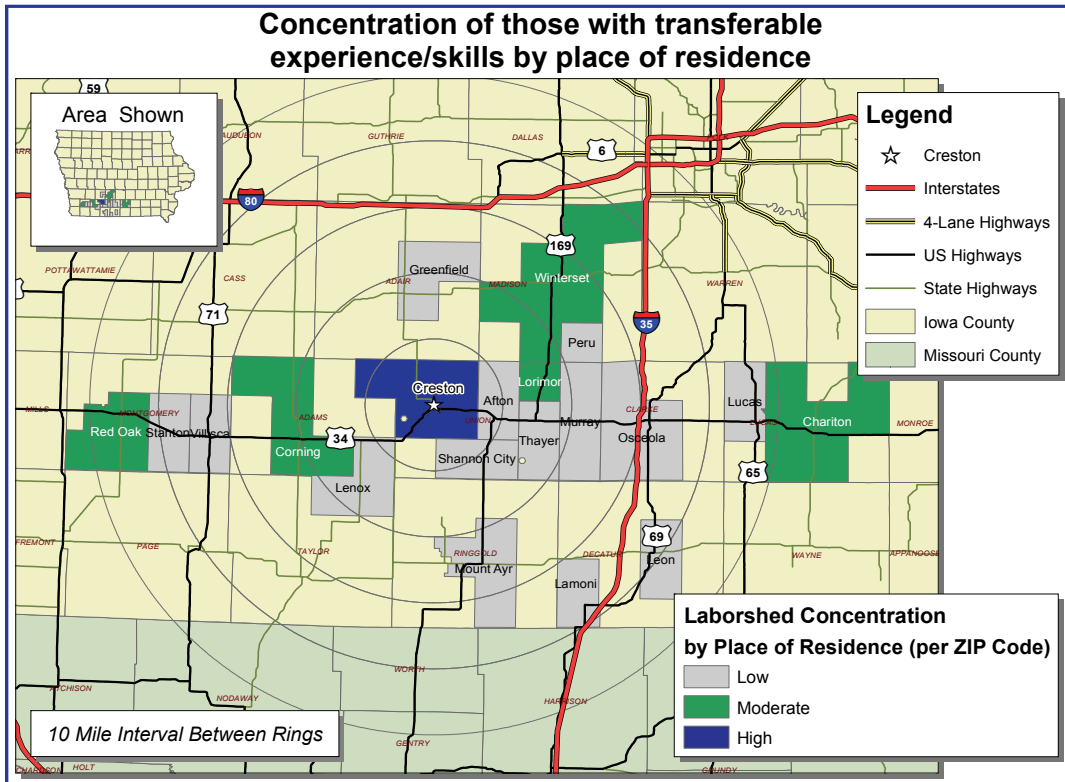


# Labor Characteristics

## Financial Services

### Union County, Iowa Laborshed



### Estimated Potential Available Labor Per Occupational Category:

#### Business Operations:

- Managers - 267
- Compliance Officers - 89
- Accountants & Auditors - 442
- Business Operations Specialists - 175
- Clerks - 1,066
- Computer Software Engineers - 94
- Computer Operators - 96
- Computer Specialists - 180
- Credit Analysts - 92
- Financial Analysts - 85
- Human Resources Specialists - 178
- Insurance Sales Agents - 87
- Logisticians - 90
- Management Analysts - 88
- Network & Computer Systems Administrators - 93
- Office & Administrative Workers, All Other - 355
- Sales & Related Workers - 440
- Secretaries - 1,323

**An estimated total of 5,240 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:

##### 79.7% Employed

- 36.2% of the employed are willing to change employment

##### 11.9% Unemployed

- 100% of the unemployed are willing to accept employment

##### 3.4% Homemakers, Not Employed

##### 5.0% Retired

#### Education Levels:

- 67.8% Education beyond high school
- 3.4% Trade certified
- 16.9% Associate degree
- 22.0% Undergraduate degree
- 10.2% Postgraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 83.3%
- Job teams - 66.7%
- Job sharing - 41.7%
- Varied shifts (2nd, 3rd, & split) - 16.7%
- Seasonal work - 45.8%
- Temporary work - 37.5%

#### Other Facts:

- 49.2% paid an hourly wage
- 81.4% are/were employed full-time
- 15.2% are/were employed part-time
- 1.7% are/were self-employed
- 1.7% are/were temporarily employed
- 12.8% hold two or more jobs
- Currently working an average of 43 hrs/week

#### Current Benefits:

- Health/medical insurance - 81.0%
- Pension/retirement/401K - 54.8%
- Paid vacation - 52.4%
- Dental coverage - 45.2%
- Paid sick leave - 26.2%
- Vision coverage - 26.2%
- Life insurance - 21.4%
- Paid holidays - 21.4%
- Disability insurance - 16.7%
- Paid time off - 9.5%
- Prescription drug coverage - 7.1%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 82.6%
- Pension/retirement/401K - 47.8%
- Dental coverage - 39.1%
- Paid vacation - 30.4%
- Vision coverage - 30.4%
- Life insurance - 17.4%
- Disability insurance - 13.0%
- Paid holidays - 13.0%

#### Top Advertising Media:

(for those seeking employment opportunities)

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



#### Underemployment:

Total Underemployment - 10.2%

- Low hours - 0.0%
- Mismatch of skills - 10.2%
- 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.

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
Billing and Posting Clerks and Machine Operators	43-3021	\$ 13.75	\$ 10.76	\$ 15.25	\$ 12.49
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
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 23.46	\$ 18.04	\$ 26.16	\$ 22.25
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 19.77	\$ 13.68	\$ 22.83	\$ 17.95
Computer Programmers	15-1021	\$ 31.34	\$ 22.19	\$ 35.91	\$ 26.03
Computer Support Specialists	15-1041	\$ 21.54	\$ 15.83	\$ 24.38	\$ 20.10
Court, Municipal, and License Clerks	43-4031	\$ 15.67	\$ 12.20	\$ 17.39	\$ 15.33
Employment, Recruitment, and Placement Specialists	13-1071	\$ 21.53	\$ 16.29	\$ 24.15	\$ 18.97
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
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 23.05	\$ 16.99	\$ 26.09	\$ 19.00
Insurance Sales Agents	41-3021	\$ 12.47	\$ 10.14	\$ 13.65	\$ 12.81
Legal Secretaries	43-6012	\$ 15.02	\$ 13.76	\$ 15.65	\$ 15.10
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
Medical Secretaries	43-6013	\$ 11.74	\$ 10.44	\$ 12.38	\$ 11.58
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
Purchasing Agents and Buyers, Farm Products	13-1021	\$ 22.26	\$ 17.33	\$ 24.73	\$ 21.62
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 21.19	\$ 14.25	\$ 24.66	\$ 19.45
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
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.93	\$ 9.02	\$ 13.39	\$ 11.70
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 29.84	\$ 18.72	\$ 35.40	\$ 32.25
Training and Development Specialists	13-1073	\$ 18.49	\$ 14.17	\$ 20.65	\$ 17.80
Word Processors and Typists	43-9022	\$ 13.24	\$ 10.94	\$ 14.39	\$ 13.02

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).

Union County Development Association  
208 W. Taylor, P.O. Box 471  
Creston, Iowa 50801-0471  
Phone: (641) 782-2003  
Fax: (641) 782-9927  
E-mail: [director@ucda.us](mailto:director@ucda.us)  
[www.ucda.us](http://www.ucda.us)

