

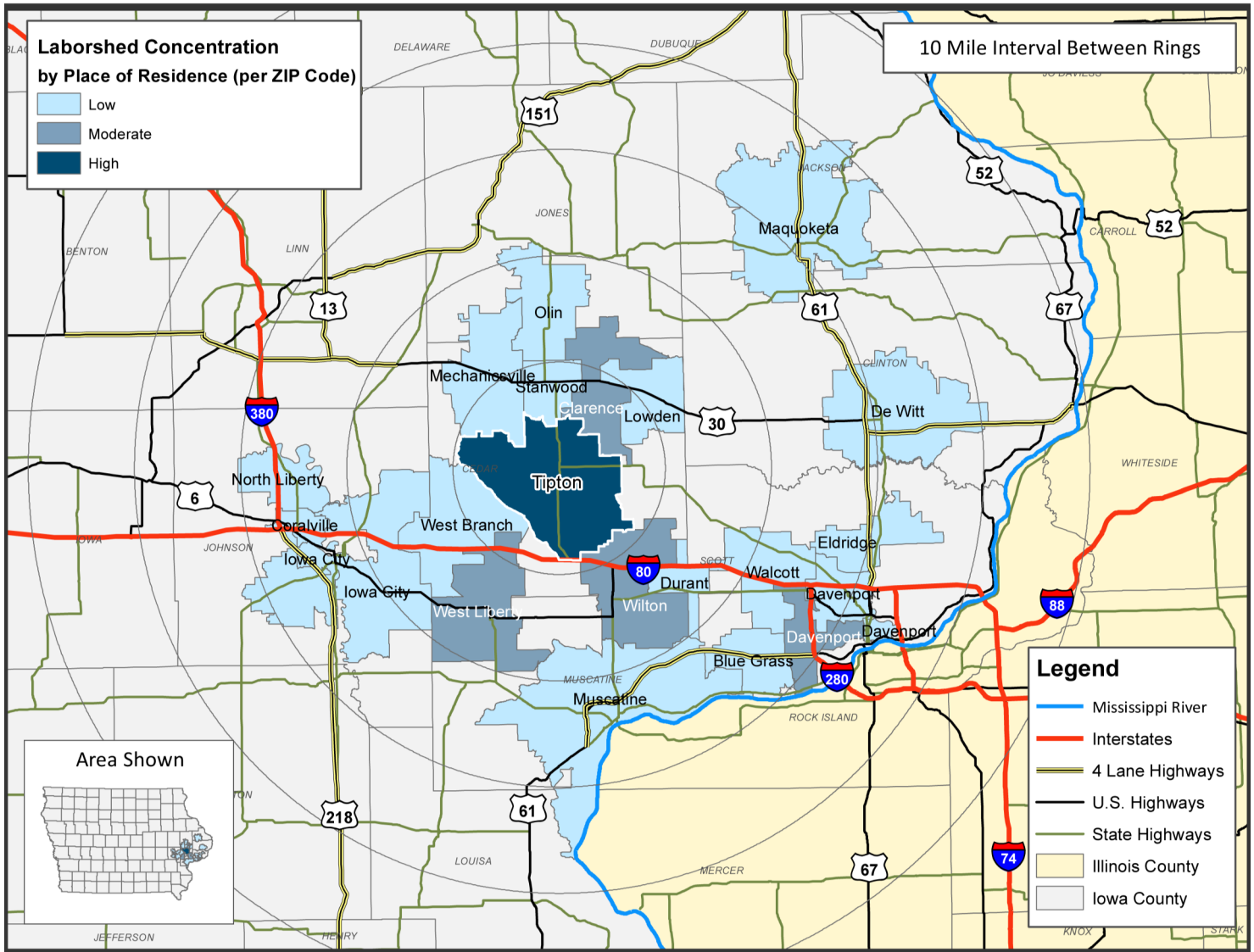
LABOR CHARACTERISTICS

ADVANCED MANUFACTURING



TIPTON, 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 25 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE TIPTON, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Electricians - 2,127
- Filtering and Still Machine Operators - 527
- General and Operations Managers - 530
- Heavy Drivers - 6,384
- Industrial Production Managers - 1,063
- Laborers and Material Movers, Hand - 2,661
- Light Truck Drivers - 2,128
- Machinists - 1,064
- Maintenance and Repair Workers, General - 2,129
- Mixing Machine Operators - 537
- Multiple Machine Operators - 1,596
- Packers and Packagers, Hand - 535
- Production Workers, All Other - 6,383
- Shipping Clerks - 534
- Supervisors of Mechanics - 5,320
- Supervisors of Production - 2,659
- Supervisors of Transportation - 529
- Team Assemblers - 1,065

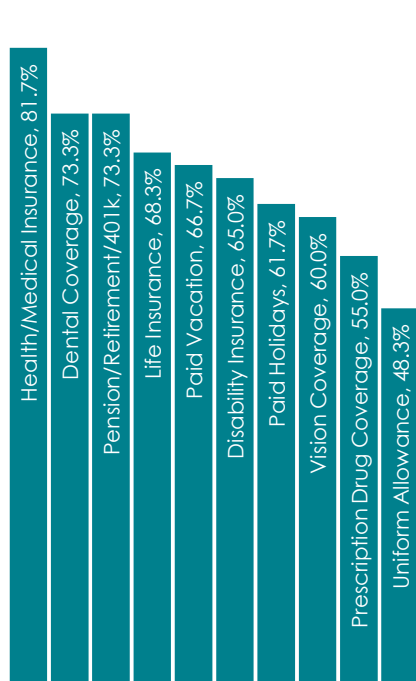
AN ESTIMATED TOTAL OF **37,771** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.4% (23)
- Low income - 0.0%
- Mismatch of skills - 8.5% (137)
- Total - 9.9% (160)

(Individuals counted only once when estimating Total Underemployment.)

