

LABOR CHARACTERISTICS

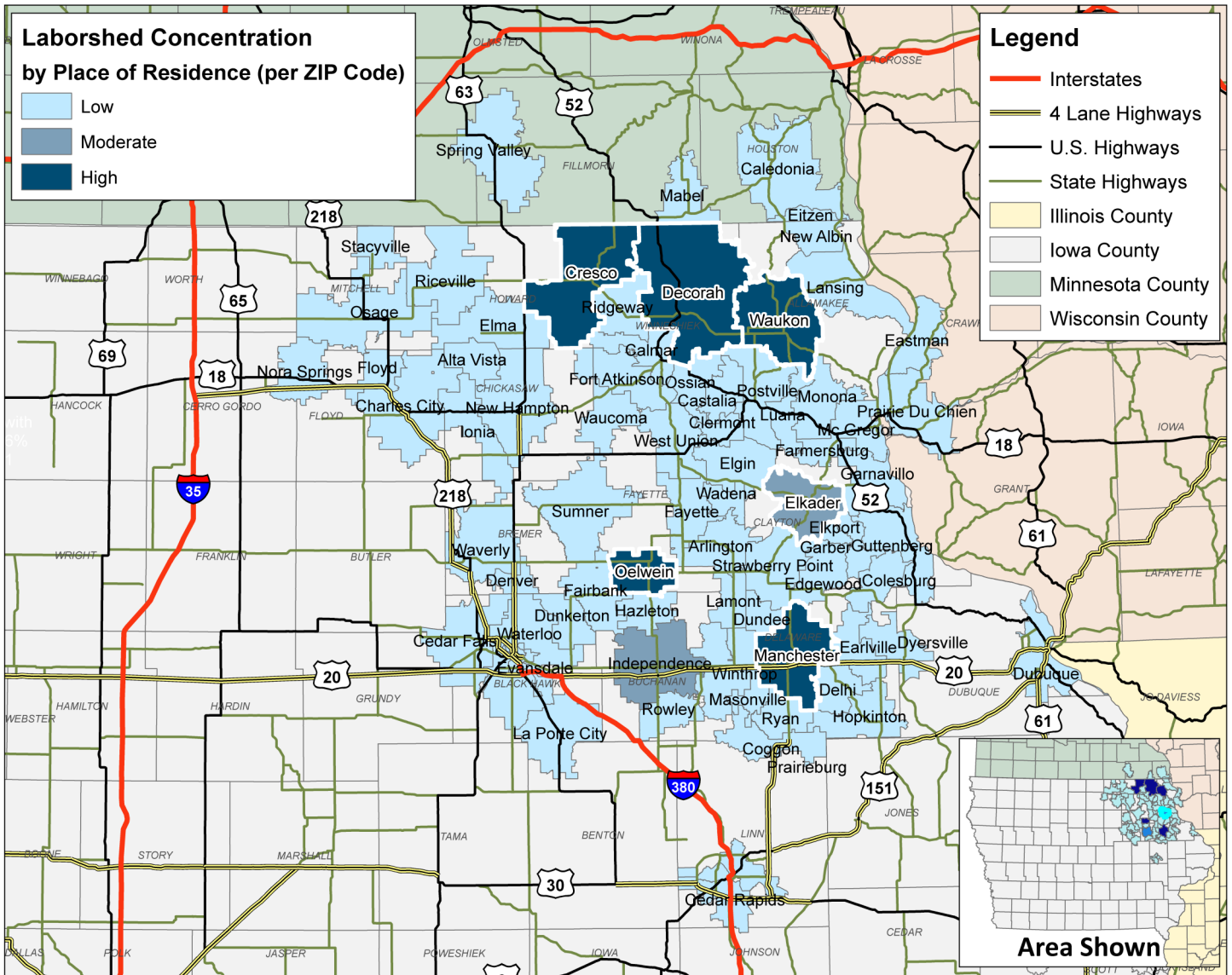
ADVANCED MANUFACTURING

NORTHEAST IOWA



BUSINESS NETWORK 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 13 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 25 miles one way for the right employment opportunity.



Data compiled and analyzed by:
 Iowa Workforce Development
 Labor Market Information Division
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 www.iowalmi.gov



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- General & Operations Managers - 2,848
- Inspectors & Testers - 1,661
- Production, Planning, & Expediting Clerks - 236
- Sales Representatives - 2,373
- Shipping, Receiving, & Traffic Clerks - 711
- Stock Clerks & Order Fillers - 1,899

PRODUCTION:

- Industrial Production Managers - 710
- Supervisors of Mechanics, Installers, & Repairers - 2,136
- Supervisors of Production & Operating Workers - 3,559
- Assemblers & Fabricators - 475
- CNC Tool Programmers - 713
- Cutting, Punching, & Press Machine Operators - 476
- Electrical & Electronic Engineering Technicians - 235
- Electricians - 1,900
- Foundry Mold & Coremakers - 237
- Grinding & Polishing Workers - 714
- Industrial Engineers - 234
- Industrial Machinery Mechanics - 712
- Machinists - 1,186
- Maintenance & Repair Workers, General - 2,374
- Mechanical Drafters - 473
- Multiple Machine Tool Setters & Operators - 3,323
- Production Workers, All Other - 21,207
- Structural Metal Fabricators & Fitters - 474
- Team Assemblers - 3,322
- Tool & Die Makers - 238
- Welders, Cutters, Solderers, & Brazers - 3,799

MATERIAL MOVERS:

- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 1,424
- Heavy & Tractor-Trailer Truck Drivers - 16,612
- Industrial Truck & Tractor Operators - 1,187
- Laborers & Freight, Stock, & Material Movers, Hand - 2,849
- Light Truck or Delivery Services Drivers - 949
- Packers & Packagers, Hand - 2,611

**AN ESTIMATED TOTAL OF
83,857 PEOPLE IN THE LABORSHED AREA**

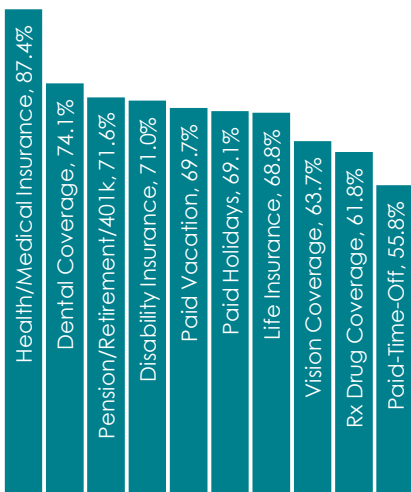
UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

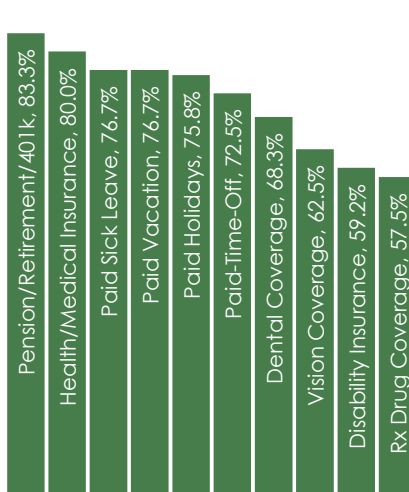
Total Underemployment - 5.4%

- Low hours - 1.4%
- Mismatch of skills - 4.2%
- Low income - 0.0%

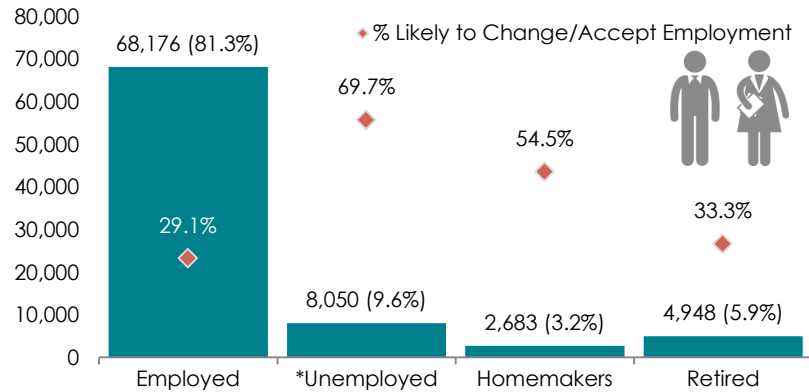
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



