

Anamosa

LABOR SHED ANALYSIS

2012

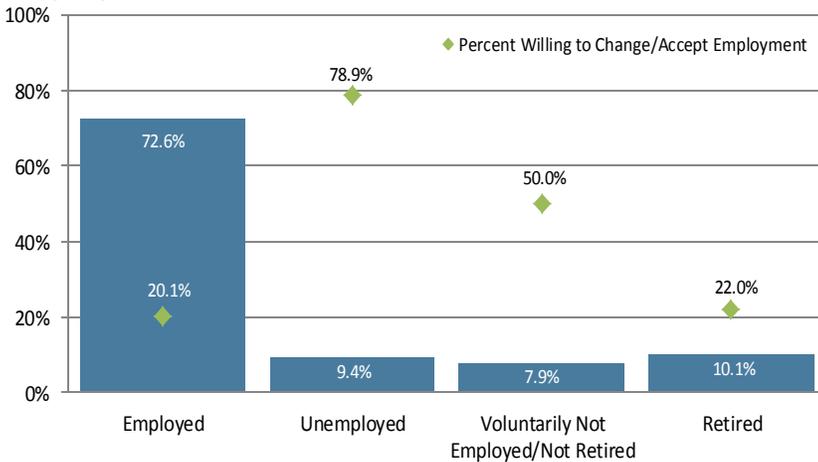


A Study of Workforce Characteristics

Laborshed Studies

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Anamosa Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed analysis addresses underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked and distance willing to commute to work.

Employment Status*



*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.

Total Potential Labor Force: 212,235 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (36,944)

- 27,845 Employed
- 2,022 Unemployed
- 2,054 Voluntarily Not Employed, Not Retired
- 5,023 Retired

Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; who are working at wages equal to or less than the national poverty level; and/or who are working in positions that do not meet their skill or education levels, or worked for higher wages at previous employment.

- 1.7% Inadequate hours (473 people)
- 3.0% Mismatch of skills (835 people)
- 0.5% Low income (139 people)
- 4.4% Total estimated underemployment (1,225 people)

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

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Manufacturing	21.4%	32,974	74.0%	22.2%	15.1%
Education	15.5%	23,883	72.2%	12.8%	3.7%
Wholesale & Retail Trade	13.5%	20,801	68.0%	32.4%	18.0%
Healthcare & Social Services	12.7%	19,568	74.4%	6.3%	4.7%
Transportation, Communication & Utilities	7.9%	12,173	74.1%	30.0%	3.7%
Finance, Insurance & Real Estate	7.1%	10,940	85.7%	0.0%	0.0%
Public Administration & Government	5.6%	8,629	58.3%	7.1%	0.0%
Construction	4.8%	7,396	85.7%	25.0%	7.1%
Professional Services	4.8%	7,396	60.0%	25.0%	25.0%
Personal Services	3.2%	4,931	88.9%	25.0%	0.0%
Agriculture, Forestry & Mining	2.0%	3,082	71.4%	0.0%	0.0%
Entertainment & Recreation	1.5%	2,311	80.0%	25.0%	0.0%

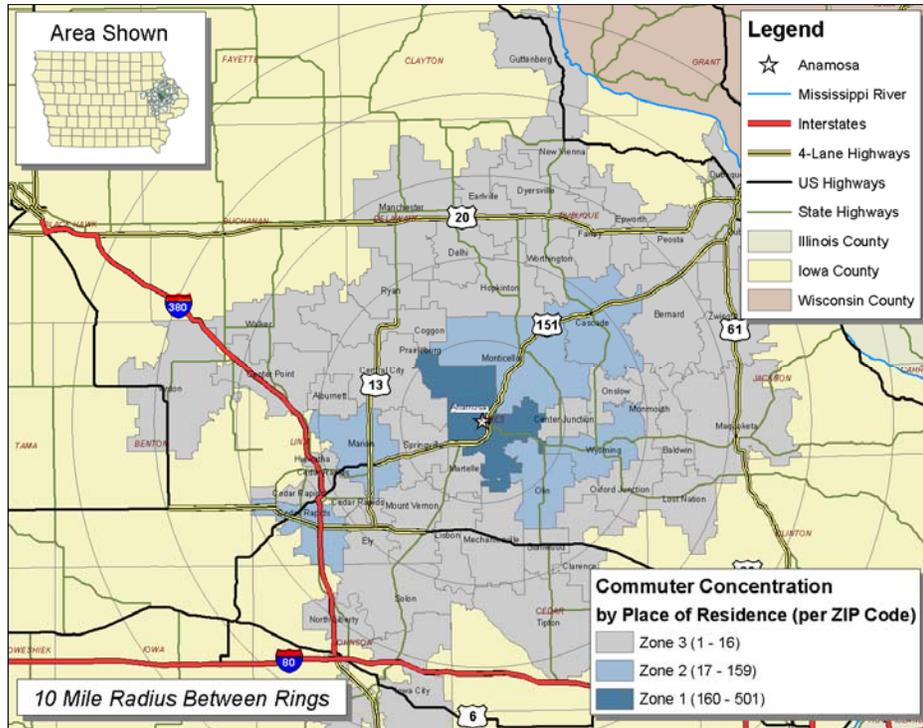
Survey respondents from the Anamosa Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

