

Solon Area Laborshed Analysis



ICAD Iowa City Area
Development Group

Extraordinary opportunities
in unexpected places.

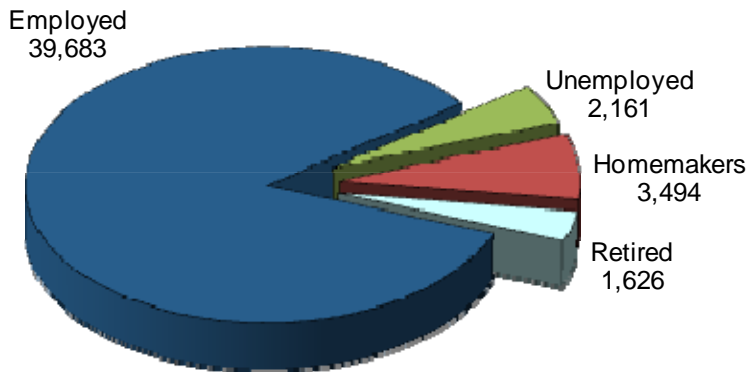
A Study of Workforce Characteristics
Released November 2010

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. *See contact information on back.*

Total Potential Labor Force: 174,407 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment 46,964



Employment Status:

- 77.5% Employed
- 9.6% Unemployed
- 5.9% Homemakers, Not Employed
- 7.0% 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 (794 people)
- 3.0% Mismatch of skills (1,190 people)
- 0.7% Low income (278 people)
- 4.4% Total estimated underemployment (1,746 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	27.2%	36,765
Health Care & Social Services	19.6%	26,492
Manufacturing	12.3%	16,625
Wholesale & Retail Trade	9.8%	13,246
Public Administration & Government	6.8%	9,191
Transportation, Communication, & Utilities	6.4%	8,651
Personal Services	5.5%	7,434
Professional Services	5.1%	6,893
Construction	3.8%	5,136
Finance, Insurance, & Real Estate	3.0%	4,055
Entertainment & Recreation	0.5%	677

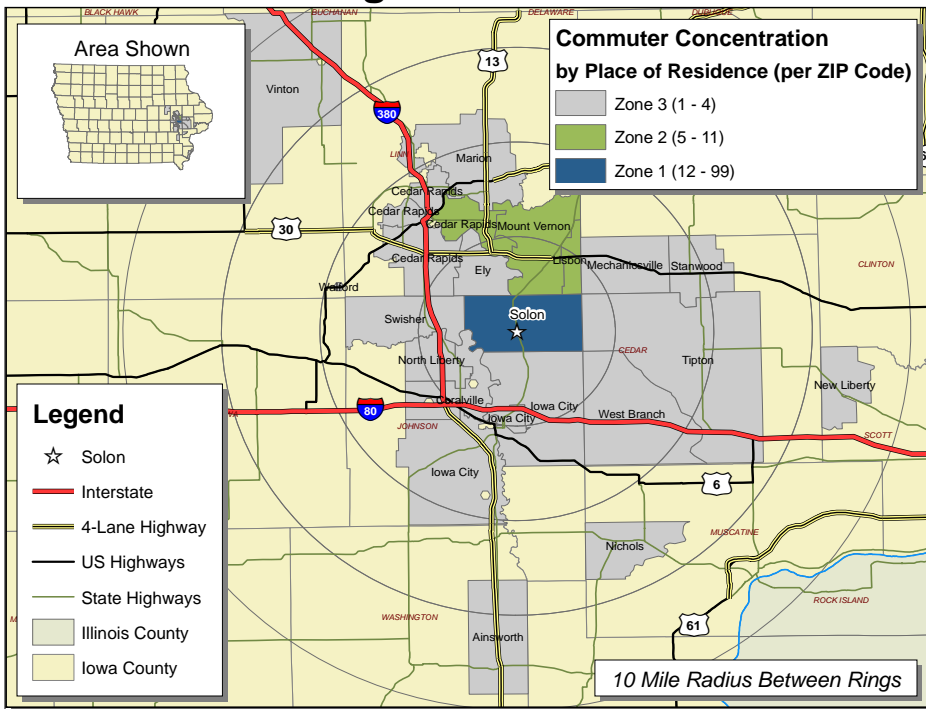
Quick Facts

(Employed - willing to change employment)

- 17.1% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 45 years old
- 37.7% currently working within the professional, paraprofessional, & technical occupational categories followed by 20.3% within the production, construction, & material handling 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*
 - *Iowa City Press Citizen*
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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 as shown in the table at left.