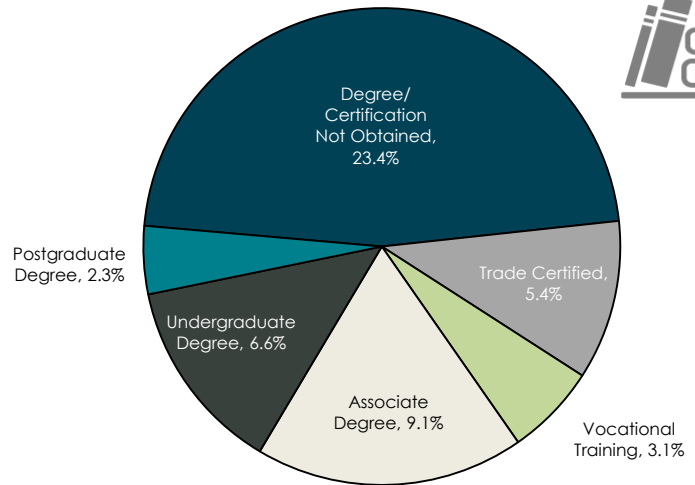
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 77.1% paid an hourly wage
- 91.5% are/were employed full-time
- 8.5% are/were employed part-time
- 18.9% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(49.9% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 57.5%
 - www.indeed.com
 - www.iowajobs.org
- Newspapers - 34.1%
 - The Standard - Waukon
 - The Gazette-Cedar Rapids
 - The Decorah Journal
- Networking through friends, family or acquaintances - 30.0%
- IowaWORKS Centers - 19.1%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 75.7%
- Cross-training - 72.4%
- Varied shifts - 43.5%
- Job sharing - 37.6%
- Seasonal work - 47.5%
- Temporary work - 47.0%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Architectural and Civil Drafters	17-3011	\$27.18	\$18.39	\$31.57	\$25.72	\$56,527
Architectural and Engineering Managers	11-9041	\$60.49	\$48.04	\$66.72	\$59.29	\$125,819
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$16.17	\$13.12	\$17.70	\$16.09	\$33,632
Compensation and Benefits Managers	11-3111	\$48.99	\$32.71	\$57.13	\$44.99	\$101,896
Computer Hardware Engineers	17-2061	\$50.74	\$31.06	\$60.58	\$45.70	\$105,544
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	\$22.35	\$15.52	\$25.77	\$21.10	\$46,486
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$18.48	\$15.24	\$20.10	\$18.37	\$38,430
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	\$31.01	\$24.29	\$34.37	\$30.53	\$64,504
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$16.77	\$11.72	\$19.29	\$16.94	\$34,876
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$18.49	\$14.10	\$20.69	\$19.40	\$38,462
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$16.57	\$12.12	\$18.80	\$16.92	\$34,469
Drafters, All Other	17-3019	\$22.23	\$16.89	\$24.90	\$20.74	\$46,231
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$19.53	\$13.65	\$22.47	\$17.33	\$40,630
Electrical and Electronics Drafters	17-3012	\$26.92	\$18.77	\$31.00	\$27.20	\$55,996
Electrical and Electronics Engineering Technicians	17-3023	\$29.21	\$20.98	\$33.33	\$29.17	\$60,764
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$26.05	\$19.83	\$29.16	\$26.97	\$54,178
Electrical Engineers	17-2071	\$43.35	\$32.91	\$48.56	\$42.92	\$90,164
Electricians	47-2111	\$25.17	\$16.51	\$29.50	\$25.02	\$52,350
Electro-Mechanical Technicians	17-3024	\$26.91	\$20.79	\$29.97	\$25.44	\$55,974
Electronics Engineers, Except Computer	17-2072	\$40.41	\$32.53	\$44.34	\$40.81	\$84,043
Engineering Technicians, Except Drafters, All Other	17-3029	\$24.91	\$20.03	\$27.34	\$23.92	\$51,804
Engineers, All Other	17-2199	\$31.76	\$19.40	\$37.94	\$31.84	\$66,066
Etchers and Engravers	51-9194	\$17.57	\$10.93	\$20.89	\$12.78	\$36,544
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	\$19.51	\$13.15	\$22.69	\$18.85	\$40,585
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	\$16.94	\$13.74	\$18.53	\$17.04	\$35,225
Financial Managers	11-3031	\$53.20	\$29.67	\$64.96	\$48.22	\$110,649
First-Line Supervisors of Production and Operating Workers	51-1011	\$28.37	\$19.53	\$32.79	\$26.18	\$59,003
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	\$21.45	\$16.66	\$23.85	\$21.25	\$44,617
General and Operations Managers	11-1021	\$46.08	\$20.60	\$58.82	\$37.73	\$95,845
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	\$18.38	\$14.76	\$20.19	\$18.68	\$38,231
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.38	\$14.10	\$23.52	\$19.07	\$42,391
Helpers--Production Workers	51-9198	\$13.26	\$10.51	\$14.63	\$12.69	\$27,578
Industrial Engineering Technicians	17-3026	\$24.90	\$19.47	\$27.62	\$24.52	\$51,795
Industrial Engineers	17-2112	\$40.95	\$28.94	\$46.96	\$36.94	\$85,173
Industrial Machinery Mechanics	49-9041	\$26.96	\$19.57	\$30.65	\$27.21	\$56,069
Industrial Production Managers	11-3051	\$46.17	\$30.79	\$53.86	\$42.68	\$96,036
Industrial Truck and Tractor Operators	53-7051	\$17.60	\$14.42	\$19.19	\$17.28	\$36,613
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$21.60	\$13.65	\$25.58	\$19.33	\$44,925
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$15.15	\$10.10	\$17.68	\$14.86	\$31,513
Light Truck or Delivery Services Drivers	53-3033	\$16.65	\$10.15	\$19.90	\$14.95	\$34,634
Machinists	51-4041	\$20.00	\$15.91	\$22.04	\$19.49	\$41,591
Maintenance Workers, Machinery	49-9043	\$17.29	\$15.00	\$18.43	\$17.08	\$35,958
Materials Engineers	17-2131	\$59.96	\$32.86	\$73.51	\$45.59	\$124,715
Mechanical Drafters	17-3013	\$25.81	\$16.82	\$30.30	\$24.78	\$53,676
Mechanical Engineering Technicians	17-3027	\$25.70	\$20.12	\$28.48	\$24.92	\$53,449
Mechanical Engineers	17-2141	\$35.45	\$25.53	\$40.41	\$34.05	\$73,739
Millwrights	49-9044	\$25.06	\$18.15	\$28.52	\$24.88	\$52,131
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$18.70	\$13.87	\$21.11	\$17.60	\$38,890
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	\$17.54	\$15.33	\$18.64	\$17.45	\$36,484
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$17.29	\$12.30	\$19.79	\$16.91	\$35,967
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$17.70	\$14.69	\$19.21	\$17.60	\$36,818
Production Workers, All Other	51-9199	\$13.73	\$9.16	\$16.02	\$13.59	\$28,556
Sheet Metal Workers	47-2211	\$19.94	\$14.39	\$22.72	\$18.80	\$41,481
Structural Metal Fabricators and Fitters	51-2041	\$17.36	\$14.61	\$18.73	\$17.11	\$36,107
Tool and Die Makers	51-4111	\$21.45	\$15.97	\$24.19	\$21.57	\$44,619
Welders, Cutters, Solderers, and Brazers	51-4121	\$18.53	\$14.89	\$20.35	\$18.18	\$38,544
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$17.66	\$13.28	\$19.86	\$17.75	\$36,739

The 2018 Iowa Wage data for the Northeast Iowa Business Network 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

