

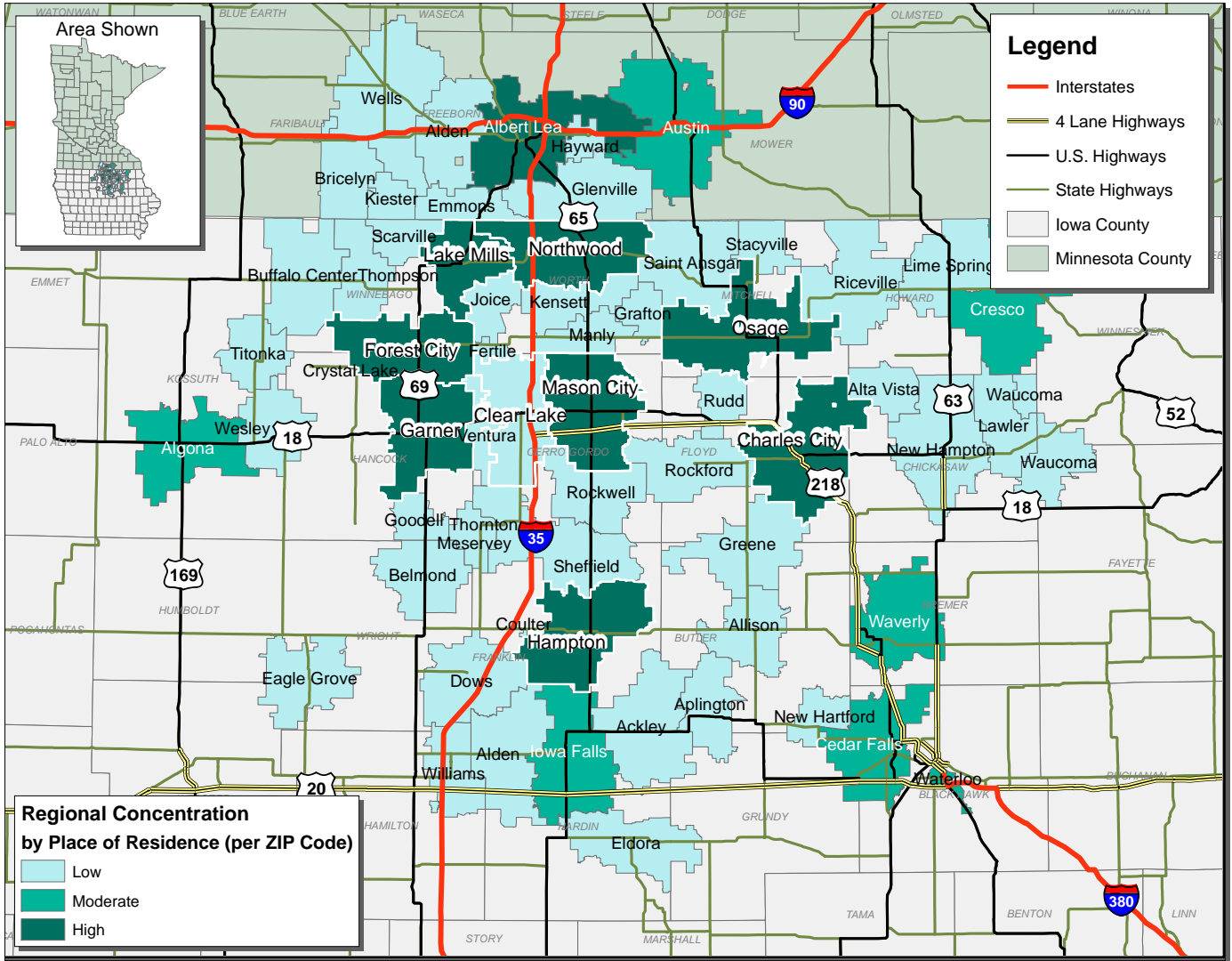
LABOR CHARACTERISTICS



VALUE-ADDED AG

NORTH CENTRAL IOWA ALLIANCE 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 9 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

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

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LABOR CHARACTERISTICS

VALUE-ADDED AG

Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- General & Operations Managers - 2,513
- Procurement Clerks - 330
- Production, Planning & Expediting Clerks - 426
- Purchasing Agents - 199
- Sales Reps - 102
- Shipping & Receiving Clerks - 621

Production:

