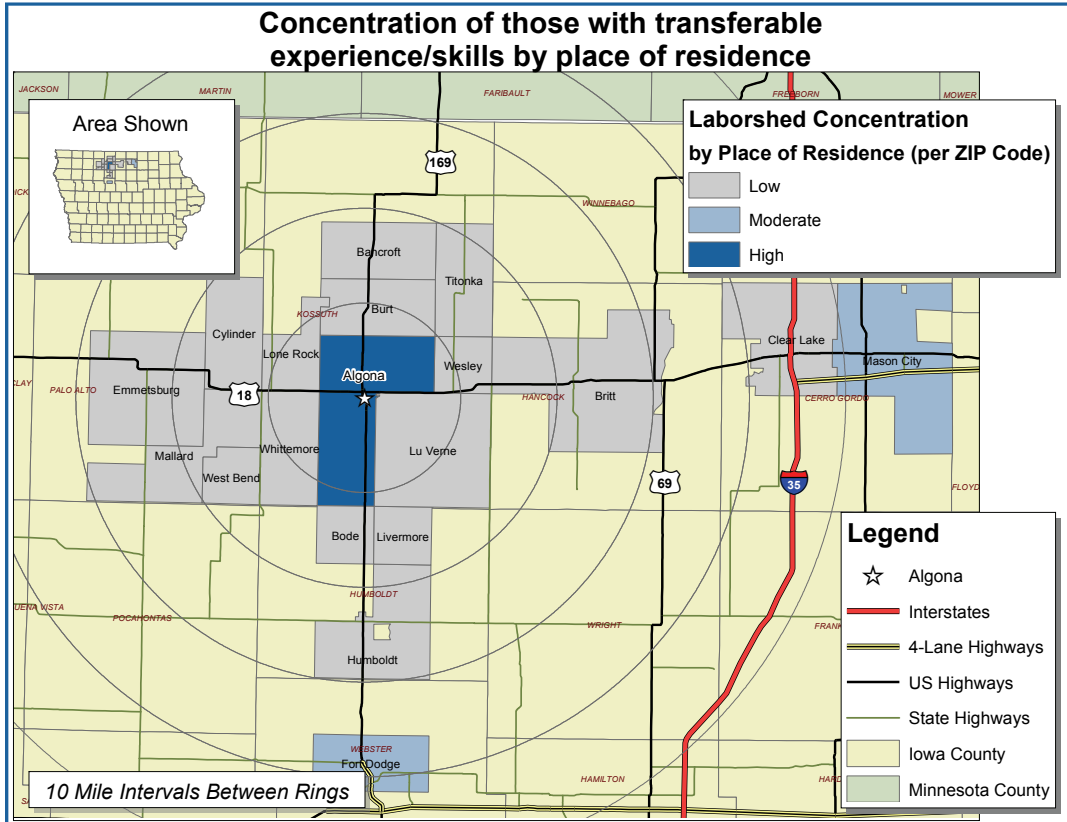


Labor Characteristics

Telecommunications

Kossuth County, IA Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 951
- Supervisors - 1,356
- Business Operations Specialists - 269
- Clerks - 1,627
- Computer Programmers - 139
- Computer Support Specialists - 273
- Customer Service Reps - 678
- Insurance Sales Agents - 275
- Office & Administrative Support Workers, All Other - 272
- Salespersons - 543
- Sales Reps & Sales Related Workers - 2,033
- Secretaries - 1,898
- Securities, Commodities, & Financial Services Agents - 134
- Training & Development Specialists - 271

An estimated total of 10,719 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 11 miles one way for the right employment opportunity.