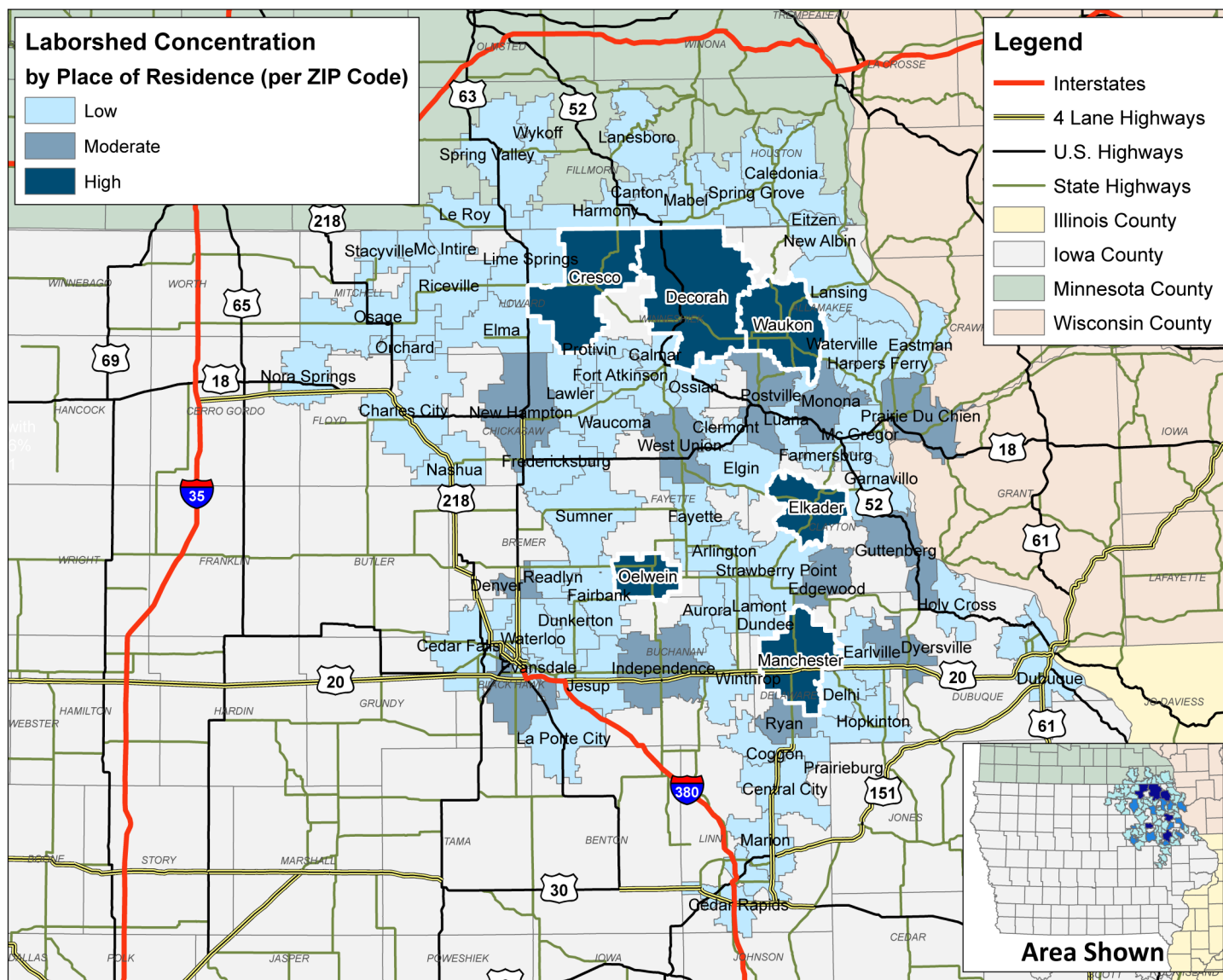
BIOTECHNOLOGY

NORTHEAST IOWA



BUSINESS NETWORK 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 13 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:

- Architectural & Engineering Managers - 471
- Computer & Information Systems Managers - 231
- Agricultural Managers - 13,047
- Healthcare Support Workers, All Other - 239
- Agricultural Inspectors - 477
- Compliance Officers - 472
- Dietetic Technicians - 475
- Dietitians & Nutritionists - 949
- Environmental Engineering Technicians - 233
- Environmental Science & Protection Technicians - 473
- Environmental Scientists & Specialists - 237
- Inspectors & Testers - 1,660
- Legal Assistants - 474
- Licensed Practical & Licensed Vocational Nurses - 713
- Life, Physical, & Social Science Technicians - 711
- Market Research Analysts & Marketing Specialists - 1,423
- Medical & Clinical Laboratory Technicians - 2,372
- Pharmacy Technicians - 1,186
- Registered Nurses - 9,488
- Social Science Research Assistants - 238

PRODUCTION:

- Supervisors of Farming, Fishing, & Forestry Workers - 476
- Supervisors of Production & Operating Workers - 3,558
- Agricultural Workers, All Other - 1,659
- Bakers - 478
- Butchers & Meat Cutters - 479
- Conservation Scientists - 710
- Farmworkers & Laborers - 240
- Engineering Technicians - 234
- Engineers, All Other - 2,135
- Industrial Engineers - 232
- Installation, Maintenance, & Repair Workers - 3,795
- Meat, Poultry, & Fish Cutters & Trimmers - 241
- Medical Scientists - 236
- Physicians & Surgeons - 712
- Production Workers, All Other - 20,875
- Slaughterers & Meat Packers - 242
- Soil & Plant Scientists - 235

MATERIAL MOVERS:

- Laborers & Freight, Stock, & Material Movers, Hand - 2,847
- Water & Wastewater Treatment Plant Operators - 243

AN ESTIMATED TOTAL OF
75,196 PEOPLE IN THE LABORSHED AREA

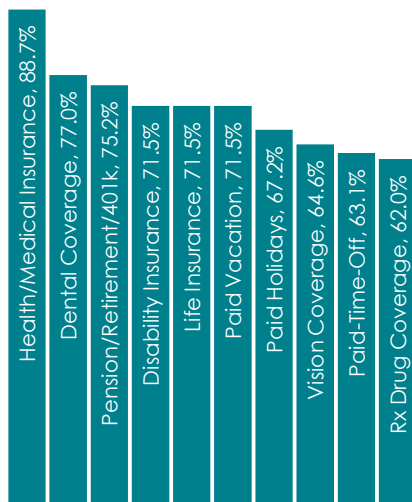
UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

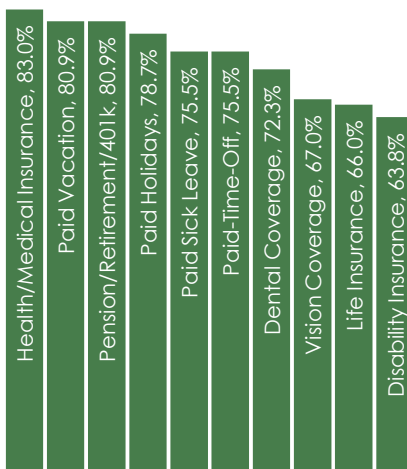
Total Underemployment - 5.0%

- Low hours - 1.9%
- Mismatch of skills - 3.5%
- Low income - 0.0%

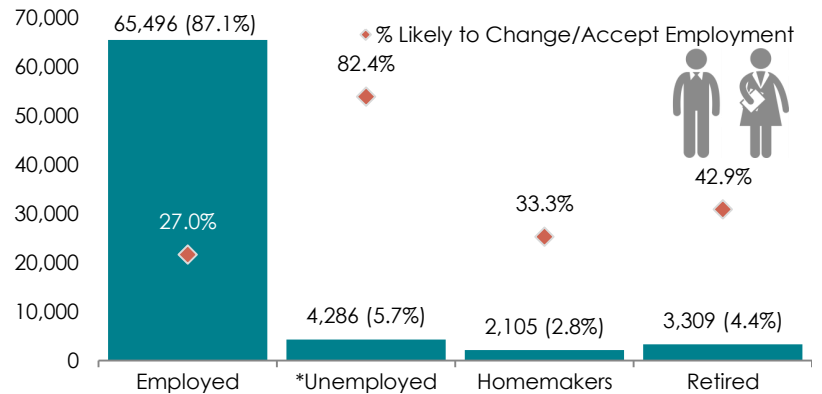
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



