

Cedar County, IA

Cedar County Economic Development Commission

Laborshed Analysis



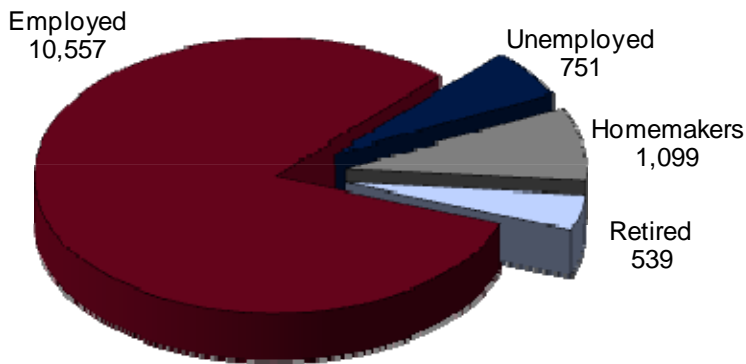
A Study of Workforce Characteristics
Released February 2011

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 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. *See contact information on back.*

Total Potential Labor Force: 115,314 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (12,946)



Employment Status:

- 77.8% Employed
- 9.1% Unemployed
- 4.9% Homemakers, Not Employed
- 8.2% 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.

- 1.0% Inadequate hours (106 people)
- 2.2% Mismatch of skills (232 people)
- 1.2% Low income (127 people)
- 3.7% Total estimated underemployment (391 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	21.5%	19,289
Health Care & Social Services	17.0%	15,251
Wholesale & Retail Trade	15.0%	13,457
Manufacturing	12.6%	11,304
Transportation, Communication, & Utilities	7.3%	6,549
Public Administration & Government	6.1%	5,473
Construction	5.7%	5,114
Professional Services	4.0%	3,589
Finance, Insurance, & Real Estate	3.6%	3,230
Personal Services	3.6%	3,230
Agriculture	3.2%	2,871
Entertainment & Recreation	0.4%	359

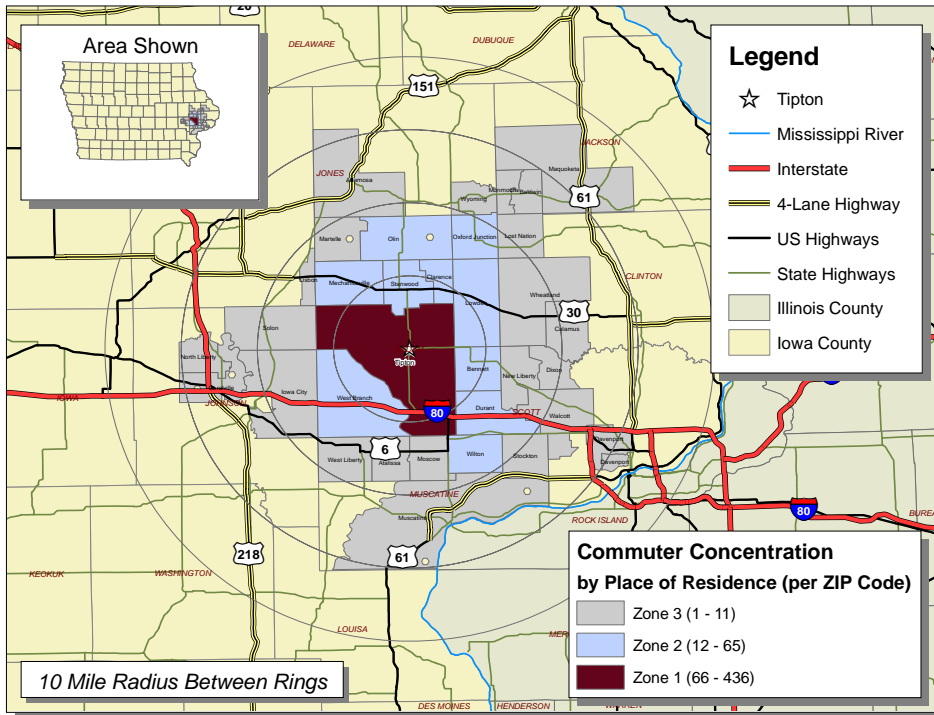
Quick Facts

(Employed - willing to change employment)

- 17.9% are working multiple jobs
- Currently working an average of 45 hours per week
- Average age is 47 years old
- 25.7% currently working within the professional, paraprofessional, & technical occupational category followed by 22.9% within the production, construction, & material handling occupational category
- Most frequently identified job search sources:
 - Internet
 - www.monster.com
 - www.careerbuilder.com
 - Local/Regional newspapers
 - *Quad-City Times*
 - *The Gazette - Cedar Rapids*
 - *Iowa City Press Citizen*
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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 as shown in the table at left.

