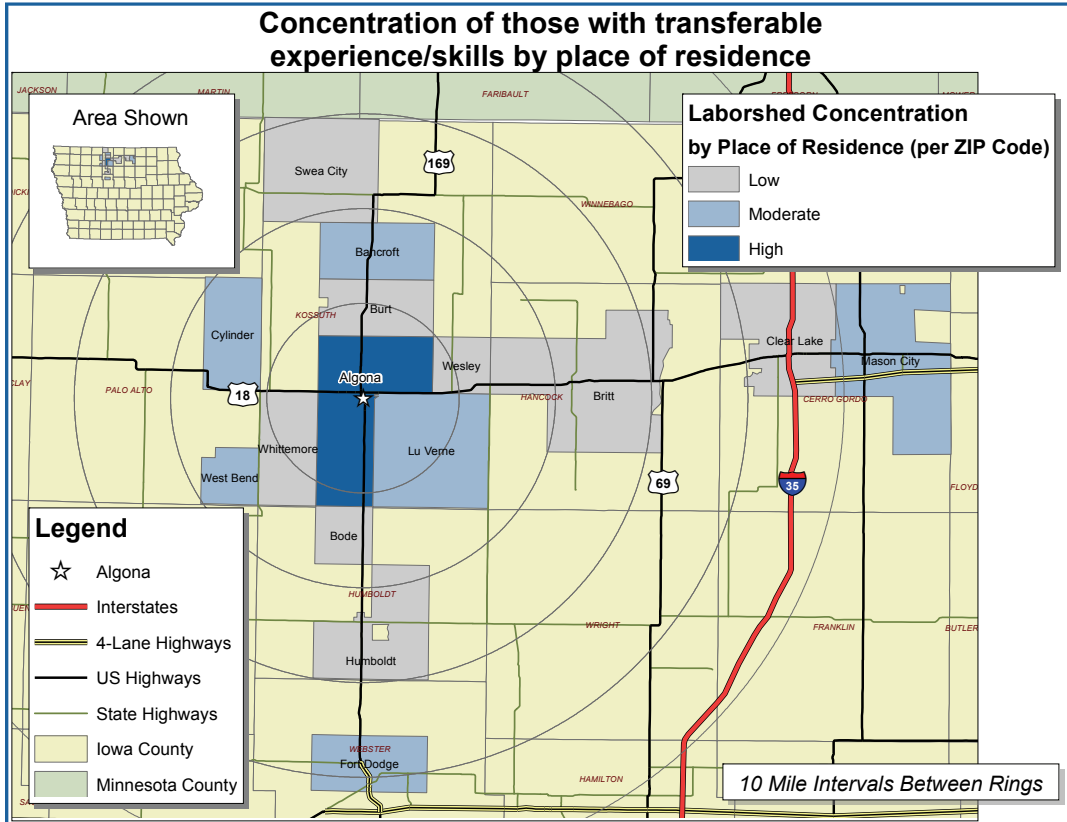


Labor Characteristics

Wholesale & Retail

Kossuth County, IA Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Chief Executives - 343
- Managers - 1,545
- Supervisors - 176
- Clerks - 859
- Customer Service Reps - 347
- Office & Administrative Support Workers, All Other - 169
- Secretaries - 168

Wholesale & Retail:

- Supervisors - 1,030
- Automotive Service Techs - 178
- Bakers - 169
- Bartenders - 170
- Cashiers - 515
- Cooks - 344
- Landscaping & Groundskeeping Workers - 174
- Motorboat Mechanics - 166
- Pesticide Handlers, Sprayers, & Applicators - 340
- Pharmacists - 172
- Production Workers - 176
- Salespersons - 346
- Sales Reps & Sales Related Workers - 685

An estimated total of 8,072 people in the Laborshed area

Workers who have transferable experience/skills in the industry are currently commuting an average of 6 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 10 miles one way for the right employment opportunity.

