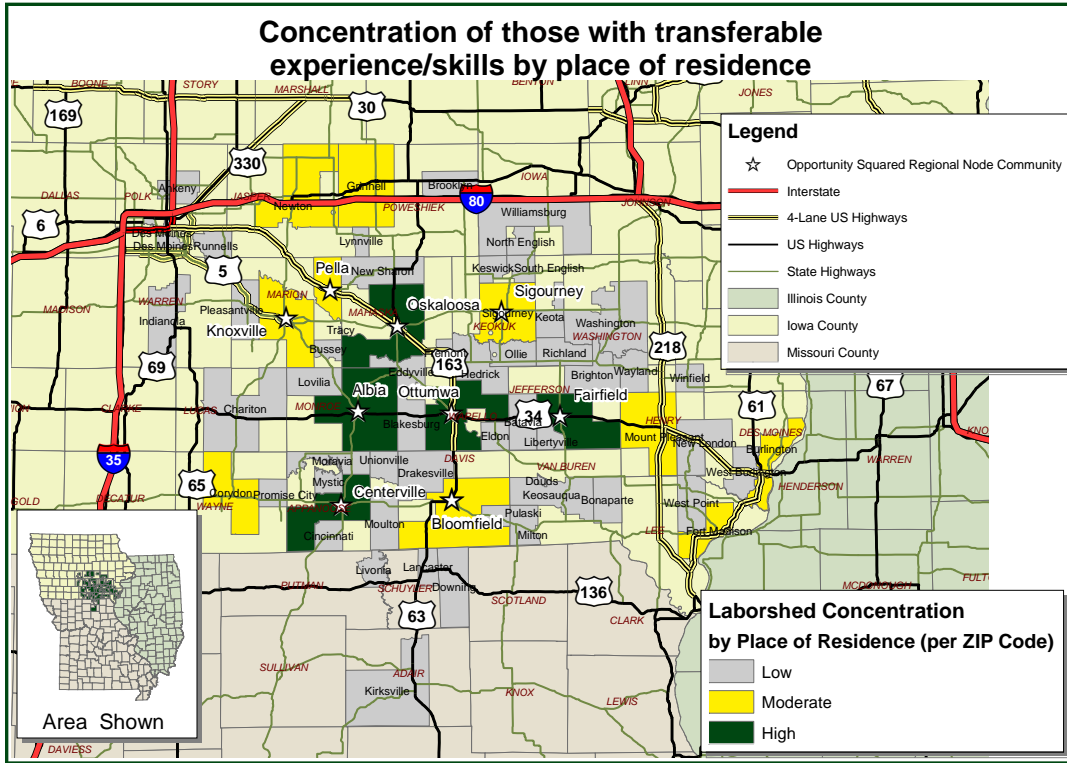


Labor Characteristics

Value Added Agriculture

Opportunity² Region



Workers who have transferable experience/skills in the industry are currently commuting an average of 13 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 19 miles one way for the right employment opportunity.

Employment Status:

71.4% Employed

- 26.3% of the employed are willing to change employment

14.1% Unemployed

- 6.3% Homemakers, Not Employed
- 8.2% Retired

Education:

- 47.7% Education beyond high school
- 12.8% Associate degree
- 4.3% Trade certified
- 1.3% Vocational training
- 8.2% Undergraduate degree
- 2.6% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 83.3%
- Varied shifts (2nd, 3rd, & split) - 33.3%
- Job sharing - 44.1%
- Job teams - 74.5%
- Seasonal work - 35.3%
- Temporary work - 36.3%

Other Facts:

- 74.3% paid an hourly wage
- 85.5% are/were employed full-time
- 7.9% are/were employed part-time
- 9.7% hold two or more jobs
- Currently working an average of 44 hrs/week

Current Benefits:

- Health/medical insurance - 92.6%
- Pension/retirement/401K - 76.2%
- Paid vacation - 60.2%
- Dental coverage - 52.8%
- Paid holidays - 46.8%
- Paid sick leave - 37.2%
- Life insurance - 35.9%
- Vision coverage - 32.9%
- Disability insurance - 22.1%
- Tuition assistance - 14.7%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 88.3%
- Pension/retirement/401K - 35.1%
- Paid vacation - 26.6%
- Dental coverage - 21.3%
- Paid sick leave - 13.8%
- Vision coverage - 12.8%
- Paid holidays - 10.6%

