

REGIONAL LABORSHED ANALYSIS

ICR IOWA

BENTON, CEDAR, IOWA, JOHNSON, JONES, LINN & WASHINGTON COUNTIES





THINK OF A WATERSHED THAT FUNCTIONS LIKE A BASIN, WITH MANY STARTING POINTS THAT DRAIN DOWNHILL TO ONE END POINT.

WHAT IS A LABORSHED?



A LABORSHED SHOWS THE LOCATIONS OF LABOR SOURCES WHICH FUNNEL INTO AN EMPLOYMENT CENTER.

WHAT IS A LABORSHED?

**IN 1998, THE LABORSHED STUDY
WAS DEVELOPED BY THE
INSTITUTE FOR DECISION MAKING,
UNIVERSITY OF NORTHERN IOWA.**

Legislation was passed in 2000 that mandated IWD would conduct the Laborshed Studies program.

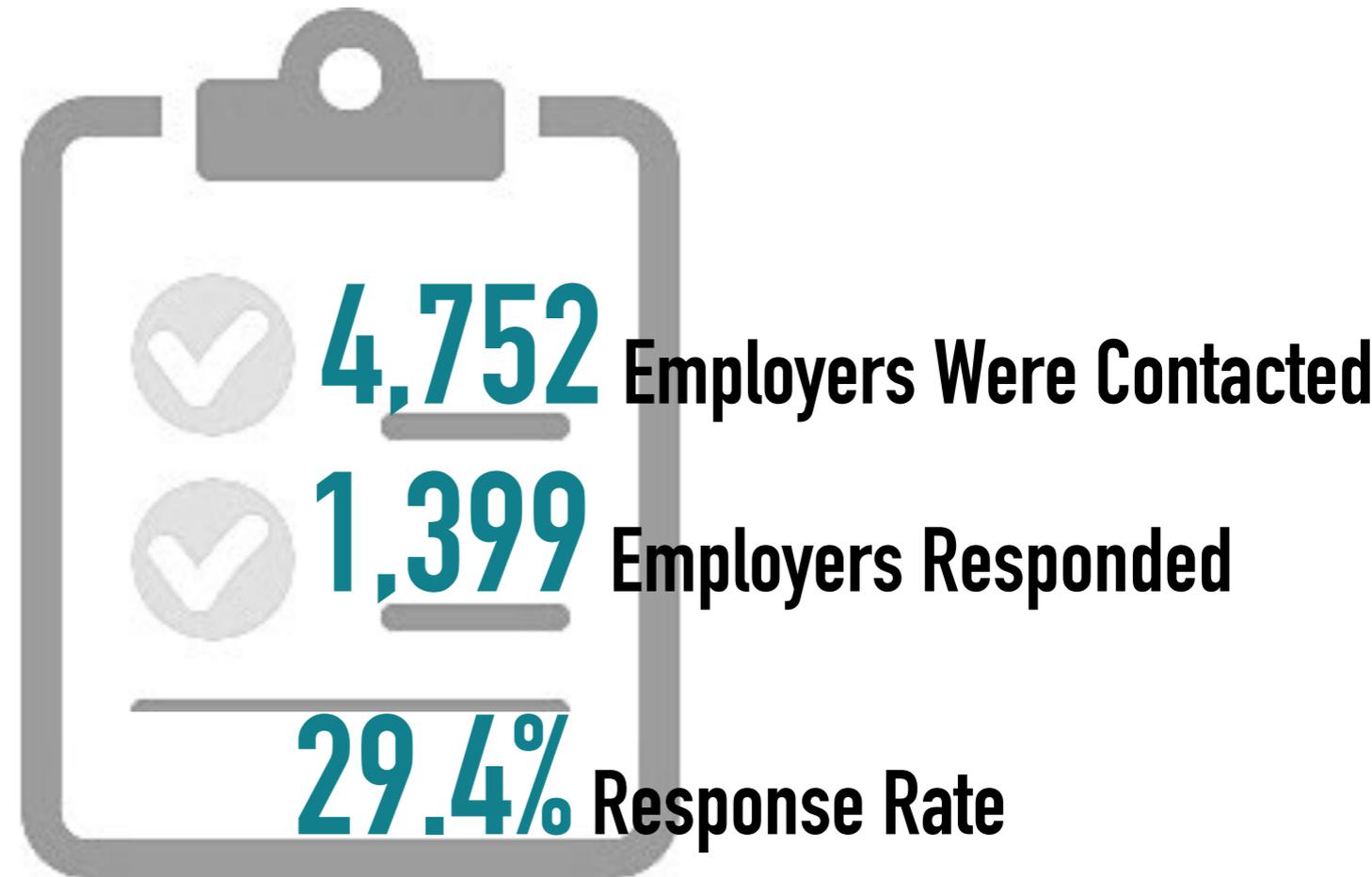
HOW IS A LABORSHED DETERMINED?

- ▶ The Employer Survey
 - ▶ Employers provide the residential ZIP codes of their employees



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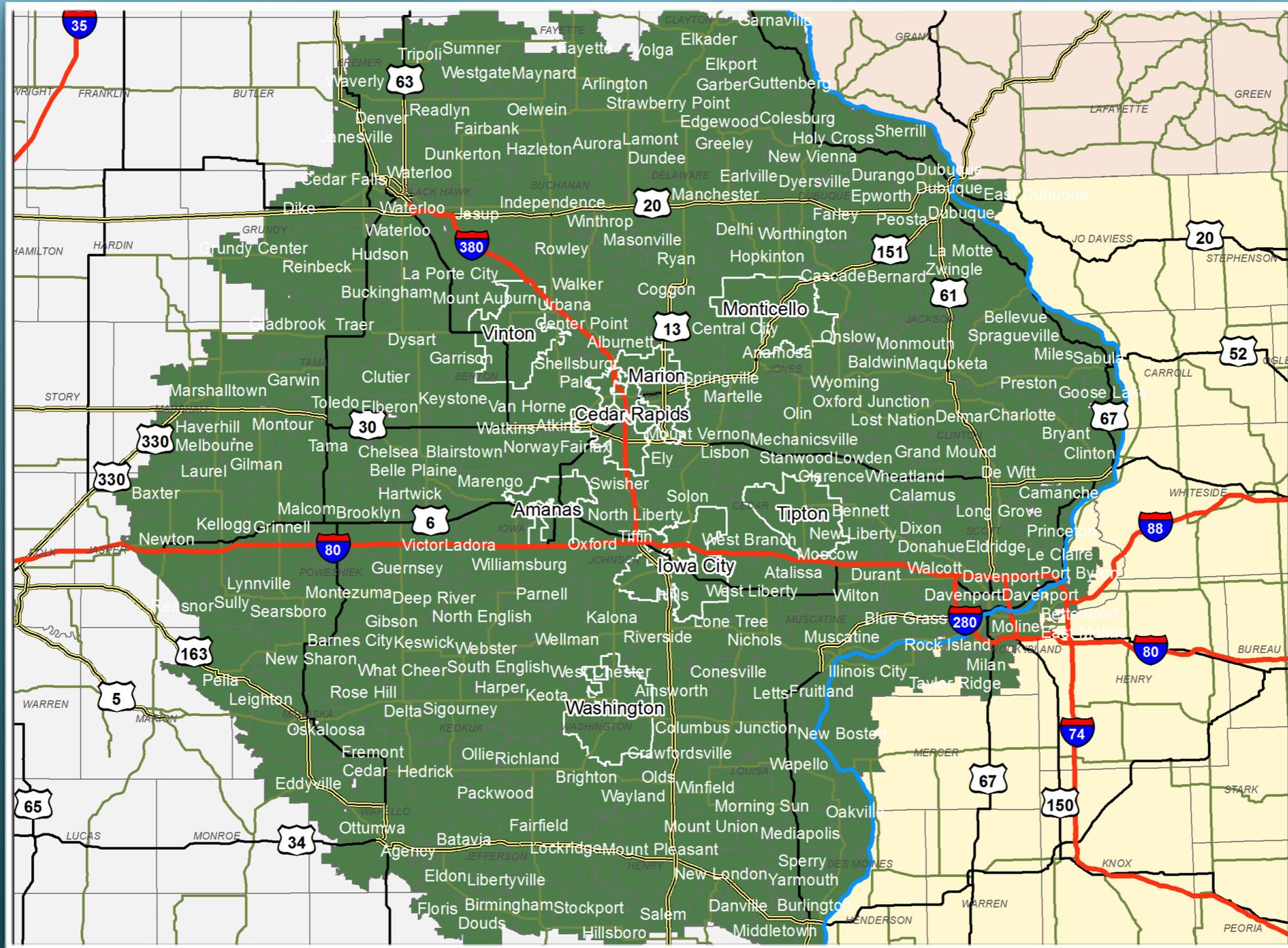


