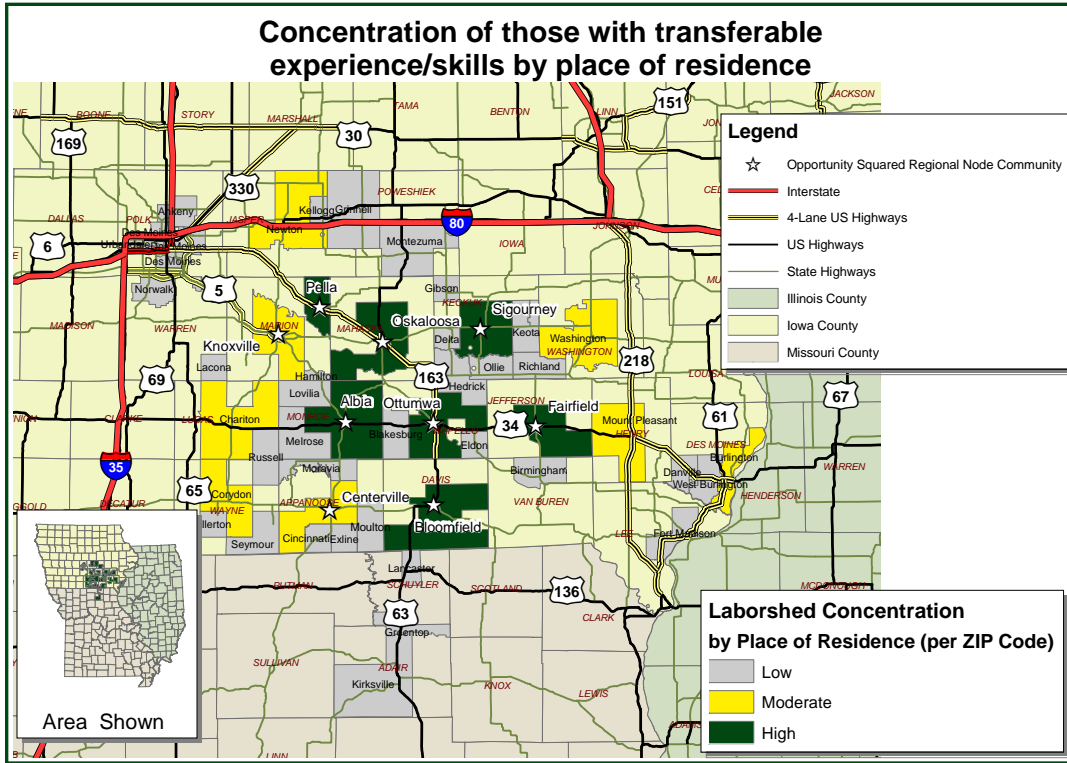


Labor Characteristics

Wholesale & Retail

Opportunity² Region



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:

75.6% Employed

- 36.0% of the employed are willing to change employment

8.8% Unemployed

11.7% Homemakers, Not Employed

3.9% Retired

Education:

- 46.6% Education beyond high school
- 9.2% Associate degree
- 2.8% Trade certified
- 0.4% Vocational training
- 11.7% Undergraduate degree
- 3.2% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 71.4%
- Varied shifts (2nd, 3rd, & split) - 33.9%
- Job sharing - 50.9%
- Job teams - 78.6%
- Seasonal work - 39.3%
- Temporary work - 42.3%

Other Facts:

- 69.0% paid an hourly wage
- 60.4% are/were employed full-time
- 29.0% are/were employed part-time
- 10.2% are/were self-employed
- 13.1% hold two or more jobs
- Currently working an average of 38 hrs/week

Current Benefits:

- Health/medical insurance - 82.6%
- Pension/retirement/401K - 60.9%
- Paid vacation - 58.0%
- Dental coverage - 47.1%
- Paid holidays - 44.9%
- Paid sick leave - 43.5%
- Life insurance - 29.0%
- Vision coverage - 27.5%
- Disability insurance - 21.0%
- Prescription drug coverage - 10.9%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 89.1%
- Dental coverage - 30.4%
- Pension/retirement/401K - 26.1%
- Paid vacation - 23.9%
- Vision coverage - 22.8%
- Paid holidays - 16.3%
- Paid sick leave - 13.0%
- Prescription drug coverage - 8.7%

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.iowaworkforce.org
- Networking through family, friends, acquaintances

Potential Available Labor Business Operations:

- Managers - 9,385
- Purchasing Agents - 388
- Compliance Officers - 194
- Accountants - 339
- Market Analysts - 201
- Title Examiners - 174
- Sales Supervisors - 3,486
- Sales Persons - 3,438
- Sales Representatives - 872
- Sales Workers - 1,404
- Cashiers - 4,115
- Office Support Supervisors - 533
- Communication Equipment Operators - 187
- Accounting Clerks - 1,210
- Customer Service Reps - 878
- Receptionists & Info. Clerks - 579
- Shipping & Receiving Clerks - 198
- Production Clerks - 193
- Stock Clerks & Order Fillers - 1,215
- Office & Administrative Support - 2,228

Production:

