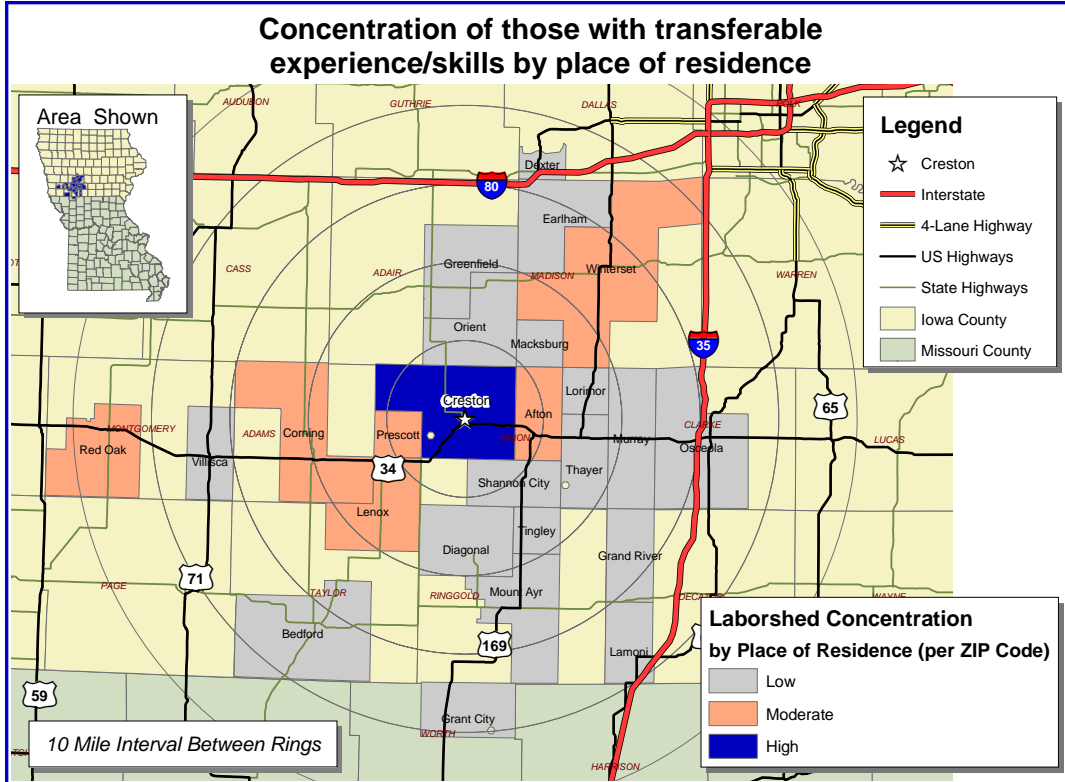


Labor Characteristics

Advanced Manufacturing

Union County, Iowa



Potential Available Labor Per Occupational Category:

Business Operations:

- Purchasing Agents - 85
- Software Engineers - 80
- Customer Service Representatives - 580
- Shipping & Receiving Clerks - 87
- Secretaries - 665
- Office Support Workers - 417

Production:

- Supervisors - 411
- Engineers - 81
- Engineering Technicians - 88
- Maintenance & Repair - 248
- Millwrights - 79
- Team Assemblers - 91
- Assemblers & Fabricators - 668
- Milling & Planing Machine Operators - 84
- Machinists - 89
- Foundry Mold & Coremakers - 252
- Multiple Machine Operators - 241
- Welders - 83
- Water & Liquid Waste System Operators - 77
- Inspectors & Testers - 413
- Production Workers - 1,585

Material Movers:

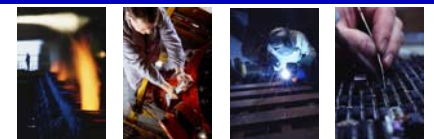
- Supervisors - 79
- Heavy Truck Drivers - 423
- Forklift Operators - 170

An estimated total of 7,076 people in the Laborshed area

Underemployment:

- Total Underemployment - 7.1%
 - Low hours - 2.4%
 - Mismatch of skills - 3.5%
 - Low income - 2.4%

IWD only counts individuals once when estimating Total Underemployment.



