CEDAR VALLEY PARTNERSHIP
REGIONAL LABORSHED AREA

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

RELEASED
2025

ESTIMATED POPULATION
AGES 18-64
392,072

TOTAL ESTIMATED LABOR FORCE
AGES 18-64
320,064
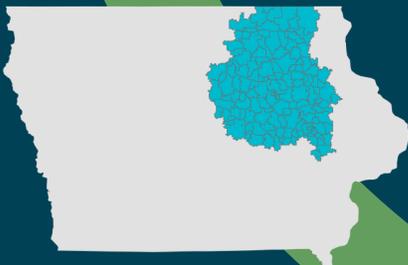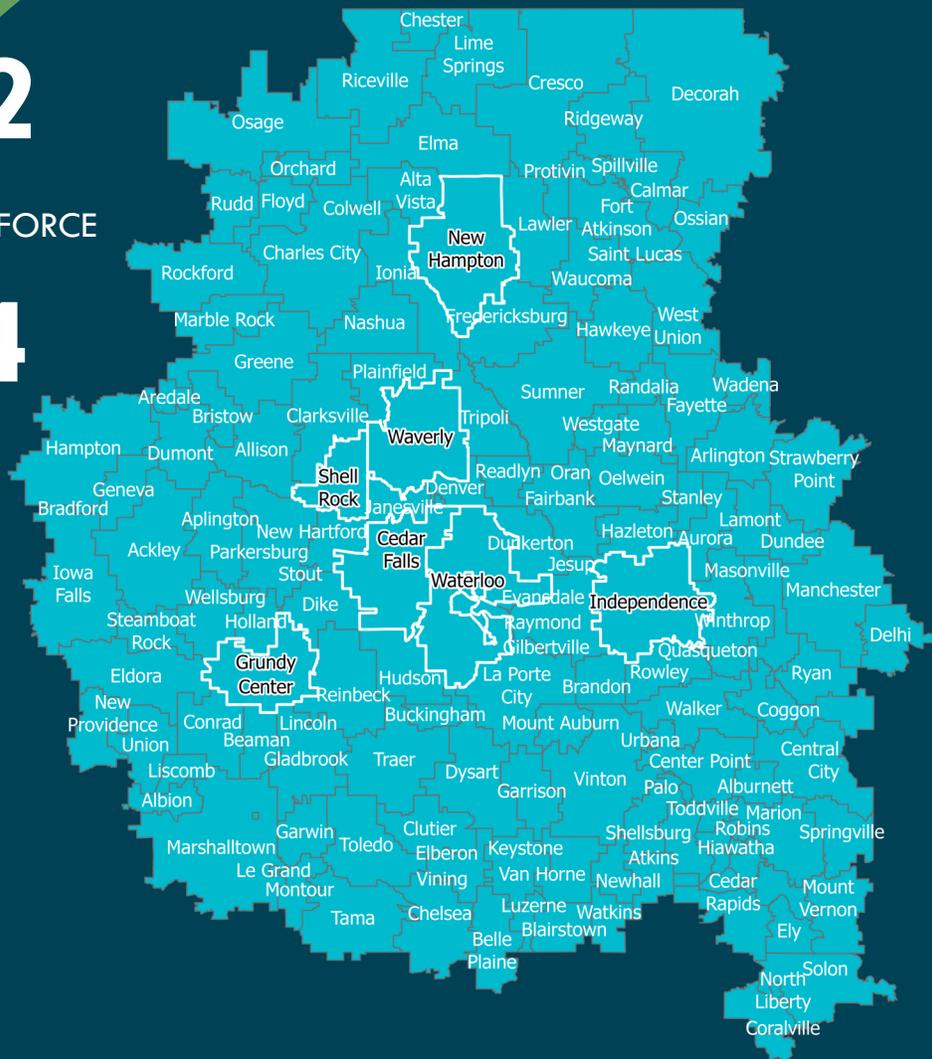
AREA SHOWN

CEDAR VALLEY PARTNERSHIP 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 Cedar Valley Partnership Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(335,614)	85.6%	Employed
7.5% (29,405)		*Unemployed
2.9% (11,370)		Homemakers
4.0% (15,683)		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 **26.1%**

