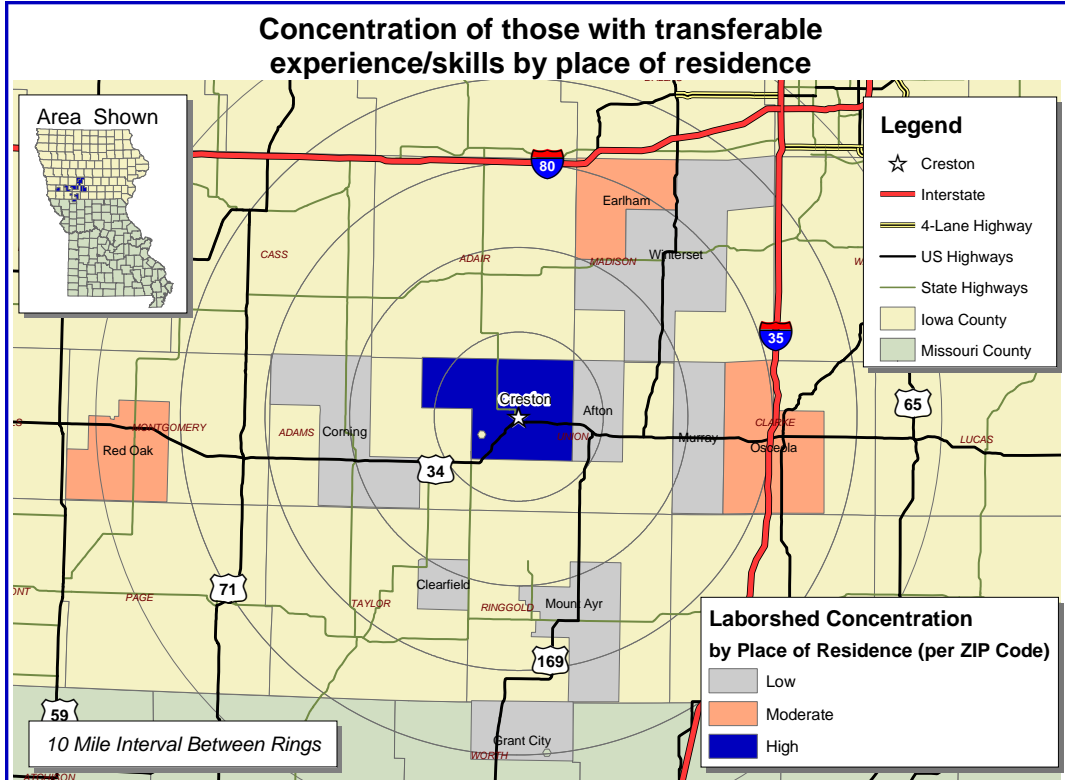


# Labor Characteristics

## Wholesale & Retail

### Union County, Iowa



### Potential Available Labor Per Occupational Category:

#### Business Operations:

- Directors & Managers - 864
- Accountants & Auditors - 86
- Financial Advisors - 74

#### Retail:

- Supervisors - 260
- Waiters & Waitress - 98
- Home Care - 79
- Cashiers - 351
- Retail Salespersons - 174
- Sales Representative - 80
- Stock Clerks & Order Filers - 83
- Office Clerks - 185
- Automotive Service Technicians - 77
- Installation, Maintenance, & Repair - 89
- Bakers & Food Batchmakers - 167
- Drivers & Sales Workers - 77

An estimated total of **2,744** people in the Laborshed area

#### Underemployment:

- Total Underemployment - 9.3%
  - Low hours - 3.1%
  - Mismatch of skills - 3.1%
  - Low income - 3.1%

IWD only counts individuals once when estimating Total Underemployment.



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:

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

Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 5 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 7 miles one way for the right employment opportunity.

