



Waukeee, Iowa Labor Market Profile

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A Skills Ready Report from



Labor Market

The City of Waukee is located in Dallas County, which is in central Iowa. The Labor Market for Waukee is based on the working-age population in Waukee and neighboring counties based on commuting pattern information from the U.S. Census Bureau.

The counties in the Waukee Labor Market included:

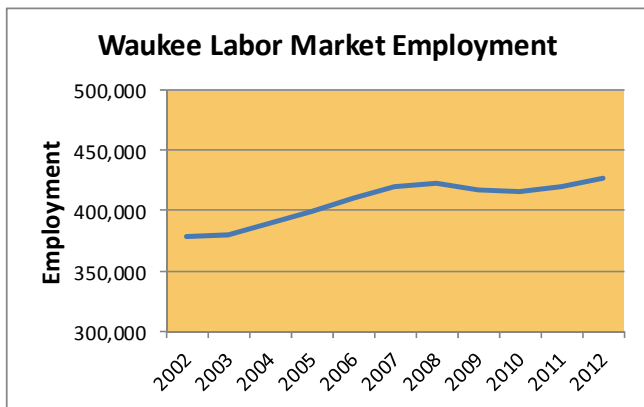
- Boone County
- Dallas County
- Greene County
- Guthrie County
- Madison County
- Polk County
- Warren County

The Total Waukee Labor Market is estimated to be 426,601 workers.

The majority of the Waukee Labor Market information was obtained from Economic Modeling Specialists Intl. (EMSI), a leader in economic database development and economic modeling. EMSI’s primary source of employment and wage data is the U.S. Bureau of Labor Statistics, and this data is for the second quarter of 2012. Information for this report was also obtained from ACT and Smart Solutions Group.

Employment in the Waukee Labor Market grew by 12.1% over the past 10 years - see Exhibit 1. **From 2001 to 2012, the Waukee Labor Market grew at a faster rate (12.8%) than the growth of employment in the U.S. (9.0%) and State of Iowa (6.2%).**

Exhibit 1: Employment Growth



Private Industry Sector Employment

The largest Industry Sector in the Waukee Labor Market is Finance & Insurance, which includes nearly 14% of the Labor Market’s employment. Gov-

ernment is the second largest sector in the Labor Market because Des Moines, which is in Polk County, is the Iowa state capital. The ten largest sectors in the Labor Market, which account for over 75% of employment, are shown in Exhibit 2.

Exhibit 2: Top 10 Industry Sectors

Industry Sector	Jobs	%
Finance & Insurance	59,438	13.9%
Government	49,007	11.5%
Health Care & Social Assistance	45,742	10.7%
Retail Trade	43,621	10.2%
Accommodation & Food Services	26,354	6.2%
Construction	23,724	5.6%
Administrative & Waste Management	23,375	5.5%
Other Services	22,359	5.2%
Manufacturing	21,632	5.1%
Professional, Scientific, & Tech Services	20,109	4.7%

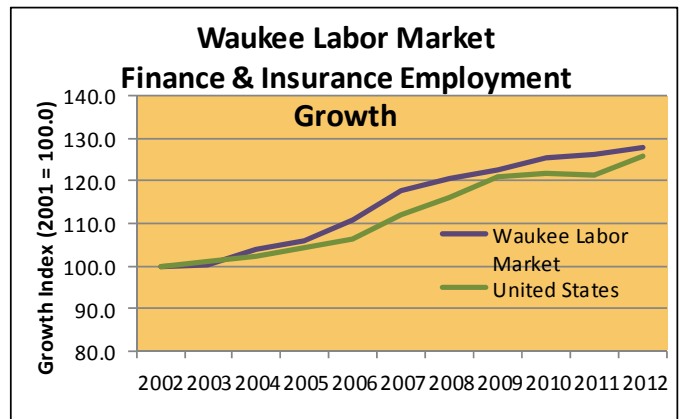
Waukee Economic Development has identified two target sectors/industries:

- Finance & Insurance
- Data Centers/Information Technology

Finance & Insurance Sector

In 2012, employment in the Finance & Insurance sector was nearly 60,000 or 13.9% of total Labor Market employment – this was more than double the percentage for the entire nation (5.5%). Exhibit 3 shows this sector grew faster in the Labor Market than in the U.S.

