WAVERLY, IOWA
LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WORKFORCE.IOWA.GOV/LABORSHED

RELEASED
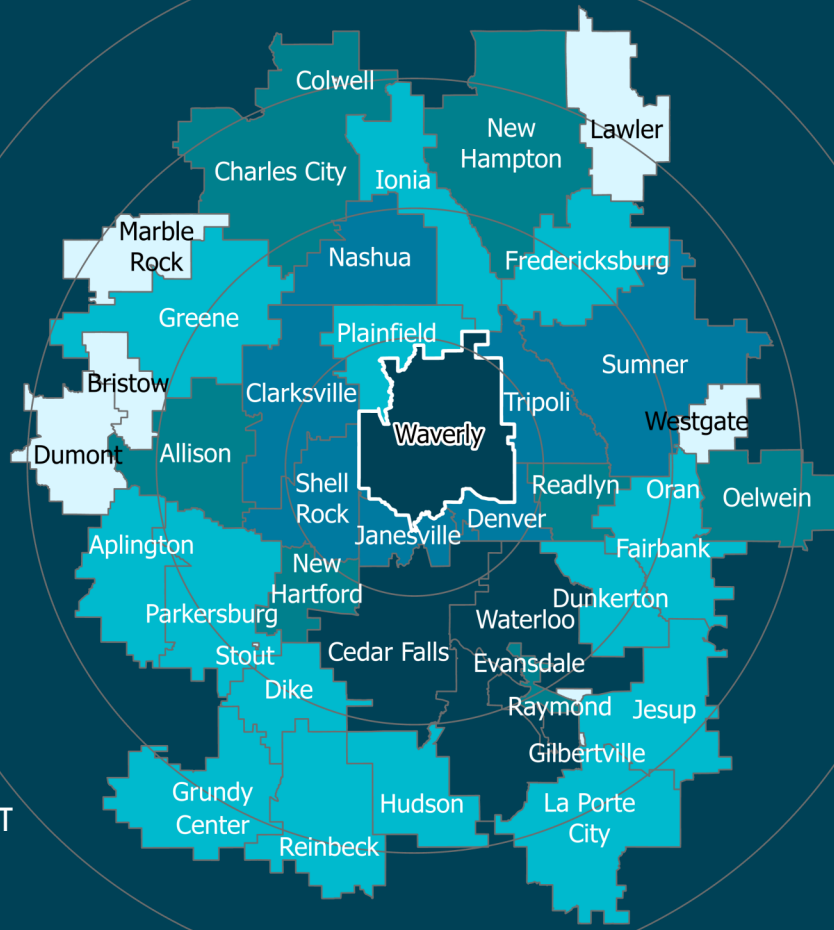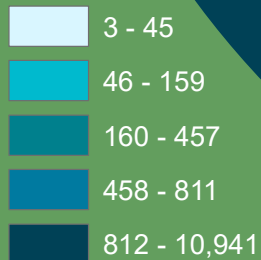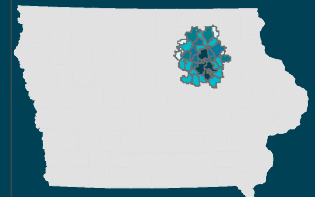## 2025

ESTIMATED POPULATION
AGES 18-64
126,394

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **WAVERLY, IA**
38,307

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

- 3 - 45
- 46 - 159
- 160 - 457
- 458 - 811
- 812 - 10,941

10-Mile Interval Between Rings

AREA SHOWN

Colwell
New Hampton
Lawler
Charles City
Ionia
Marble Rock
Nashua
Fredericksburg
Greene
Plainfield
Sumner
Bristow
Clarksville
Tripoli
Westgate
Dumont
Allison
Waverly
Readlyn
Oran
Oelwein
Shell Rock
Denver
Fairbank
Aplington
Janesville
New Hartford
Dunkerton
Parkersburg
Waterloo
Jesup
Stout
Cedar Falls
Evansdale
Dike
Raymond
Gilbertville
Grundy Center
Hudson
La Porte City
Reinbeck

WAVERLY LABORSHED ANALYSIS

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 Waverly Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(108,572) 85.9% **Employed**

