ICR IOWA
REGIONAL LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WORKFORCE.IOWA.GOV/LABORSHED
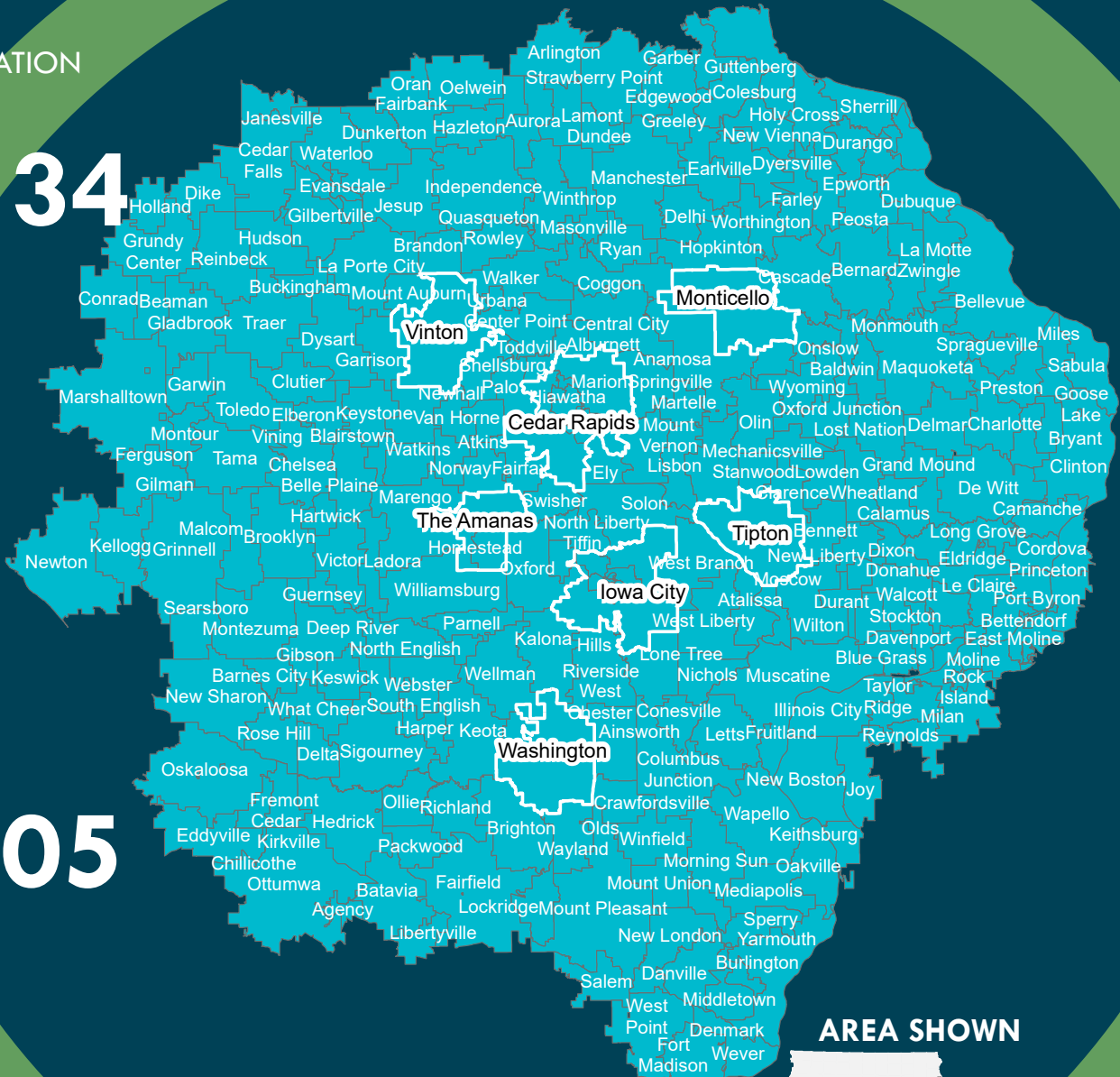
RELEASED
2024

