

GREATER DES MOINES REGIONAL WORKFORCE ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

RELEASED MAY 2010

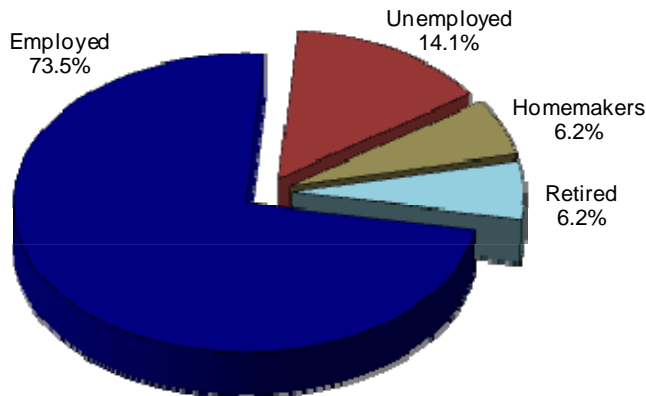
Laborshed Studies

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 Greater Des Moines Region, information from local and state sources were plotted for geographic analysis. The information contained within this summary is based on aggregate data from Adel, Altoona, Ankeny, Carlisle, Des Moines, Grimes, Indianola, Johnston, Norwalk, Perry, Polk City, Urbandale, Waukee, and West Des Moines Laborshed Studies encompassing. Customized industry specific and community specific information is available upon request.

Occupations and Employment Status in the Greater Des Moines Region

Survey respondents from the Greater Des Moines Region were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the office and administrative support, management, or education, training, & library occupational categories. The top industries are professional, paraprofessional, or technical; production, construction, or material handling; clerical; and managerial.

The chart below shows the percentage of respondents by employment status within the Greater Des Moines Region.



Occupations	% within Region
Office & Administrative Support	15.8%
Management	14.4%
Education, Training, & Library	9.3%
Production	7.7%
Business & Financial Operations	7.3%
Health Care Practitioner & Technical	6.7%
Sales & Related	6.6%
Food Preparation & Serving Related	3.9%
Transportation & Material Moving	3.8%
Construction & Extraction	2.8%
Personal Care & Service	2.8%
Installation, Maintenance, & Repair	2.6%
Computer & Mathematical Science	2.5%
Health Care Support	2.4%
Building/Grounds Cleaning & Maintenance	2.1%
Community & Social Services	2.0%
Arts, Design, Entertainment, Sports, & Related	1.9%
Life, Physical, & Social Science	1.4%
Architecture & Engineering	1.3%
Legal	1.2%
Protective Service	0.9%
Farming, Fishing, & Forestry	0.4%
Military Specific	0.2%

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.

- 2.3% Inadequate hours
- 2.3% Mismatch of skills
- 1.3% Low income
- 4.9% Total estimated underemployment

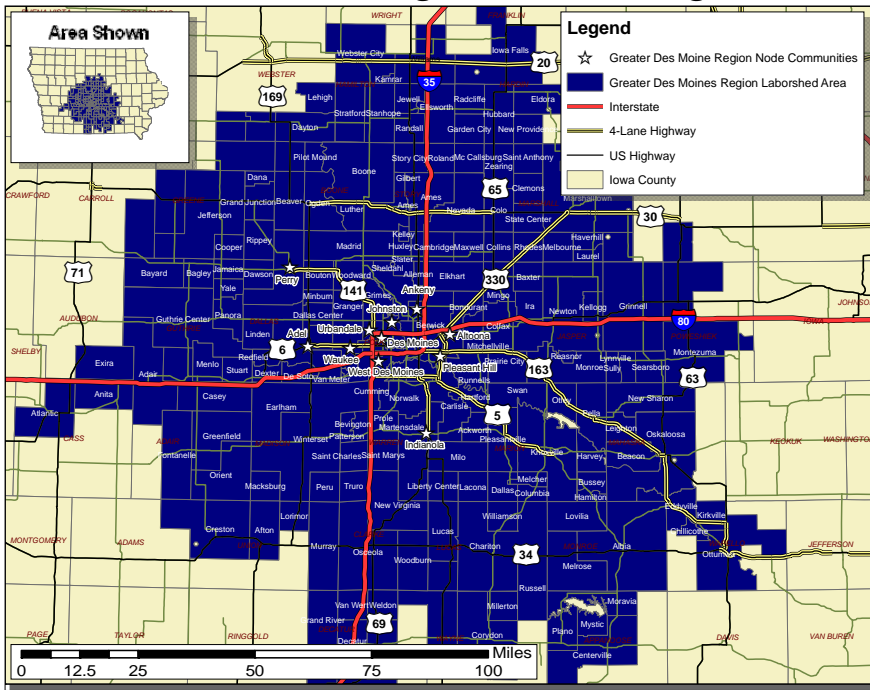
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed
Wholesale & Retail Trade	16.1%
Health Care & Social Services	15.3%
Finance, Insurance, & Real Estate	14.1%
Education	14.0%
Public Administration & Government	8.9%
Manufacturing	8.2%
Personal Services	6.4%
Transportation, Communication, & Utilities	5.5%
Professional Services	5.5%
Construction	3.7%
Agriculture	1.1%
Entertainment & Recreation	0.7%
Active Military Duty	0.5%

Survey respondents from the Greater Des Moines Region Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in wholesale & retail trade as shown in the table at left.