Employment Status:

85.1% Employed

- 27.5% of the employed are willing to change employment

6.4% Unemployed

- 100% of the unemployed are willing to accept employment

6.4% Homemaker, Not Employed

2.1% Retired

Education Levels:

- 61.7% Education beyond high school
- 4.3% Trade certified
- 8.5% Vocational training
- 19.1% Associate degree
- 12.7% Undergraduate degree
- 4.3% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 70.6%
- Varied shifts (2nd, 3rd, & split) - 17.6%
- Job sharing - 58.8%
- Job teams - 70.6%
- Seasonal work - 52.9%
- Temporary work - 47.1%

Other Facts:

- 63.0% paid an hourly wage
- 63.8% are/were employed full-time
- 29.8% are/were employed part-time
- 4.3% are/were self-employed
- 5.0% hold two or more jobs
- Currently working an average of 40 hrs/week

Current Benefits:

- Health/medical insurance - 86.7%
- Pension/retirement/401K - 73.3%
- Paid vacation - 40.0%
- Dental coverage - 33.3%
- Vision coverage - 16.7%
- Disability insurance - 13.3%
- Paid sick leave - 10.0%
- Paid holidays - 10.0%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 84.6%
- Pension/retirement/401K - 38.5%
- Dental coverage - 30.8%
- Paid vacation - 15.4%
- Vision coverage - 15.4%
- Child care - 7.7%
- Flextime - 7.7%
- Life insurance - 7.7%
- Paid holidays - 7.7%
- Tuition assistance/reimbursement - 7.7%

Top Advertising Media:

(for those seeking employment opportunities)

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

Underemployment:

Total Underemployment - 10.6%

- Low hours - 4.3%
- Mismatch of skills - 6.4%
- Low income - 2.1%

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.

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
Automotive Body and Related Repairers	49-3021	\$ 15.58	\$ 10.14	\$ 18.30	\$ 15.23
Automotive Service Technicians and Mechanics	49-3023	\$ 18.19	\$ 12.19	\$ 21.19	\$ 17.99
Bakers	51-3011	\$ 9.97	\$ 8.45	\$ 10.73	\$ 9.47
Bartenders	35-3011	\$ 8.31	\$ 7.75	\$ 8.59	\$ 7.99
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.78	\$ 9.74	\$ 15.81	\$ 13.24
Butchers and Meat Cutters	51-3021	\$ 11.57	\$ 8.95	\$ 12.88	\$ 10.75
Cashiers	41-2011	\$ 8.12	\$ 7.37	\$ 8.50	\$ 7.62
Chief Executives	11-1011	\$ 48.32	\$ 16.49	\$ 64.23	\$ 46.20
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 8.54	\$ 7.70	\$ 8.96	\$ 7.93
Cooks, Fast Food	35-2011	\$ 8.48	\$ 7.71	\$ 8.87	\$ 7.96
Cooks, Restaurant	35-2014	\$ 9.91	\$ 7.85	\$ 10.94	\$ 9.20
Cooks, Short Order	35-2015	\$ 8.85	\$ 8.10	\$ 9.22	\$ 8.80
Counter and Rental Clerks	41-2021	\$ 10.84	\$ 7.58	\$ 12.47	\$ 9.37
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	\$ 8.86	\$ 7.73	\$ 9.42	\$ 8.69
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
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	\$ 13.25	\$ 9.06	\$ 15.34	\$ 11.79
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	\$ 23.56	\$ 17.29	\$ 26.69	\$ 21.56
First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	\$ 25.96	\$ 15.46	\$ 31.20	\$ 26.42
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 Retail Sales Workers	41-1011	\$ 16.62	\$ 11.06	\$ 19.40	\$ 14.92
Food Preparation and Serving Related Workers, All Other	35-9099	\$ 9.89	\$ 8.44	\$ 10.62	\$ 9.65
Food Preparation Workers	35-2021	\$ 8.55	\$ 7.62	\$ 9.02	\$ 7.77
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	\$ 8.58	\$ 7.61	\$ 9.07	\$ 7.81
Managers, All Other	11-9199	\$ 26.03	\$ 10.51	\$ 33.78	\$ 22.62
Marketing Managers	11-2021	\$ 40.10	\$ 15.43	\$ 52.44	\$ 32.14
Motorboat Mechanics	49-3051	\$ 14.44	\$ 10.35	\$ 16.49	\$ 14.34
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
Pharmacists	29-1051	\$ 48.91	\$ 42.67	\$ 52.02	\$ 49.80
Production Workers, All Other	51-9199	\$ 12.95	\$ 10.40	\$ 14.23	\$ 12.54
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
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 11.23	\$ 8.57	\$ 12.57	\$ 10.72
Stock Clerks and Order Fillers	43-5081	\$ 9.64	\$ 7.64	\$ 10.63	\$ 8.41
Tire Repairers and Changers	49-3093	\$ 15.60	\$ 10.84	\$ 17.97	\$ 13.87
Truck Drivers, Light or Delivery Services	53-3033	\$ 11.41	\$ 8.11	\$ 13.06	\$ 9.71
Waiters and Waitresses	35-3031	\$ 8.43	\$ 7.66	\$ 8.82	\$ 7.78

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.