Exhibit 3: Finance & Insurance Growth



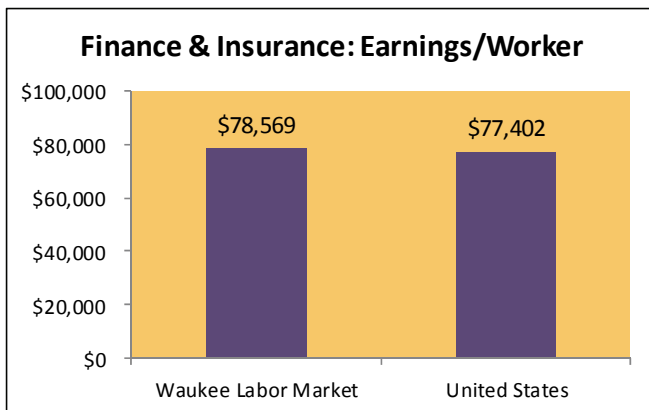
The five largest industry employers in the Finance & Insurance sector account for 2/3 of sector employment. The top ten industries are shown in Exhibit 4.

Exhibit 4: Top 5 Finance & Insurance Industries

Finance & Insurance Industry	Employment
Direct Life, Health, & Medical Insurance Carriers	13,182
Commercial Banking	11,556
Direct Insurance (exc. Life, Health, & Medical) Carriers	6,160
Insurance Agencies & Brokerages	5,993
Other Non-depository Credit Intermediation	2,876
Investment Advice	2,754
Sales Financing	2,517
Mortgage & Non-Mortgage Loan Brokers	2,323
Portfolio Management	2,272
Pension Funds	1,503

Annual earnings per worker in the Waukee Labor Market is similar to the national earnings for this sector (see Exhibit 5).

Exhibit 5: Annual Earnings



The U.S. Department of Labor has developed a list of 58 finance and insurance occupations in their Standard Occupational Classification (SOC) system. The largest finance and insurance occupations in the Waukee Labor Market can be seen in Exhibit 6.

Exhibit 6: Top 10 Finance & Insurance Occupations

Finance & Insurance Occupation	No. of Jobs	Median Wage
Customer Service Representatives	8,676	\$13.69
Office Clerks, General	8,415	\$13.83
Bookkeeping, Accounting, & Auditing Clerks	5,708	\$16.30
Executive Secretaries & Administrative Assistants	4,389	\$19.88
Secretaries, Exc. Legal, Medical, & Executive	4,260	\$14.72
Accountants & Auditors	3,985	\$25.53
Personal Financial Advisors	3,873	\$25.79
Insurance Sales Agents	3,593	\$27.16
First-Line Supervisors/Managers of Office & Administrative Workers	3,544	\$22.61
Securities, Commodities, & Financial Services Sales Agents	3,429	\$20.77

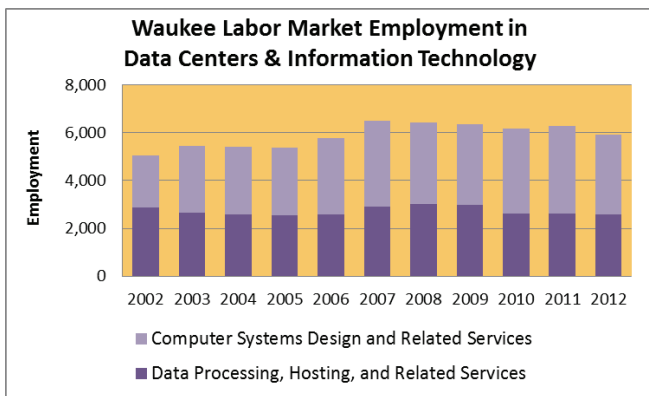
Employment and wage information for all occupations in the Finance & Insurance sector in the Waukee Labor Market can be seen in Appendix A. There is also a comparison of the wages in the Labor Market with the State of Iowa and the United States. In addition, each occupation contains the number of workers in other production occupations that have the foundational skills that are equal to or greater than the skills required for the occupation. To determine the production occupations with Compatible Skills, the skills identified through ACT’s WorkKeys/ National Career Readiness Certificate (NCRC) were used. The number of workers with Compatible Skills provides an indication of the number of workers with experience in finance or insurance that can be trained for another occupation in the sector with some specific job training.

