

# INDEPENDENCE, IOWA LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS  
EXECUTIVE SUMMARY  
[WORKFORCE.IOWA.GOV/LABORSHED](http://WORKFORCE.IOWA.GOV/LABORSHED)

RELEASED  
2025

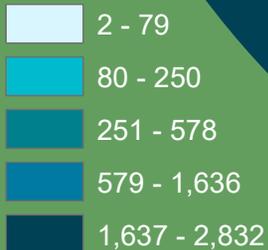
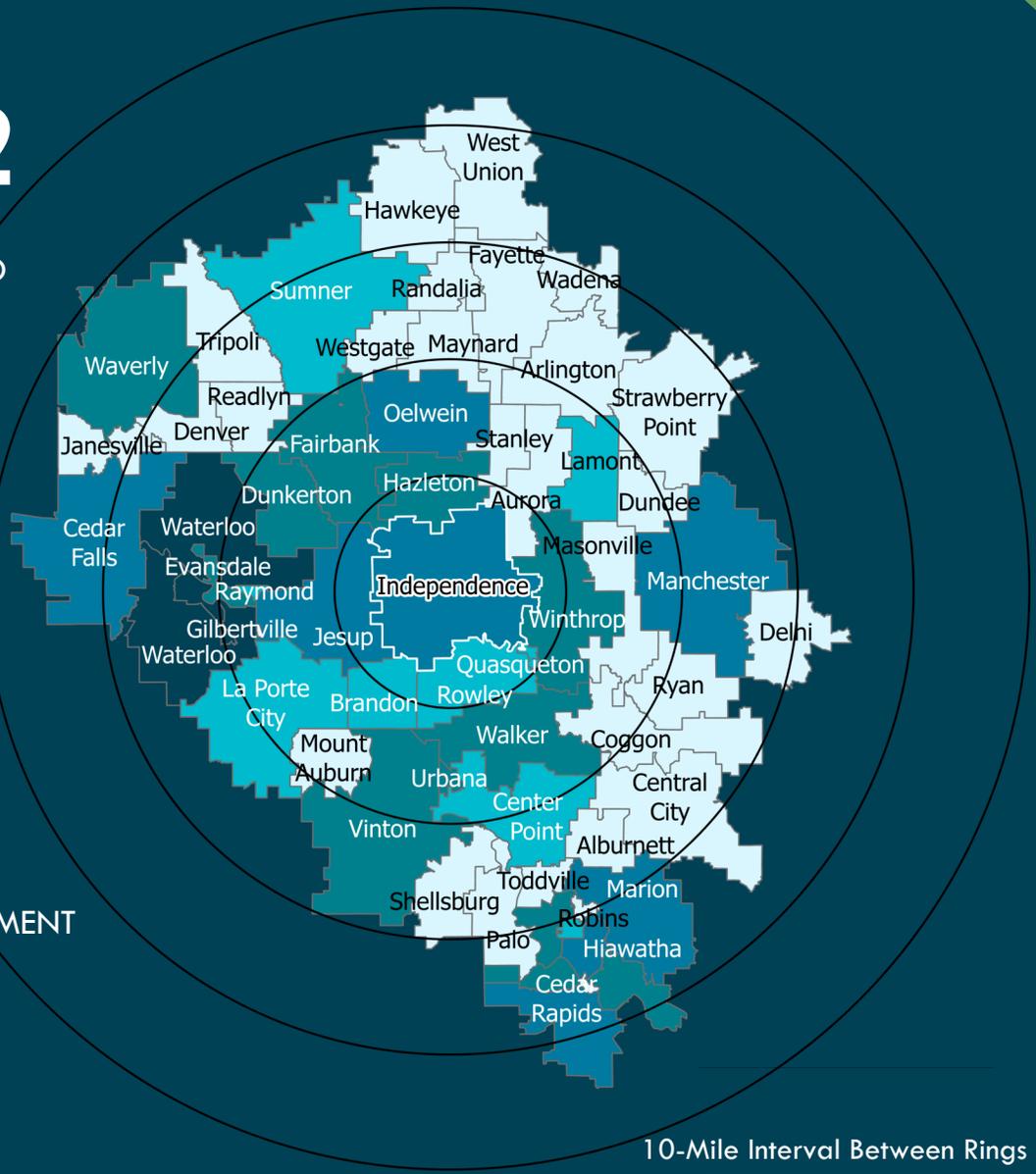
ESTIMATED POPULATION  
AGES 18-64

