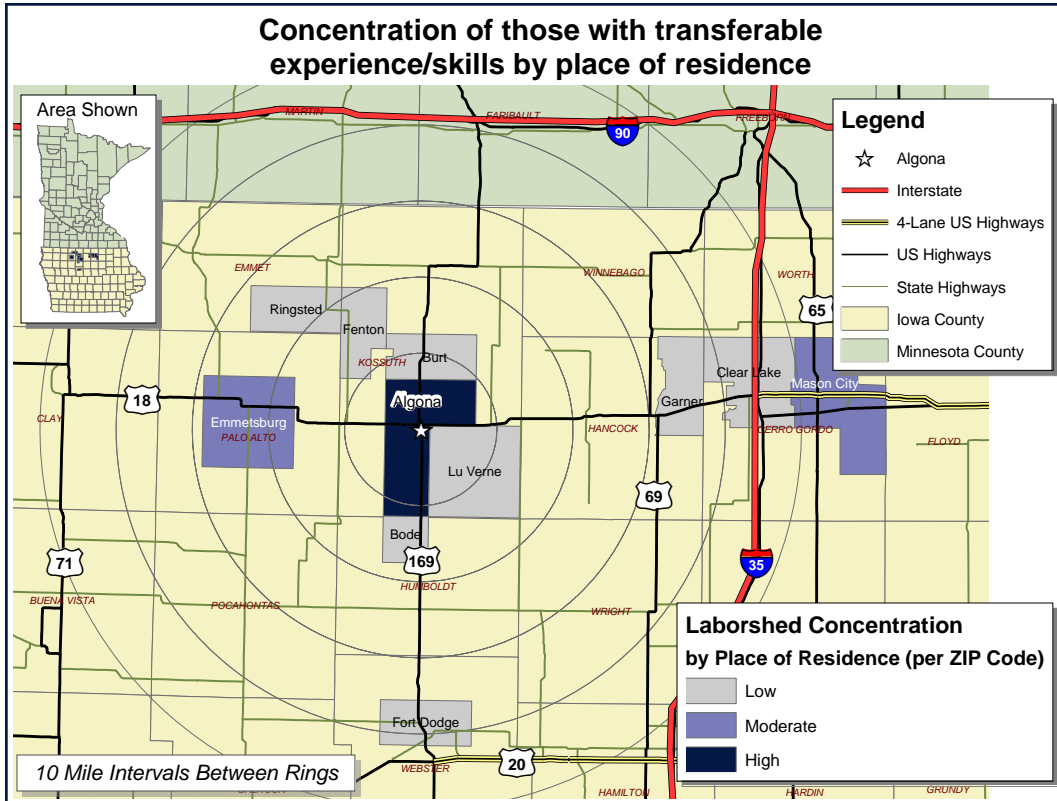


Labor Characteristics

Finance, Insurance, Real Estate

Kossuth County, IA



Potential Available Labor Per Occupational Category:

Business Operations:

- CEO's & Managers - 294
- Claims Adjusters - 291
- Training & Development - 131
- Accountants - 153
- Personal Financial Advisors - 144
- Underwriters - 143
- Market Analysts - 137
- Cashiers - 304
- Sales Workers - 311
- Insurance Sales Agents - 286
- Accounting Clerks - 149
- Customer Service Reps - 728

Support Workers:

- Installation & Maintenance Workers - 287
- Delivery Drivers - 138

An estimated total of 3,496 people in the Laborshed area

Workers who have transferable experience/skills 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:

91.7% Employed

- 27.3% of the employed are willing to change employment

4.2% Unemployed

4.2% Retired

Education Levels:

- 79.2% Education beyond high school
- 29.2% Associate degree
- 12.5% Vocational training
- 20.8% Undergraduate degree
- 12.5% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 85.7%
- Varied shifts (2nd, 3rd, & split) - 14.3%
- Job sharing - 14.3%
- Job teams - 85.7%
- Seasonal work - 14.3%
- Temporary work - 14.3%

Other Facts:

- 50.0% paid an hourly wage
- 95.8% are/were employed full-time
- 4.2% are/were employed part-time
- 4.5% hold more than one job
- Currently working an average of 41 hrs/week

Current Benefits:

- Health/medical insurance - 90.5%
- Pension/retirement/401K - 85.7%
- Paid vacation - 66.7%
- Dental coverage - 61.9%
- Paid sick leave - 38.1%
- Life insurance - 33.3%
- Paid holidays - 33.3%
- Vision coverage - 33.3%
- Disability insurance - 23.8%
- Stock options - 14.3%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 100%
- Paid vacation - 57.1%
- Pension/retirement/401K - 28.6%
- Dental coverage - 14.3%
- Paid holidays - 14.3%

Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
 - The Algona Upper Des Moines
 - The Des Moines Register
 - Globe Gazette - Mason City
- Local Iowa Workforce Development Centers
- The Internet
 - www.hotjobs.com
- Networking through friends, family & acquaintances

Underemployment:

Total Underemployment - 4.2%

- Low hours - 4.2%
- Mismatch of skills - 0.0%
- Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.



The Iowa Workforce Development (IWD) 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.

Kossuth County Economic Development Corp.

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 24.80	\$ 15.66	\$ 29.36	\$ 20.50
Administrative Services Managers	11-3011	\$ 28.89	\$ 14.32	\$ 36.18	\$ 22.43
Appraisers and Assessors of Real Estate	13-2021	\$ 17.08	\$ 13.94	\$ 18.65	\$ 15.18
Bill and Account Collectors	43-3011	\$ 14.50	\$ 11.24	\$ 16.13	\$ 13.85
Billing and Posting Clerks and Machine Operators	43-3021	\$ 13.23	\$ 10.32	\$ 14.69	\$ 12.65
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 12.59	\$ 8.82	\$ 14.47	\$ 11.96
Business Operations Specialists, All Other	13-1199	\$ 17.03	\$ 8.87	\$ 21.11	\$ 13.84
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 20.34	\$ 12.29	\$ 24.36	\$ 20.21
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 22.70	\$ 13.77	\$ 27.16	\$ 21.64
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 23.13	\$ 17.40	\$ 25.99	\$ 22.46
Computer Programmers	15-1021	\$ 23.96	\$ 17.35	\$ 27.26	\$ 23.46
Computer Specialists, All Other	15-1099	\$ 21.37	\$ 11.70	\$ 26.21	\$ 23.61
Computer Support Specialists	15-1041	\$ 17.93	\$ 10.20	\$ 21.79	\$ 18.66
Computer Systems Analysts	15-1051	\$ 23.44	\$ 18.86	\$ 25.72	\$ 21.43
Customer Service Representatives	43-4051	\$ 12.48	\$ 9.07	\$ 14.20	\$ 12.33
Data Entry Keyers	43-9021	\$ 8.07	\$ 6.40	\$ 8.90	\$ 7.91
Executive Secretaries and Administrative Assistants	43-6011	\$ 14.70	\$ 10.81	\$ 16.65	\$ 13.96
Financial Managers	11-3031	\$ 35.66	\$ 24.47	\$ 41.25	\$ 34.47
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 20.71	\$ 12.78	\$ 24.67	\$ 19.20
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 17.49	\$ 11.43	\$ 20.52	\$ 17.95
Insurance Sales Agents	41-3021	\$ 14.61	\$ 9.56	\$ 17.13	\$ 11.16
Loan Officers	13-2072	\$ 23.87	\$ 17.45	\$ 27.08	\$ 22.00
Network and Computer Systems Administrators	15-1071	\$ 25.44	\$ 15.65	\$ 30.33	\$ 21.82
Office and Administrative Support Workers, All Other	43-9199	\$ 9.65	\$ 6.24	\$ 11.36	\$ 8.23
Real Estate Sales Agents	41-9022	\$ 28.37	\$ 22.82	\$ 31.14	\$ 27.17
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.19	\$ 8.79	\$ 12.39	\$ 10.93
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 28.40	\$ 17.16	\$ 34.02	\$ 21.23
Telemarketers	41-9041	\$ 9.12	\$ 7.95	\$ 9.71	\$ 8.51
Tellers	43-3071	\$ 11.04	\$ 10.14	\$ 11.49	\$ 11.01
Training and Development Specialists	13-1073	\$ 19.47	\$ 8.66	\$ 24.87	\$ 19.84

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.