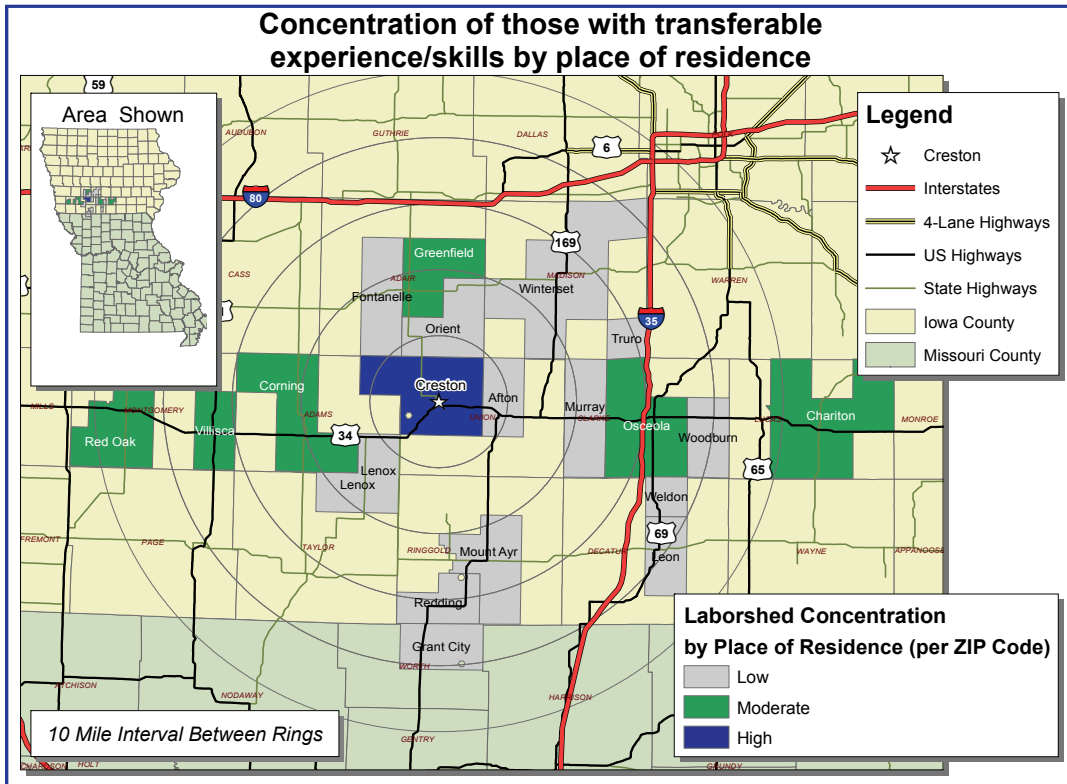


Labor Characteristics

Metal Fabrication

Union County, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Clerks - 530
- Office & Administrative Support Workers, All Other - 354
- Purchasing Agents - 90

Production:

- Managers - 88
- Supervisors - 442
- Assemblers & Fabricators - 529
- Electrical & Electronic Equipment Assemblers - 87
- Engineering Techs - 177
- Engineers - 92
- Foundry Mold & Coremakers - 260
- Inspectors - 187
- Installation, Maintenance, & Repair Workers, All Other - 84
- Maintenance & Repair Workers - 360
- Multiple Machine Tool Operators - 175
- Production Workers - 1,415
- Sheet Metal Workers - 86
- Welding, Soldering, & Brazing Machine Operators - 534

Material Moving:

- Supervisors - 173
- Forklift Operators - 89
- Heavy Truck Drivers - 350

An estimated total of **6,102** people in the Laborshed area



Underemployment:

- Total Underemployment - 10.1%
- Low hours - 1.4%
 - Mismatch of skills - 8.7%
 - 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.

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 18 miles one way for the right employment opportunity.

