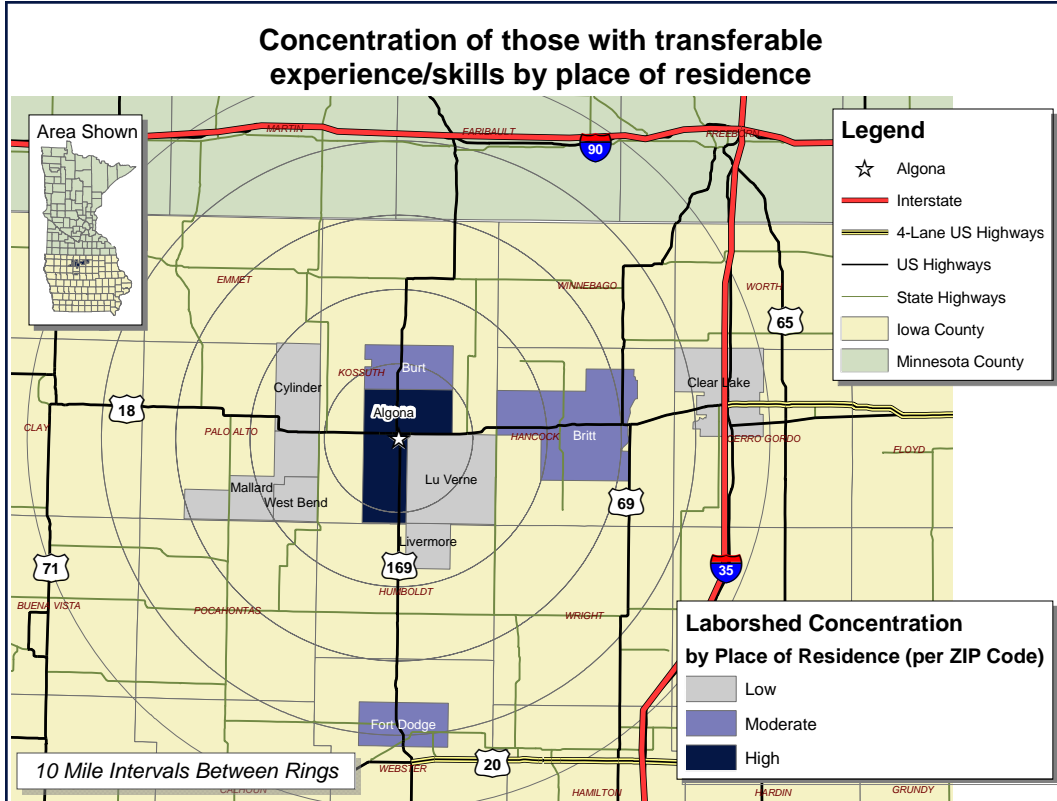


# Labor Characteristics

## Wholesale & Retail

### Kossuth County, IA



### Potential Available Labor Per Occupational Category:

#### Business Operations:

- Owners & Managers - 1,762
- Accountants - 145

#### Production:

- Supervisors - 440
- Cooks - 156
- Bakers - 291
- Cashiers - 295
- Sales Workers - 1,031
- Stocking Clerks & Order Fillers - 166
- Automotive Service Mechanics - 134
- Prepress Technicians & Workers - 127
- Production Workers - 148

#### Material Movers:

- Truck Drivers - 141

**An estimated total of 4,836 people in the Laborshed area**

Workers who have transferable experience/skills are currently commuting an average of 7 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 14 miles one way for the right employment opportunity.

### Employment Status:

#### 87.9% Employed

- 41.4% of the employed are willing to change employment

#### 3.0% Homemakers, Not Employed

#### 9.1% Retired

### Education Levels:

- 48.5% Education beyond high school
- 12.1% Associate degree
- 6.1% Trade certified
- 3.0% Vocational training
- 18.2% Undergraduate degree
- 3.0% Postgraduate degree

### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 73.3%
- Varied shifts (2nd, 3rd, & split) - 33.3%
- Job sharing - 28.6%
- Job teams - 66.7%
- Seasonal work - 33.3%
- Temporary work - 26.7%

### Other Facts:

- 59.4% paid an hourly wage
- 51.5% are/were employed full-time
- 18.2% are/were employed part-time
- 27.3% are/were self-employed
- 17.2% hold more than one job
- Currently working an average of 43 hrs/week