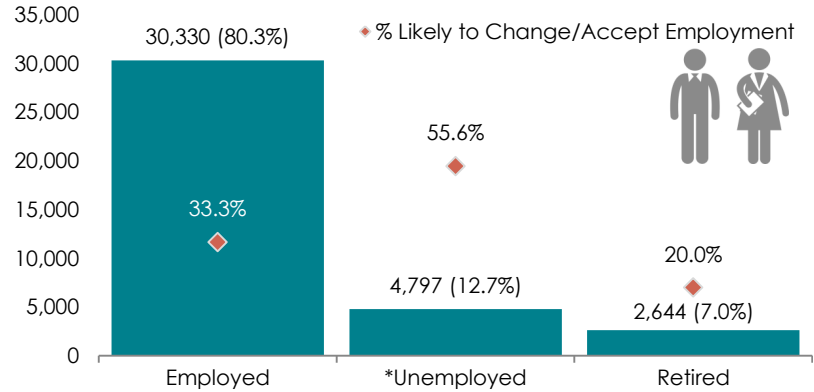
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



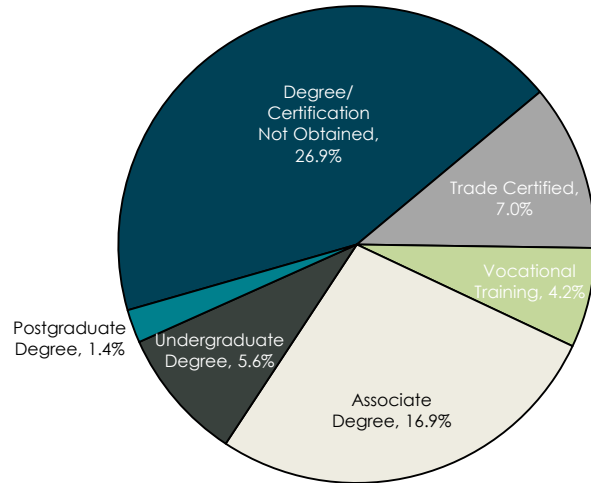
**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

EMPLOYMENT STATS:

- 71.8% paid an hourly wage
- 88.7% are/were employed full-time
- 11.3% are/were employed part-time
- 11.3% are/were employed self-employed
- 12.3% hold two or more jobs
- Currently working an average of 47 hours/week

EDUCATIONAL LEVEL:

(62.0% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 61.7%
 - www.indeed.com
 - www.craigslist.org
- Networking through friends, family or acquaintances - 26.7%
- IowaWORKS Centers - 13.3%
- Newspaper - 13.3%
 - *The Gazette-Cedar Rapids*



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 87.5%
- Job teams - 87.0%
- Job sharing - 47.8%
- Varied shifts - 37.5%
- Temporary work - 58.3%
- Seasonal work - 45.8%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$26.74	\$16.01	\$32.11	\$23.52	\$55,620
Architectural and Engineering Managers	11-9041	\$51.80	\$42.33	\$56.53	\$49.51	\$107,744
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.81	\$12.01	\$19.21	\$15.82	\$34,971
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$15.01	\$11.97	\$16.53	\$15.03	\$31,216
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$18.23	\$15.69	\$19.49	\$18.08	\$37,913
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$17.23	\$13.08	\$19.31	\$17.83	\$35,843
Customer Service Representatives	43-4051	\$20.27	\$11.86	\$24.48	\$15.04	\$42,171
Electrical and Electronics Engineering Technicians	17-3023	\$23.22	\$16.17	\$26.74	\$18.59	\$48,292
Engineers, All Other	17-2199	\$27.10	\$18.96	\$31.16	\$23.91	\$56,360
Executive Secretaries and Executive Administrative Assistants	43-6011	\$22.18	\$15.90	\$25.32	\$20.15	\$46,140
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	\$46.20	\$29.98	\$54.31	\$42.31	\$96,105
First-Line Supervisors of Production and Operating Workers	51-1011	\$26.49	\$17.37	\$31.06	\$23.17	\$55,106
General and Operations Managers	11-1021	\$35.25	\$14.79	\$45.48	\$31.21	\$73,320
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$16.11	\$13.56	\$17.38	\$16.32	\$33,510
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	\$19.35	\$15.84	\$21.11	\$19.97	\$40,253
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$18.53	\$13.53	\$21.02	\$18.12	\$38,532
Helpers--Production Workers	51-9198	\$13.71	\$10.38	\$15.37	\$13.39	\$28,507
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$16.14	\$12.13	\$18.14	\$14.45	\$33,567
Human Resources Managers	11-3121	\$45.73	\$34.38	\$51.40	\$38.83	\$95,113
Human Resources Specialists	13-1071	\$29.42	\$18.14	\$35.07	\$25.03	\$61,199
Industrial Engineering Technicians	17-3026	\$24.77	\$18.12	\$28.10	\$23.36	\$51,519
Industrial Engineers	17-2112	\$43.68	\$26.79	\$52.12	\$35.10	\$90,848
Industrial Machinery Mechanics	49-9041	\$23.11	\$16.82	\$26.25	\$22.61	\$48,059
Industrial Production Managers	11-3051	\$48.07	\$27.01	\$58.60	\$39.01	\$99,985
Industrial Truck and Tractor Operators	53-7051	\$17.10	\$14.02	\$18.64	\$16.52	\$35,565
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$17.21	\$12.69	\$19.47	\$16.34	\$35,797
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.30	\$9.84	\$16.53	\$13.67	\$29,737
Light Truck or Delivery Services Drivers	53-3033	\$22.97	\$10.06	\$29.43	\$16.52	\$47,784
Machinists	51-4041	\$18.31	\$15.20	\$19.86	\$17.96	\$38,076
Mechanical Drafters	17-3013	\$36.17	\$19.10	\$44.70	\$23.97	\$75,229
Mechanical Engineering Technicians	17-3027	\$24.81	\$21.81	\$26.31	\$22.83	\$51,604
Mechanical Engineers	17-2141	\$33.57	\$24.59	\$38.06	\$30.68	\$69,826
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$17.68	\$13.45	\$19.80	\$16.41	\$36,782
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$25.78	\$20.13	\$28.61	\$25.42	\$53,620
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$15.98	\$12.63	\$17.66	\$16.18	\$33,246
Painters, Construction and Maintenance	47-2141	\$14.22	\$11.05	\$15.81	\$14.36	\$29,582
Painters, Transportation Equipment	51-9122	\$19.96	\$16.13	\$21.87	\$20.35	\$41,517
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	\$16.47	\$15.06	\$17.17	\$16.83	\$34,252
Production Workers, All Other	51-9199	\$15.36	\$10.24	\$17.91	\$16.13	\$31,943
Sales Representatives, Services, All Other	41-3099	\$19.06	\$10.95	\$23.11	\$18.38	\$39,638
Secretaries and Administrative Assistants, Except Legal, Medical,	43-6014	\$14.08	\$9.34	\$16.45	\$13.85	\$29,294
Shipping, Receiving, and Traffic Clerks	43-5071	\$17.81	\$14.05	\$19.69	\$17.85	\$37,040
Water and Wastewater Treatment Plant and System Operators	51-8031	\$13.78	\$8.43	\$16.45	\$12.94	\$28,653
Welders, Cutters, Solderers, and Brazers	51-4121	\$16.23	\$13.41	\$17.63	\$15.95	\$33,750

