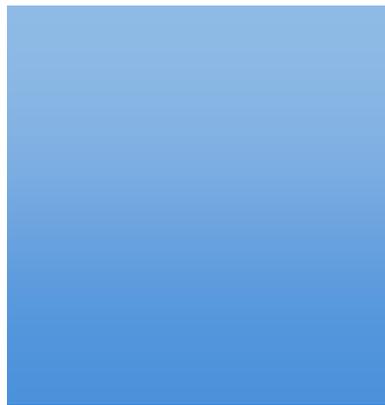


LAND  
LOCATION  
LIVING  
LABOR

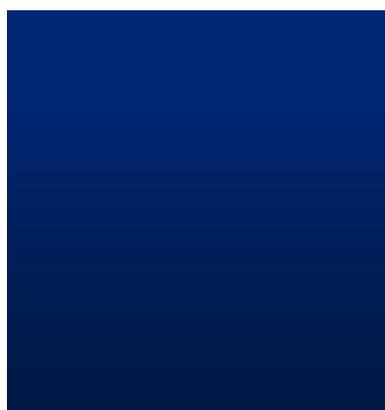


# Cedar County, Iowa

## Laborshed Analysis



A Study of  
Workforce  
Characteristics

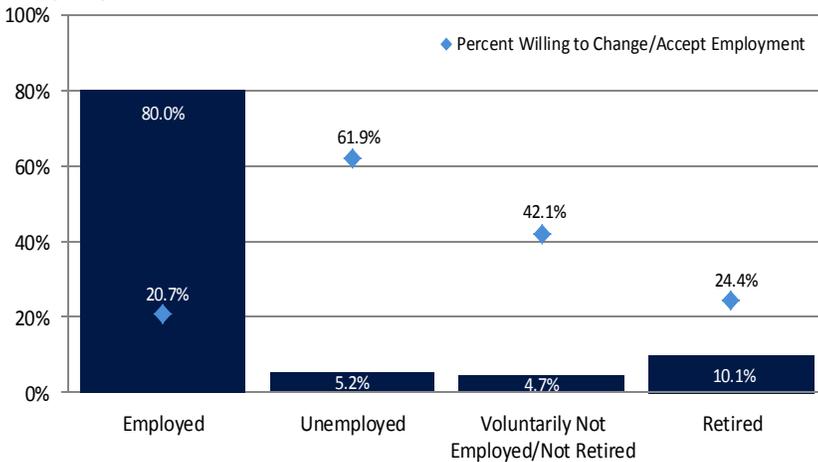


Released  
November 2012

# 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 Cedar County 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: 150,021 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (14,368)**

- 9,458 Employed
- 824 Unemployed
- 781 Voluntarily Not Employed, Not Retired
- 3,305 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.

- 2.7% Inadequate hours (255 people)
- 2.0% Mismatch of skills (189 people)
- 1.7% Low income (161 people)
- 4.9% Total estimated underemployment (463 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	22.1%	26,524	77.9%	13.3%	1.3%
Healthcare & Social Services	13.7%	16,442	82.2%	16.2%	0.0%
Manufacturing	13.3%	15,962	73.5%	30.6%	12.2%
Wholesale & Retail Trade	13.3%	15,962	87.8%	27.8%	7.3%
Transportation, Communication & Utilities	7.0%	8,401	79.2%	5.3%	4.2%
Finance, Insurance & Real Estate	6.3%	7,561	85.0%	17.6%	0.0%
Personal Services	6.3%	7,561	85.0%	35.3%	0.0%
Construction	5.2%	6,241	82.4%	21.4%	0.0%
Public Administration & Government	4.8%	5,761	68.4%	7.7%	10.5%
Agriculture, Forestry & Mining	3.7%	4,441	83.3%	10.0%	0.0%
Professional Services	3.3%	3,961	64.3%	33.3%	28.6%
Entertainment & Recreation	1.0%	1,200	*	*	*

\* Insufficient survey data/refused

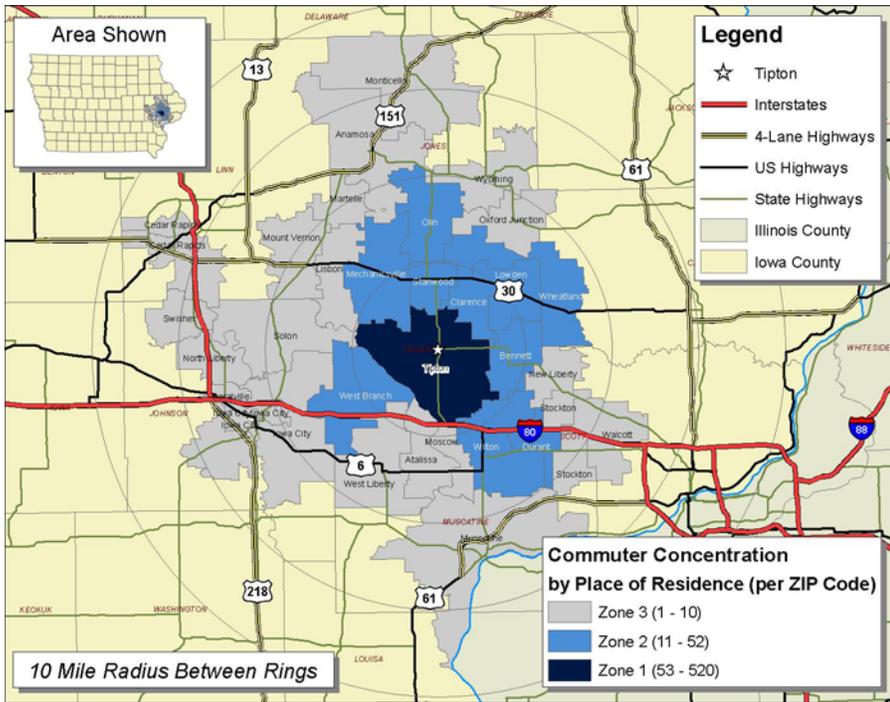
Survey respondents from the Cedar County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

