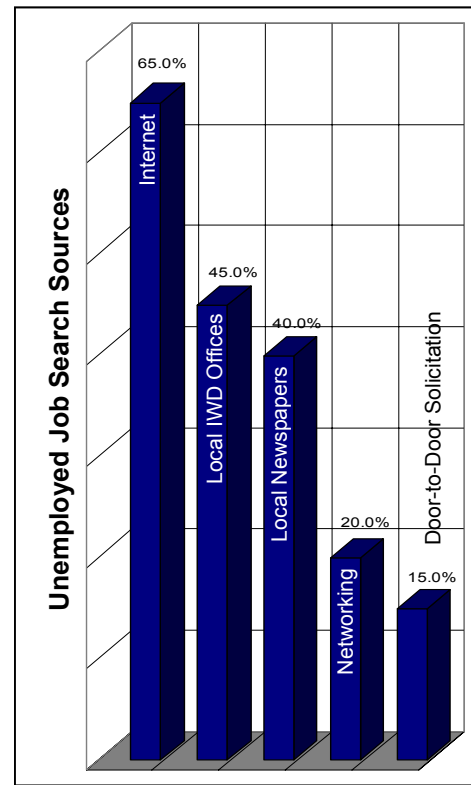


Unemployed - Those Willing to Enter/Re-enter Employment:

- An estimated 4,232 unemployed individuals are willing to accept employment;
- Average age is 38 years old;
- Education:
 - 42.9% have an education beyond high school
 - 4.8% are trade certified
 - 9.5% have an associate degree
 - 19.0% have an undergraduate degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$8.52 to \$9.50/hr. with a median of the lowest wage of \$7.50/hr.;
- Willing to commute an average of 19 miles one way for the right opportunity;
- 57.1% expressed interest in seasonal, as well as temporary, employment opportunities;
- 47.6% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Paid vacation
 - Dental coverage
 - Vision coverage
 - Paid sick leave
 - Paid holidays
 - Prescription drug coverage
- 60.0% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



