CEDAR RAPIDS, IOWA
LABORSHEd AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHEd

RELEASED
2021

ESTIMATED POPULATION
AGES 18-64
770,216

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN CEDAR RAPIDS, IA
83,382

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

- 2 - 246
- 247 - 815
- 816 - 2,017
- 2,018 - 6,381
- 6,382 - 10,774

10-Mile Interval Between Rings
AREA SHOWN
CEDAR RAPIDS LABORSHED ANALYSIS

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

<table>
<thead>
<tr>
<th>Status</th>
<th>Percentage</th>
<th>Estimated Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>82.0%</td>
<td>(631,577)</td>
</tr>
<tr>
<td>*Unemployed</td>
<td>10.0%</td>
<td>(77,022)</td>
</tr>
<tr>
<td>Homemakers</td>
<td>3.7%</td>
<td>(28,498)</td>
</tr>
<tr>
<td>Retired</td>
<td>4.3%</td>
<td>(33,119)</td>
</tr>
</tbody>
</table>

*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.

The employed are currently commuting an average of 11 miles one-way for an employment opportunity & 16 minutes.

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Estimated Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wholesale &amp; Retail Trade</td>
<td>(96,000)</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>(81,473)</td>
</tr>
<tr>
<td>Healthcare &amp; Social Services</td>
<td>(66,941)</td>
</tr>
<tr>
<td>Professional Services</td>
<td>(60,631)</td>
</tr>
<tr>
<td>Transportation</td>
<td>(59,368)</td>
</tr>
<tr>
<td>Construction</td>
<td>(51,158)</td>
</tr>
<tr>
<td>Education</td>
<td>(43,579)</td>
</tr>
<tr>
<td>Government</td>
<td>(42,316)</td>
</tr>
<tr>
<td>Finance</td>
<td>(36,631)</td>
</tr>
<tr>
<td>Personal Services</td>
<td>(12,000)</td>
</tr>
</tbody>
</table>

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

- Health/Medical Insurance: 95.8%
- Dental Coverage: 90.5%
- Pension/Retirement/401K: 88.6%
- Paid Vacation: 86.4%
- Vision Coverage: 85.2%
- Paid Holiday: 84.4%
- Life Insurance: 82.2%
- Disability Insurance: 79.4%
- Prescription Drug Coverage: 65.7%
- Flex Spending Account: 63.5%

¹Transportation, Communications, & Utilities
²Public Administration, Government
³Finance, Insurance, & Real Estate
⁴Agriculture, Forestry, & Mining
**EMPLOYED: LIKELY TO CHANGE**

- An estimated 68,933 employed individuals are likely to change their current employment situation for an opportunity in Cedar Rapids

- Current occupational categories:
  - Production, Construction, Material Moving 29.1%
  - Professional, Paraprofessional, Technical 24.5%
  - Clerical 13.2%
  - Sales 11.9%
  - Service 11.3%
  - Managerial 7.9%
  - Agricultural 2.1%

- Current median wages: $
  - $16.00/hour and $65,000/year
  - $20.00/hour - attracts 66%
  - $21.50/hour - attracts 75%

- 78.0% have an education beyond HS

- 33.3% are actively seeking employment
- Most frequently identified job search resources:
  - Internet 90.4%
  - Networking 38.0%
  - IowaWORKS Centers 21.1%
  - Private Employment Services 19.3%

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

- Top newspapers:
  - The Gazette-Cedar Rapids

- Commute:
  - Currently commuting an average of 13 miles/18 minutes (one-way) to work
  - Willing to commute an average of 27 miles/34 minutes (one-way) to work

**UNEMPLOYED: LIKELY TO ACCEPT**

- An estimated 3,340 unemployed individuals are likely to accept employment in Cedar Rapids

- Former occupational categories:
  - Production, Construction, Material Moving 27.1%
  - Clerical 16.7%
  - Professional, Paraprofessional, Technical 16.7%
  - Service 16.7%
  - Managerial 10.4%
  - Sales 10.4%
  - Agricultural 2.0%

