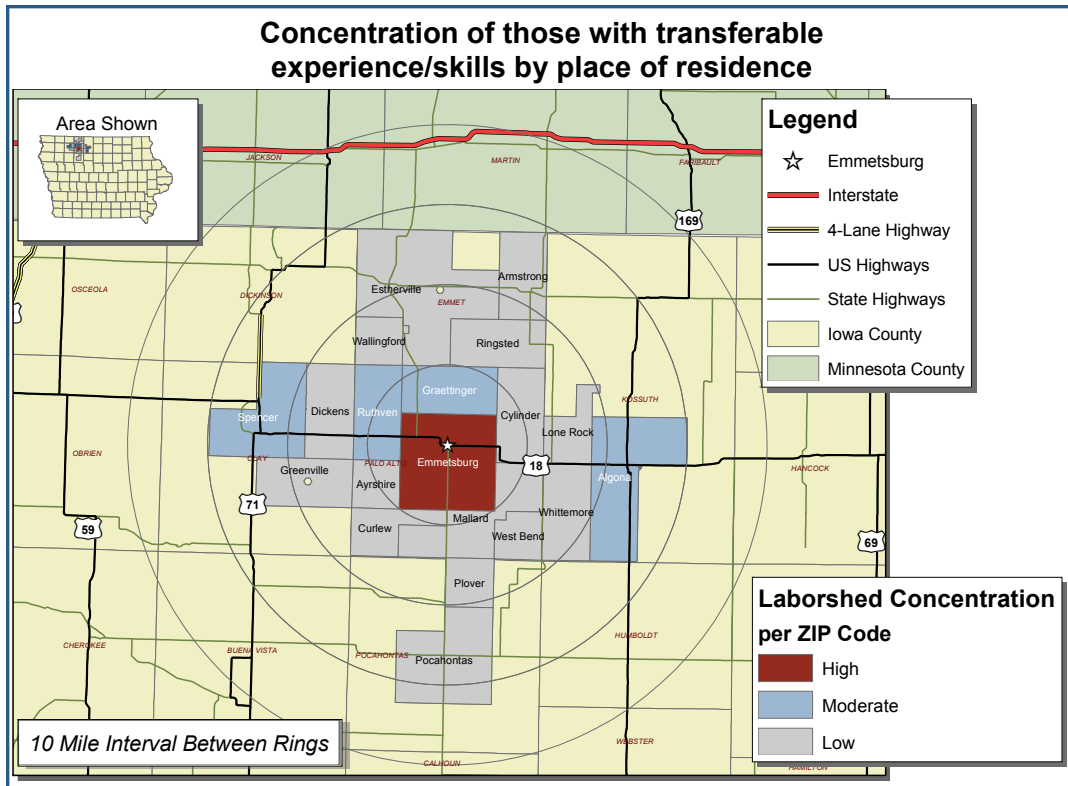


Labor Characteristics

Advanced Manufacturing

Palo Alto County, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 124
- Computer Operators - 62
- Customer Service Reps - 538
- Purchasing & Market Research - 181
- Office & Administrative Support Workers - 1,489

Production:

- Supervisors - 537
- Assemblers - 476
- Electricians - 118
- Engineering Techs - 178
- Inspectors/Testers - 177
- Machine Operators/Machinists - 182
- Maintenance & Repair Workers - 238
- Production Workers & Helpers - 538
- Welders - 110

Material Moving:

- Forklift Operators - 119
- Heavy Truck Drivers - 357
- Laborers & Freight, Stock, & Material Movers - 62
- Light Truck Drivers - 175

An estimated total of 5,661 people in the Laborshed area

Workers who have transferable experience/skills in the area are currently commuting an average of 11 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 16 miles one way for the right employment opportunity.

Employment Status:

76.8% Employed

- 34.2% of the employed are willing to change employment

9.5% Unemployed

- 55.6% of the unemployed are willing to accept employment

5.3% Homemakers, Not Employed

8.4% Retired

Education Levels:

- 65.3% Education beyond high school
- 5.3% Trade certified
- 12.6% Vocational training
- 16.8% Associate degree
- 14.7% Undergraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 76.3%
- Varied shifts (2nd, 3rd, & split) - 31.6%
- Job sharing - 42.1%
- Job teams - 84.2%
- Seasonal work - 44.7%
- Temporary work - 36.8%

Other Facts:

- 80.4% paid an hourly wage
- 81.1% are/were employed full-time
- 12.6% are/were employed part-time
- 5.3% are/were self-employed
- 15.1% hold two or more jobs
- Currently working an average of 45 hrs/week

Current Benefits:

- Health/medical insurance - 89.3%
- Pension/retirement/401K - 58.7%
- Dental coverage - 38.7%
- Paid vacation - 33.3%
- Vision coverage - 24.0%
- Paid sick leave - 20.0%
- Life insurance - 14.7%
- Disability insurance - 14.7%
- Paid holidays - 12.0%
- Paid Time Off (PTO) - 6.7%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 88.2%
- Pension/retirement/401K - 38.2%
- Dental coverage - 35.3%
- Paid vacation - 26.5%
- Vision coverage - 14.7%
- Paid holidays - 14.7%
- Paid sick leave - 8.8%
- Paid Time Off (PTO) - 8.8%
- Disability insurance - 5.9%
- Life insurance - 5.9%

Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
 - Emmetsburg Reporter/Democrat
 - Spencer Daily Reporter
- The Internet
 - www.iowaworkforce.org
 - www.monster.com
- Iowa Workforce Development Centers

Underemployment:

Total Underemployment - 5.3%

- Low hours - 2.1%
- Mismatch of skills - 3.2%
- 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.

