

# ADEL, IOWA LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

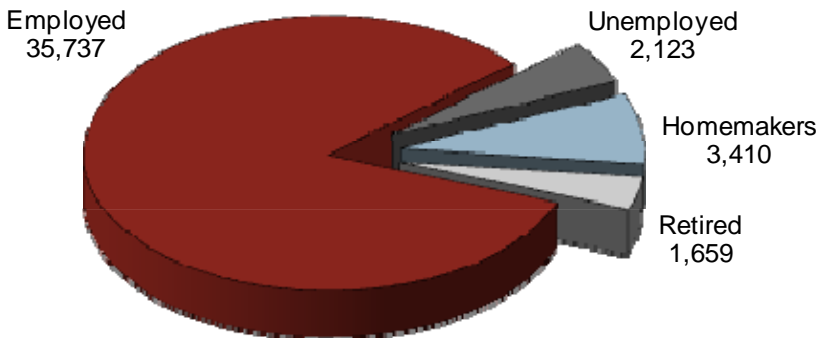
*RELEASED APRIL 2010*

# 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 Adel 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: 223,737 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (42,929)**



## Quick Facts:

*(Employed - willing to change employment)*

- 12.7% are working multiple jobs;
- Currently working an average of 38 hours per week;
- Average age is 42 years old;
- 34.4% currently working within the professional, paraprofessional, & technical occupational category followed by 17.2% within the clerical/administrative support occupational category;
- Most frequently identified job search sources:
  - Internet
    - [www.careerbuilder.com](http://www.careerbuilder.com)
    - [www.monster.com](http://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.

- 2.7% Inadequate hours (965 people)
- 2.5% Mismatch of skills (893 people)
- 2.2% Low income (786 people)
- 5.7% Total estimated underemployment (2,037 people)

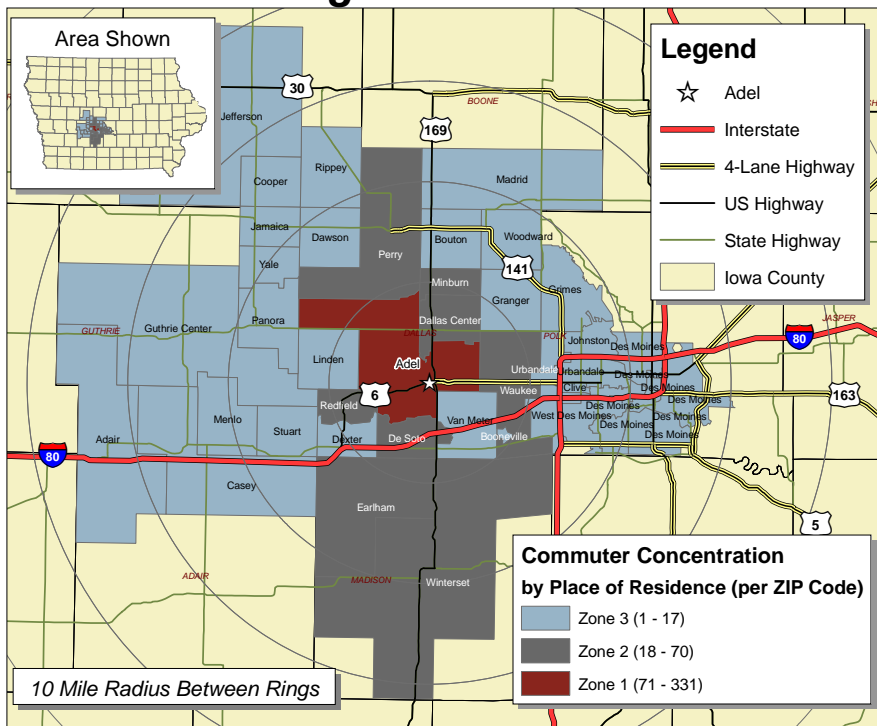
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Education	17.0%	28,649
Finance, Insurance, & Real Estate	17.0%	28,649
Wholesale & Retail Trade	13.4%	22,582
Health Care & Social Services	12.6%	21,234
Public Administration & Government	8.5%	14,325
Personal Services	7.2%	12,134
Professional Services	6.3%	10,617
Transportation, Communication, & Public Utilities	6.3%	10,617
Manufacturing	5.8%	9,774
Construction	4.0%	6,741
Agriculture, Forestry, & Mining	1.9%	3,202

Survey respondents from the Adel Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education and the finance, insurance, & real estate industries as shown in the table at left.