Top Advertising Media:

(for those seeking employment opportunities)

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

Potential Available Labor Business Operations:

- Managers - 6,446
- Farmers & Agricultural Managers - 155
- Purchasing Agents - 516
- Computer Systems Analysts - 361
- Sales Representatives - 516
- Production Clerks - 1,547
- Shipping & Receiving Clerks - 1,341

Production:

- Supervisors - 7,477
- Engineers - 671
- Agricultural & Food Science Techs - 148
- Chemical Technicians - 152
- Weighers & Measures - 157
- Agricultural Inspectors - 143
- Graders & Sorters Agricultural Products - 511
- Farm Workers, Crop - 166
- Farm Workers, Animal - 359
- Maintenance & Repair - 1,702
- Maintenance Machinery - 157
- Bakers - 1,181
- Meat & Poultry Cutters - 1,188
- Slaughterers & Meat Packers - 366
- Boiler Operators - 153
- Mixing & Blending Machine Operators - 513
- Inspectors - 3,042
- Packaging Machine Operators - 523
- Production Workers - 19,131

Material Movers:

- Supervisors - 159
- Truck Drivers - 674
- Transportation Inspectors - 139
- Laborers & Stock Handlers - 1,856

An estimated total of **51,450** people in the Laborshed area

Underemployment

Total Underemployment - 4.9%

- Low hours - 1.6%
- Mismatch of skills - 3.0%
- Low income - 1.6%

IWD only counts individuals once when estimating Total Underemployment.

For more information regarding the Opportunity² Regional Laborshed Analysis, contact:

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Agricultural Equipment Operators	45-2091	\$ 11.56	\$ 9.87	\$ 12.41	\$ 11.56
Agricultural Inspectors	45-2011	\$ 20.29	\$ 16.87	\$ 22.00	\$ 19.93
Butchers and Meat Cutters	51-3021	\$ 12.79	\$ 8.08	\$ 15.14	\$ 10.91
Chemical Technicians	19-4031	\$ 21.25	\$ 16.79	\$ 23.48	\$ 20.86
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 12.99	\$ 10.42	\$ 14.28	\$ 12.77
First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	45-1011	\$ 14.34	\$ 6.63	\$ 18.19	\$ 11.87
Food Batchmakers	51-3092	\$ 13.18	\$ 6.41	\$ 16.55	\$ 11.91
Food Scientists and Technologists	19-1012	\$ 29.84	\$ 22.65	\$ 33.43	\$ 28.87
Forest and Conservation Workers	45-4011	\$ 10.37	\$ 8.97	\$ 11.07	\$ 10.59
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 14.67	\$ 8.92	\$ 17.55	\$ 15.75
Machine Feeders and Offbearers	53-7063	\$ 14.00	\$ 10.34	\$ 15.83	\$ 13.30
Maintenance and Repair Workers, General	49-9042	\$ 15.47	\$ 10.92	\$ 17.74	\$ 15.58
Maintenance Workers, Machinery	49-9043	\$ 14.88	\$ 12.04	\$ 16.30	\$ 14.35
Market Research Analysts	19-3021	\$ 31.16	\$ 17.45	\$ 38.02	\$ 26.64
Material Moving Workers, All Other	53-7199	\$ 11.76	\$ 9.74	\$ 12.76	\$ 12.24
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 14.64	\$ 10.94	\$ 16.49	\$ 13.69
Packers and Packagers, Hand	53-7064	\$ 9.34	\$ 6.50	\$ 10.75	\$ 9.73
Production Workers, All Other	51-9199	\$ 10.96	\$ 7.35	\$ 12.78	\$ 10.62
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 20.21	\$ 10.62	\$ 25.01	\$ 17.41
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	\$ 15.99	\$ 12.31	\$ 17.82	\$ 14.81
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 16.57	\$ 9.16	\$ 20.29	\$ 15.11
Truck Drivers, Light or Delivery Services	53-3033	\$ 13.62	\$ 6.79	\$ 17.03	\$ 11.07
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 14.69	\$ 8.99	\$ 17.54	\$ 14.95

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.