

LABORSHED ANALYSIS

A STUDY OF WORKFORCE CHARACTERISTICS



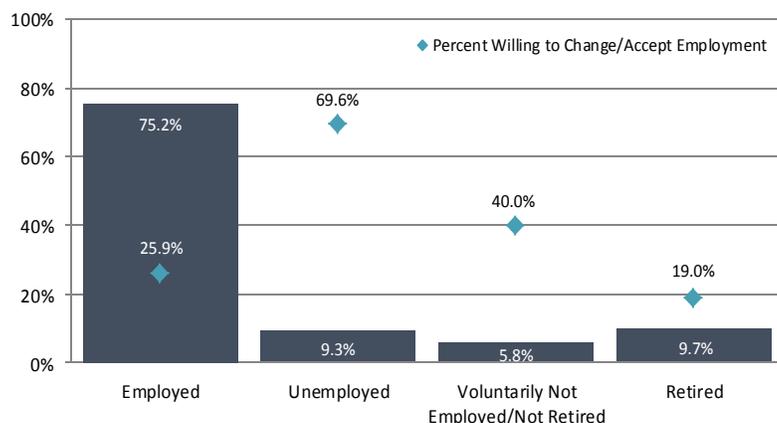
2014



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 Clive, Waukee & West Des Moines 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.

Employment Status*



*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.

Total Potential Labor Force: 453,782 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (169,923)

- 146,618 Employed
- 6,732 Unemployed
- 6,659 Voluntarily Not Employed/Not Retired
- 9,914 Retired

Underemployment

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

- 0.8% Inadequate hours (1,173 people)
- 3.7% Mismatch of skills (5,425 people)
- 0.8% Low income (1,173 people)
- 4.8% Total estimated underemployment (7,038 people)

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

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed*
Finance, Insurance & Real Estate	17.7%	60,400	83.1%	28.1%	5.2%
Education	15.7%	53,575	80.3%	29.8%	0.0%
Wholesale & Retail Trade	13.5%	46,068	69.0%	30.6%	15.5%
Healthcare & Social Services	13.3%	45,385	85.7%	18.8%	8.9%
Public Administration & Government	9.7%	33,101	77.8%	11.4%	4.4%
Professional Services	7.2%	24,570	76.5%	42.3%	11.8%
Transportation, Communication & Utilities	6.9%	23,546	65.8%	20.0%	7.9%
Manufacturing	5.2%	17,745	79.2%	31.6%	12.5%
Construction	4.4%	15,015	76.2%	18.8%	19.0%
Personal Services	3.0%	10,237	64.7%	18.2%	5.9%
Agriculture, Forestry & Mining	1.9%	6,484	63.6%	14.3%	18.2%
Active Military Duty	1.1%	3,754	*	*	*
Entertainment & Recreation	0.4%	1,365	*	*	*

* Insufficient survey data/refused

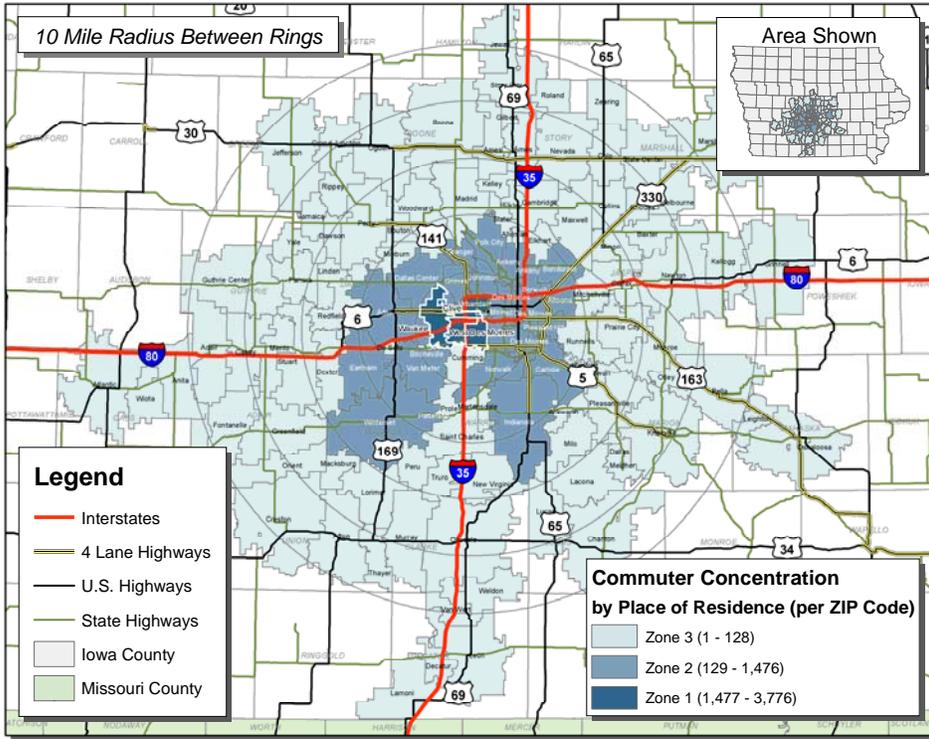
Survey respondents from the Clive, Waukee & West Des Moines Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the finance, insurance & real estate industry.