Representing **91,863** employees

REGIONAL LABORSHED AREA

NORTH & SOUTH FROM ELKADER TO MIDDLETOWN

EAST & WEST FROM NEWTON TO THE MISSISSIPPI



ESTIMATED AVAILABLE LABOR FORCE



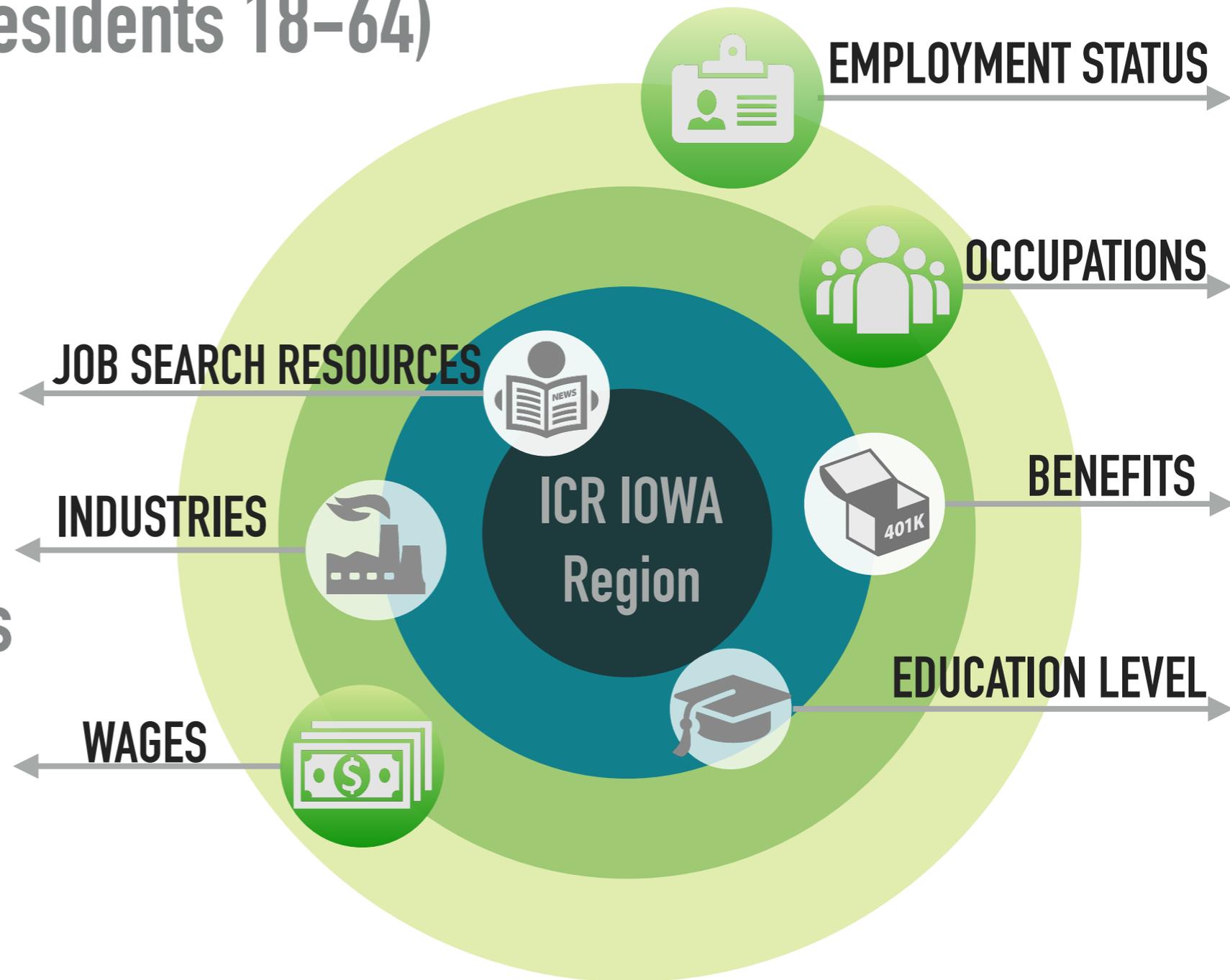
- ▶ Laborshed Area is based on commuting patterns: Not restricted by political boundaries
 - ▶ **Total Adjusted Labor Force for Laborshed Area: 726,148**
 - ▶ Includes estimated labor force (ages 18-64) for all areas that are documented to be included in the Laborshed area
- ▶ Other available sources for estimating labor force: Restricted by county borders
 - ▶ **261,140 (LAUS-JANUARY 2019) - SUPPLY**
 - ▶ Estimated total of county residents that are in the labor force (regardless of location of employment)
 - ▶ **249,109 (QCEW-2018 Q3) - DEMAND**
 - ▶ Estimated total employed within the county (regardless of employees' place of residence)

WORKFORCE CHARACTERISTICS

▶ Household Survey (residents 18-64)

▶ Documents the characteristics of the workforce within the Laborshed Area

▶ By Employment Status and Likelihood to Change/Accept Employment





REGIONAL LABORSHED ANALYSIS

MANUFACTURING INDUSTRY

BENTON, CEDAR, IOWA, JOHNSON, JONES, LINN & WASHINGTON COUNTIES

MANUFACTURING



14.0%

OF THE EMPLOYED IN THE ICR
IOWA ARE EMPLOYED IN
MANUFACTURING

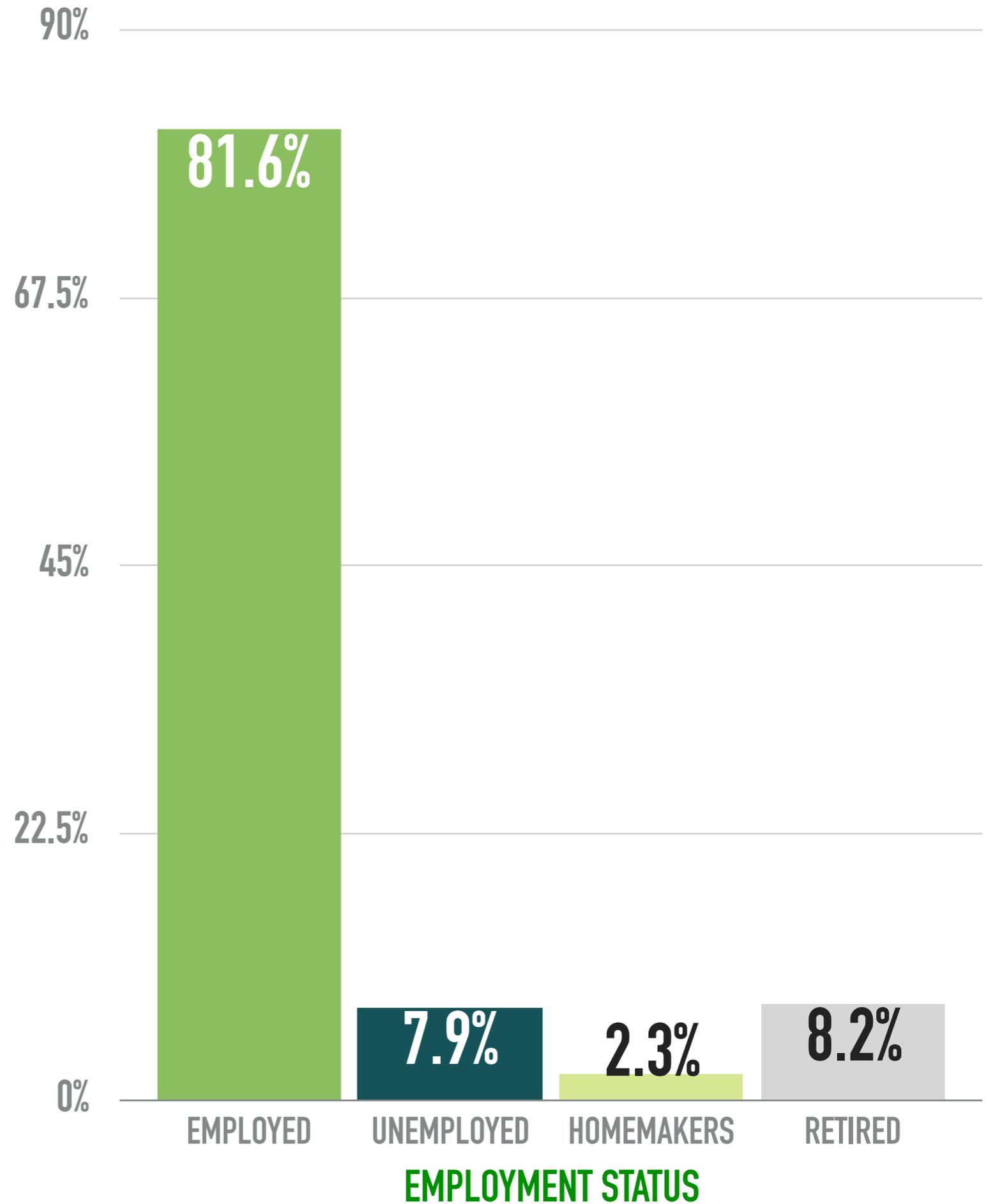
GENDER

72.0% MALE | 28.0% FEMALE

AGE

46 (AVERAGE)