With nearly 60,000 workers in this sector, Waukee offers a large supply of skilled Finance & Insurance workers with wages similar to those paid across the nation.

Data Centers & Information Technology

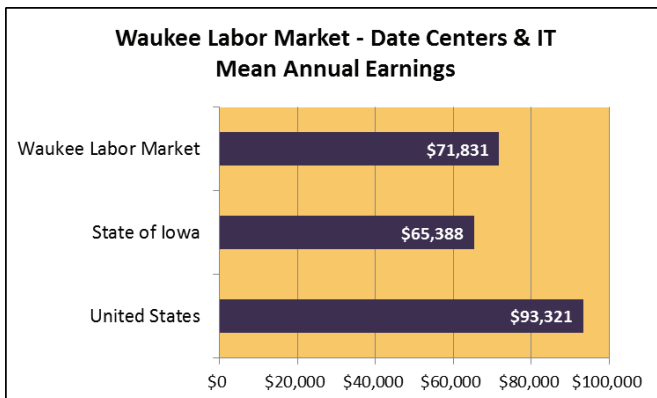
For this report, two industries - Computer Systems Design & Related Services and Data Processing, Hosting, & Related Services - were combined to form a Data Center & Information Technology (IT) Industry. In the Waukee Labor Market the Data Center & Information Technology grew by 17% from 2002 to 2012 (see Exhibit 7). During the same 10-year period, these two industries grew by 8.5% in the State of Iowa and by 24.2% nationally.

Exhibit 7: Employment in Data Centers & Information Technology



Mean earnings in the Data Center & Information Technology Industry in the Waukee Labor Market are 23% below the earnings in this industry for the total United States (see Exhibit 8).

Exhibit 8: Annual Earnings



In 2012, the Data Processing, Hosting, & Related Services Industries had mean earnings of \$59,185 compared to earnings of \$81,622 in the Computer Systems Design & Related Services Industry.

Seventeen SOC Occupations have been identified as being in the Data Center & Information Technology Industry. These occupations also in many of the other sectors in the Labor Market. For the Waukee Labor Market, Exhibit 9 shows the 10 largest computer occupations in the Labor Market

Exhibit 9: Top 10 Computer Occupations

Transportation & Material Moving Occupation	No. of Jobs	Median Wage
Computer Systems Analysts	2,501	\$33.26
Computer Software Engineers, Applications	1,872	\$34.56
Network and Computer Systems Administrators	1,645	\$32.41
Computer Support Specialists	1,592	\$19.24
Computer Programmers	1,360	\$32.90
Network Systems and Data Communications Analysts	1,015	\$31.98
Computer and Information Systems Managers	892	\$48.09
Data Entry Keyers	654	\$14.49
Computer Specialists, All Other	643	\$30.50
Computer Software Engineers, Systems Software	596	\$40.87

The three fastest growing occupations in both the number of jobs and percentage from 2002 to 2012 were:

- Computer Software Engineers, Applications - 491 jobs and 35.6% growth
- Network Systems & Data Communications Analysts - 428 jobs and 72.9%
- Network & Computer Systems, Administration - 347 jobs and 26.7% growth

