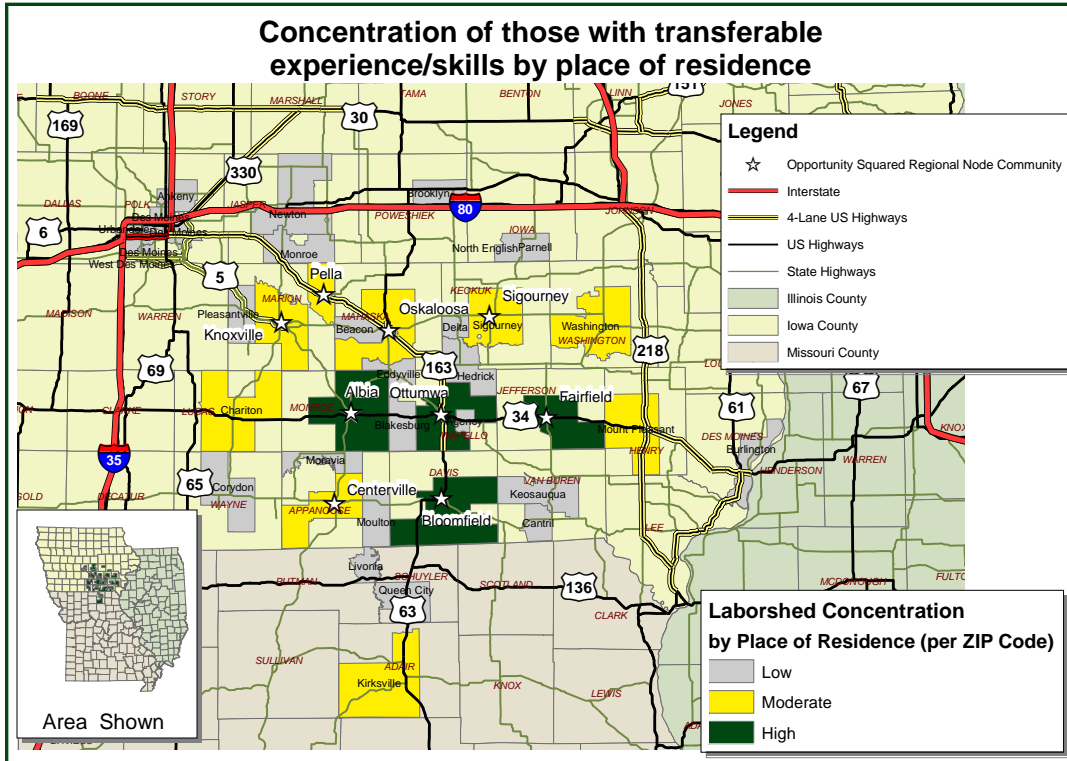


Labor Characteristics

Professional Services

Opportunity² Region



Potential Available Labor Business Operations:

- Managers & Directors - 1,794
- Supervisors - 855
- Agents - 168
- Employee Recruiters & Human Resources - 330
- Accountants & Auditors - 328
- Bookkeeping & Accounting Clerks - 341
- Customer Service Representatives - 533
- Clerks & Secretaries - 3,960

Professional Services:

- Architects - 162
- Surveyors - 148
- Civil Engineers - 137
- Engineer Technicians - 153
- Community & Social Service Workers - 344
- Lawyers - 705
- Paralegal & Legal Assistants - 864
- Teachers & Instructors - 336
- Librarians - 172
- Designers - 181
- Producers & Directors - 132
- Technical Writers - 163
- Interpreters & Translators - 151
- Photographers - 532
- Massage Therapists - 333
- Medical Transcriptionists - 165
- Patrol & Correctional Officers - 348
- Chefs & Cooks - 512
- Counter Attendants - 160
- Waiters & Waitresses - 181
- Janitors & Housekeeping - 1,368
- Landscaping & Grounds Maintenance - 339
- Hairdressers & Stylists - 351
- Childcare Workers - 341
- Cashiers - 334
- Sales - 178
- Meter Readers - 172
- Cement Mason - 159
- Pipe Layers - 163
- Mechanics & Repair - 2,715
- Supervisors - 340
- Pump & System Operators - 140
- Production Workers - 205
- Vehicle & Equipment Cleaners - 332

Workers who have transferable experience/skills in the industry are currently commuting an average of 10 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:

73.4% Employed

- 13.7% of the employed are willing to change employment

9.4% Unemployed

8.6% Homemakers, Not Employed

8.6% Retired

Education:

- 58.7% Education beyond high school
- 13.7% Associate degree
- 3.6% Trade certified
- 0.7% Vocational training
- 11.5% Undergraduate degree
- 5.0% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 72.4%
- Varied shifts (2nd, 3rd, & split) - 20.7%
- Job sharing - 44.8%
- Job teams - 72.4%
- Seasonal work - 51.9%
- Temporary work - 33.3%

