A sepia-toned photograph of a historic brick building with arched windows and a street lamp. The building is made of dark brick and features several arched windows on the upper floor. A street lamp stands on the sidewalk in front of the building. The overall tone is historical and artistic.

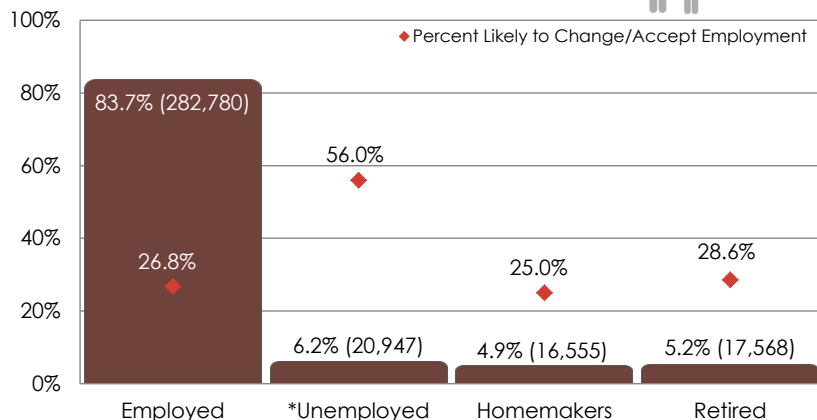
ADEL IOWA

2016
LABORSHED ANALYSIS

ADEL LABORSHED ANALYSIS

A Laborshed is 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 Laborshed analysis addresses the workforce characteristics of the Adel Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*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.

Estimated Population 18-64: 337,850 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Adel (90,400):

- 80,969 Employed
- 2,414 Unemployed
- 3,699 Homemakers
- 3,318 Retired

UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.0%	810
Mismatch of Skills	3.0%	2,429
Low Income	0.5%	405
†Total Underemployment	4.0%	3,239

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

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY



	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Finance, Insurance & Real Estate	16.9%	47,790	90.2%	25.5%	3.3%
Healthcare & Social Services	13.8%	39,024	83.3%	24.4%	9.3%
Professional Services	12.6%	35,630	91.1%	22.0%	2.2%
Wholesale & Retail Trade	12.0%	33,934	68.4%	51.3%	15.8%
Education	10.2%	28,844	84.6%	28.1%	5.1%
Public Administration & Government	8.0%	22,622	86.7%	19.2%	3.3%
Manufacturing	6.5%	18,381	84.0%	23.8%	4.0%
Transportation, Communication & Utilities	6.5%	18,381	80.8%	19.0%	3.8%
Construction	5.2%	14,705	89.5%	17.6%	5.3%
Personal Services	4.9%	13,856	76.2%	28.6%	9.5%
Agriculture, Forestry & Mining	2.5%	7,070	100%	0.0%	0.0%
Entertainment & Recreation	0.9%	2,545	**	**	**

** Insufficient survey data/refused
Totals may vary due to rounding.

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 finance, insurance & real estate industry.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$18.00/hr & \$75,000/yr
- 21.6% are actively seeking new employment
- 10.0% are working multiple jobs
- Currently working an average of 43 hrs/week
- 32.9% currently working within the professional, paraprofessional & technical occupational category followed by 19.0% within the managerial occupational category
- Most frequently identified job search resources:

www.indeed.com
www.careerbuilder.com

www.craigslist.org
www.iowajobs.org Internet, 84.3%

IowaWORKS
Centers, 7.2%

IowaWORKS
Centers, 7.2%



COMMUTING STATISTICS



The map at the right represents the concentration of those who are likely to commute into Adel from their home ZIP for an employment opportunity.

