BOONE, IOWA
LABORSHED AREA

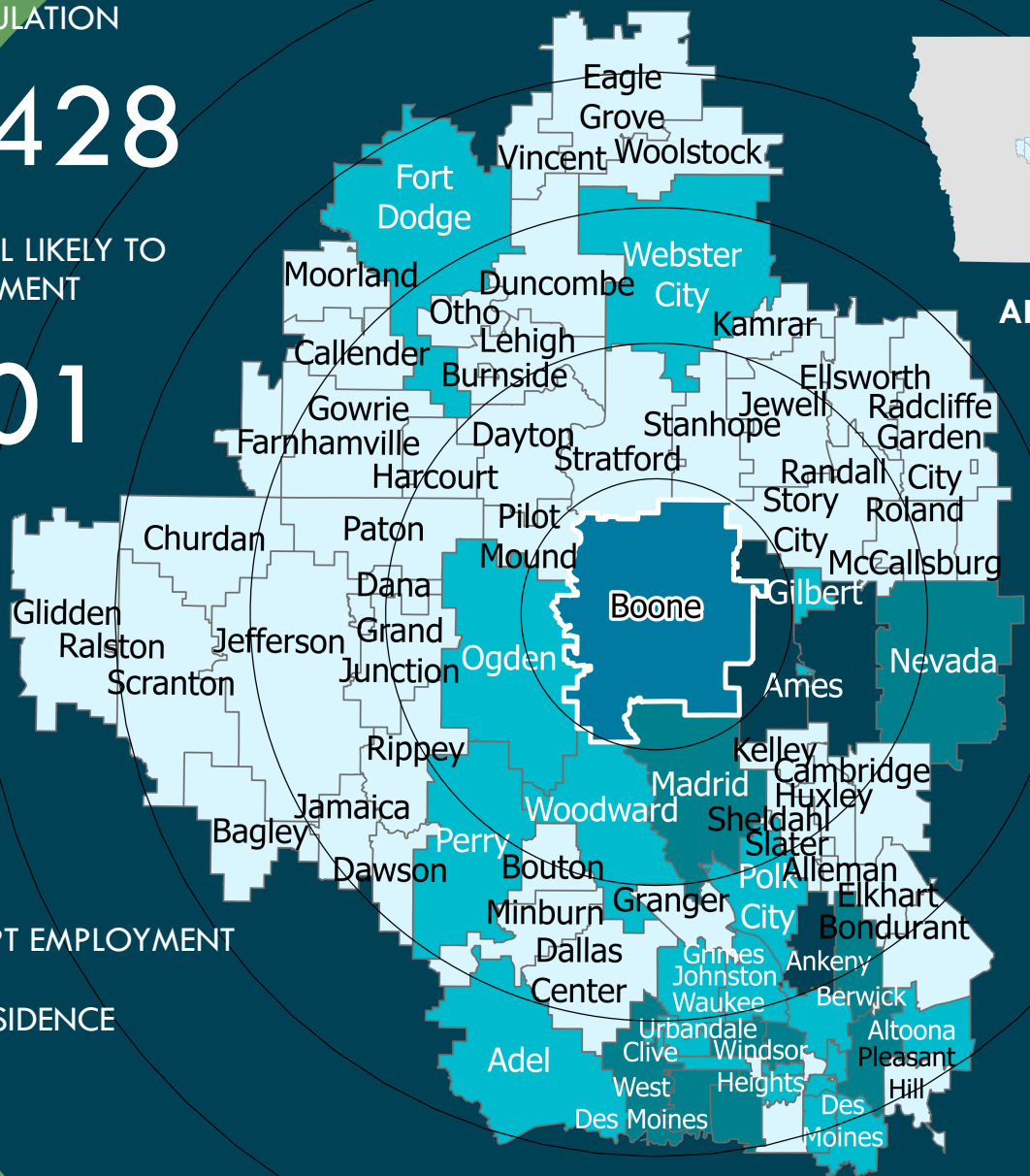
A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WORKFORCE.IOWA.GOV/LABORSHED