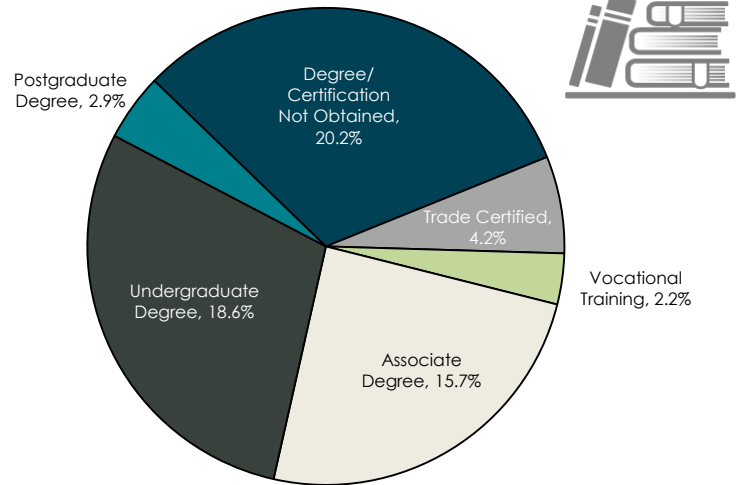
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 69.6% paid an hourly wage
- 88.6% are/were employed full-time
- 11.4% are/were employed part-time
- 24.5% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(63.8% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 60.0%
 - www.indeed.com
 - www.linkedin.com
- Newspapers - 35.2%
 - The Gazette-Cedar Rapids
 - The Standard-Waukon
- Networking through friends, family or acquaintances - 27.2%
- IowaWORKS Centers - 14.8%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 79.1%
- Cross-training - 73.3%
- Job sharing - 46.4%
- Varied shifts - 36.7%
- Seasonal work - 49.5%
- Temporary work - 47.2%



LABOR CHARACTERISTICS



BIOTECHNOLOGY

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Agricultural and Food Science Technicians	19-4011	\$18.81	\$11.67	\$22.39	\$16.34	\$39,132
Agricultural Inspectors	45-2011	\$25.77	\$20.21	\$28.56	\$25.42	\$53,611
Agricultural Workers, All Other	45-2099	\$11.58	\$8.41	\$13.16	\$10.14	\$24,087
Bakers	51-3011	\$13.82	\$10.42	\$15.51	\$13.75	\$28,737
Biological Scientists, All Other	19-1029	\$24.81	\$13.04	\$30.69	\$27.11	\$51,602
Butchers and Meat Cutters	51-3021	\$12.31	\$9.89	\$13.53	\$11.63	\$25,614
Chemical Engineers	17-2041	\$39.46	\$30.85	\$43.77	\$37.99	\$82,075
Chemical Equipment Operators and Tenders	51-9011	\$26.89	\$23.15	\$28.76	\$28.27	\$55,936
Chemical Technicians	19-4031	\$19.65	\$15.09	\$21.93	\$18.06	\$40,866
Chemists	19-2031	\$30.62	\$22.78	\$34.54	\$29.16	\$63,688
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$32.01	\$21.53	\$37.25	\$29.51	\$66,589
Computer and Information Systems Managers	11-3021	\$59.85	\$45.26	\$67.14	\$59.69	\$124,484
Computer Hardware Engineers	17-2061	\$50.74	\$31.06	\$60.58	\$45.70	\$105,544
Conservation Scientists	19-1031	\$23.76	\$13.43	\$28.92	\$22.54	\$49,418
Cooling and Freezing Equipment Operators and Tenders	51-9193	\$16.05	\$10.62	\$18.77	\$14.08	\$33,393
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$18.49	\$14.10	\$20.69	\$19.40	\$38,462
Dietetic Technicians	29-2051	\$10.99	\$8.70	\$12.14	\$10.70	\$22,858
Dietitians and Nutritionists	29-1031	\$26.32	\$21.08	\$28.93	\$25.74	\$54,737
Engineering Technicians, Except Drafters, All Other	17-3029	\$24.91	\$20.03	\$27.34	\$23.92	\$51,804
Engineers, All Other	17-2199	\$31.76	\$19.40	\$37.94	\$31.84	\$66,066
Environmental Engineers	17-2081	\$40.27	\$29.84	\$45.49	\$39.64	\$83,771
Environmental Science and Protection Technicians, Including Health	19-4091	\$24.17	\$18.04	\$27.24	\$22.29	\$50,279
Environmental Scientists and Specialists, Including Health	19-2041	\$31.54	\$20.60	\$37.00	\$32.91	\$65,596
Farmers, Ranchers, and Other Agricultural Managers	11-9013	\$34.96	\$24.35	\$40.26	\$35.17	\$72,718
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	\$14.63	\$11.32	\$16.28	\$14.40	\$30,426
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	\$26.74	\$19.65	\$30.29	\$26.89	\$55,625
First-Line Supervisors of Non-Retail Sales Workers	41-1012	\$31.51	\$17.30	\$38.61	\$27.55	\$65,542
First-Line Supervisors of Production and Operating Workers	51-1011	\$28.37	\$19.53	\$32.79	\$26.18	\$59,003
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	\$20.01	\$11.97	\$24.03	\$21.12	\$41,626
Food Batchmakers	51-3092	\$23.66	\$15.29	\$27.85	\$26.00	\$49,213
Food Cooking Machine Operators and Tenders	51-3093	\$16.15	\$9.79	\$19.33	\$12.32	\$33,598
Food Scientists and Technologists	19-1012	\$33.82	\$25.65	\$37.91	\$32.24	\$70,348
Graders and Sorters, Agricultural Products	45-2041	\$15.68	\$12.80	\$17.12	\$15.97	\$32,612
Health Technologists and Technicians, All Other	29-2099	\$19.48	\$13.96	\$22.24	\$17.96	\$40,512
Healthcare Support Workers, All Other	31-9099	\$15.17	\$11.99	\$16.77	\$14.37	\$31,560
Industrial Engineers	17-2112	\$40.95	\$28.94	\$46.96	\$36.94	\$85,173
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$21.60	\$13.65	\$25.58	\$19.33	\$44,925
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$18.03	\$10.87	\$21.61	\$17.64	\$37,499
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$15.15	\$10.10	\$17.68	\$14.86	\$31,513
Licensed Practical and Licensed Vocational Nurses	29-2061	\$19.99	\$16.72	\$21.63	\$20.28	\$41,583
Life, Physical, and Social Science Technicians, All Other	19-4099	\$22.16	\$12.21	\$27.13	\$22.34	\$46,083
Maintenance and Repair Workers, General	49-9071	\$19.57	\$12.09	\$23.32	\$18.68	\$40,712
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	\$14.77	\$12.71	\$15.80	\$14.63	\$30,719
Medical Scientists, Except Epidemiologists	19-1042	\$34.13	\$25.32	\$38.53	\$29.77	\$70,986
Microbiologists	19-1022	\$37.95	\$22.14	\$45.86	\$30.33	\$78,937
Millwrights	49-9044	\$25.06	\$18.15	\$28.52	\$24.88	\$52,131
Natural Sciences Managers	11-9121	\$43.14	\$29.77	\$49.83	\$43.31	\$89,740
Nuclear Medicine Technologists	29-2033	\$33.88	\$25.48	\$38.08	\$33.41	\$70,476
Operations Research Analysts	15-2031	\$37.05	\$26.36	\$42.40	\$37.53	\$77,070
Paralegals and Legal Assistants	23-2011	\$21.26	\$11.87	\$25.96	\$21.10	\$44,225
Pharmacy Technicians	29-2052	\$14.36	\$11.03	\$16.03	\$14.04	\$29,876
Physicians and Surgeons, All Other	29-1069	\$107.92	\$63.23	\$130.27	N.A.	\$224,477
Production Workers, All Other	51-9199	\$13.73	\$9.16	\$16.02	\$13.59	\$28,556
Registered Nurses	29-1141	\$26.66	\$20.90	\$29.54	\$26.16	\$55,454
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	\$21.16	\$15.07	\$24.21	\$20.78	\$44,014
Slaughterers and Meat Packers	51-3023	\$14.74	\$12.35	\$15.93	\$14.79	\$30,658
Soil and Plant Scientists	19-1013	\$33.85	\$20.72	\$40.41	\$29.47	\$70,398
Veterinary Technologists and Technicians	29-2056	\$15.66	\$12.65	\$17.17	\$14.80	\$32,578

The 2018 Iowa Wage data for the Northeast Iowa Business Network 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>.

Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2018.

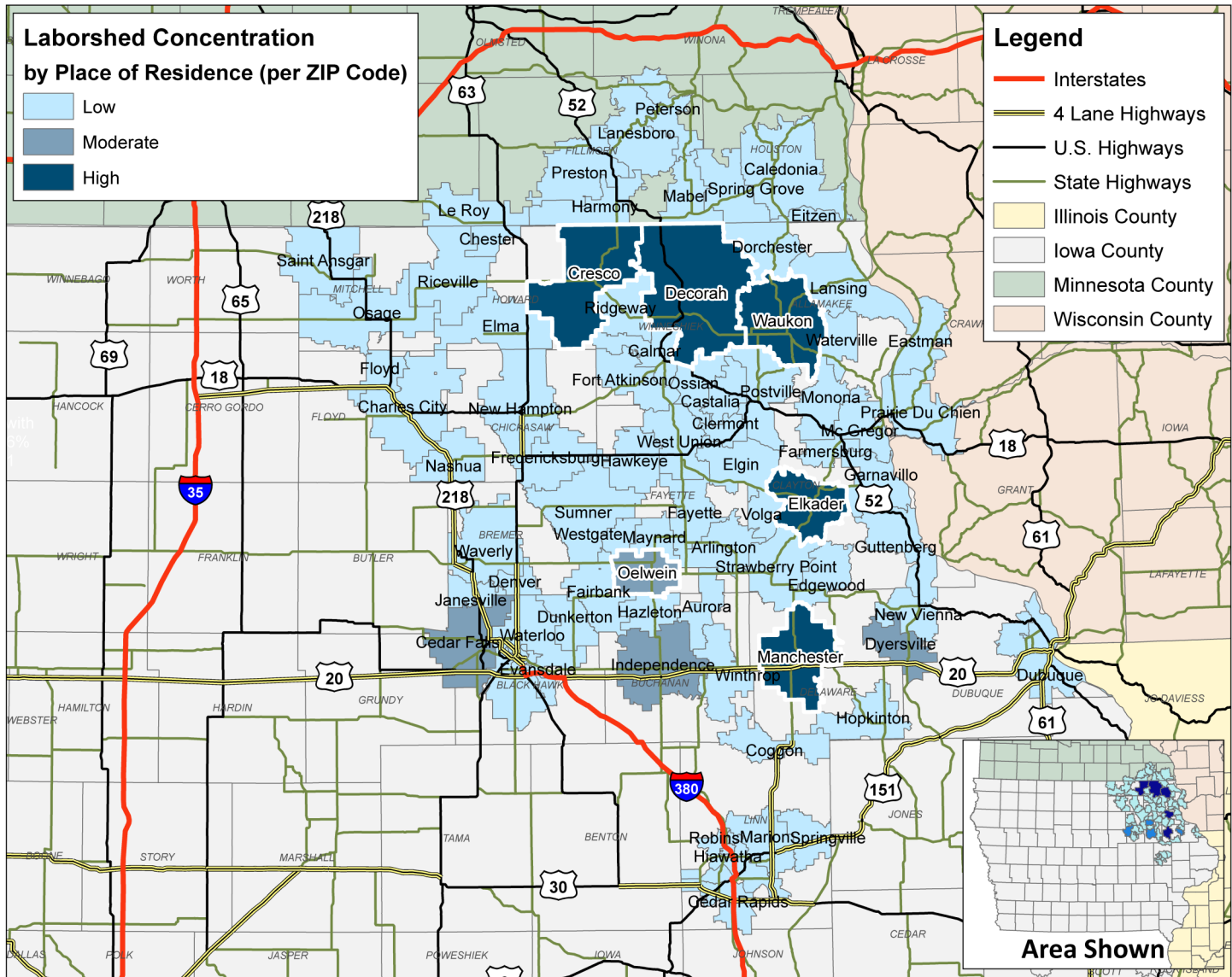
LABOR CHARACTERISTICS FINANCIAL SERVICES



NORTHEAST IOWA

BUSINESS NETWORK 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 12 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.



Data compiled and analyzed by:
Iowa Workforce Development
Labor Market Information Division
1000 E. Grand Avenue, Des Moines, Iowa 50319
Phone: (515) 281-7505
Email: laborshed.studies@iwd.iowa.gov
www.iowalmi.gov



LABOR CHARACTERISTICS



FINANCIAL SERVICES

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Chief Executives - 27,097
- Administrative Services Managers - 713
- Financial Managers - 1,664
- General Managers - 2,852
- Property & Real Estate Managers - 234
- Sales Managers - 2,139
- Supervisors of Office & Support Workers - 6,418
- Accounting Clerks - 2,376
- Accountants & Auditors - 2,853
- Appraisers of Real Estate - 471
- Bill & Account Collectors - 954
- Billing & Posting Clerks - 476
- Business Operations Specialists - 3,090
- Compensation, Benefits, & Job Analysis Specialists - 235
- Compliance Officers - 469
- Credit Authorizers & Clerks - 244
- Customer Service Representatives - 6,419
- File Clerks - 245
- Financial Analysts - 948
- Financial Clerks - 477
- Financial Specialists - 472
- Groundskeeping Workers - 952
- Insurance Claims Clerks - 479
- Insurance Sales Agents - 1,426
- Janitors & Cleaners - 2,615
- Loan Interviewers & Clerks - 478
- Maintenance & Repair Workers, General - 2,377
- Management Analysts - 1,665
- Marketing Specialists - 1,425
- Marketing Managers - 232
- Office Clerks, General - 4,992
- Legal Assistants - 475
- Personal Financial Advisors - 949
- Real Estate Sales Agents - 243
- Sales Representatives - 242
- Financial Services Sales Agents - 241
- Security Guards - 1,188
- Telemarketers - 953
- Tellers - 1,189
- Training & Development Specialists - 470

COMPUTER:

- Computer & Information Systems Managers - 233
- Computer Network Architects - 239
- Computer Network Support Specialists - 240
- Computer Occupations, All Other - 951
- Computer Programmers - 236
- Computer Systems Analysts - 473
- Computer User Support Specialists - 474
- Network & Computer Systems Administrators - 950
- Software Developers, Applications - 237
- Web Developers - 238

AN ESTIMATED TOTAL OF
87,708 PEOPLE IN THE LABORSHED AREA

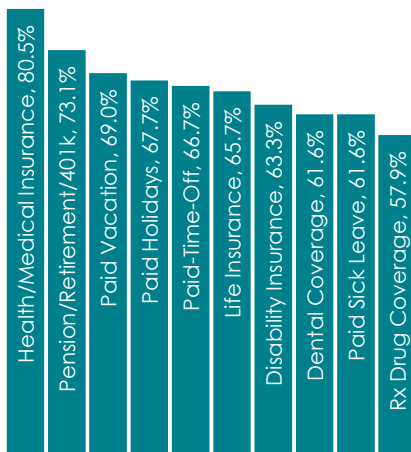
UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

