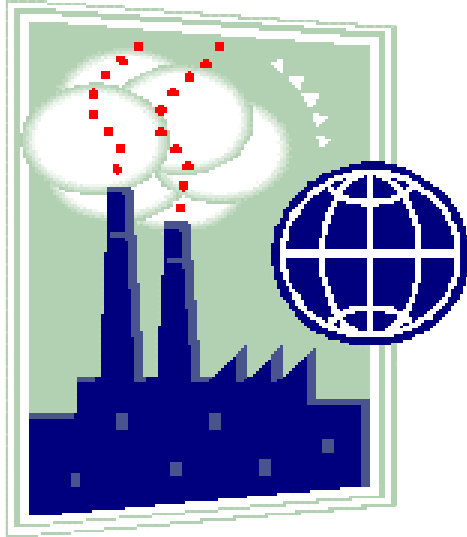


# Iowa Wage Survey

This sample of the Iowa Wage Survey was produced by the Labor Market Information Bureau in order to provide communities local information on wages by occupation. This publication was developed specifically for the Union County Laborshed area, which includes Montgomery, Adams, Union, Clarke, Page, Taylor, Ringgold, Decatur, Adair, Madison, Lucas and Warren Counties.

The source of the wage and employment data is the 2000 Occupational Employment Statistics (OES) Survey and is aged to the fourth quarter of 2001. This is a national survey operated cooperatively by the U.S. Department of Labor, Bureau of Labor Statistics and Iowa Workforce Development. As part of this annual national survey, approximately 6,000 Iowa employers are asked to respond to questions regarding occupational employment and wages.

While data were collected by the OES survey, this publication was done independently to provide information on entry-level wages and experienced level wages. The entry and experienced wage levels are computed by determining the mean average of the lower one-third and upper two-thirds respectively of the responses for each occupation. 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)



**Union County**  
**“At the Center of it All”**

Occupational Title	Entry Wage	Experienced Wage	Median Wage
Administrative Services Managers	12.34	26.34	21.62
Advertising Sales Agents	8.83	18.22	13.73
Advertising and Promotions Managers	10.22	21.43	18.38
Bill and Account Collectors	6.75	9.10	8.34
Billing and Posting Clerks and Machine Operators	9.24	11.12	10.41
Bookkeeping, Accounting, and Auditing Clerks	8.34	11.24	10.24
Business Operations Specialists, All Other	10.76	17.94	15.74
Cashiers	5.99	6.53	6.26
Customer Service Representatives	7.63	11.66	9.42
Data Entry Keyers	8.15	8.91	8.61
Employment, Recruitment, and Placement	14.36	18.99	17.51
First-Line Supervisors/Managers of Retail Sales Workers	9.92	18.26	15.35
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	17.91	23.97	22.61
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8.34	10.98	10.21
Laborers and Freight, Stock, and Material Movers, Hand	7.30	11.62	9.86
Marketing Managers	13.85	29.37	22.61
Packers and Packagers, Hand	6.11	9.16	7.83
Parts Salespersons	6.71	13.79	10.11
Purchasing Managers	13.49	26.71	22.14
Retail Salespersons	6.04	10.69	7.44
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	9.78	19.22	14.58
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	17.28	24.80	24.45
Shipping, Receiving, and Traffic Clerks	7.55	11.97	10.46
Truck Drivers, Light or Delivery Services	8.66	16.25	12.21
Wholesale and Retail Buyers, Except Farm	10.42	20.98	13.13

# Wholesale/Retail Trade Labor Availability

*Sponsored in Partnership*



**A** Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Union County Laborshed area, information from local and state sources was aggregated and plotted for geographic analysis (see map). Wholesale/Retail Trade occupational data was then extracted and analyzed for this summary.

