CEDAR VALLEY PARTNERSHIP
REGIONAL LABORSHED AREA

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

RELEASED
2021

ESTIMATED POPULATION, AGES 18-64
523,763

TOTAL ESTIMATED LABOR FORCE, AGES 18-64
416,987

AREA SHOWN

Chester, Lime Springs, Riceville, Cresco, Ridgeway, Decorah, Waukon, Osage, Elma, Orchard, Alta Vista, Waucoma, Calmar, Fort Atkinson, Cawler, Ossian, Castalia, Postville, Clear Lake, Mason City, Nora Springs, Rudd, Floyd, Charles City, New Hampton, Ionia, Waucoma, West Union, Clermont, Elgin, Rockwell, Rockford, Marble Rock, Nashua, Fredericksburg, Hawkeye, Dougherty, Greene, Plainfield, Randalia, Wadena, Elkader, Sheffield, Aredale, Bristow, Clarksville, Tripoli, Sumner, Fayette, Volga, Hampton, Dumont, Allison, Waverly, Westgate, Maynard, Arlington, Strawberry Point, Edgewood, Greeley, Geneva, Shell Rock, Readlyn, Denver, Fairbank, Oelwein, Lamont, Dundee, Aplington, Janesville, Dunkerton, Hazleton, Aurora, Alden, Iowa Falls, Ackley, Parkersburg, New Hartford, Cedar Falls, Evansdale, Independence, Manchester, Earlville, Dyersville, Steamboat Rock, Wellsburg, Dike, Waterloo, Jesup, Quasqueton, Winthrop, Farley, Holland, Hudson, La Porte City, Brandon, Rowley, Masonville, Delhi, Worthington, Grundy Center, Reinbeck, Buckingham, Mount Auburn, Walker, Ryan, Hopkinton, Cascade, Eldora, Hubbard, New Providence, Union, Beaman, Conrad, Traer, Urbana, Center Point, Coggon, Central City, Monticello, Zearing, Clemons, Liscomb, Gladbrook, Dysart, Vinton, Toddville, Alburnett, Anamosa, Center Junction, Saint Anthony, Albion, Garrison, Shellsburg, Palo, Marion, Springville, Martelle, State Center, Garwin, Clutier, Newhall, Cedar Rapids, Marshalltown, Toledo, Elberon, Keystone, Van Horne, Atkins, Mount Vernon, Montour, Blairstown, Watkins, Norway, Fairfax, Ely, Lisbon, Mechanicsville, Tama, Chelsea, Belle Plaine, Marengo, Amana, Swisher, North Liberty, Solon, West Branch, South Amana, Homestead, Tiffin, Oxford, Iowa City, Iowa City