## Quick Facts

(Employed - willing to change employment)

- 17.9% are working multiple jobs
- Currently working an average of 40 hours per week
- Average age is 49 years old
- 35.4% currently working within the professional, paraprofessional & technical occupational category followed by 21.5% within the production, construction & material handling occupational category
- Most frequently identified job search sources:
  - Internet
    - [www.corridorcareers.com](http://www.corridorcareers.com)
    - [www.monster.com](http://www.monster.com)
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
  - Local/Regional newspapers
    - The Gazette - Cedar Rapids
    - Quad City Times
    - Iowa City Press Citizen
  - Networking through friends, family and acquaintances
  - Local IowaWORKS Centers

# Cedar County Laborshed Area



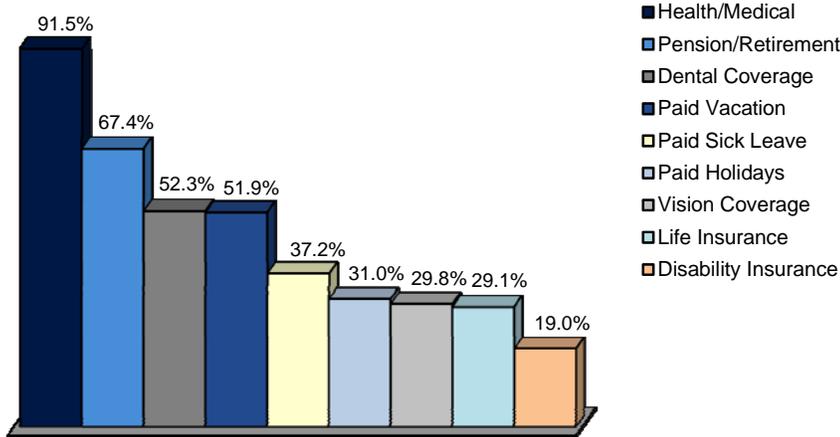
## Commuting Statistics

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

Those who are willing to change/accept employment in the Cedar County 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 (73.1%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.3 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

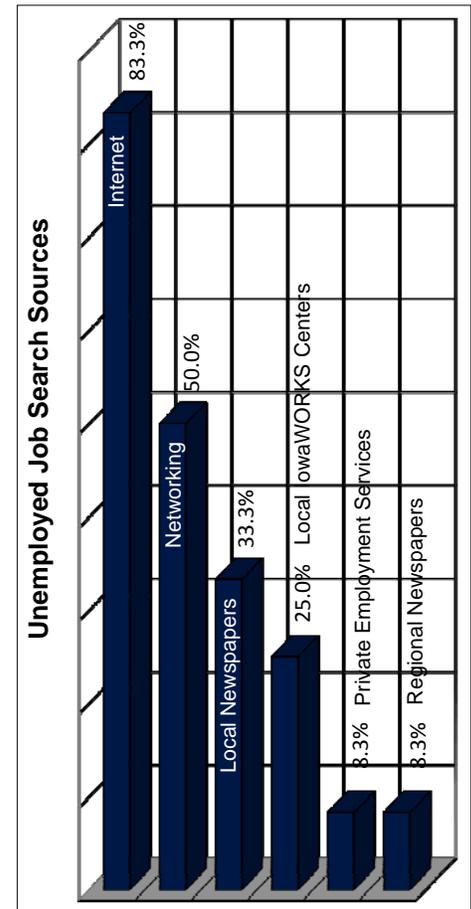
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	83.4%	33.3%	25.0%	\$47,500	*
Construction	35.3%	5.9%	11.8%	\$31,500	\$29.00
Manufacturing	59.2%	12.2%	20.4%	\$82,000	\$16.50
Transportation, Communication & Utilities	70.8%	25.0%	16.7%	*	\$15.83
Wholesale & Retail Trade	53.7%	14.6%	14.6%	\$45,000	\$9.05
Finance, Insurance & Real Estate	85.0%	15.0%	40.0%	\$47,500	\$14.25
Healthcare & Social Services	100%	33.3%	37.8%	\$48,000	\$16.50
Personal Services	70.0%	20.0%	35.0%	\$17,000	\$10.75
Entertainment & Recreation	*	*	*	*	*
Professional Services	64.3%	14.3%	21.4%	*	\$10.00
Public Administration & Government	68.4%	26.3%	21.0%	\$49,500	\$12.75
Education	85.7%	9.1%	62.4%	\$52,500	\$13.00

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 824 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 61.5% are female; 38.5% are male
- Education:
  - 61.5% have an education beyond high school
  - 7.7% have an associate degree
  - 23.1% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.52 to \$12.75/hr. with a median of the lowest wage of \$9.88
- Willing to commute an average of 31 miles one way for the right opportunity
- 61.5% expressed interest in temporary and 46.2% in seasonal employment opportunities
- 61.5% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance - 91.7%
  - Paid vacation - 58.3%
  - Pension/retirement options - 58.3%
  - Dental coverage - 41.7%
  - Vision coverage - 33.3%
  - Paid sick leave - 25.0%
  - Life insurance - 16.7%
  - Paid holidays - 16.7%
  - Disability insurance - 8.3%
- 100% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



## Sponsored in Partnership with



For more information regarding the Cedar County Laborshed Analysis, contact:

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