ESTIMATED POPULATION
AGES 18-64

864,134

TOTAL ESTIMATED
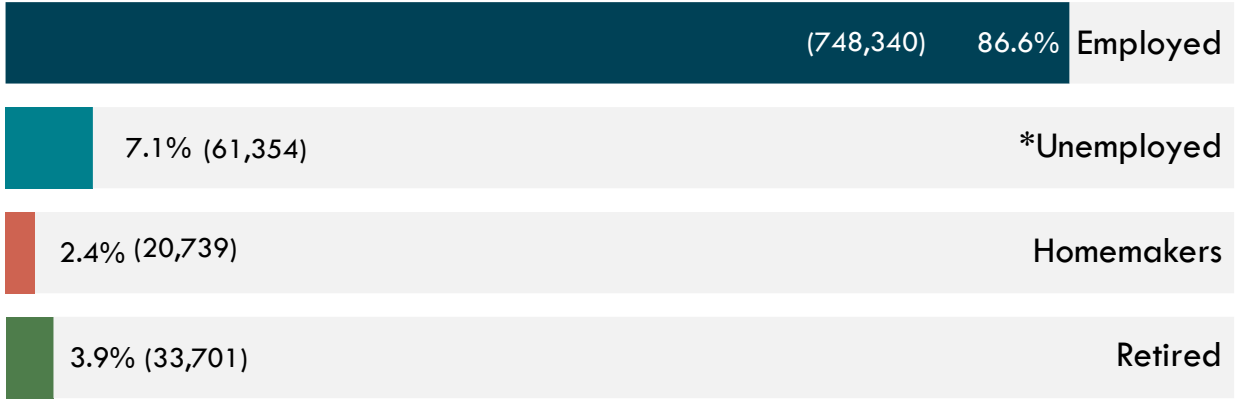LABOR FORCE
AGES 18-64
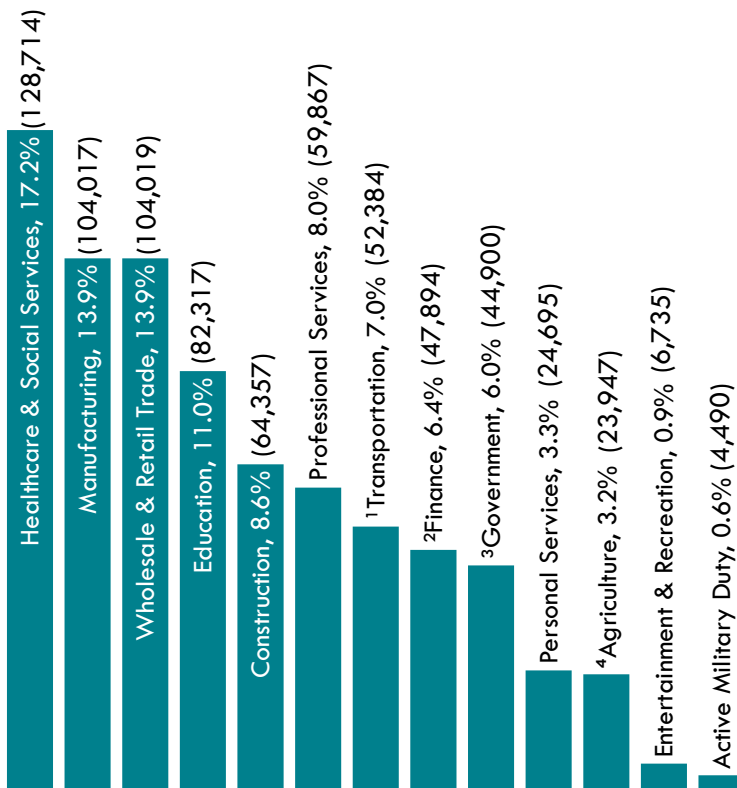
684,905

AREA SHOWN

ICR IOWA 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 ICR Iowa Region.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(748,340)	86.6%	Employed
7.1% (61,354)		*Unemployed
2.4% (20,739)		Homemakers
3.9% (33,701)		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 **29.4%**

