



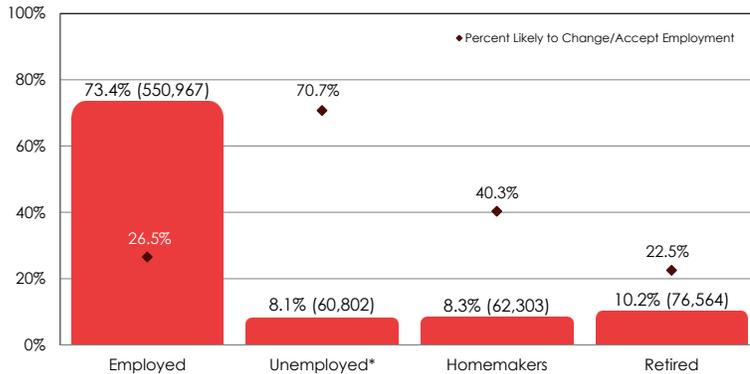
GREATER DES MOINES 2016 REGIONAL LABORSHED ANALYSIS

A STUDY OF WORKFORCE CHARACTERISTICS

GREATER DES MOINES REGIONAL LABORSHED ANALYSIS

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This regional analysis is based on aggregate data from the Adel; Ankeny; Clive, Waukee & West Des Moines; Des Moines & Eastern Polk County; Grimes, Johnston & Urbandale; Jasper County; Madison County; Marshall County; Perry; and Warren County Laborshed studies (2,660 total completed surveys).

OCCUPATIONS AND EMPLOYMENT STATUS IN THE GREATER DES MOINES REGION



ESTIMATED POPULATION 18-64: 750,636
TOTAL POTENTIAL LABOR FORCE: 653,030
(ENTIRE REGIONAL LABORSHED AREA)

MEDIAN WAGES BY OCCUPATIONAL CATEGORY

Occupational Category	Hourly Wage	Annual Salary
Agriculture	*	*
Clerical/Administrative Support	\$15.00	\$58,500
Managerial/Administrative	\$15.50	\$80,000
Production, Construction & Material Handling	\$18.96	\$68,750
Professional, Paraprofessional & Technical	\$18.29	\$64,000
Sales	\$10.25	\$60,000
Service	\$11.56	\$58,000

*Insufficient survey data/refused

Occupational Category	% within Region
Office & Administrative Support	18.3%
Education, Training & Library	10.7%
Management	10.7%
Business & Financial Operations	8.3%
Healthcare Practitioner & Technical	6.9%
Sales & Related	6.9%
Production	6.8%
Food Preparation & Serving Related	4.2%
Computer & Mathematical Science	3.7%
Transportation & Material Moving	3.4%
Installation, Maintenance & Repair	2.8%
Personal Care & Service	2.6%
Construction & Extraction	2.4%
Community & Social Services	2.0%
Building/Grounds Cleaning & Maintenance	1.8%
Architecture & Engineering	1.7%
Healthcare Support	1.7%
Arts, Design, Entertainment, Sports & Related	1.4%
Life, Physical & Social Science	1.3%
Legal	1.0%
Protective Service	1.0%
Farming, Fishing & Forestry	0.2%
Military Specific	0.2%

UNDEREMPLOYMENT

Reason	% Underemployed
Inadequate Hours	2.0%
Mismatch of Skills	4.0%
Low Income	0.5%
†Total Underemployment	5.6%

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

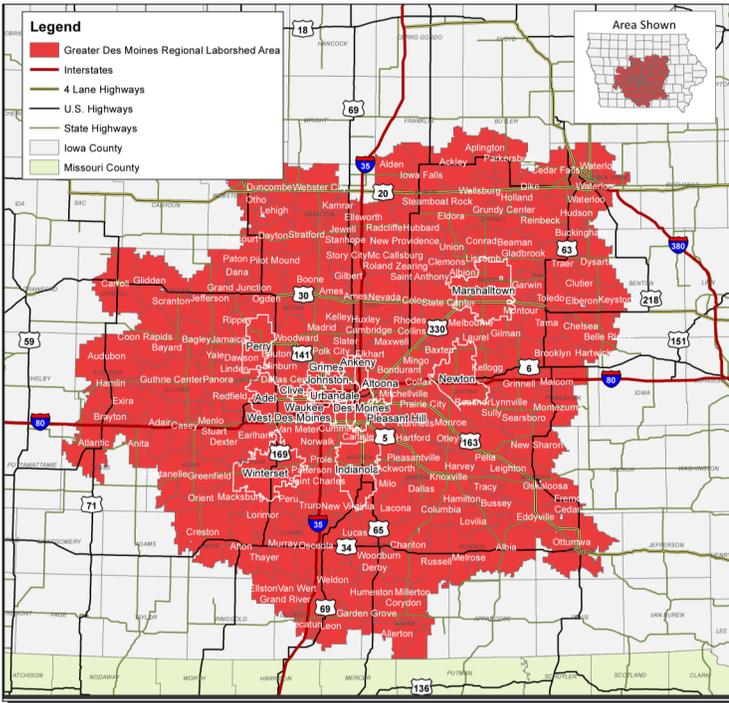
The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level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

