

SOLON



ICAD

Iowa City Area Development Group

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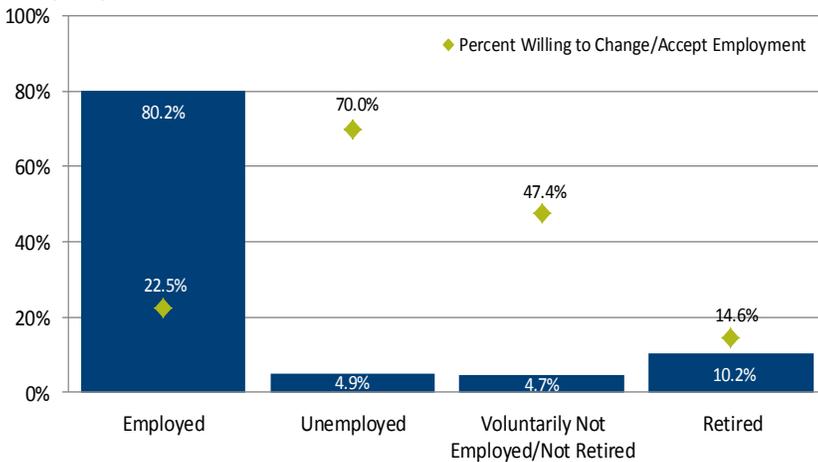
LABORSHED ANALYSIS

A Study of Workforce Characteristics
Released November 2012

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 Solon 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: 152,578 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (35,737)

- 27,848 Employed
- 1,603 Unemployed
- 1,789 Voluntarily Not Employed, Not Retired
- 4,497 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)
- 2.0% Mismatch of skills (557 people)
- 0.2% Low income (56 people)
- 4.0% Total estimated underemployment (1,114 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
Education	27.8%	34,018	80.0%	22.4%	2.1%
Healthcare & Social Services	17.2%	21,047	83.9%	21.3%	3.6%
Manufacturing	12.8%	15,663	83.3%	28.6%	7.1%
Wholesale & Retail Trade	11.4%	13,950	83.8%	19.4%	8.1%
Transportation, Communication & Utilities	8.1%	9,912	81.5%	18.2%	0.0%
Finance, Insurance & Real Estate	6.2%	7,587	85.0%	17.6%	0.0%
Public Administration & Government	5.5%	6,730	75.0%	13.3%	5.0%
Professional Services	3.3%	4,038	81.8%	0.0%	9.1%
Personal Services	2.9%	3,549	88.9%	25.0%	0.0%
Construction	2.6%	3,182	63.6%	42.9%	9.1%
Entertainment & Recreation	1.5%	1,836	*	*	*
Agriculture, Forestry & Mining	0.7%	857	*	*	*

* Insufficient survey data/refused

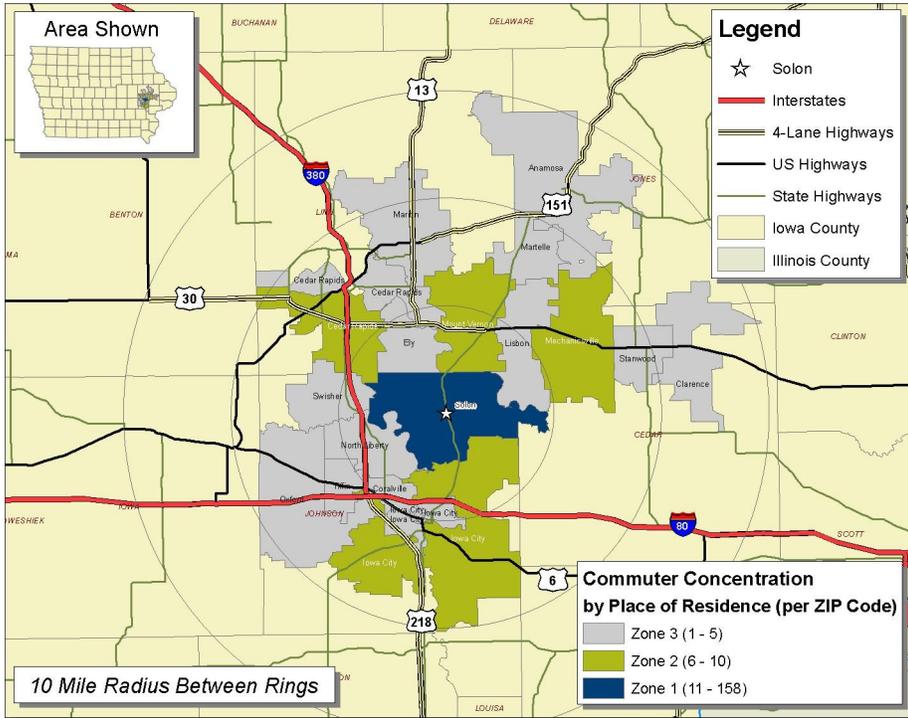
Survey respondents from the Solon Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 15.1% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 47 years old
- 41.1% currently working within the professional, paraprofessional & technical occupational category followed by 17.8% within the managerial occupational category
- Most frequently identified job search sources:
 - Internet
 - www.corridorcareers.com
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers
 - The Gazette - Cedar Rapids
 - The Des Moines Register
 - Networking through friends, family and acquaintances
 - Private employment services
 - Trade publications

