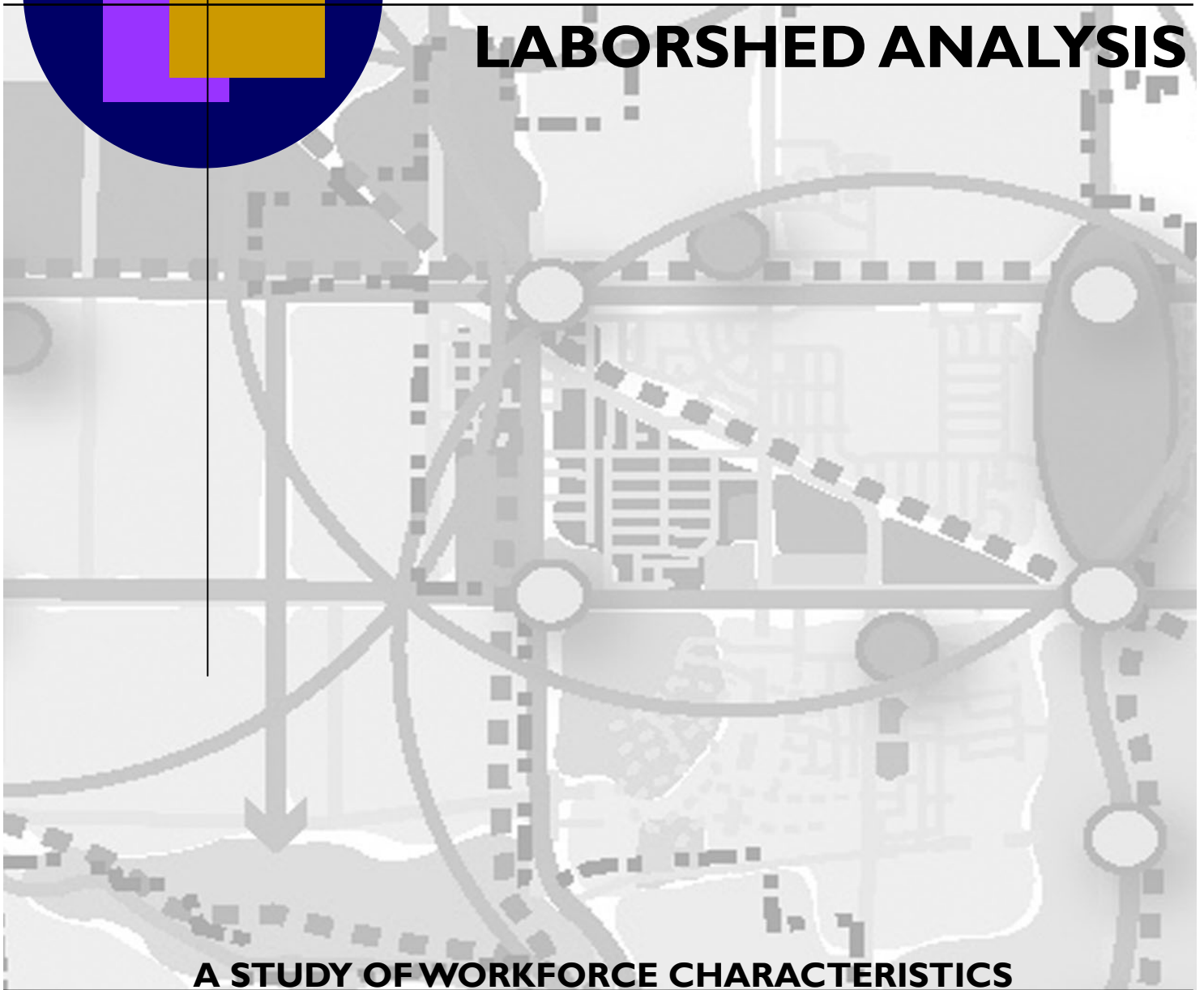


CITY OF WAUKEE, IOWA

LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

RELEASED MAY 2010

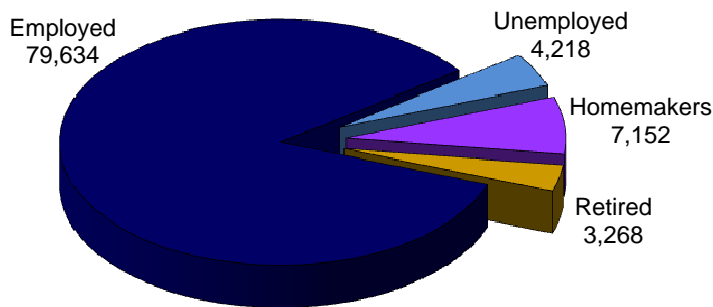


Laborshed Studies

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 Waukee 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. *See contact information on back.*

