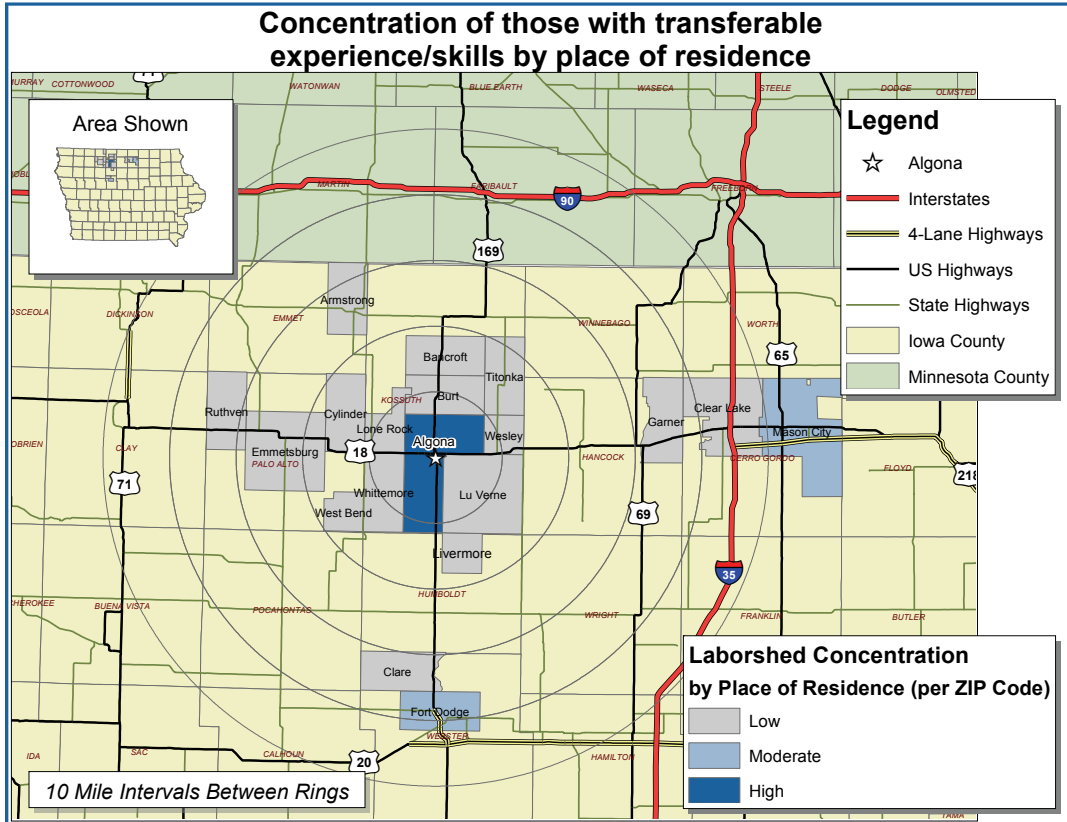


Labor Characteristics

Advanced Manufacturing

Kossuth County, IA Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 272
- Clerks - 951
- Computer Programmers - 136
- Customer Service Reps - 679
- Market Research Analysts - 268
- Office & Administrative Support Workers - 273
- Sales Reps - 135
- Secretaries - 1,765

Production:

- Managers - 408
- Supervisors - 815
- Assemblers & Fabricators - 278
- Cutting, Punching, & Press Machine Operators - 133
- Drafters - 140
- Electricians - 138
- Engineers - 272
- Inspectors - 269
- Machinists - 139
- Maintenance & Repair Workers - 270
- Multiple Machine Tool Operators - 950
- Painters, Construction & Maintenance - 134
- Production Workers, All Other - 2,445
- Structural Metal Fabricators & Fitters - 274
- Team Assemblers - 130
- Tool & Die Makers - 132
- Welding, Soldering, & Brazing Machine Operators - 276

Material Movers:

- Supervisors - 135
- Forklift Operators - 275
- Heavy Truck Drivers - 407
- Light Truck Drivers - 131

An estimated total of 12,630 people in the Laborshed area

Workers who have transferable experience/skills in the industry 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:

84.9% Employed

- 32.9% of the employed are willing to change employment

7.5% Unemployed

- 57.1% of the unemployed are willing to accept employment

1.1% Homemaker, Not Employed

6.5% Retired

Education Levels:

- 60.2% Education beyond high school
- 6.5% Trade certified
- 7.5% Vocational training
- 12.9% Associate degree
- 16.1% Undergraduate degree
- 1.1% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 87.1%
- Varied shifts (2nd, 3rd, & split) - 35.5%
- Job sharing - 12.9%
- Job teams - 74.2%
- Seasonal work - 45.2%
- Temporary work - 38.7%

Other Facts:

- 78.0% paid an hourly wage
- 81.7% are/were employed full-time
- 12.9% are/were employed part-time
- 3.2% are/were self-employed
- 11.4% hold two or more jobs
- Currently working an average of 43 hrs/week

Current Benefits:

- Health/medical insurance - 92.0%
- Pension/retirement/401K - 61.3%
- Paid vacation - 49.3%
- Dental coverage - 46.7%
- Vision coverage - 24.0%
- Paid holidays - 20.0%
- Life insurance - 18.7%
- Disability insurance - 12.0%
- Paid sick leave - 12.0%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 86.2%
- Pension/retirement/401K - 55.2%
- Dental coverage - 44.8%
- Paid vacation - 34.5%
- Vision coverage - 24.1%
- Paid holidays - 13.8%
- Paid sick leave - 10.3%
- Life insurance - 6.9%
- Paid time off - 6.9%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
 - www.iowaworkforce.org
 - www.monster.com
 - www.careerbuilder.com
- Iowa Workforce Development Centers
- Local/Regional Newspapers
 - Algona Upper Des Moines
 - The Des Moines Register
- Networking through friends, family, or acquaintances

Underemployment:

Total Underemployment - 7.5%

- Low hours - 1.1%
- Mismatch of skills - 4.3%
- Low income - 3.2%

IWD only counts individuals once when estimating Total Underemployment.

For more information regarding the Kossuth County Laborshed Analysis, contact:

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Information compiled by Iowa Workforce Development using Laborshed data released 2010.

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 Programmers	15-1021	\$ 25.90	\$ 17.20	\$ 30.24	\$ 22.85
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 Engineers	17-2071	\$ 43.57	\$ 27.35	\$ 51.67	\$ 38.58
Electricians	47-2111	\$ 18.74	\$ 13.81	\$ 21.20	\$ 18.32
Engineering Managers	11-9041	\$ 47.24	\$ 30.89	\$ 55.40	\$ 44.57
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.30	\$ 11.12	\$ 17.39	\$ 14.69
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	\$ 13.78	\$ 10.47	\$ 15.43	\$ 13.88
Financial Managers	11-3031	\$ 40.35	\$ 26.43	\$ 47.31	\$ 38.51
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 Production Managers	11-3051	\$ 31.48	\$ 18.37	\$ 38.04	\$ 28.60
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
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 and Repair Workers, General	49-9042	\$ 16.73	\$ 11.79	\$ 19.21	\$ 16.50
Market Research Analysts	19-3021	\$ 27.02	\$ 15.15	\$ 32.94	\$ 22.35
Mechanical Drafters	17-3013	\$ 19.61	\$ 15.52	\$ 21.67	\$ 18.91
Mechanical Engineers	17-2141	\$ 27.54	\$ 19.95	\$ 31.33	\$ 27.83
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 14.96	\$ 13.54	\$ 15.66	\$ 14.67
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$ 14.42	\$ 10.37	\$ 16.44	\$ 14.24
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
Painters, Construction and Maintenance	47-2141	\$ 13.87	\$ 10.52	\$ 15.54	\$ 13.31
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
Sales Representatives, Services, All Other	41-3099	\$ 21.63	\$ 12.52	\$ 26.18	\$ 23.12
Structural Metal Fabricators and Fitters	51-2041	\$ 15.08	\$ 11.98	\$ 16.64	\$ 15.00
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
Transportation, Storage, and Distribution Managers	11-3071	\$ 25.65	\$ 18.51	\$ 29.22	\$ 22.13
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
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 16.86	\$ 12.08	\$ 19.25	\$ 17.24
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

This Iowa Wage Survey for Iowa Workforce Development (IWD) Region 3/4 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 3/4 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.