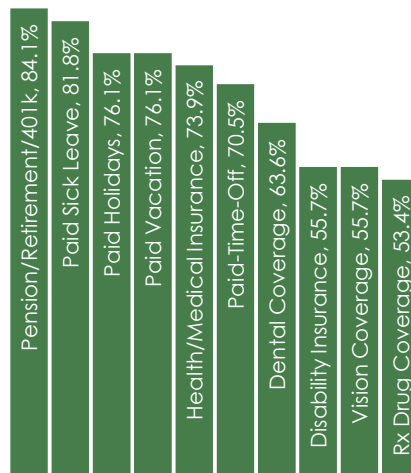
Total Underemployment - 2.7%

- Low hours - 0.5%
- Mismatch of skills - 2.7%
- Low income - 0.0%

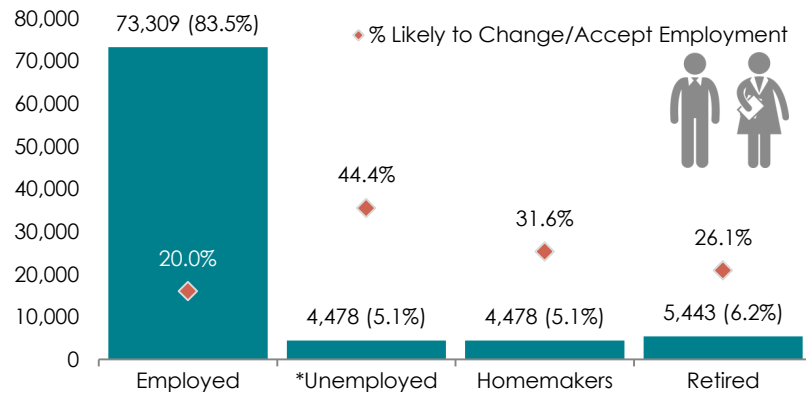
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



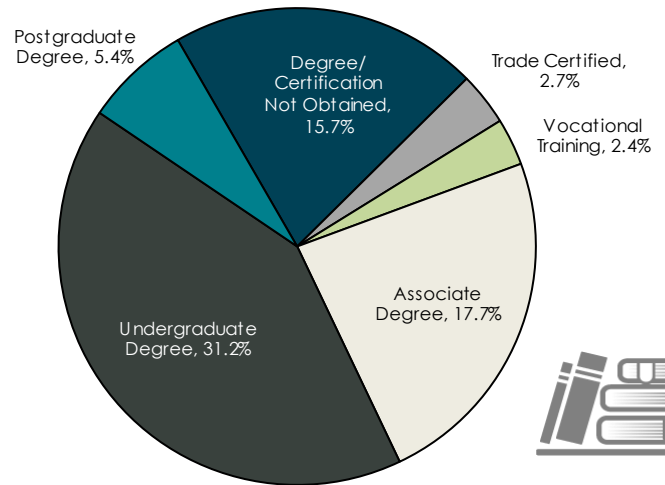
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 45.2% paid an hourly wage
- 86.1% are/were employed full-time
- 13.9% are/were employed part-time
- 21.2% hold two or more jobs
- Currently working an average of 46 hours/week

EDUCATIONAL LEVEL:

(75.1% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 68.8%
 - www.indeed.com
 - www.linkedin.com
- Newspapers - 27.0%
 - *Decorah Public Opinion*
 - *The Decorah Journal*
- Networking through friends, family or acquaintances - 24.9%
- IowaWORKS Centers - 17.4%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 78.9%
- Cross-training - 73.7%
- Job sharing - 42.1%
- Varied shifts - 33.8%
- Seasonal work - 49.3%
- Temporary work - 47.4%



LABOR CHARACTERISTICS



FINANCIAL SERVICES

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$30.05	\$19.48	\$35.33	\$28.32	\$62,501
Appraisers and Assessors of Real Estate	13-2021	\$42.66	\$19.00	\$54.48	\$30.08	\$88,725
Billing and Posting Clerks and Machine Operators	43-3021	\$16.85	\$13.64	\$18.45	\$16.70	\$35,046
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$17.65	\$11.48	\$20.74	\$17.23	\$36,718
Budget Analysts	13-2031	\$32.41	\$22.96	\$37.14	\$33.06	\$67,417
Business Operations Specialists, All Other	13-1199	\$28.05	\$16.43	\$33.86	\$26.51	\$58,346
Chief Executives	11-1011	\$90.06	\$26.79	\$121.69	\$89.14	\$187,315
Claims Adjusters, Examiners, and Investigators	13-1031	\$29.09	\$18.51	\$34.38	\$28.15	\$60,505
Compensation and Benefits Managers	11-3111	\$48.99	\$32.71	\$57.13	\$44.99	\$101,896
Compensation, Benefits, and Job Analysis Specialists	13-1141	\$33.17	\$19.41	\$40.05	\$27.77	\$68,999
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$32.01	\$21.53	\$37.25	\$29.51	\$66,589
Computer and Information Systems Managers	11-3021	\$59.85	\$45.26	\$67.14	\$59.69	\$124,484
Computer Network Architects	15-1143	\$41.47	\$29.40	\$47.51	\$41.39	\$86,266
Computer Network Support Specialists	15-1152	\$24.07	\$14.48	\$28.87	\$23.13	\$50,072
Computer Occupations, All Other	15-1199	\$32.52	\$21.01	\$38.28	\$30.28	\$67,651
Computer Operators	43-9011	\$20.40	\$11.37	\$24.91	\$21.28	\$42,425
Computer Programmers	15-1131	\$33.95	\$23.45	\$39.20	\$34.27	\$70,613
Computer Systems Analysts	15-1121	\$39.58	\$28.09	\$45.32	\$37.54	\$82,325
Computer User Support Specialists	15-1151	\$22.06	\$15.54	\$25.32	\$21.30	\$45,887
Cost Estimators	13-1051	\$28.39	\$18.15	\$33.50	\$26.45	\$59,045
Credit Analysts	13-2041	\$32.76	\$19.36	\$39.45	\$26.35	\$68,136
Credit Authorizers, Checkers, and Clerks	43-4041	\$20.28	\$15.22	\$22.81	\$20.28	\$42,175
Credit Counselors	13-2071	\$18.37	\$14.18	\$20.47	\$17.50	\$38,211
Customer Service Representatives	43-4051	\$16.66	\$11.74	\$19.13	\$15.79	\$34,663
Database Administrators	15-1141	\$37.46	\$23.12	\$44.63	\$37.44	\$77,913
Executive Secretaries and Executive Administrative Assistants	43-6011	\$22.44	\$16.04	\$25.64	\$21.82	\$46,684
Financial Analysts	13-2051	\$37.16	\$25.45	\$43.01	\$35.38	\$77,289
Financial Examiners	13-2061	\$34.67	\$19.41	\$42.30	\$29.42	\$72,120
Financial Managers	11-3031	\$53.20	\$29.67	\$64.96	\$48.22	\$110,649
Financial Specialists, All Other	13-2099	\$27.95	\$19.54	\$32.16	\$25.52	\$58,140
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$24.53	\$17.20	\$28.20	\$23.57	\$51,032
Human Resources Managers	11-3121	\$48.80	\$32.29	\$57.05	\$45.18	\$101,504
Human Resources Specialists	13-1071	\$25.12	\$16.59	\$29.38	\$24.06	\$52,243
Information and Record Clerks, All Other	43-4199	\$18.23	\$13.38	\$20.66	\$18.16	\$37,921
Information Security Analysts	15-1122	\$42.07	\$29.23	\$48.48	\$39.74	\$87,497
Insurance Claims and Policy Processing Clerks	43-9041	\$18.05	\$14.30	\$19.93	\$17.59	\$37,554
Insurance Sales Agents	41-3021	\$28.63	\$15.44	\$35.23	\$23.39	\$59,552
Insurance Underwriters	13-2053	\$25.67	\$16.20	\$30.41	\$23.09	\$53,396
Labor Relations Specialists	13-1075	\$29.36	\$8.46	\$39.81	\$27.99	\$61,071
Loan Interviewers and Clerks	43-4131	\$17.81	\$13.97	\$19.73	\$17.39	\$37,042
Loan Officers	13-2072	\$34.69	\$20.11	\$41.98	\$32.64	\$72,163
Management Analysts	13-1111	\$34.56	\$20.64	\$41.52	\$31.87	\$71,891
Managers, All Other	11-9199	\$41.89	\$21.76	\$51.95	\$40.22	\$87,133
Market Research Analysts and Marketing Specialists	13-1161	\$25.32	\$16.17	\$29.89	\$23.57	\$52,659
Network and Computer Systems Administrators	15-1142	\$37.03	\$24.79	\$43.15	\$34.23	\$77,021
Office and Administrative Support Workers, All Other	43-9199	\$17.92	\$11.96	\$20.90	\$17.52	\$37,272
Office Clerks, General	43-9061	\$16.24	\$10.70	\$19.01	\$15.52	\$33,785
Operations Research Analysts	15-2031	\$37.05	\$26.36	\$42.40	\$37.53	\$77,070
Personal Financial Advisors	13-2052	\$37.10	\$19.09	\$46.11	\$28.08	\$77,174
Real Estate Sales Agents	41-9022	\$24.11	\$10.76	\$30.78	\$21.27	\$50,142
Receptionists and Information Clerks	43-4171	\$13.75	\$9.89	\$15.69	\$13.76	\$28,607
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$35.74	\$15.48	\$45.86	\$23.01	\$74,329
Software Developers, Applications	15-1132	\$43.49	\$30.49	\$49.99	\$43.55	\$90,456
Software Developers, Systems Software	15-1133	\$43.77	\$31.43	\$49.94	\$43.96	\$91,047
Tellers	43-3071	\$13.29	\$10.55	\$14.67	\$12.87	\$27,650
Training and Development Specialists	13-1151	\$26.49	\$15.23	\$32.11	\$24.30	\$55,090
Web Developers	15-1134	\$32.06	\$17.11	\$39.54	\$29.43	\$66,694

