

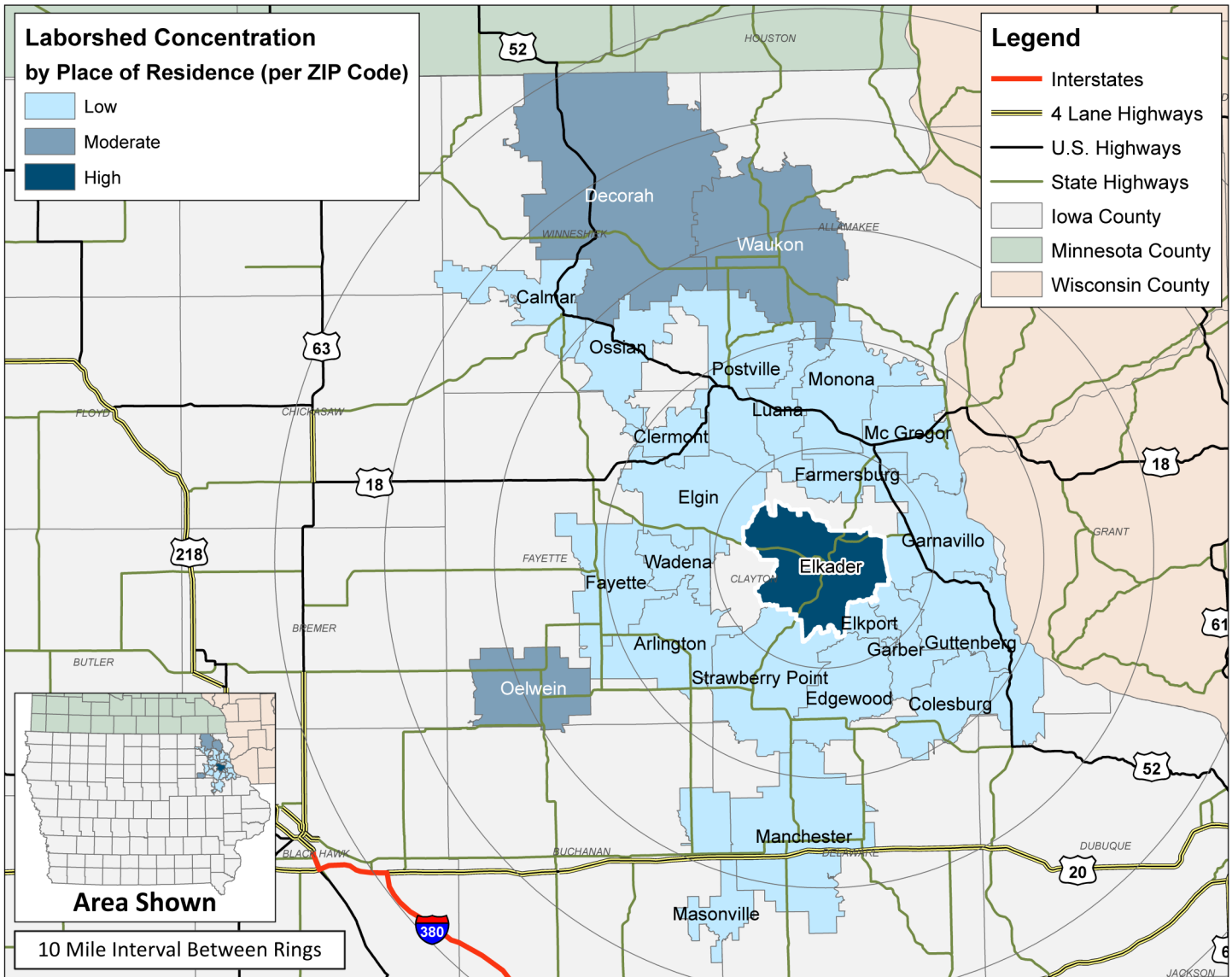
LABOR CHARACTERISTICS

ADVANCED MANUFACTURING



ELKADER, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 17 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- General & Operations Managers - 413
- Sales Representatives - 137
- Stock Clerks & Order Fillers - 274

PRODUCTION:

- Assemblers & Fabricators - 138
- Computer Numerically Controlled Machine Tool Programmers - 139
- Electricians - 414
- Industrial Engineers - 136
- Industrial Production Managers - 135
- Inspectors, Testers, Sorters, Samplers, & Weighers - 277
- Machinists - 140
- Maintenance & Repair Workers, General - 275
- Multiple Machine Tool Setters & Operators - 691
- Production Workers, All Other - 2,625
- Supervisors of Mechanics, Installers, & Repairers - 553
- Supervisors of Production & Operating Workers - 276
- Team Assemblers - 690
- Welders, Cutters, Solderers, & Brazers - 692

MATERIAL MOVERS:

- Supervisors of Transportation Workers - 415
- Heavy & Tractor-Trailer Truck Drivers - 1,934
- Industrial Truck & Tractor Operators - 141
- Laborers & Freight, Stock, & Material Movers, Hand - 278
- Packers & Packagers, Hand - 142

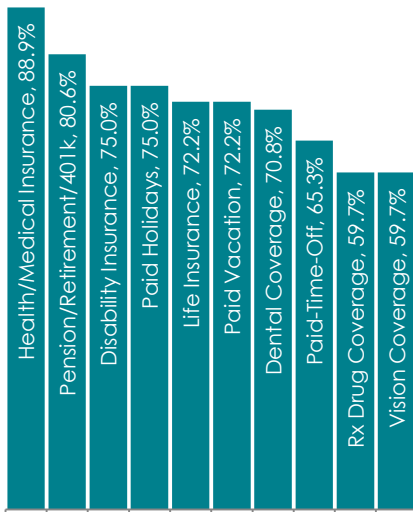
**AN ESTIMATED TOTAL OF
10,915 PEOPLE IN THE LABORSHED AREA**

UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

- Total Underemployment - 11.4% (134)
- Low hours - 3.8% (45)
- Mismatch of skills - 8.9% (104)
- Low income - 0.0%

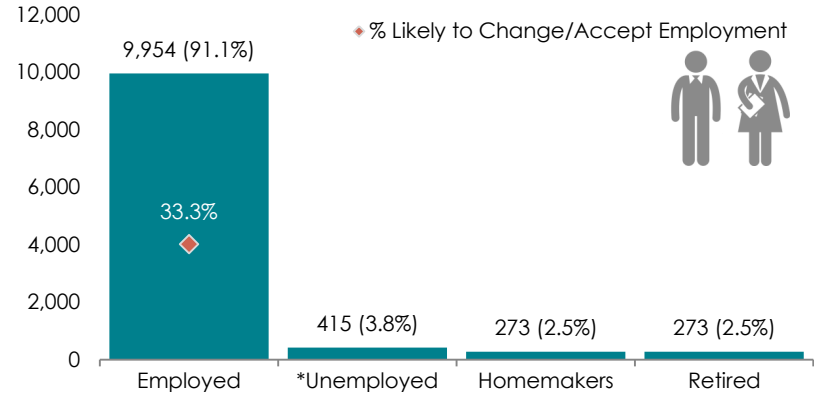
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



