

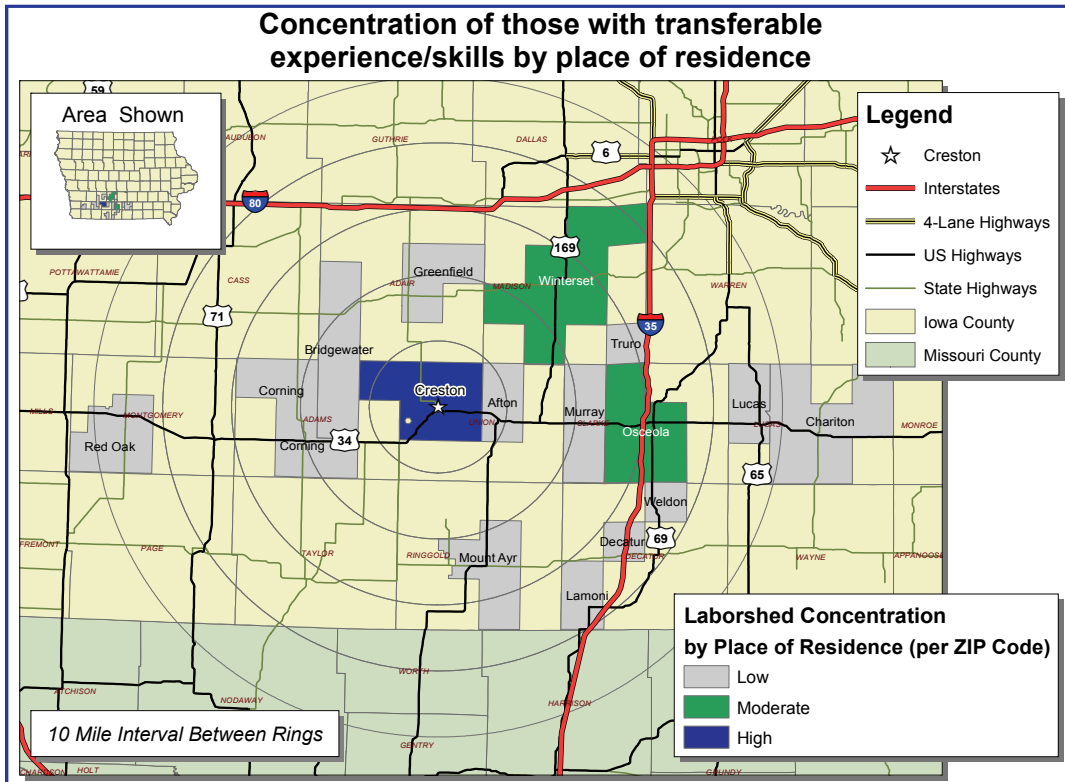
# Labor Characteristics

## Wholesale & Retail

### Union County, Iowa Laborshed



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



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

##### Business Operations:

- Managers - 1,065
- Supervisors - 265
- Clerks - 355
- Human Resources Specialists - 90
- Logisticians - 88
- Office & Administrative Support Workers - 92

##### Wholesale & Retail:

- Supervisors - 532
- Automotive Service Techs - 84
- Cashiers - 175
- Combined Food Preparation & Serving Workers - 179
- Cooks - 266
- Farmers & Ranchers - 89
- Floral Designers - 85
- Laundry & Dry Cleaning Workers - 96
- Maids & Housekeeping Cleaners - 170
- Maintenance & Repair Workers - 176
- Pharmacy Techs - 177
- Retail Salespersons - 182
- Sales & Related Workers - 273

##### Material Moving:

- Supervisors - 263

**An estimated total of 4,702 people in the Laborshed area**

Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 6 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 12 miles one way for the right employment opportunity.

#### Employment Status:

##### 75.5% Employed

- 32.5% of the employed are willing to change employment

##### 5.7% Unemployed

- 100% of the unemployed are willing to accept employment

##### 13.1% Homemakers, Not Employed

##### 5.7% Retired

#### Education Levels:

- 56.6% Education beyond high school
- 7.5% Trade certified
- 15.1% Associate degree
- 11.3% Undergraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Job teams - 81.8%
- Cross-training - 72.7%
- Job sharing - 68.2%
- Varied shifts (2nd, 3rd, & split) - 36.4%
- Temporary work - 54.5%
- Seasonal work - 50.0%

