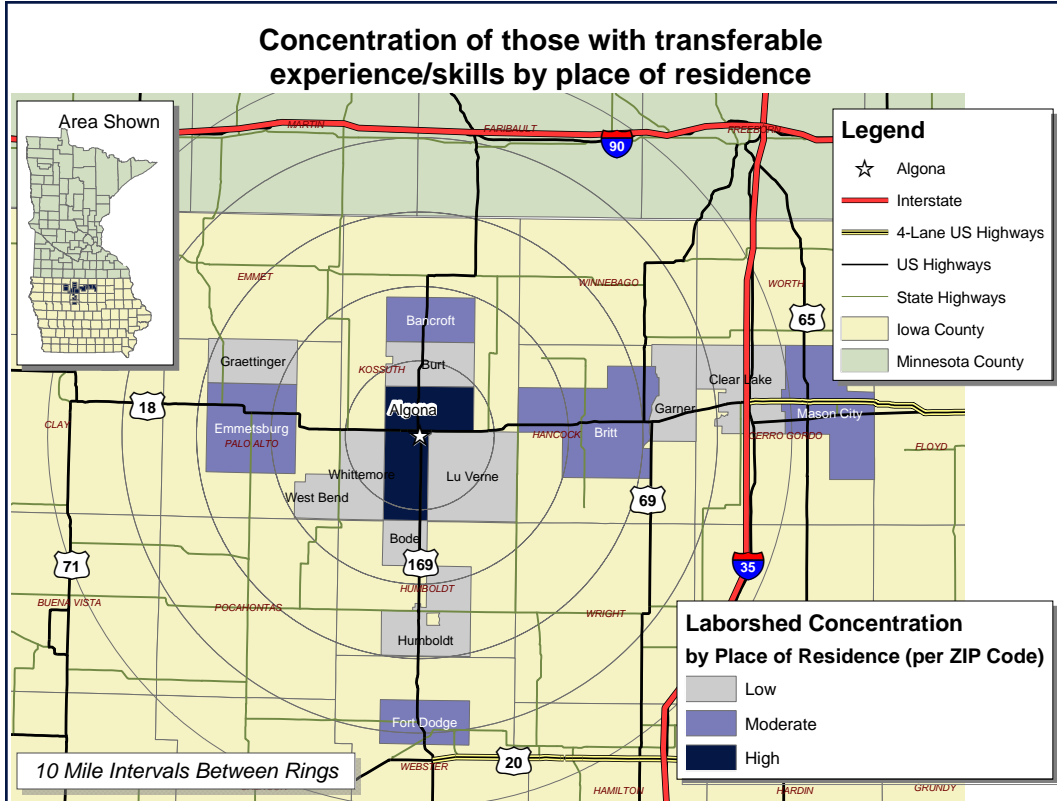


# Labor Characteristics

## Telecommunication

### Kossuth County, IA



### Potential Available Labor Per Occupational Category:

#### Business Operations:

- Managers - 421
- Supervisors - 433
- Purchasing Agents - 140
- Claims Adjusters - 285
- Employment Recruiters, Development Specialists, & HR - 430
- Business Operations - 137
- Clerks - 710
- Secretaries & Office Support - 2,300

#### Computers:

- Programmers - 136
- Support Specialists - 144
- Network Administrators - 129

#### Telecommunication:

- Telemarketers - 147
- Customer Service Representatives - 1,088
- Sales - 851
- Communication Equipment Operators - 143

**An estimated total of 7,494 people in the Laborshed area**

Workers who have transferable experience/skills are currently commuting an average of 9 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:

##### 92.3% Employed

- 36.5% of the employed are willing to change employment

##### 1.9% Unemployed

##### 3.8% Homemakers, Not Employed

##### 1.9% Retired

#### Education Levels:

- 71.2% Education beyond high school
- 28.8% Associate degree
- 3.8% Trade certified
- 5.8% Vocational training
- 13.4% Undergraduate degree
- 5.8% Postgraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 76.2%
- Varied shifts (2nd, 3rd, & split) - 19.0%
- Job sharing - 28.6%
- Job teams - 57.1%
- Seasonal work - 23.8%
- Temporary work - 19.0%

#### Other Facts:

- 82.7% paid an hourly wage
- 80.8% are/were employed full-time
- 19.2% are/were employed part-time
- 6.3% hold more than one job
- Currently working an average of 39 hrs/week

#### Current Benefits:

- Health/medical insurance - 85.1%
- Pension/retirement/401K - 72.3%
- Paid vacation - 66.0%
- Paid holidays - 51.1%
- Dental coverage - 48.9%
- Paid sick leave - 36.2%
- Life insurance - 31.9%
- Vision coverage - 29.8%
- Disability insurance - 21.3%
- Tuition assistance - 14.9%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 82.4%
- Paid vacation - 41.2%
- Dental coverage - 17.6%
- Pension/Retirement/401K - 17.6%
- Vision coverage - 11.8%

#### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.iowaworkforce.org](http://www.iowaworkforce.org)
  - [www.careerbuilder.com](http://www.careerbuilder.com)
- Local/Regional Newspapers
  - The Algona Upper Des Moines
  - Globe Gazette - Mason City
  - Des Moines Register
  - The Messenger - Fort Dodge
- Local Iowa Workforce Development Centers
- Networking through family, friends, acquaintances

#### Underemployment:

Total Underemployment - 3.8%

- Low hours - 0.0%
- Mismatch of skills - 3.8%
- 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.

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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	406090	\$ 28.89	\$ 14.32	\$ 36.18	\$ 22.43
Bill and Account Collectors	43-3011	\$ 14.50	\$ 11.24	\$ 16.13	\$ 13.85
Business Operations Specialists, All Other	13-1199	\$ 17.03	\$ 8.87	\$ 21.11	\$ 13.84
Computer Programmers	15-1021	\$ 23.96	\$ 17.35	\$ 27.26	\$ 23.46
Computer Software Engineers, Systems Software	15-1032	\$ 38.21	\$ 19.24	\$ 47.71	\$ 48.42
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
Employment, Recruitment, and Placement Specialists	13-1071	\$ 19.43	\$ 13.17	\$ 22.55	\$ 19.01
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
Information and Record Clerks, All Other	43-4199	\$ 11.82	\$ 9.53	\$ 12.97	\$ 11.25
Network and Computer Systems Administrators	15-1071	\$ 25.44	\$ 15.65	\$ 30.33	\$ 21.82
Receptionists and Information Clerks	43-4171	\$ 9.95	\$ 7.41	\$ 11.22	\$ 10.08
Sales and Related Workers, All Other	41-9099	\$ 12.31	\$ 9.68	\$ 13.62	\$ 12.08
Sales Managers	44866	\$ 36.15	\$ 21.52	\$ 43.46	\$ 32.15
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.19	\$ 8.79	\$ 12.39	\$ 10.93
Switchboard Operators, Including Answering Service	43-2011	\$ 10.44	\$ 8.65	\$ 11.33	\$ 10.38
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	\$ 23.77	\$ 20.20	\$ 25.56	\$ 25.10
Telecommunications Line Installers and Repairers	49-9052	\$ 21.43	\$ 16.30	\$ 24.00	\$ 19.98
Telemarketers	41-9041	\$ 9.12	\$ 7.95	\$ 9.71	\$ 8.51
Word Processors and Typists	43-9022	\$ 8.97	\$ 6.46	\$ 10.22	\$ 8.60

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

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