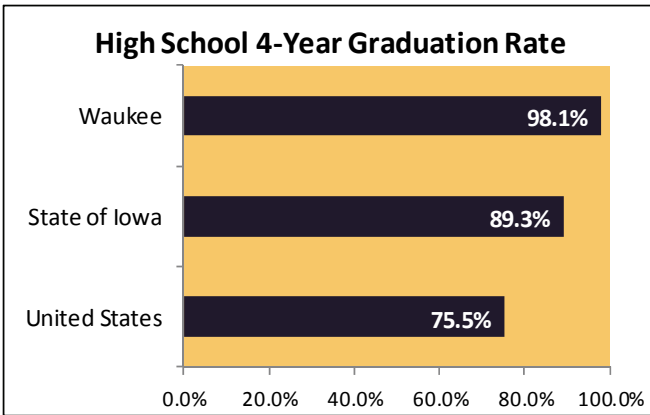
A listing of the 17 Data Centers & Information Technology occupations with employment and wage information can be seen in Appendix B. This appendix also includes for each occupation the Iowa and national median wages as well as the number of workers in this category that have skills that are compatible with each occupation.

With over 14,000 workers in computer occupations, Waukee offers a large supply of skilled technology workers at competitive wages.

Education and Training

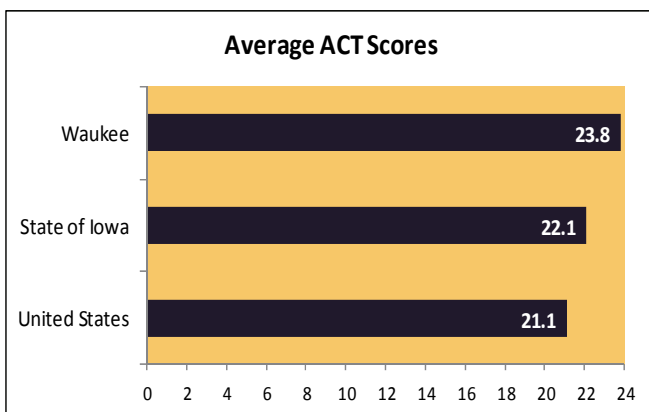
Waukee has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **Waukee’s 2011-12 high school 4-year graduation rate was 98.1%, which was significantly grater than the national and State of Iowa graduation rates (see Exhibit 10).**

Exhibit 10: High School Graduation Rate



In 2012, Waukee students have an average ACT score of 23.8, which was higher than the average score for the State of Iowa and the U.S. (see Exhibit 11).

Exhibit 11: Average ACT S cores



The adults in Waukee and Dallas County have a higher educational attainment than the adults across Iowa and the U.S. **Over half the adults in Waukee**

(51.6%) have received a Bachelor’s Degree or higher, which is more than double the rate for the State of Iowa (24.9%) and the nation (24.9%) - see Exhibit 12.

Exhibit 12: Highest Level of Educational Attainment - Adults 25 Years Old & Above

Educational Attainment	Waukee	Dallas County	State of Iowa	United States
High School Graduate or Higher	95.8%	93.3%	90.3%	85.4%
Bachelor’s Degree or Higher	51.6%	41.1%	24.9%	24.9%

Des Moines Area Community College (DMACC) serves the Waukee Labor Market, and DMACC offers a variety of programs to prepare students for careers in Finance & Insurance and Data Centers & Information Technology. Drake University, Grand View University, ITT Technical Institute, Kaplan University, and Simpson College are all located in the Labor Market., and they offer programs that prepared students for careers in the Labor Market’s targets. Drake University’s Kelley Insurance Center offer quality programs for professional developing and continuing education for workers in the insurance industry.

The Iowa New Jobs Training Program provides employee training to companies that are expanding their existing operation in Iowa or are locating a new operation to the State, with employee training. **This training is customized to meet the employer’s needs and is available through Iowa’s community colleges.** This program is financed through bonds issued by the community colleges.