6.9% (8,721) ***Unemployed**

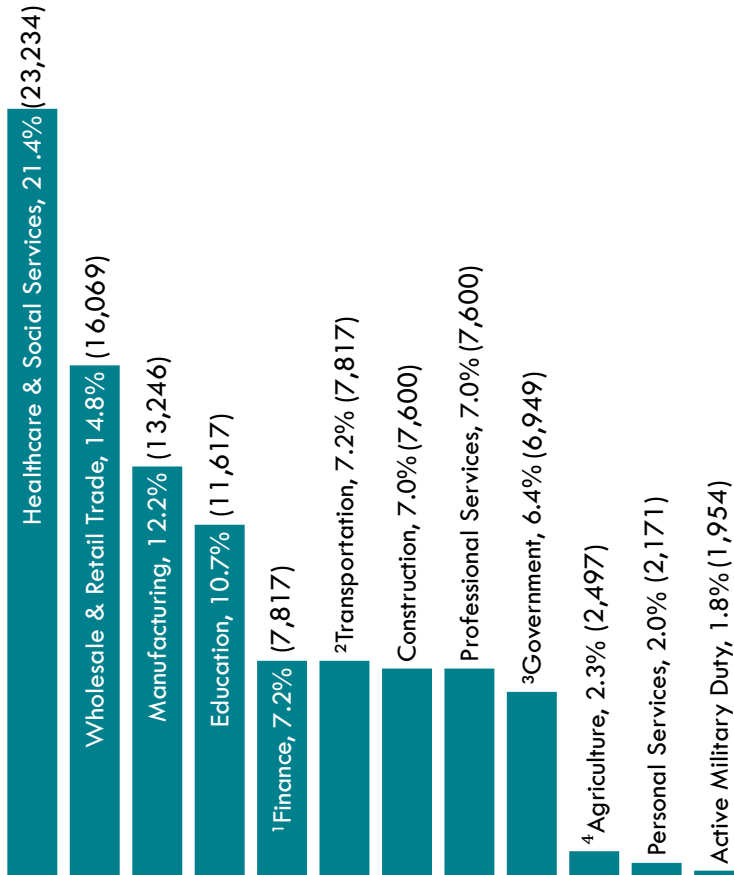3.2% (4,065) **Homemakers**

4.0% (5,056) **Retired**

*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.

Employed - Likely to Change Employment **27.6%**

Unemployed - Likely to Accept Employment **75.0%**

Homemakers - Likely to Accept Employment **38.5%**

Retired - Likely to Accept Employment **18.8%**

The employed are currently commuting an average of—

13 miles one-way for an employment opportunity

&

17 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL*)

*Totals may vary due to rounding.

- Healthcare & Social Services, 21.4% (23,234)
- Wholesale & Retail Trade, 14.8% (16,069)
- Manufacturing, 12.2% (13,246)
- Education, 10.7% (11,617)
- [1]Finance, 7.2% (7,817)
- [2]Transportation, 7.2% (7,817)
- Construction, 7.0% (7,600)
- Professional Services, 7.0% (7,600)
- [3]Government, 6.4% (6,949)
- [4]Agriculture, 2.3% (2,497)
- Personal Services, 2.0% (2,171)
- Active Military Duty, 1.8% (1,954)

[1]Finance, Insurance, & Real Estate
[3]Public Administration, Government
[2]Transportation, Communications, & Utilities
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	%
Health/Medical Insurance	93.3%
Paid Sick Leave/ PTO/ Vacation	93.3%
Pension/ Retirement/401K	91.8%
Dental Coverage	90.3%
Paid Holiday	89.5%
Vision Coverage	87.3%
Life Insurance	85.0%
Disability Insurance	82.4%
Prescription Drug Coverage	70.8%
Flex Spending Account	66.7%

EMPLOYED: LIKELY TO CHANGE

- An estimated **33,694 employed individuals are likely to change** their current employment situation for an opportunity in Waverly
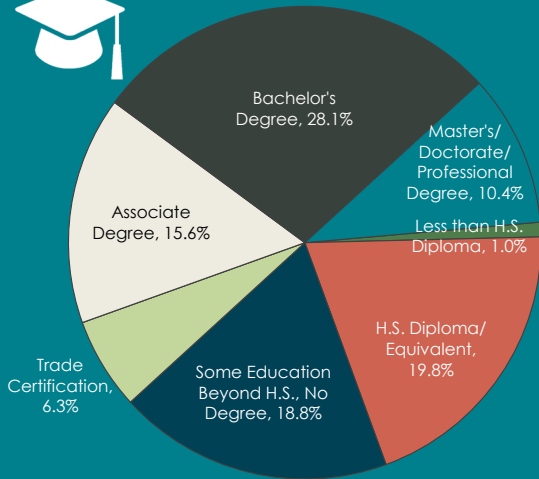
- Current occupational categories:

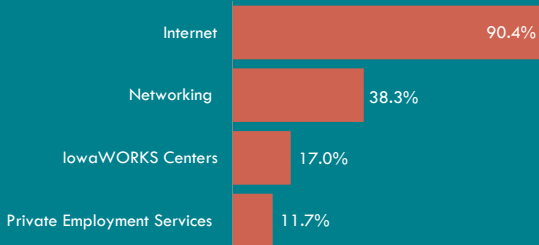|	
Professional, Paraprofessional, Technical	26.3%
Production, Construction, Material Moving	21.1%
Service	20.0%
Managerial	13.7%
Sales	11.6%
Clerical	7.3%
Agricultural	0.0%

- Current median wages: $
  - $20.00/hour and $70,000/year
  - $25.00/hour - attracts 66%
  - $25.50/hour - attracts 75%

- 79.2% have an education beyond HS

Bachelor's Degree, 28.1%
Master's/Doctorate/Professional Degree, 10.4%
Less than H.S. Diploma, 1.0%
H.S. Diploma/Equivalent, 19.8%
Some Education Beyond H.S., No Degree, 18.8%
Trade Certification, 6.3%
Associate Degree, 15.6%

- **28.1% are actively seeking employment**
- Most frequently identified job search resources:

Internet	90.4%
Networking	38.3%
IowaWORKS Centers	17.0%
Private Employment Services	11.7%

- Top sites:
  indeed.com
  linkedin.com

- Top newspapers:
  NEWS
  Waverly Democrat
  The Waterloo-Cedar Falls Courier

- Commute:
  - Currently commuting an average of **12** miles/**17** minutes (one-way) to work
  - Willing to commute an average of **25** miles/**32** minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

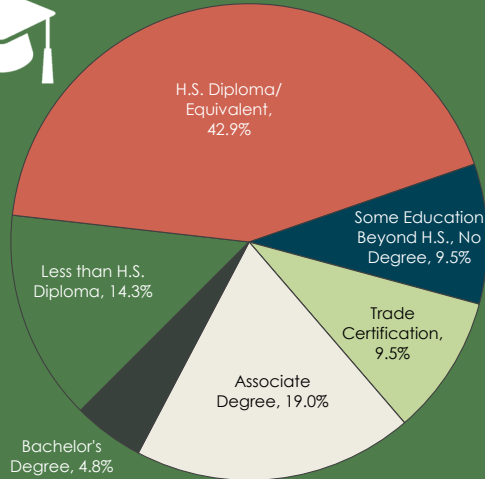- An estimated **1,299 unemployed individuals are likely to accept** employment in Waverly

- Former occupational categories:

Production, Construction, Material Moving	35.0%
Service	30.0%
Professional, Paraprofessional, Technical	25.0%
Sales	10.0%
Agricultural	0.0%
Clerical	0.0%
Managerial	0.0%

- Median wages: $
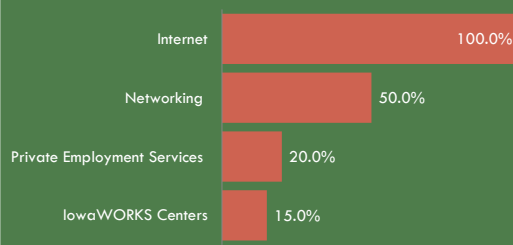 - $14.00/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $15.00/hour - attracts 75%

- 42.8% have an education beyond HS

H.S. Diploma/Equivalent, 42.9%
Some Education Beyond H.S., No Degree, 9.5%
Trade Certification, 9.5%
Associate Degree, 19.0%
Bachelor's Degree, 4.8%
Less than H.S. Diploma, 14.3%

- **47.6% are actively seeking employment**
- Most frequently identified job search resources:

Internet	100.0%
Networking	50.0%
Private Employment Services	20.0%
IowaWORKS Centers	15.0%

- Top sites:
  indeed.com
  linkedin.com

- Top newspapers:
  NEWS
  * insufficient survey data to report

- Commute:
  - Willing to commute an average of **22** miles/**25** minutes (one-way) to work

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

The **out commute** for Waverly is estimated at 39.4 percent— approximately 2,658 people living in Waverly work in other communities.