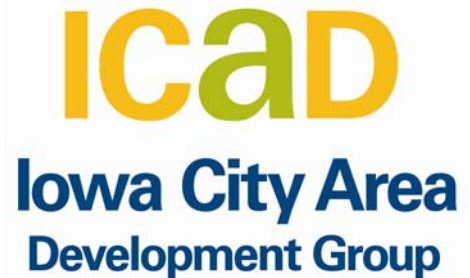
Solon Commuting Area



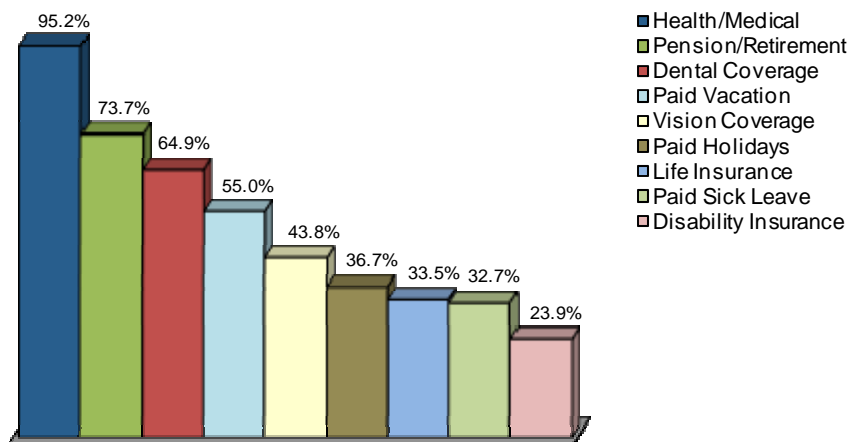
Commuting Statistics

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 employment in the Solon Laborshed area are willing to commute an average of 23 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 (71.5%) 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

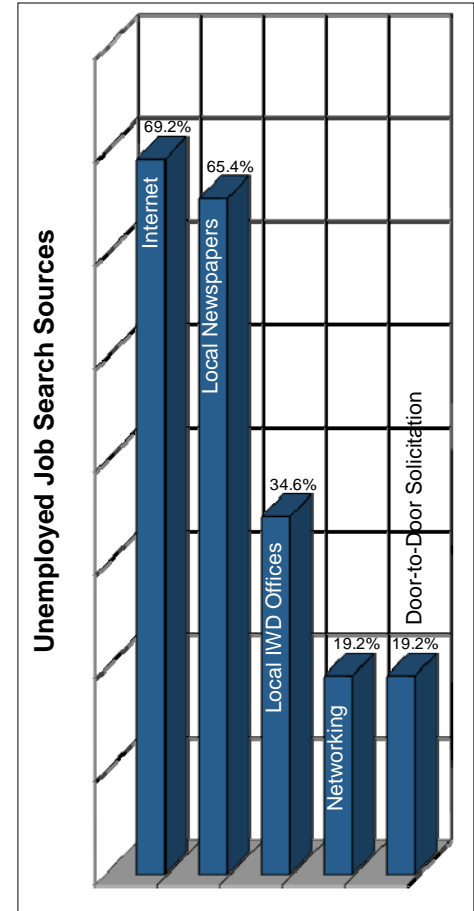
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	63.6%	18.2%	27.3%	*	\$21.35
Manufacturing	62.5%	10.0%	25.0%	\$76,000	\$15.20
Transportation, Communication, & Utilities	94.4%	11.1%	61.2%	\$50,000	\$20.00
Wholesale & Retail Trade	68.7%	15.6%	25.1%	*	\$9.63
Finance, Insurance, & Real Estate	90.9%	27.3%	63.6%	\$45,000	*
Health Care & Social Services	91.2%	15.8%	52.7%	\$53,500	\$16.60
Personal Services	78.6%	7.1%	42.8%	\$43,500	*
Entertainment & Recreation	*	*	*	*	*
Professional Services	77.8%	11.1%	38.9%	\$63,000	\$10.25
Public Administration & Government	90.5%	14.3%	42.9%	\$50,000	\$20.26
Education	93.4%	10.5%	68.4%	\$52,000	\$12.23

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 2,161 unemployed individuals are willing to accept employment
- Average age is 43 years old
- 61.5% are female; 38.5% are male
- Education:
 - 65.4% have an education beyond high school
 - 11.5% are trade certified
 - 19.2% have an associate degree
 - 7.7% have an undergraduate degree
 - 7.7% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.50 to \$13.70/hr. with a median of the lowest wage of \$9.00
- Willing to commute an average of 19 miles one way for the right opportunity
- 80.8% expressed interest in temporary and 76.9% in seasonal employment opportunities
- 53.8% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Paid vacation
 - Dental coverage
 - Pension/retirement options
 - Vision coverage
 - Paid holidays
 - Life insurance
 - Paid sick leave
 - Prescription drug coverage
 - Disability insurance
- 50.0% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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