31.2% ARE BETWEEN 55-64



MANUFACTURING



14.0%

**OF THE EMPLOYED IN THE ICR
IOWA ARE EMPLOYED IN
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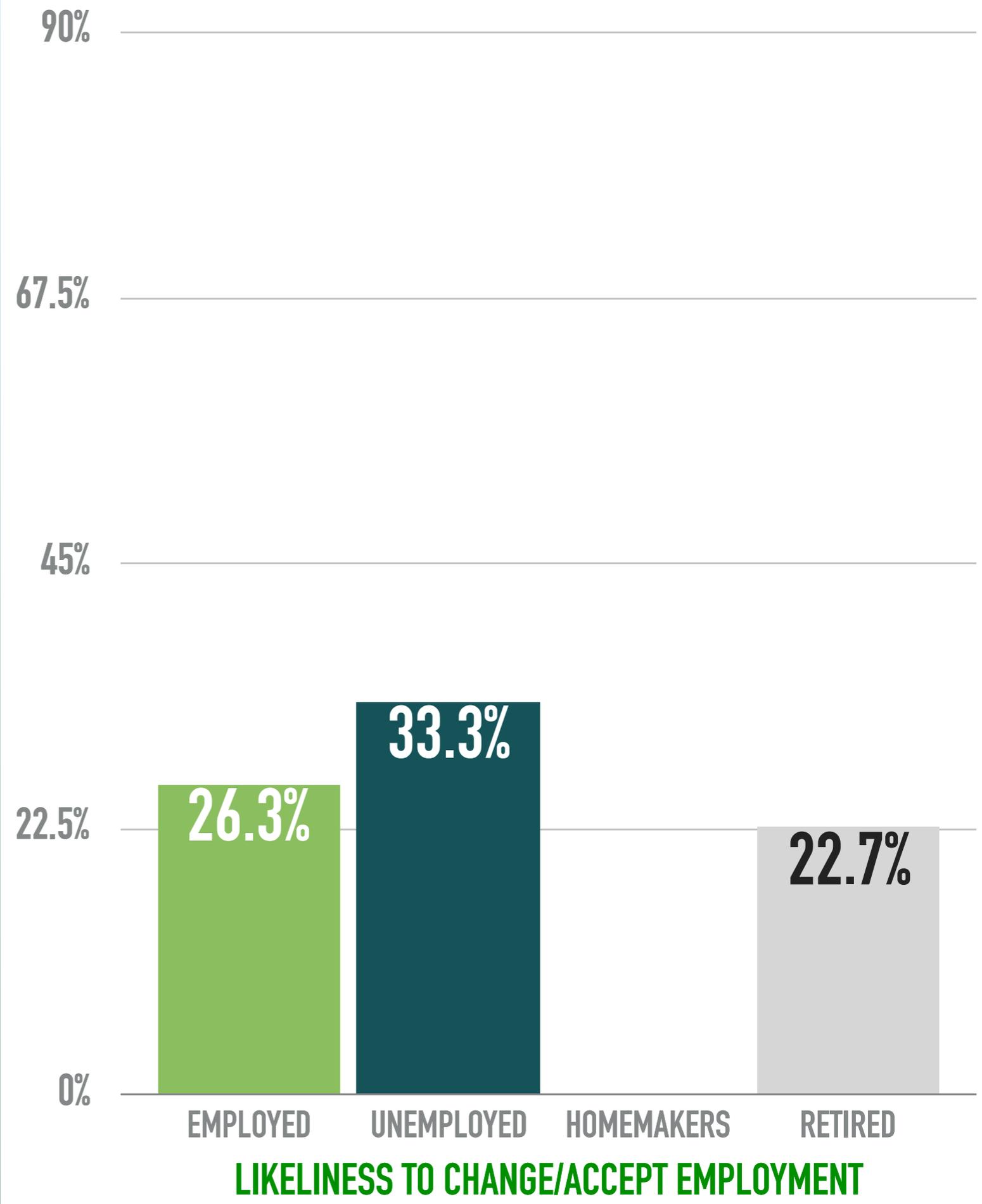
GENDER