Most of those who are out commuting are working in Waterloo, Cedar Falls, Charles City, and Denver, IA.

Over two-fifths (20.9%) of out commuters are likely to change employment (approximately 556 people).

48.8% earn an hourly wage— median wage is **$24.75/hour**
44.2% earn an annual salary— median salary is **$85,000/year**

2,658 people live in Waverly and work elsewhere

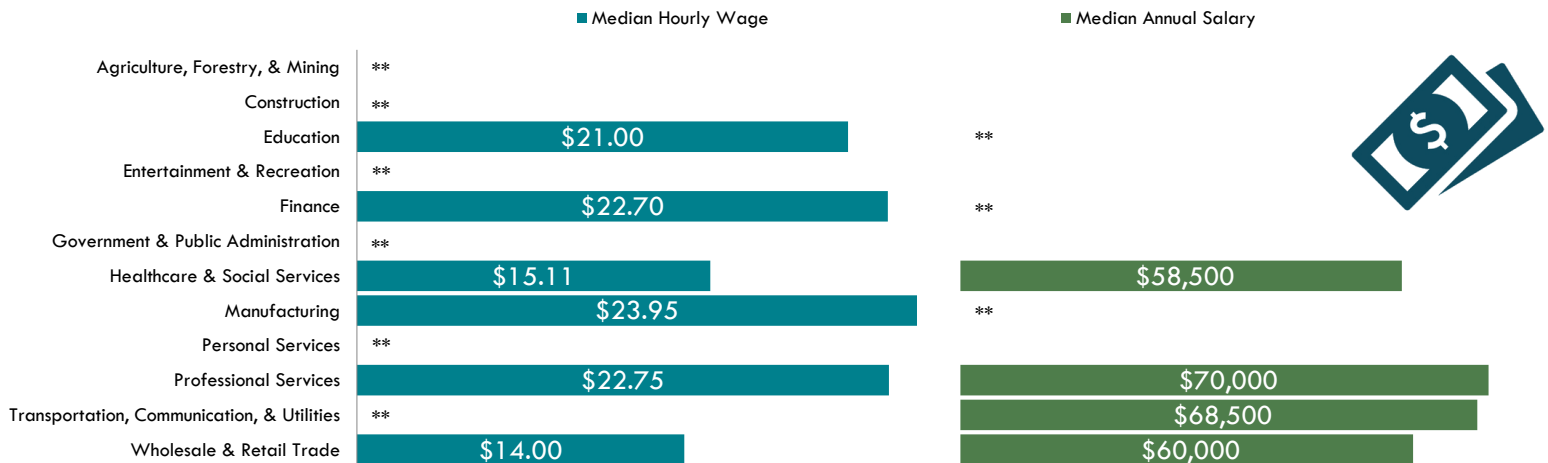# EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

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	**	**	**	**	**
Education	90.9%	9.1%	9.1%	18.2%	54.5%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	100%	18.2%	0.0%	18.2%	63.6%
Government & Public Administration	**	**	**	**	**
Healthcare & Social Services	82.7%	20.7%	10.3%	20.7%	31.0%
Manufacturing	57.1%	14.3%	7.1%	7.1%	28.6%
Personal Services	**	**	**	**	**
Professional Services	90.9%	0.0%	9.1%	27.3%	54.5%
Transportation, Communication, & Utilities	57.2%	14.3%	0.0%	28.6%	14.3%
Wholesale & Retail Trade	57.2%	17.9%	14.3%	14.3%	10.7%

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

■ Median Hourly Wage   ■ Median Annual Salary

Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	**	
Construction	**	
Education	$21.00	**
Entertainment & Recreation	**	
Finance	$22.70	**
Government & Public Administration	**	
Healthcare & Social Services	$15.11	$58,500
Manufacturing	$23.95	**
Personal Services	**	
Professional Services	$22.75	$70,000
Transportation, Communication, & Utilities	**	$68,500
Wholesale & Retail Trade	$14.00	$60,000

**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	2.5%	842	Mismatch of Skills	11.1%	3,740
Low Income	0.2%	67	∑ †Total	12.6%	4,245

†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.

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