

Waverly, Iowa

Laborshed Analysis

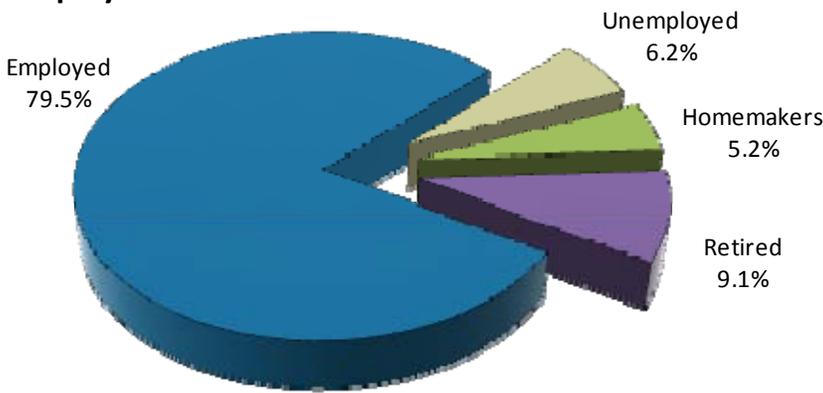


*A Study of Workforce Characteristics
Released March 2011*

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 Waverly 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. *See contact information on back.*

Employment Status



Total Potential Labor Force: 94,374 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (30,752)

- 25,852 Employed
- 1,336 Unemployed
- 2,534 Homemakers, Not Employed
- 1,030 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.

- 2.0% Inadequate hours (517 people)
- 2.7% Mismatch of skills (698 people)
- 1.2% Low income (310 people)
- 4.9% Total estimated underemployment (1,267 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
Education	20.8%	15,606
Manufacturing	17.9%	13,430
Wholesale & Retail Trade	14.0%	10,504
Health Care & Social Services	12.9%	9,679
Finance, Insurance, & Real Estate	8.2%	6,152
Public Administration & Government	6.5%	4,877
Personal Services	5.7%	4,277
Professional Services	4.3%	3,226
Construction	3.9%	2,926
Transportation, Communication, & Utilities	2.5%	1,876
Agriculture	2.5%	1,876
Entertainment & Recreation	0.4%	300
Active Military Duty	0.4%	300

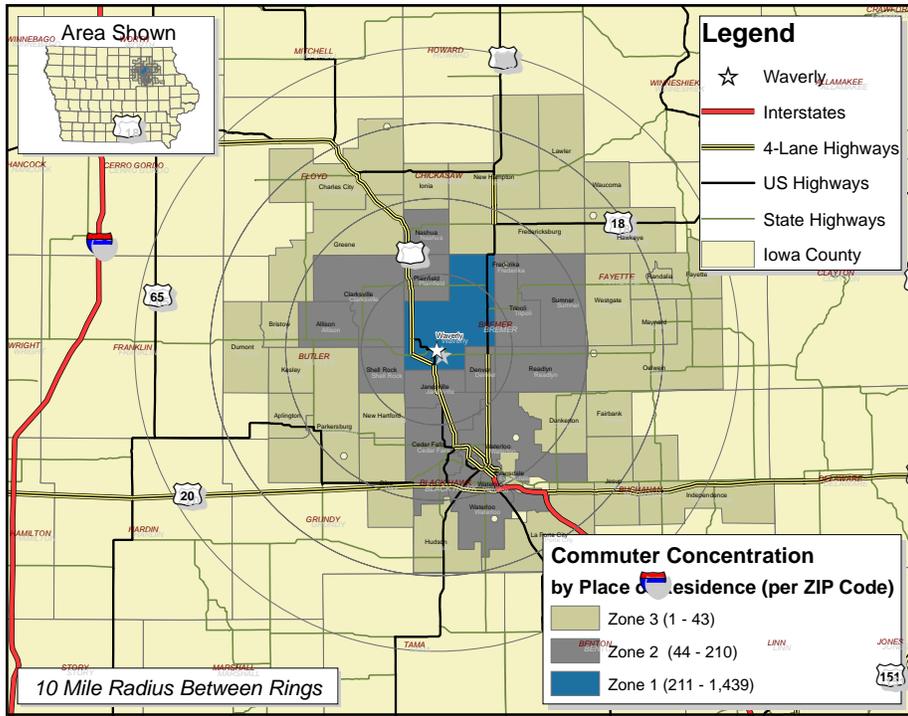
Quick Facts

(Employed - willing to change employment)

- 8.3% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 47 years old
- 31.0% currently working within the professional, paraprofessional, & technical occupational category followed by 22.5% within the production, construction, & material handling and clerical occupational categories
- Most frequently identified job search sources:
 - Internet
 - www.iowaworkforce.org
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers
 - Waterloo-Cedar Falls Courier
 - The Des Moines Register
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and acquaintances

Survey respondents from the Waverly 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 as shown in the table at left.