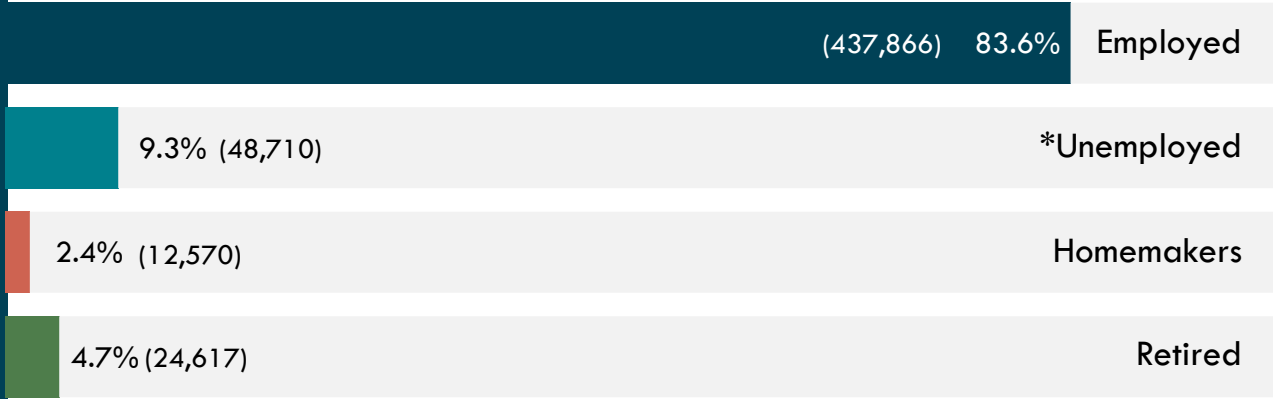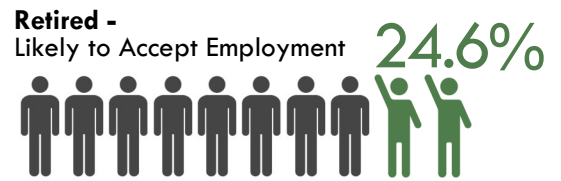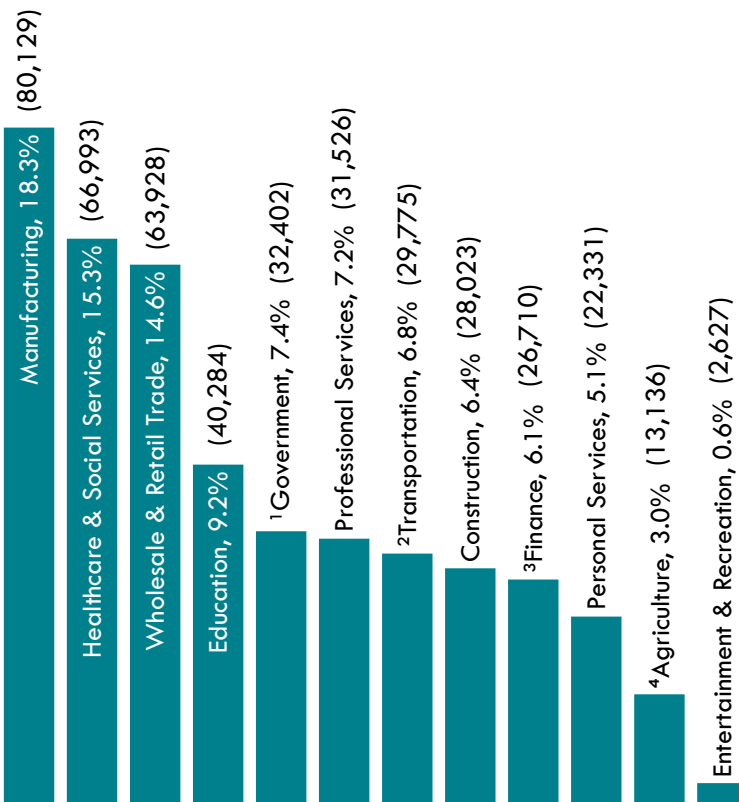# CEDAR VALLEY REGIONAL PARTNERSHIP LABORSHED ANALYSIS

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 Cedar Valley Regional Partnership Laborshed area.

The employed are currently commuting an average of—

13 miles one-way for an employment opportunity

&

16 minutes

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(437,866)	83.6%	Employed
9.3% (48,710)		*Unemployed
2.4% (12,570)		Homemakers
4.7% (24,617)		Retired

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 **30.1%**

Unemployed - Likely to Accept Employment **73.5%**

Homemakers - Likely to Accept Employment **37.1%**

Retired - Likely to Accept Employment **24.6%**

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Manufacturing, 18.3% (80,129)
- Healthcare & Social Services, 15.3% (66,993)
- Wholesale & Retail Trade, 14.6% (63,928)
- Education, 9.2% (40,284)
- [1]Government, 7.4% (32,402)
- Professional Services, 7.2% (31,526)
- [2]Transportation, 6.8% (29,775)
- Construction, 6.4% (28,023)
- [3]Finance, 6.1% (26,710)
- Personal Services, 5.1% (22,331)
- [4]Agriculture, 3.0% (13,136)
- Entertainment & Recreation, 0.6% (2,627)

Totals may vary due to rounding.
[1]Public Administration, Government
[2]Transportation, Communications, & Utilities
[3]Finance, Insurance, & Real Estate
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	%
Health/Medical Insurance	**93.4%**
Pension/Retirement	**87.7%**
Paid Vacation	**86.1%**
Paid Holiday	**85.8%**
Dental Coverage	**85.5%**
Vision Coverage	**78.2%**
Life Insurance	**77.9%**
Disability Insurance	**76.9%**
Flex Spending Account	**56.8%**
RX Drug Coverage	**55.4%**

EMPLOYED: LIKELY TO CHANGE

- **30.1%** of employed individuals are likely to change their current employment situation for a new opportunity.

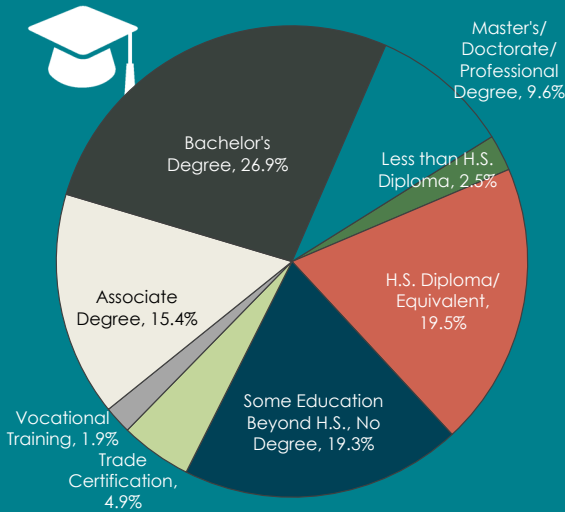- Current occupational categories:

Production, Construction, Material Moving	32.5%
Professional, Paraprofessional, Technical	27.9%
Service	12.9%
Clerical	9.8%
Managerial	8.3%
Sales	6.9%
Agricultural	1.7%

- Current median wages: $
  - $16.93/hour and $68,000/year
  - $20.00/hour - attracts 66%
  - $23.85/hour - attracts 75%

- 78.0% have an education beyond HS

Master's/Doctorate/Professional Degree, 9.6%
Bachelor's Degree, 26.9%
Less than H.S. Diploma, 2.5%
H.S. Diploma/Equivalent, 19.5%
Associate Degree, 15.4%
Vocational Training, 1.9%
Trade Certification, 4.9%
Some Education Beyond H.S., No Degree, 19.3%

- **30.7%** are actively seeking employment
- Most frequently identified job search resources:

Internet	82.9%
Networking	42.9%
IowaWORKS Centers	26.1%
Newspaper	24.9%

- Top sites:
  - indeed.com
  - linkedin.com
  - monster.com
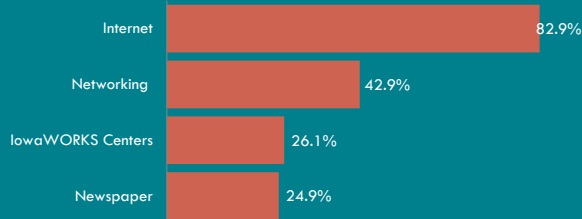
- Top newspapers:
  - NEWS
  - *Waterloo-Cedar Falls Courier*
  - *The Gazette - Cedar Rapids*

- Commute:
  - Currently commuting an average of **12** miles/**16** minutes (one-way) to work
  - Willing to commute an average of **26** miles/**33** minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

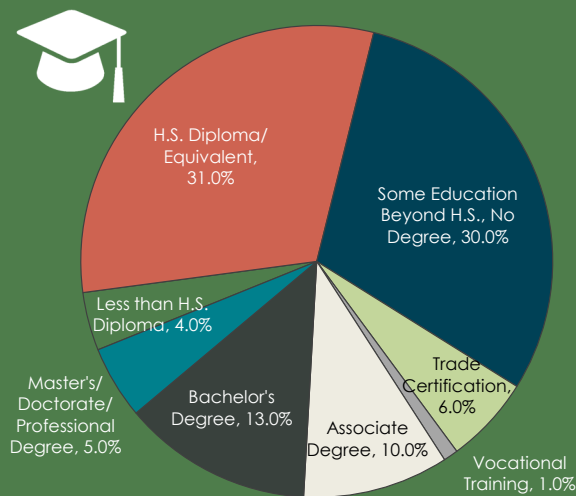- **73.5%** of unemployed individuals are likely to accept an employment opportunity.

- Former occupational categories:

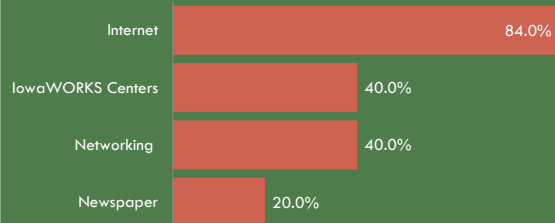|	
Production, Construction, Material Moving	36.8%
Service	24.2%
Sales	12.6%
Professional, Paraprofessional, Technical	11.6%
Clerical	8.4%
Managerial	6.4%
Agricultural	0.0%

- Median wages: $
  - $14.00/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $17.00/hour - attracts 75%

- 65.0% have an education beyond HS

H.S. Diploma/Equivalent, 31.0%
Some Education Beyond H.S., No Degree, 30.0%
Less than H.S. Diploma, 4.0%
Master's/Doctorate/Professional Degree, 5.0%
Bachelor's Degree, 13.0%
Associate Degree, 10.0%
Trade Certification, 6.0%
Vocational Training, 1.0%

- **69.0%** are actively seeking employment
- Most frequently identified job search resources:

Internet	84.0%
IowaWORKS Centers	40.0%
Networking	40.0%
Newspaper	20.0%

- Top sites:
  - indeed.com
  - linkedin.com
  - facebook.com

- Top newspapers:
  - NEWS
  - *Waterloo-Cedar Falls Courier*
  - *Times Republican - Marshalltown*

- Commute:
  - Willing to commute an average of **25** miles/**34** minutes (one-way) to work

This regional analysis is based on aggregated data from the Grundy Center, Independence, New Hampton, Shell Rock, Waterloo-Cedar Falls, and Waverly Laborshed studies.