Summary

Waukee offers:

- **A highly skilled workforce**
- **Excellent K-12 educational systems and post-secondary institutions**
- **A job training program that can be customized to meet the specific needs of your business**



Waukee Economic Development Corporation

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Appendix A: Finance & Insurance Occupations

SOC Code	Occupation	Waukee Labor Market Jobs	Waukee Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Waukee Labor Market Wages - 2012		
				Waukee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
11-0000	Management Occupations								
11-3021	Computer & Information Systems Managers	892	2,068	\$48.09	\$46.81	\$53.19	\$39.93	\$48.09	\$57.20
13-0000	Business and Financial Operations Occupations								
13-1031	Claims Adjusters, Examiners, & Investigators	3,007	26,301	\$22.09	\$24.03	\$26.95	\$17.95	\$22.09	\$34.50
13-1032	Insurance Appraisers, Auto Damage	92	69,528	\$25.01	\$25.37	\$26.09	\$21.83	\$25.01	\$33.64
13-1041	Compliance Officers, Except Agriculture, Construction, Health & Safety, & Transportation	795	23,914	\$24.57	\$22.61	\$23.92	\$19.17	\$24.57	\$39.35
13-1051	Cost Estimators	644	1,904	\$25.20	\$22.90	\$26.94	\$20.49	\$25.20	\$38.65
13-2011	Accountants and Auditors	3,985	7,028	\$25.53	\$23.90	\$28.01	\$20.93	\$25.53	\$41.25
13-2031	Budget Analysts	141	10,872	\$32.04	\$28.58	\$32.05	\$26.45	\$32.04	\$42.94
13-2041	Credit Analysts	396	10,617	\$24.51	\$23.29	\$27.63	\$18.95	\$24.51	\$44.92
13-2051	Financial Analysts	1,851	1,109	\$27.68	\$27.42	\$33.00	\$22.06	\$27.68	\$39.36
13-2052	Personal Financial Advisors	3,873	20,836	\$25.79	\$25.74	\$31.24	\$21.81	\$25.79	\$36.95
13-2053	Insurance Underwriters	1,148	23,561	\$27.36	\$27.10	\$27.80	\$21.80	\$27.36	\$37.99
13-2061	Financial Examiners	359	24,350	\$32.25	\$32.07	\$34.49	\$25.32	\$32.25	\$54.48
13-2071	Loan Counselors	193	40,086	\$16.60	\$16.26	\$17.20	\$14.35	\$16.60	\$21.63
13-2072	Loan Officers	2,099	88,974	\$26.24	\$25.73	\$25.22	\$20.80	\$26.24	\$43.82
13-2081	Tax Examiners, Collectors, and Revenue Agents	85	24,624	\$24.34	\$25.62	\$23.34	\$19.48	\$24.34	\$41.83
13-2099	Financial Specialists, All Other	523	24,186	\$23.47	\$18.89	\$25.10	\$18.48	\$23.47	\$37.94
15-0000	Computer and Mathematical Occupations								
15-1011	Computer and Information Scientists, Research	32	-	\$45.49	\$50.34	\$47.59	\$37.07	\$45.49	\$64.73
15-1021	Computer Programmers	1,360	23,349	\$32.90	\$29.61	\$33.00	\$27.22	\$32.90	\$46.44
15-1031	Computer Software Engineers, Applications	1,872	32	\$34.56	\$34.28	\$41.22	\$29.20	\$34.56	\$48.67
15-1032	Computer Software Engineers, Systems Software	596	39,683	\$40.87	\$36.30	\$44.18	\$32.59	\$40.87	\$51.69
15-1041	Computer Support Specialists	1,592	27,716	\$19.24	\$19.14	\$21.58	\$15.98	\$19.24	\$28.67
15-1051	Computer Systems Analysts	2,501	39,636	\$33.26	\$31.86	\$36.22	\$25.86	\$33.26	\$49.36
15-1061	Database Administrators	387	3,052	\$36.32	\$33.54	\$34.47	\$29.01	\$36.32	\$48.06
15-1071	Network and Computer Systems Administrators	1,645	23,064	\$32.41	\$28.84	\$32.64	\$25.88	\$32.41	\$46.94