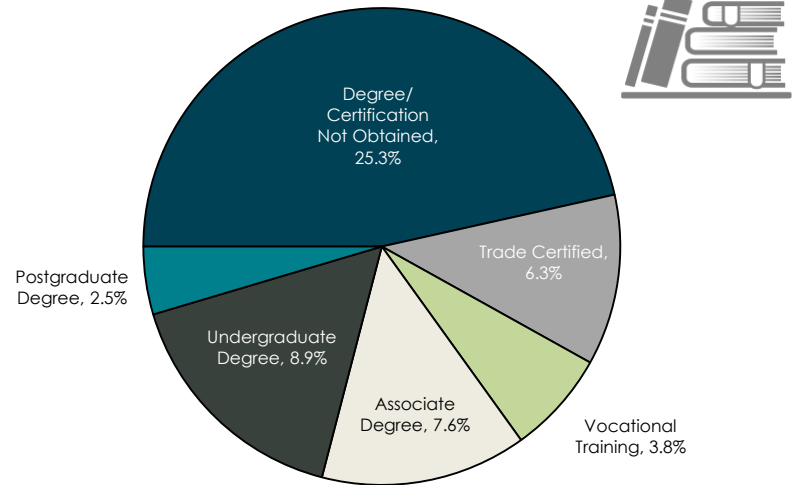
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 70.9% paid an hourly wage
- 90.9% are/were employed full-time
- 9.1% are/were employed part-time
- 26.4% hold two or more jobs
- Currently working an average of 50 hours/week

EDUCATIONAL LEVEL:

(54.4% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 63.0%
 - www.indeed.com
 - www.facebook.com
 - www.monster.com
- Newspapers - 35.6%
- Networking through friends, family or acquaintances - 30.1%
- IowaWORKS Centers - 9.6%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 89.3%
- Job teams - 84.6%
- Job sharing - 50.0%
- Varied shifts - 39.3%
- Seasonal work - 50.0%
- Temporary work - 46.2%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$27.45	\$19.01	\$31.67	\$26.23	\$57,093
Architectural and Engineering Managers	11-9041	\$58.48	\$44.81	\$65.31	\$49.21	\$121,632
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.77	\$11.33	\$19.49	\$16.10	\$34,886
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$15.60	\$12.56	\$17.11	\$15.14	\$32,441
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$17.65	\$14.79	\$19.08	\$17.56	\$36,710
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$13.27	\$9.08	\$15.36	\$11.03	\$27,602
Customer Service Representatives	43-4051	\$20.48	\$11.99	\$24.73	\$16.24	\$42,606
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$16.76	\$14.41	\$17.94	\$17.27	\$34,867
Electricians	47-2111	\$21.52	\$14.97	\$24.79	\$20.39	\$44,756
Executive Secretaries and Executive Administrative Assistants	43-6011	\$20.46	\$14.01	\$23.69	\$18.58	\$42,557
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	\$18.07	\$16.94	\$18.64	\$18.05	\$37,592
Financial Managers	11-3031	\$46.46	\$30.78	\$54.31	\$38.37	\$96,646
First-Line Supervisors of Production and Operating Workers	51-1011	\$25.76	\$18.67	\$29.31	\$22.88	\$53,589
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	\$21.25	\$16.48	\$23.63	\$20.80	\$44,197
General and Operations Managers	11-1021	\$35.22	\$13.70	\$45.98	\$29.98	\$73,260
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$16.15	\$13.56	\$17.44	\$16.32	\$33,585
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$17.92	\$12.33	\$20.72	\$16.42	\$37,276
Helpers--Production Workers	51-9198	\$12.38	\$10.04	\$13.55	\$12.20	\$25,748
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$16.63	\$11.40	\$19.25	\$14.95	\$34,599
Human Resources Managers	11-3121	\$52.36	\$33.47	\$61.80	\$39.47	\$108,908
Human Resources Specialists	13-1071	\$31.50	\$17.80	\$38.36	\$26.55	\$65,528
Industrial Engineers	17-2112	\$63.22	\$26.61	\$81.53	\$35.56	\$131,504
Industrial Machinery Mechanics	49-9041	\$22.54	\$17.20	\$25.21	\$22.39	\$46,875
Industrial Production Managers	11-3051	\$46.76	\$26.77	\$56.75	\$35.65	\$97,252
Industrial Truck and Tractor Operators	53-7051	\$16.13	\$12.87	\$17.76	\$15.98	\$33,550
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$18.90	\$12.73	\$21.98	\$17.85	\$39,305
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.65	\$9.58	\$17.19	\$14.59	\$30,482
Light Truck or Delivery Services Drivers	53-3033	\$22.75	\$11.61	\$28.32	\$16.00	\$47,321
Machinists	51-4041	\$18.27	\$15.24	\$19.78	\$18.06	\$37,992
Mechanical Drafters	17-3013	\$37.13	\$15.71	\$47.83	\$21.98	\$77,226
Mechanical Engineering Technicians	17-3027	\$23.52	\$20.89	\$24.83	\$22.38	\$48,921
Mechanical Engineers	17-2141	\$35.81	\$25.45	\$40.99	\$30.12	\$74,492
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$15.69	\$13.38	\$16.84	\$15.38	\$32,629
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$24.62	\$19.11	\$27.37	\$24.90	\$51,204
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$14.78	\$12.01	\$16.16	\$14.59	\$30,733
Painters, Construction and Maintenance	47-2141	\$17.00	\$11.80	\$19.60	\$16.89	\$35,363
Production Workers, All Other	51-9199	\$8.86	\$8.37	\$9.11	\$8.71	\$18,435
Sales Representatives, Services, All Other	41-3099	\$20.31	\$9.77	\$25.58	\$17.49	\$42,239
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$14.12	\$9.25	\$16.55	\$13.98	\$29,372
Shipping, Receiving, and Traffic Clerks	43-5071	\$18.02	\$13.85	\$20.10	\$18.46	\$37,475
Structural Metal Fabricators and Fitters	51-2041	\$17.27	\$15.79	\$18.00	\$17.38	\$35,913
Water and Wastewater Treatment Plant and System Operators	51-8031	\$13.29	\$8.45	\$15.71	\$9.83	\$27,640
Welders, Cutters, Solderers, and Brazers	51-4121	\$17.74	\$15.45	\$18.88	\$17.65	\$36,899

The 2018 Iowa Wage data for the Elkader Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2017 OES estimates. Additional occupational wage and employment data can be found at <https://www.iowaworkforcedevelopment.gov/iawagereport>.

