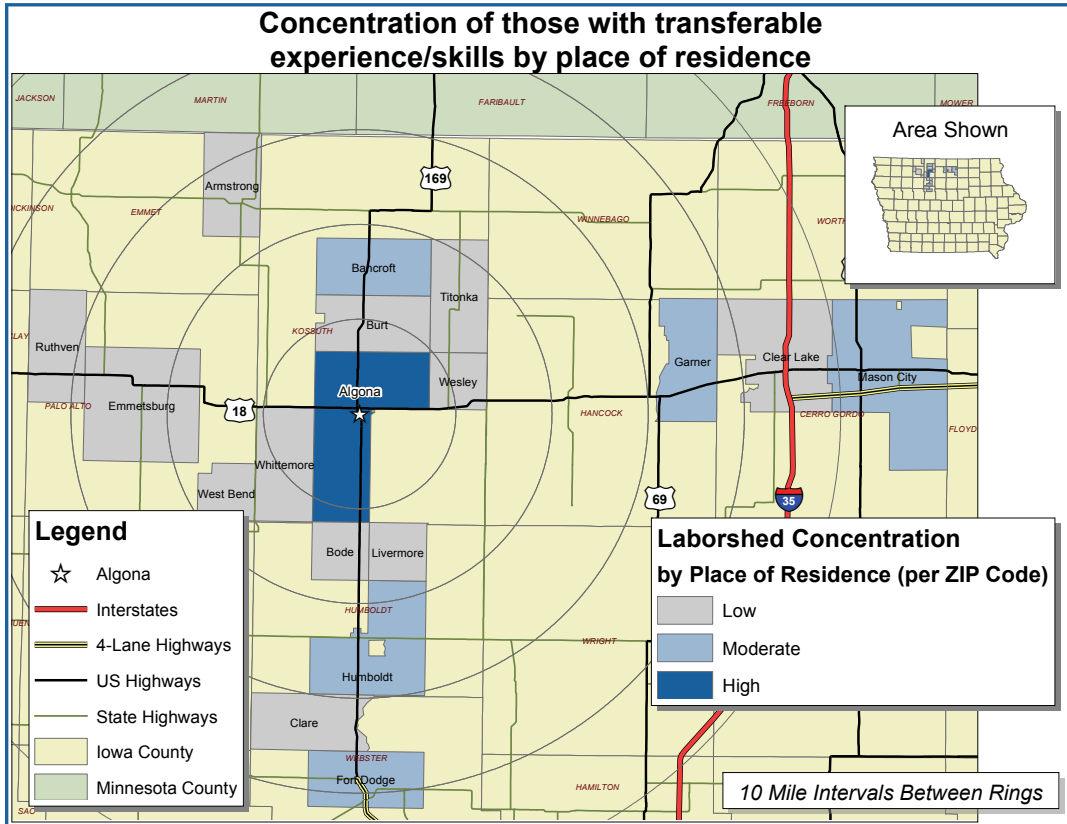


# Labor Characteristics

## Manufacturing

### Kossuth County, IA Laborshed



#### Estimated Potential Available Labor Per Occupational Category:

##### Business Operations:

- Chief Executives - 172
- Managers - 688
- Clerks - 516
- Computer Specialists - 174
- Sales Reps & Sales Related Workers - 340
- Secretaries - 342

##### Production:

- Managers - 170
- Supervisors - 690
- Assemblers & Fabricators - 343
- Automotive Service Techs & Mechanics - 171
- Cutting, Punching, & Press Machine Operators - 175
- Designers - 344
- Engineers - 178
- Inspectors - 164
- Installation, Maintenance, & Repair Workers - 169
- Machinists - 166
- Meat, Poultry, & Fish Cutters - 176
- Multiple Machine Tool Operators - 1,032
- Painters, Construction & Maintenance - 173
- Production Workers - 1,379
- Sewing Machine Operators - 179
- Structural Metal Fabricators & Fitters - 352
- Team Assemblers - 165
- Tool & Die Makers - 168
- Welding, Soldering, & Brazing Machine Operators - 167

##### Material Movers:

- Forklift Operators - 180
- Packers & Packagers - 171

An estimated total of **8,944** people in the Laborshed area

Workers who have transferable experience/skills in the industry are currently commuting an average of 13 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 19 miles one way for the right employment opportunity.

