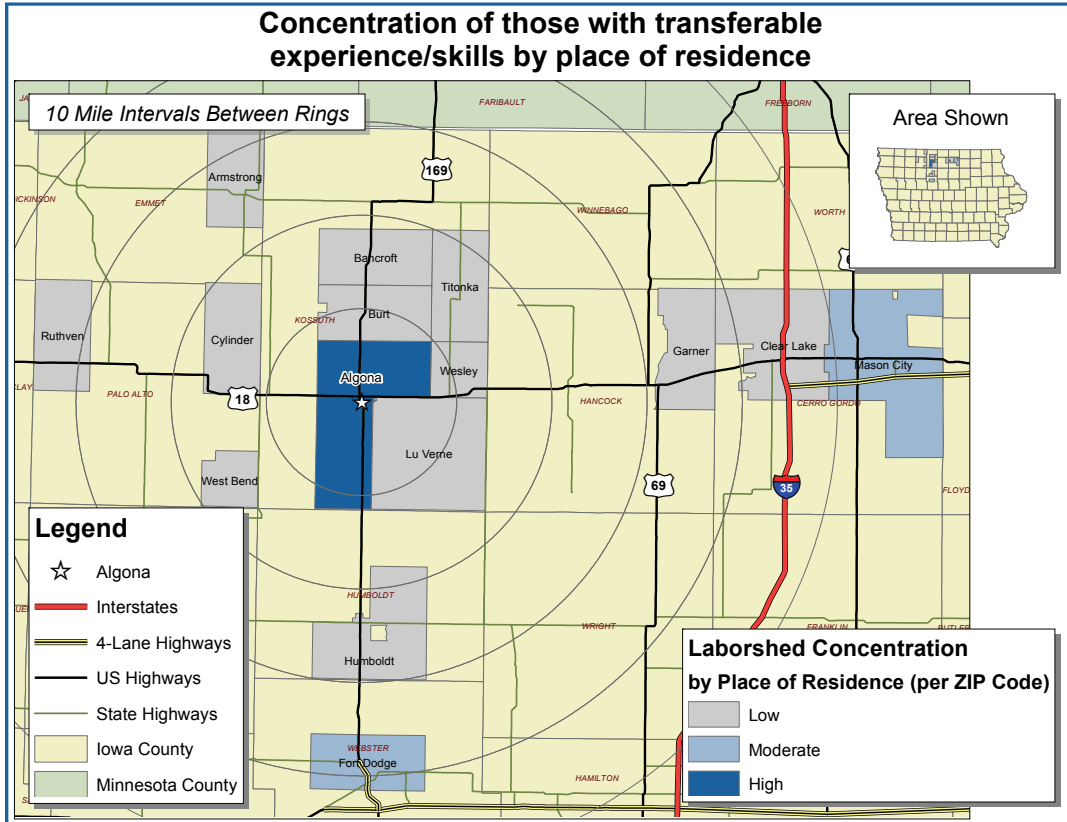


# Labor Characteristics Warehouse & Distribution Kossuth County, IA Laborshed



## Estimated Potential Available Labor Per Occupational Category:

### Business Operations:

- Managers - 272
- Clerks - 1,497
- Couriers & Messengers - 138
- Customer Service Reps - 681
- Graphic Designers - 140
- Salespersons - 544
- Sales Reps - 545
- Switchboard Operators - 132

### Production:

- Managers - 136
- Supervisors - 817
- Assemblers & Fabricators - 270
- Maintenance & Repair Workers - 272

### Material Movers:

- Supervisors - 137
- Forklift Operators - 276
- Heavy Truck Drivers - 400
- Light Truck Drivers - 144
- Packers & Packagers - 134

An estimated total of **6,535** people in the Laborshed area



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

## Employment Status:

### 77.1% Employed

- 40.5% of the employed are willing to change employment

### 4.2% Unemployed

### 10.4% Homemaker, Not Employed

### 8.3% Retired

## Education Levels:

- 64.6% Education beyond high school
- 6.3% Trade certified
- 2.1% Vocational training
- 22.9% Associate degree
- 14.6% Undergraduate degree

## Workplace Flexibility:

(by percent of interest)