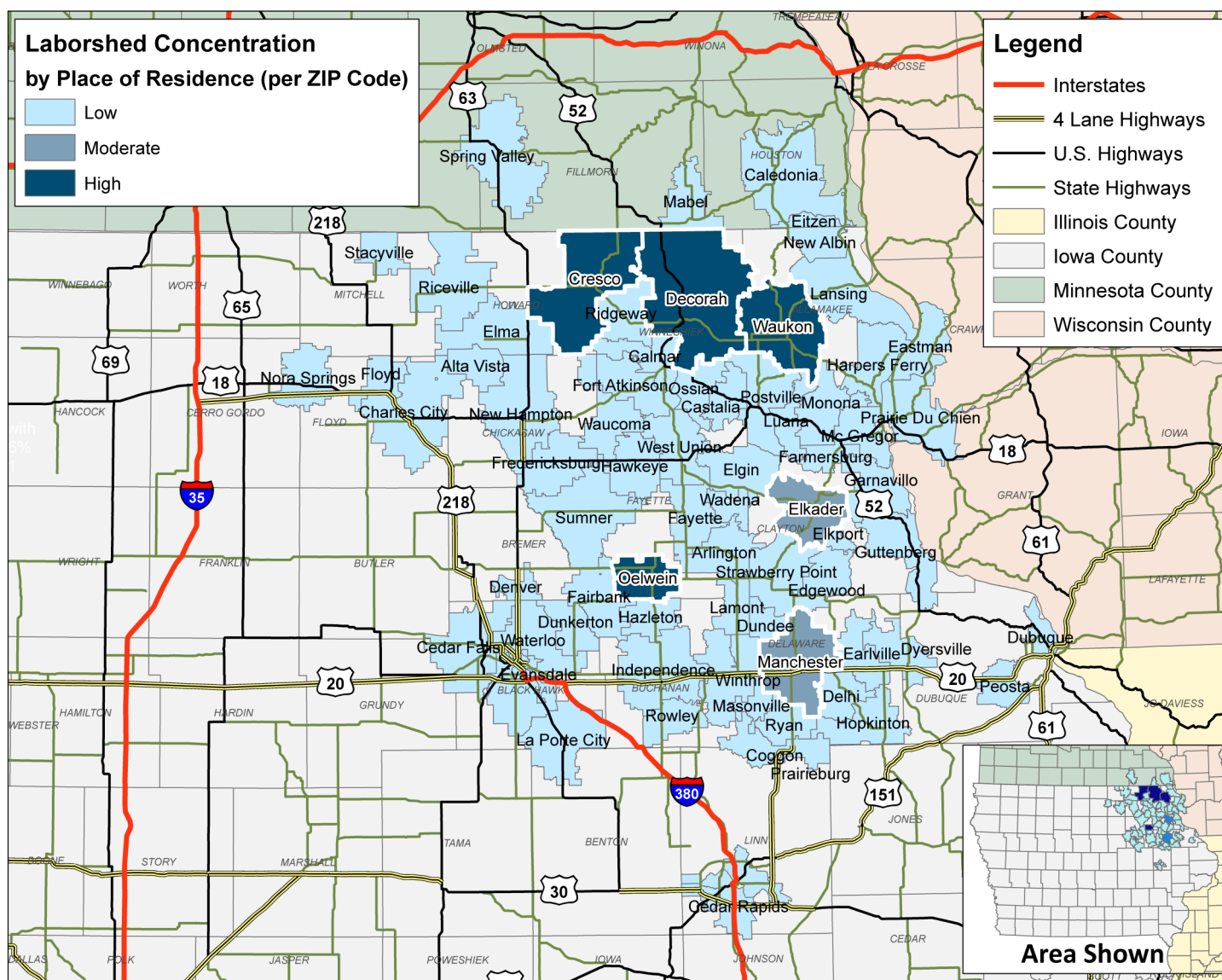
The 2018 Iowa Wage data for the Northeast Iowa Business Network Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2017 OES estimates. Additional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

LABOR CHARACTERISTICS WAREHOUSE & DISTRIBUTION NORTHEAST IOWA



BUSINESS NETWORK 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 11 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

WAREHOUSE & DISTRIBUTION



ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- General & Operations Managers - 2,853
- Janitors & Cleaners - 2,615
- Production, Planning, & Expediting Clerks - 239
- Sales Representatives - 2,379
- Shipping, Receiving, & Traffic Clerks - 714
- Stock Clerks & Order Fillers - 1,903
- Wholesale & Retail Buyers - 476

PRODUCTION:

- Supervisors of Production & Operating Workers - 3,568
- Industrial Engineers - 238
- Installation, Maintenance, & Repair Workers - 3,806
- Production Workers, All Other - 20,932

MATERIAL MOVERS:

- Transportation, Storage, & Distribution Managers - 1,189
- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 1,427
- Heavy & Tractor-Trailer Truck Drivers - 16,650
- Industrial Truck & Tractor Operators - 1,190
- Laborers & Freight, Stock, & Material Movers, Hand - 2,854
- Light Truck or Delivery Services Drivers - 952
- Packers & Packers, Hand - 2,616

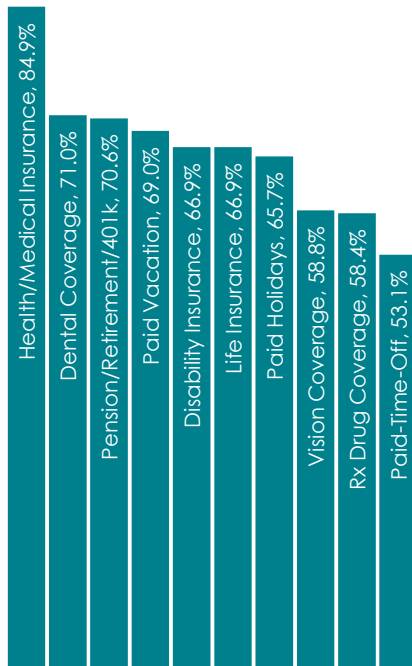
AN ESTIMATED TOTAL OF
66,601 PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

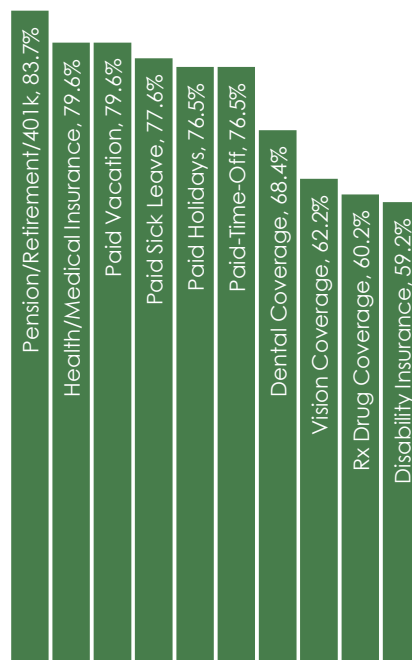
(Individuals counted only once when estimating Total Underemployment.)