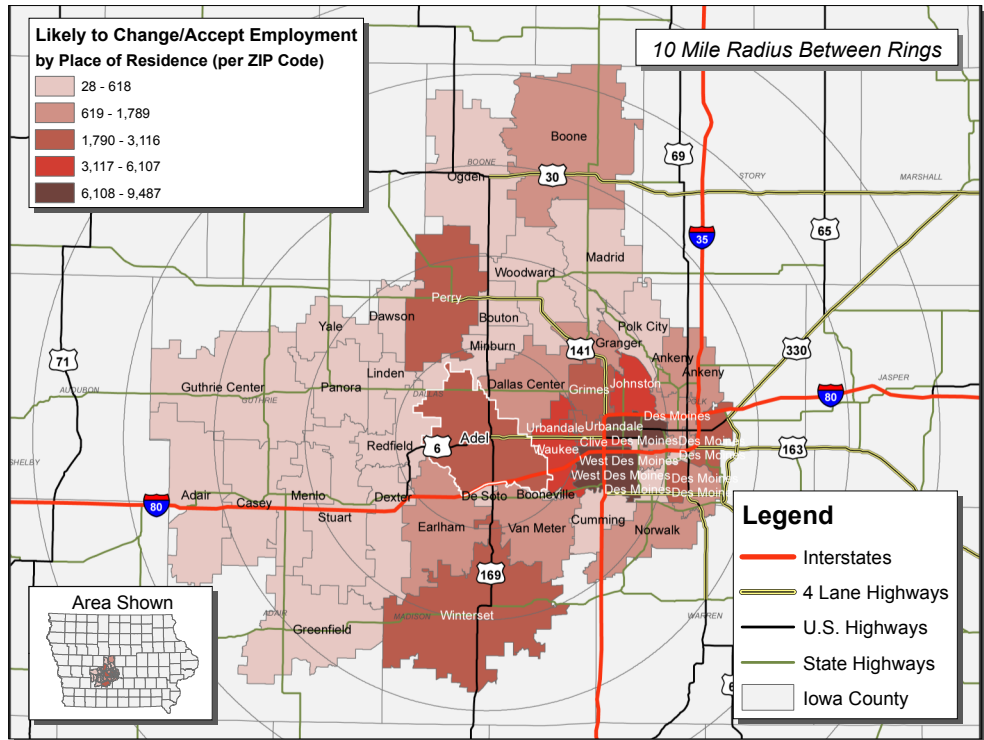
Those who are likely to change/accept employment in the Adel Laborshed area are willing to commute an average of 24 miles one-way for employment opportunities.

The out commute for Adel is estimated at 66.7 percent—approximately 2,181 people living in Adel work in other communities.

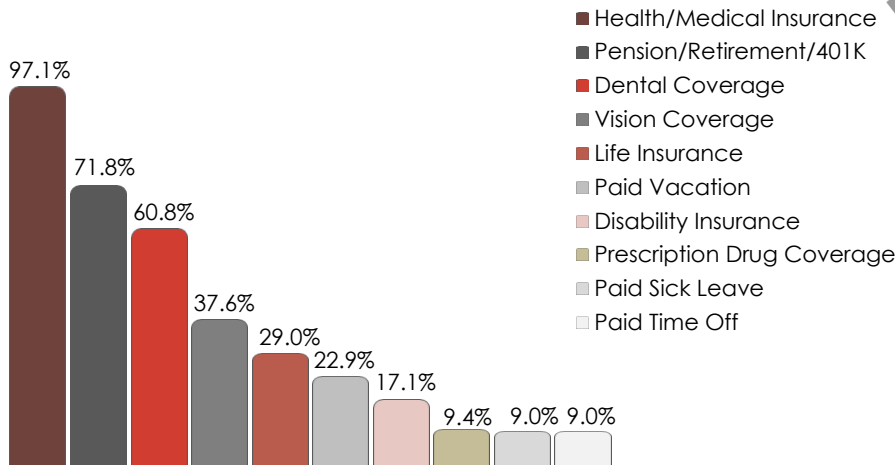
Most of those who are out commuting are working in Des Moines, West Des Moines or Urbandale.

Over one-fourth (25.5%) of out commuters are likely to change employment (approximately 556 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN ADEL



TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



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 full-time.

The majority (80.8%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 12.9 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY

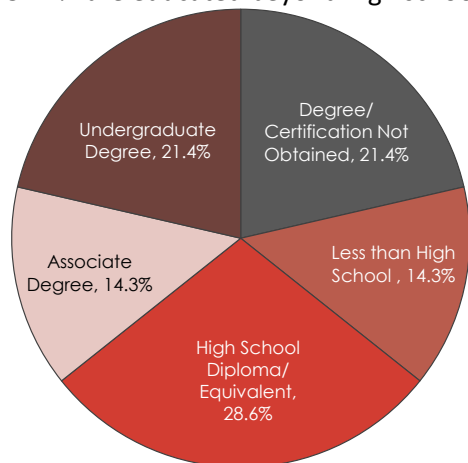


	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	81.2%	17.0%	50.0%	\$63,500	\$19.00
Agriculture, Forestry & Mining	**	**	**	**	**
Construction	73.7%	36.8%	10.5%	\$52,500	\$19.00
Education	98.4%	12.8%	76.9%	\$50,000	\$20.00
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	90.0%	21.7%	58.3%	\$60,000	\$20.60
Healthcare & Social Services	77.4%	18.9%	47.2%	\$65,000	\$21.30
Manufacturing	48.0%	8.0%	20.0%	**	\$18.75
Personal Services	71.4%	14.3%	33.3%	**	\$11.50
Professional Services	88.6%	18.2%	52.2%	\$79,500	\$19.80
Public Administration & Government	80.0%	6.7%	73.3%	\$75,000	\$27.28
Transportation, Communication & Utilities	88.5%	23.1%	38.5%	\$85,000	\$24.75
Wholesale & Retail Trade	61.4%	14.0%	22.8%	**	\$14.00

The education and wage data by industry within the above table includes all respondents without consideration of employment status or willingness to change/enter employment.
 **Insufficient survey data/refused

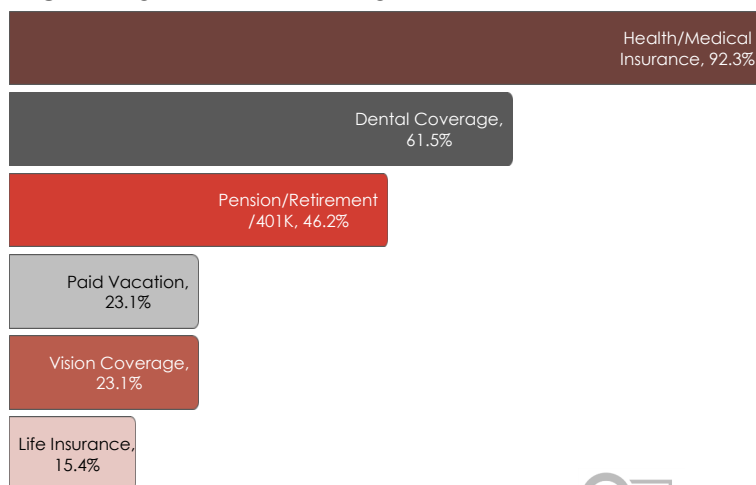
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 64.3% are actively seeking employment
- An estimated 2,414 unemployed individuals are likely to accept employment in Adel.
- Average age is 34 years old
- 50.0% are male; 50.0% are female
- **Education:**
 - 57.1% are educated beyond high school

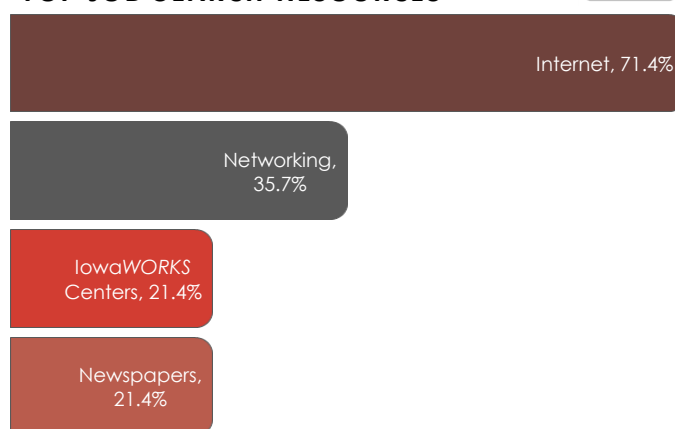


- **Wages:**
 - \$14.92/hr - to attract 66% of applicants
 - \$15.00/hr - to attract 75% of applicants
 - \$14.00/hr - lowest median wage willing to accept
- Willing to commute an average of 26 miles one way for the right opportunity
- 69.2% expressed interest in seasonal and 64.3% in temporary employment opportunities
- 50.0% expressed interest in working varied shifts

TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES



SPONSORED IN PARTNERSHIP WITH:



FOR MORE INFORMATION REGARDING THE ADEL LABORSHED ANALYSIS, CONTACT:

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