The 2018 Iowa Wage data for the Tipton 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 www.iowalmi.gov/laborshed.

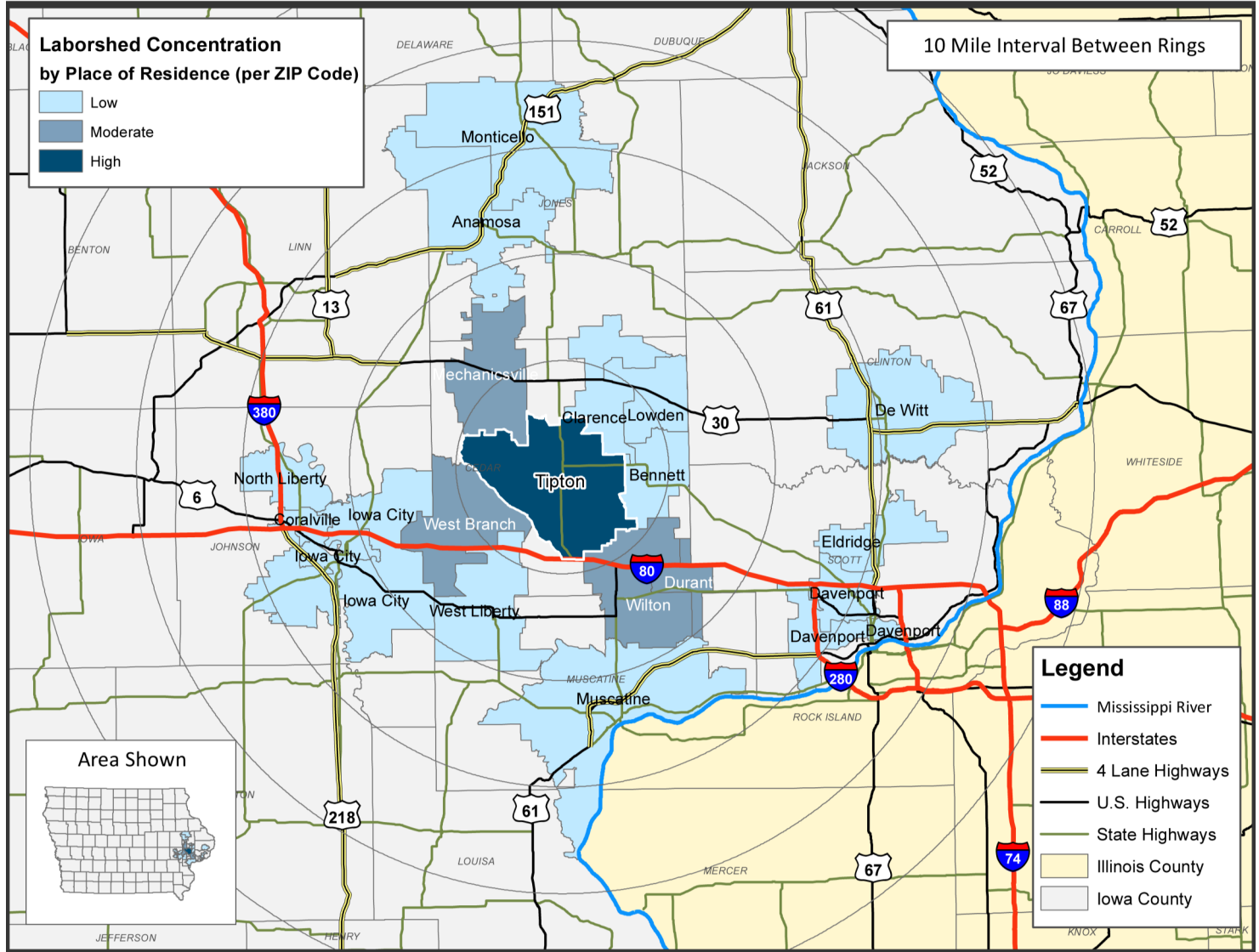
LABOR CHARACTERISTICS

BIOTECHNOLOGY



TIPTON, 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 15 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 28 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE TIPTON, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS



BIOTECHNOLOGY

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Agricultural Workers, All Other - 541
- Dietetic Technicians - 537
- Dietitians and Nutritionists - 535
- Environmental Scientists and Specialists - 1,060
- Farmers and Ranchers - 6,379
- Farmworkers and Laborers - 523
- Health Technologists - 539
- Information Systems Managers - 531
- Laborers and Material Movers, Hand - 2,661
- Maintenance and Repair Workers, General - 4,254
- Market Research Analysts - 1,595
- Pharmacy Technicians - 525
- Physicians and Surgeons, All Other - 527
- Production Workers, All Other - 6,383
- Registered Nurses - 4,786
- Separating and Still Machine Operators - 532
- Social Science Research Assistants - 529
- Social Scientists - 533
- Supervisors of Production - 2,657
- Wastewater Treatment Plant Operators - 1,064

