OSKALOOSA, IOWA
LABORSHED AREA

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

RELEASED
2026

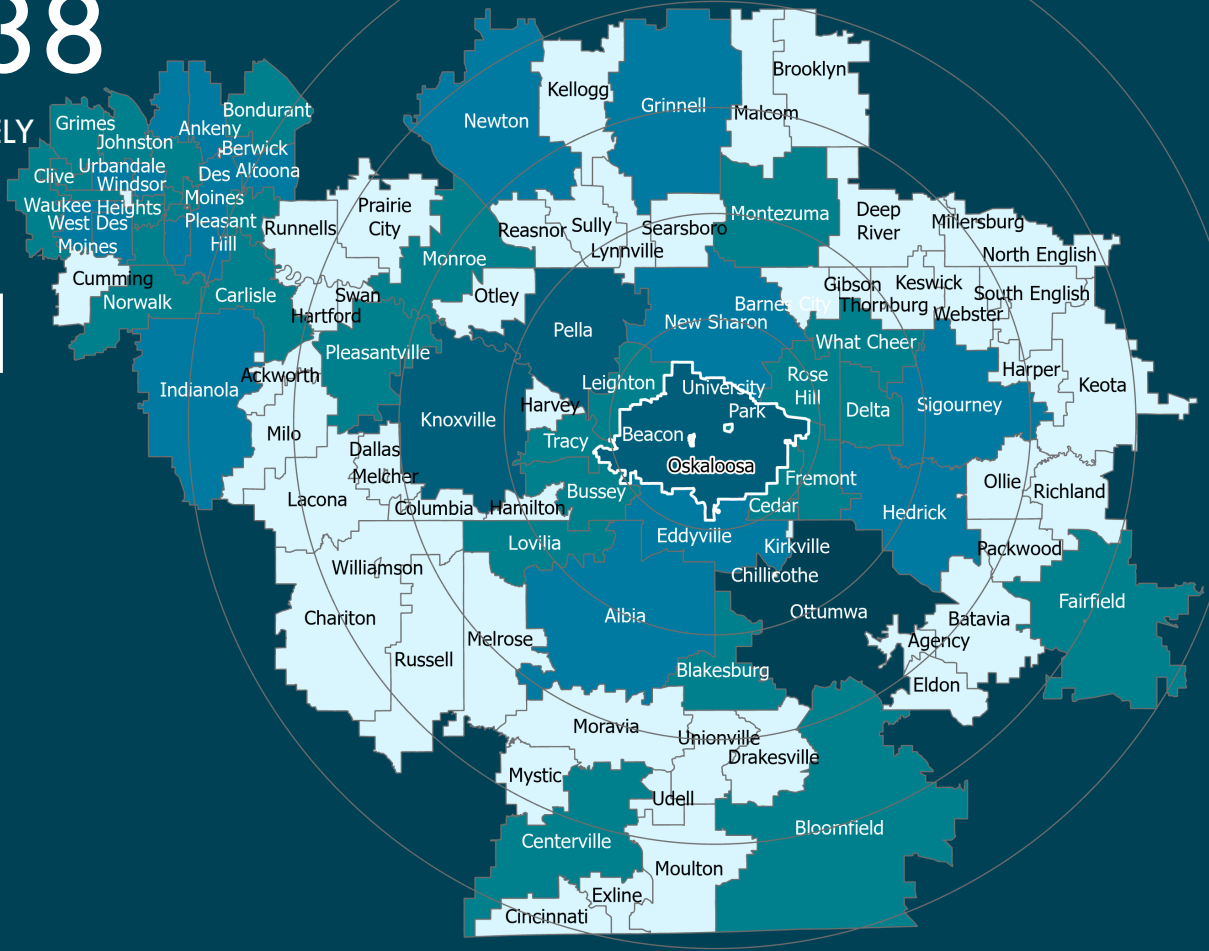
10-Mile Interval Between Rings

ESTIMATED POPULATION AGES 18-64
487,038

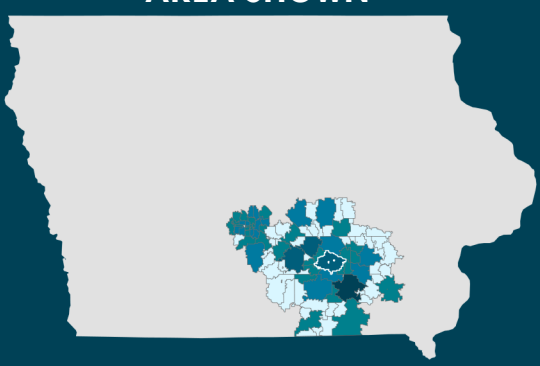
ESTIMATED TOTAL LIKELY TO ACCEPT EMPLOYMENT IN **OSKALOOSA, IA**
38,111

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

- 0 - 122
- 123 - 394
- 395 - 1,435
- 1,436 - 4,417
- 4,418 - 6,923



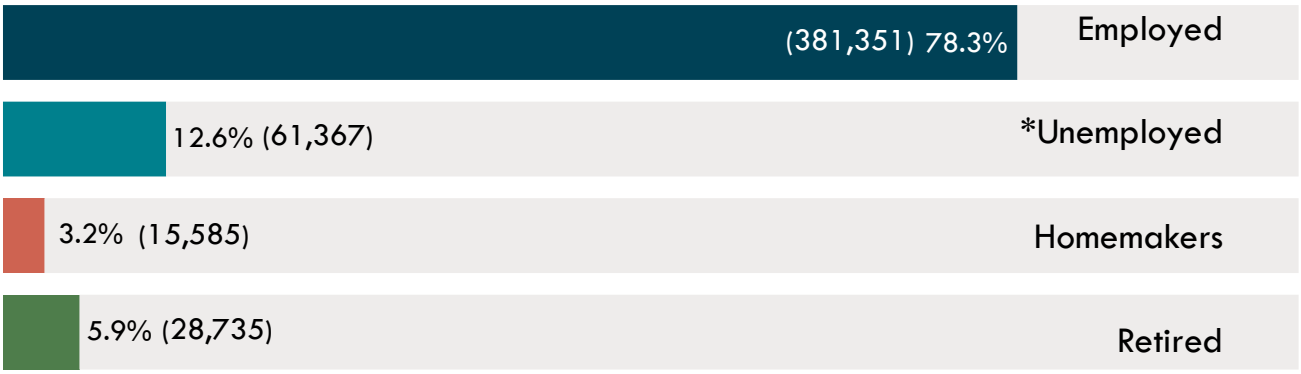
AREA SHOWN



Oskaloosa LABORSHED ANALYSIS