- Cross-training - 95.0%
- Varied shifts (2nd, 3rd, & split) - 35.0%
- Job sharing - 40.0%
- Job teams - 80.0%
- Seasonal work - 50.0%
- Temporary work - 40.0%

## Other Facts:

- 75.6% paid an hourly wage
- 72.9% are/were employed full-time
- 20.8% are/were employed part-time
- 4.2% are/were self-employed
- 13.5% hold two or more jobs
- Currently working an average of 44 hrs/week

## Current Benefits:

- Health/medical insurance - 91.2%
- Pension/retirement/401K - 64.7%
- Dental coverage - 44.1%
- Paid vacation - 41.2%
- Vision coverage - 32.4%
- Paid holidays - 29.4%
- Life insurance - 20.6%

## Desired Benefits:

(by percent of interest)

- Health/medical insurance - 89.5%
- Pension/retirement/401K - 42.1%
- Dental coverage - 42.1%
- Paid vacation - 26.3%
- Vision coverage - 26.3%
- Paid holidays - 21.1%
- Paid time off - 15.8%
- Life insurance - 10.5%

## Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
  - Algona Upper Des Moines
  - The Messenger - Fort Dodge
  - The Des Moines Register
- The Internet
  - [www.monster.com](http://www.monster.com)
  - [www.iowaworkforce.org](http://www.iowaworkforce.org)
- Iowa Workforce Development Centers
- Networking through friends, family, or acquaintances
- Private employment services

## Underemployment:

Total Underemployment - 10.4%

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

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
Assemblers and Fabricators, All Other	51-2099	\$ 13.11	\$ 10.65	\$ 14.35	\$ 12.46
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.78	\$ 9.74	\$ 15.81	\$ 13.24
Computer and Information Systems Managers	11-3021	\$ 31.81	\$ 24.22	\$ 35.61	\$ 33.01
Customer Service Representatives	43-4051	\$ 12.81	\$ 9.65	\$ 14.39	\$ 12.00
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$ 16.59	\$ 14.36	\$ 17.69	\$ 16.38
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 18.40	\$ 12.40	\$ 21.40	\$ 17.15
First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	\$ 25.96	\$ 15.46	\$ 31.20	\$ 26.42
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 23.92	\$ 16.12	\$ 27.82	\$ 22.20
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	\$ 23.57	\$ 15.15	\$ 27.78	\$ 23.61
General and Operations Managers	11-1021	\$ 42.20	\$ 20.57	\$ 53.00	\$ 35.79
Graphic Designers	27-1024	\$ 14.70	\$ 10.77	\$ 16.66	\$ 13.07
Industrial Production Managers	11-3051	\$ 31.48	\$ 18.37	\$ 38.04	\$ 28.60
Industrial Truck and Tractor Operators	53-7051	\$ 12.83	\$ 10.92	\$ 13.78	\$ 12.31
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.07	\$ 8.99	\$ 13.61	\$ 11.27
Maintenance and Repair Workers, General	49-9042	\$ 16.73	\$ 11.79	\$ 19.21	\$ 16.50
Order Clerks	43-4151	\$ 12.58	\$ 10.00	\$ 13.87	\$ 11.92
Packers and Packagers, Hand	53-7064	\$ 10.73	\$ 8.33	\$ 11.92	\$ 9.64
Parts Salespersons	41-2022	\$ 13.99	\$ 9.79	\$ 16.08	\$ 12.19
Retail Salespersons	41-2031	\$ 11.59	\$ 8.02	\$ 13.37	\$ 9.88
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
Switchboard Operators, Including Answering Service	43-2011	\$ 11.85	\$ 10.96	\$ 12.30	\$ 11.64
Transportation, Storage, and Distribution Managers	11-3071	\$ 25.65	\$ 18.51	\$ 29.22	\$ 22.13
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 15.44	\$ 9.91	\$ 18.20	\$ 14.28
Truck Drivers, Light or Delivery Services	53-3033	\$ 11.41	\$ 8.11	\$ 13.06	\$ 9.71
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$ 13.42	\$ 11.91	\$ 14.19	\$ 13.76
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$ 22.91	\$ 14.45	\$ 27.14	\$ 19.74

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](http://www.iowaworkforce.org).

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