For more information on the Union County Laborshed Analysis, contact:

Union County Development Association
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 Creston, Iowa 50801-0471
 Phone: (641) 782-2003
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 E-mail: director@ucda.us
www.ucda.us

Workers who have transferable experience/skills in the Laborshed area 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:

- 75.3% Employed**
 - 26.6% of the employed are willing to change employment
- 14.1% Unemployed**
- 4.7% Homemakers, Not Employed**
- 5.9% Retired**

Education Levels:

- 50.6% Education beyond high school
- 2.4% Vocational training
- 2.4% Trade certified
- 17.6% Associate degree
- 7.1% Undergraduate degree
- 2.4% Postgraduate degree

Flexibility in the Workplace:

- (by percent of interest)
 - Cross-training - 91.2%
 - Varied shifts (2nd, 3rd, & split) - 32.4%
 - Job sharing - 47.1%
 - Job teams - 88.2%
 - Seasonal work - 50.0%
 - Temporary work - 50.0%

Other Facts:

- 76.9% paid an hourly wage
- 91.8% are/were employed full-time
- 7.1% are/were employed part-time
- 6.3% hold two or more jobs
- Currently working an average of 41 hrs/week

Current Benefits:

- Health/medical insurance - 94.5%
- Pension/retirement/401K - 75.3%
- Dental coverage - 43.8%
- Paid vacation - 39.7%
- Paid holidays - 34.2%
- Vision coverage - 21.9%
- Life insurance - 17.8%
- Paid sick leave - 16.4%
- Disability insurance - 5.5%

Desired Benefits:

- (by percent of interest)
 - Health/medical insurance - 100%
 - Pension/retirement/401K - 34.4%
 - Dental coverage - 21.9%
 - Vision coverage - 18.8%
 - Paid vacation - 15.6%
 - Paid holidays - 12.5%
 - Life insurance - 9.4%
 - Paid sick leave - 9.4%
 - Prescription drug coverage - 9.4%
 - Disability insurance - 9.4%

Top Advertising Media:

- (for those seeking employment opportunities)
 - Local/Regional Newspapers
 - Creston News Advertiser
 - The Des Moines Register
 - Iowa Workforce Development Centers
 - The Internet
 - www.iowaworkforce.org
 - Private Employment Services
 - Networking through friends, family, & acquaintances

Information was compiled by Iowa Workforce Development using 2009 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$ 12.94	\$ 10.50	\$ 14.17	\$ 12.62
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 15.49	\$ 14.31	\$ 16.08	\$ 15.85
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 12.95	\$ 10.81	\$ 14.01	\$ 12.98
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 22.94	\$ 14.96	\$ 26.93	\$ 21.57
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	\$ 21.34	\$ 14.30	\$ 24.87	\$ 21.85
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$ 14.35	\$ 12.28	\$ 15.39	\$ 13.85
Helpers--Production Workers	51-9198	\$ 12.54	\$ 7.88	\$ 14.86	\$ 12.44
Industrial Production Managers	11-3051	\$ 40.47	\$ 26.25	\$ 47.58	\$ 35.50
Industrial Truck and Tractor Operators	53-7051	\$ 12.66	\$ 10.93	\$ 13.53	\$ 12.72
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 14.88	\$ 10.88	\$ 16.88	\$ 13.80
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.53	\$ 9.28	\$ 14.15	\$ 11.39
Machinists	51-4041	\$ 14.09	\$ 10.44	\$ 15.90	\$ 14.13
Maintenance Workers, Machinery	49-9043	\$ 16.11	\$ 11.97	\$ 18.18	\$ 16.17
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$ 12.32	\$ 10.05	\$ 13.44	\$ 11.90
Printing Machine Operators	51-5023	\$ 12.09	\$ 9.69	\$ 13.29	\$ 11.12
Production Workers, All Other	51-9199	\$ 12.07	\$ 7.20	\$ 14.51	\$ 12.74
Production, Planning, and Expediting Clerks	43-5061	\$ 15.61	\$ 10.53	\$ 18.15	\$ 14.09
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 18.13	\$ 11.74	\$ 21.32	\$ 17.51
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 22.26	\$ 11.48	\$ 27.66	\$ 21.16
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 10.82	\$ 7.65	\$ 12.40	\$ 10.93
Stock Clerks and Order Fillers	43-5081	\$ 8.59	\$ 6.37	\$ 9.69	\$ 8.00
Team Assemblers	51-2092	\$ 11.51	\$ 8.65	\$ 12.94	\$ 10.88
Tool and Die Makers	51-4111	\$ 18.45	\$ 14.75	\$ 20.29	\$ 19.10
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 19.90	\$ 12.04	\$ 23.83	\$ 20.59
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 17.26	\$ 15.02	\$ 18.38	\$ 16.49
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 13.65	\$ 11.03	\$ 14.96	\$ 13.70

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 14 service area was produced by the Labor Force & Occupational Analysis to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 14 service area. 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.