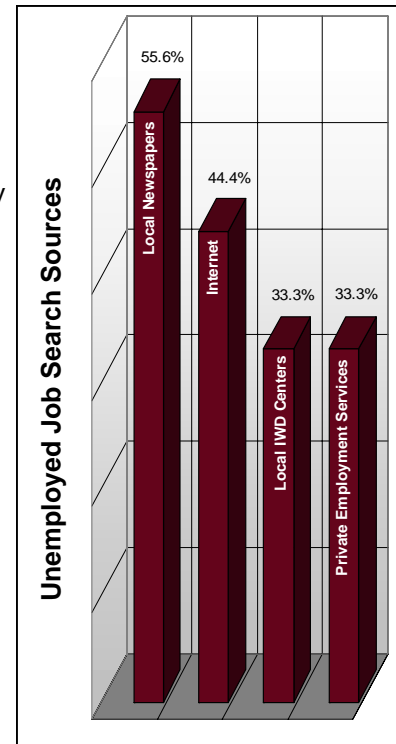


Unemployed - Those Willing to Enter/Re-enter Employment:

- An estimated 382 unemployed individuals are willing to accept employment;
- Average age is 45 years old;
- Education:
 - 11.1% have obtained post graduate degree
- Estimated wage range to attract the upper 66-75% of the most qualified hourly wage applicants is \$9.62 to \$13.00/hr., with the median of the lowest hourly wage they are willing to accept is \$8.50/hr.;
- Willing to commute an average of 42 miles one way for the right opportunity;
- 77.8% expressed interest in seasonal and 88.9% in temporary employment opportunities;
- 55.6% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Dental coverage
 - Vision coverage
 - Pension/retirement options
 - Tuition assistance/reimbursement
 - Paid vacation
- 75.0% of the unemployed 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 Study contact:

Cedar County Economic Development Commission
521 Cedar Street, Tipton, IA 52772
Phone: 563-886-3761
Fax: 563-886-3762
E-mail: info@cedarcountyia.org
Website: www.cedarcountyia.org



This information is analyzed and compiled by the
Iowa Workforce Development
Community Workforce Research & Development Unit
430 E. Grand Avenue, Des Moines, Iowa 50309
(515) 281-4896
www.iowaworkforce.org

Cedar County, Iowa Laborshed Analysis



1-800-737-5576

www.cedarcountyia.org

Released January 2006

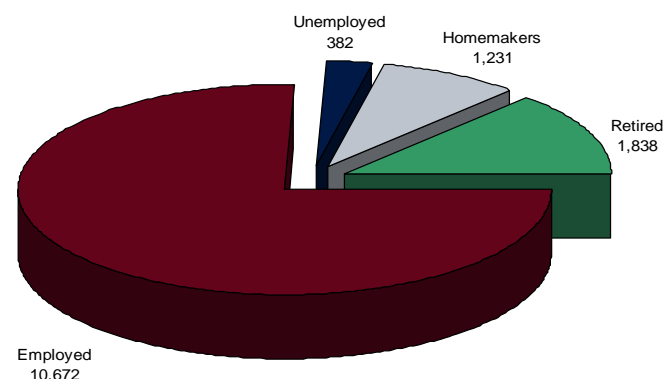
LABOR AVAILABILITY FACTS

What is a Laborshed?

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: 144,191 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (14,123)



Quick Facts:

(Employed - willing to change employment)

- 12.7 are working multiple jobs;
- Currently working an average of 42 hours per week;
- Average age is 42 years old;
- 28.8% are currently working in production, construction, or material handling occupations, followed by 22.5% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Internet
 - Local newspaper
 - Regional Newspapers
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, or acquaintances

Underemployment:

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; 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
- 1.2% Low income
- 4.0% Mismatch of skills
- 6.9% Total estimated underemployment