Unemployed - Likely to Accept Employment **71.0%**

Homemakers - Likely to Accept Employment **41.2%**

Retired - Likely to Accept Employment **25.0%**

The employed are currently commuting an average of—

16 miles one-way for an employment opportunity

&

20 minutes

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Healthcare & Social Services, 17.2% (128,714)
- Manufacturing, 13.9% (104,017)
- Wholesale & Retail Trade, 13.9% (104,019)
- Education, 11.0% (82,317)
- Construction, 8.6% (64,357)
- Professional Services, 8.0% (59,867)
- [1]Transportation, 7.0% (52,384)
- [2]Finance, 6.4% (47,894)
- [3]Government, 6.0% (44,900)
- Personal Services, 3.3% (24,695)
- [4]Agriculture, 3.2% (23,947)
- Entertainment & Recreation, 0.9% (6,735)
- Active Military Duty, 0.6% (4,490)

Totals may vary due to rounding.
[1]Transportation, Communications, & Utilities
[3]Public Administration, Government
[2]Finance, Insurance, & Real Estate
[4]Agriculture, Forestry, & Mining

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	Percentage
Paid Sick Leave/PTO/Vacation	94.3%
Health/Medical Insurance	93.7%
Pension/Retirement	92.2%
Dental Coverage	89.8%
Paid Holiday	86.5%
Vision Coverage	85.4%
Life Insurance	82.6%
Disability Insurance	79.6%
Flex Spending Account	66.2%
RX Drug Coverage	60.4%

EMPLOYED:
LIKELY TO CHANGE

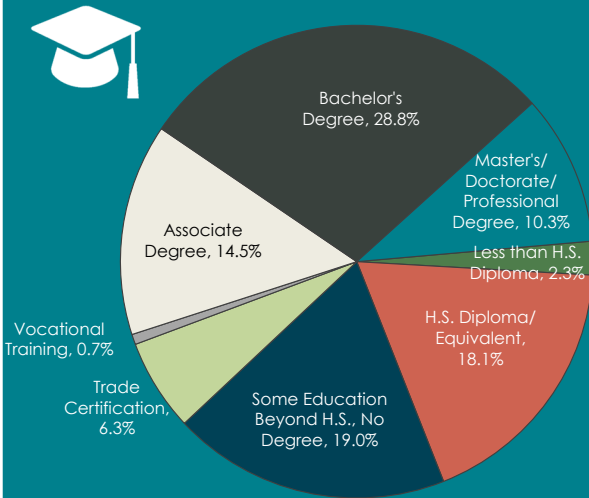- **29.4%** of employed individuals are likely to change their current employment situation for a new opportunity.

- Current occupational categories:

Professional, Paraprofessional, Technical	32.7%
Production, Construction, Material Moving	24.2%
Clerical	12.1%
Managerial	12.1%
Service	11.9%
Sales	6.3%
Agricultural	0.7%

- Current median wages: $
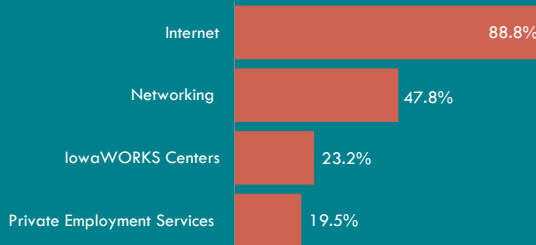 - $20.00/hour and $62,000/year
  - $25.00/hour - attracts 66%
  - $28.00/hour - attracts 75%

- 79.6% have an education beyond HS

Pie chart:
- Bachelor's Degree, 28.8%
- Master's/Doctorate/Professional Degree, 10.3%
- Less than H.S. Diploma, 2.3%
- H.S. Diploma/Equivalent, 18.1%
- Some Education Beyond H.S., No Degree, 19.0%
- Trade Certification, 6.3%
- Vocational Training, 0.7%
- Associate Degree, 14.5%

- **27.8% are actively seeking employment**
- Most frequently identified job search resources:

Resource	%
Internet	88.8%
Networking	47.8%
IowaWORKS Centers	23.2%
Private Employment Services	19.5%

- Top sites:
  - indeed.com
  - linkedin.com
  - Company/Organization Websites

- Top newspapers:

NEWS
  - *The Gazette - Cedar Rapids*
  - *Quad City Times*
  - *Iowa City Press Citizen*

- Commute:
  - Currently commuting an average of **15** miles/**20** minutes (one-way) to work
  - Willing to commute an average of **27** miles/**35** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

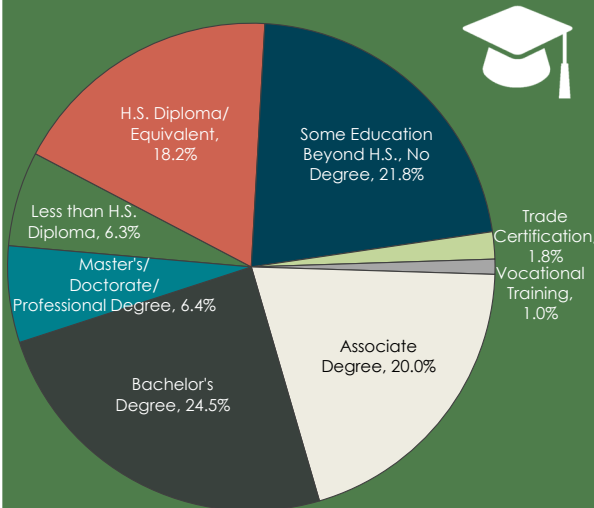- **71.0%** of unemployed individuals are likely to accept an employment opportunity.

- Former occupational categories:

Professional, Paraprofessional, Technical	24.3%
Production, Construction, Material Moving	22.3%
Service	17.5%
Managerial	12.6%
Sales	12.6%
Clerical	10.7%
Agricultural	0.0%

- Median wages: $
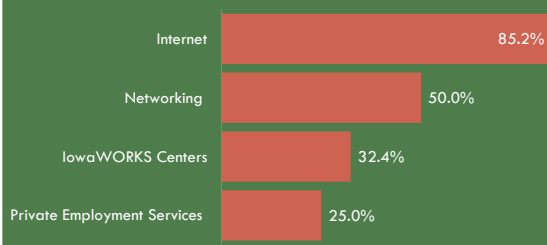 - $17.00/hour - lowest willing to accept
  - $20.00/hour - attracts 66%
  - $20.00/hour - attracts 75%

- 75.5% have an education beyond HS

Pie chart:
- H.S. Diploma/Equivalent, 18.2%
- Some Education Beyond H.S., No Degree, 21.8%
- Trade Certification, 1.8%
- Vocational Training, 1.0%
- Associate Degree, 20.0%
- Bachelor's Degree, 24.5%
- Master's/Doctorate/Professional Degree, 6.4%
- Less than H.S. Diploma, 6.3%

- **62.7% are actively seeking employment**
- Most frequently identified job search resources:

Resource	%
Internet	85.2%
Networking	50.0%
IowaWORKS Centers	32.4%
Private Employment Services	25.0%

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

- Top newspapers:

NEWS
  - *The Gazette - Cedar Rapids*
  - *Iowa City Press Citizen*
  - *Southeast Iowa Union*

- Commute:
  - Willing to commute an average of **25** miles/**33** minutes (one-way) to work

This regional analysis is based on aggregated data from the Amanas, Cedar Rapids, Iowa City, Monticello, Tipton, Vinton, and Washington Laborshed studies.

These results are based upon a total of

2,172

completed surveys.