Cedar County Laborshed Area



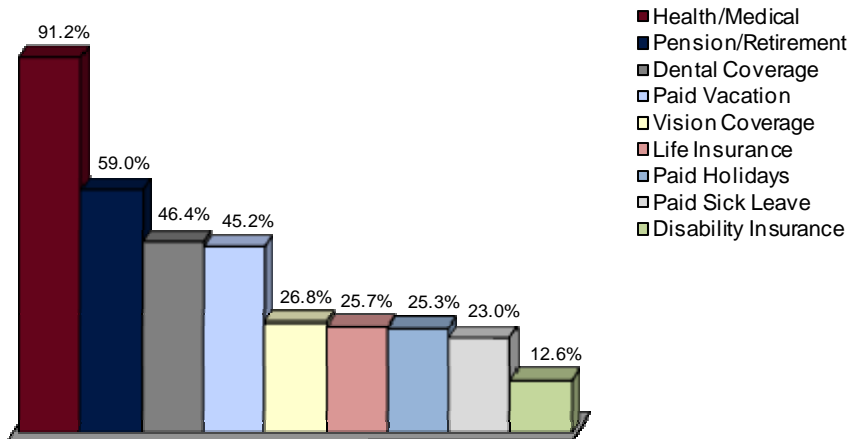
Commuting Statistics

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 28 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 (69.8%) 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

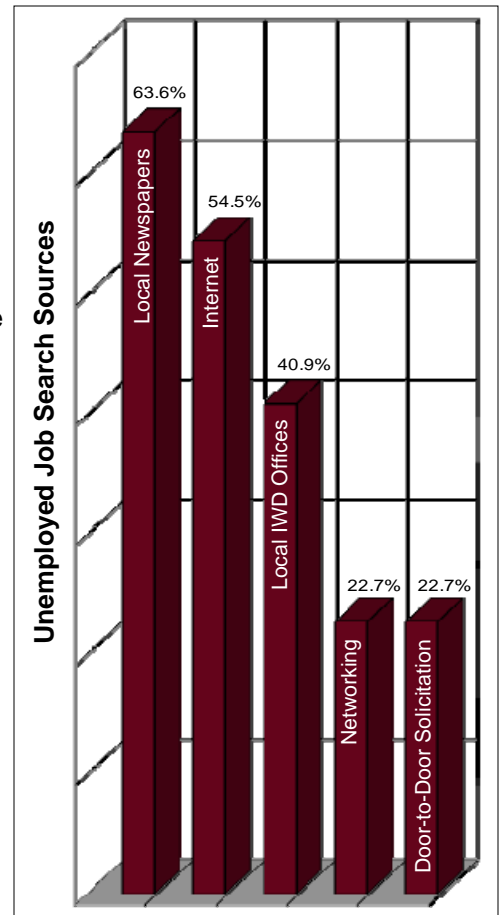
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	75.0%	25.0%	25.0%	\$40,000	*
Construction	58.8%	5.9%	29.4%	*	\$20.63
Manufacturing	54.3%	15.2%	13.1%	\$65,000	\$14.50
Transportation, Communication, & Utilities	56.5%	13.0%	21.7%	\$49,000	\$15.25
Wholesale & Retail Trade	67.4%	19.6%	23.9%	\$65,000	\$10.25
Finance, Insurance, & Real Estate	83.3%	33.3%	25.0%	\$34,000	\$18.00
Health Care & Social Services	83.0%	22.6%	26.4%	\$42,000	\$14.00
Personal Services	66.7%	20.0%	6.7%	*	\$7.38
Entertainment & Recreation	*	*	*	*	*
Professional Services	80.0%	6.7%	60.0%	\$45,000	\$9.00
Public Administration & Government	70.0%	30.0%	20.0%	\$46,500	\$21.83
Education	78.3%	1.7%	60.0%	\$50,000	\$11.50

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 751 unemployed individuals are willing to accept employment
- Average age is 51 years old
- 54.5% are female; 45.5% are male
- Education:
 - 63.6% have an education beyond high school
 - 4.5% are trade certified
 - 13.6% have an associate degree
 - 9.1% have an undergraduate degree
 - 4.5% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.18 to \$13.31/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 23 miles one way for the right opportunity
- 72.7% expressed interest in seasonal and 68.2% in temporary employment opportunities
- 36.4% 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 holidays
 - Paid vacation
 - Vision coverage
 - Pension/retirement options
 - Flextime
 - Life insurance
 - Prescription drug coverage
- 75.0% 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 Cedar County Laborshed Analysis, contact:

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