

JOHNSTON, IOWA LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

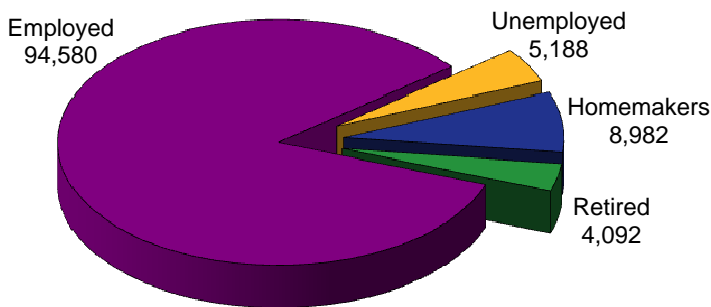
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Laborshed Studies

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 Johnston 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: 365,349 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (112,842)



Quick Facts:

(Employed - willing to change employment)

- 11.9% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 42 years old;
- 42.0% currently working within the professional, paraprofessional, & technical occupational category followed by 16.0% within the clerical 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 (2,081 people)
- 2.2% Mismatch of skills (2,081 people)
- 1.3% Low income (1,230 people)
- 4.7% Total estimated underemployment (4,445 people)

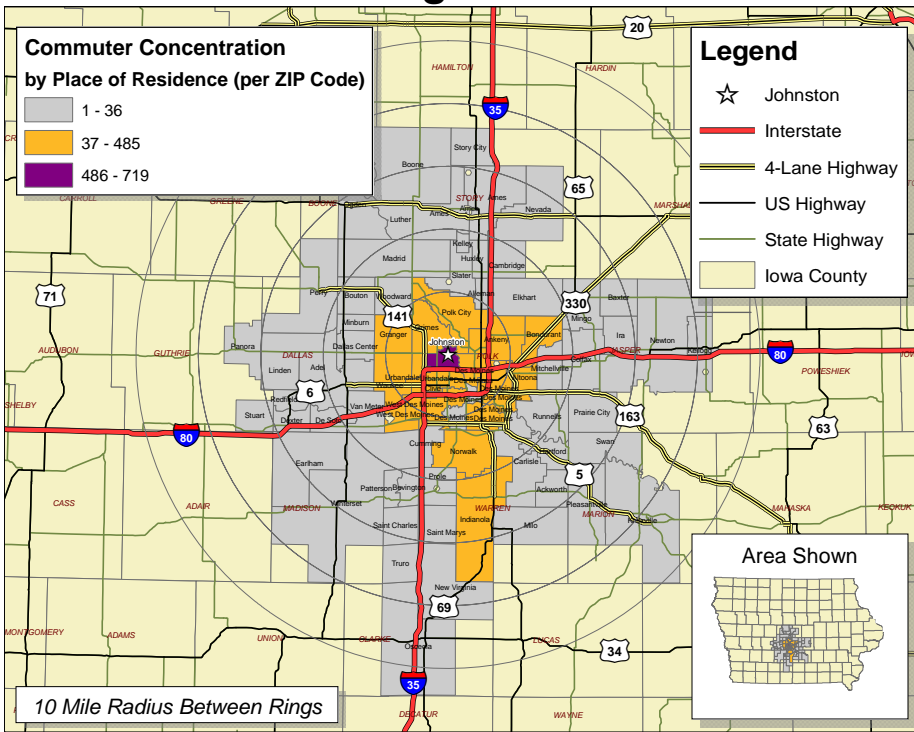
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Wholesale & Retail Trade	15.1%	41,210
Health Care & Social Services	14.5%	39,573
Finance, Insurance, & Real Estate	13.9%	37,935
Education	13.6%	37,117
Public Administration & Government	10.4%	28,383
Manufacturing	7.9%	21,560
Professional Services	7.6%	20,742
Transportation, Communication, & Public Utilities	5.4%	14,737
Personal Services	5.0%	13,646
Construction	3.5%	9,552
Agriculture	1.9%	5,185
Entertainment & Recreation	0.9%	2,456
Active Military Duty	0.3%	820