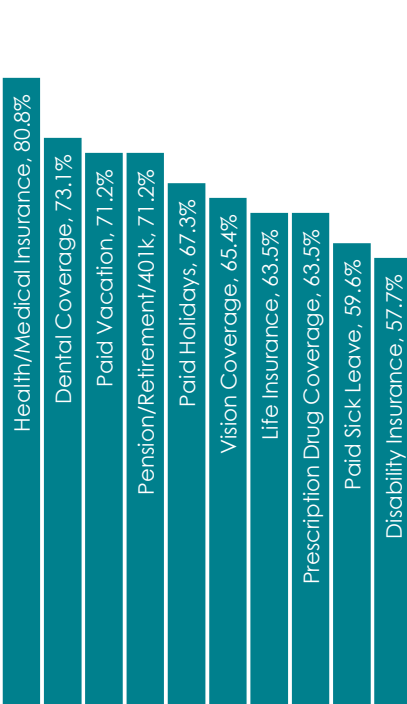
AN ESTIMATED TOTAL OF **36,691** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 0.0%
- Low income - 0.0%
- Mismatch of skills - 1.4% (22)
- Total - 1.4% (22)

(Individuals counted only once when estimating Total Underemployment.)

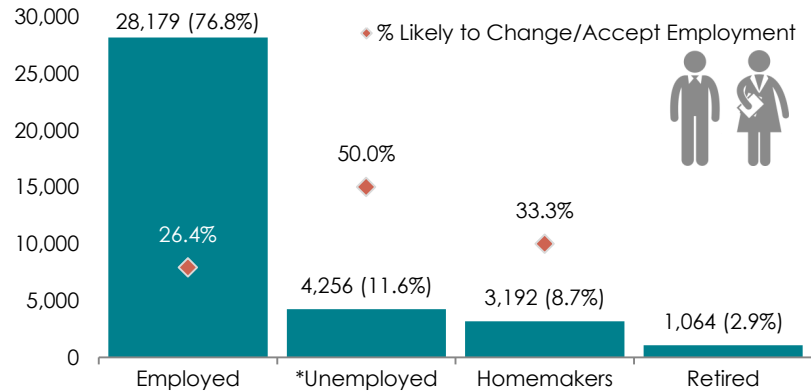
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



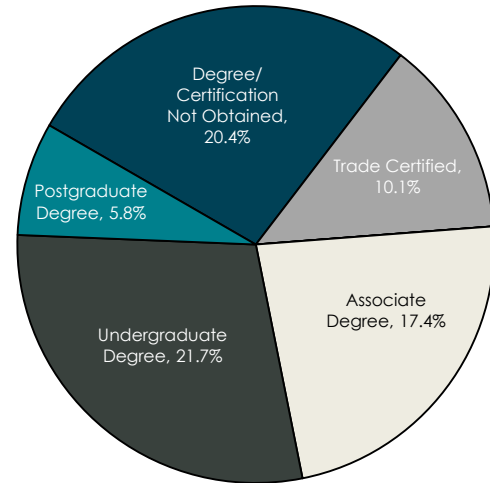
**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

EMPLOYMENT STATS:

- 62.3% paid an hourly wage
- 76.8% are/were employed full-time
- 23.2% are/were employed part-time
- 25.0% are/were employed self-employed
- 18.9% hold two or more jobs
- Currently working an average of 46 hours/week

EDUCATIONAL LEVEL:

(75.4% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 66.1%
 - www.indeed.com
 - www.facebook.com
 - www.monster.com
- Networking through friends, family or acquaintances - 37.1%
- IowaWORKS Centers - 11.3%
- Private Employment Services - 11.3%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 76.2%
- Job teams - 76.2%
- Job sharing - 42.9%
- Varied shifts - 33.3%
- Seasonal work - 47.6%
- Temporary work - 47.6%



LABOR CHARACTERISTICS



BIOTECHNOLOGY

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Agricultural Inspectors	45-2011	\$25.28	\$21.97	\$26.93	\$25.28	\$52,578
Architectural and Engineering Managers	11-9041	\$51.80	\$42.33	\$56.53	\$49.51	\$107,744
Bakers	51-3011	\$11.33	\$8.64	\$12.68	\$10.86	\$23,568
Butchers and Meat Cutters	51-3021	\$11.96	\$9.97	\$12.96	\$11.70	\$24,884
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.06	\$21.16	\$31.51	\$28.16	\$58,373
Computer and Information Systems Managers	11-3021	\$44.89	\$36.03	\$49.32	\$43.67	\$93,371
Conservation Scientists	19-1031	\$27.08	\$18.27	\$31.49	\$23.92	\$56,328
Dietitians and Nutritionists	29-1031	\$29.92	\$20.44	\$34.65	\$31.21	\$62,227
Engineers, All Other	17-2199	\$27.10	\$18.96	\$31.16	\$23.91	\$56,360
First-Line Supervisors of Non-Retail Sales Workers	41-1012	\$59.70	\$22.79	\$78.16	\$30.23	\$124,176
First-Line Supervisors of Production and Operating Workers	51-1011	\$26.49	\$17.37	\$31.06	\$23.17	\$55,106
Food Batchmakers	51-3092	\$12.79	\$8.11	\$15.14	\$12.06	\$26,610
Food Cooking Machine Operators and Tenders	51-3093	\$14.56	\$11.85	\$15.92	\$14.39	\$30,284
Industrial Engineers	17-2112	\$43.68	\$26.79	\$52.12	\$35.10	\$90,848
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$17.21	\$12.69	\$19.47	\$16.34	\$35,797
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$17.15	\$12.22	\$19.62	\$15.90	\$35,681
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.30	\$9.84	\$16.53	\$13.67	\$29,737
Licensed Practical and Licensed Vocational Nurses	29-2061	\$20.19	\$16.76	\$21.91	\$20.75	\$41,996
Life, Physical, and Social Science Technicians, All Other	19-4099	\$24.59	\$18.05	\$27.86	\$23.65	\$51,148
Maintenance and Repair Workers, General	49-9071	\$18.32	\$13.66	\$20.64	\$18.45	\$38,096
Market Research Analysts and Marketing Specialists	13-1161	\$27.80	\$16.43	\$33.48	\$22.84	\$57,814
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	\$13.33	\$11.25	\$14.37	\$13.20	\$27,718
Pharmacy Technicians	29-2052	\$14.65	\$11.40	\$16.28	\$14.91	\$30,482
Production Workers, All Other	51-9199	\$15.36	\$10.24	\$17.91	\$16.13	\$31,943
Registered Nurses	29-1141	\$26.19	\$20.66	\$28.96	\$25.12	\$54,479
Slaughterers and Meat Packers	51-3023	\$12.78	\$10.66	\$13.84	\$13.08	\$26,578
Water and Wastewater Treatment Plant and System Operators	51-8031	\$13.78	\$8.43	\$16.45	\$12.94	\$28,653