- Median wages: $
  - $14.00/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $16.00/hour - attracts 75%

- 66.7% have an education beyond HS

- 72.5% are actively seeking employment
- Most frequently identified job search resources:
  - Internet 90.0%
  - Networking 42.0%
  - IowaWORKS Centers 30.0%
  - Private Employment Services 20.0%

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

- Top newspapers:
  - The Gazette-Cedar Rapids

- Commute:
  - Willing to commute an average of 21 miles/30 minutes (one-way) to work

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

The out commute for Cedar Rapids is estimated at 8.6 percent—approximately 7,727 people living in Cedar Rapids work in other communities.

Most of those who are out commuting are working in Marion and Hiawatha.

Over two-fifths (41.7%) of out commuters are likely to change employment (approximately 3,222 people).

50.0% earn an hourly wage—median wage is $16.13/hour
33.3% earn an annual salary—median salary is $101,000/year

7,727 people live in Cedar Rapids and work elsewhere.
### WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

- **Median Hourly Wage**
- **Median Annual Salary**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Education Beyond HS</th>
<th>Some Education Beyond HS, No Degree Obtained</th>
<th>Trade Certification/Vocational Training</th>
<th>Associate Degree</th>
<th>Bachelor’s Degree or Above</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, Forestry, &amp; Mining</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
</tr>
<tr>
<td>Construction</td>
<td>81.4%</td>
<td>25.0%</td>
<td>18.8%</td>
<td>18.8%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Education</td>
<td>84.2%</td>
<td>10.5%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>73.7%</td>
</tr>
<tr>
<td>Entertainment &amp; Recreation</td>
<td>60.0%</td>
<td>20.0%</td>
<td>0.0%</td>
<td>20.0%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Finance, Insurance, &amp; Real Estate</td>
<td>100%</td>
<td>33.3%</td>
<td>8.3%</td>
<td>16.7%</td>
<td>41.7%</td>
</tr>
<tr>
<td>Government &amp; Public Administration</td>
<td>88.9%</td>
<td>11.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>77.8%</td>
</tr>
<tr>
<td>Healthcare &amp; Social Services</td>
<td>83.3%</td>
<td>13.3%</td>
<td>6.7%</td>
<td>10.0%</td>
<td>53.3%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>76.0%</td>
<td>28.0%</td>
<td>8.0%</td>
<td>12.0%</td>
<td>28.0%</td>
</tr>
<tr>
<td>Personal Services</td>
<td>80.0%</td>
<td>20.0%</td>
<td>30.0%</td>
<td>20.0%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>82.6%</td>
<td>17.4%</td>
<td>4.3%</td>
<td>26.1%</td>
<td>34.8%</td>
</tr>
<tr>
<td>Transportation, Communication, &amp; Utilities</td>
<td>70.9%</td>
<td>16.7%</td>
<td>4.2%</td>
<td>20.8%</td>
<td>29.2%</td>
</tr>
<tr>
<td>Wholesale &amp; Retail Trade</td>
<td>63.6%</td>
<td>23.6%</td>
<td>7.3%</td>
<td>9.1%</td>
<td>23.6%</td>
</tr>
</tbody>
</table>

Top percentages among industries per education level are highlighted in the table. **Insufficient survey data/refused.

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).

- **Inadequate Hours**
- **Low Income**
- **Mismatch of Skills**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percent Surveyed</th>
<th>Estimated Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inadequate Hours</td>
<td>2.7%</td>
<td>1,861</td>
</tr>
<tr>
<td>Low Income</td>
<td>0.3%</td>
<td>207</td>
</tr>
<tr>
<td>Mismatch of Skills</td>
<td>10.2%</td>
<td>7,031</td>
</tr>
</tbody>
</table>

†Total 11.7% 8,065

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.