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY

Industry	% of Laborshed	# of Employed	% Employed	% Likely to Change Employment	% Unemployed*
Finance, Insurance & Real Estate	15.3%	84,298	80.5%	25.6%	4.5%
Wholesale & Retail Trade	14.4%	79,339	70.1%	37.0%	12.4%
Education	14.3%	78,788	74.4%	25.4%	2.5%
Healthcare & Social Services	13.0%	71,626	71.4%	22.4%	11.0%
Manufacturing	9.5%	52,342	70.2%	29.6%	8.6%
Professional Services	8.2%	45,179	76.4%	27.1%	8.9%
Public Administration & Government	8.1%	44,628	74.3%	20.4%	3.9%
Transportation, Communication & Utilities	5.7%	31,405	67.3%	32.1%	8.2%
Personal Services	4.4%	24,243	73.0%	24.7%	13.0%
Construction	3.4%	18,733	70.7%	18.5%	12.0%
Agriculture	2.6%	14,325	92.9%	7.7%	3.6%
Entertainment & Recreation	1.0%	5,510	76.0%	31.6%	8.0%
Other (Non-profit, Religious, Military, etc.)	0.1%	551	**	**	**

**Insufficient survey data/refused

GREATER DES MOINES REGIONAL LABORSHED AREA



EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$14.63/hr & \$65,000/yr
- 26.5% are likely to change employment
- 13.0% are working multiple jobs
- Currently working an average of 42 hours/week
- 32.6% currently working in the professional, paraprofessional & technical occupational category, followed by 18.1% in the clerical occupational category
- 24.6% are actively seeking new employment
- Most frequently identified job search resources:

www.indeed.com
www.monster.com
www.careerbuilder.com

Internet, 77.3%

Newspapers, 16.0%

The Des Moines Register

IowaWORKS Centers, 13.1%

Networking, 13.1%

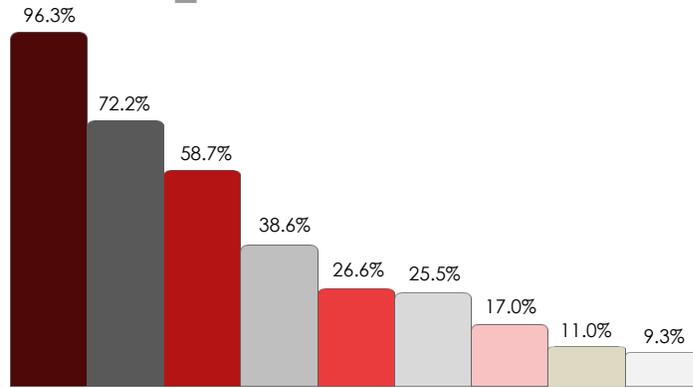


Those who are employed likely to change employment in the regional Laborshed area are willing to commute an average of 25 miles one-way for employment opportunities.

TOP BENEFITS OF FULL-TIME EMPLOYED



The survey provides respondents an opportunity to identify employment benefits they are currently offered. The chart at right shows the percentage of those who are employed full-time that receive each benefit.