Total Potential Labor Force: 275,068 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (94,272)



Quick Facts:

(Employed - willing to change employment)

- 8.0% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 43 years old;
- 37.5% currently working within the professional, paraprofessional, & technical occupational category followed by 15.9% within the production, construction, & material handling occupational category;
- Most frequently identified job search sources:
 - Internet
 - www.careerbuilder.com
 - www.desmoineshelpwanted.com
 - www.monster.com
 - Local/Regional Newspapers
The Des Moines Register
 - Networking through friends, family, and acquaintances
 - Local Iowa Workforce Development Centers

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.

- 2.2% Inadequate hours (1,752 people)
- 1.8% Mismatch of skills (1,433 people)
- 1.5% Low income (1,195 people)
- 4.5% Total estimated underemployment (3,584 people)

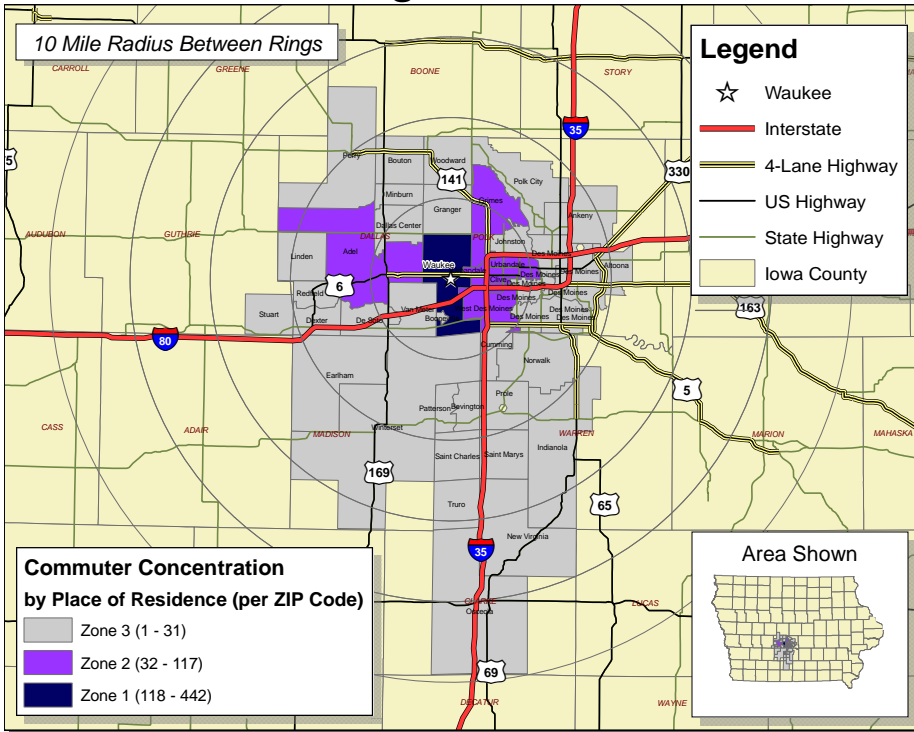
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Finance, Insurance, & Real Estate	20.4%	41,244
Health Care & Social Services	14.1%	28,507
Wholesale & Retail Trade	14.1%	28,507
Education	11.7%	23,654
Public Administration & Government	10.2%	20,622
Personal Services	7.5%	15,163
Transportation, Communication, & Utilities	6.3%	12,737
Professional Services	5.7%	11,524
Construction	4.2%	8,491
Manufacturing	3.3%	6,672
Agriculture	0.9%	1,820
Entertainment & Recreation	0.9%	1,820
Active Military Duty	0.7%	1,415

Survey respondents from the Waukee 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 as shown in the table at left.