The 2018 Iowa Wage data for the Tipton 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 www.iowalmi.gov/laborshed.

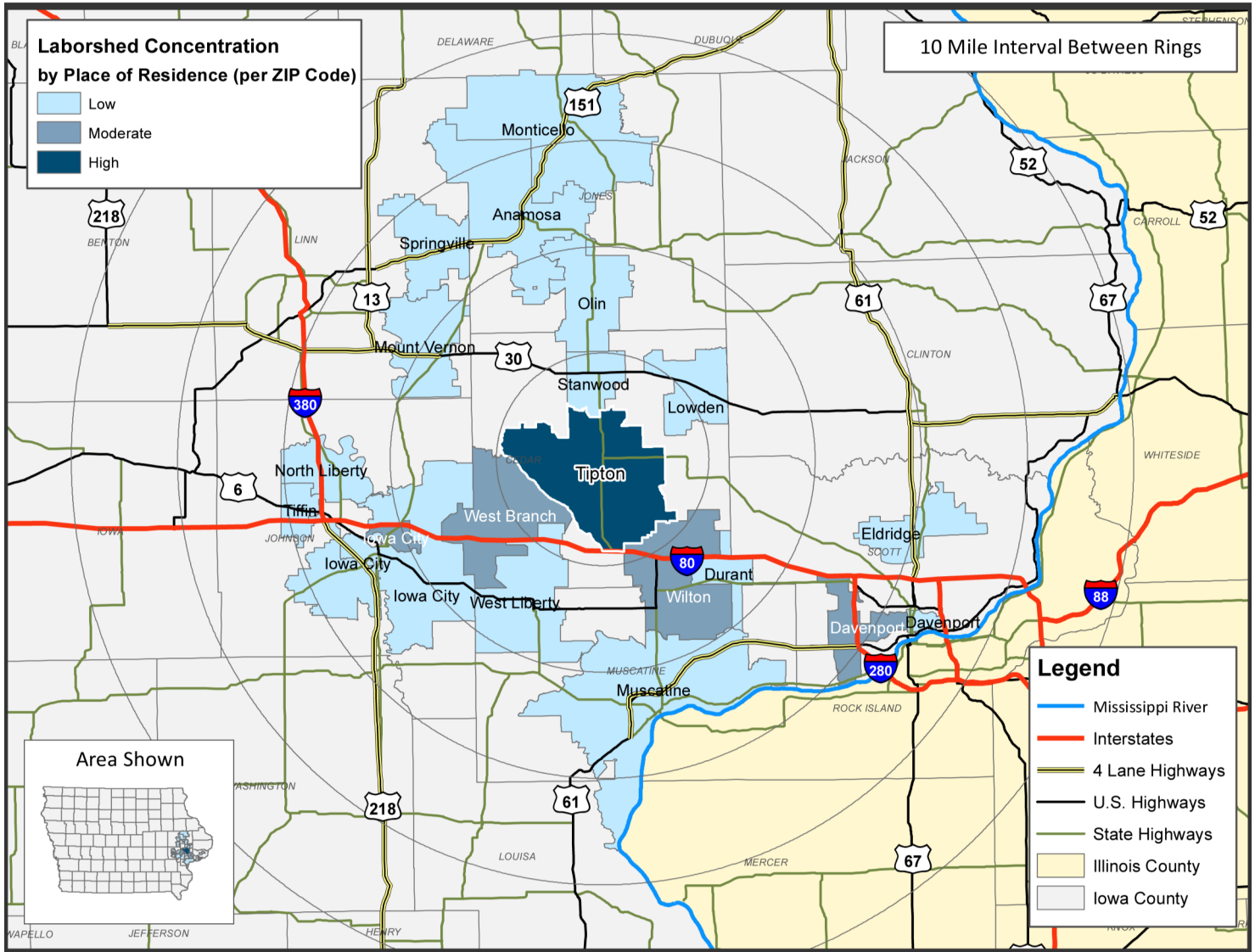
LABOR CHARACTERISTICS

FINANCIAL SERVICES



TIPTON, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
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LABOR CHARACTERISTICS



FINANCIAL SERVICES

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Accountants and Auditors - 1,066
- Administrative Services Managers - 4,266
- Budget Analysts - 527
- Business Operations Specialists - 537
- Claims Adjusters - 1,069
- Computer Occupations, All Other - 525
- Customer Service Representatives - 3,733
- Financial Managers - 2,133
- General and Operations Managers - 531
- Information Systems Managers - 535
- Insurance Sales Agents - 541
- Loan Officers - 539
- Managers, All Other - 11,198
- Market Research Analysts - 1,600
- Marketing Managers - 1,063
- Real Estate and Community Association Managers - 529
- Real Estate Brokers - 523
- Supervisors of Office Support Workers - 2,666
- Telemarketers - 543
- Tellers - 2,136

