



city of
Ankeny

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2014 LABORSHED ANALYSIS

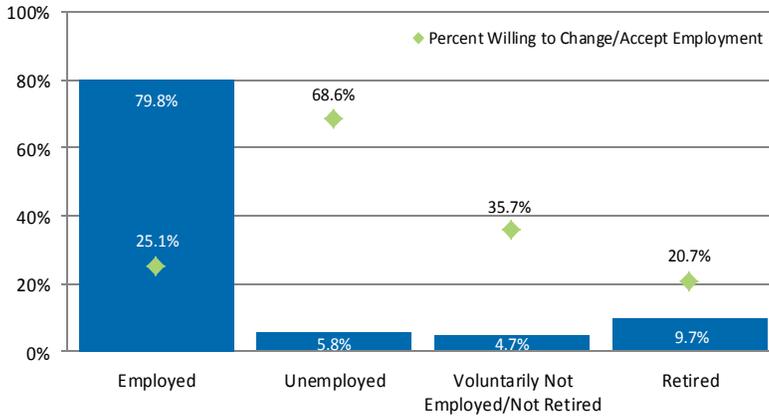
A Study of Workforce
Characteristics



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 Ankeny 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: 431,365 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (180,789)

- 156,581 Employed
- 6,934 Unemployed
- 7,065 Voluntarily Not Employed/Not Retired
- 10,209 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 (1,253 people)
- 3.8% Mismatch of skills (5,950 people)
- 0.5% Low income (783 people)
- 4.7% Total estimated underemployment (7,359 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*
Wholesale & Retail Trade	15.7%	54,044	80.0%	36.7%	10.7%
Education	15.2%	52,323	80.6%	29.3%	1.4%
Finance, Insurance & Real Estate	14.7%	50,602	77.8%	28.6%	2.8%
Healthcare & Social Services	9.4%	32,358	80.0%	25.0%	4.4%
Professional Services	9.4%	32,358	80.0%	27.8%	6.7%
Manufacturing	9.2%	31,669	81.4%	17.1%	2.3%
Public Administration & Government	8.9%	30,636	85.0%	11.8%	2.5%
Transportation, Communication & Utilities	5.5%	18,933	75.0%	28.6%	3.6%
Construction	3.9%	13,425	78.9%	13.3%	15.8%
Personal Services	3.7%	12,736	70.0%	21.4%	15.0%
Agriculture, Forestry & Mining	2.9%	9,983	100%	18.2%	0.0%
Active Military Duty	0.9%	3,098	*	*	*
Entertainment & Recreation	0.6%	2,065	*	*	*

* Insufficient survey data/refused

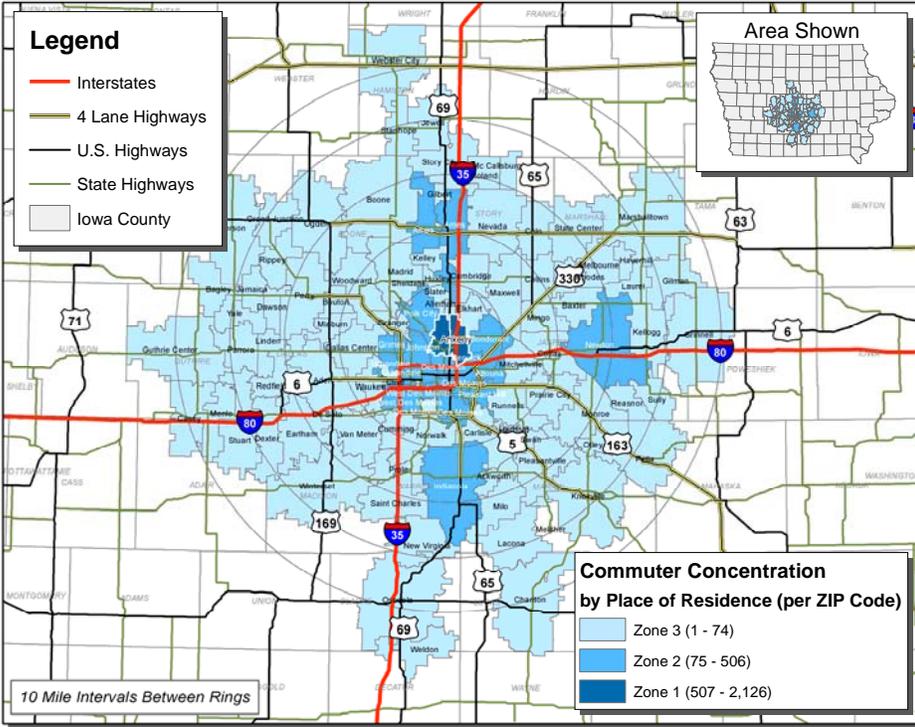
Survey respondents from the Ankeny Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the wholesale & retail trade industry.