**POTENTIAL LABORFORCE  
WHOLESALE/RETAIL TRADE  
850**

**Employment Status:**

The potential laborforce of 850 includes all those who have education, training and skills pertaining to Wholesale/Retail Trade who are between the ages of 18 and 69 regardless of their willingness to change/enter employment. The majority (61.0%) are currently employed. However, when looking to fill these positions, do not overlook the 39.0 percent who are not currently employed (includes unemployed, homemakers and retirees) as a viable source of skilled/educated available labor.

More than half (61.0%) of the potential labor force possessing skills in Wholesale/Retail Trade are willing to change/enter employment. See how the knowledge base of 850 can increase your business!

The unemployment rate for Union County as of December 2002 was 4.3%. The unemployment rate for Iowa during the same time period was 3.9%.

**Occupations:**

**What skills are in the Union County area?**

Management, cashiering, sales, customer service, floral design, supervisory, janitorial, clerical, payroll clerk, truck driving and material moving.

Occupations	Estimated # of Individuals with Experience in Wholesale/Retail Trade
Management	187
Business Operations	42
Food Service	82
Office Administration	82
Maintenance	20
Supervisory	41
Retail	352
Material Handling & Moving	41

**Highlights:**

Characteristics of individuals in the Union County area with experience in Wholesale/Retail Trade:

- ⇒ Trained and educated (43.9% having education/training beyond high school and 7.3% having obtained an undergraduate/ graduate degree);
- ⇒ Educational degrees/certificates in business (35.7%), marketing (14.3%), math/science (14.3%) and liberal arts (14.3%);
- ⇒ Prefer full-time employment (55.6%)
- ⇒ Would consider seasonal (60.0%) and/or temporary (52.0%) employment opportunities
- ⇒ Would consider working a variety of work schedules (20.0%) - combinations of 2nd, 3rd, or split shifts
- ⇒ Currently or most recently employed in Creston, Indianola, Greenfield and surrounding communities.

**Underemployed:**

- ⇒ Overall, 19.5 percent of those who are employed in Wholesale/Retail Trade are underemployed for one reason or another;
- ⇒ 2.4 percent are underemployed due to inadequate hours (those working less than 35 hours/week but desire more hours);
- ⇒ 17.1 percent are underemployed due to mismatch of skills (those who are working in positions that do not meet their skill or education levels or worked for higher wages at a previous job);
- ⇒ 4.9 percent are underemployed due to low income (those working at wages equal to or less than the national poverty level).