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 Oskaloosa 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 of Labor Statistics, which applies a stricter definition.

Employed -
Likely to Change Employment **28.4%**



Unemployed -
Likely to Accept Employment **72.5%**



Homemakers -
Likely to Accept Employment **53.8%**



Retired -
Likely to Accept Employment **8.3%**

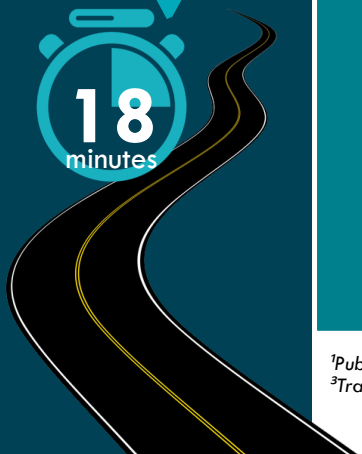


The employed are currently commuting an average of—

14 miles one-way for an employment opportunity

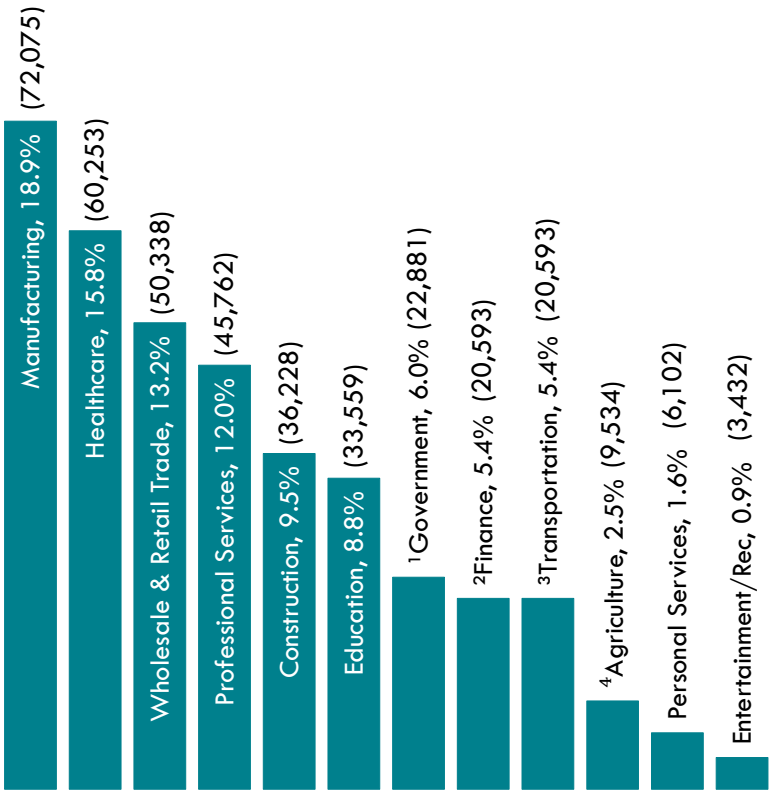
&

18 minutes



BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL*)

*Totals may vary due to rounding.



