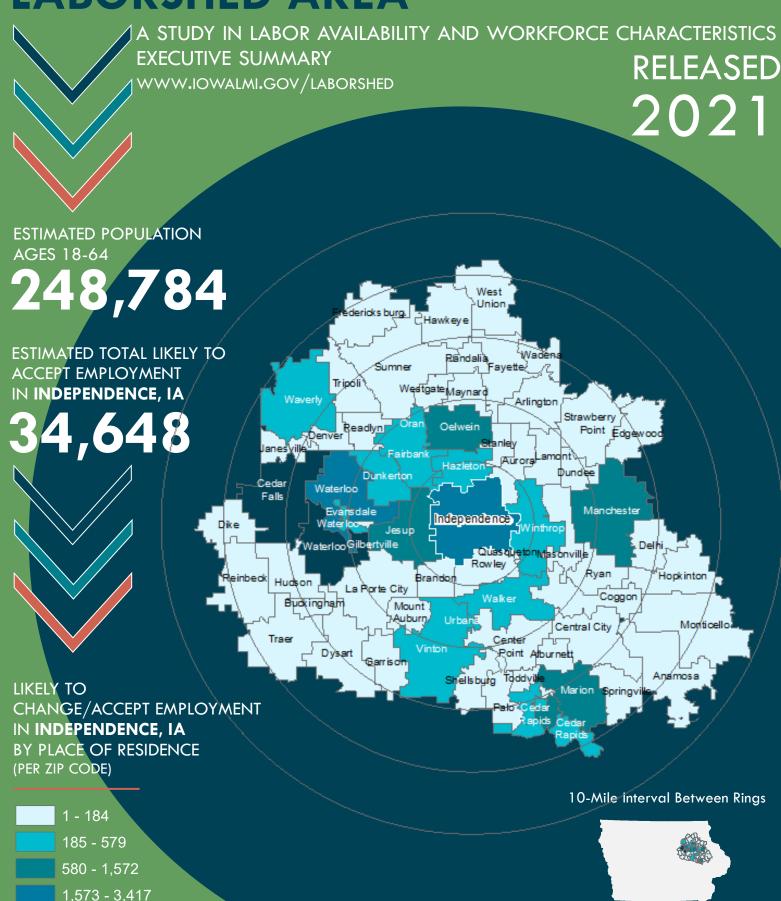
INDEPENDENCE, IOWA LABORSHED AREA

3,418 - 7,877



AREA SHOWN

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-



INDEPENDENCE LABORSHED ANALYSIS

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(204,998) 82.4% **Employed** *Unemployed 10.6% (26,371) Homemakers 3.5% (8,707)

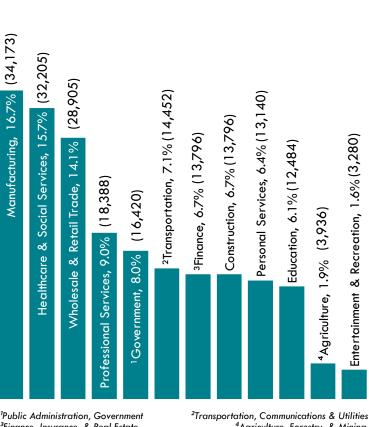
Retired 3.5% (8,707)

*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)



Unemployed -Likely to Accept Employment

Likely to Accept Employment

TOP CURRENT BENEFITS OF THE

	FULL-TIME	EMPLOYED
\$	Health/Medical	94.9%
P	Insurance	
T	Dental Coverage	, ,
S	Pension/	88.5%
	Retirement/401K	88.5%
Å	Paid Vacation	86.4%
	Paid Holiday	85.1%
7	Life Insurance	81.7%
0	Vision Coverage	81.3%
	Disability	00 00/
	Insurance	80.9%
\mathbf{R}_{-}	Prescription Drug	58.7%
-X	Coverage	36.7 %
	Flex Spending	52.8%
	Account	32.6 %
	I	

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

⁴Agriculture, Forestry, & Mining

Totals may vary due to rounding.

