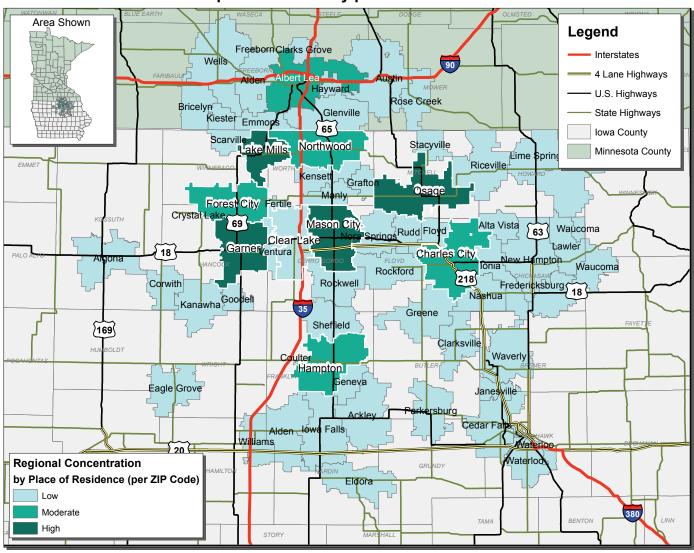
LABOR CHARACTERISTICS NORTH DENTRAL WAREHOUSE & DISTRIBUTION

NORTH CENTRAL IOWA ALLIANCE 2014 REGIONAL LABORSHED AREA

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



Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 22 miles one way for the right employment opportunity.

For More Information Regarding the North Central Iowa Alliance Regional Laborshed, contact:

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Fax: 641-422-4129 E-mail: schumter@niacc.edu www.niacc.edu/



LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION

Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- п Managers - 3,483
- Bill & Account Collectors 190
- Bookkeeping Clerks 2,717
- Claims Adjusters 120 п
- Compliance Officers - 112
- Cost Estimators 115
- Customer Service Reps - 1.569
- Dispatchers - 196
- Employment, Recruitment & Placement Specialists 192
- Information & Record Clerks 118
- Office Clerks, General - 1,263
- Office & Administrative Support Workers, All Other 1,454
- Order Clerks 114
- п Production & Planning Clerks - 422
- Purchasing Agents 308
- Salespersons 1,226
- Sales Reps 958
- Shipping & Receiving Clerks 613
- Stock Clerks 842
- Switchboard Operators 117
- Wholesale & Retail Buyers 116

Production:

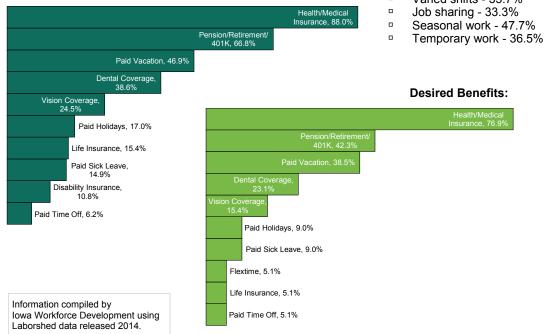
- Managers 2,105
- Supervisors - 2,296
- Assemblers & Fabricators 1.875
- Production Workers, All Other 8,378

Material Movers:

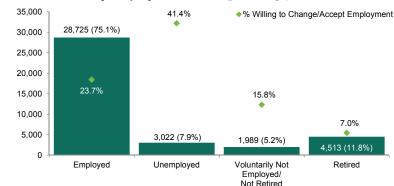
- Managers 726
- Supervisors - 844
- Forklift Operators 307 Heavy Truck Drivers - 2,946
- Laborers & Material Movers, Hand - 730
- Light Truck Drivers 536
- Material Moving Workers, All Other 113
- Packers & Packagers, Hand 1,148

An estimated total of 38,249 people in the Laborshed area

Current Benefits:

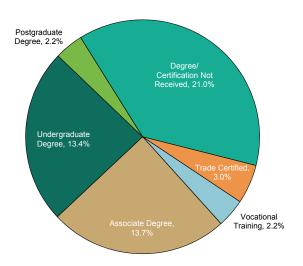


Estimated Total by Employment Status (percentage):



Educational Level:

(55.5% Have an education beyond high school)



Workplace Flexibility:

(by percent of interest)

- Cross-training 84.5%
- Job teams 81.0%
- Varied shifts - 35.7%

Additional Facts:

- 68.5% paid an hourly wage
- 75.3% are/were employed full-time
- 11.2% are/were employed part-time
- п 8.8% are/were self-employed 10.3% hold two or more jobs
 - Currently working an average of 44
 - hours/week

Underemployment:

Total Underemployment - 6.3%

- Low hours 0.3%
- Mismatch of skills 4.9%
- Low income 1.6%

IWD only counts individuals once when estimating Total Underemployment.