### Current Benefits:

- Health/medical insurance - 88.2%
- Pension/retirement/401K - 70.6%
- Dental coverage - 47.1%
- Paid vacation - 41.2%
- Life insurance - 29.4%
- Paid holidays - 23.5%
- Paid sick leave - 23.5%
- Vision coverage - 23.5%
- Disability insurance - 23.5%
- Prescription drug coverage - 23.5%

### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 100%
- Dental coverage - 45.5%
- Life insurance - 36.4%
- Prescription drug coverage - 36.4%
- Vision coverage - 36.4%
- Paid vacation - 27.3%

### Top Advertising Media:

(for those seeking employment opportunities)

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

### Underemployment:

Total Underemployment - 6.1%

- Low hours - 6.1%
- Mismatch of skills - 0.0%
- Low income - 3.0%

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
Automotive Body and Related Repairers	49-3021	\$ 16.54	\$ 12.39	\$ 18.62	\$ 16.44
Automotive Service Technicians and Mechanics	49-3023	\$ 14.86	\$ 10.21	\$ 17.19	\$ 14.69
Cashiers	41-2011	\$ 7.42	\$ 6.37	\$ 7.95	\$ 7.12
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 7.08	\$ 6.42	\$ 7.40	\$ 6.84
Cooks, Fast Food	35-2011	\$ 7.03	\$ 6.35	\$ 7.37	\$ 6.91
Cooks, Restaurant	35-2014	\$ 9.24	\$ 6.84	\$ 10.45	\$ 8.85
Cooks, Short Order	35-2015	\$ 7.47	\$ 6.37	\$ 8.02	\$ 7.19
Counter and Rental Clerks	41-2021	\$ 8.17	\$ 6.30	\$ 9.11	\$ 6.79
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	\$ 7.30	\$ 6.29	\$ 7.80	\$ 6.84
Customer Service Representatives	43-4051	\$ 12.48	\$ 9.07	\$ 14.20	\$ 12.33
Dishwashers	35-9021	\$ 6.94	\$ 6.35	\$ 7.23	\$ 6.80
Driver/Sales Workers	53-3031	\$ 14.08	\$ 10.00	\$ 16.13	\$ 14.53
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	\$ 12.10	\$ 9.13	\$ 13.59	\$ 11.20
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 16.23	\$ 10.50	\$ 19.10	\$ 14.12
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	\$ 7.96	\$ 7.12	\$ 8.39	\$ 8.17
Hotel, Motel, and Resort Desk Clerks	43-4081	\$ 9.19	\$ 6.43	\$ 10.56	\$ 8.31
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 11.78	\$ 8.86	\$ 13.23	\$ 11.14
Landscaping and Groundskeeping Workers	37-3011	\$ 10.02	\$ 7.82	\$ 11.12	\$ 9.27
Office and Administrative Support Workers, All Other	43-9199	\$ 9.65	\$ 6.24	\$ 11.36	\$ 8.23
Office Clerks, General	43-9061	\$ 11.84	\$ 8.05	\$ 13.75	\$ 10.88
Parts Salespersons	41-2022	\$ 14.98	\$ 8.74	\$ 18.10	\$ 13.90
Retail Salespersons	41-2031	\$ 10.73	\$ 6.98	\$ 12.60	\$ 8.98
Sales and Related Workers, All Other	41-9099	\$ 12.31	\$ 9.68	\$ 13.62	\$ 12.08
Sales Managers	11-2022	\$ 36.15	\$ 21.52	\$ 43.46	\$ 32.15
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 22.21	\$ 11.90	\$ 27.37	\$ 21.02
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$ 30.22	\$ 16.36	\$ 37.15	\$ 24.30
Security Guards	33-9032	\$ 8.85	\$ 6.63	\$ 9.96	\$ 7.61
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 12.47	\$ 9.64	\$ 13.88	\$ 12.67
Stock Clerks and Order Fillers	43-5081	\$ 9.39	\$ 6.56	\$ 10.81	\$ 9.08
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
Waiters and Waitresses	35-3031	\$ 6.87	\$ 6.36	\$ 7.12	\$ 6.74
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$ 16.96	\$ 14.93	\$ 17.98	\$ 16.63

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

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