[1]Public Administration, Government
[2]Finance, Insurance, & Real Estate
[3]Transportation, Communications, & Utilities
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Paid Vacation/PTO/Sick Leave	95.0%
Health/Medical Insurance	93.7%
Pension/Retirement/401k	92.9%
Dental Coverage	90.8%
Paid Holiday	87.4%
Vision Coverage	87.0%
Life Insurance	86.6%
Disability Insurance	83.7%
Flex Spending Account	69.0%
Prescription Drug Coverage	63.2%

EMPLOYED: LIKELY TO CHANGE

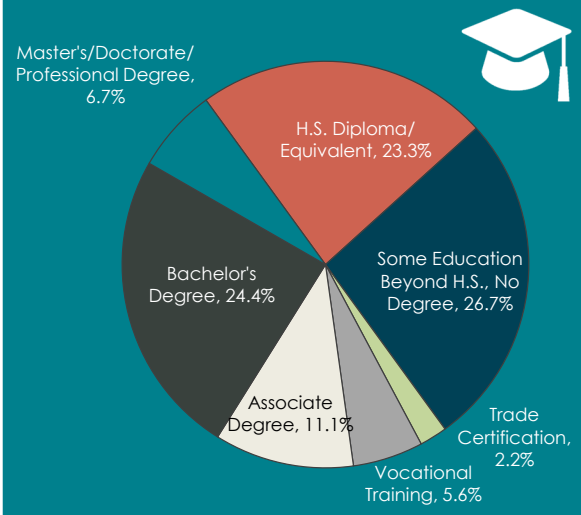
- **An estimated 28,652 employed individuals are likely to change their current employment situation for an opportunity in Oskaloosa.**

- Current occupational categories:

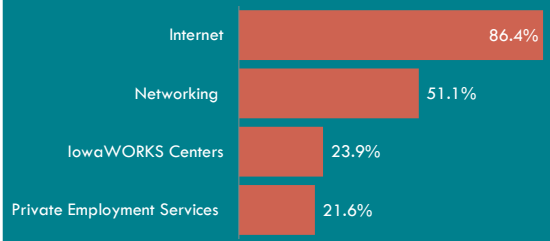
Professional, Paraprofessional, Technical	**29.9%**
Production, Construction, Material Moving	**28.7%**
Services	**12.6%**
Clerical	**10.3%**
Managerial	**9.2%**
Sales	**6.9%**
Agricultural	**2.4%**

- Current median wages: $
  - $21.80/hour and $65,000/year
  - $27.44/hour - attracts 66%
  - $30.00/hour - attracts 75%

- 76.7% have an education beyond HS



- **35.6% are actively seeking employment**
- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:
  - Currently commuting an average of **14** miles/**19** minutes (one-way) to work
  - Willing to commute an average of **28** miles/**36** minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

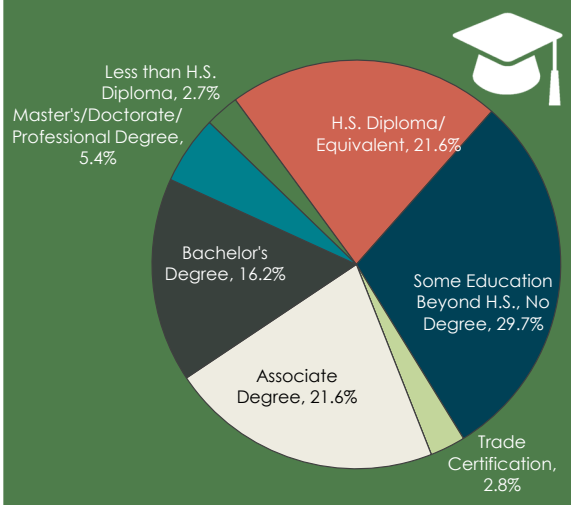
- **An estimated 1,617 unemployed individuals are likely to accept employment in Oskaloosa.**

- Former occupational categories:

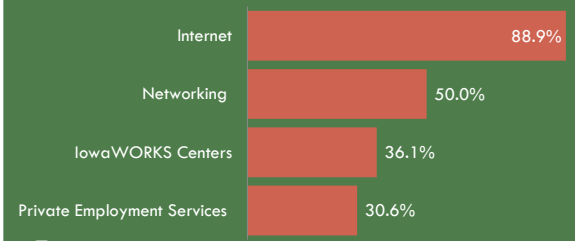
Production, Construction, Material Moving	**40.0%**
Professional, Paraprofessional, Technical	**20.0%**
Clerical	**11.4%**
Sales	**11.4%**
Managerial	**8.6%**
Services	**8.6%**
Agricultural	**0.0%**

- Median wages: $
  - $18.23/hour - lowest willing to accept
  - $23.28/hour - attracts 66%
  - $25.00/hour - attracts 75%

- 75.7% have an education beyond HS



- **70.3% are actively seeking employment**
- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:
  - Willing to commute an average of **25** miles/**31** minutes (one-way) to work



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

The **out commute** for Oskaloosa is estimated at 28.1 percent—approximately 1,583 people living in Oskaloosa work in other communities.

Most of those who are out commuting are working in Pella, Eddyville, Ottumwa and Knoxville, IA.

One-fifth (20.0%) of out commuters are likely to change employment (approximately 317 people).

72.0% earn an hourly wage—median wage is **$24.95/hour**
28.0% earn an annual salary—median salary is **$95,000/year.**





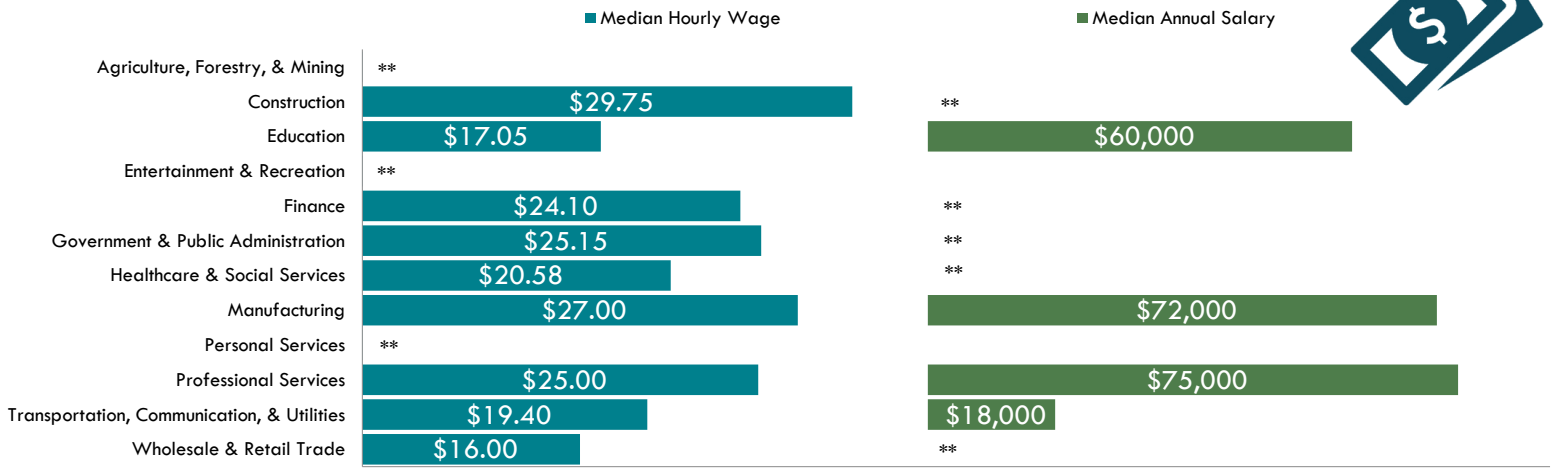
EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

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	70.0%	0.0%	20.0%	40.0%	10.0%
Education	100%	18.2%	9.1%	9.1%	63.6%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	**	**	**	**	**
Government & Public Administration	100%	50.0%	0.0%	0.0%	50.0%
Healthcare & Social Services	76.1%	23.8%	9.5%	19.0%	23.8%
Manufacturing	77.2%	18.2%	4.5%	13.6%	40.9%
Personal Services	**	**	**	**	**
Professional Services	64.7%	17.6%	0.0%	11.8%	35.3%
Transportation, Communication, & Utilities	80.0%	50.0%	10.0%	10.0%	10.0%
Wholesale & Retail Trade	62.9%	40.7%	3.7%	7.4%	11.1%

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
Inadequate Hours	3.0%	860
Low Income	0.5%	143

	Percent Surveyed	Estimated Total
Mismatch of Skills	8.4%	2,407
†Total	10.4%	2,980

†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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