Quick Facts

(Employed - willing to change employment)

- 8.5% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 46 years old
- 24.1% currently working within the professional, paraprofessional & technical occupational category followed by 19.0% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
 - Internet
 - www.corridorcareers.com
 - www.careerbuilder.com
 - www.monster.com
 - Local/Regional newspapers
 - The Gazette - Cedar Rapids
 - The Des Moines Register
 - Networking through friends, family and acquaintances
 - Local IowaWORKS Centers

Anamosa Laborshed Area



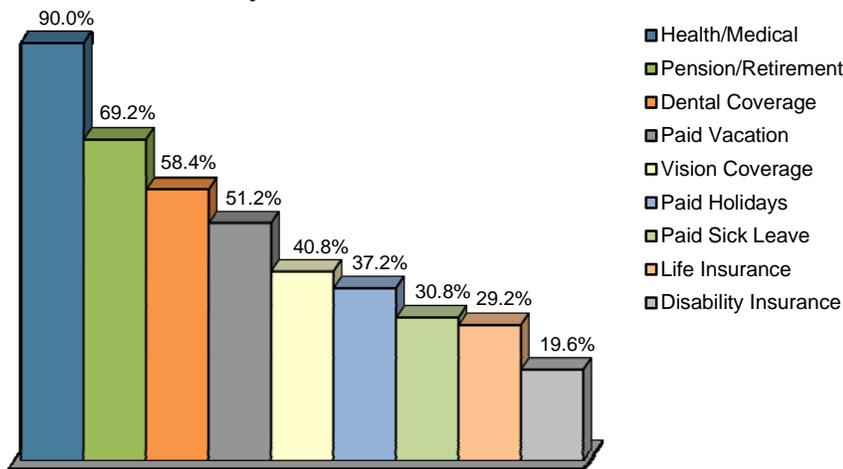
Commuting Statistics

The map at the left represents commuting patterns into Anamosa with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Anamosa Laborshed area are willing to commute an average of 25 miles one way for employment opportunities.



Benefits Currently Offered



The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at left provides the percentage of responses from those that are currently employed. The top nine benefits are shown.

The majority (82.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 11.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

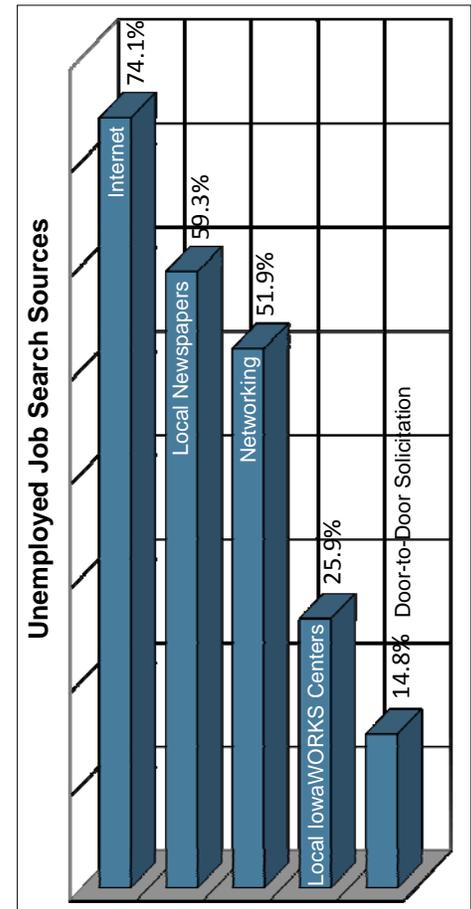
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	64.3%	7.1%	21.4%	*	\$20.98
Manufacturing	56.2%	11.0%	27.3%	\$94,000	\$18.70
Transportation, Communication & Utilities	77.8%	7.4%	48.1%	\$58,000	\$21.83
Wholesale & Retail Trade	56.0%	10.0%	20.0%	\$55,000	\$10.50
Finance, Insurance & Real Estate	81.0%	33.3%	23.8%	\$70,000	\$12.50
Healthcare & Social Services	88.4%	27.9%	37.2%	\$50,000	\$14.50
Personal Services	*	*	*	*	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	65.0%	5.0%	45.0%	\$64,000	\$10.00
Public Administration & Government	79.2%	12.5%	37.5%	\$63,000	\$23.00
Education	74.1%	18.5%	50.0%	\$43,500	\$15.00

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

*Insufficient survey data/refused

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 2,022 unemployed individuals are willing to accept employment
- Average age is 47 years old
- 50.0% are male; 50.0% are female
- Education:
 - 50.0% have an education beyond high school
 - 13.3% have an associate degree
 - 23.3% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$12.00/hr. with a median of the lowest wage of \$9.00
- Willing to commute an average of 21 miles one way for the right opportunity
- 66.7% expressed interest in seasonal and 60.0% in temporary employment opportunities
- 50.0% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 76.9%
 - Paid vacation - 42.3%
 - Dental coverage - 38.5%
 - Pension/retirement options - 38.5%
 - Vision coverage - 26.9%
 - Paid sick leave - 23.1%
 - Paid holidays - 19.2%
 - Life insurance - 11.5%
 - Prescription drug coverage - 11.5%
 - Stock options - 3.8%
- 60.0% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Anamosa Laborshed Analysis, contact:

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