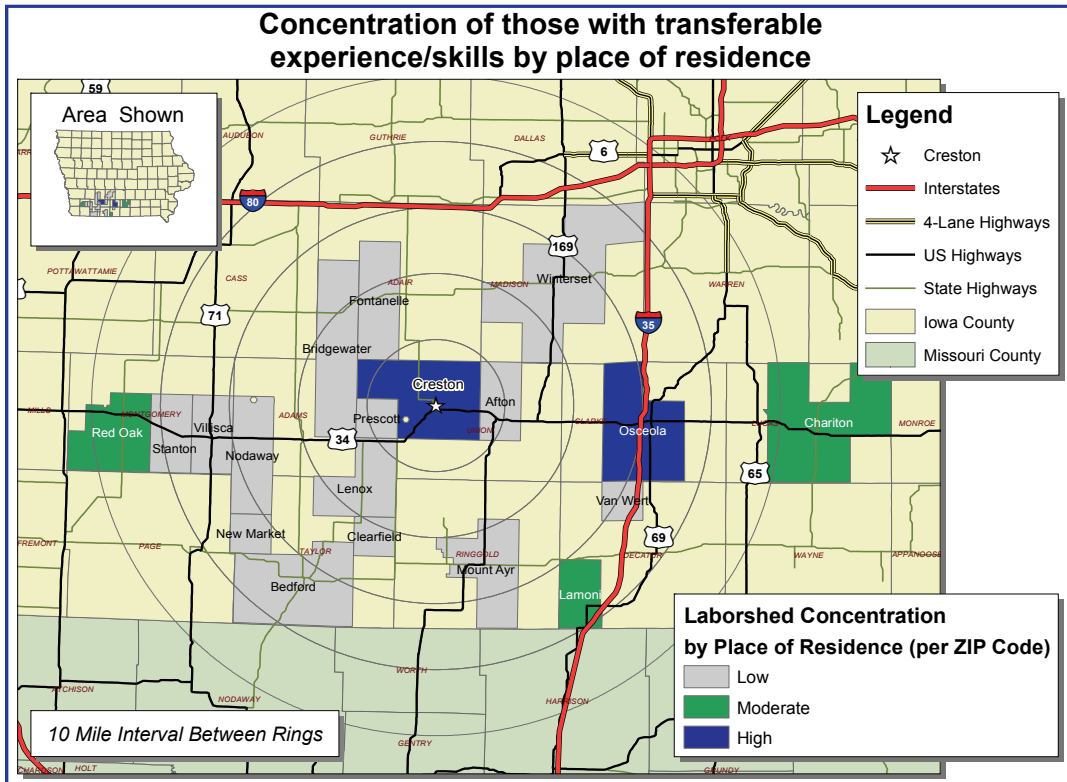


# Labor Characteristics

## Education

### Union County, Iowa Laborshed



#### Estimated Potential Available Labor Per Occupational Category:

##### Business Operations:

- Chief Executives - 100
- Managers - 110
- Education Administrators - 600
- Secretaries - 101
- Office & Administrative Support Workers, All Other - 97

##### Education & Training:

- Audiologists - 102
- Educational, Vocational, & School Counselors - 90
- Elementary School Teachers - 195
- Postsecondary Teachers - 200
- Preschool Teachers - 105
- Secondary School Teachers - 108
- Special Education Teachers - 92
- Teacher Assistants - 501
- Teachers & Instructors, All Other - 2,703

##### Support Workers:

- Bus Drivers - 103
- Cooks - 99
- Crossing Guards - 98
- Janitors & Cleaners - 303

An estimated total of **5,707** people in the Laborshed area



Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 8 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:

##### 80.7% Employed

- 13.0% of the employed are willing to change employment

##### 1.8% Unemployed

##### 3.5% Homemakers, Not Employed

##### 14.0% Retired

- 37.5% of the retired are willing to accept employment

#### Education Levels:

- 89.5% Education beyond high school
- 1.8% Trade certified
- 3.5% Associate degree
- 40.4% Undergraduate degree
- 40.4% Postgraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Job teams - 90.9%
- Cross-training - 72.7%
- Job sharing - 45.5%
- Varied shifts (2nd, 3rd, & split) - 18.2%
- Seasonal work - 81.8%
- Temporary work - 72.7%

#### Other Facts:

- 73.2% paid an annual salary
- 84.2% are/were employed full-time
- 10.5% are/were employed part-time
- 3.5% are/were self-employed
- 34.8% hold two or more jobs
- Currently working an average of 45 hrs/week

#### Current Benefits:

- Health/medical insurance - 92.7%
- Pension/retirement/401K - 58.5%
- Paid sick leave - 29.3%
- Dental coverage - 26.8%
- Life insurance - 24.4%
- Paid vacation - 19.5%
- Vision coverage - 14.6%
- Paid time off - 9.8%
- Disability insurance - 7.3%
- Paid holidays - 4.9%
- Prescription drug coverage - 2.4%
- Tuition assistance/reimbursement - 2.4%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 63.6%
- Pension/retirement/401K - 27.3%
- Paid sick leave - 27.3%
- Paid vacation - 27.3%
- Paid time off - 18.2%
- Life insurance - 9.1%
- Paid holidays - 9.1%

#### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.careerbuilder.com](http://www.careerbuilder.com)
  - [www.iowaworkforce.org](http://www.iowaworkforce.org)
- Local/Regional Newspapers
  - *The Des Moines Register*
  - *Creston News Advertiser*
  - *Omaha World Herald*
- Networking through friends, family, & acquaintances
- Iowa Workforce Development Centers

#### Underemployment:

Total Underemployment - 7.0%

- Low hours - 1.8%
- Mismatch of skills - 5.3%
- Low income - 1.8%

IWD only counts individuals once when estimating Total Underemployment.

Iowa Workforce Development Region 14 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.

Information was compiled by Iowa Workforce Development using 2011 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Bus Drivers, School	53-3022	\$ 14.72	\$ 11.15	\$ 16.50	\$ 13.78
Chief Executives	11-1011	\$ 68.77	\$ 26.62	\$ 89.85	\$ 61.71
Child Care Workers	39-9011	\$ 10.12	\$ 8.10	\$ 11.14	\$ 9.32
Child, Family, and School Social Workers	21-1021	\$ 19.35	\$ 15.44	\$ 21.29	\$ 18.30
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 8.27	\$ 7.74	\$ 8.54	\$ 7.81
Community and Social Service Specialists, All Other	21-1099	\$ 16.50	\$ 12.26	\$ 18.62	\$ 16.59
Cooks, Institution and Cafeteria	35-2012	\$ 10.09	\$ 8.66	\$ 10.81	\$ 9.79
Dishwashers	35-9021	\$ 8.42	\$ 7.85	\$ 8.72	\$ 8.29
Educational, Vocational, and School Counselors	21-1012	\$ 17.66	\$ 14.68	\$ 19.16	\$ 16.56
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	\$ 14.35	\$ 11.24	\$ 15.90	\$ 14.11
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37-1011	\$ 17.71	\$ 14.11	\$ 19.50	\$ 17.21
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 18.67	\$ 12.57	\$ 21.72	\$ 17.60
Food Preparation Workers	35-2021	\$ 9.57	\$ 8.57	\$ 10.06	\$ 9.52
General and Operations Managers	11-1021	\$ 44.90	\$ 27.09	\$ 53.80	\$ 39.03
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	\$ 11.81	\$ 8.45	\$ 13.49	\$ 11.86
Landscaping and Groundskeeping Workers	37-3011	\$ 10.23	\$ 8.09	\$ 11.30	\$ 9.18
Library Assistants, Clerical	43-4121	\$ 10.03	\$ 7.95	\$ 11.09	\$ 10.54
Library Technicians	25-4031	\$ 11.21	\$ 8.47	\$ 12.58	\$ 10.24
Managers, All Other	11-9199	\$ 32.99	\$ 18.76	\$ 40.11	\$ 24.53
Network and Computer Systems Administrators	15-1071	\$ 25.53	\$ 19.80	\$ 28.39	\$ 23.76
Office Clerks, General	43-9061	\$ 11.55	\$ 8.68	\$ 12.98	\$ 11.25
Preschool Teachers, Except Special Education	25-2011	\$ 10.94	\$ 8.63	\$ 12.09	\$ 10.35
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.93	\$ 9.02	\$ 13.39	\$ 11.70
Security Guards	33-9032	\$ 9.81	\$ 8.71	\$ 10.37	\$ 9.30
Social and Community Service Managers	11-9151	\$ 27.18	\$ 17.02	\$ 32.26	\$ 20.01

Occupation	Occupational Code	Mean Salary	Entry Salary	Experienced Salary	Median Salary
Education Administrators, Elementary and Secondary School	11-9032	\$ 69,976	\$ 52,617	\$ 78,657	\$ 63,751
Elementary School Teachers, Except Special Education	25-2021	\$ 34,071	\$ 29,172	\$ 36,522	\$ 33,202
Kindergarten Teachers, Except Special Education	25-2012	\$ 37,550	\$ 30,385	\$ 41,133	\$ 37,961
Middle School Teachers, Except Special and Vocational Education	25-2022	\$ 38,441	\$ 29,875	\$ 42,723	\$ 33,992
Secondary School Teachers, Except Special and Vocational Education	25-2031	\$ 35,111	\$ 30,745	\$ 37,295	\$ 35,705
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	\$ 40,558	\$ 34,545	\$ 43,563	\$ 40,264
Special Education Teachers, Secondary School	25-2043	\$ 35,065	\$ 24,030	\$ 40,581	\$ 34,526
Teacher Assistants	25-9041	\$ 20,439	\$ 17,785	\$ 21,765	\$ 20,193
Teachers and Instructors, All Other	25-3099	\$ 28,064	\$ 23,018	\$ 30,587	\$ 24,694

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 14 service area was produced by the Labor Force & Occupational Analysis Bureau 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 2010 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).

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