Quick Facts

(Employed - willing to change employment)

- 10.8% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 48 years old
- 32.5% currently working within the professional, paraprofessional & technical occupational category followed by 24.8% within the managerial occupational category
- Most frequently identified job search sources:
 - Internet - 89.9%
 - www.careerbuilder.com
 - www.monster.com
 - www.indeed.com
 - www.helpwanted.com
 - Local/Regional newspapers - 22.0%
 - The Des Moines Register
 - Networking through friends, family and acquaintances - 22.0%
 - Private employment services - 8.3%
 - Local IowaWORKS Centers - 4.6%

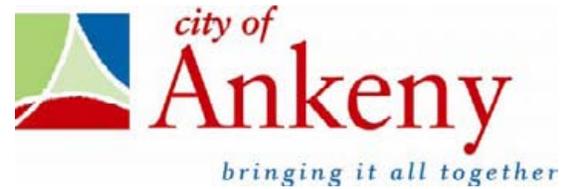
Ankeny Laborshed Area



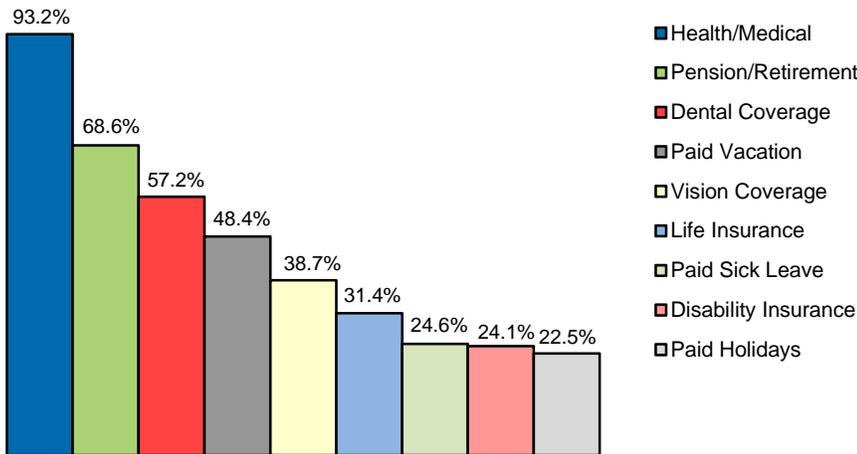
Commuting Statistics

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

Those who are willing to change/accept employment in the Ankeny Laborshed area 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 top nine benefits are shown.

The majority (76.9%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.2 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

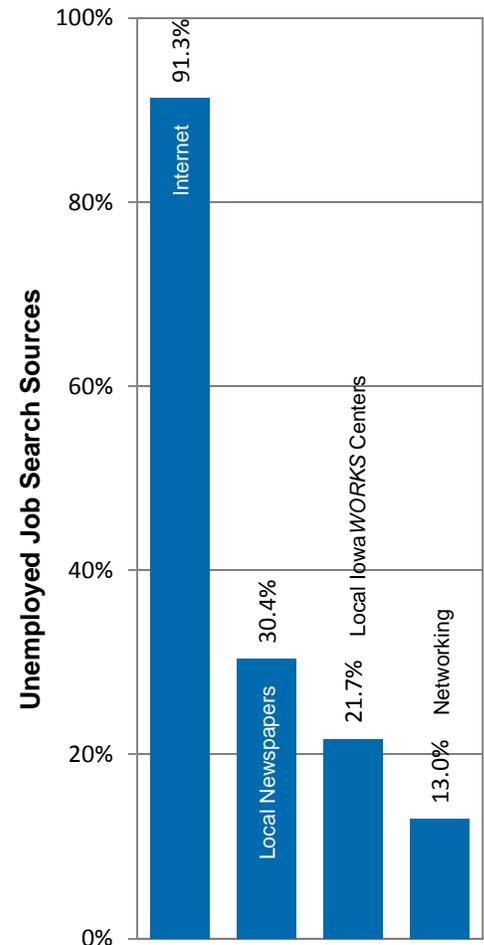
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non Salary Wages (per hour)
Agriculture	63.6%	9.1%	36.4%	*	*
Construction	68.4%	5.3%	21.1%	*	\$16.00
Manufacturing	76.7%	11.6%	44.3%	\$82,000	\$17.76
Transportation, Communication & Utilities	60.7%	10.7%	25.0%	\$68,000	\$22.50
Wholesale & Retail Trade	69.3%	8.0%	32.0%	\$88,500	\$12.00
Finance, Insurance & Real Estate	88.9%	12.5%	66.7%	\$69,500	\$16.13
Healthcare & Social Services	95.6%	15.6%	48.8%	\$60,000	\$18.00
Personal Services	85.0%	20.0%	45.0%	\$30,000	\$10.75
Entertainment & Recreation	*	*	*	*	*
Professional Services	82.2%	13.3%	42.2%	\$64,000	\$12.75
Public Administration & Government	90.0%	22.5%	62.5%	\$73,500	\$21.85
Education	93.1%	4.2%	79.2%	\$57,000	\$15.25

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

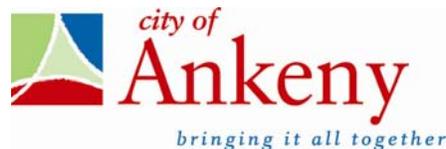
**Insufficient survey data/refused*

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 6,934 unemployed individuals are willing to accept employment
- Average age is 42 years old
- 50.0% are male; 50.0% are female
- Education:
 - 58.3% have an education beyond high school
 - 4.2% are trade certified
 - 4.2% have vocational training
 - 8.3% have an associate degree
 - 25.0% have an undergraduate degree
 - 4.2% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.77 to \$12.00/hr. with a median of the lowest wage of \$10.00
- Willing to commute an average of 26 miles one way for the right opportunity
- 75.0% expressed interest in temporary and 66.7% in seasonal employment opportunities
- 58.3% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 60.0%
 - Pension/retirement options - 55.0%
 - Paid vacation - 30.0%
 - Dental coverage - 25.0%
 - Life insurance - 25.0%
 - Paid sick leave - 20.0%
 - Vision coverage - 15.0%
 - Disability insurance - 10.0%
 - Paid holidays - 10.0%
 - Prescription drug coverage - 10.0%
 - Paid time off - 5.0%
- 80.0% indicated they prefer employment offers where the employer and employee share the cost of medical insurance premiums.



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