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

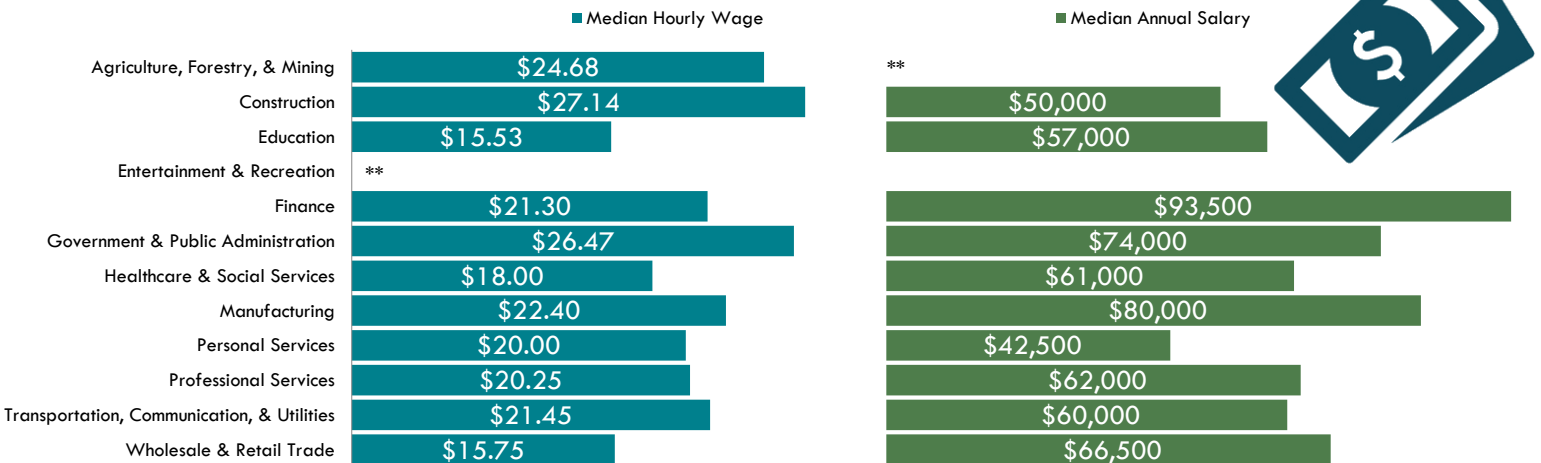# EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

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	42.9%	0.0%	14.3%	28.6%	0.0%
Construction	75.6%	28.9%	24.4%	15.6%	6.7%
Education	92.4%	10.3%	2.6%	6.4%	73.1%
Entertainment & Recreation	83.4%	16.7%	0.0%	16.7%	50.0%
Finance, Insurance, & Real Estate	85.6%	37.1%	5.7%	11.4%	31.4%
Government & Public Administration	87.9%	18.2%	12.1%	15.2%	42.4%
Healthcare & Social Services	88.9%	19.8%	4.0%	17.5%	47.6%
Manufacturing	69.4%	17.3%	10.2%	9.2%	32.7%
Personal Services	70.0%	25.0%	10.0%	20.0%	15.0%
Professional Services	87.5%	19.6%	1.8%	12.5%	53.6%
Transportation, Communication, & Utilities	72.3%	19.1%	4.3%	23.4%	25.5%
Wholesale & Retail Trade	65.7%	23.8%	2.5%	18.9%	20.5%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage   ■ Median Annual Salary

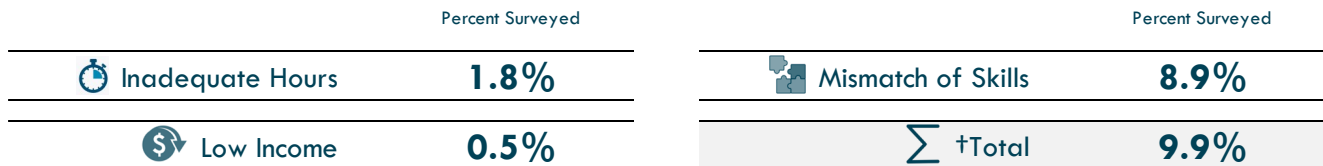| Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	$24.68	**
Construction	$27.14	$50,000
Education	$15.53	$57,000
Entertainment & Recreation	**	
Finance	$21.30	$93,500
Government & Public Administration	$26.47	$74,000
Healthcare & Social Services	$18.00	$61,000
Manufacturing	$22.40	$80,000
Personal Services	$20.00	$42,500
Professional Services	$20.25	$62,000
Transportation, Communication, & Utilities	$21.45	$60,000
Wholesale & Retail Trade	$15.75	$66,500

**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	**1.8%**		💬 Mismatch of Skills	**8.9%**
$ Low Income	**0.5%**		∑ †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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