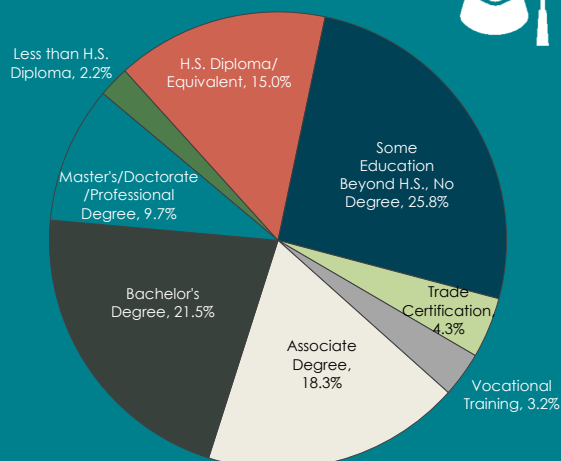
- An estimated **12,043** employed individuals are likely to change their current employment situation for an opportunity in Spencer.

- Current occupational categories:

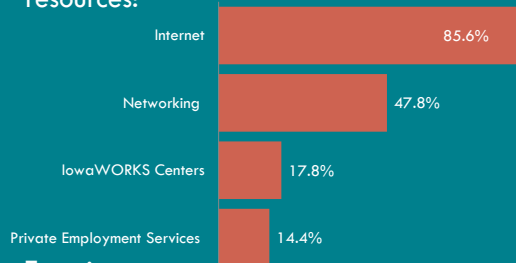
Professional, Paraprofessional, Technical	26.3%
Production, Construction, Material Moving	25.3%
Services	15.4%
Managerial	13.2%
Sales	9.9%
Clerical	6.6%
Agricultural	3.3%

- Current median wages: \$
  - \$20.00/hour and \$64,000/year
  - \$25.00/hour - attracts 66%
  - \$27.44/hour - attracts 75%

- 82.8% have an education beyond HS



- **20.4% are actively seeking employment**
- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:
  - Currently commuting an average of **12 miles/16 minutes** (one-way) to work
  - Willing to commute an average of **27 miles/33 minutes** (one-way) to work

## UNEMPLOYED: LIKELY TO ACCEPT

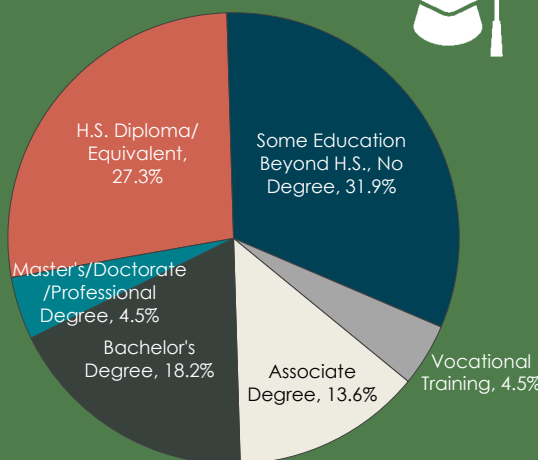
- An estimated **700** unemployed individuals are likely to accept employment in Spencer.

- Former occupational categories:

Managerial	20.0%
Production, Construction, Material Moving	20.0%
Sales	20.0%
Professional, Paraprofessional, Technical	15.0%
Services	15.0%
Clerical	10.0%
Agricultural	0.0%

- Median wages: \$
  - \$15.00/hour - lowest willing to accept
  - \$16.56/hour - attracts 66%
  - \$18.00/hour - attracts 75%

- 72.7% have an education beyond HS



- **73.9% are actively seeking employment**
- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:
  - Willing to commute an average of **25 miles/30 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 **15.7 percent**—approximately **919** people living in Spencer work in other communities.

Most of those who are out commuting are working in Spirit Lake, Des Moines, and Storm Lake, IA.


Over one-fourth (33.3%) of out commuters are likely to change employment (approximately 306 people).

55.6% earn an annual salary—median salary is **\$97,500/year**  
38.9% earn an hourly wage—median wage is **\$30.00/hour**.



## 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.

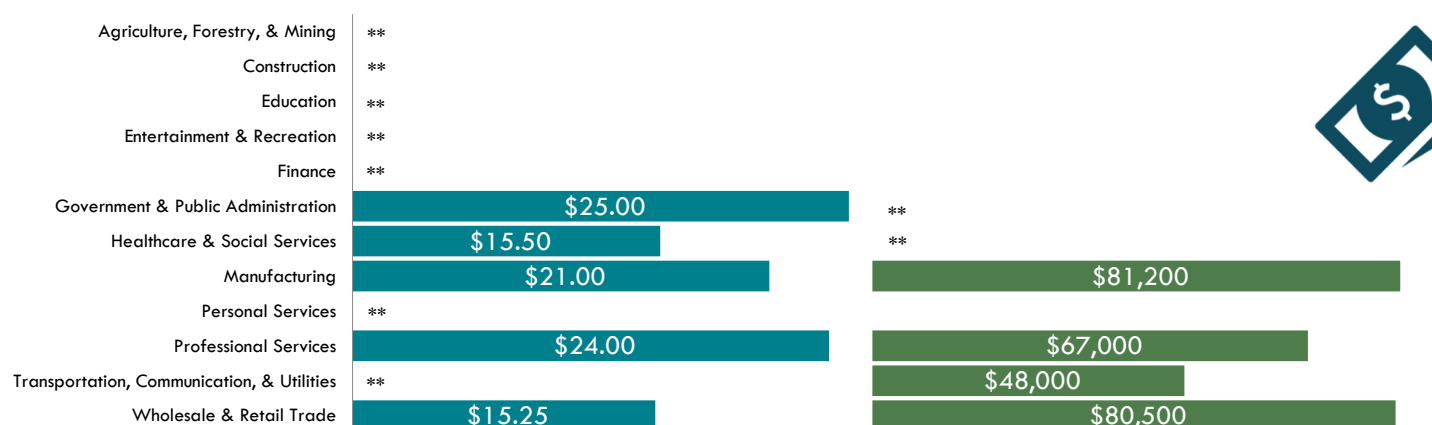
 Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	**	**	**	**	**
Education	100%	25.0%	12.5%	0.0%	62.5%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	100%	16.7%	0.0%	16.7%	66.7%
Government & Public Administration	100%	30.0%	10.0%	20.0%	40.0%
Healthcare & Social Services	71.4%	21.4%	0.0%	35.7%	14.3%
Manufacturing	73.4%	6.7%	0.0%	20.0%	46.7%
Personal Services	**	**	**	**	**
Professional Services	91.7%	16.7%	8.3%	16.7%	50.0%
Transportation, Communication, & Utilities	66.6%	0.0%	22.2%	33.3%	11.1%
Wholesale & Retail Trade	76.7%	50.0%	3.3%	6.7%	16.7%

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

■ Median Hourly Wage

■ Median Annual Salary






\*\*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	1.7%	205	 Mismatch of Skills	7.9%	951
 Low Income	0.2%	24	$\Sigma$ †Total	9.1%	1,096

†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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