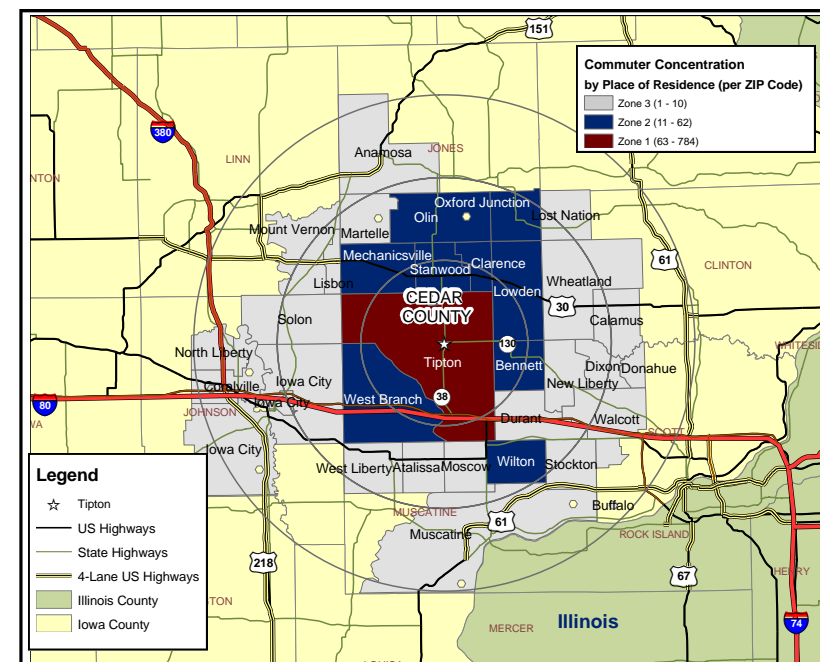
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% within Laborshed
Health Care & Social Services	14.9%
Education	13.4%
Wholesale & Retail Trade	11.5%
Professional Services	10.6%
Manufacturing	10.3%
Entertainment, Recreation, & Personal Services	7.6%
Construction	7.0%
Government & Public Administration	6.7%
Transportation, Communications, & Public Utilities	6.4%
Agriculture, Forestry & Mining	6.4%
Finance, Insurance, & real Estate	4.6%

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 health care and social services industry as shown in the table at left.

Cedar County Commuting Area

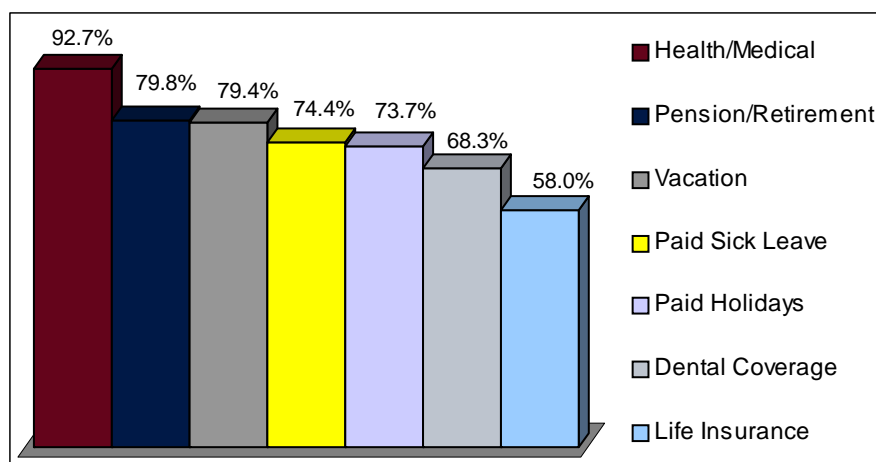


Commuting Statistics

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

Those who are willing to change 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 seven benefits are shown.

Nearly three-fourths (75.1) of respondents are currently sharing the cost of health insurance premiums with the employer. However, 22.0 percent of the employers in the area pay the entire cost of health insurance premiums as a benefit for their employees.

Education and Current Median Wage Characteristics by Industry

Industry	Education			Median Wages (Overall)	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages	Non-Salary Wages
Agriculture/Forestry & Mining	55.8%	16.7%	12.5%	\$48,500/yr	\$9.75/hr
Construction	51.7%	13.8%	10.3%	\$54,000/yr	\$15.63/hr
Manufacturing	39.5%	2.3%	11.6%	\$60,000/yr	\$13.25/hr
Transportation, Communication, & Utilities	59.4%	6.3%	15.6%	\$45,000/yr	\$11.00/hr
Wholesale/Retail Trade	45.7%	8.7%	26.0%	\$57,000/yr	\$7.75/hr
Finance, Insurance, & Real Estate	89.2%	18.8%	43.8%	\$35,000/yr	\$10.50/hr
Health Care & Social Services	83.0%	13.2%	51.0%	\$42,000/yr	\$14.25/hr
Personal Services	77.3%	9.1%	22.7%	\$20,000/yr	\$7.00/hr
Entertainment & Recreation	57.1%	28.6%	28.6%	*	*
Professional Services	66.7%	19.0%	31.0%	\$38,000/yr	\$12.63/hr
Government & Public Administration	80.8%	11.5%	46.1%	\$39,000/yr	\$18.00/hr
Education	86.0%	4.0%	64.0%	\$45,000/yr	\$9.35/hr

This table includes all respondents regardless of employment status or willingness to change/enter employment.

**Insufficient survey data/refused*