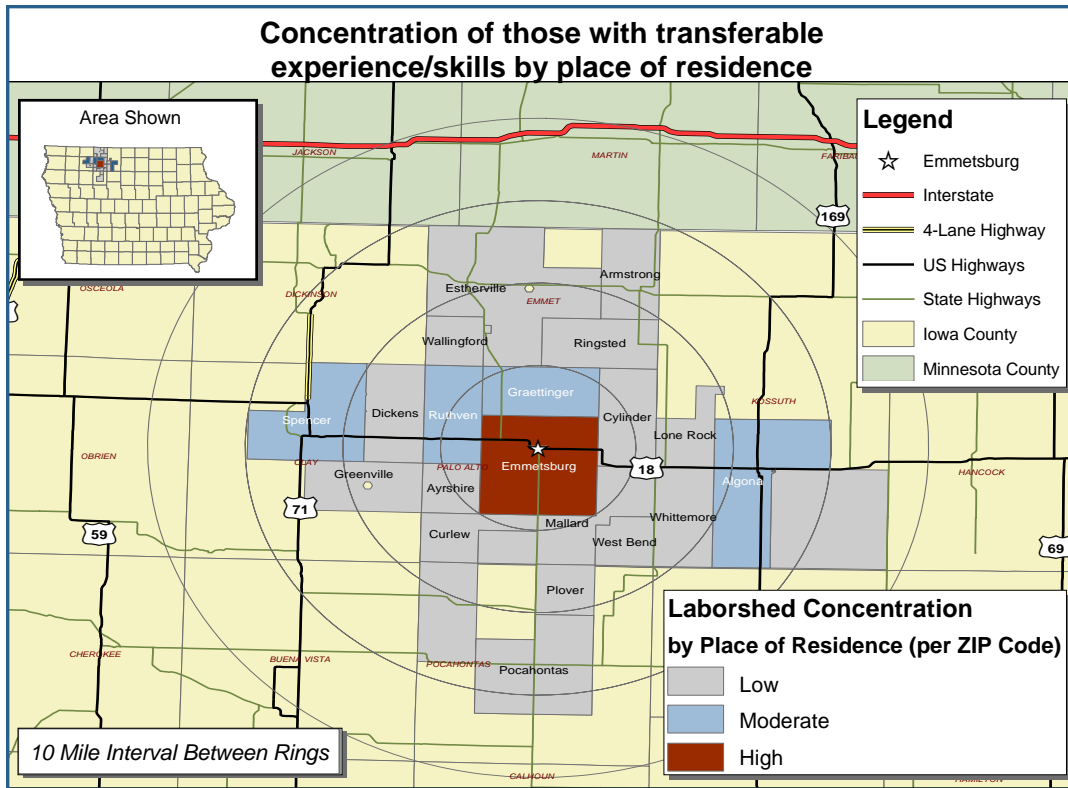


# Labor Characteristics

## Financial Services

### Palo Alto County, Iowa Laborshed



#### Estimated Potential Available Labor Per Occupational Category:

##### Business Operations:

- Managers - 179
- Human Resources - 298
- Customer Service Reps - 535
- Clerks - 714
- Secretaries & Administrative Support Workers - 1,198
- Compliance Officers - 59
- Business Operations Specialists - 119
- Accountants & Auditors - 416
- Market Analysts - 119
- Financial Analysts, Advisors, & Specialists - 357
- Computer & Business Machine Operators - 180
- IT Staff - 59
- Office Workers, All Other - 120

##### Sales & Marketing:

- Public Relations Specialists - 60
- Insurance Sales Agents - 59
- Real Estate Brokers - 61
- Wholesale Sales Reps - 178
- Telemarketers - 60
- Personal Financial Advisors - 168
- Sales Related Workers - 238
- Loan Officers - 59

Workers who have transferable experience/skills in the area are currently commuting an average of 8 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 12 miles one way for the right employment opportunity.

#### Employment Status:

- 81.2% Employed**
  - 29.0% of the employed are willing to change employment
- 7.1% Unemployed**
  - 66.7% of the unemployed are willing to accept employment
- 4.7% Homemakers, Not Employed**
- 7.1% Retired**

#### Education Levels:

- 84.7% Education beyond high school
- 4.7% Trade certified
- 11.8% Vocational training
- 17.6% Associate degree
- 17.6% Undergraduate degree
- 8.2% Postgraduate/professional degree

#### Flexibility in the Workplace:

- (by percent of interest)
- Cross-training - 70.4%
  - Varied shifts (2nd, 3rd, & split) - 11.1%
  - Job sharing - 40.7%
  - Job teams - 66.7%
  - Seasonal work - 40.7%
  - Temporary work - 33.3%

#### Other Facts:

- 54.8% paid an hourly wage
- 81.2% are/were employed full-time
- 15.3% are/were employed part-time
- 2.4% are/were self-employed
- 8.7% hold two or more jobs
- Currently working an average of 41 hrs/week

#### Current Benefits:

- Health/medical insurance - 87.3%
- Pension/retirement/401K - 64.8%
- Dental coverage - 40.8%
- Paid vacation - 33.8%
- Paid sick leave - 23.9%
- Life insurance - 23.9%
- Vision coverage - 22.5%
- Disability insurance - 18.3%
- Paid holidays - 12.7%
- Paid Time Off (PTO) - 8.5%

#### Desired Benefits:

- (by percent of interest)
- Health/medical insurance - 91.7%
  - Pension/retirement/401K - 50.0%
  - Dental coverage - 41.7%
  - Paid vacation - 41.7%
  - Vision coverage - 29.2%
  - Paid holidays - 16.7%
  - Life insurance - 12.5%
  - Paid sick leave - 8.3%
  - Disability insurance - 8.3%
  - Prescription Drug Coverage - 8.3%

#### Top Advertising Media:

- (for those seeking employment opportunities)
- The Internet
    - [www.monster.com](http://www.monster.com)
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
  - Local/Regional Newspapers
    - Emmetsburg Reporter/Democrat
    - Spencer Daily Reporter
    - The Des Moines Register
  - Iowa Workforce Development Centers
  - Networking through friends, family, or acquaintances

#### Underemployment:

- Total Underemployment - 3.5%
- Low hours - 2.4%
  - Mismatch of skills - 1.2%
  - Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.

