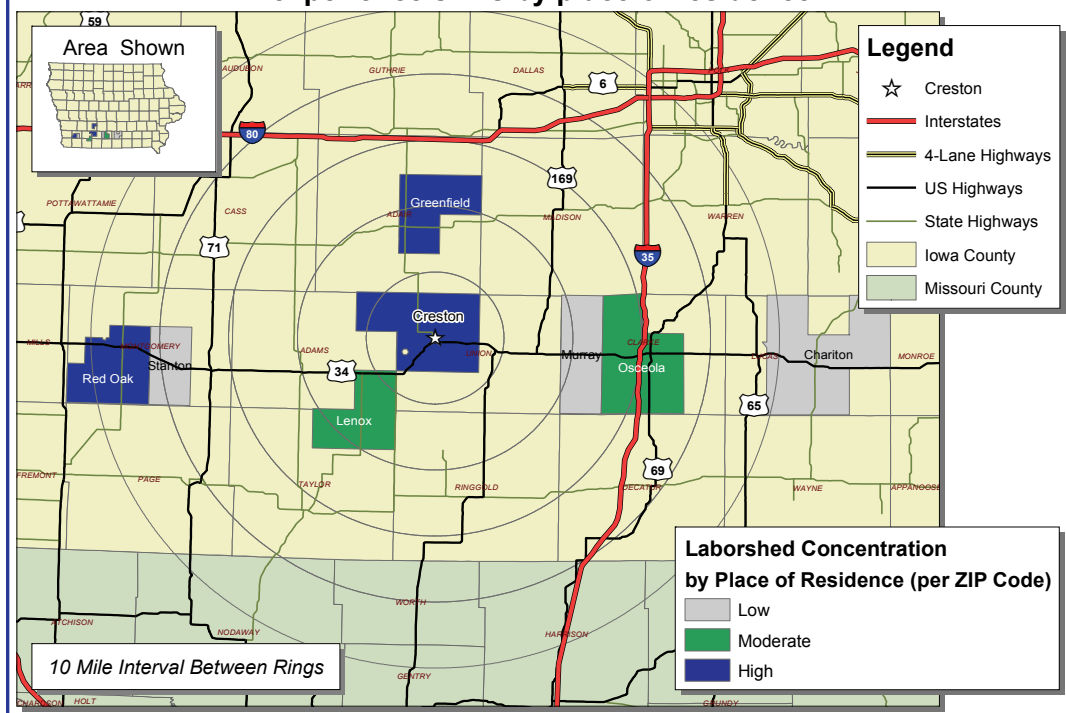


Labor Characteristics

Finance, Insurance, & Real Estate

Union County, Iowa Laborshed

Concentration of those with transferable experience/skills by place of residence



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Chief Executives - 397
- Managers - 297
- Supervisors - 106
- Accountants & Auditors - 100
- Financial Analysts - 98
- Insurance Sales Agents - 95
- Loan Interviewers & Clerks - 97
- Management Analysts - 93
- Office Clerks, General - 108
- Sales & Related Workers - 104
- Secretaries - 90
- Tellers - 102

An estimated total of **1,687** people in the Laborshed area



Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 11 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 15 miles one way for the right employment opportunity.

Employment Status:

76.5% Employed

- 23.1% of the employed are willing to change employment

11.7% Unemployed

- 100% of the unemployed are willing to accept employment

5.9% Homemakers, Not Employed

5.9% Retired

Education Levels:

- 82.4% Education beyond high school
- 11.8% Associate degree
- 41.2% Undergraduate degree
- 11.8% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 66.7%
- Job teams - 66.7%
- Job sharing - 50.0%
- Varied shifts (2nd, 3rd, & split) - 16.7%
- Seasonal work - 50.0%
- Temporary work - 45.8%

Other Facts:

- 58.8% paid an annual salary
- 82.4% are/were employed full-time
- 11.8% are/were self-employed
- 5.8% are/were temporarily employed
- Currently working an average of 46 hrs/week

Current Benefits:

- Health/medical insurance - 100%
- Pension/retirement/401K - 80.0%
- Dental coverage - 80.0%
- Paid vacation - 50.0%
- Vision coverage - 40.0%
- Disability insurance - 30.0%
- Life insurance - 30.0%
- Paid holidays - 30.0%
- Paid sick leave - 30.0%
- Paid time off - 30.0%
- Prescription drug coverage - 10.0%
- Tuition assistance/reimbursement - 10.0%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 80.0%
- Pension/retirement/401K - 80.0%
- Dental coverage - 40.0%
- Paid vacation - 40.0%
- Life insurance - 20.0%
- Paid holidays - 20.0%
- Vision coverage - 20.0%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
 - www.monster.com
 - www.careerbuilder.com
 - www.iowabankers.com
- Local/Regional Newspapers
 - *The Des Moines Register*
- Iowa Workforce Development Centers
- Networking through friends, family, & acquaintances

Underemployment:

Total Underemployment - 11.8%

- Low hours - 0.0%
- Mismatch of skills - 11.8%
- Low income - 0.0%

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.

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

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Information was compiled by Iowa Workforce Development using 2011 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 25.48	\$ 16.78	\$ 29.83	\$ 21.27
Appraisers and Assessors of Real Estate	13-2021	\$ 16.26	\$ 9.42	\$ 19.69	\$ 16.80
Bill and Account Collectors	43-3011	\$ 14.25	\$ 10.77	\$ 15.98	\$ 14.41
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.34	\$ 9.37	\$ 15.31	\$ 12.81
Business Operations Specialists, All Other	13-1199	\$ 20.59	\$ 11.52	\$ 25.13	\$ 23.44
Chief Executives	11-1011	\$ 68.77	\$ 26.62	\$ 89.85	\$ 61.71
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 19.77	\$ 13.68	\$ 22.83	\$ 17.95
Executive Secretaries and Administrative Assistants	43-6011	\$ 17.05	\$ 12.67	\$ 19.25	\$ 15.81
Financial Managers	11-3031	\$ 38.63	\$ 23.20	\$ 46.35	\$ 33.11
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 18.67	\$ 12.57	\$ 21.72	\$ 17.60
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$ 17.36	\$ 13.57	\$ 19.26	\$ 15.62
Insurance Sales Agents	41-3021	\$ 12.47	\$ 10.14	\$ 13.65	\$ 12.81
Loan Interviewers and Clerks	43-4131	\$ 13.37	\$ 11.85	\$ 14.13	\$ 13.57
Loan Officers	13-2072	\$ 28.12	\$ 20.74	\$ 31.81	\$ 25.06
Managers, All Other	11-9199	\$ 32.99	\$ 18.76	\$ 40.11	\$ 24.53
Market Research Analysts	19-3021	\$ 17.13	\$ 10.99	\$ 20.21	\$ 13.15
Office Clerks, General	43-9061	\$ 11.55	\$ 8.68	\$ 12.98	\$ 11.25
Receptionists and Information Clerks	43-4171	\$ 10.78	\$ 8.45	\$ 11.95	\$ 10.75
Sales and Related Workers, All Other	41-9099	\$ 17.39	\$ 11.23	\$ 20.47	\$ 14.19
Sales Managers	11-2022	\$ 32.74	\$ 23.40	\$ 37.41	\$ 30.97
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 29.84	\$ 18.72	\$ 35.40	\$ 32.25

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.