

INDEPENDENCE, IOWA LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY

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RELEASED
2021

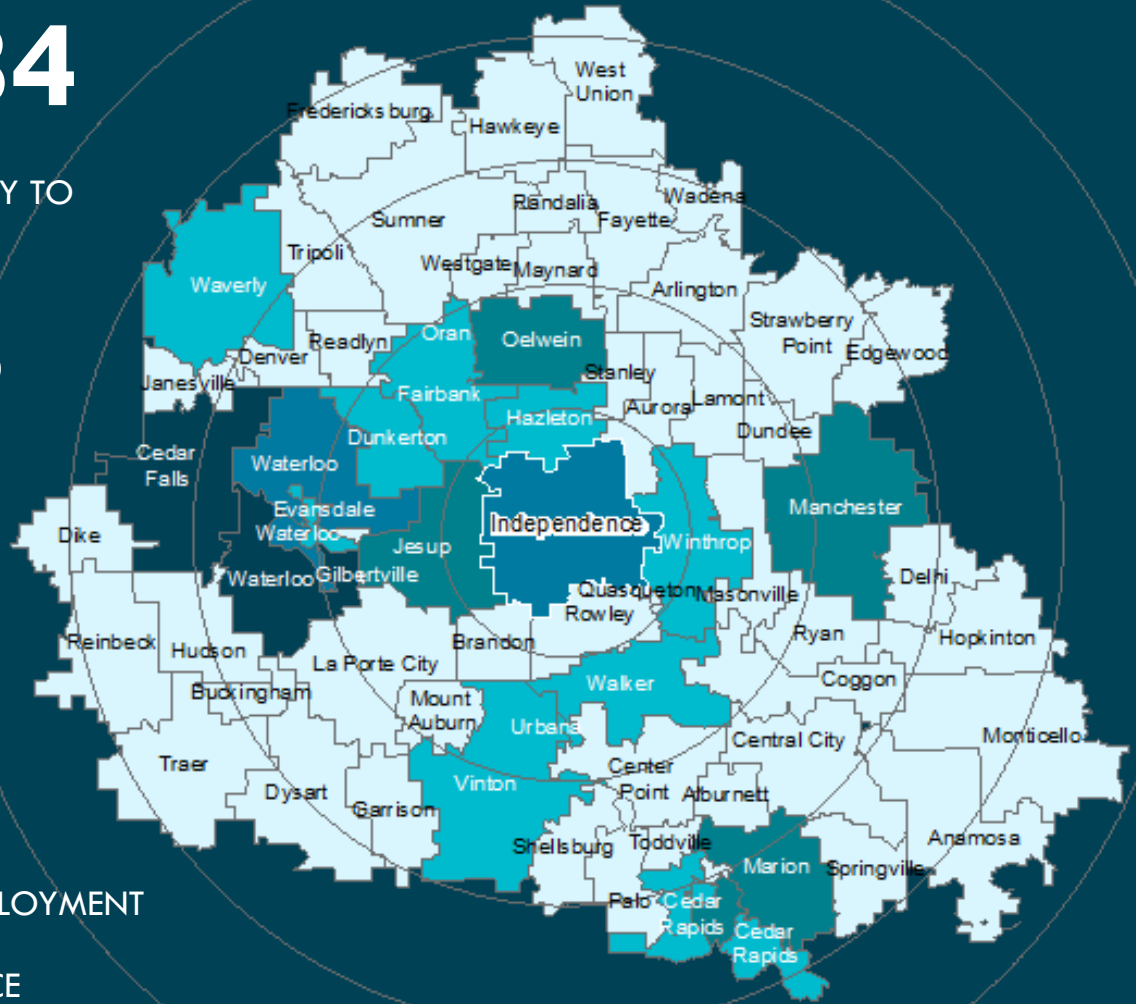
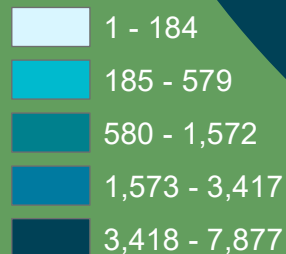
ESTIMATED POPULATION
AGES 18-64

248,784

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN INDEPENDENCE, IA

34,648

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN INDEPENDENCE, IA
BY PLACE OF RESIDENCE
(PER ZIP CODE)