Waverly Laborshed Area



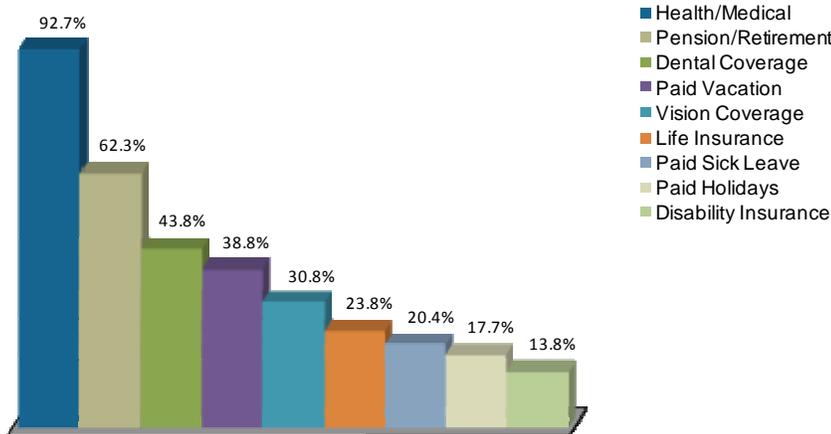
Commuting Statistics

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

Those who are willing to change/accept employment in the Waverly Laborshed area are willing to commute an average of 22 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 (70.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 21.8 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

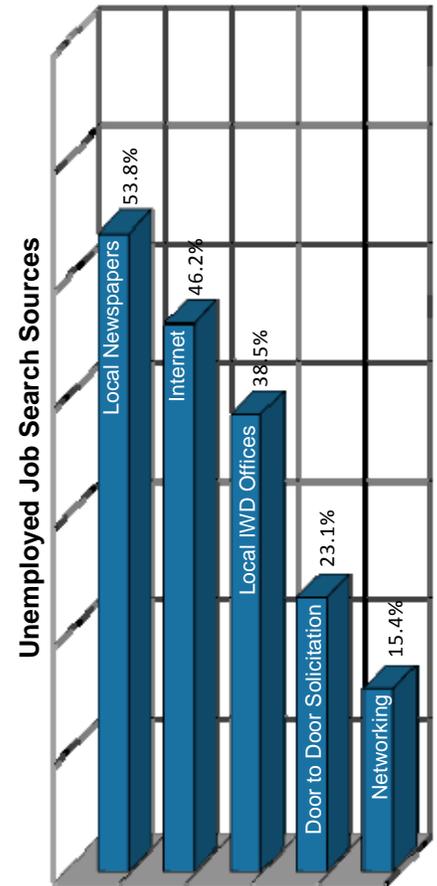
Industry	Education			Median Wages	
	Some Level Beyond High	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	50.0%	16.7%	16.7%	*	\$23.50
Manufacturing	56.5%	20.3%	21.7%	\$57,950	\$17.37
Transportation, Communication, & Utilities	66.7%	8.3%	8.3%	*	\$18.25
Wholesale & Retail Trade	72.3%	19.1%	27.6%	\$46,000	\$10.00
Finance, Insurance, & Real Estate	70.8%	20.8%	33.4%	\$42,000	\$11.74
Health Care & Social Services	81.4%	23.3%	37.3%	\$40,000	\$14.75
Personal Services	70.6%	17.6%	47.0%	\$20,000	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	62.5%	25.0%	31.3%	\$34,000	\$11.00
Public Administration & Government	73.9%	13.0%	43.5%	\$50,000	\$20.07
Education	90.3%	8.3%	70.8%	\$48,500	\$12.30

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 1,336 unemployed individuals are willing to accept employment
- Average age is 49 years old
- 60.0% are female; 40.0% are male
- Education:
 - 66.7% have an education beyond high school
 - 6.7% have an associate degree
 - 26.7% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.28 to \$11.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 18 miles one way for the right opportunity
- 80.0% expressed interest in temporary and 46.7% in seasonal employment opportunities
- 46.7% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Paid vacation
 - Vision coverage
 - Pension/retirement options
 - Life insurance
 - Paid sick leave
 - Paid holidays
 - Paid time off
- 66.7% 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 Waverly Laborshed Analysis, contact:

Brent Matthias
 Director of Economic Development
 City of Waverly, Bremer County
 200 1st St. NE, P.O. Box 616
 Waverly, Iowa 50677
 Phone: 319-352-9210
 Fax: 319-352-5772
 Email: brentm@ci.waverly.ia.us
<http://waverlyia.com>