Appendix A: Finance & Insurance Occupations—*continued*

SOC Code	Occupation	Waukee Labor Market Jobs	Waukee Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Waukee Labor Market Wages - 2012		
				Waukee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
15-0000	Computer and Mathematical Occupations - <i>continued</i>								
15-1081	Network Systems and Data Communications Analysts	1,015	9,998	\$31.98	\$26.91	\$29.88	\$25.21	\$31.98	\$42.74
15-1099	Computer Specialists, All Other	643	35,529	\$30.50	\$29.47	\$36.48	\$23.74	\$30.50	\$44.57
15-2011	Actuaries	185	2,775	\$43.57	\$44.13	\$41.93	\$30.95	\$43.57	\$65.34
41-0000	Sales and Related Occupations								
41-3021	Insurance Sales Agents	3,593	36,686	\$27.16	\$23.18	\$22.17	\$20.15	\$27.16	\$33.80
41-3031	Securities, Commodities, and Financial Services Sales Agents	3,429	21,280	\$20.77	\$20.25	\$24.78	\$16.19	\$20.77	\$29.37
41-3099	Sales Representatives, Services, All Other	2,378	88,695	\$20.69	\$19.59	\$22.89	\$15.46	\$20.69	\$28.25
43-0000	Office and Administrative Support Occupations								
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	3,544	36,735	\$22.61	\$20.94	\$22.48	\$17.99	\$22.61	\$27.19
43-3011	Bill and Account Collectors	1,644	89,429	\$13.86	\$13.79	\$15.02	\$12.03	\$13.86	\$15.99
43-3021	Billing and Posting Clerks and Machine Operators	1,440	30,669	\$15.60	\$14.60	\$15.52	\$13.60	\$15.60	\$18.23
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,708	63,912	\$16.30	\$14.41	\$16.17	\$13.55	\$16.30	\$19.08
43-3071	Tellers	1,666	89,407	\$12.10	\$11.16	\$11.53	\$10.53	\$12.10	\$14.23
43-4011	Brokerage Clerks	261	69,359	\$17.37	\$15.80	\$19.32	\$14.43	\$17.37	\$20.86
43-4041	Credit Authorizers, Checkers, and Clerks	139	90,934	\$14.01	\$14.07	\$15.36	\$12.63	\$14.01	\$16.45
43-4051	Customer Service Representatives	8,676	60,944	\$13.69	\$13.36	\$14.60	\$11.01	\$13.69	\$16.85
43-4071	File Clerks	318	92,326	\$11.41	\$10.68	\$12.85	\$9.64	\$11.41	\$13.39
43-4131	Loan Interviewers and Clerks	2,253	67,367	\$15.20	\$14.91	\$16.45	\$13.57	\$15.20	\$17.26
43-4141	New Accounts Clerks	254	69,366	\$18.01	\$14.89	\$14.73	\$15.28	\$18.01	\$21.74
43-4171	Receptionists and Information Clerks	2,976	66,644	\$12.05	\$11.64	\$12.30	\$9.84	\$12.05	\$14.66
43-4199	Information & Record Clerks, All Other	416	69,204	\$16.55	\$16.26	\$17.09	\$13.75	\$16.55	\$19.37
43-6011	Executive Secretaries and Administrative Assistants	4,389	65,231	\$19.88	\$17.84	\$19.96	\$16.88	\$19.88	\$24.01
43-6012	Legal Secretaries	525	31,584	\$19.21	\$15.76	\$19.72	\$15.84	\$19.21	\$22.67
43-6013	Medical Secretaries	848	NA	\$13.86	\$13.37	\$14.49	\$11.77	\$13.86	\$15.76
43-6014	Secretaries, Except Legal, Medical, and Executive	4,260	65,360	\$14.72	\$12.89	\$14.35	\$12.84	\$14.72	\$17.29