Solon Laborshed Area



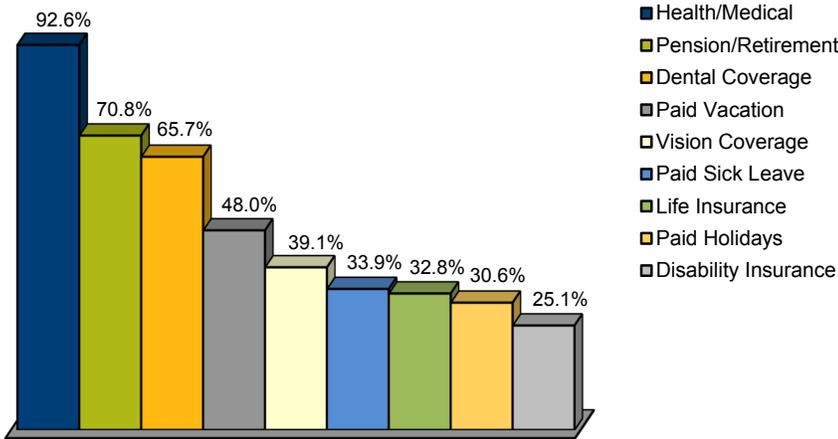
Commuting Statistics

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

Those who are willing to change/accept employment in the Solon Laborshed area are willing to commute an average of 26 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 (75.4%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.8 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

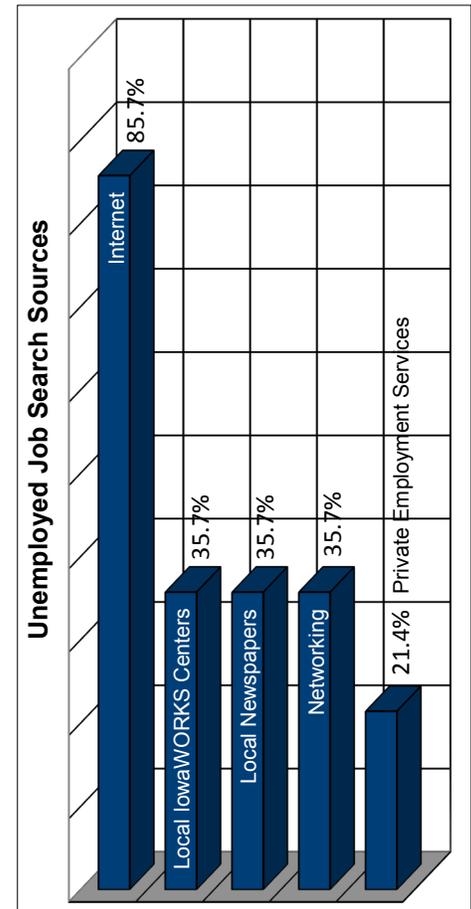
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	36.4%	9.1%	18.2%	*	\$16.00
Manufacturing	76.2%	14.3%	38.2%	\$72,500	\$20.00
Transportation, Communication & Utilities	81.5%	11.1%	55.5%	\$75,000	\$21.83
Wholesale & Retail Trade	75.7%	13.5%	43.2%	\$71,000	\$16.00
Finance, Insurance & Real Estate	90.0%	25.0%	35.0%	\$65,000	\$16.00
Healthcare & Social Services	96.4%	17.9%	66.1%	\$62,250	\$17.87
Personal Services	100%	11.1%	55.5%	*	\$12.30
Entertainment & Recreation	*	*	*	*	*
Professional Services	72.7%	9.1%	54.6%	*	\$12.00
Public Administration & Government	80.0%	15.0%	50.0%	\$63,500	\$11.50
Education	92.6%	11.6%	72.7%	\$58,000	\$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 1,603 unemployed individuals are willing to accept employment
- Average age is 48 years old
- 50.0% are male; 50.0% are female
- Education:
 - 64.3% have an education beyond high school
 - 7.1% are trade certified
 - 7.1% have an associate degree
 - 42.9% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$13.40 to \$16.00/hr. with a median of the lowest wage of \$9.00
- Willing to commute an average of 20 miles one way for the right opportunity
- 85.7% expressed interest in temporary and 78.6% in seasonal 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 - 84.6%
 - Dental coverage - 69.2%
 - Vision coverage - 53.8%
 - Paid vacation - 23.1%
 - Pension/retirement options - 23.1%
 - Life insurance - 15.4%
 - Paid holidays - 15.4%
 - Disability insurance - 7.7%
 - Paid sick leave - 7.7%
 - Prescription drug coverage - 7.7%
- 54.5% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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