**255,552**

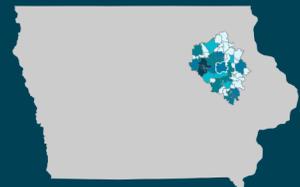
ESTIMATED TOTAL LIKELY TO  
ACCEPT EMPLOYMENT  
IN INDEPENDENCE, IA

**37,526**

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



10-Mile Interval Between Rings



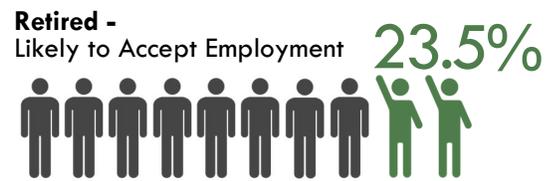
AREA SHOWN

# INDEPENDENCE LABORSHED ANALYSIS

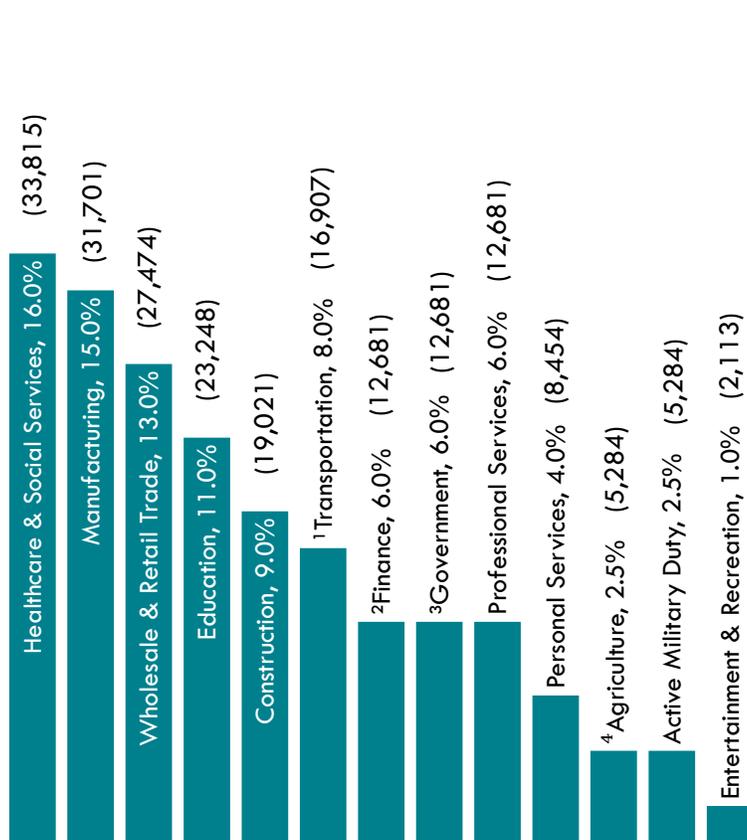
## EMPLOYMENT STATUS (ESTIMATED TOTAL)\*



\*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.



## BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

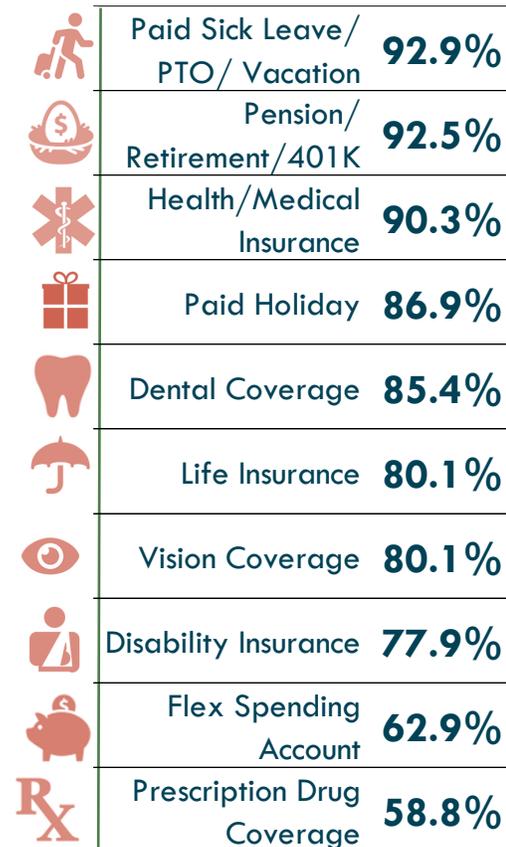


<sup>1</sup>Transportation, Communications, & Utilities  
<sup>2</sup>Finance, Insurance, & Real Estate

<sup>3</sup>Public Administration, Government  
<sup>4</sup>Agriculture, Forestry, & Mining

Totals may vary due to rounding.

## TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



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 Independence Laborshed area.

The employed are currently commuting an average of—



## EMPLOYED: LIKELY TO CHANGE

• An estimated **30,797** employed individuals are likely to change their current employment situation for an opportunity in Independence

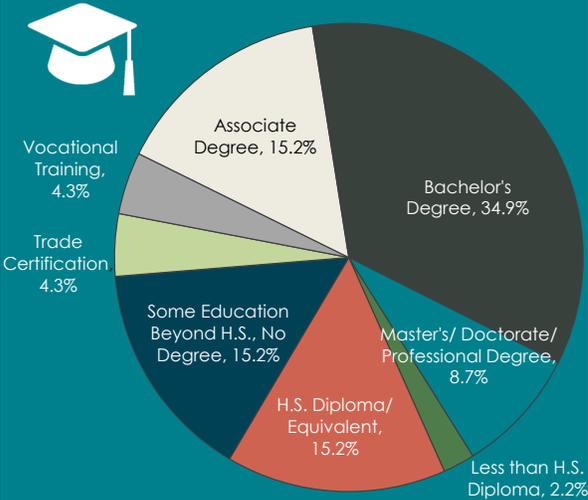
• Current occupational categories:

Professional, Paraprofessional, Technical	37.1%
Production, Construction, Material Moving	25.8%
Service	16.9%
Managerial	7.9%
Clerical	6.7%
Sales	5.6%
Agricultural	0.0%

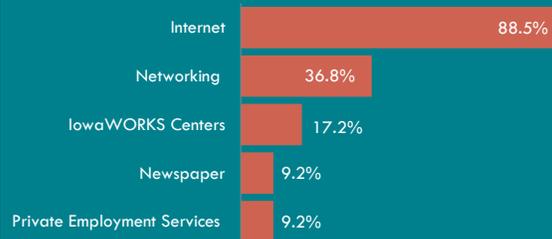
• Current median wages: \$

- \$22.00/hour and \$50,000/year
- \$25.00/hour - attracts 66%
- \$27.00/hour - attracts 75%

• 82.6% have an education beyond HS



• **31.5% are actively seeking employment**  
• Most frequently identified job search resources:



• Top sites:



• Top newspapers:



• Commute:

- Currently commuting an average of **12 miles/17 minutes** (one-way) to work
- Willing to commute an average of **26 miles/34 minutes** (one-way) to work

## UNEMPLOYED: LIKELY TO ACCEPT

• An estimated **1,942** unemployed individuals are likely to accept employment in Independence

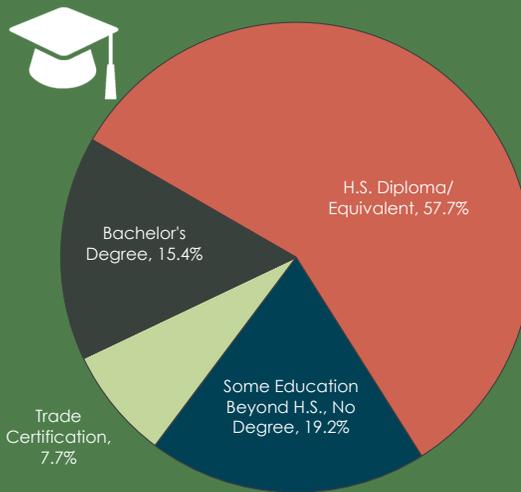
• Former occupational categories:

Production, Construction, Material Moving	34.8%
Professional, Paraprofessional, Technical	26.1%
Sales	17.4%
Service	17.4%
Managerial	4.3%
Agricultural	0.0%
Clerical	0.0%