# Adel Commuting Area



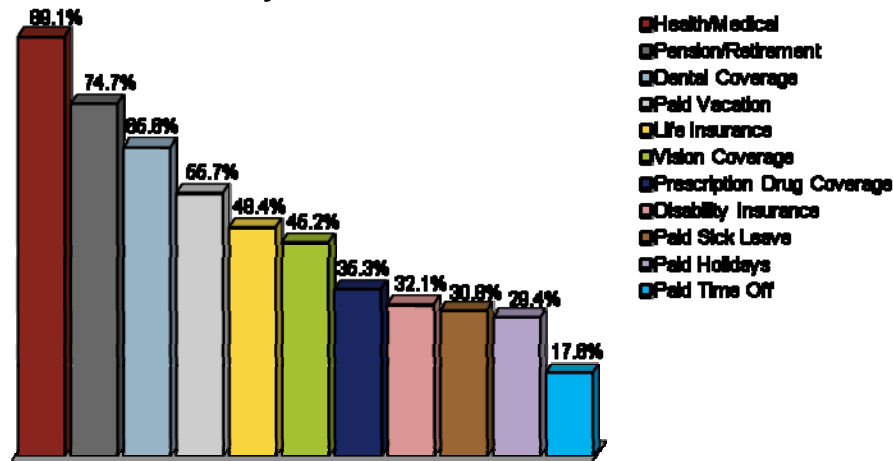
## Commuting Statistics

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

Those who are willing to change employment in the Adel 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 (76.6%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 17.8 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

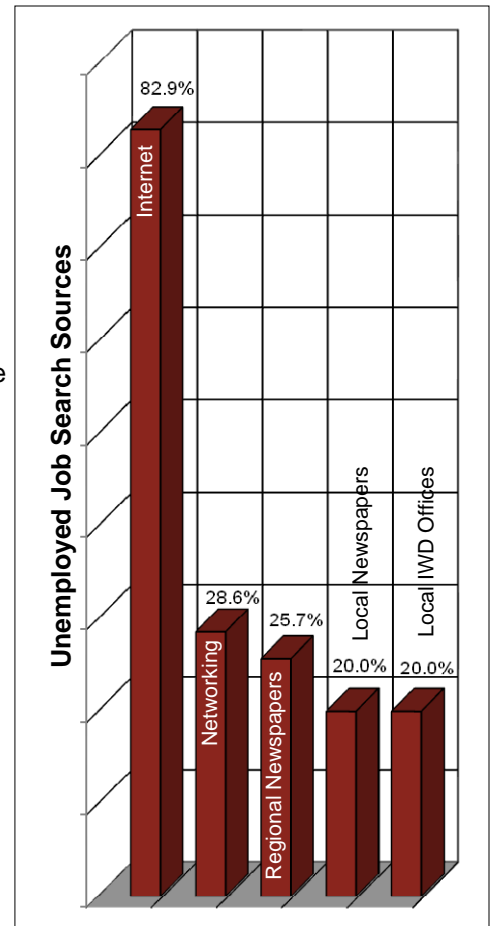
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	57.1%	*	14.3%	*	\$17.75
Manufacturing	52.6%	5.3%	31.6%	\$54,000	\$12.23
Transportation, Communication, & Utilities	66.7%	14.3%	23.8%	*	\$17.00
Wholesale & Retail Trade	48.9%	8.5%	27.6%	\$55,000	\$8.25
Finance, Insurance, & Real Estate	88.7%	9.4%	58.5%	\$60,000	\$12.60
Health Care & Social Services	78.9%	23.7%	31.5%	\$33,000	\$18.00
Personal Services	90.5%	23.8%	38.1%	\$30,100	\$10.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	56.2%	12.5%	31.3%	*	\$12.00
Public Administration & Government	65.4%	11.5%	34.6%	\$60,000	\$20.00
Education	89.6%	8.3%	75.1%	\$45,000	\$11.22

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 2,123 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- 65.7% are female; 34.3% are male;
- Education:
  - 65.7% have an education beyond high school
  - 5.2% are trade certified
  - 2.9% completed vocational training
  - 2.9% have an associate degree
  - 25.8% have an undergraduate degree
  - 8.6% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$12.63/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 24 miles one way for the right opportunity;
- 74.3% expressed interest in temporary and 65.7% in seasonal employment opportunities;
- 37.1% 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
  - Prescription drug coverage
  - Vision coverage
  - Paid sick leave
  - Disability insurance
  - Life insurance
  - Paid time off
- 76.9% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



## Sponsored in Partnership with



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