Quick Facts

(Employed - willing to change employment)

- 9.4% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 49 years old
- 34.2% currently working within the professional, paraprofessional & technical occupational category followed by 19.3% within the managerial occupational category
- Most frequently identified job search sources:
 - Internet - 87.5%
 - www.careerbuilder.com
 - www.monster.com
 - www.indeed.com
 - www.iowajobs.org
 - www.helpwanted.com
 - Local/Regional newspapers - 33.9%
 - *The Des Moines Register*
 - Networking through friends, family and acquaintances - 27.7%
 - Local IowaWORKS Centers - 7.1%
 - Private employment services - 7.1%

Clive, Waukee & West Des Moines Laborshed Area



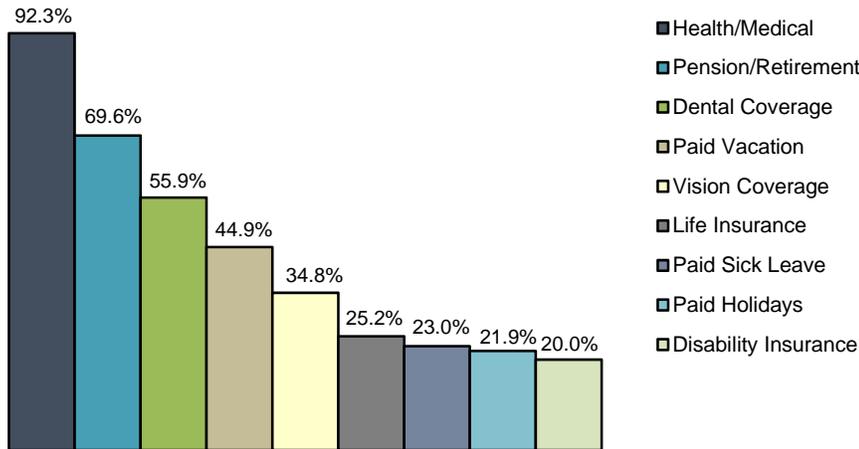
Commuting Statistics

The map at the left represents commuting patterns into Clive, Waukee & West Des Moines with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Clive, Waukee & West Des Moines Laborshed area are willing to commute an average of 23 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 (76.4%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

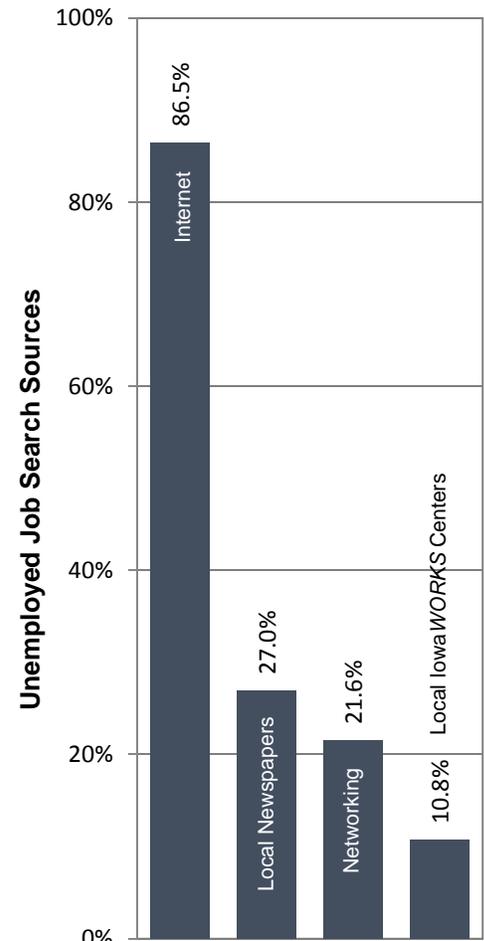
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	72.7%	18.2%	27.3%	*	*
Construction	76.2%	19.0%	19.1%	\$53,000	\$16.00
Manufacturing	54.2%	16.7%	33.3%	\$52,300	\$15.00
Transportation, Communication & Utilities	71.1%	13.2%	34.2%	\$80,000	\$21.52
Wholesale & Retail Trade	71.8%	9.9%	30.9%	\$67,500	\$10.00
Finance, Insurance & Real Estate	94.8%	10.4%	61.0%	\$75,500	\$14.00
Healthcare & Social Services	80.4%	10.7%	51.8%	\$80,000	\$11.57
Personal Services	88.2%	17.6%	35.2%	\$29,500	\$11.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	88.2%	2.9%	52.9%	\$60,000	\$19.50
Public Administration & Government	80.0%	8.9%	53.3%	\$71,500	\$20.17
Education	95.8%	5.6%	84.5%	\$57,000	\$12.30

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

**Insufficient survey data/refused*

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 6,732 unemployed individuals are willing to accept employment
- Average age is 44 years old
- 53.8% are female; 46.2% are male
- Education:
 - 64.1% have an education beyond high school
 - 2.6% are trade certified
 - 2.6% have vocational training
 - 7.7% have an associate degree
 - 23.1% have an undergraduate degree
 - 7.7% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.00 to \$10.50/hr. with a median of the lowest wage of \$9.63
- Willing to commute an average of 22 miles one way for the right opportunity
- 74.4% expressed interest in both temporary and seasonal employment opportunities
- 69.2% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 83.9%
 - Dental coverage - 45.2%
 - Paid vacation - 38.7%
 - Pension/retirement options - 25.8%
 - Disability insurance - 22.6%
 - Vision coverage - 22.6%
 - Prescription drug coverage - 19.4%
 - Paid sick leave - 16.1%
 - Life insurance - 12.9%
 - Paid holidays - 9.7%
 - Hiring bonuses - 3.2%
 - Paid time off - 3.2%
- 57.7% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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