Top Advertising Media:

(for those seeking employment opportunities by use)

- Internet 68.5%
 - www.iowajobs.org
 - www.monster.com
- Local/Regional Newspapers 54.6%
 - Globe Gazette Mason City
 - The Des Moines Register
 - Waterloo-Cedar Falls Courier IowaWORKS Centers - 23.5%
- Networking through friends, family or acquaintances - 20.4%

LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION

| | 14/ | | | | | | | | - W |
|---|---------|-------------|-----|-------|----|-------|-----|-------|-----------|
| Automotive Service Technicians and Mechanics | 49-3023 | \$ 16.42 | \$ | 10.80 | \$ | 19.23 | \$ | 16.69 | \$ 34,150 |
| Bill and Account Collectors | 43-3011 | \$ 14.60 | \$ | 11.29 | \$ | 16.26 | \$ | 15.25 | \$ 30,373 |
| Bookkeeping, Accounting, and Auditing Clerks | 43-3031 | \$ 14.15 | \$ | 10.04 | \$ | 16.21 | \$ | 14.04 | \$ 29,435 |
| Bus and Truck Mechanics and Diesel Engine Specialists | 49-3031 | \$ 17.67 | \$ | 14.64 | \$ | 19.19 | \$ | 17.70 | \$ 36,758 |
| Business Operations Specialists, All Other | 13-1199 | \$ 28.00 | \$ | 15.84 | \$ | 34.08 | \$ | 29.48 | \$ 58,239 |
| Claims Adjusters, Examiners, and Investigators | 13-1031 | \$ 31.59 | \$ | 20.97 | \$ | 36.89 | \$ | 33.30 | \$ 65,701 |
| Cleaners of Vehicles and Equipment | 53-7061 | \$ 10.37 | \$ | 8.01 | \$ | 11.55 | \$ | 9.55 | \$ 21,564 |
| Cost Estimators | 13-1051 | \$ 25.89 | \$ | 17.22 | \$ | 30.23 | \$ | 25.13 | \$ 53,860 |
| Customer Service Representatives | 43-4051 | \$ 16.34 | \$ | 10.52 | \$ | 19.25 | \$ | 16.12 | \$ 33,989 |
| Dispatchers, Except Police, Fire, and Ambulance | 43-5032 | \$ 22.68 | \$ | 18.06 | \$ | 24.98 | \$ | 21.98 | \$ 47,169 |
| Driver/Sales Workers | 53-3031 | \$ 12.82 | \$ | 8.08 | \$ | 15.19 | \$ | 12.48 | \$ 26,670 |
| First-Line Supervisors of Helpers, Laborers, and Material Movers, | 53-1021 | \$ 24.08 | \$ | 16.71 | \$ | 27.76 | \$ | 22.16 | \$ 50,086 |
| First-Line Supervisors of Mechanics, Installers, and Repairers | 49-1011 | \$ 26.09 | \$ | 18.62 | \$ | 29.83 | \$ | 24.17 | \$ 54,271 |
| First-Line Supervisors of Non-Retail Sales Workers | 41-1012 | \$ 33.92 | \$ | 17.62 | \$ | 42.07 | \$ | 30.05 | \$ 70,554 |
| First-Line Supervisors of Office and Administrative Support Worke | 43-1011 | \$ 22.17 | \$ | 15.39 | \$ | 25.56 | \$ | 22.07 | \$ 46,111 |
| First-Line Supervisors of Production and Operating Workers | 51-1011 | \$ 23.59 | \$ | 16.64 | \$ | 27.06 | \$ | 21.85 | \$ 49,057 |
| First-Line Supervisors of Transportation and Material-Moving Machine Operators | 53-1011 | \$ 19.12 | \$ | 12.86 | \$ | 22.25 | \$ | 19.57 | \$ 39,765 |
| | 11-1021 | 35.73 | \$ | 14.70 | \$ | 46.25 | | 29.05 | \$ 74,318 |
| General and Operations Managers | | \$ | | 12.02 | _ | 21.95 | \$ | 16.72 | |
| Heavy and Tractor-Trailer Truck Drivers | 53-3032 | \$ 18.64 | \$ | | \$ | | \$ | | \$ 38,765 |
| HelpersProduction Workers | 51-9198 | \$ 13.26 | \$ | 10.11 | \$ | 14.84 | \$ | 12.49 | \$ 27,581 |
| Human Resources Managers | 11-3121 | \$ 32.57 | \$ | 19.67 | \$ | 39.02 | \$ | 29.48 | \$ 67,751 |
| Human Resources Specialists | 13-1071 | \$ 25.92 | \$ | 15.76 | \$ | 31.00 | \$ | 24.10 | \$ 53,920 |
| Industrial Production Managers | 11-3051 | \$ 39.04 | \$ | 25.99 | \$ | 45.57 | \$ | 37.72 | \$ 81,213 |
| Industrial Truck and Tractor Operators | 53-7051 | \$ 14.91 | \$ | 12.19 | \$ | 16.26 | \$ | 14.13 | \$ 31,003 |
| Information and Record Clerks, All Other | 43-4199 | \$ 15.53 | \$ | 12.57 | \$ | 17.00 | \$ | 15.30 | \$ 32,294 |