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31.2% ARE BETWEEN 55-64



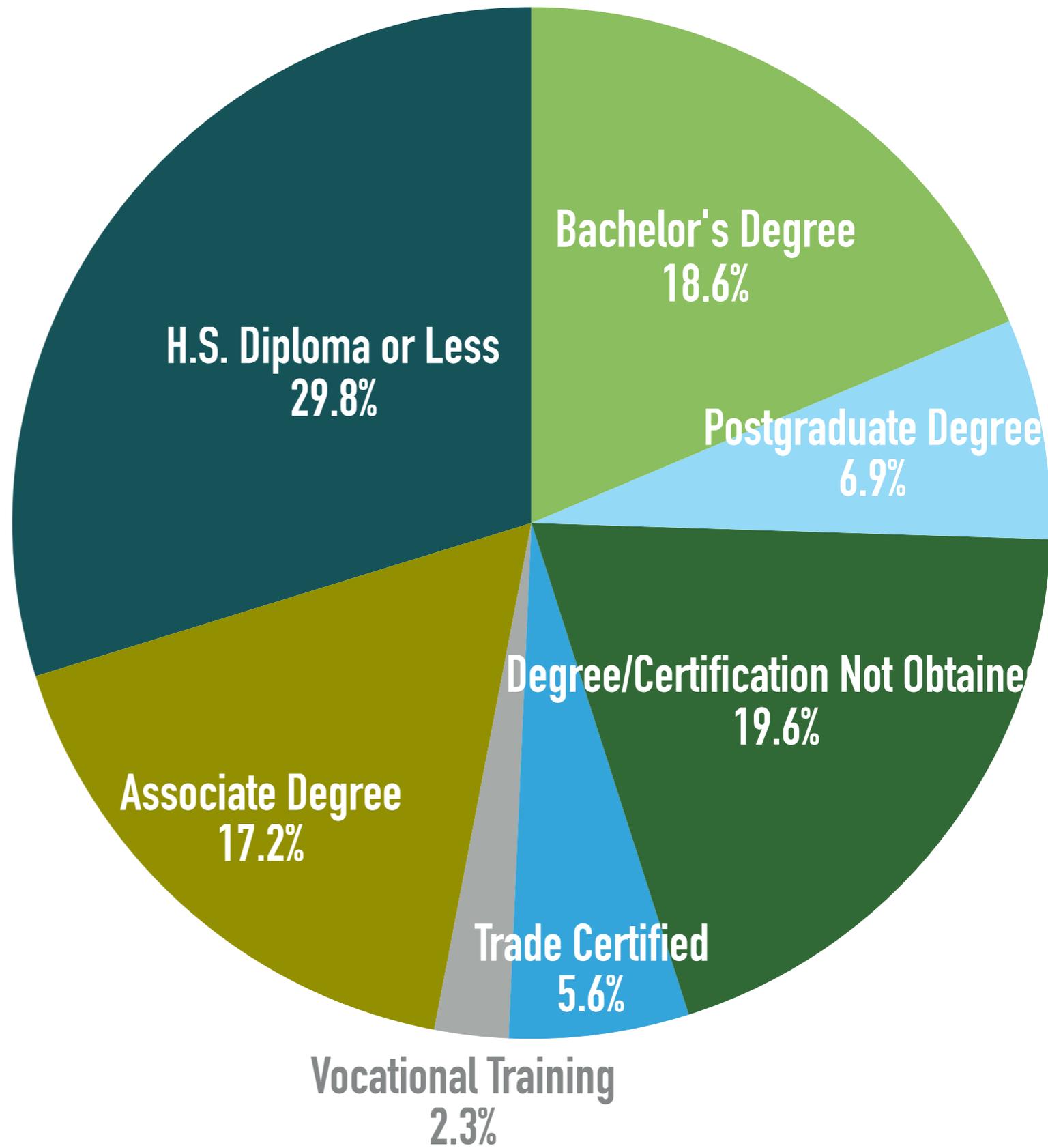
EDUCATION

70.2%

HAVE AN EDUCATION
BEYOND HIGH SCHOOL

14.4%

CURRENTLY IN/DESIRE
TRAINING



TOP OCCUPATIONAL CATEGORIES

PRODUCTION



52.4%

PROFESSIONAL



19.9%

MANAGERIAL



14.1%

CLERICAL



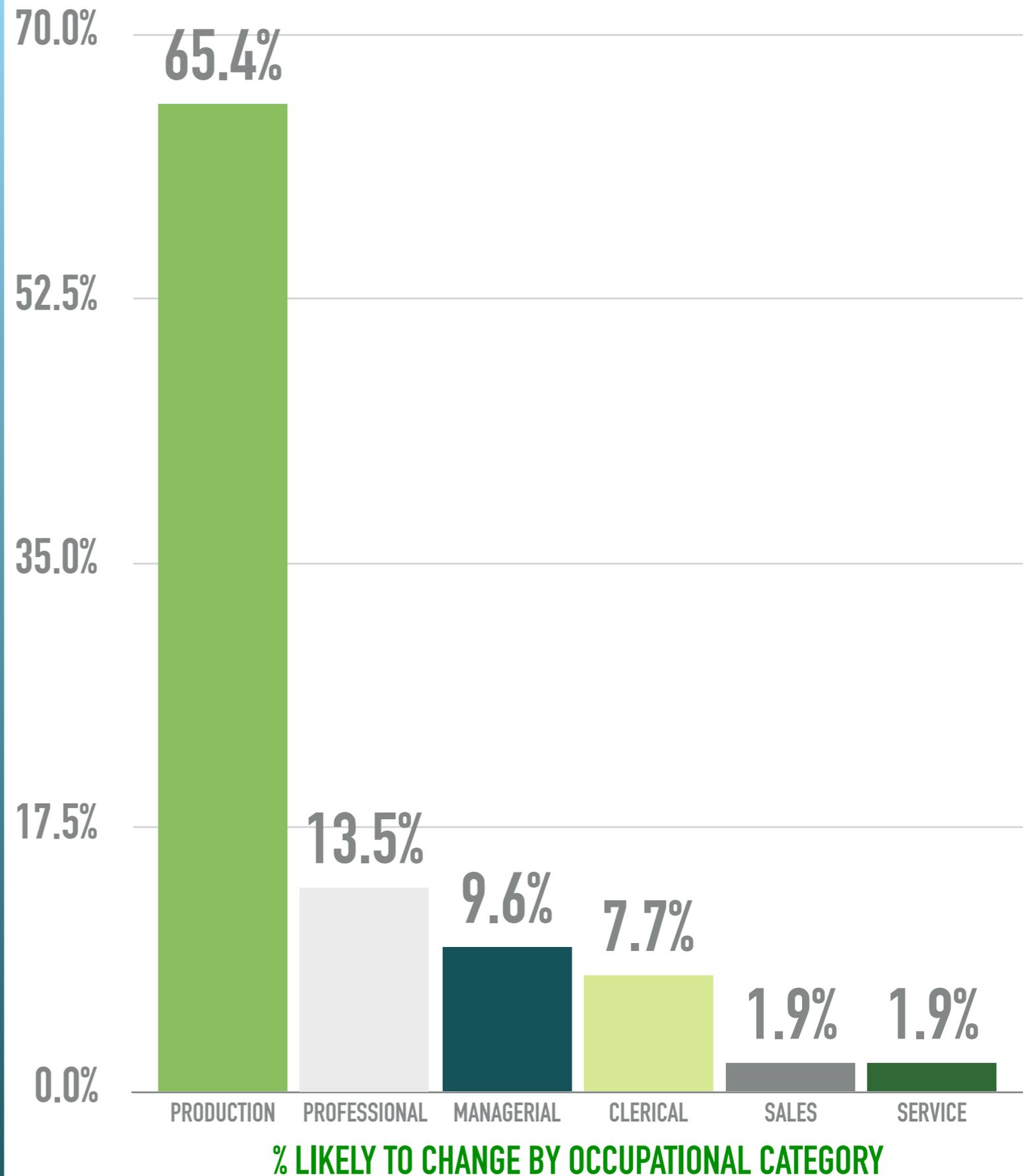
8.7%

WHAT ARE THE OCCUPATIONS OF THOSE IN MANUFACTURING?

EMPLOYED LIKELY TO CHANGE – 26.3%

GREATEST CONCENTRATION OF ESTIMATED WORKFORCE IS EMPLOYED WITHIN:

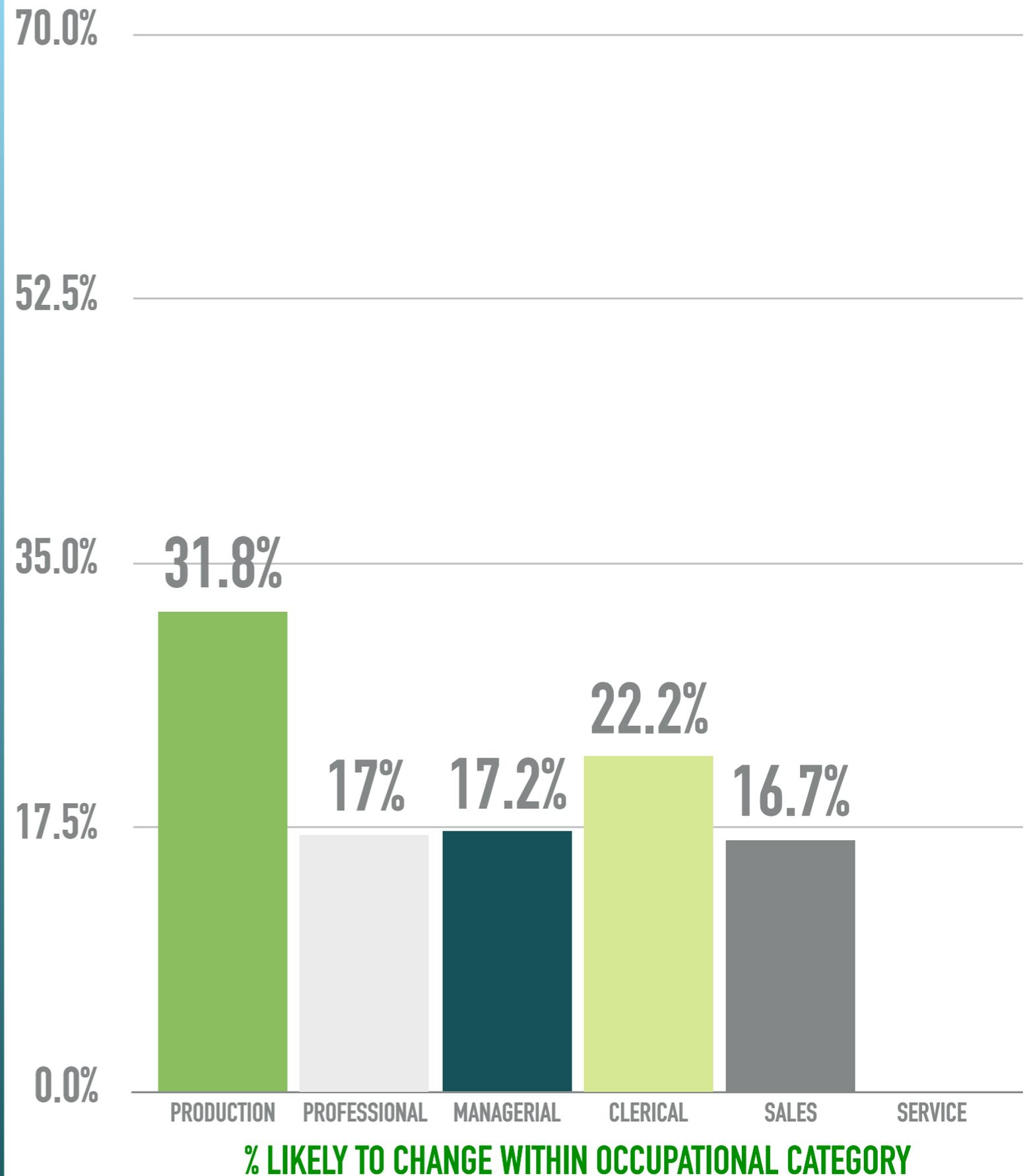
PRODUCTION, CONSTRUCTION, & MATERIAL HANDLING



EMPLOYED LIKELY TO CHANGE – 26.3%

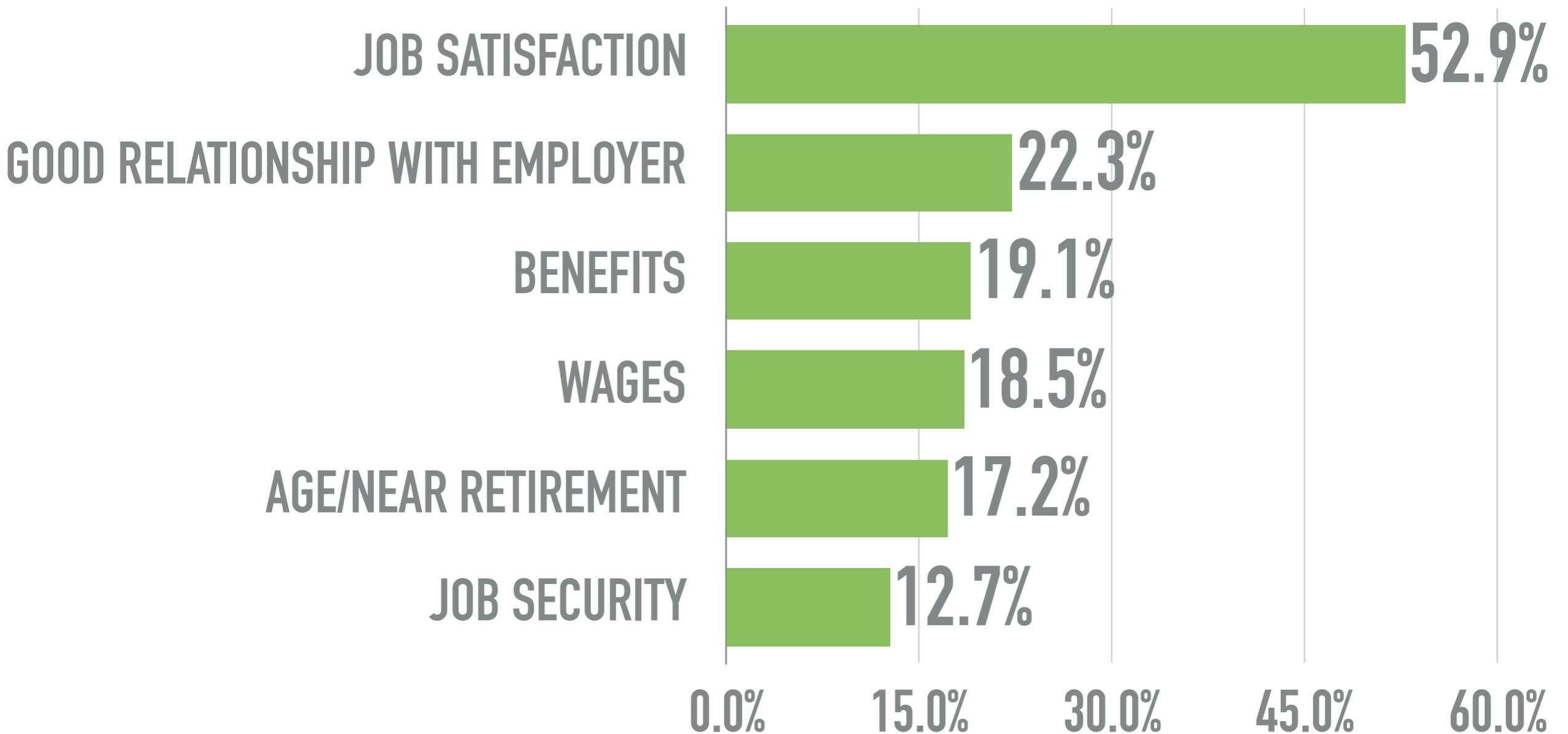
GREATEST CONCENTRATION OF ESTIMATED WORKFORCE IS EMPLOYED WITHIN:

PRODUCTION, CONSTRUCTION, & MATERIAL HANDLING



EMPLOYED LIKELY TO CHANGE EMPLOYMENT

TOP REASONS NOT TO CHANGE



EMPLOYED, ACROSS ALL OCCUPATIONS

63.9% EARN AN HOURLY WAGE
\$19.75/HR

33.8% EARN AN ANNUAL SALARY
\$65,500/YR



\$19.00/HR

LOWEST WAGE CONSIDERED

MEDIAN
WAGES



75.4% OF THOSE EMPLOYED & LIKELY TO CHANGE ARE **HOURLY WAGE EARNERS**

ALL EMPLOYED

\$19.75

\$65,500

THOSE UNLIKELY TO CHANGE

\$20.98

\$68,000

THOSE LIKELY TO CHANGE

\$18.00

\$64,100

MEDIAN

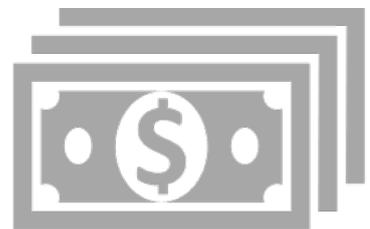
WAGE COMPARISON

(THOSE LIKELY TO CHANGE EARN \$2.98/HR OR \$3,900/YR LESS THAN THOSE UNLIKELY TO CHANGE)

EMPLOYED LIKELY TO CHANGE EMPLOYMENT

HOURLY WAGES TO ATTRACT 66%–75% OF APPLICANTS
\$19.06–20.00/HR

ANNUAL SALARY TO ATTRACT 66%–75% OF APPLICANTS
\$64,604/YR–70,000/YR



WAGE THRESHOLD

TOP CURRENT BENEFITS (FULL-TIME EMPLOYED)

HEALTH/MEDICAL



97.5%

DENTAL



95.1%

PENSION/RETIREMENT



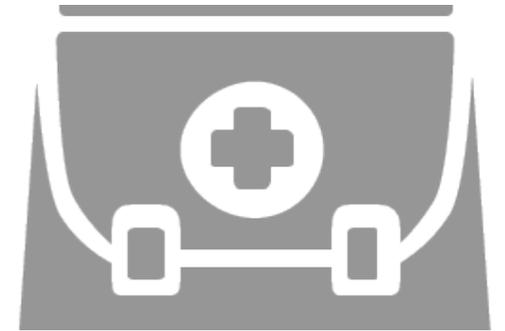
94.1%

LIFE INSURANCE



90.6%

DISABILITY



88.7%

BENEFITS

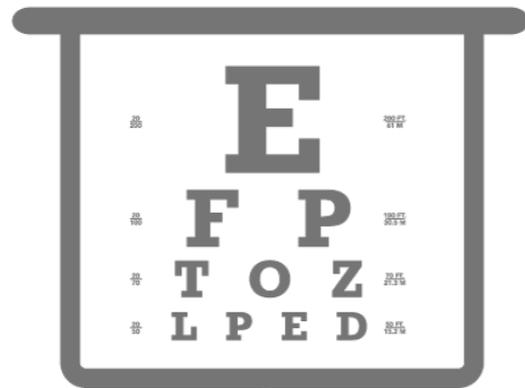
TOP DESIRED BENEFITS (EMPLOYED LIKELY TO CHANGE)

HEALTH/MEDICAL



92.9%

VISION



91.1%

PENSION/RETIREMENT



87.5%

Life Insurance



85.7%

DENTAL



83.9%

BENEFITS

CURRENT COMMUTE (EMPLOYED)

AVERAGE MILES TO WORK, ONE-WAY

A 15

AVERAGE MINUTES TO WORK, ONE-WAY

 19

WILLING COMMUTE (EMPLOYED LIKELY TO CHANGE)

AVERAGE MILES TO WORK, ONE-WAY

A 32

AVERAGE MINUTES TO WORK, ONE-WAY

 39

COMMUTE



33.9% ARE ACTIVELY SEEKING EMPLOYMENT
(EMPLOYED LIKELY TO CHANGE)