The Iowa Workforce Development Region 3/4 service area aggregated wage data was also extracted from the Iowa Wage Survey and is provided in the table on page 2 which reflects mean, entry, experienced, and median wages.

#### For more information contact:

**Kossuth/Palo Alto County Economic Development Corporation**  
106 South Dodge St, Ste. 210  
Algona, IA 50511  
Phone: 515.295.7979  
Fax: 515.295.8873  
Email: [kcedc@kossuthia.com](mailto:kcedc@kossuthia.com)  
[www.paloaltoiowa.com](http://www.paloaltoiowa.com)  
[www.kossuth-edc.com](http://www.kossuth-edc.com)

Information was compiled by Iowa Workforce Development using 2010 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 23.47	\$ 16.24	\$ 27.08	\$ 21.59
Appraisers and Assessors of Real Estate	13-2021	\$ 17.48	\$ 14.57	\$ 18.93	\$ 15.45
Billing and Posting Clerks and Machine Operators	43-3021	\$ 13.77	\$ 11.15	\$ 15.08	\$ 13.73
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.78	\$ 9.74	\$ 15.81	\$ 13.24
Business Operations Specialists, All Other	13-1199	\$ 18.65	\$ 11.53	\$ 22.21	\$ 17.05
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 21.44	\$ 16.39	\$ 23.96	\$ 20.73
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 24.62	\$ 19.66	\$ 27.10	\$ 24.07
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 24.53	\$ 20.34	\$ 26.63	\$ 23.39
Computer Operators	43-9011	\$ 12.13	\$ 8.01	\$ 14.19	\$ 12.17
Computer Support Specialists	15-1041	\$ 16.64	\$ 10.76	\$ 19.58	\$ 16.67
Cost Estimators	13-1051	\$ 22.78	\$ 18.87	\$ 24.73	\$ 22.13
Customer Service Representatives	43-4051	\$ 12.81	\$ 9.65	\$ 14.39	\$ 12.00
Employment, Recruitment, and Placement Specialists	13-1071	\$ 17.47	\$ 11.96	\$ 20.23	\$ 17.81
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.30	\$ 11.12	\$ 17.39	\$ 14.69
Financial Managers	11-3031	\$ 40.35	\$ 26.43	\$ 47.31	\$ 38.51
Financial Specialists, All Other	13-2099	\$ 25.89	\$ 14.04	\$ 31.80	\$ 21.90
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 19.69	\$ 13.53	\$ 22.77	\$ 19.56
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 17.94	\$ 12.17	\$ 20.83	\$ 17.92
Insurance Sales Agents	41-3021	\$ 27.33	\$ 14.52	\$ 33.74	\$ 21.53
Loan Interviewers and Clerks	43-4131	\$ 15.96	\$ 12.78	\$ 17.56	\$ 14.83
Loan Officers	13-2072	\$ 26.67	\$ 16.79	\$ 31.62	\$ 23.81
Management Analysts	13-1111	\$ 35.19	\$ 24.56	\$ 40.52	\$ 37.32
Managers, All Other	11-9199	\$ 26.03	\$ 10.51	\$ 33.78	\$ 22.62
Market Research Analysts	19-3021	\$ 27.02	\$ 15.15	\$ 32.94	\$ 22.35
Marketing Managers	11-2021	\$ 40.10	\$ 15.43	\$ 52.44	\$ 32.14
Office and Administrative Support Workers, All Other	43-9199	\$ 10.91	\$ 8.87	\$ 11.92	\$ 9.87
Office Clerks, General	43-9061	\$ 12.29	\$ 8.99	\$ 13.94	\$ 11.44
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 20.59	\$ 14.78	\$ 23.50	\$ 19.53
Real Estate Brokers	41-9021	\$ 28.20	\$ 21.64	\$ 31.48	\$ 29.62
Receptionists and Information Clerks	43-4171	\$ 10.40	\$ 8.18	\$ 11.51	\$ 10.05
Sales Managers	11-2022	\$ 36.80	\$ 16.45	\$ 46.97	\$ 31.16
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 22.81	\$ 12.87	\$ 27.77	\$ 21.50
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 27.93	\$ 17.34	\$ 33.24	\$ 23.49
Tellers	43-3071	\$ 10.83	\$ 8.88	\$ 11.81	\$ 11.16
Training and Development Specialists	13-1073	\$ 24.35	\$ 16.41	\$ 28.30	\$ 24.84
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$ 22.91	\$ 14.45	\$ 27.14	\$ 19.74

This Iowa Wage Survey for Iowa Workforce Development (IWD) Regions 3 and 4 service area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 3 and 4 service area. The source of the wage and employment data is the 2009 Iowa Wage Survey. Additional data from the Iowa Wage Survey for individual counties, Iowa Workforce Development regions, and by industry statewide are available on the Iowa Workforce Development web site located at [www.iowaworkforce.org](http://www.iowaworkforce.org).