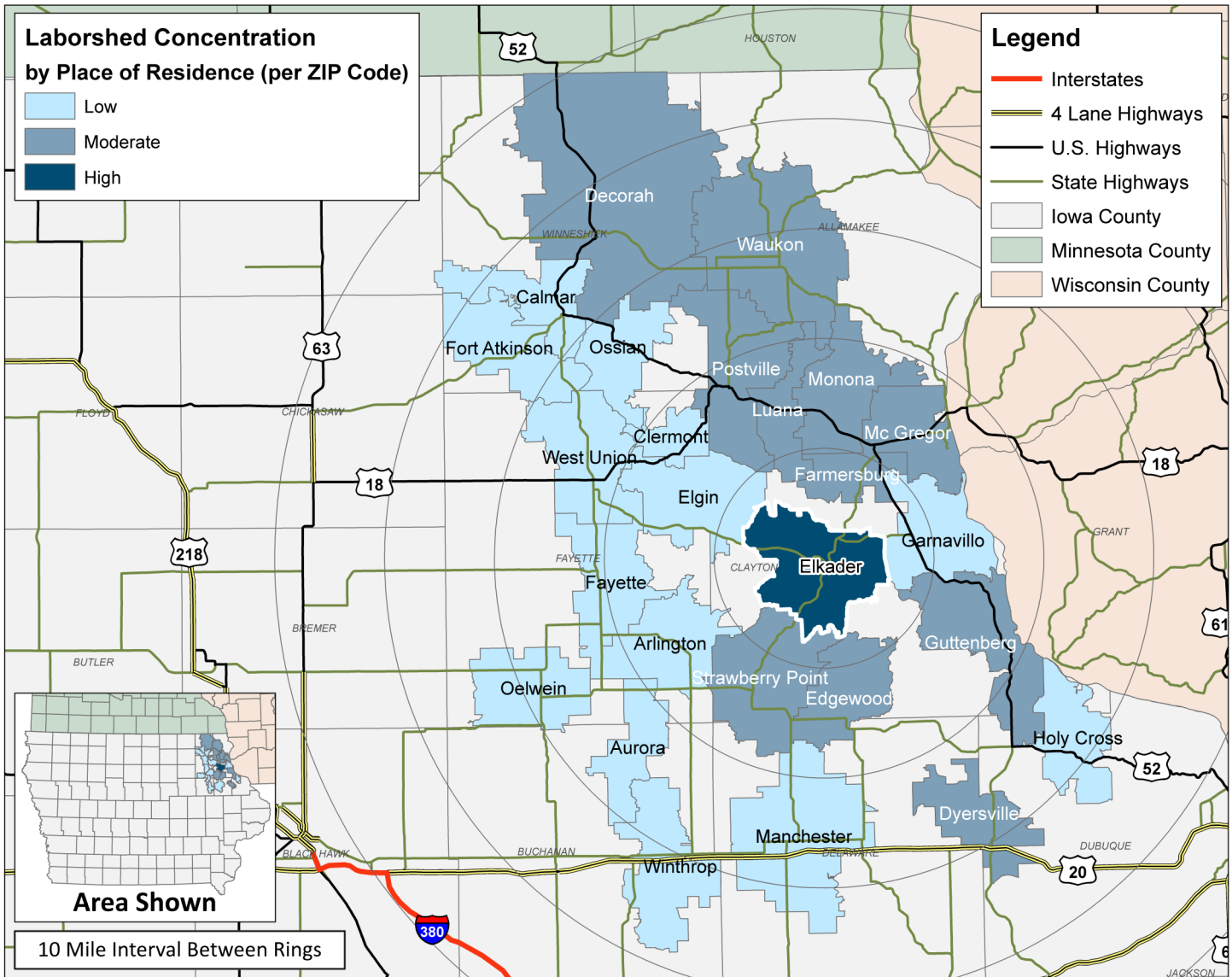
LABOR CHARACTERISTICS

BIOTECHNOLOGY



ELKADER, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 18 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 27 miles one way for the right employment opportunity.

LABOR CHARACTERISTICS



BIOTECHNOLOGY

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Farmers, Ranchers, & Other Agricultural Managers - 2,345
- Agricultural Inspectors - 276
- Compliance Officers - 272
- Dietetic Technicians - 142
- Dietitians & Nutritionists - 274
- Environmental Science & Protection Technicians - 139
- Inspectors, Testers, Sorters, Samplers, & Weighers - 278
- Life, Physical, & Social Science Technicians - 140
- Market Research Analysts & Marketing Specialists - 273
- Medical & Clinical Laboratory Technicians - 275
- Paralegals & Legal Assistants - 141
- Pharmacy Technicians - 143
- Registered Nurses - 1,795
- Social Science Research Assistants - 138

PRODUCTION:

- Supervisors of Farming, Fishing, & Forestry Workers - 144
- Supervisors of Production & Operating Workers - 277
- Bakers - 145
- Conservation Scientists - 136
- Engineering Technicians - 134
- Engineers, All Other - 133
- Environmental Scientists & Specialists - 137
- Industrial Engineers - 132
- Installation, Maintenance, & Repair Workers - 414
- Production Workers, All Other - 2,623
- Soil & Plant Scientists - 135

MATERIAL MOVERS:

- Laborers & Freight, Stock, & Material Movers, Hand - 279

**AN ESTIMATED TOTAL OF
11,320 PEOPLE IN THE LABORSHED AREA**

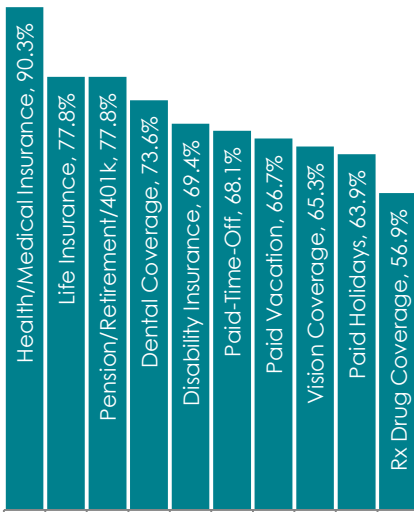
UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