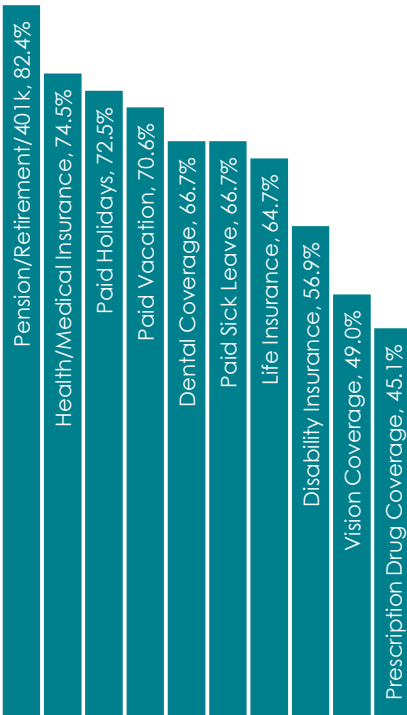
AN ESTIMATED TOTAL OF **36,260** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 0.0%
- Low income - 0.0%
- Mismatch of skills - 5.9% (92)
- Total - 5.9% (92)

(Individuals counted only once when estimating Total Underemployment.)

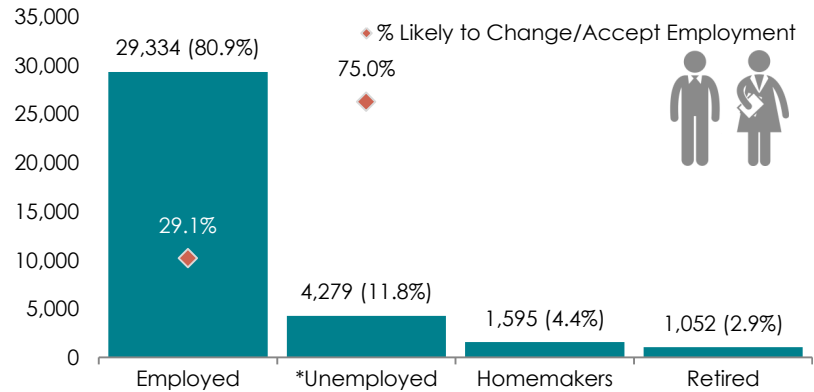
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



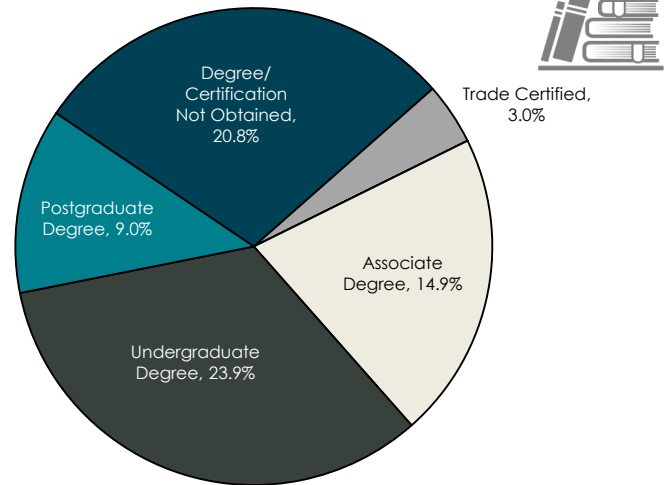
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- 86.8% are/were employed full-time
- 13.2% are/were employed part-time
- 23.5% are/were employed self-employed
- 14.5% hold two or more jobs
- Currently working an average of 46 hours/week

EDUCATIONAL LEVEL:

(71.6% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 85.2%
 - www.indeed.com
 - www.monster.com
 - www.linkedin.com
- Networking through friends, family or acquaintances - 21.3%
- IowaWORKS Centers - 13.1%
- Newspapers - 9.8%
 - *The Gazette*-Cedar Rapids

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 77.3%
- Cross-training - 63.6%
- Job sharing - 50.0%
- Varied shifts - 43.5%
- Temporary work - 38.1%
- Seasonal 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	\$26.74	\$16.01	\$32.11	\$23.52	\$55,620
Appraisers and Assessors of Real Estate	13-2021	\$21.45	\$12.75	\$25.80	\$22.59	\$44,614
Billing and Posting Clerks and Machine Operators	43-3021	\$15.98	\$12.45	\$17.75	\$14.80	\$33,246
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.81	\$12.01	\$19.21	\$15.82	\$34,971
Business Operations Specialists, All Other	13-1199	\$23.03	\$15.69	\$26.70	\$21.96	\$47,904
Chief Executives	11-1011	\$73.65	\$14.73	\$103.11	\$72.52	\$153,197
Claims Adjusters, Examiners, and Investigators	13-1031	\$24.63	\$17.13	\$28.39	\$22.48	\$51,237
Compensation, Benefits, and Job Analysis Specialists	13-1141	\$25.27	\$17.64	\$29.08	\$23.99	\$52,560
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.06	\$21.16	\$31.51	\$28.16	\$58,373
Cost Estimators	13-1051	\$31.94	\$18.99	\$38.42	\$26.86	\$66,446
Customer Service Representatives	43-4051	\$20.27	\$11.86	\$24.48	\$15.04	\$42,171
Data Entry Keyers	43-9021	\$15.79	\$12.32	\$17.53	\$14.57	\$32,853
Database Administrators	15-1141	\$35.81	\$27.66	\$39.88	\$33.87	\$74,478
Executive Secretaries and Executive Administrative Assistants	43-6011	\$22.18	\$15.90	\$25.32	\$20.15	\$46,140
Financial Managers	11-3031	\$46.20	\$29.98	\$54.31	\$42.31	\$96,105
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$21.12	\$14.62	\$24.38	\$20.51	\$43,939
Information and Record Clerks, All Other	43-4199	\$18.17	\$14.16	\$20.17	\$16.37	\$37,785
Insurance Claims and Policy Processing Clerks	43-9041	\$15.62	\$13.88	\$16.49	\$14.66	\$32,488
Insurance Sales Agents	41-3021	\$24.02	\$13.55	\$29.26	\$25.01	\$49,969
Lawyers	23-1011	\$33.41	\$22.07	\$39.09	\$34.38	\$69,500
Loan Interviewers and Clerks	43-4131	\$15.56	\$13.07	\$16.80	\$15.71	\$32,364
Loan Officers	13-2072	\$35.55	\$23.04	\$41.81	\$35.70	\$73,950
Management Analysts	13-1111	\$27.52	\$21.39	\$30.59	\$26.61	\$57,252
Managers, All Other	11-9199	\$40.25	\$19.96	\$50.40	\$29.82	\$83,724
Market Research Analysts and Marketing Specialists	13-1161	\$27.80	\$16.43	\$33.48	\$22.84	\$57,814
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$66.40	\$30.52	\$84.34	\$47.02	\$138,103
Tellers	43-3071	\$13.30	\$10.29	\$14.80	\$12.72	\$27,662
Training and Development Specialists	13-1151	\$21.11	\$15.87	\$23.73	\$20.77	\$43,914
Web Developers	15-1134	\$29.30	\$18.47	\$34.71	\$26.74	\$60,935