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

Johnston Commuting Area



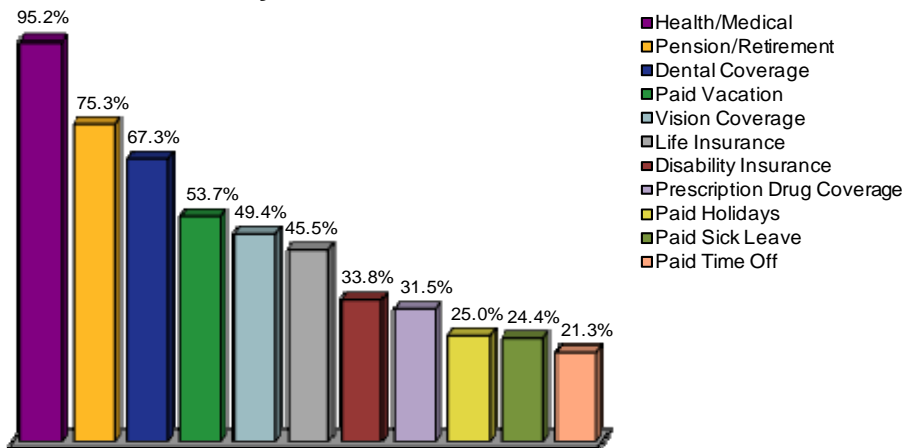
Commuting Statistics

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

Those who are willing to change employment in the Johnston Laborshed area are willing to commute an average of 23 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 (75.7%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 18.5 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

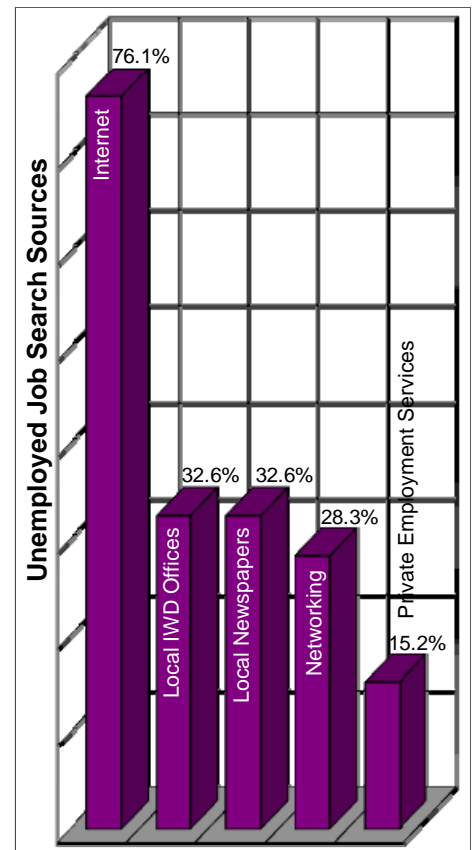
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	77.8%	5.6%	33.3%	*	\$17.00
Manufacturing	60.0%	20.0%	23.3%	\$52,000	\$13.28
Transportation, Communication, & Utilities	73.3%	3.3%	36.7%	\$60,000	\$16.00
Wholesale & Retail Trade	73.6%	12.5%	34.8%	\$45,000	\$9.00
Finance, Insurance, & Real Estate	84.6%	11.5%	50.0%	\$68,500	\$14.00
Health Care & Social Services	88.3%	10.0%	51.7%	\$55,000	\$20.00
Personal Services	79.2%	8.3%	29.2%	\$24,000	\$9.50
Entertainment & Recreation	*	*	*	*	*
Professional Services	90.3%	16.1%	48.4%	\$47,000	\$11.00
Public Administration & Government	74.4%	10.3%	53.9%	\$76,500	\$20.50
Education	90.7%	1.9%	75.9%	\$45,000	\$10.45

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 5,188 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- 51.1% are female; 48.9% are male;
- Education:
 - 74.5% have an education beyond high school
 - 2.1% have are trade certified
 - 2.1% have an associate degree
 - 23.4% have an undergraduate degree
 - 10.6% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$12.00 to \$14.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 21 miles one way for the right opportunity;
- 68.1% expressed interest in temporary and 66.0% in seasonal employment opportunities;
- 55.3% 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
 - Vision coverage
 - Life insurance
 - Disability insurance
 - Prescription drug coverage
 - Paid sick leave
 - Paid time off
 - Flextime
 - Stock options
- 69.2% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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