#### Employment Status:

- 81.3% Employed**
  - 28.1% of the employed are willing to change employment
- 6.3% Unemployed**
- 3.1% Homemakers, Not Employed**
- 9.3% Retired**

#### Education Levels:

- 62.5% Education beyond high school
- 6.3% Vocational training
- 3.1% Trade certified
- 9.4% Associate degree
- 12.5% Undergraduate degree
- 3.1% Postgraduate degree

#### Flexibility in the Workplace:

- (by percent of interest)
- Cross-training - 54.5%
  - Varied shifts (2nd, 3rd, & split) - 18.2%
  - Job sharing - 36.4%
  - Job teams - 63.6%
  - Seasonal work - 40.0%
  - Temporary work - 40.0%

#### Other Facts:

- 50.0% salary & wage earners are split equally
- 40.6% are/were employed full-time
- 34.4% are/were employed part-time
- 21.9% are/were self-employed
- 15.4% hold two or more jobs
- Currently working an average of 39 hrs/week

#### Current Benefits:

- Health/medical insurance - 87.5%
- Dental coverage - 56.3%
- Pension/retirement/401K - 56.3%
- Paid vacation - 50.0%
- Paid sick leave - 18.8%
- Life insurance - 12.5%
- Paid holidays - 12.5%

#### Desired Benefits:

- (by percent of interest)
- Health/medical insurance - 100%
  - Dental coverage - 28.6%
  - Paid vacation - 28.6%
  - Paid sick leave - 14.3%
  - Paid holidays - 14.3%

#### Top Advertising Media:

- (for those seeking employment opportunities)
- Local/Regional Newspapers
    - Creston News Advertiser
    - Red Oak Express
  - The Internet
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
    - [www.monster.com](http://www.monster.com)
    - [www.careerbuilder.com](http://www.careerbuilder.com)
    - [www.desmoineshelpwanted.com](http://www.desmoineshelpwanted.com)
  - Private Employment Services
  - Networking through family, friends, & acquaintances
  - Door-to-Door Walk-ins
  - Iowa Workforce Development Centers

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Automotive Body and Related Repairers	49-3021	\$ 13.39	\$ 11.51	\$ 14.35	\$ 13.94
Automotive Service Technicians and Mechanics	49-3023	\$ 15.20	\$ 10.29	\$ 17.65	\$ 13.78
Bartenders	35-3011	\$ 6.60	\$ 6.54	\$ 6.62	\$ 6.61
Butchers and Meat Cutters	51-3021	\$ 10.67	\$ 9.25	\$ 11.38	\$ 10.36
Cashiers	41-2011	\$ 7.53	\$ 6.34	\$ 8.12	\$ 7.52
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 6.81	\$ 6.36	\$ 7.04	\$ 6.65
Cooks, Restaurant	35-2014	\$ 7.29	\$ 6.58	\$ 7.65	\$ 6.87
Counter and Rental Clerks	41-2021	\$ 8.16	\$ 6.37	\$ 9.06	\$ 7.12
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	\$ 7.17	\$ 6.44	\$ 7.55	\$ 6.94
Dishwashers	35-9021	\$ 6.82	\$ 6.51	\$ 6.97	\$ 6.80
Driver/Sales Workers	53-3031	\$ 12.46	\$ 10.70	\$ 13.34	\$ 11.30
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	\$ 11.73	\$ 9.15	\$ 13.02	\$ 11.35
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 19.92	\$ 13.49	\$ 23.13	\$ 19.27
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 15.03	\$ 10.25	\$ 17.42	\$ 14.81
Food Service Managers	11-9051	\$ 13.76	\$ 12.04	\$ 14.62	\$ 13.77
Hotel, Motel, and Resort Desk Clerks	43-4081	\$ 7.63	\$ 6.37	\$ 8.26	\$ 7.47
Managers, All Other	11-9199	\$ 18.69	\$ 11.34	\$ 22.37	\$ 17.94
Office Clerks, General	43-9061	\$ 10.37	\$ 6.94	\$ 12.09	\$ 10.59
Parts Salespersons	41-2022	\$ 15.03	\$ 12.77	\$ 16.15	\$ 14.20
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 18.13	\$ 11.74	\$ 21.32	\$ 17.51
Retail Salespersons	41-2031	\$ 8.41	\$ 6.39	\$ 9.42	\$ 7.88
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 12.13	\$ 9.19	\$ 13.60	\$ 11.25
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
Waiters and Waitresses	35-3031	\$ 6.49	\$ 6.48	\$ 6.50	\$ 6.54

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).