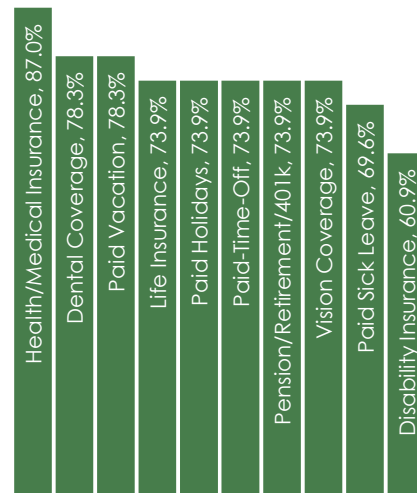
Total Underemployment - 8.5% (103)

- Low hours - 3.7% (45)
- Mismatch of skills - 6.1% (74)
- Low income - 0.0%

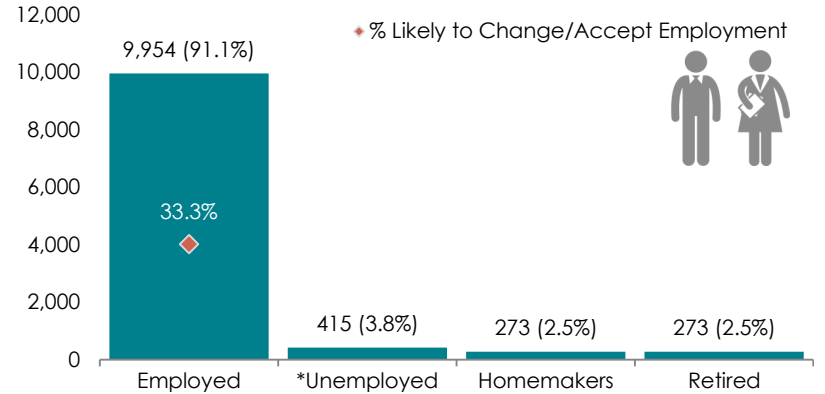
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



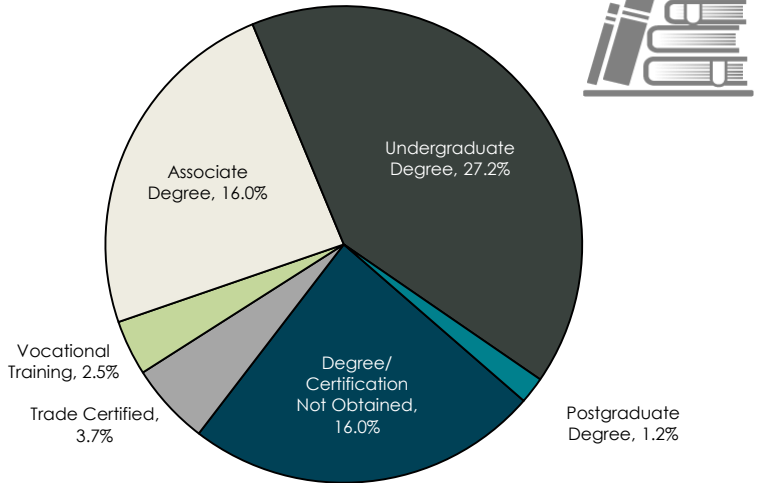
**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

EMPLOYMENT STATS:

- 60.5% paid an hourly wage
- 84.1% are/were employed full-time
- 15.9% are/were employed part-time
- 32.0% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(66.6% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 57.3%
 - www.indeed.com
 - www.linkedin.com
 - www.facebook.com
- Newspapers - 38.7%
- Networking through friends, family or acquaintances - 26.7%
- IowaWORKS Centers - 9.3%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 72.7%
- Job teams - 71.4%
- Job sharing - 45.0%
- Varied shifts - 31.8%
- Seasonal work - 38.1%
- Temporary work - 35.0%



LABOR CHARACTERISTICS



BIOTECHNOLOGY

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Agricultural Inspectors	45-2011	\$25.29	\$21.54	\$27.16	\$25.27	\$52,600
Agricultural Workers, All Other	45-2099	\$10.74	\$8.49	\$11.86	\$9.63	\$22,339
Architectural and Engineering Managers	11-9041	\$58.48	\$44.81	\$65.31	\$49.21	\$121,632
Bakers	51-3011	\$10.97	\$8.52	\$12.20	\$10.49	\$22,826
Butchers and Meat Cutters	51-3021	\$12.36	\$9.37	\$13.86	\$12.00	\$25,714
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.80	\$21.73	\$32.33	\$28.50	\$59,894
Computer and Information Systems Managers	11-3021	\$45.25	\$34.26	\$50.75	\$43.64	\$94,121
Conservation Scientists	19-1031	\$29.34	\$19.23	\$34.39	\$28.08	\$61,022
Dietitians and Nutritionists	29-1031	\$25.45	\$20.56	\$27.90	\$23.31	\$52,939
Environmental Scientists and Specialists, Including Health	19-2041	\$28.99	\$21.12	\$32.92	\$31.02	\$60,296
First-Line Supervisors of Production and Operating Workers	51-1011	\$25.76	\$18.67	\$29.31	\$22.88	\$53,589
Food Batchmakers	51-3092	\$10.63	\$8.08	\$11.90	\$9.06	\$22,106
Industrial Engineers	17-2112	\$63.22	\$26.61	\$81.53	\$35.56	\$131,504
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$18.90	\$12.73	\$21.98	\$17.85	\$39,305
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.65	\$9.58	\$17.19	\$14.59	\$30,482
Licensed Practical and Licensed Vocational Nurses	29-2061	\$19.65	\$16.86	\$21.04	\$19.90	\$40,864
Maintenance and Repair Workers, General	49-9071	\$16.99	\$12.28	\$19.35	\$16.69	\$35,345
Market Research Analysts and Marketing Specialists	13-1161	\$29.40	\$15.61	\$36.30	\$23.71	\$61,154
Pharmacy Technicians	29-2052	\$14.61	\$11.69	\$16.08	\$14.55	\$30,399
Production Workers, All Other	51-9199	\$8.86	\$8.37	\$9.11	\$8.71	\$18,435
Registered Nurses	29-1141	\$25.25	\$20.54	\$27.60	\$24.28	\$52,515
Water and Wastewater Treatment Plant and System Operators	51-8031	\$13.29	\$8.45	\$15.71	\$9.83	\$27,640

The 2018 Iowa Wage data for the Elkader Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2017 OES estimates. Additional occupational wage and employment data can be found at <https://www.iowaworkforcedevelopment.gov/iawagereport>.