TOP JOB SEARCH RESOURCES



INTERNET	NETWORKING	IOWAWORKS	NEWSPAPERS
79.6%	33.3%	16.7%	16.7%

WWW.INDEED.COM
WWW.LINKEDIN.COM

THE GAZETTE - CEDAR
RAPIDS

UNEMPLOYED

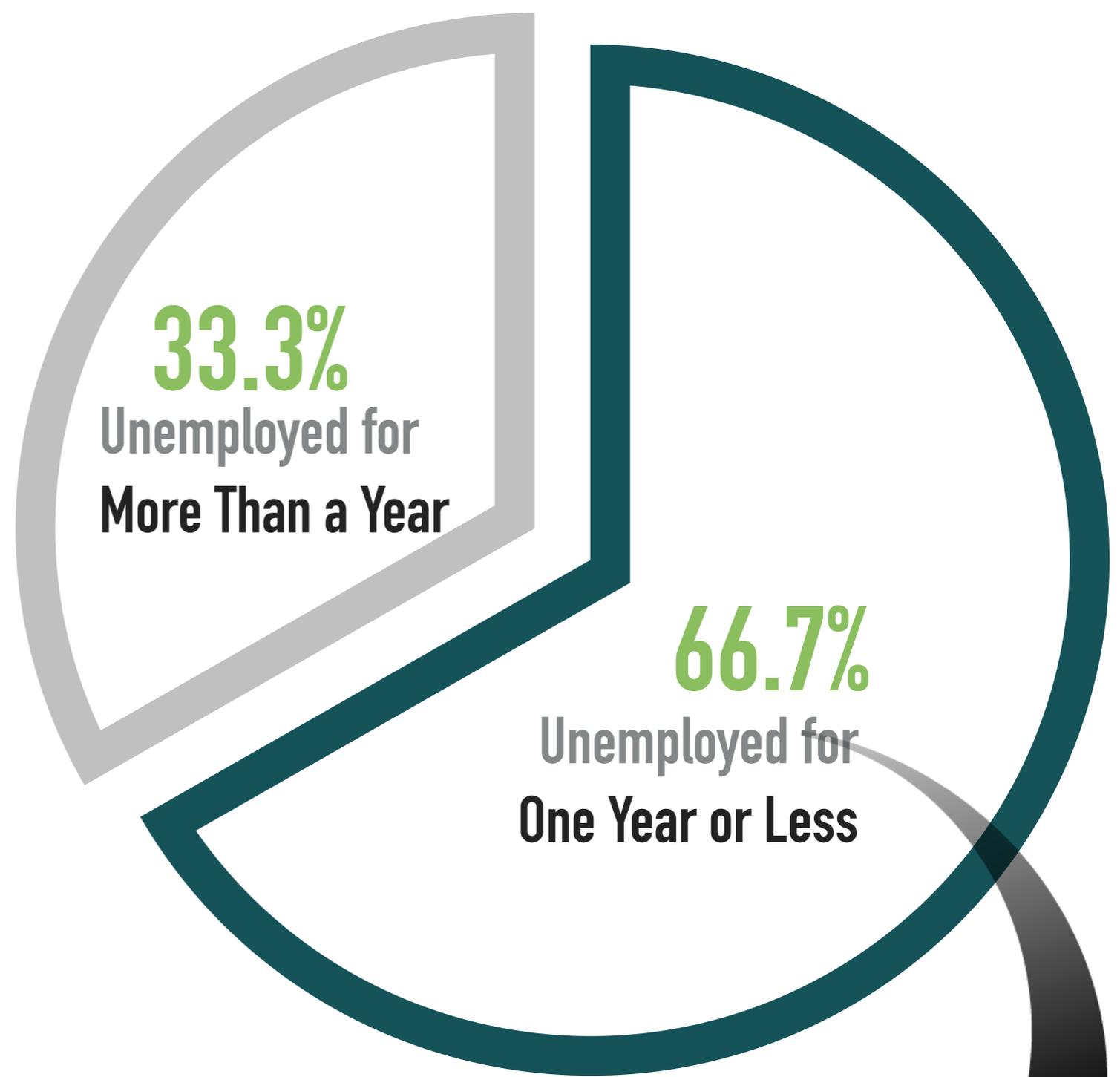
9.4%

LIKELY TO ACCEPT

33.3%

GENDER  
85.7% MALE | 14.3% FEMALE

AGE - 37 (AVERAGE)

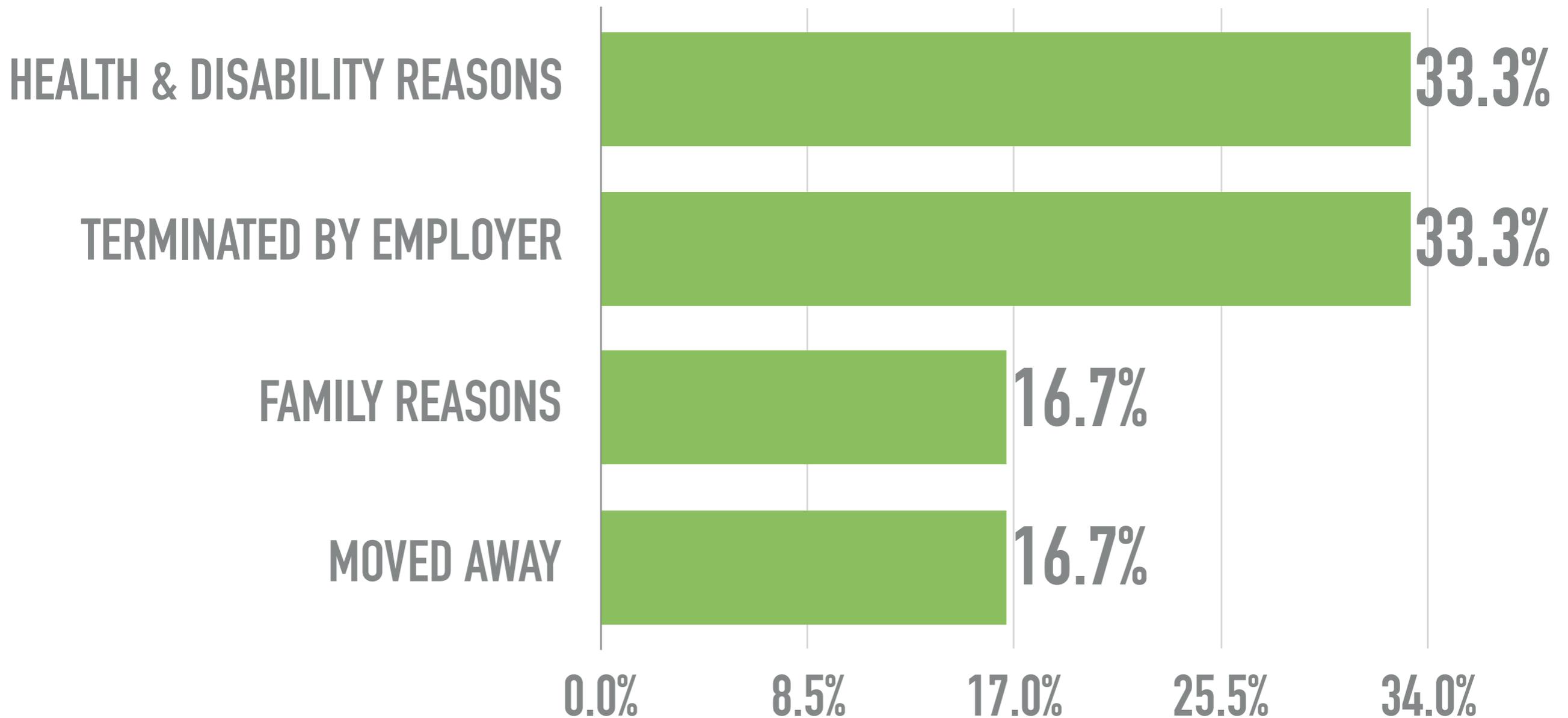


100% were FT



UNEMPLOYED LIKELY TO ACCEPT EMPLOYMENT

TOP REASONS FOR BEING UNEMPLOYED



UNEMPLOYED LIKELY TO ACCEPT EMPLOYMENT

\$14.00/HR -WAGE AT PREVIOUS EMPLOYMENT

\$15.00-15.00/HR -WAGE TO ATTRACT 66%-75% OF APPLICANTS

\$12.00/HR -LOWEST MEDIAN WAGE WILLING TO ACCEPT



MEDIAN WAGES

WILLING TO COMMUTE

AVERAGE MILES TO WORK, ONE-WAY

A

20

AVERAGE MINUTES TO WORK, ONE-WAY



38

COMMUTE



UNEMPLOYED LIKELY TO ACCEPT EMPLOYMENT

28.6% ARE ACTIVELY SEEKING EMPLOYMENT

TOP JOB SEARCH RESOURCES





REGIONAL LABORSHED ANALYSIS

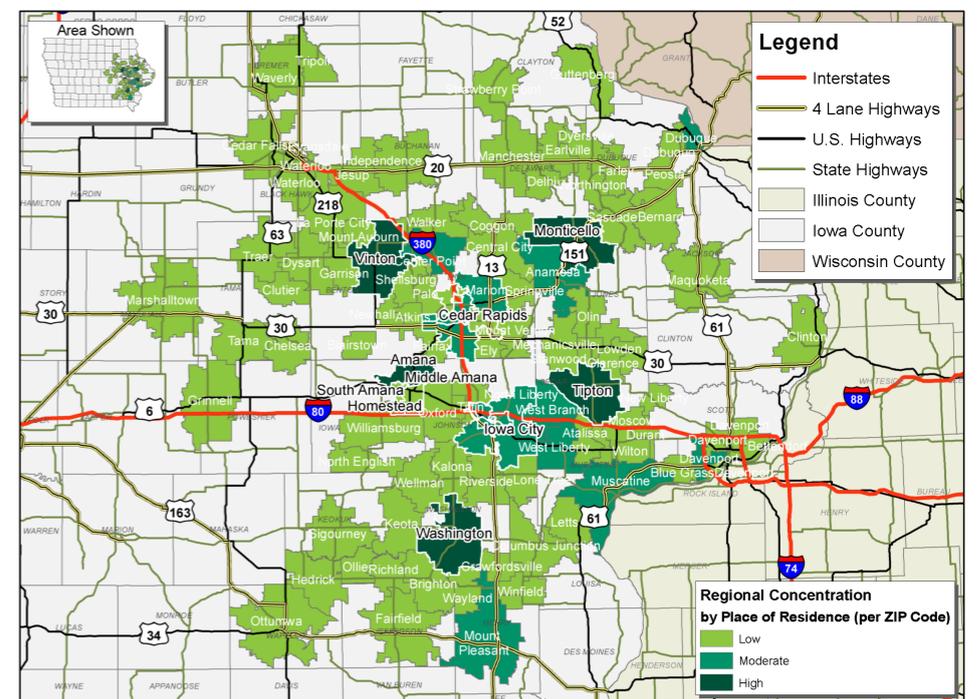
FURTHER ANALYSIS

BENTON, CEDAR, IOWA, JOHNSON, JONES, LINN & WASHINGTON COUNTIES

INDUSTRY/OCCUPATIONAL REPORTS BASED ON INDUSTRY/OCCUPATION OF RESPONDENTS MAP SHOWING CONCENTRATION BY RESIDENCE

LABOR CHARACTERISTICS ADVANCED MANUFACTURING CREATIVE CORRIDOR REGIONAL LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 14 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 24 miles one way for the right employment opportunity.