Waukee Commuting Area



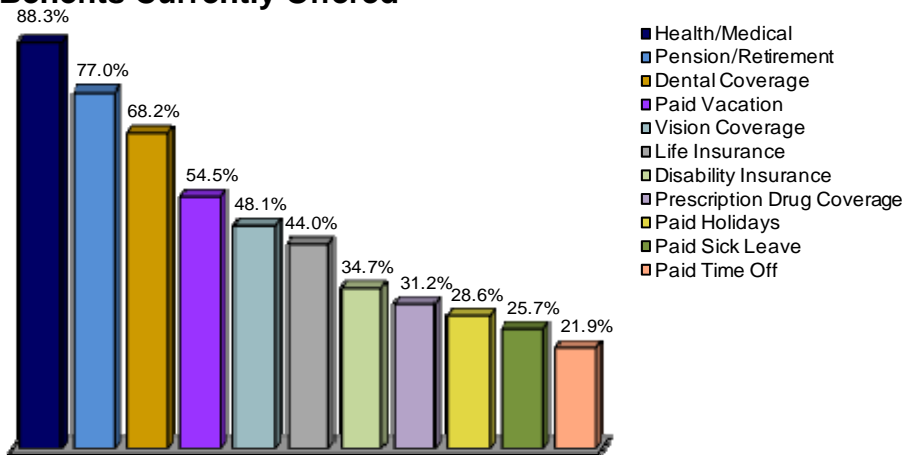
Commuting Statistics

The map at the left represents commuting patterns into Waukee with the concentration per ZIP code represented in the legend.

Those who are willing to change employment in the Waukee Laborshed area are willing to commute an average of 22 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 (78.5%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 16.6 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

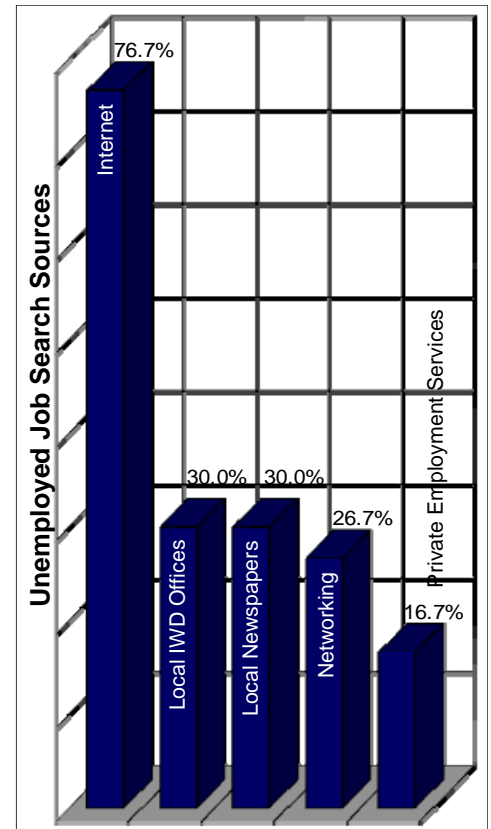
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	56.5%	4.3%	17.4%	*	\$22.55
Manufacturing	36.8%	*	15.8%	\$67,500	\$13.34
Transportation, Communication, & Utilities	65.5%	10.3%	27.5%	\$55,000	\$16.69
Wholesale & Retail Trade	49.3%	9.9%	21.1%	\$44,000	\$10.00
Finance, Insurance, & Real Estate	88.5%	11.5%	49.4%	\$60,000	\$13.50
Health Care & Social Services	82.5%	17.5%	41.3%	\$60,000	\$16.16
Personal Services	72.8%	3.0%	39.4%	\$32,100	\$10.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	87.5%	16.7%	50.1%	*	\$13.00
Public Administration & Government	75.0%	11.4%	38.6%	\$72,000	\$22.00
Education	85.8%	4.1%	71.5%	\$45,500	\$11.85

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 4,218 unemployed individuals are willing to accept employment;
- Average age is 45 years old;
- 62.3% are female; 37.7% are male;
- Education:
 - 63.9% have an education beyond high school
 - 6.6% have are trade certified
 - 4.9% have an associate degree
 - 23.0% have an undergraduate degree
 - 8.2% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$15.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 22 miles one way for the right opportunity;
- 68.9% expressed interest in temporary and 63.9% in seasonal employment opportunities;
- 47.5% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Paid vacation
 - Disability insurance
 - Life insurance
 - Prescription drug coverage
 - Vision coverage
 - Paid sick leave
 - Paid time off
 - Paid holidays
- 68.2% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Waukee Laborshed Analysis, contact:

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