Employment Status:

86.0% Employed

- 26.6% of the employed are willing to change employment

5.1% Unemployed

- 75.0% of the unemployed are willing to accept employment

3.8% Homemaker, Not Employed

5.1% Retired

Education Levels:

- 68.4% Education beyond high school
- 5.1% Trade certified
- 5.1% Vocational training
- 20.3% Associate degree
- 21.6% Undergraduate degree
- 3.8% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 76.2%
- Varied shifts (2nd, 3rd, & split) - 19.0%
- Job sharing - 33.3%
- Job teams - 76.2%
- Seasonal work - 52.4%
- Temporary work - 47.6%

Other Facts:

- 63.6% paid an hourly wage
- 72.2% are/were employed full-time
- 24.1% are/were employed part-time
- 2.5% are/were self-employed
- 13.2% hold two or more jobs
- Currently working an average of 39 hrs/week

Current Benefits:

- Health/medical insurance - 91.2%
- Pension/retirement/401K - 64.9%
- Dental coverage - 38.6%
- Paid vacation - 36.8%
- Life insurance - 19.3%
- Paid holidays - 17.5%
- Vision coverage - 15.8%
- Disability insurance - 10.5%
- Paid sick leave - 10.5%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 88.9%
- Pension/retirement/401K - 44.4%
- Dental coverage - 38.9%
- Vision coverage - 22.2%
- Paid vacation - 16.7%
- Paid holidays - 11.1%
- Life insurance - 5.6%
- Paid time off - 5.6%

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 Des Moines Register*
 - *The Messenger* - Fort Dodge
- Iowa Workforce Development Centers
- Networking through friends, family, or acquaintances



Underemployment:

Total Underemployment - 6.3%

- Low hours - 2.5%
- Mismatch of skills - 3.8%
- Low income - 1.3%

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
Advertising Sales Agents	41-3011	\$ 24.56	\$ 11.68	\$ 31.00	\$ 21.45
Business Operations Specialists, All Other	13-1199	\$ 18.65	\$ 11.53	\$ 22.21	\$ 17.05
Computer Operators	43-9011	\$ 12.13	\$ 8.01	\$ 14.19	\$ 12.17
Computer Programmers	15-1021	\$ 25.90	\$ 17.20	\$ 30.24	\$ 22.85
Computer Support Specialists	15-1041	\$ 16.64	\$ 10.76	\$ 19.58	\$ 16.67
Customer Service Representatives	43-4051	\$ 12.81	\$ 9.65	\$ 14.39	\$ 12.00
Driver/Sales Workers	53-3031	\$ 14.95	\$ 8.57	\$ 18.13	\$ 14.64
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.30	\$ 11.12	\$ 17.39	\$ 14.69
Financial Managers	11-3031	\$ 40.35	\$ 26.43	\$ 47.31	\$ 38.51
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 Retail Sales Workers	41-1011	\$ 16.62	\$ 11.06	\$ 19.40	\$ 14.92
Industrial Production Managers	11-3051	\$ 31.48	\$ 18.37	\$ 38.04	\$ 28.60
Insurance Sales Agents	41-3021	\$ 27.33	\$ 14.52	\$ 33.74	\$ 21.53
Marketing Managers	11-2021	\$ 40.10	\$ 15.43	\$ 52.44	\$ 32.14
Office and Administrative Support Workers, All Other	43-9199	\$ 10.91	\$ 8.87	\$ 11.92	\$ 9.87
Office Clerks, General	43-9061	\$ 12.29	\$ 8.99	\$ 13.94	\$ 11.44
Parts Salespersons	41-2022	\$ 13.99	\$ 9.79	\$ 16.08	\$ 12.19
Receptionists and Information Clerks	43-4171	\$ 10.40	\$ 8.18	\$ 11.51	\$ 10.05
Retail Salespersons	41-2031	\$ 11.59	\$ 8.02	\$ 13.37	\$ 9.88
Sales Managers	11-2022	\$ 36.80	\$ 16.45	\$ 46.97	\$ 31.16
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
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 27.93	\$ 17.34	\$ 33.24	\$ 23.49
Switchboard Operators, Including Answering Service	43-2011	\$ 11.85	\$ 10.96	\$ 12.30	\$ 11.64
Telemarketers	41-9041	\$ 9.84	\$ 7.85	\$ 10.84	\$ 8.84
Training and Development Specialists	13-1073	\$ 24.35	\$ 16.41	\$ 28.30	\$ 24.84

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.

Kossuth/Palo Alto County
Economic Development Corp.
106 S Dodge St, Ste 210
Algona, IA 50511
Phone: 515-295-7979
Fax: 515-295-8873
Email: kcedc@kossuthia.com
www.kossuth-edc.com
www.paloaltoiowa.com



Smart. Results.