Unemployed - Likely to Accept Employment **66.1%**

Homemakers - Likely to Accept Employment **40.9%**

Retired - Likely to Accept Employment **14.5%**

The employed are currently commuting an average of—

14 miles one-way for an employment opportunity

&

18 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Healthcare & Social Services, 16.0% (53,698)
- Manufacturing, 15.3% (51,349)
- Wholesale & Retail Trade, 14.0% (46,986)
- Education, 11.1% (37,253)
- Construction, 8.3% (27,856)
- [1]Transportation, 6.9% (23,157)
- Professional Services, 6.7% (22,486)
- [2]Government, 6.0% (20,137)
- [3]Finance, 5.4% (18,123)
- [4]Agriculture, 4.4% (14,767)
- Personal Services, 3.8% (12,753)
- Active Military Duty, 1.2% (4,027)
- Entertainment & Recreation, 0.9% (3,021)
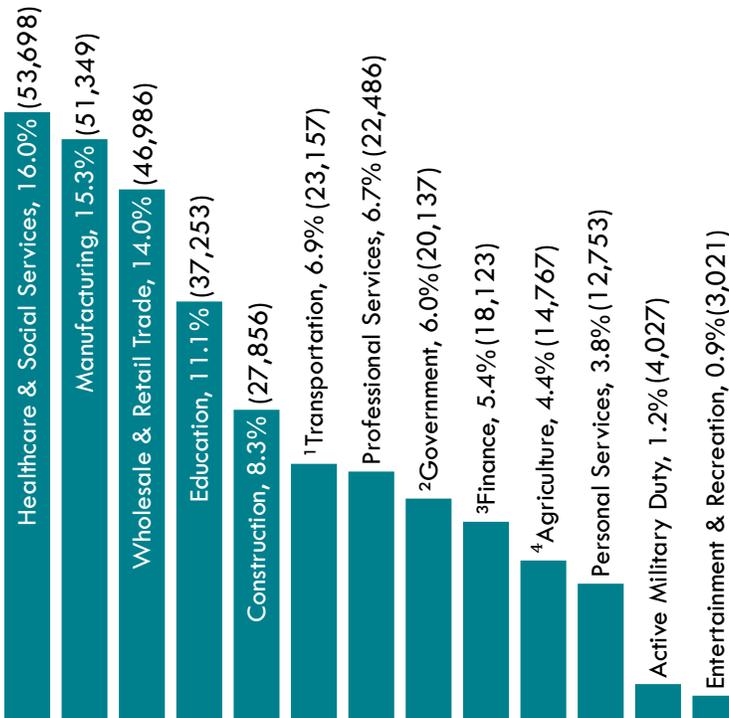
Totals may vary due to rounding.

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

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

| Benefit	%
Paid Sick Leave/ PTO/ Vacation	93.6%
Health/Medical Insurance	93.3%
Pension/ Retirement/401K	91.6%
Dental Coverage	87.4%
Paid Holiday	87.2%
Vision Coverage	83.1%
Life Insurance	82.5%
Disability Insurance	80.7%
Flex Spending Account	66.1%
Prescription Drug Coverage	62.9%

EMPLOYED: LIKELY TO CHANGE

- **26.1%** of employed individuals are likely to change their current employment situation for a new opportunity.

- Current occupational categories:

Professional, Paraprofessional, Technical	29.0%
Production, Construction, Material Moving	24.6%
Service	14.2%
Managerial	11.5%
Clerical	10.7%
Sales	9.5%
Agricultural	0.5%

- Current median wages: $
  - $21.70/hour and $65,000/year
  - $25.00/hour - attracts 66%
  - $26.00/hour - attracts 75%

- 79.4% have an education beyond HS
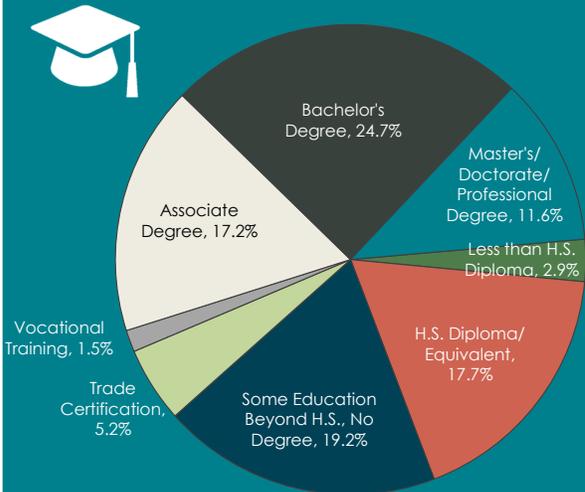
Bachelor's Degree, 24.7%
Master's/Doctorate/Professional Degree, 11.6%
Less than H.S. Diploma, 2.9%
H.S. Diploma/Equivalent, 17.7%
Some Education Beyond H.S., No Degree, 19.2%
Trade Certification, 5.2%
Vocational Training, 1.5%
Associate Degree, 17.2%

- **28.8% are actively seeking employment**
- Most frequently identified job search resources:

Internet	86.6%
Networking	47.0%
IowaWORKS Centers	19.6%
Private Employment Services	13.7%

- Top sites:
  - indeed.com
  - linkedin.com
  - Company/Org. Websites
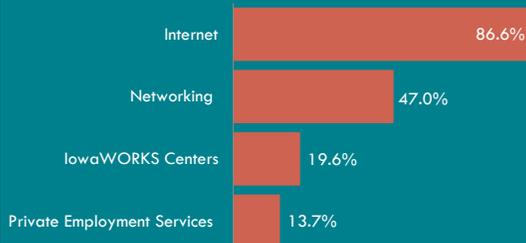
- Top newspapers:
  - **NEWS**
  - Waterloo-Cedar Falls Courier
 - New Hampton Tribune
  - The Gazette - Cedar Rapids

- Commute:
  - Currently commuting an average of **14** miles/**18** minutes (one-way) to work
  - Willing to commute an average of **27** miles/**33** minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

- **66.1%** of unemployed individuals are likely to accept an employment opportunity.