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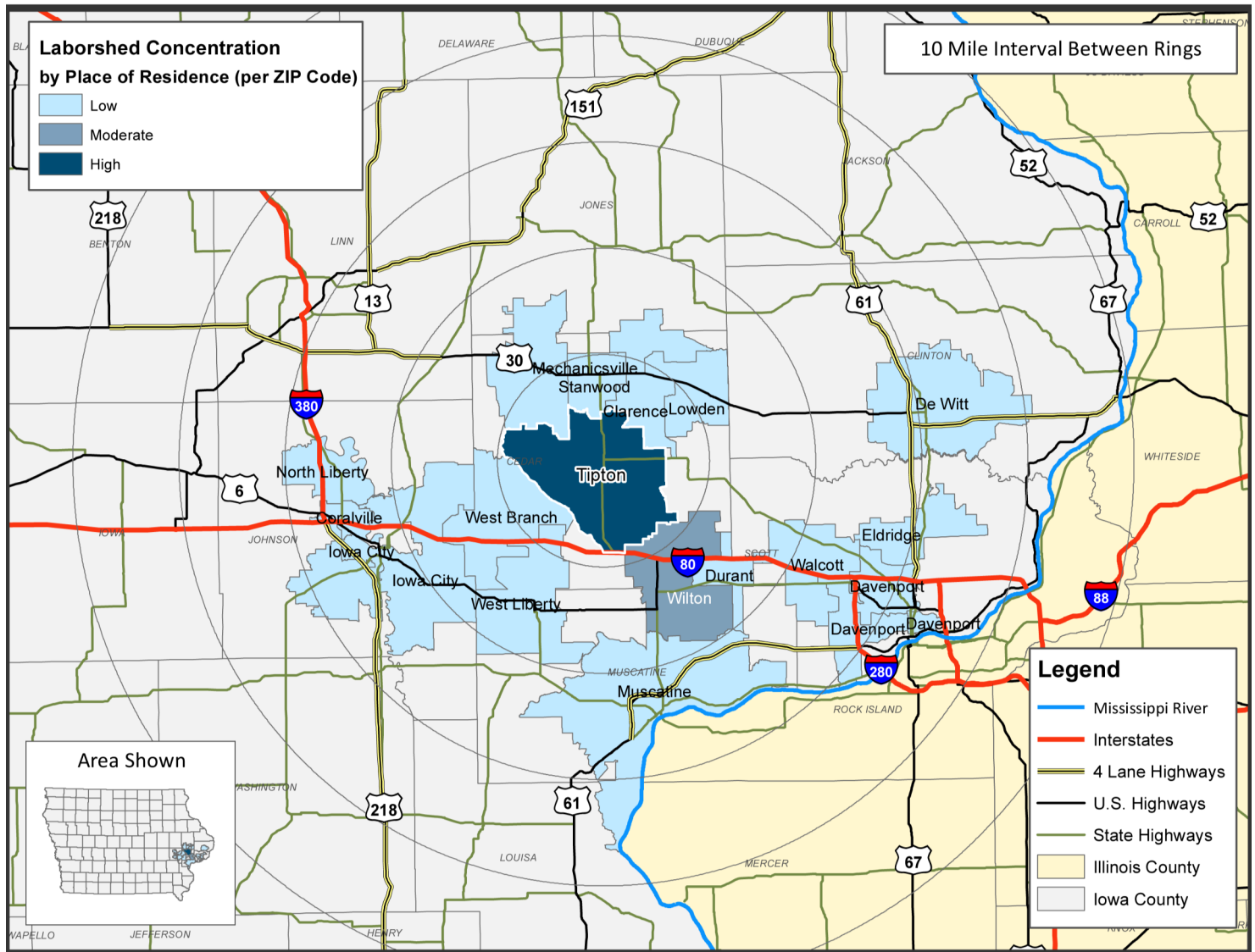
LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION



TIPTON, 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 24 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE TIPTON, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Business Operations Specialists - 529
- General and Operations Managers - 531
- Heavy Truck Drivers - 6,391
- Laborers and Material Movers, Hand - 2,664
- Light Truck Drivers - 2,130
- Logisticians - 533
- Maintenance and Repair Workers, General - 4,260
- Packers and Packers, Hand - 537
- Production Workers, All Other - 6,387
- Shipping, Receiving, and Traffic Clerks - 535
- Supervisors of Production - 2,660
- Supervisors of Transportation - 527
- Transportation and Distribution Managers - 2,130

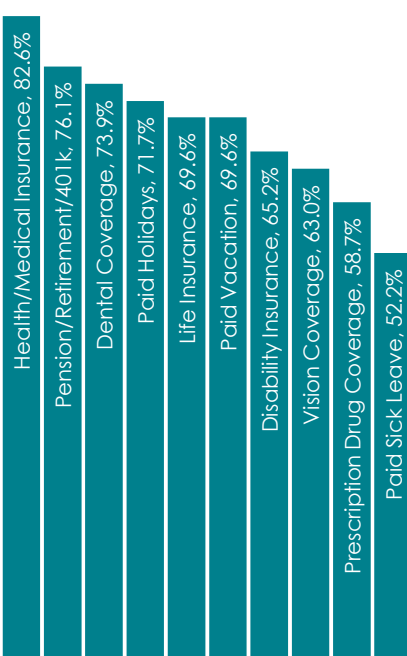
AN ESTIMATED TOTAL OF **29,814** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.8% (23)
- Low income - 0.0%
- Mismatch of skills - 7.1% (91)
- Total - 8.9% (114)

(Individuals counted only once when estimating Total Underemployment.)

