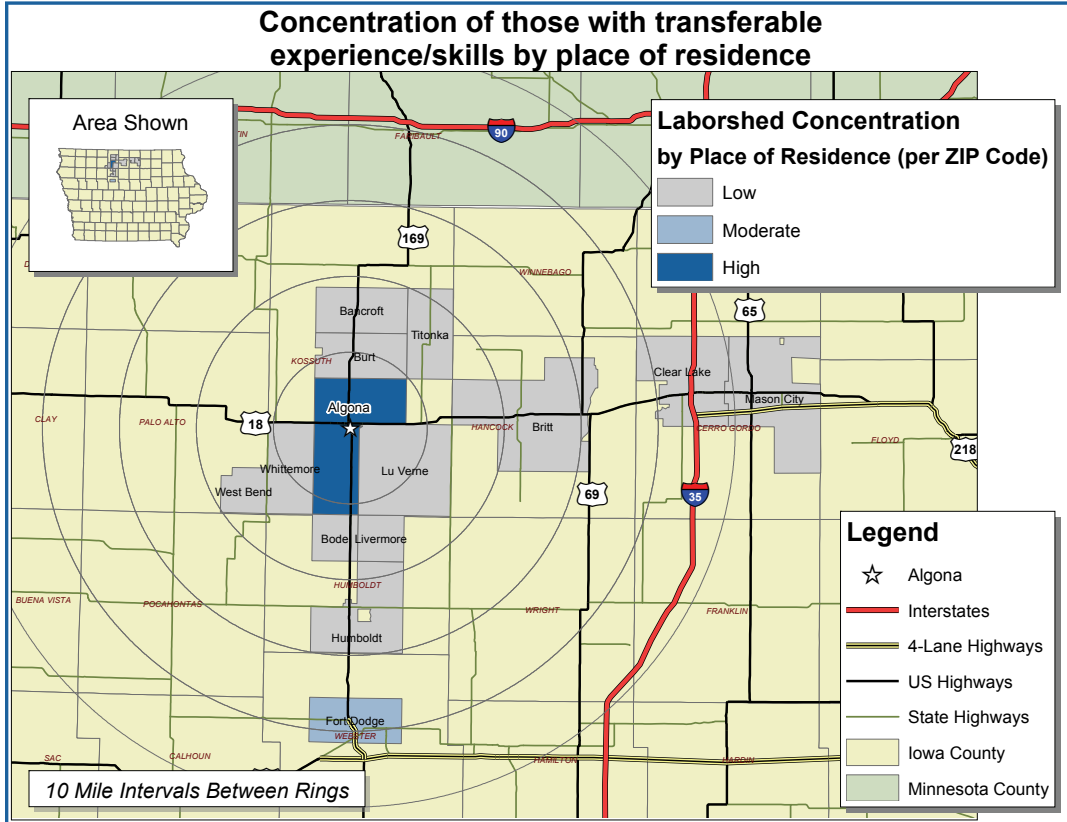


Labor Characteristics

Education

Kossuth County, IA Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Chief Executives - 172
- Administrators - 515
- Managers - 520
- Supervisors - 178
- Secretaries - 680

Education & Training:

- Community & Social Service Specialists - 170
- Elementary School Teachers - 175
- Post secondary Teachers - 174
- Special Education Teachers - 169
- Teachers & Instructors, All Other - 4,290
- Teacher Assistants - 1,030
- Training & Development Specialists - 167

Support Workers:

- Cooks - 344
- Dining Room & Cafeteria Attendants - 173
- Janitors - 510
- Registered Nurses - 343

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 8 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 9 miles one way for the right employment opportunity.

Employment Status:

76.7% Employed

- 4.7% of the employed are willing to change employment

3.6% Unemployed

1.8% Homemakers, Not Employed

17.9% Retired

- 30.0% of the retired are willing to accept employment

Education Levels:

- 87.5% Education beyond high school
- 1.8% Vocational training
- 3.6% Associate degree
- 32.1% Undergraduate degree
- 37.5% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 83.3%
- Varied shifts (2nd, 3rd, & split) - 50.0%
- Job sharing - 50.0%
- Job teams - 83.3%
- Seasonal work - 100%
- Temporary work - 100%

Other Facts:

- 70.4% paid an annual salary
- 83.9% are/were employed full-time
- 14.3% are/were employed part-time
- 1.8% are/were self-employed
- 9.1% hold two or more jobs
- Currently working an average of 43 hrs/week

Current Benefits:

- Health/medical insurance - 93.3%
- Pension/retirement/401K - 73.3%
- Dental coverage - 42.2%
- Vision coverage - 26.7%
- Life insurance - 20.0%
- Paid holidays - 13.3%
- Paid sick leave - 13.3%
- Paid vacation - 13.3%
- Disability insurance - 8.9%
- Prescription drug coverage - 4.4%
- Paid time off - 2.2%
- Tuition assistance/reimbursement - 2.2%

Desired Benefits:

(by percent of interest)

- Pension/retirement/401K - 80.0%
- Health/medical insurance - 60.0%
- Paid holidays - 20.0%
- Paid time off - 20.0%
- Paid vacation - 20.0%

Top Advertising Media:

(for those seeking employment opportunities)

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

Underemployment:

Total Underemployment - 0.0%

- Low hours - 0.0%
- Mismatch of skills - 0.0%
- Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.