| Information and Record Clerks, All Other | 43-4199 | \$ 15.53 | \$ | 12.57 | \$ | 17.00 | \$ | 15.30 | \$ 32,294 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 51-9061 | \$ 16.13 | \$ | 10.90 | \$ | 18.75 | \$ | 16.45 | \$ 33,551 |
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 | \$ 13.03 | \$ | 9.33 | \$ | 14.88 | \$ | 12.88 | \$ 27,108 |
| Light Truck or Delivery Services Drivers | 53-3033 | \$ 13.76 | \$ | 9.37 | \$ | 15.95 | \$ | 12.46 | \$ 28,622 |
| Logisticians | 13-1081 | \$ 29.97 | \$ | 19.86 | \$ | 35.02 | \$ | 30.53 | \$ 62,329 |
| Management Analysts | 13-1111 | \$ 37.52 | \$ | 23.63 | \$ | 44.47 | \$ | 31.91 | \$ 78,047 |
| Mobile Heavy Equipment Mechanics, Except Engines | 49-3042 | \$ 17.63 | \$ | 16.06 | \$ | 18.42 | \$ | 17.40 | \$ 36,676 |
| Office and Administrative Support Workers, All Other | 43-9199 | \$ 16.29 | \$ | 8.07 | \$ | 20.39 | \$ | 14.34 | \$ 33,875 |
| Office Clerks, General | 43-9061 | \$ 13.72 | \$ | 9.86 | \$ | 15.65 | \$ | 13.46 | \$ 28,542 |
| Packers and Packagers, Hand | 53-7064 | \$ 11.59 | \$ | 8.16 | \$ | 13.30 | \$ | 10.46 | \$ 24,105 |
| Parts Salespersons | 41-2022 | \$ 16.76 | \$ | 10.63 | \$ | 19.82 | \$ | 16.90 | \$ 34,854 |
| Production Workers, All Other | 51-9199 | \$ 15.28 | \$ | 11.50 | \$ | 17.16 | \$ | 13.77 | \$ 31,772 |
| Production, Planning, and Expediting Clerks | 43-5061 | \$ 19.67 | \$ | 14.18 | \$ | 22.42 | \$ | 18.98 | \$ 40,921 |
| Purchasing Agents, Except Wholesale, Retail, and Farm Products | 13-1023 | \$ 24.90 | \$ | 18.44 | \$ | 28.13 | \$ | 23.27 | \$ 51,790 |
| Retail Salespersons | 41-2031 | \$ 12.10 | \$ | 8.12 | \$ | 14.10 | \$ | 9.62 | \$ 25,178 |
| Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific | 41-4012 | \$ 24.89 | \$ | 15.52 | \$ | | \$ | 21.45 | \$ 51,763 |
| Products Only Banks and thing Whalesale & Manufacturing Tackging & Calcutte | - | | | | | | | | |
| Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products | 41-4011 | \$ 36.54 | \$ | 22.00 | \$ | 43.81 | \$ | 33.78 | \$ 76,006 |
| Secretaries and Administrative Assistants, Except Legal, Medical, | 43-6014 | \$ 13.90 | \$ | 9.38 | \$ | 16.16 | \$ | 13.22 | \$ 28,917 |
| Security Guards | 33-9032 | \$ 12.47 | \$ | 8.93 | \$ | 14.23 | \$ | 11.23 | \$ 25,928 |
| Shipping, Receiving, and Traffic Clerks | 43-5071 | \$ 12.64 | \$ | 8.96 | \$ | 14.48 | \$ | 11.56 | \$ 26,293 |
| Stock Clerks and Order Fillers | 43-5081 | \$ 9.51 | \$ | 8.12 | \$ | 10.21 | \$ | 8.87 | \$ 19,782 |
| Switchboard Operators, Including Answering Service | 43-2011 | \$ 13.50 | \$ | 11.70 | \$ | 14.39 | \$ | 13.40 | \$ 28,070 |
| Team Assemblers | 51-2092 | \$ 14.88 | \$ | 11.42 | \$ | 16.62 | \$ | 15.05 | \$ 30,954 |
| Transportation, Storage, and Distribution Managers | 11-3071 | \$ 36.48 | \$ | 22.91 | \$ | 43.26 | \$ | 32.23 | \$ 75,868 |
| Weighers, Measurers, Checkers, and Samplers, Recordkeeping | 43-5111 | \$ 13.35 | \$ | 10.79 | \$ | 14.63 | \$ | 11.80 | \$ 27,765 |
| Wholesale and Retail Buyers, Except Farm Products | 13-1022 | \$ 26.83 | \$ | 20.24 | \$ | 30.12 | \$ | 28.05 | \$ 55,796 |
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The 2014 Iowa Wage data for the Iowa Workforce Development Region 2 service area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2013 OES estimates. Additional occupational wage and employment data can be found at http://iwin.iwd.state.ia.us/iowa/OlmisZine.