Greater Des Moines Region Commuting Area



Quick Facts:

(Employed - willing to change employment)

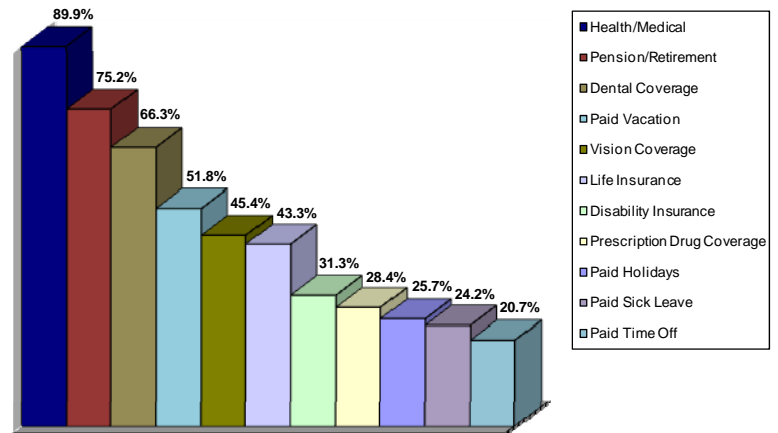
- 9.9% are working multiple jobs;
- Currently working an average of 39 hours per week;
- Average age is 43 years old;
- 32.7% currently working in the professional, paraprofessional, & technical occupational category followed by 20.2% in the production, construction, & material handling occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.careerbuilder.com
 - www.monster.com
 - Local/Regional newspapers
 - *The Des Moines Register*
 - *The Daily Tribune - Ames*
 - Networking through friends, family, or acquaintances
 - Local Iowa Workforce Development Centers

Those who are willing to change or accept employment in the Greater Des Moines Region are willing to commute an average of 24 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 majority (77.0%) of respondents state they are currently sharing the cost of health insurance premiums with their employer. However, 16.8 percent indicate their employer pays the entire cost of insurance premiums.



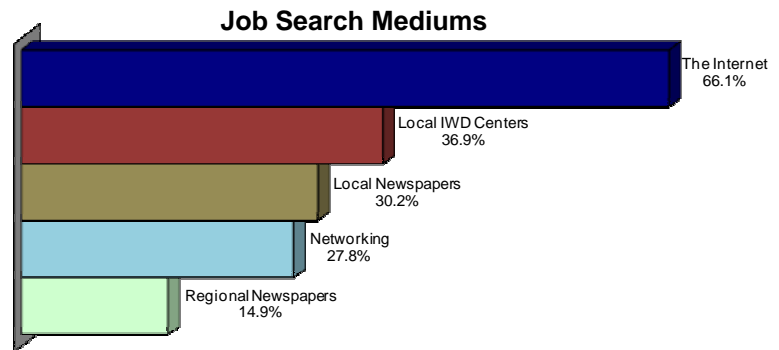
Education and Current Median Wage Characteristics by Industry

Industry	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate Degree	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture, Forestry, & Mining	58.6%	17.2%	13.8%	0.0%	\$47,500	\$8.00
Construction	54.0%	5.3%	13.3%	0.9%	\$55,000	\$19.15
Manufacturing	59.2%	9.2%	17.1%	6.1%	\$54,000	\$15.25
Transportation, Communication, & Utilities	69.6%	10.6%	24.2%	5.0%	\$58,000	\$17.65
Wholesale & Retail Trade	54.7%	7.7%	20.0%	4.1%	\$50,000	\$9.45
Finance, Insurance, & Real Estate	84.6%	12.4%	38.4%	9.1%	\$60,000	\$14.00
Health Care & Social Services	85.4%	15.4%	28.7%	11.1%	\$52,000	\$15.89
Personal Services	79.1%	15.2%	22.2%	7.0%	\$40,000	\$10.98
Entertainment & Recreation	65.0%	5.0%	30.0%	5.0%	\$31,000	\$10.48
Professional Services	81.9%	13.9%	23.6%	16.7%	\$51,000	\$11.09
Public Administration & Government	79.3%	13.0%	30.8%	13.0%	\$63,000	\$20.00
Education	89.7%	3.1%	36.5%	40.2%	\$46,000	\$11.80

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

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

- 14.1% of the region are unemployed;
- 61.7% have become unemployed within the last year;
- Average age is 45 years old;
- 53.0% are female and 47.0% male;
- Education:
 - 65.8% have some post high school education
 - 5.7% are trade certified
 - 2.7% completed vocational training
 - 7.4% have an associate degree
 - 18.4% have an undergraduate degree
 - 6.7% have a postgraduate degree
- Estimated wage range to attract the upper 66 to 75% qualified hourly wage applicants is \$12.00 to \$14.00/hr. with a median lowest wage considered of \$10.00/hr.;
- 70.8% expressed interest in temporary and 66.8% in seasonal employment opportunities;
- 55.0% are interested in working varied shifts (2nd, 3rd & split);
- Willing to commute an average of 23 miles one way for the right opportunity;
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Paid vacation
 - Vision coverage
 - Life insurance
 - Prescription drug coverage
 - Disability insurance
 - Paid sick leave
- 75.9% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



A Project of:



Alliant Energy
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 City of Urbandale
 City of Waukee
 City of West Des Moines

Consumers Energy
 Eastern Polk Regional Development, Inc.
 Farmers Electric Cooperative
 Greater Dallas County Development Alliance
 Grimes Chamber & Economic Development
 Johnston Economic Development Corporation
 Warren County Economic Development Corporation

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