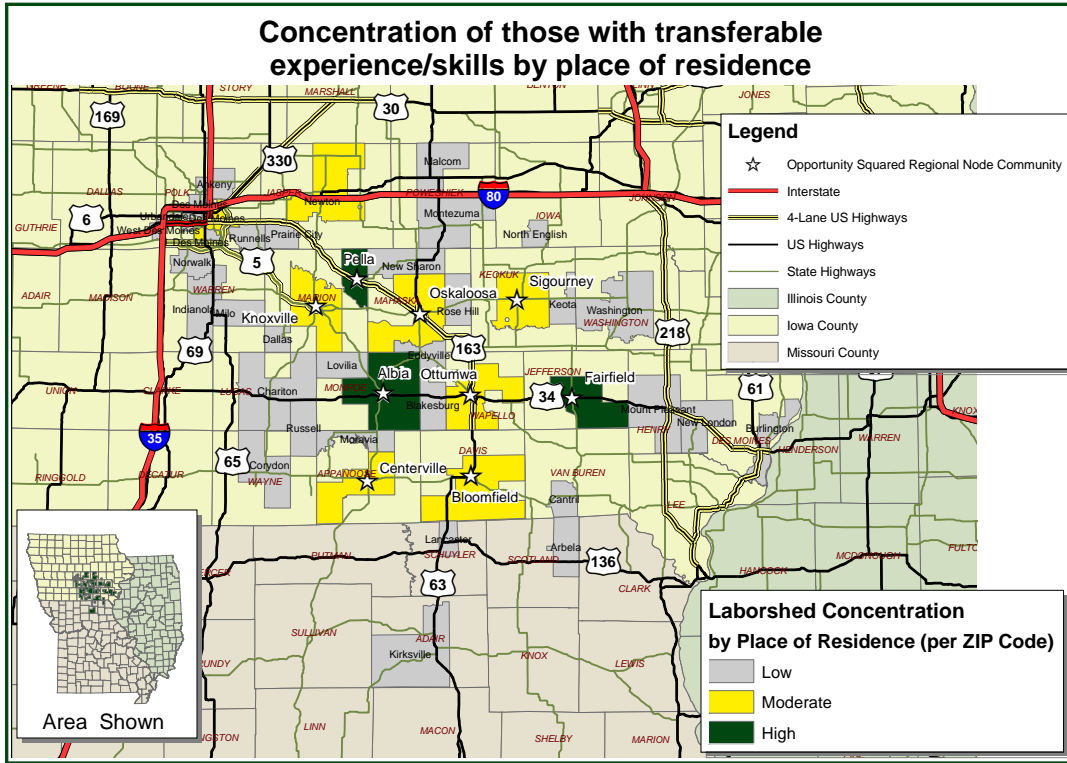


Labor Characteristics

Finance, Insurance, & Real Estate

Opportunity² Region



Potential Available Labor Business Operations:

- Managers - 3,252
- Sales Supervisors - 326
- Office Supervisors - 171
- Supervisors, Other - 319
- Claims Adjusters - 511
- Human Resources - 160
- Management Analysts - 697
- Business Operation Specialists - 348
- Accountants & Auditors - 1,370
- Appraisers & Assessors - 517
- Budget Analysts - 155
- Credit Analysts - 352
- Financial Analysts - 153
- Personal Financial Advisors - 859
- Underwriters - 169
- Loan Officers - 861
- Market Analysts - 356
- Urban & Regional Planners - 154
- Designers - 161
- Cashiers - 178
- Sales Agents - 673
- Insurance Sales Agents - 1,184
- Real Estate Agents - 697
- Billing Clerks - 169
- Bookkeeping & Accounting Clerks - 701
- Tellers - 1,366
- Insurance Claims Processors - 339
- Policy Processing Clerks - 160
- Correspondence Clerks - 154
- Customer Service Reps - 1,208
- Loan Interview Clerks - 705
- Receptionists - 516
- Secretaries & Office Support - 2,393

Computer:

- Programmers - 343
- Support Specialists - 152
- Database Administrators - 147
- Network & Computer System Administrators - 339

Misc:

- Housekeeping & Janitorial - 671

An estimated total of 22,986 people in the Laborshed area



Workers who have transferable experience/skills in the industry are currently commuting an average of 14 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 17 miles one way for the right employment opportunity.