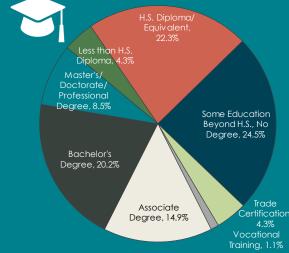
EMPLOYED: LIKELY TO CHANGE

- An estimated 28,153 employed individuals likely to change their current employment situation for an opportunity in Independence
- Current occupational categories:

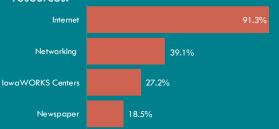
Production, Construction, Material Moving	30.7%
Professional, Paraprofessional, Technical	26.1%
Service	18.2%
Sales	11.4%
Clerical	8.0%
Managerial	5.7%
Agricultural	0.0%

- Current median wages: \$
 - \$16.04/hour and \$60,000/year\$19.20/hour attracts 66%

 - \$23.00 / hour attracts 75%
- 73.4% have an education beyond HS



- 27.2% are actively seeking employment
- Most frequently identified iob search resources:



Top sites:

Top newspapers:



NEWS Waterloo-Cedar Falls The Gazette-Cedar Rapids

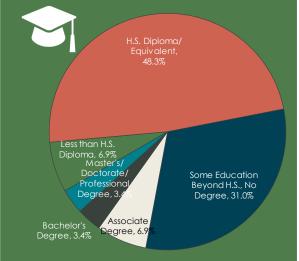
- Commute:
 - · Currently commuting an average of 14 miles/18 minutes (one-way) to work
 - · Willing to commute an average of 26 miles/33 minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

- 1,848 estimated unemployed individuals are likely to accept employment in Independence
- Former occupational categories:

Production, Construction, Material Moving	40.0%
Service	28.0%
Sales	20.0%
Clerical	4.0%
Managerial	4.0%
Professional, Paraprofessional, Technical	4.0%
Agricultural	0.0%

- Median wages: \$
 - \$12.00/hour lowest willing to accept
 - \$15.00/hour attracts 66%
 - \$15.50 / hour attracts 75%
- 44.8% have an education beyond HS



- 58.6% are actively seeking employment
- Most frequently identified iob search resources:



Top sites:

indeed.com linkedin.com ziprecuiter.com • Top newspapers:



Commute:

 Willing to commute an average of 22 miles/32 minutes (one-way) to work







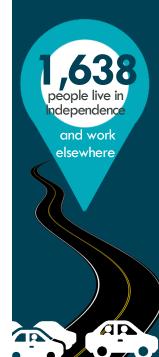
The Laborshed survey collects information regarding the out commute for an employment center.

The out commute for Independence is estimated at 42.4 percent approximately 1,638 people living in Independence work in other communities.

Most of those who are out commuting are working in Waterloo, Cedar Rapids, and Jesup.

Nearly one-third (30.8%) of out commuters are likely to change employment (approximately 505 people).

61.5% earn an hourly wage median wage is \$23.76/hour 35.9% earn an annual salary median salary is \$70,000/year



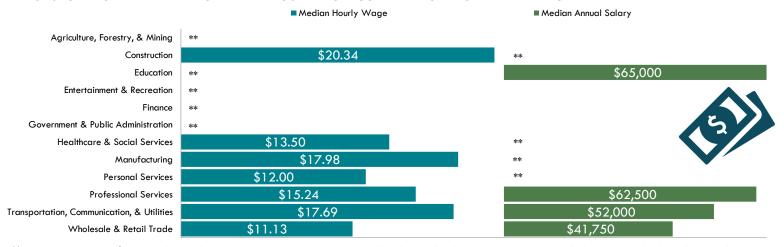
EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

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
S Low Income	0.5%	141	\(\sum_{\tau} \tau_{\tau} \)	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.