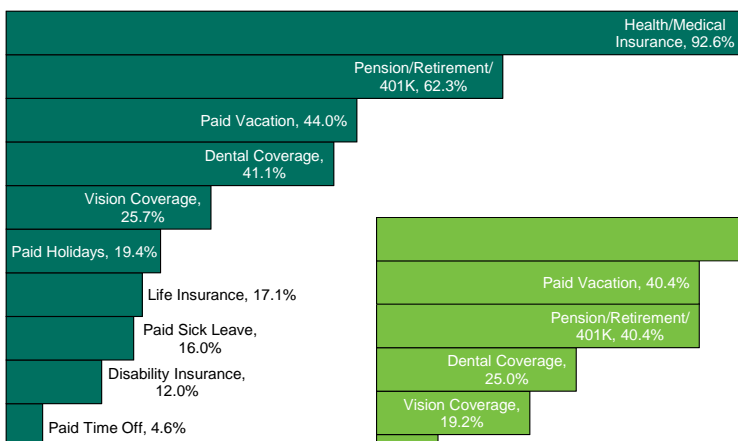
- Farmers, Ranchers & Other Agricultural Managers - 8,283
- Industrial Production Managers - 2,089
- Supervisors - 3,785
- Agricultural Equipment Operators - 104
- Agricultural & Food Science Techs - 328
- Bakers - 524
- Butchers - 199
- Environmental Science & Protection Techs - 99
- Farmworkers & Laborers - 424
- Graders & Sorters, Agricultural Products - 98
- Industrial Engineers - 101
- Inspectors - 947
- Life, Physical & Social Science Techs - 198
- Mechanical Engineers - 100
- Mixing & Blending Machine Operators - 103
- Plant & System Operators - 97
- Production Workers, All Other - 8,379
- Slaughterers & Meat Packers - 326

Material Movers:

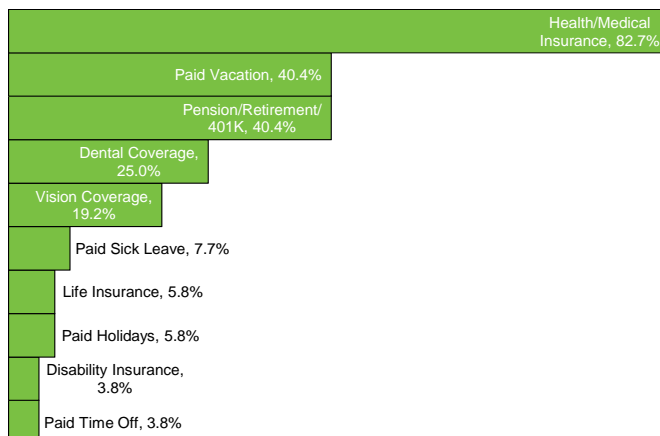
- Supervisors - 852
- Laborers & Material Movers, Hand - 752
- Light Truck Drivers - 513
- Transportation Workers, All Other - 105

An estimated total of **32,597** people in the Laborshed area

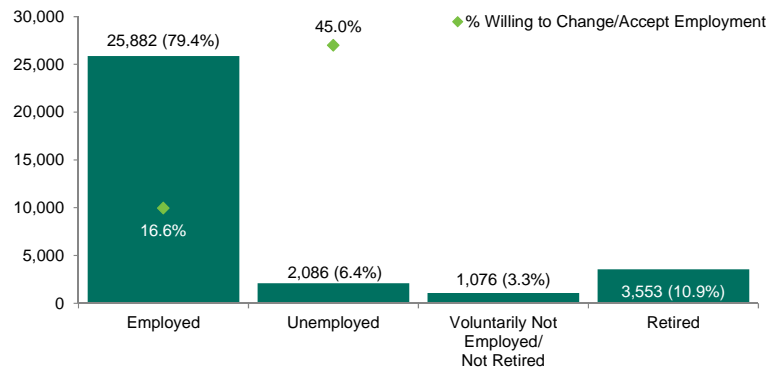
Current Benefits:



Information compiled by Iowa Workforce Development using Laborshed data released 2014.

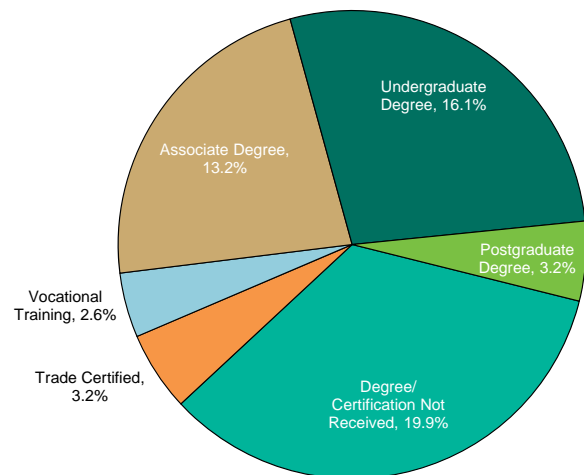


Estimated Total by Employment Status (percentage):