FOR MORE INFORMATION REGARDING THE CREATIVE CORRIDOR REGIONAL LABORSHED, CONTACT:

Cedar Rapids Metro Alliance | **Iowa City Area Development Group**
501 First Street SE | 316 E Court Street
Cedar Rapids, IA 52401 | Iowa City, IA 52240
(319) 730-1425 | (319) 354-3939
Email: bcrowe@cedarrapids.org | Email: dwilliamson@icadgroup.com
mnoite@icadgroup.com

iowascorridor.com



INDUSTRY/OCCUPATIONAL REPORTS

BASED ON INDUSTRY/OCCUPATION OF RESPONDENTS

MAP SHOWING CONCENTRATION BY RESIDENCE

ESTIMATED AVAILABLE LABOR

EMPLOYMENT STATUS

EDUCATION LEVEL

JOB SEARCH RESOURCES

LABOR CHARACTERISTICS

ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Managers - 19,865
- Accountants - 5,198
- Bookkeeping Clerks - 10,935
- Customer Service Reps - 8,344
- Employment, Recruitment, Placement & Labor Relations Specialists and Human Resources Assistants - 3,753
- Purchasing Agents - 758
- Sales Reps - 387
- Secretaries & Administrative Support Workers - 29,843
- Shipping & Receiving Clerks - 5,198
- Weighers, Measurers & Samplers - 1,128

PRODUCTION:

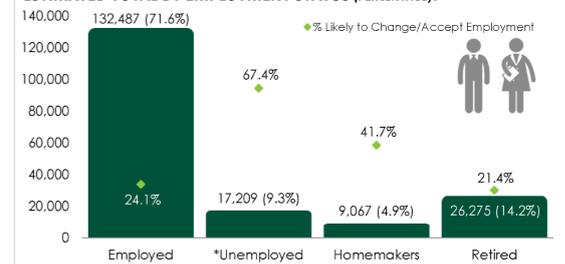
- Managers - 3,365
- Supervisors - 4,088
- Assemblers & Fabricators - 7,107
- Electricians - 3,348
- Engineering Technicians - 5,233
- Engineers & Drafters - 13,275
- Inspectors - 3,718
- Machinists & Machine Operators - 15,126
- Mechanics, Maintenance & Repair Workers - 4,528
- Millwrights - 384
- Painters, Construction & Maintenance - 1,868
- Production Workers & Helpers - 15,410
- Sheet Metal Workers - 1,130
- Water & Liquid Waste Treatment Plant & System Operators - 1,126

MATERIAL MOVERS:

- Supervisors - 760
- Forklift Operators - 755
- Laborers & Material Movers, Hand - 4,090
- Transportation Inspectors & Workers - 1,515
- Truck Drivers - 12,803

AN ESTIMATED TOTAL OF
185,038 PEOPLE IN THE LABORSHED AREA

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



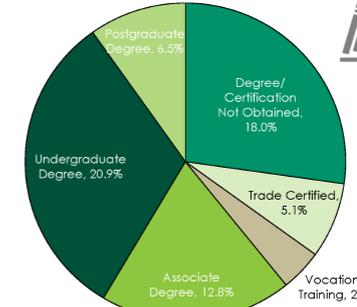
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

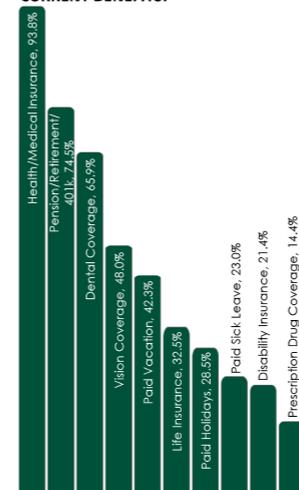
- 66.9% paid an hourly wage
- 78.2% are/were employed full-time
- 6.5% are/were self-employed
- 11.2% are/were employed part-time
- 10.5% hold two or more jobs
- Currently working an average of 43 hours/week

EDUCATIONAL LEVEL:

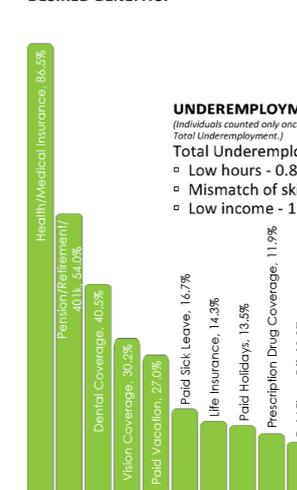
(66.1% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



UNDEREMPLOYMENT:

- (Individuals counted only once when estimating Total Underemployment.)
- Total Underemployment - 2.8%
 - Low hours - 0.8%
 - Mismatch of skills - 1.2%
 - Low income - 1.2%

TOP JOB SEARCH RESOURCES:

- (For those seeking employment opportunities, by use.)
- Internet - 66.2%
 - www.monster.com
 - www.corridorcareers.com
 - www.indeed.com
 - www.iowajobs.org
 - Local/Regional Newspapers - 33.4%
 - The Gazette - Cedar Rapids
 - Networking through friends, family or acquaintances - 18.9%
 - IowaWORKS Centers - 14.4%

WORKPLACE FLEXIBILITY:

- (By percent of interest)
- Job teams - 73.4%
 - Cross-training - 71.3%
 - Job sharing - 42.0%
 - Varied shifts - 30.8%
 - Temporary work - 49.3%
 - Seasonal work - 45.1%