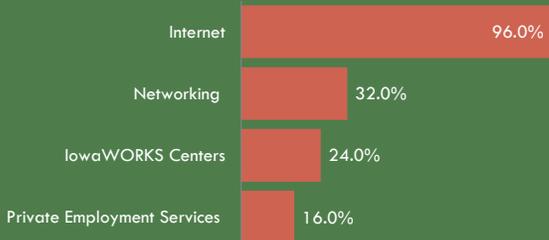
• Median wages: \$

- \$14.00/hour - lowest willing to accept
- \$15.00/hour - attracts 66%
- \$16.00/hour - attracts 75%

• 42.3% have an education beyond HS



• **73.1% are actively seeking employment**  
• Most frequently identified job search resources:



• Top sites:



• Top newspapers:



• Commute:

- Willing to commute an average of **20 miles/31 minutes** (one-way) to work



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

The **out commute** for Independence is estimated at **41.1 percent**—approximately **1,689** people living in Independence work in other communities.

Most of those who are out commuting are working in Waterloo, Cedar Falls and Cedar Rapids.

Two-fifths (19.6%) of out commuters are likely to change employment (approximately 331 people).

53.3% earn an hourly wage—median wage is **\$22.37/hour**  
44.4% earn an annual salary—median salary is **\$74,000/year**



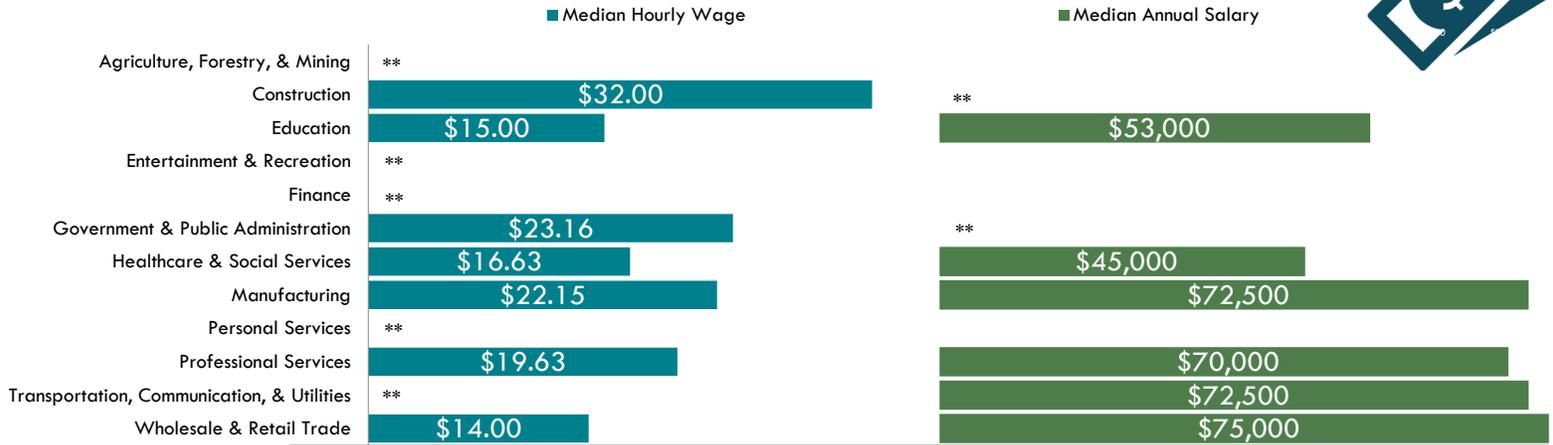
## EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

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	50.0%	20.0%	10.0%	0.0%	20.0%
Education	100%	7.7%	15.4%	15.4%	61.5%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	66.7%	0.0%	0.0%	16.7%	50.0%
Government & Public Administration	100%	20.0%	20.0%	20.0%	40.0%
Healthcare & Social Services	75.0%	16.7%	12.5%	12.5%	33.3%
Manufacturing	68.2%	18.2%	0.0%	13.6%	36.4%
Personal Services	**	**	**	**	**
Professional Services	80.0%	10.0%	10.0%	20.0%	40.0%
Transportation, Communication, & Utilities	87.5%	12.5%	0.0%	12.5%	62.5%
Wholesale & Retail Trade	57.1%	19.0%	4.8%	9.5%	23.8%

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



\*\*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	1.5%	462	 Mismatch of Skills	9.9%	3,049
 Low Income	0.7%	216	$\Sigma$ †Total	10.9%	3,357

†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.