RELEASED
2026

ESTIMATED POPULATION
AGES 18-64
480,428

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN **BOONE, IA**
62,201

LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN **BOONE, IA**
BY PLACE OF RESIDENCE
(PER ZIP CODE)



- 0 - 320
- 321 - 855
- 856 - 1,708
- 1,709 - 4,745
- 4,746 - 11,828

Boone LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Boone Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(411,246) 85.6%	Employed
9.4% (45,160)	*Unemployed
2.0% (9,609)	Homemakers
3.0% (14,413)	Retired

**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.*

Employed - Likely to Change Employment **32.3%**



Unemployed - Likely to Accept Employment **76.3%**



Homemakers - Likely to Accept Employment **37.5%**



Retired - Likely to Accept Employment **16.7%**

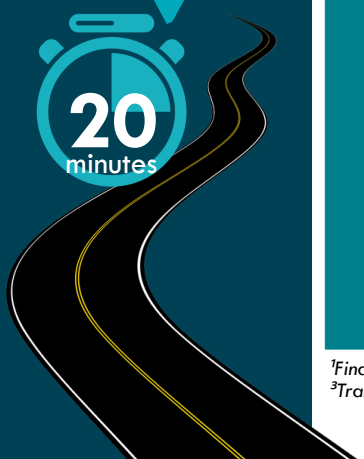


The employed are currently commuting an average of—

14 miles one-way for an employment opportunity

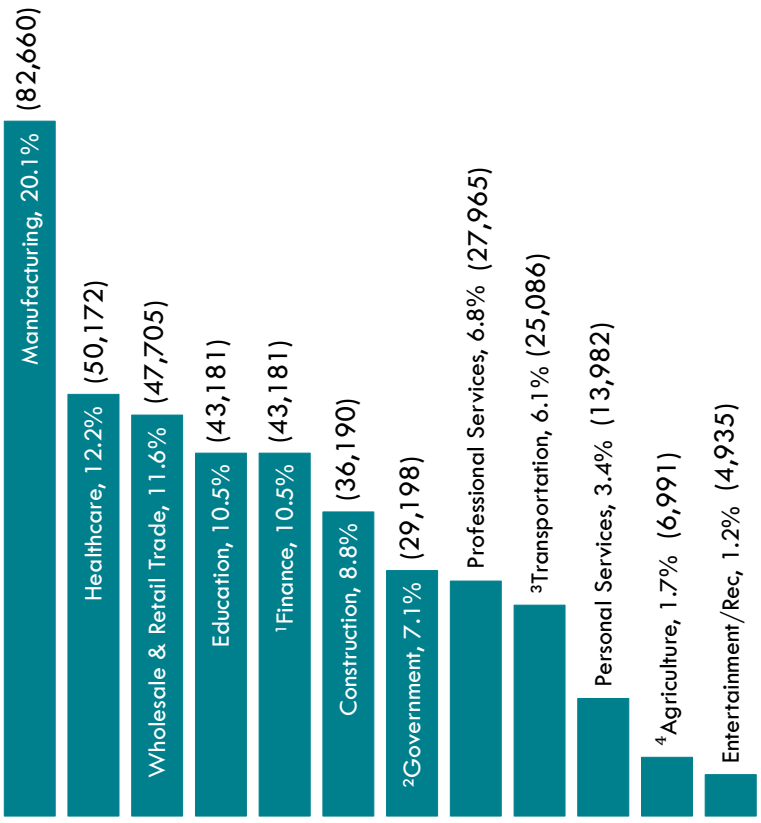
&

20 minutes



BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL*)

**Totals may vary due to rounding.*



[1]*Finance, Insurance, & Real Estate*
[2]*Public Administration, Government*
[3]*Transportation, Communications, & Utilities*
[4]*Agriculture, Forestry, & Mining*

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Health/Medical Insurance	93.0%
Paid Vacation/ PTO/Sick Leave	93.0%
Dental Coverage	90.6%
Pension/ Retirement/401k	90.2%
Vision Coverage	89.3%
Life Insurance	83.6%
Paid Holiday	82.8%
Disability Insurance	81.1%
Flex Spending Account	68.0%
Prescription Drug Coverage	62.3%