INDUSTRY/OCCUPATIONAL REPORTS

BASED ON INDUSTRY/OCCUPATION OF RESPONDENTS

MAP SHOWING CONCENTRATION BY RESIDENCE

ESTIMATED AVAILABLE LABOR

EMPLOYMENT STATUS

EDUCATION LEVEL

JOB SEARCH RESOURCES

CUSTOMIZED WAGES

LABOR CHARACTERISTICS - WAGES

ADVANCED MANUFACTURING

OCCUPATION	OCCUPATION AL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Assemblers and Fabricators, All Other	51-2099	\$ 15.75	\$ 9.78	\$ 18.73	\$ 13.72	\$ 32,752
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	\$ 22.14	\$ 16.20	\$ 25.11	\$ 21.76	\$ 46,055
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 17.59	\$ 15.07	\$ 18.85	\$ 17.39	\$ 36,591
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 15.64	\$ 11.33	\$ 17.80	\$ 15.81	\$ 32,536
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$ 16.60	\$ 13.60	\$ 18.11	\$ 16.82	\$ 34,537
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$ 17.10	\$ 13.93	\$ 18.69	\$ 16.93	\$ 35,573
Electric Motor, Power Tool, and Related Repairers	49-2092	\$ 18.87	\$ 13.19	\$ 21.71	\$ 18.23	\$ 39,251
Electrical and Electronic Equipment Assemblers	51-2022	\$ 18.95	\$ 13.45	\$ 21.70	\$ 20.09	\$ 39,419
Electricians	47-2111	\$ 26.00	\$ 16.40	\$ 30.79	\$ 25.96	\$ 54,073
Engine and Other Machine Assemblers	51-2031	\$ 17.85	\$ 15.43	\$ 19.06	\$ 17.38	\$ 37,123
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 22.24	\$ 13.77	\$ 26.47	\$ 21.35	\$ 46,251
First-Line Supervisors of Production and Operating Workers	51-1011	\$ 26.36	\$ 17.59	\$ 30.74	\$ 24.60	\$ 54,827
First-Line Supervisors of Transportation and Material-Moving Machines	53-1031	\$ 24.72	\$ 16.77	\$ 28.70	\$ 23.52	\$ 51,425
Foundry Mold and Coremakers	51-4071	\$ 19.47	\$ 12.88	\$ 22.76	\$ 19.86	\$ 40,495
General and Operations Managers	11-1021	\$ 42.59	\$ 18.71	\$ 54.53	\$ 35.46	\$ 88,589
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$ 14.67	\$ 10.70	\$ 16.65	\$ 14.33	\$ 30,508
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$ 20.09	\$ 14.00	\$ 23.14	\$ 20.14	\$ 41,797
Helpers—Installation, Maintenance, and Repair Workers	49-9098	\$ 13.63	\$ 9.02	\$ 15.93	\$ 12.88	\$ 28,349
Helpers—Production Workers	51-9198	\$ 13.89	\$ 10.05	\$ 15.81	\$ 13.46	\$ 28,884
Industrial Machinery Mechanics	49-9041	\$ 22.35	\$ 16.45	\$ 25.29	\$ 21.77	\$ 46,480
Industrial Production Managers	11-3051	\$ 41.23	\$ 26.98	\$ 48.35	\$ 38.99	\$ 85,760
Industrial Truck and Tractor Operators	53-7051	\$ 15.56	\$ 11.66	\$ 17.52	\$ 15.32	\$ 32,374
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 18.58	\$ 11.81	\$ 21.96	\$ 17.73	\$ 38,639
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$ 19.85	\$ 13.17	\$ 23.19	\$ 18.61	\$ 41,287
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 13.78	\$ 9.51	\$ 15.91	\$ 12.94	\$ 28,658
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	\$ 18.86	\$ 14.42	\$ 21.08	\$ 18.61	\$ 39,230
Light Truck or Delivery Services Drivers	53-3033	\$ 15.26	\$ 9.20	\$ 18.28	\$ 13.44	\$ 31,737
Machinists	51-4041	\$ 19.48	\$ 14.60	\$ 21.92	\$ 18.64	\$ 40,515
Maintenance and Repair Workers, General	49-9071	\$ 18.58	\$ 11.94	\$ 21.89	\$ 17.94	\$ 38,636
Maintenance Workers, Machinery	49-9043	\$ 21.04	\$ 15.46	\$ 23.83	\$ 20.88	\$ 43,769
Metal Workers and Plastic Workers, All Other	51-4199	\$ 20.00	\$ 14.56	\$ 22.72	\$ 18.12	\$ 41,604
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	\$ 18.59	\$ 14.30	\$ 20.73	\$ 18.66	\$ 38,663
Millwrights	49-9044	\$ 22.78	\$ 17.80	\$ 25.27	\$ 22.10	\$ 47,383
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$ 21.11	\$ 16.44	\$ 23.44	\$ 21.15	\$ 43,901
Model Makers, Metal and Plastic	51-4061	\$ 23.90	\$ 16.09	\$ 27.80	\$ 24.42	\$ 49,709
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$ 14.55	\$ 9.54	\$ 17.05	\$ 13.74	\$ 30,265
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$ 16.00	\$ 12.02	\$ 17.98	\$ 15.63	\$ 33,271
Painters, Construction and Maintenance	47-2141	\$ 18.89	\$ 13.66	\$ 21.50	\$ 18.18	\$ 39,282
Patternmakers, Metal and Plastic	51-4062	\$ 23.82	\$ 17.03	\$ 27.22	\$ 24.69	\$ 49,551
Pourers and Casters, Metal	51-4052	\$ 17.19	\$ 11.60	\$ 19.98	\$ 16.19	\$ 35,754
Prepress Technicians and Workers	51-5111	\$ 14.65	\$ 8.56	\$ 17.70	\$ 14.46	\$ 30,477
Production Workers, All Other	51-9199	\$ 14.44	\$ 10.10	\$ 16.61	\$ 13.99	\$ 30,035
Production, Planning, and Expediting Clerks	43-5061	\$ 20.07	\$ 13.76	\$ 23.23	\$ 19.62	\$ 41,749
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	\$ 20.29	\$ 14.12	\$ 23.37	\$ 19.82	\$ 42,199
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 14.85	\$ 10.69	\$ 16.93	\$ 14.46	\$ 30,888
Structural Metal Fabricators and Fitters	51-2041	\$ 18.20	\$ 15.26	\$ 19.67	\$ 17.97	\$ 37,850
Team Assemblers	51-2092	\$ 15.73	\$ 11.67	\$ 17.76	\$ 15.73	\$ 32,723
Tool and Die Makers	51-4111	\$ 23.07	\$ 18.30	\$ 25.46	\$ 23.65	\$ 47,994
Tool Grinders, Filers, and Sharpeners	51-4194	\$ 18.75	\$ 12.52	\$ 21.87	\$ 19.19	\$ 39,001
Transportation, Storage, and Distribution Managers	11-3071	\$ 36.11	\$ 22.07	\$ 43.12	\$ 33.86	\$ 75,100
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 17.94	\$ 14.19	\$ 19.82	\$ 17.64	\$ 37,314
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$ 16.31	\$ 12.26	\$ 18.34	\$ 16.73	\$ 33,934

The 2015 Iowa Wage data for the Creative Corridor Regional Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2014 OES estimates. Additional occupational wage and employment data can be found at <https://www.iowaworkforcedevelopment.gov/occupational-employment-and-wages>.

Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2016.





REGIONAL LABORSHED ANALYSIS

LMI RESOURCES

LABOR MARKET INFORMATION

NEW WEBSITE AVAILABLE:

WWW.IOWALMI.GOV

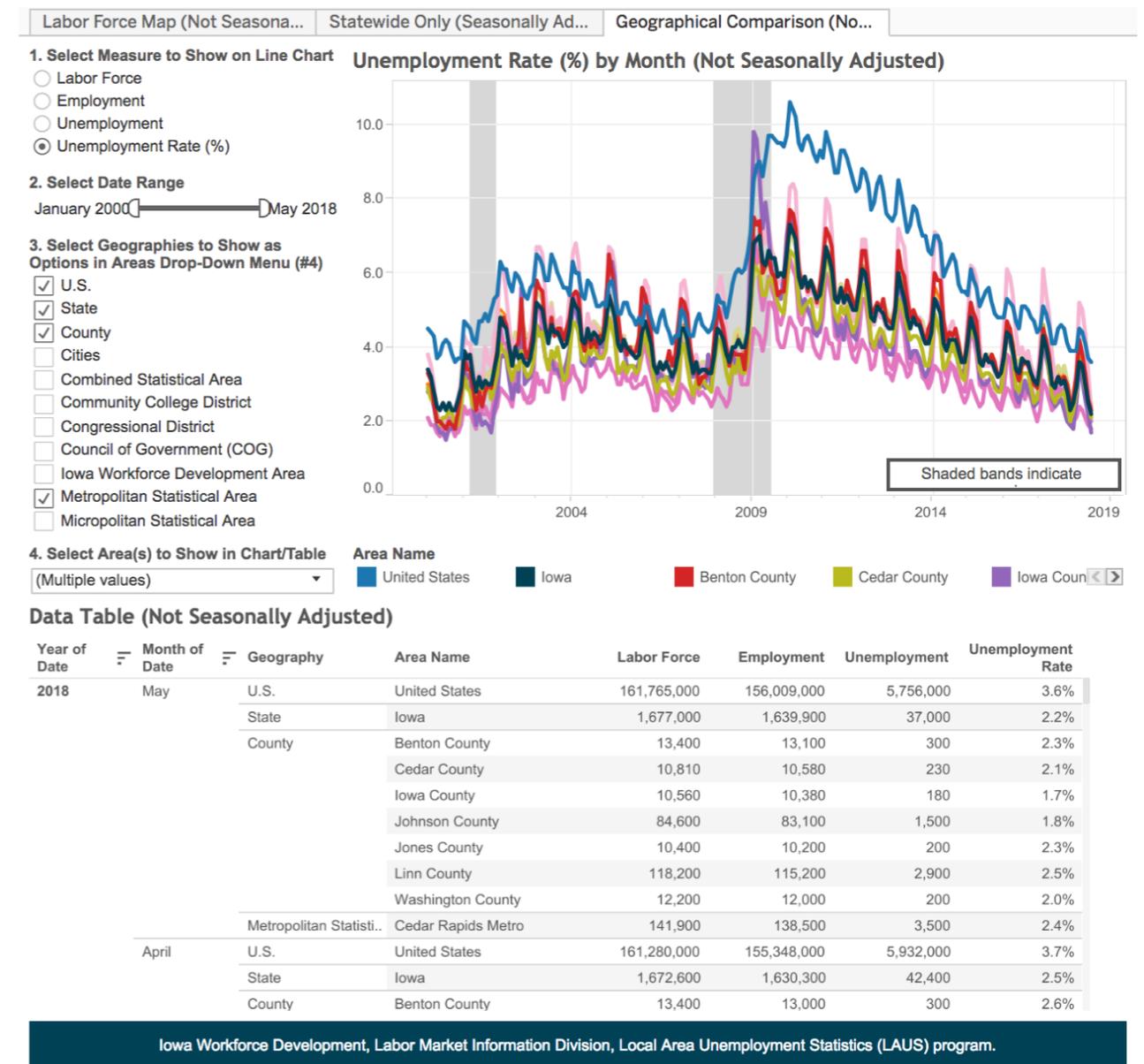
TABLEAU VISUALIZATIONS ALLOW FOR INTERACTION WITH DATA

CUSTOMIZED VIEWS CAN BE SHARED VIA TWITTER OR EMAIL AND CAN BE EMBEDDED INTO WEBSITE

AVAILABLE DATA INCLUDES:

- ▶ [EMPLOYMENT & UNEMPLOYMENT](#)
- ▶ [INDUSTRY DATA](#)
- ▶ WAGE INFORMATION
- ▶ INDUSTRY PROJECTIONS
- ▶ OCCUPATIONAL PROJECTIONS
- ▶ EMPLOYER INFORMATION
- ▶ ETC.

CUSTOMIZED WAGE VIEW:



KATIE LIPPOLD

MARY.LIPPOLD@IWD.IOWA.GOV

515 281-3035

RYAN MURPHY

RYAN.MURPHY@IWD.IOWA.GOV

515 281-7505

LABOR MARKET INFORMATION DIVISION | WWW.IOWALMI.GOV

IOWA WORKFORCE DEVELOPMENT | WWW.IOWAWORKFORCEDEVELOPMENT.GOV

QUESTIONS?