- Health/Medical Insurance
- Pension/Retirement
- Dental Coverage
- Vision Coverage
- Life Insurance
- Paid Vacation
- Disability Insurance
- Paid Sick Leave
- Paid Holidays

The majority (79.1%) of full-time employed respondents state they are currently sharing the cost of health insurance premiums with their employer while 13.6 percent indicate their employer covers the entire cost.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY

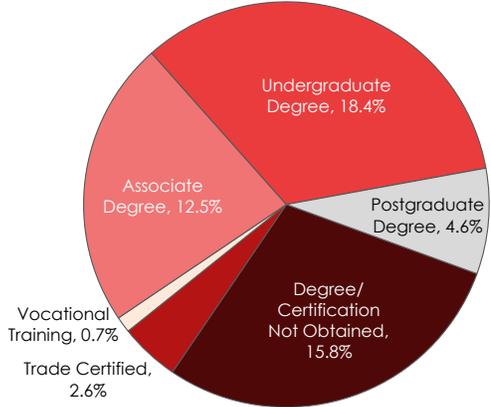


	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wage	Hourly Wage
All Employed	80.7%	16.9%	28.7%	15.1%	\$64,000	\$16.00
Agriculture, Forestry & Mining	78.6%	16.1%	30.4%	10.7%	\$30,000	\$14.00
Construction	59.8%	14.1%	14.1%	4.3%	\$65,000	\$19.00
Education	91.1%	10.0%	35.2%	36.3%	\$55,000	\$14.00
Entertainment & Recreation	76.0%	4.0%	40.0%	0.0%	\$42,000	\$11.82
Finance, Insurance, & Real Estate	87.6%	16.6%	40.2%	14.0%	\$70,000	\$18.00
Healthcare & Social Services	80.3%	27.2%	21.5%	11.3%	\$60,000	\$16.00
Manufacturing	65.5%	15.3%	16.5%	5.1%	\$72,000	\$17.25
Personal Services	73.9%	15.7%	26.1%	8.7%	\$50,000	\$13.00
Professional Services	81.7%	17.3%	33.7%	14.4%	\$60,500	\$16.49
Public Administration & Government	83.4%	14.1%	34.6%	17.1%	\$69,250	\$20.33
Transportation, Communication & Utilities	76.1%	17.0%	26.4%	6.3%	\$70,000	\$16.49
Wholesale & Retail Trade	63.5%	12.9%	16.0%	5.7%	\$66,500	\$11.00

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

UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

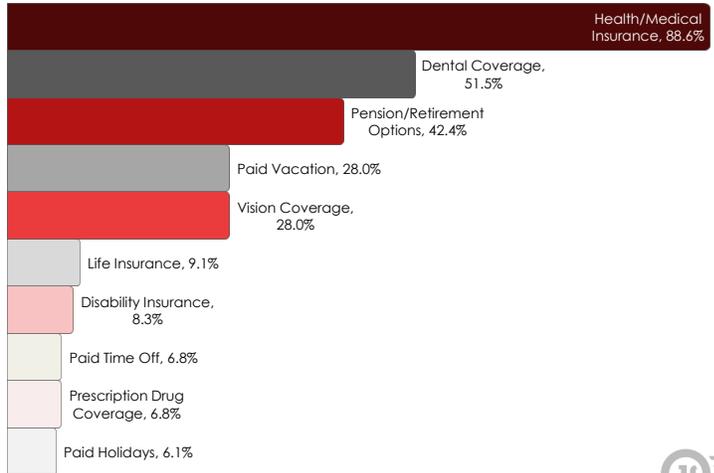
- 8.1% of the region are unemployed*
- 62.0% have become unemployed within the last year
- 70.7% are likely to accept employment
- Average age is 43 years old
- 54.6% are female and 45.4% are male
- **Education:**
 - 54.6% have some post high school education



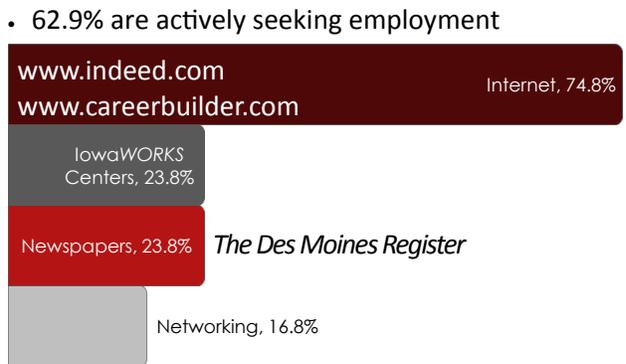
- **Wages:**
 - \$13.08/hr - to attract 66% of applicants
 - \$15.00/hr - to attract 75% of applicants
 - \$10.65/hr - lowest median wage willing to accept
- Willing to commute an average of 23 miles one way for the right opportunity
- 72.1% expressed interest in temporary and 69.4% in seasonal employment opportunities
- 46.7% expressed interest in working varied shifts



TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES



*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

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