EMPLOYED: LIKELY TO CHANGE

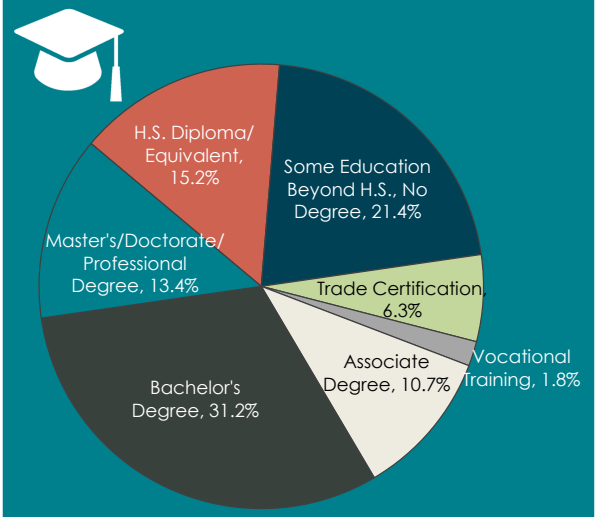
- **An estimated 49,885 employed individuals are likely to change their current employment situation for an opportunity in Boone.**

- Current occupational categories:

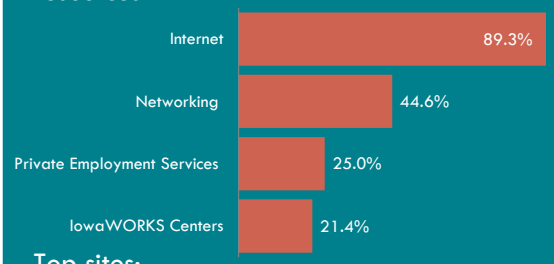
Professional, Paraprofessional, Technical	**31.4%**
Managerial	**20.4%**
Production, Construction, Material Moving	**15.7%**
Sales	**13.0%**
Services	**10.2%**
Clerical	**9.3%**
Agricultural	**0.0%**

- Current median wages: $
  - $19.88/hour and $62,000/year
  - $25.00/hour - attracts 66%
  - $29.25/hour - attracts 75%

- 84.8% have an education beyond HS



- **35.7% are actively seeking employment**
- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:
  - Currently commuting an average of **13** miles/**19** minutes (one-way) to work
  - Willing to commute an average of **27** miles/**37** minutes (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

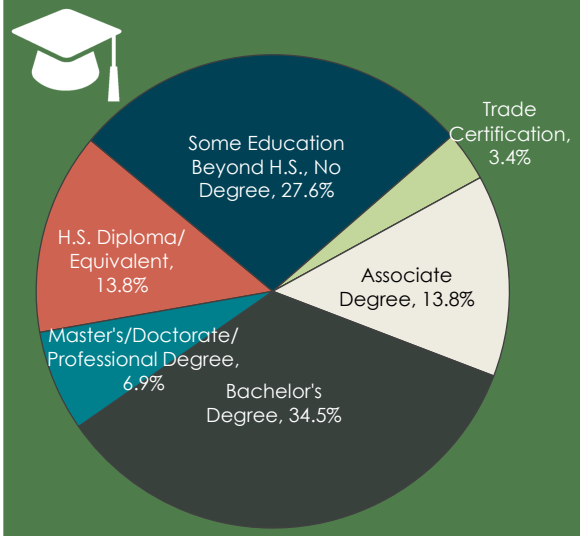
- **An estimated 2,638 unemployed individuals are likely to accept employment in Boone.**

- Former occupational categories:

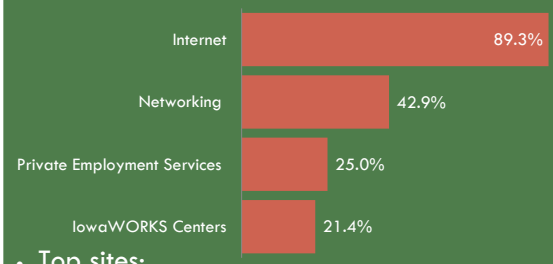
Production, Construction, Material Moving	**24.0%**
Sales	**24.0%**
Professional, Paraprofessional, Technical	**20.0%**
Services	**16.0%**
Clerical	**8.0%**
Managerial	**8.0%**
Agricultural	**0.0%**

- Median wages: $
  - $19.50/hour - lowest willing to accept
  - $22.58/hour - attracts 66%
  - $26.31/hour - attracts 75%

- 86.2% have an education beyond HS



- **75.9% are actively seeking employment**
- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:
  - Willing to commute an average of **26** miles/**34** minutes (one-way) to work



The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Boone is estimated at 44.9 percent—approximately 3,702 people living in Boone work in other communities.