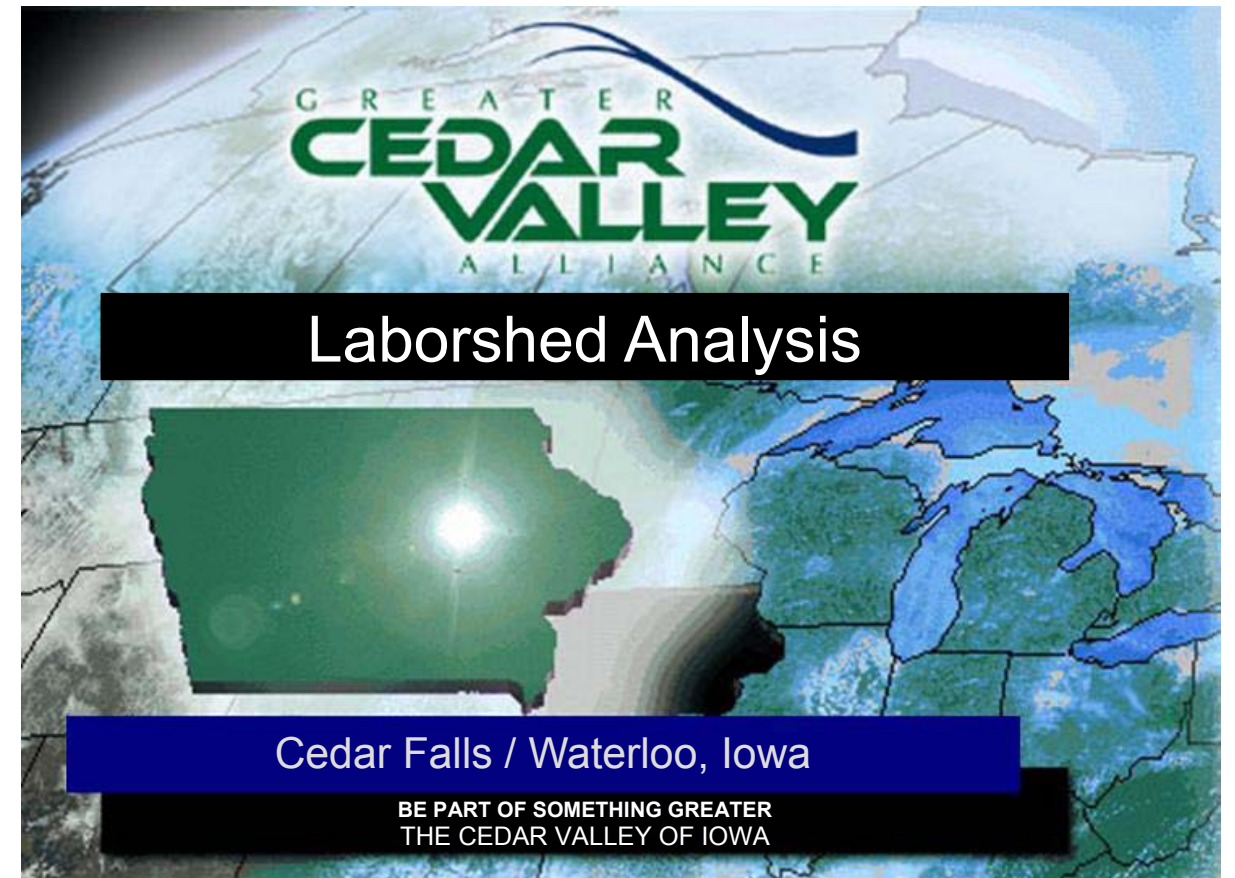
Sponsored in Partnership with



For more information regarding the Cedar Valley Laborshed Study, contact:

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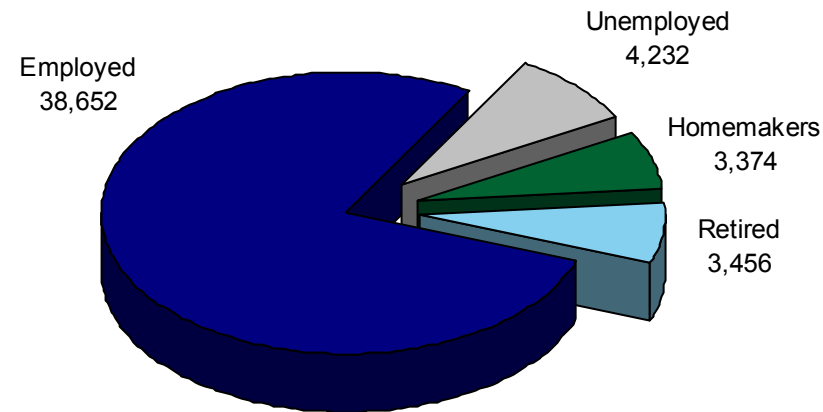
A Study of Workforce Characteristics
 Released January 2007

Laborshed Studies

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Cedar Valley Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed analysis addresses underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked, and distance willing to commute to work. See *contact information on back*.

Total Potential Labor Force: 235,062 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (49,714)



Quick Facts: (Employed - willing to change employment)

- 8.8% are working multiple jobs;
- Currently working an average of 41 hours per week;
- Average age is 43 years old;
- 26.6% currently working in production, construction, or material handling occupations followed by 25.0% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
Waterloo/Cedar Falls Courier
 - Internet
www.monster.com
www.iowaworkforce.org
 - Networking through friends, family, or acquaintances
 - Local Iowa Workforce Development Centers

Underemployment:

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; working at wages equal to or less than the national poverty level; and/or who are working in positions that do not meet their skill or education levels or worked for higher wages at previous employment.

- 1.2% Inadequate hours (464 people)
- 2.2% Low income (850 people)
- 3.0% Mismatch of skills (1,160 people)
- 5.7% Total estimated underemployment (2,203 people)