Employment Status:

79.7% Employed

- 30.9% of the employed are willing to change employment

11.6% Unemployed

- 62.5% of the unemployed are willing to accept employment

2.9% Homemakers, Not Employed

5.8% Retired

Education Levels:

- 49.3% Education beyond high school
- 4.3% Vocational training
- 7.2% Trade certified
- 10.1% Associate degree
- 8.7% Undergraduate degree
- 1.4% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 75.0%
- Job teams - 70.8%
- Job sharing - 41.7%
- Varied shifts (2nd, 3rd, & split) - 41.7%
- Seasonal work - 50.0%
- Temporary work - 45.8%

Other Facts:

- 85.5% paid an hourly wage
- 89.9% are/were employed full-time
- 7.2% are/were employed part-time
- 2.9% are/were temporarily/seasonally employed
- 7.3% hold two or more jobs
- Currently working an average of 44 hrs/week

Current Benefits:

- Health/medical insurance - 91.5%
- Pension/retirement/401K - 57.6%
- Dental coverage - 37.3%
- Paid vacation - 32.2%
- Paid holidays - 25.4%
- Vision coverage - 25.4%
- Life insurance - 18.6%
- Paid sick leave - 15.3%
- Prescription drug coverage - 10.2%
- Disability insurance - 11.9%
- Paid time off - 8.5%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 84.0%
- Pension/retirement/401K - 52.0%
- Paid vacation - 36.0%
- Dental coverage - 28.0%
- Vision coverage - 28.0%
- Paid holidays - 16.0%
- Disability insurance - 12.0%
- Life insurance - 12.0%
- Paid sick leave - 12.0%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
 - www.iowaworkforce.org
 - www.monster.com
- Local/Regional Newspapers
 - *The Des Moines Register*
 - *Creston News Advertiser*
- Iowa Workforce Development Centers
- Networking through friends, family, & acquaintances

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 14.20	\$ 12.40	\$ 15.12	\$ 13.91
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$ 11.66	\$ 10.48	\$ 12.25	\$ 11.71
Electrical Engineers	17-2071	\$ 23.67	\$ 18.10	\$ 26.46	\$ 20.94
Electricians	47-2111	\$ 21.45	\$ 20.64	\$ 21.87	\$ 21.35
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 20.76	\$ 15.32	\$ 23.47	\$ 21.54
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	\$ 26.03	\$ 16.10	\$ 31.01	\$ 24.92
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 24.28	\$ 17.25	\$ 27.80	\$ 23.98
General and Operations Managers	11-1021	\$ 44.90	\$ 27.09	\$ 53.80	\$ 39.03
Helpers--Production Workers	51-9198	\$ 13.50	\$ 10.12	\$ 15.21	\$ 11.74
Industrial Engineering Technicians	17-3026	\$ 30.31	\$ 21.69	\$ 34.62	\$ 29.11
Industrial Engineers	17-2112	\$ 30.96	\$ 22.95	\$ 34.96	\$ 30.78
Industrial Truck and Tractor Operators	53-7051	\$ 14.60	\$ 11.09	\$ 16.36	\$ 14.51
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 14.46	\$ 10.70	\$ 16.34	\$ 14.20
Machinists	51-4041	\$ 15.79	\$ 11.93	\$ 17.72	\$ 14.97
Maintenance and Repair Workers, General	49-9042	\$ 16.95	\$ 12.86	\$ 18.99	\$ 16.92
Managers, All Other	11-9199	\$ 32.99	\$ 18.76	\$ 40.11	\$ 24.53
Mechanical Engineers	17-2141	\$ 29.63	\$ 23.67	\$ 32.61	\$ 28.52
Office Clerks, General	43-9061	\$ 11.55	\$ 8.68	\$ 12.98	\$ 11.25
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 21.19	\$ 14.25	\$ 24.66	\$ 19.45
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 13.90	\$ 10.92	\$ 15.38	\$ 13.37
Stock Clerks and Order Fillers	43-5081	\$ 10.65	\$ 8.33	\$ 11.81	\$ 10.23
Structural Metal Fabricators and Fitters	51-2041	\$ 12.95	\$ 10.51	\$ 14.16	\$ 12.90
Team Assemblers	51-2092	\$ 12.39	\$ 9.86	\$ 13.65	\$ 12.68
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 18.58	\$ 11.62	\$ 22.06	\$ 18.09
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 14.85	\$ 11.91	\$ 16.32	\$ 14.74

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.