Employment Status:

83.8% Employed

- 24.6% of the employed are willing to change employment

3.7% Unemployed

8.1% Homemakers, Not Employed

4.4% Retired

Education:

- 73.5% Education beyond high school
- 19.1% Associate degree
- 2.2% Trade certified
- 2.2% Vocational training
- 26.4% Undergraduate degree
- 4.4% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 48.7%
- Varied shifts (2nd, 3rd, & split) - 12.8%
- Job sharing - 17.9%
- Job teams - 56.4%
- Seasonal work - 25.0%
- Temporary work - 27.8%

Other Facts:

- 51.6% paid an hourly wage
- 80.1% are/were employed full-time
- 12.5% are/were employed part-time
- 7.4% are/were self-employed
- 19.3% hold two or more jobs
- Currently working an average of 41 hrs/week
- Prefer to work an average of 37hrs/week

Current Benefits:

- Health/medical insurance - 90.7%
- Pension/retirement/401K - 81.4%
- Paid vacation - 72.2%
- Paid holidays - 62.9%
- Dental coverage - 60.8%
- Paid sick leave - 58.8%
- Vision coverage - 49.5%
- Life insurance - 44.3%
- Disability insurance - 38.1%
- Tuition assistance - 28.9%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 93.8%
- Pension/retirement/401K - 43.8%
- Dental coverage - 37.5%
- Paid vacation - 37.5%
- Paid sick leave - 34.4%
- Vision coverage - 31.3%
- Paid holidays - 31.3%
- Prescription drug coverage - 15.6%

Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
 - The Des Moines Register
 - Ottumwa Courier
- The Internet
 - www.monster.com
 - www.iowaworkforce.org
- Networking through family, friends, acquaintances
- Local Iowa Workforce Development Centers

Underemployment

- Total Underemployment - 2.1%
- Low hours - 0.7%
 - Mismatch of skills - 0.7%
 - Low income - 0.7%

IWD only counts individuals once when estimating Total Underemployment.

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.78	\$ 18.01	\$ 32.66	\$ 26.36
Administrative Services Managers	11-3011	\$ 25.29	\$ 14.77	\$ 30.55	\$ 24.32
Appraisers and Assessors of Real Estate	13-2021	\$ 17.82	\$ 14.36	\$ 19.54	\$ 17.53
Bill and Account Collectors	43-3011	\$ 12.94	\$ 10.94	\$ 13.94	\$ 12.49
Billing and Posting Clerks and Machine Operators	43-3021	\$ 12.44	\$ 10.22	\$ 13.55	\$ 12.09
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 12.78	\$ 9.01	\$ 14.68	\$ 12.44
Brokerage Clerks	43-4011	\$ 14.06	\$ 9.88	\$ 16.15	\$ 13.38
Business Operations Specialists, All Other	13-1199	\$ 22.23	\$ 14.02	\$ 26.32	\$ 20.24
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 23.64	\$ 19.22	\$ 25.85	\$ 22.82
Computer Programmers	15-1021	\$ 26.41	\$ 19.67	\$ 29.77	\$ 27.00
Computer Software Engineers, Systems Software	15-1032	\$ 31.60	\$ 21.01	\$ 36.90	\$ 34.56
Computer Support Specialists	15-1041	\$ 17.11	\$ 12.87	\$ 19.23	\$ 16.77
Computer Systems Analysts	15-1051	\$ 38.75	\$ 27.00	\$ 44.62	\$ 38.54
Customer Service Representatives	43-4051	\$ 13.74	\$ 9.24	\$ 15.99	\$ 13.06
Data Entry Keyers	43-9021	\$ 12.34	\$ 9.59	\$ 13.72	\$ 12.75
Database Administrators	15-1061	\$ 31.80	\$ 26.78	\$ 34.31	\$ 31.91
Financial Managers	11-3031	\$ 37.95	\$ 21.53	\$ 46.16	\$ 32.08
Financial Specialists, All Other	13-2099	\$ 14.41	\$ 13.01	\$ 15.11	\$ 14.45
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 21.55	\$ 13.65	\$ 25.50	\$ 17.53
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 21.16	\$ 16.86	\$ 23.32	\$ 19.97
Insurance Sales Agents	41-3021	\$ 20.01	\$ 13.66	\$ 23.19	\$ 20.29
Loan Interviewers and Clerks	43-4131	\$ 12.93	\$ 11.91	\$ 13.45	\$ 13.23
Loan Officers	13-2072	\$ 25.63	\$ 16.27	\$ 30.32	\$ 22.78
Network and Computer Systems Administrators	15-1071	\$ 27.53	\$ 16.06	\$ 33.28	\$ 22.75
Network Systems and Data Communications Analysts	15-1081	\$ 24.32	\$ 14.87	\$ 29.05	\$ 24.12
Office and Administrative Support Workers, All Other	43-9199	\$ 8.99	\$ 6.27	\$ 10.35	\$ 6.85
Office Clerks, General	43-9061	\$ 10.34	\$ 6.83	\$ 12.11	\$ 10.23
Property, Real Estate, and Community Association Managers	11-9141	\$ 22.60	\$ 10.00	\$ 28.89	\$ 27.60
Sales and Related Workers, All Other	41-9099	\$ 11.93	\$ 7.27	\$ 14.26	\$ 11.60
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.94	\$ 9.09	\$ 13.36	\$ 11.75
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 20.02	\$ 15.43	\$ 22.32	\$ 17.39
Tellers	43-3071	\$ 10.62	\$ 9.11	\$ 11.37	\$ 10.53
Word Processors and Typists	43-9022	\$ 12.81	\$ 10.87	\$ 13.78	\$ 13.05

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 15 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 15. 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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