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Information was compiled by Iowa Workforce Development using 2010 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Assemblers and Fabricators, All Other	51-2099	\$13.11	\$10.65	\$14.35	\$12.46
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$13.78	\$9.74	\$15.81	\$13.24
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$15.20	\$12.50	\$16.56	\$14.84
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
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$15.68	\$13.01	\$17.03	\$15.43
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$13.93	\$12.16	\$14.82	\$14.06
Customer Service Representatives	43-4051	\$12.81	\$9.65	\$14.39	\$12.00
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$12.93	\$9.97	\$14.41	\$13.28
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$15.30	\$13.15	\$16.37	\$15.19
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$13.59	\$11.52	\$14.62	\$13.78
Electrical and Electronic Engineering Technicians	17-3023	\$25.09	\$16.06	\$29.60	\$26.62
Electrical and Electronic Equipment Assemblers	51-2022	\$12.64	\$9.92	\$14.00	\$13.06
Electricians	47-2111	\$18.74	\$13.81	\$21.20	\$18.32
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	\$13.78	\$10.47	\$15.43	\$13.88
Fiberglass Laminators and Fabricators	51-2091	\$10.42	\$8.82	\$11.22	\$9.33
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	\$18.40	\$12.40	\$21.40	\$17.15
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$19.69	\$13.53	\$22.77	\$19.56
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$23.92	\$16.12	\$27.82	\$22.20
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	\$23.57	\$15.15	\$27.78	\$23.61
General and Operations Managers	11-1021	\$42.20	\$20.57	\$53.00	\$35.79
Helpers--Production Workers	51-9198	\$13.57	\$10.26	\$15.22	\$13.33
Industrial Engineering Technicians	17-3026	\$21.93	\$17.59	\$24.11	\$22.01
Industrial Engineers	17-2112	\$27.63	\$22.80	\$30.04	\$28.24
Industrial Machinery Mechanics	49-9041	\$17.32	\$13.93	\$19.02	\$17.06
Industrial Truck and Tractor Operators	53-7051	\$12.83	\$10.92	\$13.78	\$12.31
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$13.63	\$9.21	\$15.84	\$13.33
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$17.43	\$12.90	\$19.70	\$16.91
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$12.07	\$8.99	\$13.61	\$11.27
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	\$13.83	\$12.39	\$14.55	\$13.97
Machinists	51-4041	\$15.85	\$12.74	\$17.40	\$15.23
Maintenance Workers, Machinery	49-9043	\$16.49	\$13.26	\$18.11	\$15.84
Market Research Analysts	19-3021	\$27.02	\$15.15	\$32.94	\$22.35
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$14.96	\$13.54	\$15.66	\$14.67
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$15.67	\$11.13	\$17.94	\$16.25
Office and Administrative Support Workers, All Other	43-9199	\$10.91	\$8.87	\$11.92	\$9.87
Order Clerks	43-4151	\$12.58	\$10.00	\$13.87	\$11.92
Packaging and Filling Machine Operators and Tenders	51-9111	\$12.87	\$8.67	\$14.97	\$12.93
Prepress Technicians and Workers	51-5022	\$14.19	\$13.85	\$14.37	\$14.22
Production Workers, All Other	51-9199	\$12.95	\$10.40	\$14.23	\$12.54
Production, Planning, and Expediting Clerks	43-5061	\$16.42	\$12.22	\$18.52	\$16.73
Purchasing Agents and Buyers, Farm Products	13-1021	\$21.21	\$17.47	\$23.08	\$21.93
Receptionists and Information Clerks	43-4171	\$10.40	\$8.18	\$11.51	\$10.05
Secretaries, Except Legal, Medical, and Executive	43-6014	\$12.16	\$9.25	\$13.62	\$12.12
Shipping, Receiving, and Traffic Clerks	43-5071	\$11.23	\$8.57	\$12.57	\$10.72
Stock Clerks and Order Fillers	43-5081	\$9.64	\$7.64	\$10.63	\$8.41
Structural Metal Fabricators and Fitters	51-2041	\$15.08	\$11.98	\$16.64	\$15.00
Surveying and Mapping Technicians	17-3031	\$18.15	\$17.81	\$18.34	\$18.10
Team Assemblers	51-2092	\$14.41	\$11.56	\$15.83	\$14.32
Tool and Die Makers	51-4111	\$20.50	\$16.67	\$22.41	\$20.27
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$15.44	\$9.91	\$18.20	\$14.28
Truck Drivers, Light or Delivery Services	53-3033	\$11.41	\$8.11	\$13.06	\$9.71
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$13.42	\$11.91	\$14.19	\$13.76
Welders, Cutters, Solderers, and Brazers	51-4121	\$15.37	\$12.56	\$16.77	\$14.90
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$17.02	\$14.40	\$18.33	\$17.60
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.