#### Other Facts:

- 72.5% paid an hourly wage
- 66.0% are/were employed full-time
- 20.8% are/were employed part-time
- 11.3% are/were self-employed
- 20.0% hold two or more jobs
- Currently working an average of 43 hrs/week

#### Current Benefits:

- Health/medical insurance - 85.3%
- Pension/retirement/401K - 52.9%
- Paid vacation - 41.2%
- Dental coverage - 38.2%
- Paid holidays - 23.5%
- Paid sick leave - 20.6%
- Vision coverage - 20.6%
- Life insurance - 17.6%
- Stock options - 8.8%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 76.5%
- Dental coverage - 41.2%
- Paid vacation - 29.4%
- Pension/retirement/401K - 23.5%
- Vision coverage - 23.5%
- Incentive reward programs - 11.8%
- Paid holidays - 11.8%
- Paid sick leave - 11.8%

#### Top Advertising Media:

(for those seeking employment opportunities)

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

#### Underemployment:

Total Underemployment - 13.2%

- Low hours - 3.8%
- Mismatch of skills - 7.5%
- Low income - 3.8%

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.

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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
Automotive Service Technicians and Mechanics	49-3023	\$ 14.41	\$ 10.28	\$ 16.49	\$ 12.56
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.34	\$ 9.37	\$ 15.31	\$ 12.81
Cashiers	41-2011	\$ 8.33	\$ 7.70	\$ 8.64	\$ 7.86
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 8.27	\$ 7.74	\$ 8.54	\$ 7.81
Cooks, Restaurant	35-2014	\$ 8.93	\$ 8.35	\$ 9.21	\$ 8.67
Counter and Rental Clerks	41-2021	\$ 10.34	\$ 7.60	\$ 11.71	\$ 8.03
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	\$ 8.22	\$ 7.72	\$ 8.47	\$ 7.76
Dishwashers	35-9021	\$ 8.42	\$ 7.85	\$ 8.72	\$ 8.29
Driver/Sales Workers	53-3031	\$ 16.66	\$ 14.07	\$ 17.96	\$ 16.31
Financial Managers	11-3031	\$ 38.63	\$ 23.20	\$ 46.35	\$ 33.11
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 Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 20.76	\$ 15.32	\$ 23.47	\$ 21.54
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37-1011	\$ 17.71	\$ 14.11	\$ 19.50	\$ 17.21
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	\$ 26.03	\$ 16.10	\$ 31.01	\$ 24.92
First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	\$ 26.36	\$ 23.35	\$ 27.85	\$ 26.07
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 18.67	\$ 12.57	\$ 21.72	\$ 17.60
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 13.85	\$ 10.59	\$ 15.48	\$ 13.66
Floral Designers	27-1023	\$ 9.85	\$ 8.03	\$ 10.77	\$ 8.96
Food Preparation Workers	35-2021	\$ 9.57	\$ 8.57	\$ 10.06	\$ 9.52
Food Service Managers	11-9051	\$ 14.98	\$ 10.52	\$ 17.20	\$ 15.01
General and Operations Managers	11-1021	\$ 44.90	\$ 27.09	\$ 53.80	\$ 39.03
Graphic Designers	27-1024	\$ 11.39	\$ 9.55	\$ 12.32	\$ 10.75
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 23.05	\$ 16.99	\$ 26.09	\$ 19.00
Maids and Housekeeping Cleaners	37-2012	\$ 9.78	\$ 7.93	\$ 10.71	\$ 9.06
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
Office Clerks, General	43-9061	\$ 11.55	\$ 8.68	\$ 12.98	\$ 11.25
Parts Salespersons	41-2022	\$ 11.24	\$ 8.17	\$ 12.77	\$ 9.25
Pharmacy Technicians	29-2052	\$ 15.65	\$ 13.16	\$ 16.91	\$ 14.69
Public Relations Specialists	27-3031	\$ 20.24	\$ 15.80	\$ 22.46	\$ 18.11
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
Retail Salespersons	41-2031	\$ 10.70	\$ 8.07	\$ 12.01	\$ 8.96
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
Sales Representatives, Services, All Other	41-3099	\$ 15.90	\$ 12.55	\$ 17.57	\$ 14.57
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 21.75	\$ 11.81	\$ 26.73	\$ 17.37
Stock Clerks and Order Fillers	43-5081	\$ 10.65	\$ 8.33	\$ 11.81	\$ 10.23
Waiters and Waitresses	35-3031	\$ 8.28	\$ 8.13	\$ 8.35	\$ 8.26

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).