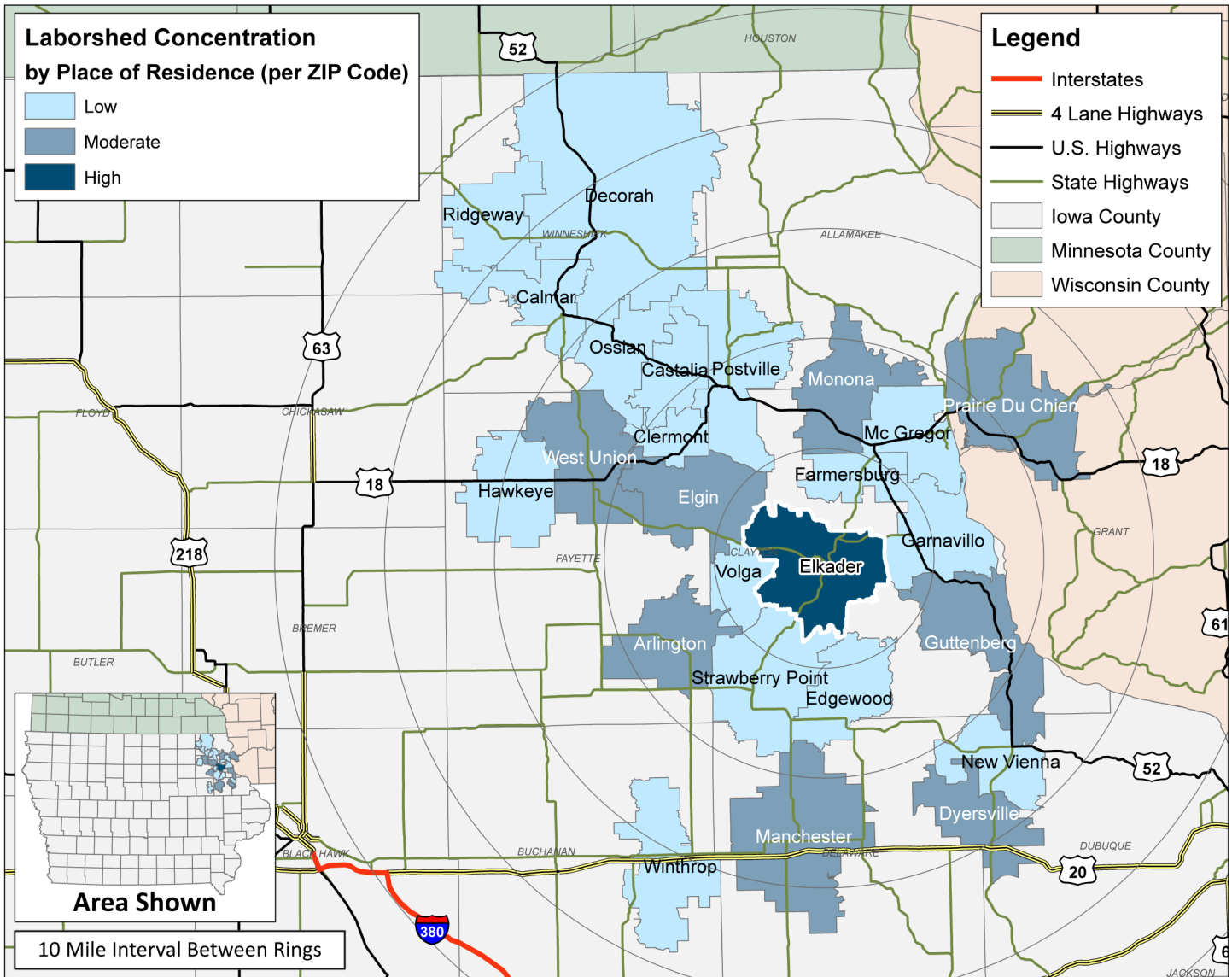
LABOR CHARACTERISTICS

FINANCIAL SERVICES



ELKADER, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 24 miles one way for the right employment opportunity.

LABOR CHARACTERISTICS



FINANCIAL SERVICES

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Chief Executives - 3,605
- Administrative Services Managers - 131
- General & Operations Managers - 413
- Sales Managers - 414
- Supervisors of Office & Administrative Support Workers - 693
- Accountants & Auditors - 555
- Appraisers & Assessors of Real Estate - 132
- Bill & Account Collectors - 143
- Bookkeeping, Accounting, & Auditing Clerks - 556
- Business Operations Specialists, All Other - 692
- Compliance Officers - 276
- Credit Authorizers, Checkers, & Clerks - 145
- Customer Service Representatives - 971
- Financial Specialists, All Other - 134
- Insurance Sales Agents - 142
- Janitors & Cleaners - 417
- Landscaping & Groundskeeping Workers - 141
- Maintenance & Repair Workers, General - 278
- Management Analysts - 416
- Market Research Analysts & Marketing Specialists - 277
- Office Clerks, General - 694
- Paralegals & Legal Assistants - 140
- Personal Financial Advisors - 133
- Tellers - 144

COMPUTER:

- Computer Network Support Specialists - 138
- Computer Occupations, All Other - 139
- Computer Systems Analysts - 135
- Network & Computer Systems Administrators - 137
- Web Developers - 136

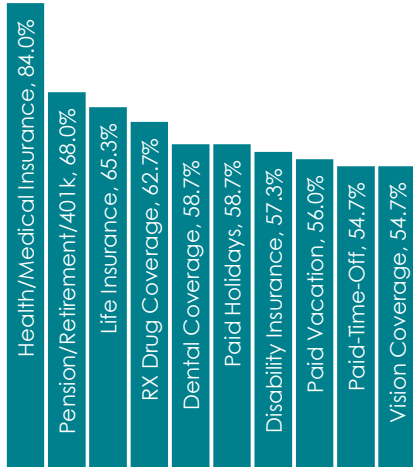
**AN ESTIMATED TOTAL OF
12,327 PEOPLE IN THE LABORSHED AREA**

UNDEREMPLOYMENT (ESTIMATED):

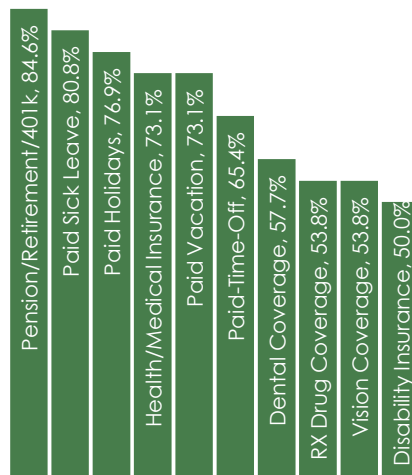
(Individuals counted only once when estimating Total Underemployment.)

