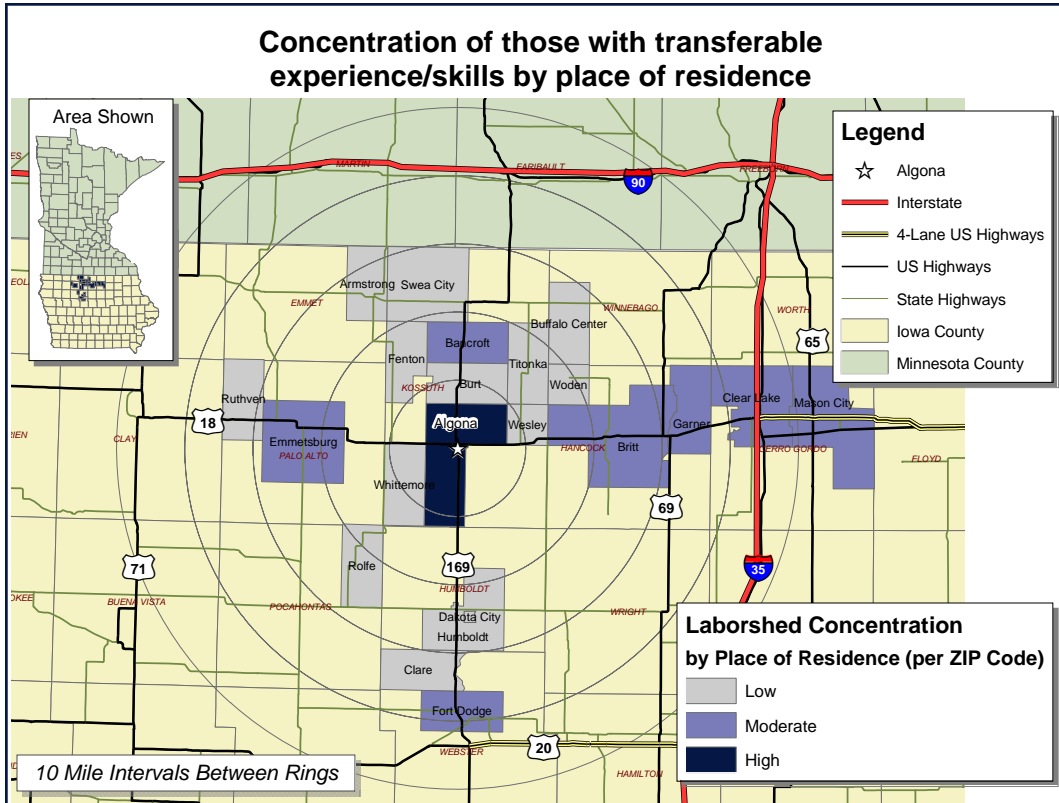
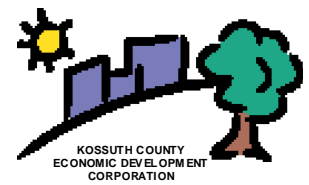


Labor Characteristics

Advanced Manufacturing

Kossuth County, IA



Workers who have transferable experience/skills 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 16 miles one way for the right employment opportunity.

Employment Status:

81.6% Employed

- 27.5% of the employed are willing to change employment

8.0% Unemployed

- 4.8% Homemakers, Not Employed
- 5.6% Retired

Education Levels:

- 54.4% Education beyond high school
- 20.0% Associate degree
- 4.8% Trade certified
- 1.6% Vocational training
- 3.2% Undergraduate degree
- 1.6% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 74.0%
- Varied shifts (2nd, 3rd, & split) - 20.0%
- Job sharing - 16.0%
- Job teams - 66.0%
- Seasonal work - 25.0%
- Temporary work - 25.5%

Other Facts:

- 94.3% paid an hourly wage
- 92.0% are/were employed full-time
- 4.0% are/were employed part-time
- 2.4% are/were self-employed
- 12.7% hold more than one job
- Currently working an average of 45 hrs/week

Current Benefits:

- Health/medical insurance - 93.6%
- Pension/retirement/401K - 76.1%
- Dental coverage - 54.1%
- Paid vacation - 42.2%
- Paid holidays - 26.6%
- Vision coverage - 25.7%
- Life insurance - 22.0%
- Paid sick leave - 15.6%
- Disability insurance - 11.9%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 93.3%
- Paid vacation - 26.7%
- Dental coverage - 20.0%
- Pension/Retirement/401K - 20.0%
- Vision coverage - 8.9%
- Life insurance - 8.9%

Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
 - Globe Gazette - Mason City
 - Des Moines Register
 - The Messenger - Fort Dodge
- The Internet
 - www.monster.com
 - www.iowajobs.com
- Local Iowa Workforce Development Centers
- Networking through family, friends, acquaintances

Potential Available Labor Per Occupational Category:

Business Operations:

- Computer Programmers - 144
- Health Safety Inspectors - 128
- Market Analysts - 287
- Customer Service Reps - 1,010
- Shipping & Receiving Clerks - 151
- Secretaries & Office Support - 1,587

Production:

- Supervisors - 1,154
- Electrical Engineers - 142
- Engineers, All Other - 289
- Drafters - 284
- Electrical & Electronic Technicians - 427
- Engineering Technicians - 151
- Painters - 140
- Sheet Metal Workers - 147
- Maintenance & Repair Workers - 581
- Precision Instruments & Equipment Repairers - 143
- Engine Assemblers - 146
- Team Assemblers - 424
- Assemblers & Fabricators - 573
- Computer Controlled Machine Operators - 141
- Cutting & Punching Machine Operators - 144
- Machinists - 579
- Multiple Machine Operators - 1,006
- Welders & Cutters - 1,149
- Prepress Technicians - 148
- Mixing & Blending Machine Operators - 133
- Inspectors - 128
- Production Workers - 5,048

Material Movers:

- Supervisors - 137
- Heavy Truck Drivers - 291
- Light Truck Drivers - 575
- Fork Lift Operators - 432

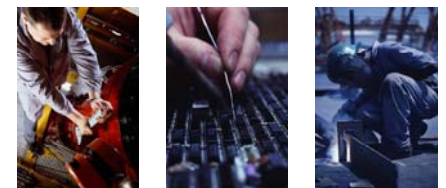
An estimated total of 17,819 people in the Laborshed area

Underemployment:

Total Underemployment - 3.2%

- Low hours - 0.8%
- Mismatch of skills - 1.6%
- Low income - 0.8%

IWD only counts individuals once when estimating Total Underemployment.



Information was compiled by Iowa Workforce Development using 2008 Laborshed data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Assemblers and Fabricators, All Other	51-2099	\$ 11.20	\$ 7.98	\$ 12.81	\$ 10.76
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$ 13.40	\$ 10.70	\$ 14.74	\$ 13.45
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 14.64	\$ 11.56	\$ 16.18	\$ 14.62
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 14.48	\$ 12.65	\$ 15.38	\$ 13.77
Cutters and Trimmers, Hand	51-9031	\$ 13.70	\$ 10.92	\$ 15.09	\$ 13.15
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$ 12.12	\$ 9.26	\$ 13.55	\$ 11.77
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$ 13.35	\$ 10.63	\$ 14.71	\$ 13.34
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$ 12.86	\$ 11.12	\$ 13.73	\$ 13.05
Electrical and Electronic Equipment Assemblers	51-2022	\$ 13.37	\$ 11.69	\$ 14.21	\$ 13.59
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$ 18.59	\$ 12.55	\$ 21.62	\$ 14.78
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	\$ 13.23	\$ 10.44	\$ 14.63	\$ 11.80
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 17.27	\$ 12.08	\$ 19.87	\$ 14.08
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 20.60	\$ 13.97	\$ 23.90	\$ 19.22
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$ 14.94	\$ 12.34	\$ 16.25	\$ 15.33
Helpers--Production Workers	51-9198	\$ 12.50	\$ 9.46	\$ 14.02	\$ 11.99
Industrial Machinery Mechanics	49-9041	\$ 15.27	\$ 10.94	\$ 17.45	\$ 15.23
Industrial Production Managers	11-3051	\$ 33.57	\$ 18.90	\$ 40.91	\$ 29.35
Industrial Truck and Tractor Operators	53-7051	\$ 12.27	\$ 10.39	\$ 13.22	\$ 11.96
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 14.51	\$ 11.92	\$ 15.80	\$ 13.91
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	\$ 13.13	\$ 11.39	\$ 14.00	\$ 13.12
Machinists	51-4041	\$ 14.40	\$ 11.03	\$ 16.08	\$ 13.66
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	\$ 17.17	\$ 16.06	\$ 17.72	\$ 17.61
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 12.91	\$ 11.45	\$ 13.65	\$ 12.89
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$ 10.46	\$ 8.75	\$ 11.31	\$ 10.29
Numerical Tool and Process Control Programmers	51-4012	\$ 19.60	\$ 11.90	\$ 23.45	\$ 22.90
Packaging and Filling Machine Operators and Tenders	51-9111	\$ 10.50	\$ 8.62	\$ 11.45	\$ 10.51
Power Plant Operators	51-8013	\$ 17.33	\$ 15.28	\$ 18.34	\$ 17.10
Prepress Technicians and Workers	51-5022	\$ 11.91	\$ 9.58	\$ 13.06	\$ 10.81
Printing Machine Operators	51-5023	\$ 14.02	\$ 11.56	\$ 15.26	\$ 14.21
Production Workers, All Other	51-9199	\$ 13.07	\$ 10.24	\$ 14.50	\$ 12.28
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	\$ 9.45	\$ 8.07	\$ 10.13	\$ 8.50
Structural Metal Fabricators and Fitters	51-2041	\$ 16.09	\$ 13.56	\$ 17.36	\$ 16.49
Team Assemblers	51-2092	\$ 12.13	\$ 9.25	\$ 13.56	\$ 12.31
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	\$ 23.77	\$ 20.20	\$ 25.56	\$ 25.10
Tool and Die Makers	51-4111	\$ 16.77	\$ 13.11	\$ 18.60	\$ 16.16
Tool Grinders, Filers, and Sharpeners	51-4194	\$ 16.54	\$ 13.14	\$ 18.25	\$ 15.17
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 14.52	\$ 9.34	\$ 17.12	\$ 13.57
Truck Drivers, Light or Delivery Services	53-3033	\$ 16.25	\$ 8.13	\$ 20.31	\$ 13.61
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 15.61	\$ 11.06	\$ 17.88	\$ 15.87
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 13.92	\$ 9.96	\$ 15.90	\$ 13.02
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$ 15.35	\$ 12.59	\$ 16.73	\$ 15.83

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 3 & 4 service area was produced by the Workforce Data & Business Development Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 3 & 4. The source of the wage and employment data is the 2007 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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