Educational Level:

(58.2% Have an education beyond high school)



Workplace Flexibility:

(by percent of interest)

- Cross-training - 90.4%
- Job teams - 86.5%
- Job sharing - 46.2%
- Varied shifts - 40.4%
- Seasonal work - 49.1%
- Temporary work - 35.8%

Additional Facts:

- 45.9% paid an hourly wage
- 27.2% paid an annual salary
- 64.3% are/were employed full-time
- 28.9% are/were self-employed
- 12.2% hold two or more jobs
- Currently working an average of 47 hours/week

Underemployment:

Total Underemployment - 4.8%

- Low hours - 0.0%
- Mismatch of skills - 3.5%
- Low income - 1.3%

IWD only counts individuals once when estimating Total Underemployment.

Top Advertising Media:

(for those seeking employment opportunities by use)

- Internet - 66.7%
 - www.iowajobs.org
 - www.monster.com
- Local/Regional Newspapers - 55.1%
 - *Globe Gazette* - Mason City
 - *The Des Moines Register*
- Networking through friends, family or acquaintances - 20.3%
- IowaWORKS Centers - 19.9%

LABOR CHARACTERISTICS

VALUE-ADDED AG

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Agricultural and Food Science Technicians	19-4011	\$ 14.40	\$ 10.44	\$ 16.39	\$ 13.55
Agricultural Engineers	17-2021	\$ 34.85	\$ 24.72	\$ 39.91	\$ 34.00
Agricultural Equipment Operators	45-2091	\$ 15.47	\$ 12.13	\$ 17.13	\$ 15.68
Agricultural Inspectors	45-2011	\$ 23.18	\$ 18.07	\$ 25.73	\$ 23.41
Bakers	51-3011	\$ 11.65	\$ 8.89	\$ 13.03	\$ 11.29
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$ 18.42	\$ 14.41	\$ 20.43	\$ 18.14
Butchers and Meat Cutters	51-3021	\$ 11.49	\$ 8.14	\$ 13.16	\$ 10.96
Chemical Equipment Operators and Tenders	51-9011	\$ 22.96	\$ 16.50	\$ 26.19	\$ 23.65
Chemical Technicians	19-4031	\$ 22.36	\$ 16.62	\$ 25.23	\$ 22.34
Chemists	19-2031	\$ 39.84	\$ 26.90	\$ 46.31	\$ 41.84
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	\$ 20.81	\$ 15.98	\$ 23.22	\$ 18.61
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 18.26	\$ 14.68	\$ 20.05	\$ 19.07
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 14.55	\$ 10.50	\$ 16.57	\$ 14.28
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$ 14.25	\$ 10.58	\$ 16.08	\$ 14.05
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$ 16.74	\$ 12.63	\$ 18.79	\$ 16.64
Drafters, All Other	17-3019	\$ 19.91	\$ 16.26	\$ 21.73	\$ 18.03
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$ 21.22	\$ 18.49	\$ 22.59	\$ 21.20
Electrical and Electronics Engineering Technicians	17-3023	\$ 23.38	\$ 18.12	\$ 26.02	\$ 22.10
Electrical Engineers	17-2071	\$ 30.70	\$ 25.36	\$ 33.36	\$ 28.28
Electricians	47-2111	\$ 21.37	\$ 14.35	\$ 24.87	\$ 21.47
Engineering Technicians, Except Drafters, All Other	17-3029	\$ 24.67	\$ 19.41	\$ 27.30	\$ 24.66
Engineers, All Other	17-2199	\$ 36.68	\$ 27.22	\$ 41.41	\$ 34.56
Excavating and Loading Machine and Dragline Operators	53-7032	\$ 15.44	\$ 12.75	\$ 16.78	\$ 15.38
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	\$ 10.75	\$ 7.93	\$ 12.16	\$ 10.42
Farm Equipment Mechanics and Service Technicians	49-3041	\$ 17.72	\$ 11.76	\$ 20.69	\$ 16.69
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	\$ 8.73	\$ 7.96	\$ 9.11	\$ 8.59
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	\$ 13.50	\$ 9.66	\$ 15.42	\$ 12.78
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	\$ 29.12	\$ 19.93	\$ 33.72	\$ 31.24
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 24.06	\$ 16.72	\$ 27.74	\$ 22.28
First-Line Supervisors of Production and Operating Workers	51-1011	\$ 23.65	\$ 15.77	\$ 27.59	\$ 21.86
First-Line Supervisors of Transportation and Material-Moving Machines	53-1031	\$ 24.19	\$ 12.02	\$ 30.28	\$ 21.85