- Supervisors - 1,216
- Floral Designers - 1,017
- Merchandise Displayers - 343
- Pharmacy Technicians - 191
- Chefs, Head Cooks, & Preparation Supervisors - 395
- Cooks & Food Preparers - 2,664
- Waiters, Waitresses, & Dining Room Attendants - 3,091
- Dishwashers - 538
- Supervisors Housekeeping & Janitorial - 329
- Janitors & House Keepers - 394
- Nonfarm Animal Caretakers - 182
- Automotive Mechanics & Repair - 727
- Maintenance & Repair - 341
- Assemblers & Fabricators - 335
- Bakers - 1,017
- Meat, Poultry, & Fish Trimmers - 193
- Machine Operators - 341
- Wood Workers - 190
- Inspectors & Testers - 195
- Vehicle Cleaners - 201
- Production Workers - 678

Material Movers:

- Heavy Truck Drivers - 342
- Light Truck Drivers - 347
- Sales Drivers - 684
- Packagers, Stock Handlers, & Material Movers - 872
- Tank Car & Ship Loaders - 205

An estimated total of 48,245 people in the Laborshed area

Underemployment

Total Underemployment - 12.4%

- Low hours - 5.3%
- Mismatch of skills - 5.3%
- Low income - 3.5%

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
Automotive Service Technicians and Mechanics	49-3023	\$ 14.91	\$ 10.05	\$ 17.34	\$ 13.81
Bartenders	35-3011	\$ 6.79	\$ 6.57	\$ 6.89	\$ 6.73
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
Cashiers	41-2011	\$ 7.16	\$ 6.34	\$ 7.57	\$ 6.87
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 6.90	\$ 6.35	\$ 7.18	\$ 6.72
Cooks, Fast Food	35-2011	\$ 7.28	\$ 6.36	\$ 7.73	\$ 7.03
Cooks, Institution and Cafeteria	35-2012	\$ 10.03	\$ 7.85	\$ 11.12	\$ 9.94
Cooks, Restaurant	35-2014	\$ 7.59	\$ 6.32	\$ 8.22	\$ 6.79
Counter and Rental Clerks	41-2021	\$ 8.36	\$ 6.48	\$ 9.29	\$ 7.45
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	\$ 8.14	\$ 6.33	\$ 9.04	\$ 7.51
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	\$ 7.14	\$ 6.53	\$ 7.45	\$ 6.83
Dishwashers	35-9021	\$ 6.62	\$ 6.41	\$ 6.74	\$ 6.60
Driver/Sales Workers	53-3031	\$ 10.87	\$ 7.60	\$ 12.52	\$ 8.87
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	\$ 12.06	\$ 8.46	\$ 13.86	\$ 11.18
First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	\$ 25.72	\$ 7.47	\$ 34.84	\$ 28.78
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 21.55	\$ 13.65	\$ 25.50	\$ 17.53
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 16.70	\$ 11.77	\$ 19.17	\$ 15.20
Food Preparation and Serving Related Workers, All Other	35-9099	\$ 7.16	\$ 6.36	\$ 7.56	\$ 6.86
Food Preparation Workers	35-2021	\$ 8.46	\$ 6.47	\$ 9.46	\$ 8.42
Food Servers, Nonrestaurant	35-3041	\$ 8.18	\$ 6.29	\$ 9.13	\$ 7.74
Food Service Managers	11-9051	\$ 22.05	\$ 11.11	\$ 27.52	\$ 17.71
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	\$ 6.67	\$ 6.55	\$ 6.75	\$ 6.69
Industrial Truck and Tractor Operators	53-7051	\$ 13.66	\$ 10.50	\$ 15.23	\$ 13.13
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
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
Office and Administrative Support Workers, All Other	43-9199	\$ 8.99	\$ 6.27	\$ 10.35	\$ 6.85
Order Clerks	43-4151	\$ 11.77	\$ 8.22	\$ 13.55	\$ 11.23
Packers and Packagers, Hand	53-7064	\$ 9.34	\$ 6.50	\$ 10.75	\$ 9.73
Parts Salespersons	41-2022	\$ 13.58	\$ 9.62	\$ 15.56	\$ 13.17
Production, Planning, and Expediting Clerks	43-5061	\$ 22.72	\$ 12.92	\$ 27.63	\$ 20.69
Purchasing Agents and Buyers, Farm Products	13-1021	\$ 24.41	\$ 18.57	\$ 27.34	\$ 23.13
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 22.96	\$ 13.51	\$ 27.69	\$ 19.50
Receptionists and Information Clerks	43-4171	\$ 10.84	\$ 8.23	\$ 12.14	\$ 11.08
Retail Salespersons	41-2031	\$ 11.06	\$ 6.30	\$ 13.43	\$ 8.52
Sales and Related Workers, All Other	41-9099	\$ 11.93	\$ 7.27	\$ 14.26	\$ 11.60
Sales Managers	11-2022	\$ 31.79	\$ 16.72	\$ 39.34	\$ 28.21
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 13.38	\$ 9.85	\$ 15.15	\$ 12.40
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
Waiters and Waitresses	35-3031	\$ 6.63	\$ 6.38	\$ 6.76	\$ 6.56
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$ 19.72	\$ 14.52	\$ 22.32	\$ 19.93

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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