10-Mile Interval Between Rings



AREA SHOWN

INDEPENDENCE LABORSHED ANALYSIS

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

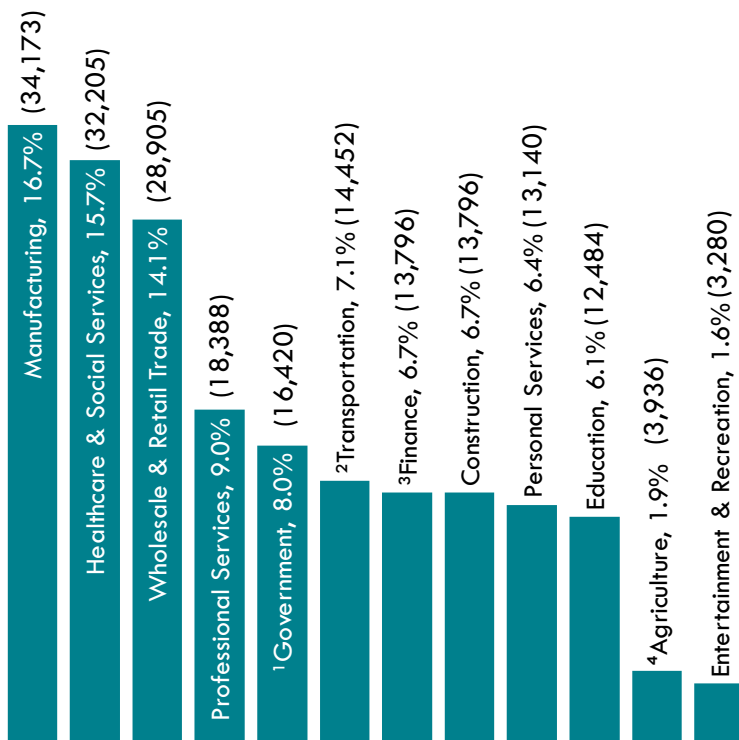


*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Totals may vary due to rounding.



BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)



¹Public Administration, Government
³Finance, Insurance, & Real Estate

²Transportation, Communications & Utilities
⁴Agriculture, Forestry, & Mining

Totals may vary due to rounding.

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

	Health/Medical Insurance 94.9%
	Dental Coverage 91.1%
	Pension/Retirement/401K 88.5%
	Paid Vacation 86.4%
	Paid Holiday 85.1%
	Life Insurance 81.7%
	Vision Coverage 81.3%
	Disability Insurance 80.9%
	Prescription Drug Coverage 58.7%
	Flex Spending Account 52.8%

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Independence Laborshed area.

The employed are currently commuting an average of—



EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

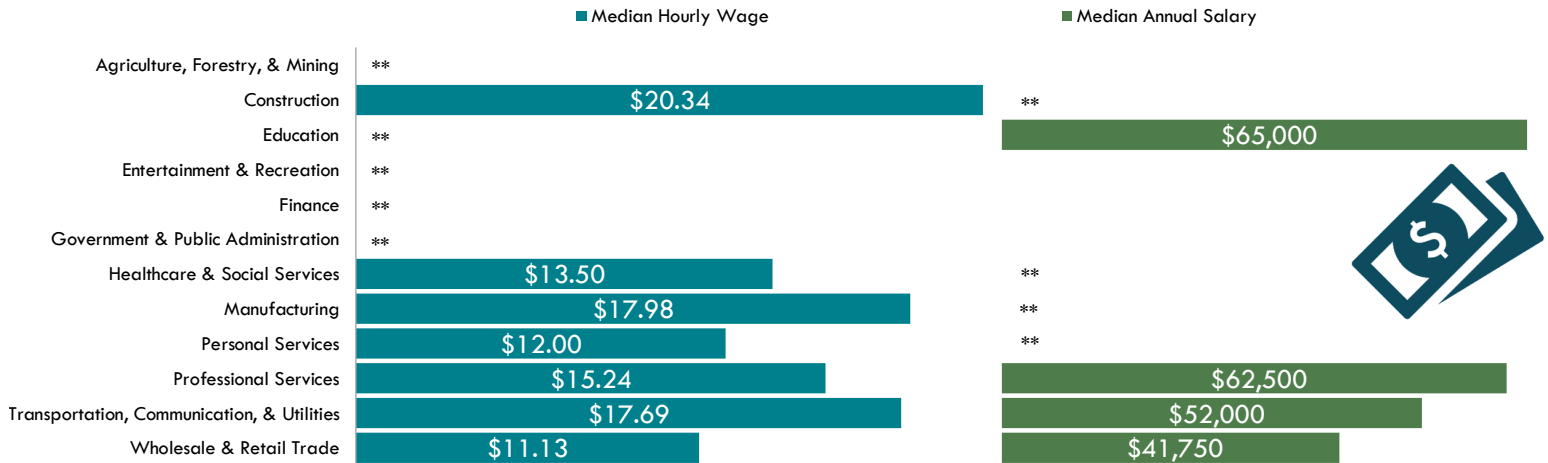
Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.



Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	**	**	**	**	**
Construction	80.0%	30.0%	10.0%	20.0%	20.0%
Education	88.9%	22.2%	0.0%	11.1%	55.6%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	**	**	**	**	**
Government & Public Administration	100%	40.0%	0.0%	20.0%	40.0%
Healthcare & Social Services	73.3%	20.0%	0.0%	13.3%	40.0%
Manufacturing	43.5%	17.4%	4.3%	13.0%	8.7%
Personal Services	71.4%	28.6%	0.0%	28.6%	14.3%
Professional Services	60.0%	10.0%	10.0%	0.0%	40.0%
Transportation, Communication, & Utilities	77.8%	22.2%	0.0%	11.1%	44.4%
Wholesale & Retail Trade	65.7%	37.1%	5.7%	11.4%	11.4%

Top percentages among industries per education level are highlighted in the table. **Insufficient survey data/refused

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT



**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total		Percent Surveyed	Estimated Total
Inadequate Hours	2.7%	760	Mismatch of Skills	9.9%	2,787
Low Income	0.5%	141	Σ †Total	11.9%	3,350

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

Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