These results are based upon a total of **1,455** completed surveys.

For more data visit: www.iowalmi.gov/laborshed

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.
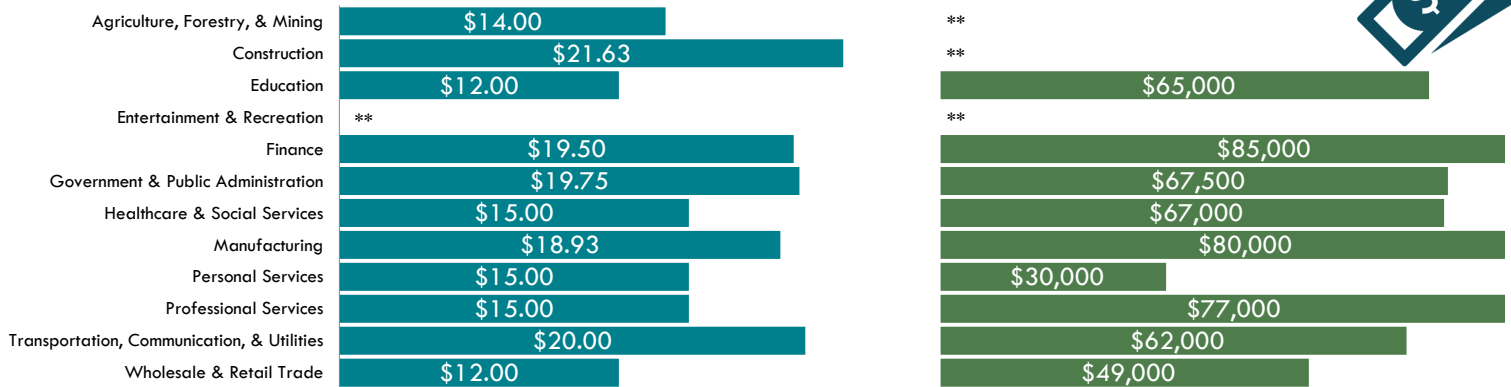
Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	70.0%	0.0%	30.0%	0.0%	40.0%
Construction	69.4%	21.7%	4.3%	21.7%	21.7%
Education	91.9%	21.6%	0.0%	5.4%	64.9%
Entertainment & Recreation	60.0%	40.0%	0.0%	0.0%	20.0%
Finance, Insurance, & Real Estate	99.9%	21.4%	7.1%	7.1%	64.3%
Government & Public Administration	95.0%	15.0%	5.0%	10.0%	65.0%
Healthcare & Social Services	86.1%	15.3%	6.9%	16.7%	47.2%
Manufacturing	61.8%	17.5%	8.2%	15.5%	20.6%
Personal Services	86.9%	34.8%	13.0%	8.7%	30.4%
Professional Services	84.2%	26.3%	5.3%	15.8%	36.8%
Transportation, Communication, & Utilities	77.4%	25.8%	3.2%	19.4%	29.0%
Wholesale & Retail Trade	66.3%	31.7%	7.7%	10.6%	16.3%

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

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	$14.00	**
Construction	$21.63	**
Education	$12.00	$65,000
Entertainment & Recreation	**	**
Finance	$19.50	$85,000
Government & Public Administration	$19.75	$67,500
Healthcare & Social Services	$15.00	$67,000
Manufacturing	$18.93	$80,000
Personal Services	$15.00	$30,000
Professional Services	$15.00	$77,000
Transportation, Communication, & Utilities	$20.00	$62,000
Wholesale & Retail Trade	$12.00	$49,000

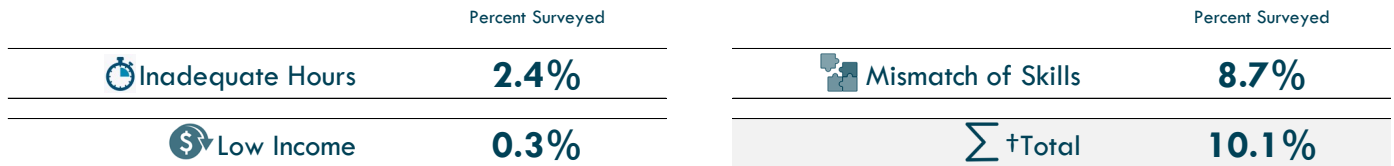***Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change 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			Percent Surveyed
Inadequate Hours	**2.4%**		Mismatch of Skills	**8.7%**
Low Income	**0.3%**		∑ †Total	**10.1%**

†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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