- Total Underemployment - 4.5% (60)
- Low hours - 0.0%
- Mismatch of skills - 4.5% (60)
- Low income - 0.0%

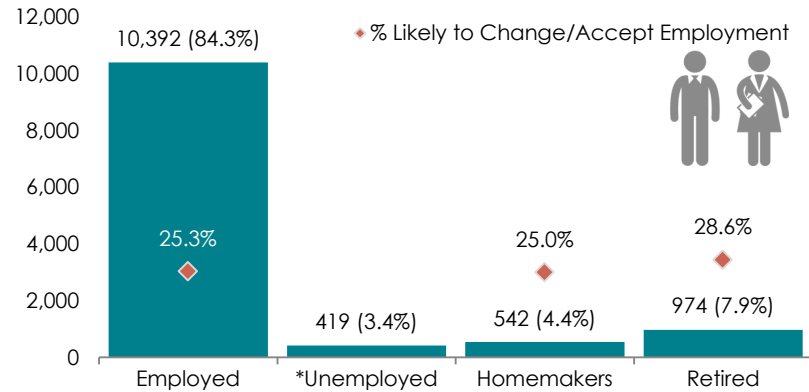
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



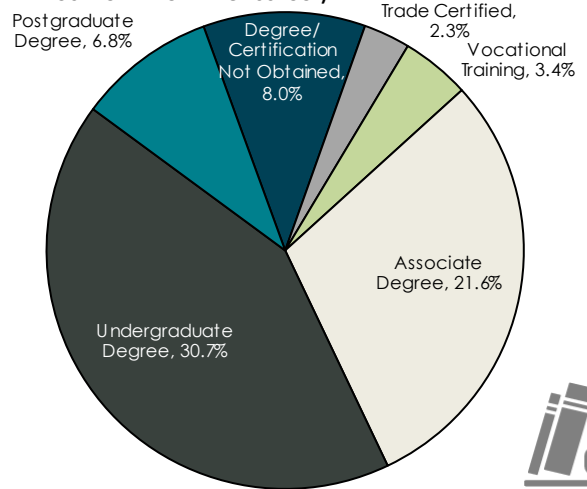
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 42.0% paid an hourly wage
- 88.8% are/were employed full-time
- 11.2% are/were employed part-time
- 22.7% hold two or more jobs
- Currently working an average of 46 hours/week

EDUCATIONAL LEVEL:

(72.8% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 60.3%
 - www.indeed.com
 - www.linkedin.com
 - www.facebook.com
- Networking through friends, family or acquaintances - 34.6%
- Newspapers - 28.2%
- IowaWORKS Centers - 11.5%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 76.2%
- Job teams - 76.2%
- Job sharing - 39.1%
- Varied shifts - 27.3%
- Seasonal work - 36.4%
- Temporary work - 36.4%



LABOR CHARACTERISTICS



FINANCIAL SERVICES

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$27.45	\$19.01	\$31.67	\$26.23	\$57,093
Appraisers and Assessors of Real Estate	13-2021	\$22.76	\$15.99	\$26.14	\$23.98	\$47,341
Billing and Posting Clerks and Machine Operators	43-3021	\$17.88	\$13.60	\$20.02	\$17.10	\$37,190
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.77	\$11.33	\$19.49	\$16.10	\$34,886
Business Operations Specialists, All Other	13-1199	\$21.52	\$14.25	\$25.16	\$19.01	\$44,768
Chief Executives	11-1011	\$62.40	\$12.25	\$87.48	\$66.75	\$129,791
Claims Adjusters, Examiners, and Investigators	13-1031	\$20.89	\$12.05	\$25.30	\$20.80	\$43,441
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.80	\$21.73	\$32.33	\$28.50	\$59,894
Computer and Information Systems Managers	11-3021	\$45.25	\$34.26	\$50.75	\$43.64	\$94,121
Computer Network Architects	15-1143	\$34.24	\$27.99	\$37.36	\$33.60	\$71,216
Computer Occupations, All Other	15-1199	\$18.64	\$8.88	\$23.52	\$14.68	\$38,766
Computer Programmers	15-1131	\$28.42	\$20.00	\$32.64	\$24.81	\$59,121
Computer User Support Specialists	15-1151	\$22.32	\$16.92	\$25.02	\$22.05	\$46,418
Cost Estimators	13-1051	\$36.57	\$18.65	\$45.53	\$34.78	\$76,067
Customer Service Representatives	43-4051	\$20.48	\$11.99	\$24.73	\$16.24	\$42,606
Data Entry Keyers	43-9021	\$13.44	\$11.86	\$14.24	\$13.47	\$27,964
Executive Secretaries and Executive Administrative Assistants	43-6011	\$20.46	\$14.01	\$23.69	\$18.58	\$42,557
Financial Managers	11-3031	\$46.46	\$30.78	\$54.31	\$38.37	\$96,646
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$21.98	\$15.39	\$25.27	\$21.42	\$45,709
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$16.63	\$11.40	\$19.25	\$14.95	\$34,599
Human Resources Managers	11-3121	\$52.36	\$33.47	\$61.80	\$39.47	\$108,908
Human Resources Specialists	13-1071	\$31.50	\$17.80	\$38.36	\$26.55	\$65,528
Information and Record Clerks, All Other	43-4199	\$18.52	\$14.58	\$20.49	\$17.60	\$38,527
Insurance Sales Agents	41-3021	\$20.76	\$11.40	\$25.44	\$20.49	\$43,184
Loan Interviewers and Clerks	43-4131	\$17.46	\$15.69	\$18.35	\$17.31	\$36,316
Loan Officers	13-2072	\$40.91	\$26.71	\$48.01	\$41.22	\$85,091
Management Analysts	13-1111	\$30.91	\$23.44	\$34.65	\$30.94	\$64,300
Managers, All Other	11-9199	\$33.53	\$22.40	\$39.09	\$28.66	\$69,732
Market Research Analysts and Marketing Specialists	13-1161	\$29.40	\$15.61	\$36.30	\$23.71	\$61,154
Network and Computer Systems Administrators	15-1142	\$36.40	\$20.68	\$44.26	\$28.40	\$75,711
Office Clerks, General	43-9061	\$14.23	\$9.28	\$16.71	\$13.75	\$29,607
Receptionists and Information Clerks	43-4171	\$14.93	\$11.93	\$16.43	\$15.31	\$31,054
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$14.12	\$9.25	\$16.55	\$13.98	\$29,372
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$80.41	\$39.59	\$100.82	\$66.11	\$167,251
Tellers	43-3071	\$13.44	\$9.79	\$15.26	\$13.56	\$27,954
Training and Development Specialists	13-1151	\$18.78	\$14.04	\$21.15	\$17.89	\$39,063
Web Developers	15-1134	\$23.01	\$18.42	\$25.30	\$23.87	\$47,855