Appendix A: Finance & Insurance Occupations—*continued*

SOC Code	Occupation	Waukee Labor Market Jobs	Waukee Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Waukee Labor Market Wages - 2012		
				Waukee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
43-0000	Office and Administrative Support Occupations - <i>continued</i>								
43-9011	Computer Operators	437	39,842	\$17.02	\$15.51	\$18.00	\$14.33	\$17.02	\$19.79
43-9021	Data Entry Keyers	654	91,990	\$14.49	\$13.80	\$14.91	\$13.09	\$14.49	\$15.98
43-9022	Word Processors and Typists	436	90,637	\$16.98	\$15.00	\$15.98	\$14.45	\$16.98	\$18.97
43-9031	Desktop Publishers	92	3,347	\$20.74	\$16.36	\$21.02	\$16.87	\$20.74	\$24.18
43-9041	Insurance Claims and Policy Processing Clerks	1,716	89,357	\$15.30	\$15.42	\$16.59	\$12.53	\$15.30	\$18.27
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	764	NA	\$12.03	\$11.44	\$12.36	\$10.48	\$12.03	\$14.20
43-9061	Office Clerks, General	8,415	82,658	\$13.83	\$12.75	\$12.66	\$11.45	\$13.83	\$16.75
43-9071	Office Machine Operators, Except Computer	459	90,614	\$12.83	\$12.67	\$12.79	\$9.36	\$12.83	\$15.92
43-9111	Statistical Assistants	56	69,564	\$20.51	\$17.21	\$17.27	\$15.71	\$20.51	\$26.86
43-9199	Office and Administrative Support Workers, All Other	599	71,719	\$13.04	\$12.37	\$15.22	\$11.36	\$13.04	\$15.28

Appendix B: Data Center & Information Technology Occupations

SOC Code	Occupation	Waukee Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Waukee Labor Market Wages - 2012		
				Sioux Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
11-0000	Management Occupations								
11-3021	Computer and Information Systems Managers	892	97	\$48.09	\$46.61	\$53.19	\$39.93	\$48.09	\$57.20
15-0000	Computer and Mathematical Occupations								
15-1011	Computer and Information Scientists, Research	32	65	\$45.49	\$50.34	\$47.59	\$37.07	\$45.49	\$54.51
15-1021	Computer Programmers	1,360	6,000	\$32.90	\$29.61	\$33.00	\$27.22	\$32.90	\$39.45
15-1031	Computer Software Engineers, Applications	1,872	97	\$34.56	\$34.28	\$41.22	\$29.20	\$34.56	\$40.87
15-1032	Computer Software Engineers, Systems Software	596	9,524	\$40.87	\$36.30	\$44.18	\$32.59	\$40.87	\$47.17
15-1041	Computer Support Specialists	1,592	7,360	\$19.24	\$19.14	\$21.58	\$15.98	\$19.24	\$23.37
15-1051	Computer Systems Analysts	2,501	10,120	\$33.26	\$31.86	\$36.22	\$25.86	\$33.26	\$41.59
15-1061	Database Administrators	387	1,081	\$36.32	\$33.54	\$34.47	\$29.01	\$36.32	\$42.48
15-1071	Network and Computer Systems Administrators	1,645	5,715	\$32.41	\$28.84	\$32.64	\$25.88	\$32.41	\$39.69
15-1081	Network Systems and Data Communications Analysts	1,015	2,861	\$31.98	\$26.91	\$29.88	\$25.21	\$31.98	\$37.38
15-1099	Computer Specialists, All Other	643	8,952	\$30.50	\$29.47	\$36.48	\$23.74	\$30.50	\$37.02
17-0000	Architecture and Engineering Occupations								
17-2061	Computer Hardware Engineers	65	32	\$42.36	\$34.75	\$46.37	\$34.48	\$42.36	\$51.42
17-2071	Electrical Engineers	135	9,985	\$28.89	\$35.23	\$39.56	\$22.81	\$28.89	\$36.86
43-0000	Office and Administrative Support Occupations								
43-9011	Computer Operators	437	9,683	\$17.02	\$15.51	\$18.00	\$14.33	\$17.02	\$19.79
43-9021	Data Entry Keyers	654	13,700	\$14.49	\$13.80	\$14.91	\$13.09	\$14.49	\$15.98
43-9022	Word Processors and Typists	436	13,264	\$16.98	\$15.00	\$15.98	\$14.45	\$16.98	\$18.97
43-9031	Desktop Publishers	92	1,376	\$20.74	\$16.36	\$21.02	\$16.87	\$20.74	\$24.18