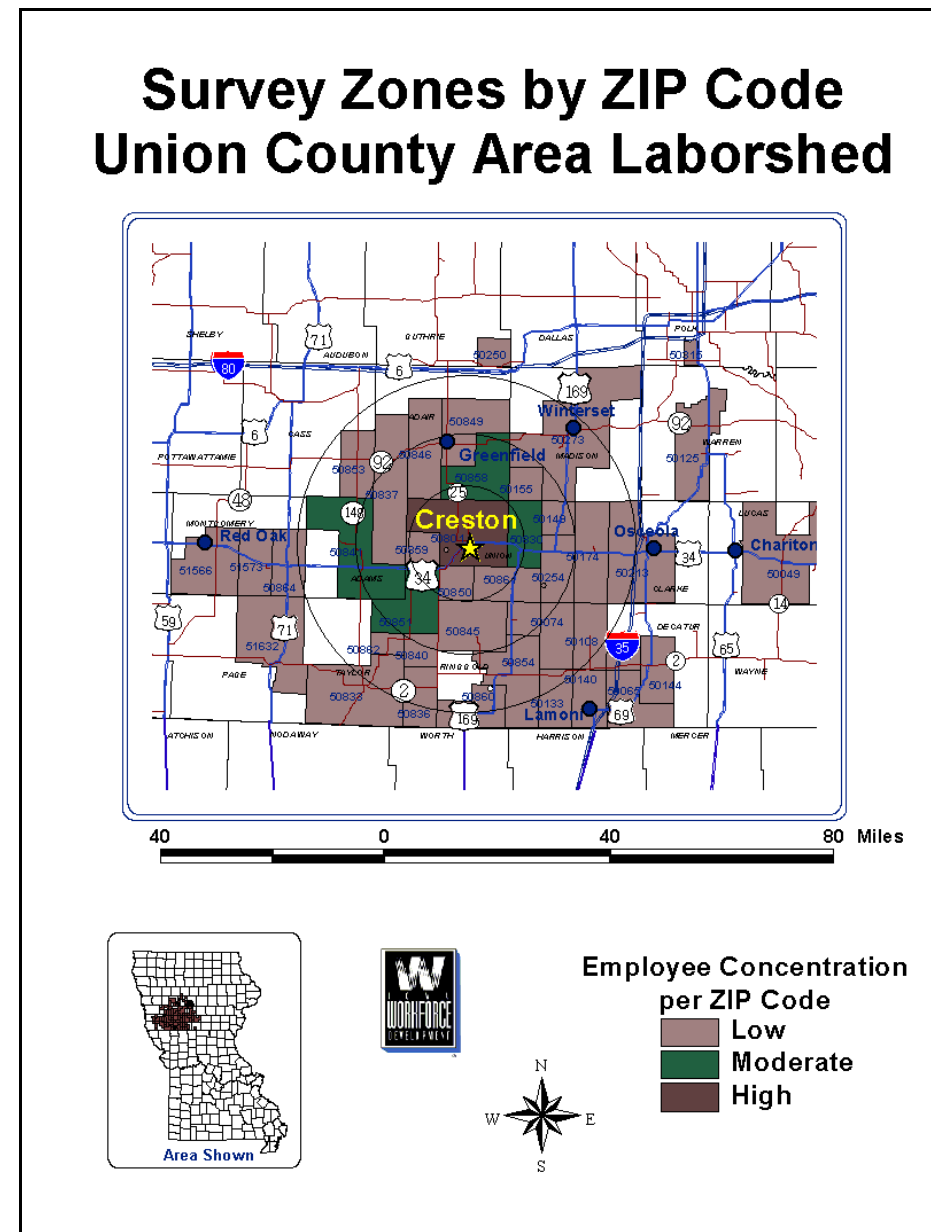
(Double counting has been eliminated. Therefore, individuals may be underemployed for more than one reason, however they are only counted once.)

**Benefits that influence a decision to change/enter/re-enter employment:**

Medical health insurance, dental coverage, sick leave, prescription drug plan, pension/retirement, vacation, disability and life insurance.

**Where do applicants look for employment opportunities in Wholesale/Retail trade?**

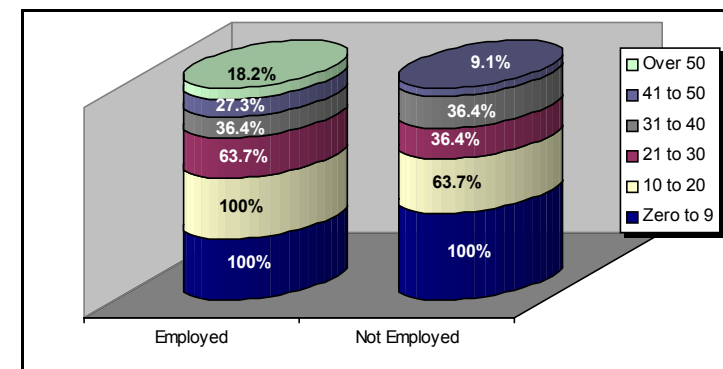
Local newspaper, Iowa Workforce Development Center, the Internet, regional newspapers and through networking.



Residents of the Union County area who are willing to change/enter employment in Wholesale/Retail Trade are willing to commute, in some cases, great distances for the right employment opportunity .

- ⇒ Employed are willing to commute 35 miles one way;
- ⇒ Not Employed are willing to commute 20 miles one way.

**Miles Willing to Commute:**



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