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	\$ 16.64	\$ 11.84	\$ 19.04	\$ 17.09
Foundry Mold and Coremakers	51-4071	\$ 17.27	\$ 12.04	\$ 19.88	\$ 17.19
General and Operations Managers	11-1021	\$ 41.36	\$ 17.75	\$ 53.17	\$ 34.67
Grinding and Polishing Workers, Hand	51-9022	\$ 14.57	\$ 12.22	\$ 15.75	\$ 14.35
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$ 16.91	\$ 13.40	\$ 18.66	\$ 16.16
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	\$ 17.57	\$ 12.17	\$ 20.26	\$ 17.37
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$ 17.30	\$ 11.82	\$ 20.04	\$ 16.34
Helpers--Production Workers	51-9198	\$ 13.09	\$ 9.18	\$ 15.05	\$ 12.94
Industrial Engineering Technicians	17-3026	\$ 21.19	\$ 15.52	\$ 24.02	\$ 20.86
Industrial Engineers	17-2112	\$ 32.46	\$ 24.21	\$ 36.59	\$ 32.20
Industrial Machinery Mechanics	49-9041	\$ 20.92	\$ 14.75	\$ 24.01	\$ 21.18
Industrial Production Managers	11-3051	\$ 37.87	\$ 25.50	\$ 44.06	\$ 36.72
Industrial Truck and Tractor Operators	53-7051	\$ 15.15	\$ 11.61	\$ 16.92	\$ 15.20
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 18.89	\$ 11.37	\$ 22.65	\$ 18.90
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.94	\$ 9.25	\$ 14.79	\$ 12.66
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	\$ 20.75	\$ 15.49	\$ 23.38	\$ 21.09
Life, Physical, and Social Science Technicians, All Other	19-4099	\$ 19.95	\$ 12.93	\$ 23.46	\$ 18.01
Light Truck or Delivery Services Drivers	53-3033	\$ 14.07	\$ 8.68	\$ 16.76	\$ 11.36
Machinists	51-4041	\$ 18.54	\$ 14.21	\$ 20.71	\$ 18.39
Maintenance and Repair Workers, General	49-9071	\$ 17.37	\$ 12.58	\$ 19.76	\$ 17.08
Maintenance Workers, Machinery	49-9043	\$ 20.24	\$ 14.61	\$ 23.05	\$ 19.69
Mechanical Drafters	17-3013	\$ 20.90	\$ 15.19	\$ 23.75	\$ 19.95
Mechanical Engineering Technicians	17-3027	\$ 19.20	\$ 13.94	\$ 21.84	\$ 18.66
Mechanical Engineers	17-2141	\$ 32.19	\$ 22.12	\$ 37.23	\$ 30.06
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 16.52	\$ 13.14	\$ 18.22	\$ 15.97
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$ 12.90	\$ 9.41	\$ 14.64	\$ 11.40
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$ 17.04	\$ 15.87	\$ 17.62	\$ 16.79
Production Workers, All Other	51-9199	\$ 12.80	\$ 10.11	\$ 14.15	\$ 12.49
Production, Planning, and Expediting Clerks	43-5061	\$ 19.27	\$ 13.65	\$ 22.08	\$ 17.54
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	\$ 18.48	\$ 16.32	\$ 19.57	\$ 18.04
Sales Representatives, Services, All Other	41-3099	\$ 20.24	\$ 10.32	\$ 25.20	\$ 18.49
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	\$ 19.88	\$ 11.15	\$ 24.24	\$ 18.94
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 14.40	\$ 10.13	\$ 16.53	\$ 13.69
Soil and Plant Scientists	19-1013	\$ 27.18	\$ 17.42	\$ 32.07	\$ 27.15
Tool and Die Makers	51-4111	\$ 22.36	\$ 18.07	\$ 24.51	\$ 22.98
Transportation, Storage, and Distribution Managers	11-3071	\$ 34.33	\$ 22.48	\$ 40.25	\$ 30.56
Water and Wastewater Treatment Plant and System Operators	51-8031	\$ 18.67	\$ 13.55	\$ 21.23	\$ 18.82
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$ 13.87	\$ 9.80	\$ 15.91	\$ 13.29
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 15.99	\$ 12.91	\$ 17.53	\$ 15.69
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$ 16.97	\$ 14.14	\$ 18.38	\$ 17.01

The 2013 Iowa Wage data for the North Central Iowa Alliance Regional Laborshed 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 2012 OES estimates. Additional occupational wage and employment data can be found at <http://iwin.iwd.state.ia.us/iowa/OlmisZine>.