Most of those who are out commuting are working in Ames and Des Moines, IA.

Over one-fourth (31.3%) of out commuters are likely to change employment (approximately 1,159 people).

52.2% earn an annual salary—median salary is **$77,500/year**
41.3% earn an hourly wage—median wage is **$31.00/hour.**





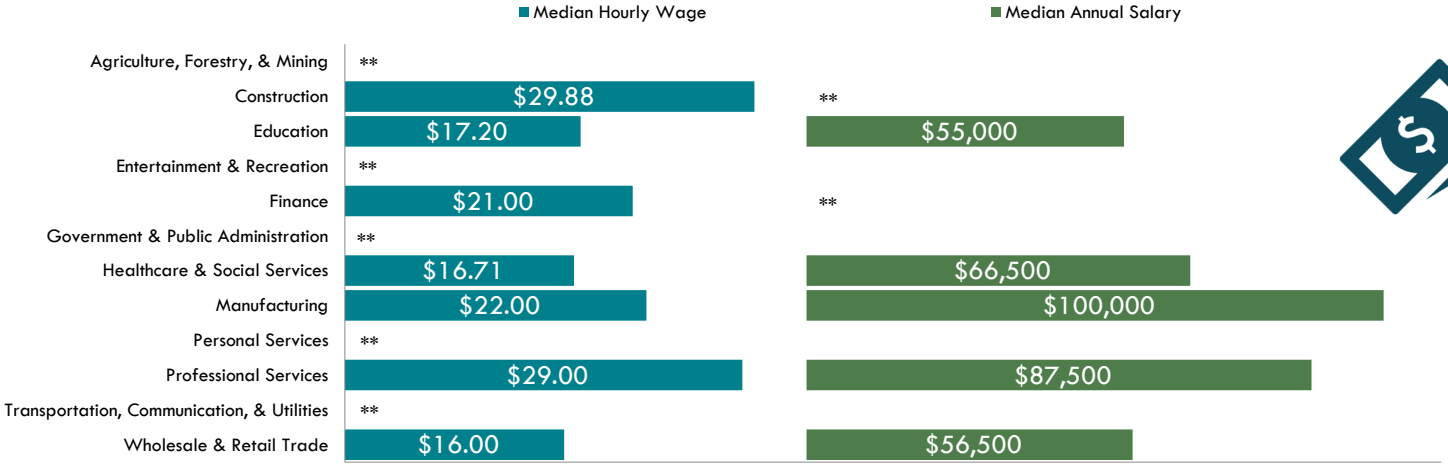
EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	83.3%	16.7%	33.3%	0.0%	33.3%
Construction	70.0%	0.0%	40.0%	20.0%	10.0%
Education	100%	22.7%	0.0%	9.1%	68.2%
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance, & Real Estate	100%	14.3%	0.0%	28.6%	57.1%
Government & Public Administration	83.3%	33.3%	0.0%	16.7%	33.3%
Healthcare & Social Services	90.5%	14.3%	9.5%	4.8%	61.9%
Manufacturing	90.9%	9.1%	9.1%	18.2%	54.5%
Personal Services	**	**	**	**	**
Professional Services	85.7%	14.3%	0.0%	7.1%	64.3%
Transportation, Communication, & Utilities	**	**	**	**	**
Wholesale & Retail Trade	72.2%	38.9%	2.8%	11.1%	19.4%

Top percentages among industries per education level are highlighted in the table. ***Insufficient survey data/refused*

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT



***Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.*

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total
Inadequate Hours	1.8%	349
Low Income	0.2%	39
Mismatch of Skills	11.7%	2,268
†Total	13.0%	2,520

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

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