- Total Underemployment - 6.4%
- Low hours - 1.4%
- Mismatch of skills - 5.4%
- Low income - 0.0%

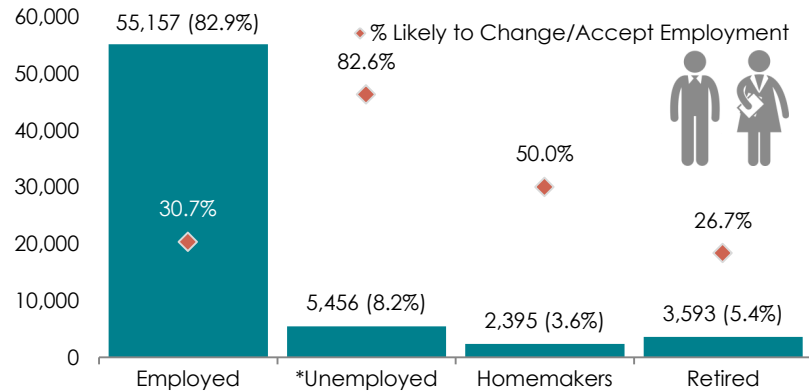
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



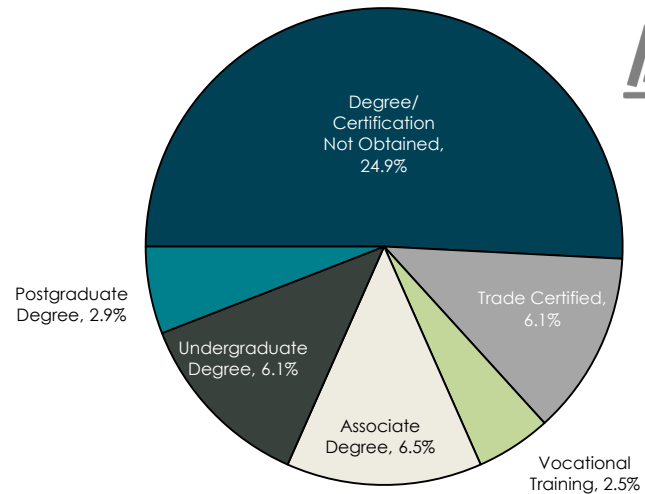
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 70.7% paid an hourly wage
- 89.2% are/were employed full-time
- 10.8% are/were employed part-time
- 21.7% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(49.0% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 56.7%
 - www.indeed.com
 - www.iowajobs.org
- Newspapers - 33.9%
 - The Decorah Journal
 - The Standard-Waukon
- Networking through friends, family or acquaintances - 31.1%
- IowaWORKS Centers - 20.5%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 74.4%
- Cross-training - 72.3%
- Varied shifts - 44.2%
- Job sharing - 42.0%
- Temporary work - 45.2%
- Seasonal work - 44.8%



LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$40.90	\$25.54	\$48.59	\$37.11	\$85,081
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$17.65	\$11.48	\$20.74	\$17.23	\$36,718
Cargo and Freight Agents	43-5011	\$22.85	\$14.76	\$26.89	\$21.20	\$47,525
Claims Adjusters, Examiners, and Investigators	13-1031	\$29.09	\$18.51	\$34.38	\$28.15	\$60,505
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$32.01	\$21.53	\$37.25	\$29.51	\$66,589
Computer and Information Systems Managers	11-3021	\$59.85	\$45.26	\$67.14	\$59.69	\$124,484
Conveyor Operators and Tenders	53-7011	\$17.10	\$12.06	\$19.62	\$15.96	\$35,562
Cost Estimators	13-1051	\$28.39	\$18.15	\$33.50	\$26.45	\$59,045
Couriers and Messengers	43-5021	\$12.80	\$9.16	\$14.61	\$11.95	\$26,615
Customer Service Representatives	43-4051	\$16.66	\$11.74	\$19.13	\$15.79	\$34,663
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$21.97	\$15.70	\$25.11	\$20.87	\$45,700
Excavating and Loading Machine and Dragline Operators	53-7032	\$20.62	\$14.22	\$23.81	\$18.20	\$42,885
First-Line Supervisors of Production and Operating Workers	51-1011	\$28.37	\$19.53	\$32.79	\$26.18	\$59,003
General and Operations Managers	11-1021	\$46.08	\$20.60	\$58.82	\$37.73	\$95,845
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.38	\$14.10	\$23.52	\$19.07	\$42,391
Helpers--Installation, Maintenance, and Repair Workers	49-9098	\$12.81	\$9.43	\$14.50	\$12.72	\$26,641
Helpers--Production Workers	51-9198	\$13.26	\$10.51	\$14.63	\$12.69	\$27,578
Human Resources Specialists	13-1071	\$25.12	\$16.59	\$29.38	\$24.06	\$52,243
Industrial Machinery Mechanics	49-9041	\$26.96	\$19.57	\$30.65	\$27.21	\$56,069
Industrial Production Managers	11-3051	\$46.17	\$30.79	\$53.86	\$42.68	\$96,036
Industrial Truck and Tractor Operators	53-7051	\$17.60	\$14.42	\$19.19	\$17.28	\$36,613
Information and Record Clerks, All Other	43-4199	\$18.23	\$13.38	\$20.66	\$18.16	\$37,921
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$15.15	\$10.10	\$17.68	\$14.86	\$31,513
Light Truck or Delivery Services Drivers	53-3033	\$16.65	\$10.15	\$19.90	\$14.95	\$34,634
Logisticians	13-1081	\$25.24	\$16.18	\$29.78	\$23.90	\$52,507
Machine Feeders and Offbearers	53-7063	\$14.83	\$10.81	\$16.84	\$14.26	\$30,839
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	\$13.07	\$9.79	\$14.70	\$12.84	\$27,179
Office and Administrative Support Workers, All Other	43-9199	\$17.92	\$11.96	\$20.90	\$17.52	\$37,272
Office Clerks, General	43-9061	\$16.24	\$10.70	\$19.01	\$15.52	\$33,785
Order Clerks	43-4151	\$17.23	\$12.13	\$19.78	\$16.83	\$35,834
Packaging and Filling Machine Operators and Tenders	51-9111	\$18.69	\$12.79	\$21.63	\$17.13	\$38,867
Packers and Packers, Hand	53-7064	\$13.16	\$10.05	\$14.72	\$12.38	\$27,373
Parts Salespersons	41-2022	\$17.47	\$12.50	\$19.95	\$16.80	\$36,328
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	\$22.61	\$16.52	\$25.66	\$20.85	\$47,037
Production Workers, All Other	51-9199	\$13.73	\$9.16	\$16.02	\$13.59	\$28,556
Production, Planning, and Expediting Clerks	43-5061	\$22.10	\$15.25	\$25.53	\$21.05	\$45,978
Retail Salespersons	41-2031	\$12.81	\$8.24	\$15.09	\$10.61	\$26,635
Sales Representatives, Services, All Other	41-3099	\$28.34	\$15.09	\$34.96	\$24.76	\$58,944
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$30.03	\$15.50	\$37.30	\$26.72	\$62,472
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$37.29	\$18.55	\$46.66	\$34.31	\$77,566
Shipping, Receiving, and Traffic Clerks	43-5071	\$17.10	\$12.57	\$19.36	\$16.72	\$35,559
Stock Clerks and Order Fillers	43-5081	\$12.86	\$9.04	\$14.77	\$11.66	\$26,747
Switchboard Operators, Including Answering Service	43-2011	\$13.80	\$10.83	\$15.28	\$13.56	\$28,699
Transportation, Storage, and Distribution Managers	11-3071	\$39.41	\$24.06	\$47.08	\$39.41	\$81,971
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$14.36	\$10.50	\$16.29	\$14.15	\$29,864

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