- Former occupational categories:

Production, Construction, Material Moving	37.5%
Professional, Paraprofessional, Technical	23.6%
Sales	13.9%
Service	12.5%
Managerial	6.9%
Clerical	5.6%
Agricultural	0.0%

- Median wages: $
  - $17.00/hour - lowest willing to accept
  - $18.00/hour - attracts 66%
  - $19.00/hour - attracts 75%

- 66.9% have an education beyond HS
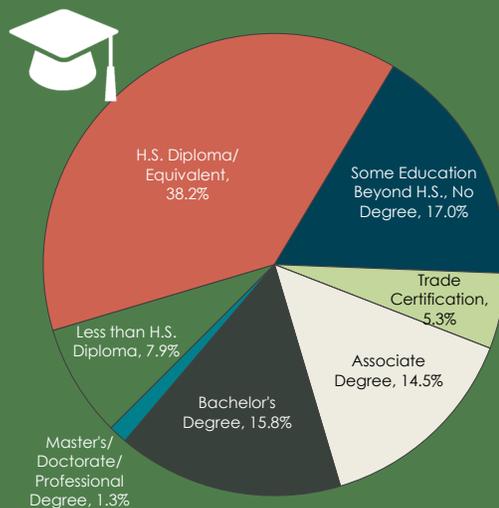
H.S. Diploma/Equivalent, 38.2%
Some Education Beyond H.S., No Degree, 17.0%
Trade Certification, 5.3%
Associate Degree, 14.5%
Bachelor's Degree, 15.8%
Master's/Doctorate/Professional Degree, 1.3%
Less than H.S. Diploma, 7.9%

- **68.4% are actively seeking employment**
- Most frequently identified job search resources:

Internet	89.2%
Networking	39.2%
IowaWORKS Centers	24.3%
Private Employment Services	14.9%

- Top sites:
  - indeed.com
  - linkedin.com

- Top newspapers:
  - **NEWS**
  - Waterloo-Cedar Falls Courier
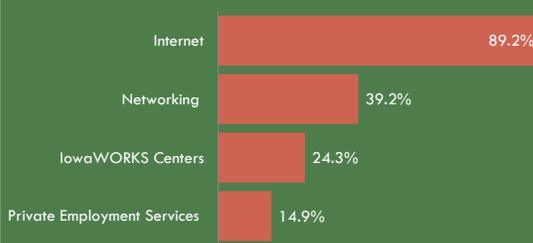
- Commute:
  - Willing to commute an average of **24** miles/**31** minutes (one-way) to work

This regional analysis is based on aggregated data from the Cedar Falls-Waterloo, Grundy Center, Independence, New Hampton, Shell Rock, and Waverly Laborshed studies.

These results are based upon a total of

1,539

completed surveys.

For more data visit: workforce.iowa.gov/laborshed

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	71.5%	28.6%	0.0%	28.6%	14.3%
Construction	56.0%	28.0%	12.0%	4.0%	12.0%
Education	97.6%	4.5%	6.8%	13.6%	72.7%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	78.1%	12.5%	3.1%	21.9%	40.6%
Government & Public Administration	85.7%	14.3%	7.1%	21.4%	42.9%
Healthcare & Social Services	85.2%	19.8%	7.4%	21.0%	37.0%
Manufacturing	67.6%	14.9%	9.5%	16.2%	27.0%
Personal Services	85.7%	57.1%	14.3%	14.3%	0.0%
Professional Services	85.2%	17.6%	2.9%	23.5%	41.2%
Transportation, Communication, & Utilities	72.0%	16.0%	4.0%	20.0%	32.0%
Wholesale & Retail Trade	63.2%	27.6%	4.6%	16.1%	14.9%

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	$18.00	**
Construction	$30.00	**
Education	$17.00	$60,000
Entertainment & Recreation	**	
Finance	$21.00	$65,000
Government & Public Administration	$25.00	$60,000
Healthcare & Social Services	$19.50	$51,000
Manufacturing	$23.00	$89,250
Personal Services	$17.00	**
Professional Services	$17.75	$70,000
Transportation, Communication, & Utilities	$23.22	$75,000
Wholesale & Retail Trade	$15.25	$67,500

*****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			Percent Surveyed
⏱ Inadequate Hours	**1.7%**		🔗 Mismatch of Skills	**8.8%**
💲 Low Income	**0.6%**		∑ †Total	**9.9%**
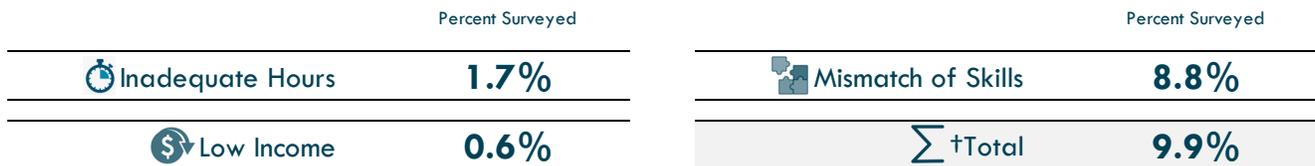
†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

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