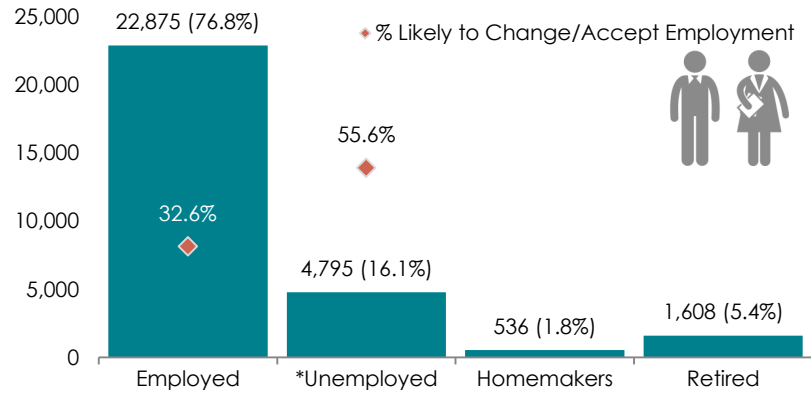
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



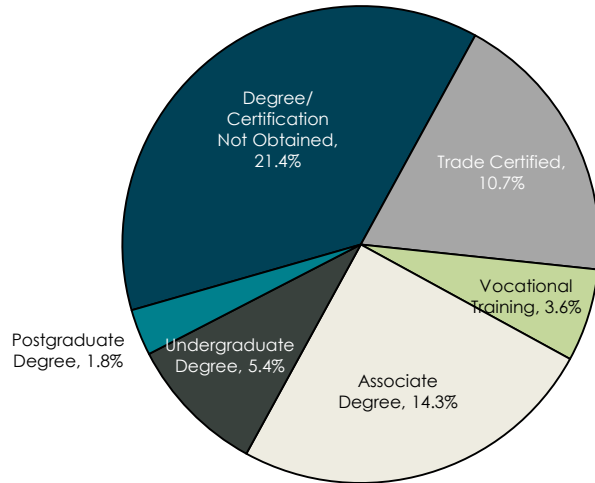
**Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

EMPLOYMENT STATS:

- 78.2% paid an hourly wage
- 91.1% are/were employed full-time
- 8.9% are/were employed part-time
- 7.1% are/were employed self-employed
- 11.6% hold two or more jobs
- Currently working an average of 47 hours/week

EDUCATIONAL LEVEL:

(57.2% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 68.1%
 - www.indeed.com
 - www.craigslist.org
 - www.facebook.com
- Networking through friends, family or acquaintances - 27.7%
- IowaWORKS Centers - 14.9%
- Newspapers - 10.6%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 94.7%
- Job teams - 88.9%
- Job sharing - 42.1%
- Varied shifts - 42.1%
- Temporary work - 63.2%
- Seasonal work - 57.9%



LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$36.51	\$27.76	\$40.88	\$35.59	\$75,931
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.06	\$21.16	\$31.51	\$28.16	\$58,373
Computer and Information Systems Managers	11-3021	\$44.89	\$36.03	\$49.32	\$43.67	\$93,371
Conveyor Operators and Tenders	53-7011	\$18.09	\$8.71	\$22.78	\$16.61	\$37,621
Cost Estimators	13-1051	\$31.94	\$18.99	\$38.42	\$26.86	\$66,446
Couriers and Messengers	43-5021	\$19.91	\$15.47	\$22.12	\$19.38	\$41,403
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$21.35	\$17.10	\$23.47	\$20.25	\$44,402
First-Line Supervisors of Production and Operating Workers	51-1011	\$26.49	\$17.37	\$31.06	\$23.17	\$55,106
General and Operations Managers	11-1021	\$35.25	\$14.79	\$45.48	\$31.21	\$73,320
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$18.53	\$13.53	\$21.02	\$18.12	\$38,532
Helpers--Production Workers	51-9198	\$13.71	\$10.38	\$15.37	\$13.39	\$28,507
Industrial Machinery Mechanics	49-9041	\$23.11	\$16.82	\$26.25	\$22.61	\$48,059
Industrial Production Managers	11-3051	\$48.07	\$27.01	\$58.60	\$39.01	\$99,985
Industrial Truck and Tractor Operators	53-7051	\$17.10	\$14.02	\$18.64	\$16.52	\$35,565
Information and Record Clerks, All Other	43-4199	\$18.17	\$14.16	\$20.17	\$16.37	\$37,785
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.30	\$9.84	\$16.53	\$13.67	\$29,737
Light Truck or Delivery Services Drivers	53-3033	\$22.97	\$10.06	\$29.43	\$16.52	\$47,784
Packaging and Filling Machine Operators and Tenders	51-9111	\$14.59	\$11.65	\$16.05	\$14.15	\$30,337
Packers and Packagers, Hand	53-7064	\$13.66	\$9.86	\$15.56	\$13.29	\$28,409
Production Workers, All Other	51-9199	\$15.36	\$10.24	\$17.91	\$16.13	\$31,943
Production, Planning, and Expediting Clerks	43-5061	\$22.18	\$18.05	\$24.24	\$22.38	\$46,128
Shipping, Receiving, and Traffic Clerks	43-5071	\$17.81	\$14.05	\$19.69	\$17.85	\$37,040
Stock Clerks and Order Fillers	43-5081	\$11.96	\$8.54	\$13.67	\$10.68	\$24,875
Transportation, Storage, and Distribution Managers	11-3071	\$32.27	\$18.98	\$38.92	\$34.27	\$67,126

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Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2019.