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

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www.paloaltoiowa.com

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Chief Executives	11-1011	\$ 48.32	\$ 16.49	\$ 64.23	\$ 46.20
Child, Family, and School Social Workers	21-1021	\$ 20.59	\$ 13.14	\$ 24.32	\$ 21.32
Community and Social Service Specialists, All Other	21-1099	\$ 12.12	\$ 9.06	\$ 13.65	\$ 12.07
Cooks, Institution and Cafeteria	35-2012	\$ 10.13	\$ 8.69	\$ 10.84	\$ 10.14
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	\$ 8.25	\$ 7.83	\$ 8.45	\$ 8.00
Education Administrators, All Other	11-9039	\$ 39.87	\$ 28.50	\$ 45.55	\$ 34.72
Education Administrators, Postsecondary	11-9033	\$ 40.54	\$ 26.71	\$ 47.45	\$ 36.82
Education Administrators, Preschool and Child Care Center/ Program	11-9031	\$ 25.51	\$ 16.30	\$ 30.11	\$ 21.60
Education, Training, and Library Workers, All Other	25-9099	\$ 20.58	\$ 16.81	\$ 22.47	\$ 20.37
Educational, Vocational, and School Counselors	21-1012	\$ 15.32	\$ 9.15	\$ 18.40	\$ 14.08
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.30	\$ 11.12	\$ 17.39	\$ 14.69
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 19.69	\$ 13.53	\$ 22.77	\$ 19.56
Food Preparation and Serving Related Workers, All Other	35-9099	\$ 9.89	\$ 8.44	\$ 10.62	\$ 9.65
Instructional Coordinators	25-9031	\$ 22.50	\$ 16.07	\$ 25.72	\$ 22.56
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	\$ 10.95	\$ 8.49	\$ 12.17	\$ 10.54
Librarians	25-4021	\$ 19.41	\$ 14.66	\$ 21.78	\$ 19.02
Library Technicians	25-4031	\$ 10.08	\$ 8.01	\$ 11.11	\$ 9.85
Managers, All Other	11-9199	\$ 26.03	\$ 10.51	\$ 33.78	\$ 22.62
Preschool Teachers, Except Special Education	25-2011	\$ 15.79	\$ 10.06	\$ 18.67	\$ 13.78
Registered Nurses	29-1111	\$ 22.74	\$ 17.95	\$ 25.13	\$ 22.51
Social and Human Service Assistants	21-1093	\$ 9.75	\$ 8.83	\$ 10.21	\$ 9.14
Training and Development Specialists	13-1073	\$ 24.35	\$ 16.41	\$ 28.30	\$ 24.84
Vocational Education Teachers, Postsecondary	25-1194	\$ 18.31	\$ 10.79	\$ 22.06	\$ 18.14

Occupation	Occupational Code	Mean Salary	Entry Salary	Experienced Salary	Median Salary
Art, Drama, and Music Teachers, Postsecondary	25-1121	\$ 52,804	\$ 32,490	\$ 62,962	\$ 54,614
Biological Science Teachers, Postsecondary	25-1042	\$ 43,313	\$ 29,637	\$ 50,151	\$ 32,614
Business Teachers, Postsecondary	25-1011	\$ 46,270	\$ 29,237	\$ 54,785	\$ 47,565
Coaches and Scouts	27-2022	\$ 24,232	\$ 16,006	\$ 28,344	\$ 18,444
Communications Teachers, Postsecondary	25-1122	\$ 35,447	\$ 29,637	\$ 38,353	\$ 32,182
Computer Science Teachers, Postsecondary	25-1021	\$ 44,948	\$ 29,637	\$ 52,603	\$ 33,303
Education Administrators, Elementary and Secondary School	11-9032	\$ 71,229	\$ 55,918	\$ 78,883	\$ 73,418
Education Teachers, Postsecondary	25-1081	\$ 54,117	\$ 40,860	\$ 60,746	\$ 52,033
Elementary School Teachers, Except Special Education	25-2021	\$ 37,809	\$ 26,541	\$ 43,444	\$ 38,746
History Teachers, Postsecondary	25-1125	\$ 42,693	\$ 29,637	\$ 49,222	\$ 32,994
Kindergarten Teachers, Except Special Education	25-2012	\$ 34,022	\$ 25,302	\$ 38,383	\$ 32,145
Mathematical Science Teachers, Postsecondary	25-1022	\$ 52,630	\$ 31,245	\$ 63,322	\$ 54,407
Middle School Teachers, Except Special and Vocational Education	25-2022	\$ 39,755	\$ 25,978	\$ 46,643	\$ 40,263
Nursing Instructors and Teachers, Postsecondary	25-1072	\$ 39,725	\$ 31,902	\$ 43,637	\$ 39,880
Philosophy and Religion Teachers, Postsecondary	25-1126	\$ 45,451	\$ 31,277	\$ 52,538	\$ 44,803
Secondary School Teachers, Except Special and Vocational Education	25-2031	\$ 39,538	\$ 27,313	\$ 45,651	\$ 39,449
Special Education Teachers, Middle School	25-2042	\$ 38,884	\$ 30,701	\$ 42,976	\$ 38,621
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	\$ 38,707	\$ 32,375	\$ 41,873	\$ 38,205
Special Education Teachers, Secondary School	25-2043	\$ 33,334	\$ 22,344	\$ 38,828	\$ 30,651
Teacher Assistants	25-9041	\$ 21,773	\$ 17,727	\$ 23,796	\$ 22,079
Teachers and Instructors, All Other	25-3099	\$ 40,670	\$ 23,691	\$ 49,159	\$ 36,309
Vocational Education Teachers, Secondary School	25-2032	\$ 40,852	\$ 29,511	\$ 46,522	\$ 39,885

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.