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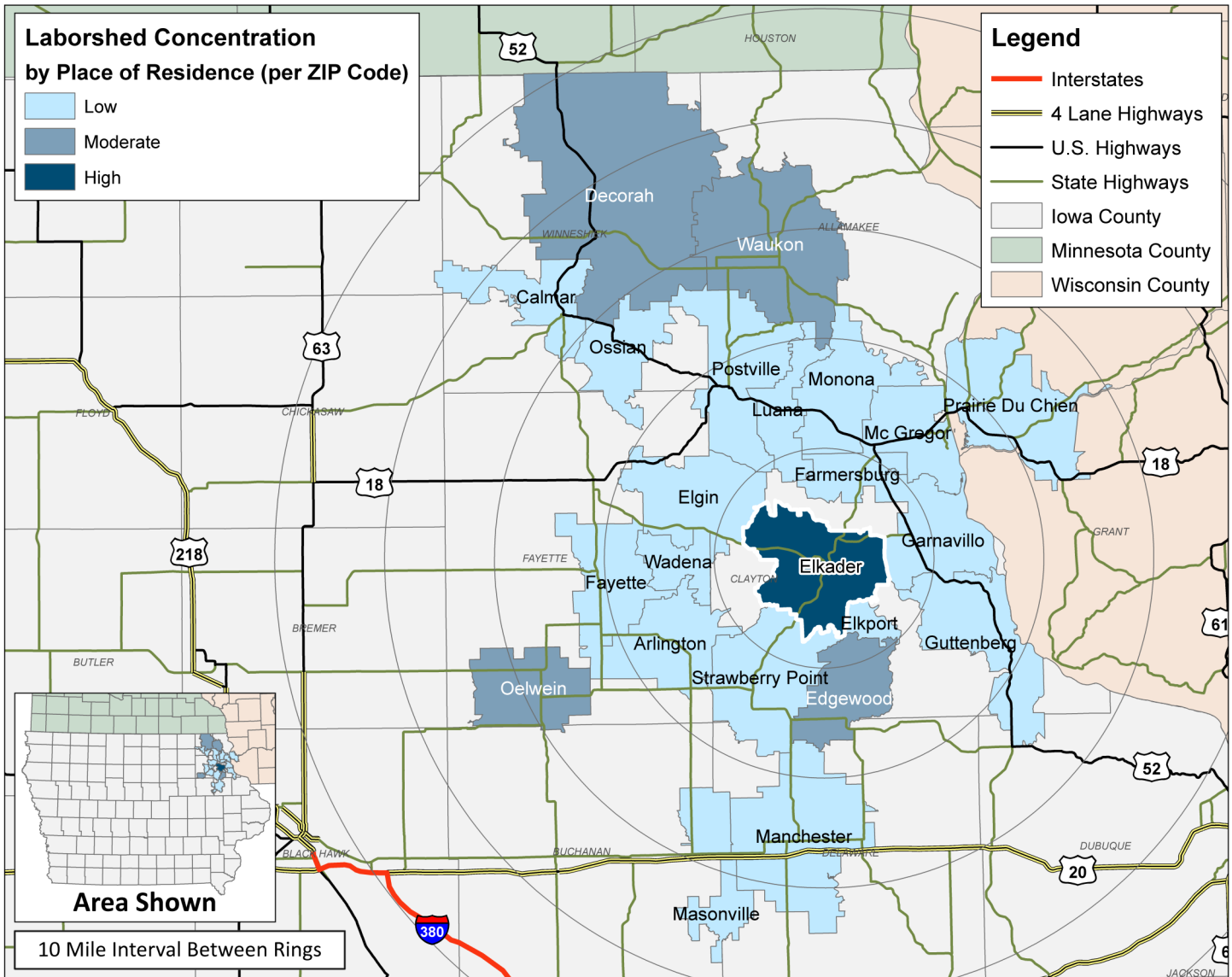
LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION



ELKADER, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 14 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 21 miles one way for the right employment opportunity.

LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- General & Operations Managers - 414
- Janitors & Cleaners - 415
- Sales Representatives - 137
- Stock Clerks & Order Fillers - 275

PRODUCTION:

- Supervisors of Production & Operating Workers - 276
- Industrial Engineers - 136
- Installation, Maintenance, & Repair Workers - 413
- Production Workers, All Other - 2,626

MATERIAL MOVERS:

- Transportation, Storage, & Distribution Managers - 135
- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 416
- Heavy & Tractor-Trailer Truck Drivers - 1,934
- Industrial Truck & Tractor Operators - 138
- Laborers & Freight, Stock, & Material Movers, Hand - 277
- Packers & Packagers, Hand - 139

**AN ESTIMATED TOTAL OF
7,731 PEOPLE IN THE LABORSHED AREA**

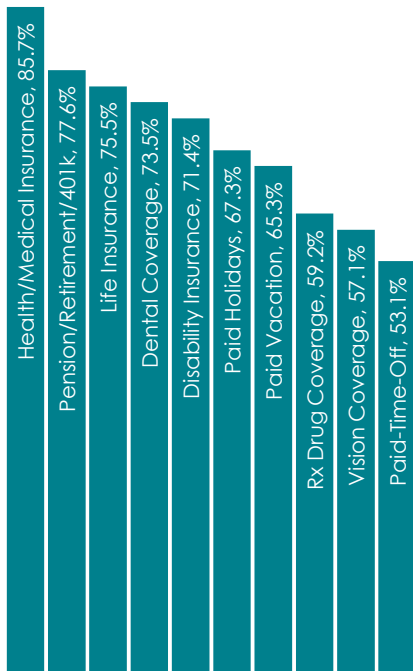
UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

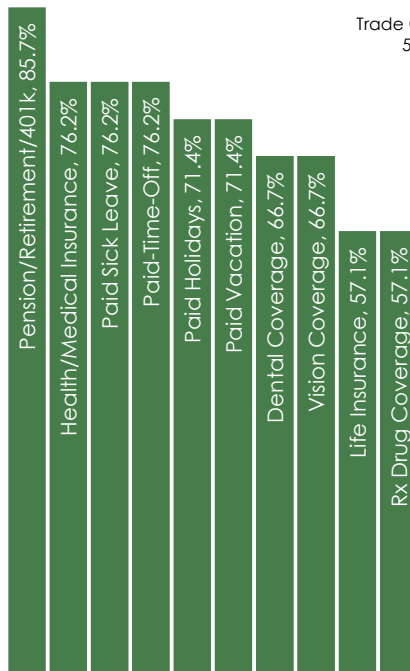
Total Underemployment - 16.1% (134)

