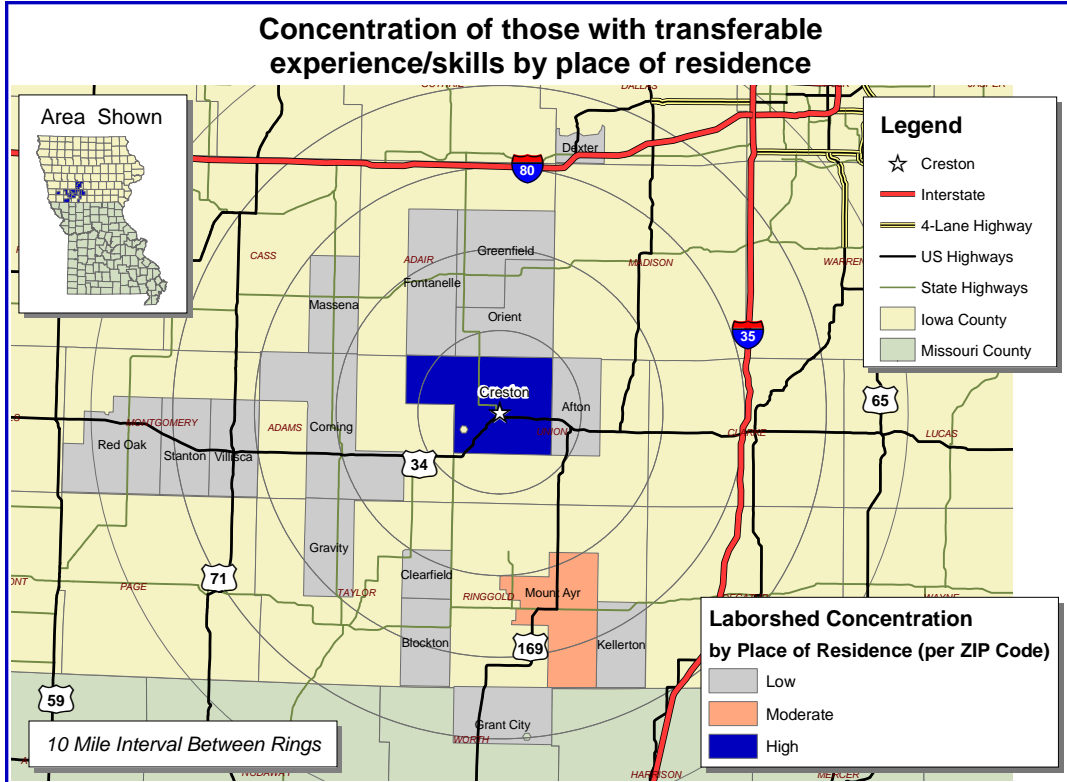


# Labor Characteristics

## Agriculture

### Union County, Iowa



#### Potential Available Labor Per Occupational Category:

##### Business Operations:

- Directors & Managers - 431
- Human Resources - 75
- Sales - 172
- Accounting Clerks - 259
- Customer Service Representatives - 86

##### Production:

- Farmers & Ranchers - 862
- Supervisors - 168
- Production Workers - 96

**An estimated total of 2,149 people in the Laborshed area**

#### Underemployment:

Total Underemployment - 4.0%

- Low hours - 0.0%
- Mismatch of skills - 0.0%
- Low income - 4.0%

IWD only counts individuals once when estimating Total Underemployment.

Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 6 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 10 miles one way for the right employment opportunity.

#### Employment Status:

##### 84.0% Employed

- 9.5% of the employed are willing to change employment

##### 8.0% Unemployed

##### 8.0% Retired

#### Education Levels:

- 52.0% Education beyond high school
- 4.0% Trade certified
- 16.0% Associate degree
- 8.0% Undergraduate degree
- 4.0% Postgraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 66.7%
- Varied shifts (2nd, 3rd, & split) - 16.7%
- Job sharing - 0.0%
- Job teams - 66.7%
- Seasonal work - 80.0%
- Temporary work - 40.0%

#### Other Facts:

- 44.0% are/were self-employed
- 36.0% are/were employed full-time
- 12.0% are/were employed part-time
- 4.0% are/were employed seasonally
- 25.0% hold two or more jobs
- Currently working an average of 48 hrs/week

#### Current Benefits:

- Health/medical insurance - 76.9%
- Pension/retirement/401K - 61.5%
- Life insurance - 15.4%
- Flex-time - 15.4%
- Dental coverage - 7.7%
- Paid vacation - 7.7%
- Paid holidays - 7.7%
- Stock options - 7.7%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 100%

#### Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
  - Creston News Advertiser
  - The Des Moines Register
  - Red Oak Express
- The Internet
  - [www.monster.com](http://www.monster.com)
- Iowa Workforce Development Centers
- Networking through friends, family, & acquaintances
- Private Employment Services



The Iowa Workforce Development Region 14 service area aggregated wage data was also extracted from the Iowa Wage Survey and is provided in the table on page 2 which reflects mean, entry, experienced, and median wages.

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

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Information was compiled by Iowa Workforce Development using 2009 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Agricultural Inspectors	45-2011	\$ 24.91	\$ 22.54	\$ 26.09	\$ 24.61
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 12.28	\$ 8.89	\$ 13.96	\$ 12.04
Conservation Scientists	19-1031	\$ 25.06	\$ 16.25	\$ 29.47	\$ 23.80
Customer Service Representatives	43-4051	\$ 11.33	\$ 8.73	\$ 12.62	\$ 10.51
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$ 13.61	\$ 8.42	\$ 16.21	\$ 10.02
Farm Equipment Mechanics	49-3041	\$ 17.37	\$ 13.36	\$ 19.38	\$ 17.23
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 19.92	\$ 13.49	\$ 23.13	\$ 19.27
Forest and Conservation Technicians	19-4093	\$ 18.91	\$ 15.39	\$ 20.67	\$ 18.78
Helpers--Production Workers	51-9198	\$ 12.54	\$ 7.88	\$ 14.86	\$ 12.44
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 14.34	N.A.	\$ 18.45	\$ 7.06
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.53	\$ 9.28	\$ 14.15	\$ 11.39
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$ 16.86	\$ 14.90	\$ 17.85	\$ 16.86
Packers and Packagers, Hand	53-7064	\$ 7.16	\$ 6.23	\$ 7.61	\$ 6.69
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
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 19.90	\$ 12.04	\$ 23.83	\$ 20.59

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](http://www.iowaworkforce.org).