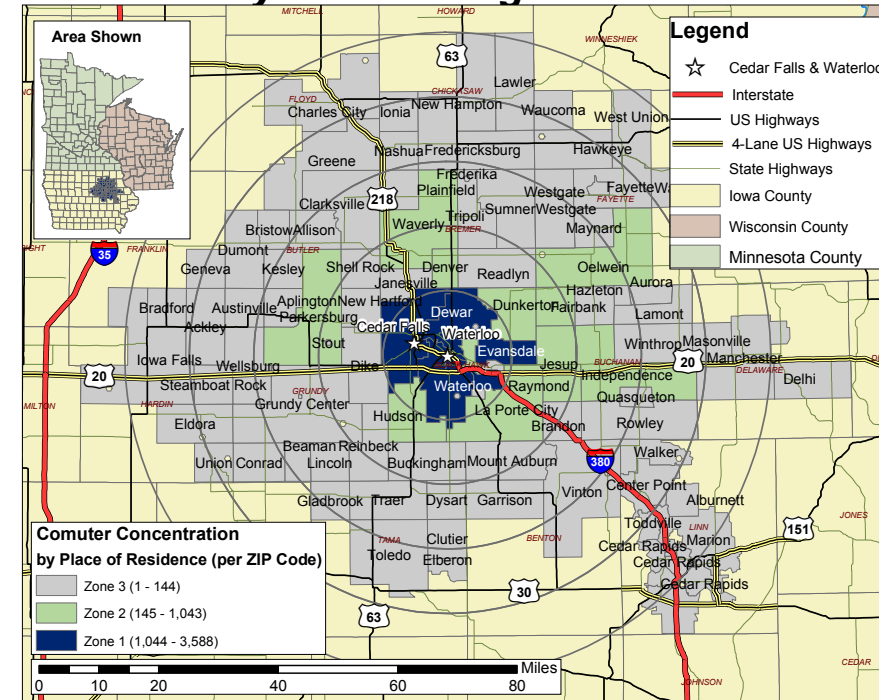
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	17.0%	30,650
Education	14.1%	25,421
Health Care & Social Services	13.3%	23,979
Finance, Insurance, & Real Estate	10.4%	18,750
Wholesale & Retail Trade	10.2%	18,390
Professional Services	7.0%	12,620
Public Administration & Government	7.0%	12,620
Construction	6.7%	12,080
Transportation, Communication, & Utilities	4.3%	7,753
Agriculture	4.1%	7,392
Personal Services	4.1%	7,392
Entertainment & Recreation	1.3%	2,344

Survey respondents from the Cedar Valley Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry as shown in the table at left.

Cedar Valley Commuting Area



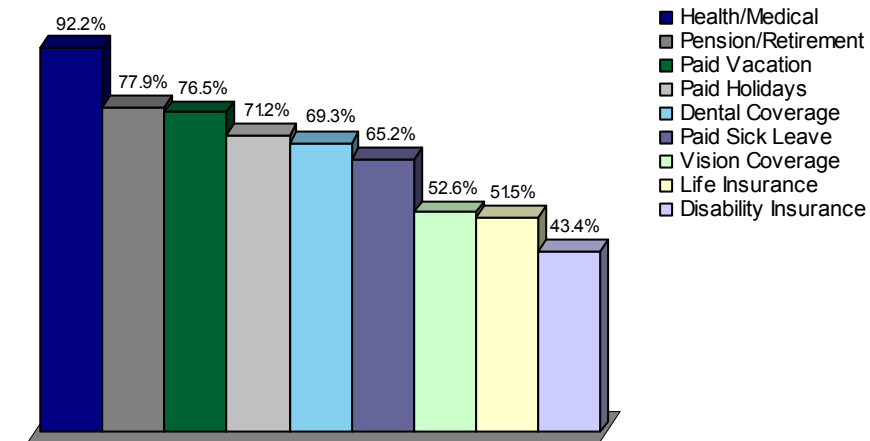
Commuting Statistics

The map at the left represents commuting patterns into Cedar Valley with the concentration per ZIP code represented in the legend.

Those who are willing to change employment in the Cedar Valley Laborshed area are willing to commute an average of 29 miles one way for employment opportunities.



Benefits Currently Offered



The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at left provides the percentage of responses from those that are currently employed. The top nine benefits are shown.

The majority (76.8%) of respondents are currently sharing the cost of premiums with the employer. However, 17.9 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

Education and Median Wage Characteristics by Industry

Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	52.2%	4.3%	17.3%	\$43,000	\$12.00
Construction	58.3%	8.3%	16.7%	\$54,000	\$14.50
Manufacturing	59.1%	9.1%	26.3%	\$50,000	\$13.50
Transportation, Communication, & Utilities	60.7%	3.6%	35.8%	\$41,000	\$13.30
Wholesale & Retail Trade	54.8%	8.2%	16.5%	\$43,000	\$8.25
Finance, Insurance, & Real Estate	79.2%	15.1%	39.6%	\$45,000	\$11.00
Health Care & Social Services	80.2%	14.8%	35.8%	\$40,000	\$12.50
Personal Services	88.5%	11.5%	34.6%	\$28,500	\$8.97
Entertainment & Recreation	62.5%	12.5%	37.5%	*	*
Professional Services	86.8%	15.8%	36.8%	\$43,000	\$12.50
Public Administration & Government	71.8%	10.3%	43.6%	\$42,500	\$18.00
Education	80.2%	7.4%	67.8%	\$40,000	\$10.63

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

**Insufficient survey data/refused*