- Low hours - 5.4% (45)
- Mismatch of skills - 12.5% (104)
- Low income - 0.0%

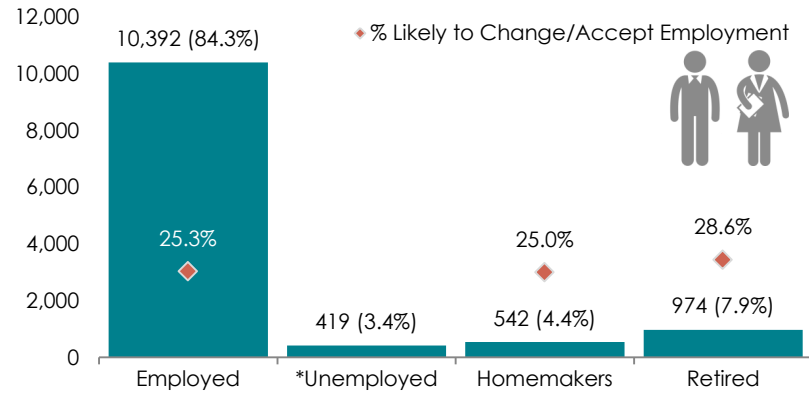
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



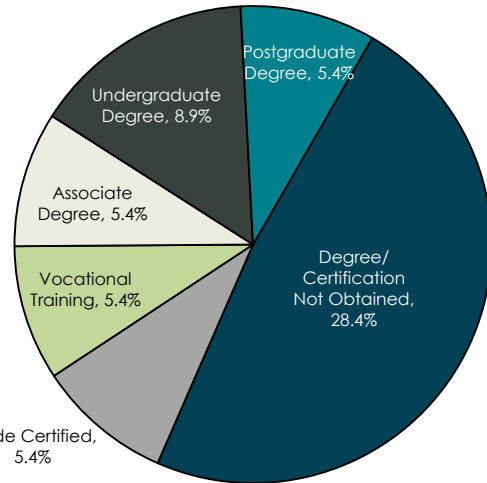
**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

EMPLOYMENT STATS:

- 58.9% paid an hourly wage
- 85.5% are/were employed full-time
- 14.5% are/were employed part-time
- 31.4% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(58.9% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 70.6%
 - www.indeed.com
 - www.facebook.com
 - www.monster.com
- Networking through friends, family or acquaintances - 31.4%
- Newspapers - 31.4%
- IowaWORKS Centers - 13.7%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 85.0%
- Job teams - 84.2%
- Job sharing - 44.4%
- Varied shifts - 35.0%
- Seasonal work - 50.0%
- Temporary work - 50.0%



LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$34.80	\$27.17	\$38.62	\$32.95	\$72,391
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.77	\$11.33	\$19.49	\$16.10	\$34,886
Claims Adjusters, Examiners, and Investigators	13-1031	\$20.89	\$12.05	\$25.30	\$20.80	\$43,441
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.80	\$21.73	\$32.33	\$28.50	\$59,894
Computer and Information Systems Managers	11-3021	\$45.25	\$34.26	\$50.75	\$43.64	\$94,121
Cost Estimators	13-1051	\$36.57	\$18.65	\$45.53	\$34.78	\$76,067
Customer Service Representatives	43-4051	\$20.48	\$11.99	\$24.73	\$16.24	\$42,606
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$24.65	\$18.89	\$27.53	\$26.17	\$51,266
Excavating and Loading Machine and Dragline Operators	53-7032	\$28.91	\$15.04	\$35.85	\$31.02	\$60,139
First-Line Supervisors of Production and Operating Workers	51-1011	\$25.76	\$18.67	\$29.31	\$22.88	\$53,589
General and Operations Managers	11-1021	\$35.22	\$13.70	\$45.98	\$29.98	\$73,260
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$17.92	\$12.33	\$20.72	\$16.42	\$37,276
Helpers--Production Workers	51-9198	\$12.38	\$10.04	\$13.55	\$12.20	\$25,748
Human Resources Specialists	13-1071	\$31.50	\$17.80	\$38.36	\$26.55	\$65,528
Industrial Machinery Mechanics	49-9041	\$22.54	\$17.20	\$25.21	\$22.39	\$46,875
Industrial Production Managers	11-3051	\$46.76	\$26.77	\$56.75	\$35.65	\$97,252
Industrial Truck and Tractor Operators	53-7051	\$16.13	\$12.87	\$17.76	\$15.98	\$33,550
Information and Record Clerks, All Other	43-4199	\$18.52	\$14.58	\$20.49	\$17.60	\$38,527
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.65	\$9.58	\$17.19	\$14.59	\$30,482
Light Truck or Delivery Services Drivers	53-3033	\$22.75	\$11.61	\$28.32	\$16.00	\$47,321
Office Clerks, General	43-9061	\$14.23	\$9.28	\$16.71	\$13.75	\$29,607
Order Clerks	43-4151	\$14.59	\$13.35	\$15.20	\$14.35	\$30,338
Packaging and Filling Machine Operators and Tenders	51-9111	\$13.83	\$11.83	\$14.83	\$13.57	\$28,769
Packers and Packers, Hand	53-7064	\$13.26	\$9.66	\$15.06	\$11.99	\$27,589
Parts Salespersons	41-2022	\$19.94	\$14.00	\$22.91	\$20.73	\$41,469
Production Workers, All Other	51-9199	\$8.86	\$8.37	\$9.11	\$8.71	\$18,435
Production, Planning, and Expediting Clerks	43-5061	\$22.54	\$18.27	\$24.67	\$22.75	\$46,881
Retail Salespersons	41-2031	\$12.96	\$8.60	\$15.14	\$11.10	\$26,955
Sales Representatives, Services, All Other	41-3099	\$20.31	\$9.77	\$25.58	\$17.49	\$42,239
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$31.65	\$13.96	\$40.50	\$26.57	\$65,838
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$40.18	\$30.45	\$45.04	\$40.86	\$83,577
Shipping, Receiving, and Traffic Clerks	43-5071	\$18.02	\$13.85	\$20.10	\$18.46	\$37,475
Stock Clerks and Order Fillers	43-5081	\$11.90	\$8.58	\$13.56	\$10.72	\$24,746
Transportation, Storage, and Distribution Managers	11-3071	\$28.38	\$17.03	\$34.06	\$27.51	\$59,034

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