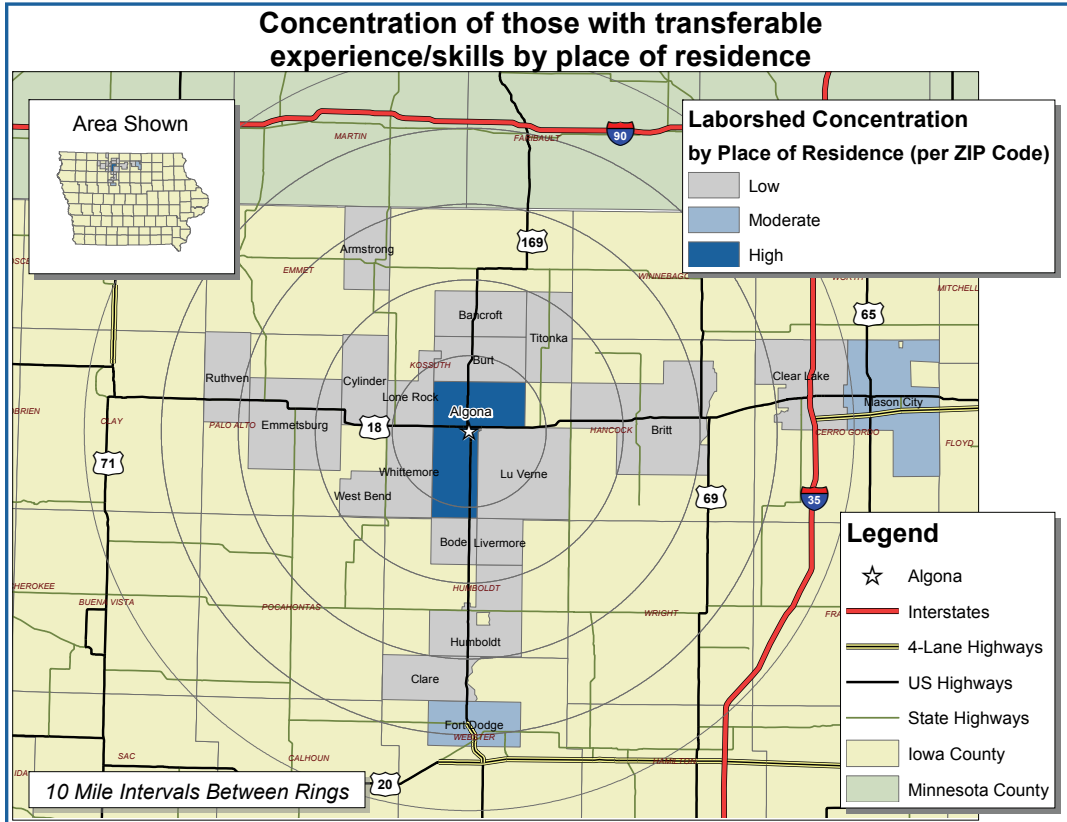


Labor Characteristics

Biofuels

Kossuth County, IA Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 676
- Supervisors - 947
- Clerks - 1,082
- Secretaries - 1,760
- Securities, Commodities, & Financial Services Sales Agents - 135

Production:

- Managers - 406
- Supervisors - 1,083
- Maintenance & Repair Workers - 271
- Production Workers, All Other - 2,436

Material Movers:

- Supervisors - 133
- Forklift Operators - 269
- Heavy Truck Drivers - 412

An estimated total of **9,610** people in the Laborshed area



Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 15 miles one way for the right employment opportunity.

Employment Status:

86.0% Employed

- 26.2% of the employed are willing to change employment

5.6% Unemployed

- 100% of the unemployed are willing to accept employment

1.4% Homemaker, Not Employed

7.0% Retired

Education Levels:

- 66.2% Education beyond high school
- 4.2% Trade Certified
- 4.2% Vocational training
- 21.1% Associate degree
- 18.3% Undergraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 95.2%
- Varied shifts (2nd, 3rd, & split) - 38.1%
- Job sharing - 28.6%
- Job teams - 81.0%
- Seasonal work - 42.9%
- Temporary work - 47.6%

Other Facts:

- 71.4% paid an hourly wage
- 78.9% are/were employed full-time
- 12.7% are/were employed part-time
- 4.2% are/were self-employed
- 4.2% are/were seasonally employed
- 11.5% hold two or more jobs
- Currently working an average of 43 hrs/week

Current Benefits:

- Health/medical insurance - 98.2%
- Pension/retirement/401K - 58.9%
- Dental coverage - 44.6%
- Paid vacation - 32.1%
- Life insurance - 21.4%
- Vision coverage - 21.4%
- Paid holidays - 17.9%
- Paid sick leave - 14.3%
- Disability insurance - 8.9%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 95.0%
- Dental coverage - 50.0%
- Pension/retirement/401K - 50.0%
- Paid vacation - 40.0%
- Vision coverage - 25.0%
- Paid holidays - 15.0%
- Paid sick leave - 10.0%
- Life insurance - 5.0%
- Paid time off - 5.0%

Top Advertising Media:

(for those seeking employment opportunities)

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

Underemployment:

Total Underemployment - 5.6%

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

IWD only counts individuals once when estimating Total Underemployment.

The Iowa Workforce Development Region 3/4 aggregate 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.

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Agricultural and Food Science Technicians	19-4011	\$14.24	\$10.16	\$16.30	\$13.50
Agricultural Inspectors	45-2011	\$23.97	\$19.53	\$26.20	\$24.36
Agricultural Workers, All Other	45-2099	\$9.30	\$7.56	\$10.17	\$8.93
Engineering Managers	11-9041	\$47.24	\$30.89	\$55.40	\$44.57
Environmental Science and Protection Technicians, Including Health	19-4091	\$22.59	\$14.14	\$26.82	\$22.08
Executive Secretaries and Administrative Assistants	43-6011	\$15.30	\$11.12	\$17.39	\$14.69
First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	45-1011	\$26.02	\$21.16	\$28.45	\$27.01
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	\$23.56	\$17.29	\$26.69	\$21.56
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
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
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
Office Clerks, General	43-9061	\$12.29	\$8.99	\$13.94	\$11.44
Production Workers, All Other	51-9199	\$12.95	\$10.40	\$14.23	\$12.54
Purchasing Agents and Buyers, Farm Products	13-1021	\$21.21	\$17.47	\$23.08	\$21.93
Purchasing Managers	11-3061	\$35.02	\$23.48	\$40.79	\$35.02
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
Stock Clerks and Order Fillers	43-5081	\$9.64	\$7.64	\$10.63	\$8.41
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$15.44	\$9.91	\$18.20	\$14.28

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.

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