#### Employment Status:

##### 86.7% Employed

- 32.6% of the employed are willing to change employment

##### 5.7% Unemployed

##### 1.9% Homemakers, Not Employed

##### 5.7% Retired

#### Education Levels:

- 64.2% Education beyond high school
- 3.8% Vocational training
- 7.5% Trade certified
- 20.8% Associate degree
- 13.2% Undergraduate degree
- 1.9% Postgraduate degree

#### Workplace Flexibility:

(by percent of interest)

- Cross-training - 78.9%
- Varied shifts (2nd, 3rd, & split) - 31.6%
- Job sharing - 5.3%
- Job teams - 84.2%
- Seasonal work - 31.6%
- Temporary work - 31.6%

#### Other Facts:

- 71.2% paid an hourly wage
- 94.3% are/were employed full-time
- 3.8% are/were self-employed
- 1.9% are/were seasonally employed
- 10.9% hold two or more jobs
- Currently working an average of 48 hrs/week

#### Current Benefits:

- Health/medical insurance - 97.9%
- Pension/retirement/401K - 62.5%
- Dental coverage - 56.3%
- Paid vacation - 47.9%
- Vision coverage - 22.9%
- Paid holidays - 18.8%
- Life insurance - 10.4%
- Disability insurance - 6.3%
- Paid sick leave - 6.3%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 93.8%
- Pension/retirement/401K - 68.8%
- Dental coverage - 43.8%
- Paid vacation - 37.5%
- Vision coverage - 18.8%
- Life insurance - 6.3%
- Paid holidays - 6.3%
- Stock options - 6.3%

#### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.monster.com](http://www.monster.com)
  - [www.iowaworkforce.org](http://www.iowaworkforce.org)
- Local/Regional Newspapers
  - Algona Upper Des Moines
  - The Des Moines Register
  - The Messenger - Ft. Dodge
- Iowa Workforce Development Centers
- Networking through friends, family, or acquaintances

#### Underemployment:

Total Underemployment - 7.5%

- Low hours - 0.0%
- Mismatch of skills - 5.7%
- Low income - 1.9%

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](http://www.paloaltoiowa.com)

| 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    |
| Automotive Service Technicians and Mechanics   | 49-3023           | \$ 18.19  | \$ 12.19   | \$ 21.19         | \$ 17.99    |
| Cabinetmakers and Bench Carpenters   | 51-7011           | \$ 11.95  | \$ 10.76   | \$ 12.55         | \$ 11.81    |
| Chief Executives   | 11-1011           | \$ 48.32  | \$ 16.49   | \$ 64.23         | \$ 46.20    |
| Coating, Painting, and Spraying Machine Setters, Operators, and Tenders                      | 51-9121           | \$ 15.20  | \$ 12.50   | \$ 16.56         | \$ 14.84    |
| Computer and Information Systems Managers  | 11-3021           | \$ 31.81  | \$ 24.22   | \$ 35.61         | \$ 33.01    |
| 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    |
| 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    |
| Electrical Engineers   | 17-2071           | \$ 43.57  | \$ 27.35   | \$ 51.67         | \$ 38.58    |
| 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    |
| Fiberglass Laminators and Fabricators  | 51-2091           | \$ 10.42  | \$ 8.82    | \$ 11.22         | \$ 9.33     |
| First-Line Supervisors/Managers of Production and Operating Workers                          | 51-1011           | \$ 23.92  | \$ 16.12   | \$ 27.82         | \$ 22.20    |
| 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    |
| Installation, Maintenance, and Repair Workers, All Other                                     | 49-9099           | \$ 17.43  | \$ 12.90   | \$ 19.70         | \$ 16.91    |
| 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    |
| Managers, All Other  | 11-9199           | \$ 26.03  | \$ 10.51   | \$ 33.78         | \$ 22.62    |
| Meat, Poultry, and Fish Cutters and Trimmers   | 51-3022           | \$ 11.79  | \$ 10.08   | \$ 12.64         | \$ 11.83    |
| 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 Clerks, General   | 43-9061           | \$ 12.29  | \$ 8.99    | \$ 13.94         | \$ 11.44    |
| Packaging and Filling Machine Operators and Tenders  | 51-9111           | \$ 12.87  | \$ 8.67    | \$ 14.97         | \$ 12.93    |
| Packers and Packagers, Hand  | 53-7064           | \$ 10.73  | \$ 8.33    | \$ 11.92         | \$ 9.64     |
| 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    |
| Production, Planning, and Expediting Clerks  | 43-5061           | \$ 16.42  | \$ 12.22   | \$ 18.52         | \$ 16.73    |
| Purchasing Managers  | 11-3061           | \$ 35.02  | \$ 23.48   | \$ 40.79         | \$ 35.02    |
| Sales Representatives, Services, All Other   | 41-3099           | \$ 21.63  | \$ 12.52   | \$ 26.18         | \$ 23.12    |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 41-4012           | \$ 22.81  | \$ 12.87   | \$ 27.77         | \$ 21.50    |
| Sewing Machine Operators   | 51-6031           | \$ 11.15  | \$ 10.11   | \$ 11.67         | \$ 11.25    |
| 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    |
| 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](http://www.iowaworkforce.org).