Other Facts:

- 58.9% paid an hourly wage
- 66.7% are/were employed full-time
- 10.1% are/were employed part-time
- 18.8% are/were self-employed
- 8.9% hold two or more jobs
- Currently working an average of 42 hrs/week
- Prefer to work an average of 37 hrs/week

Current Benefits:

- Health/medical insurance - 80.8%
- Pension/retirement/401K - 48.7%
- Dental coverage - 44.9%
- Paid vacation - 41.0%
- Vision coverage - 24.4%
- Paid sick leave - 19.2%
- Paid holidays - 15.4%
- Life insurance - 11.5%
- Stock Options - 6.4%
- Disability insurance - 5.1%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 77.3%
- Pension/retirement/401K - 31.8%
- Paid vacation - 27.3%
- Dental coverage - 27.3%
- Vision coverage - 22.7%
- Paid holidays - 9.1%

Top Advertising Media:

(for those seeking employment opportunities)

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

An estimated total of 21,325 people in the Laborshed area

Underemployment

Total Underemployment - 2.2%

- Low hours - 0.0%
- Mismatch of skills - 0.0%
- Low income - 2.2%

IWD only counts individuals once when estimating Total Underemployment.

Opportunity²

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Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.78	\$ 18.01	\$ 32.66	\$ 26.36
Automotive Service Technicians and Mechanics	49-3023	\$ 14.91	\$ 10.05	\$ 17.34	\$ 13.81
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
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$ 15.52	\$ 12.16	\$ 17.19	\$ 15.38
Community and Social Service Specialists, All Other	21-1099	\$ 12.35	\$ 8.65	\$ 14.19	\$ 11.12
Correctional Officers and Jailers	33-3012	\$ 18.71	\$ 14.76	\$ 20.69	\$ 20.13
Customer Service Representatives	43-4051	\$ 13.74	\$ 9.24	\$ 15.99	\$ 13.06
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$ 20.01	\$ 19.93	\$ 20.04	\$ 20.23
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37-1011	\$ 17.58	\$ 12.03	\$ 20.35	\$ 14.76
General and Operations Managers	11-1021	\$ 41.35	\$ 21.86	\$ 51.09	\$ 41.05
Graphic Designers	27-1024	\$ 13.70	\$ 9.83	\$ 15.64	\$ 12.34
Hairdressers, Hairstylists, and Cosmetologists	39-5012	\$ 10.93	\$ 7.90	\$ 12.44	\$ 10.65
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 21.16	\$ 16.86	\$ 23.32	\$ 19.97
Information and Record Clerks, All Other	43-4199	\$ 13.39	\$ 11.10	\$ 14.54	\$ 13.09
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	\$ 9.58	\$ 6.30	\$ 11.23	\$ 8.91
Landscaping and Groundskeeping Workers	37-3011	\$ 13.08	\$ 8.27	\$ 15.48	\$ 14.80
Lawyers	23-1011	\$ 27.62	\$ 19.92	\$ 31.47	\$ 25.80
Maids and Housekeeping Cleaners	37-2012	\$ 9.27	\$ 7.64	\$ 10.09	\$ 9.23
Marketing Managers	11-2021	\$ 34.58	\$ 20.73	\$ 41.52	\$ 27.77
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$ 16.95	\$ 15.88	\$ 17.49	\$ 16.92
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
Police and Sheriff's Patrol Officers	33-3051	\$ 18.54	\$ 12.91	\$ 21.36	\$ 19.21
Public Relations Specialists	27-3031	\$ 18.85	\$ 9.71	\$ 23.41	\$ 18.47
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 22.96	\$ 13.51	\$ 27.69	\$ 19.50
Sales Engineers	41-9031	\$ 17.76	\$ 16.75	\$ 18.25	\$ 17.22
Sales Representatives, Services, All Other	41-3099	\$ 16.54	\$ 9.66	\$ 19.99	\$ 13.71
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 20.21	\$ 10.62	\$ 25.01	\$ 17.41
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$ 21.52	\$ 15.49	\$ 24.54	\$ 21.02
Social and Community Service Managers	2648679	\$ 18.48	\$ 12.61	\$ 21.41	\$ 18.36
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	\$ 22.81	\$ 20.13	\$ 24.15	\$ 23.01
Telecommunications Line Installers and Repairers	49-9052	\$ 23.38	\$ 19.85	\$ 25.15	\$ 24.02
Training and Development Specialists	13-1073	\$ 15.16	\$ 10.62	\$ 17.45	\$ 15.29

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.