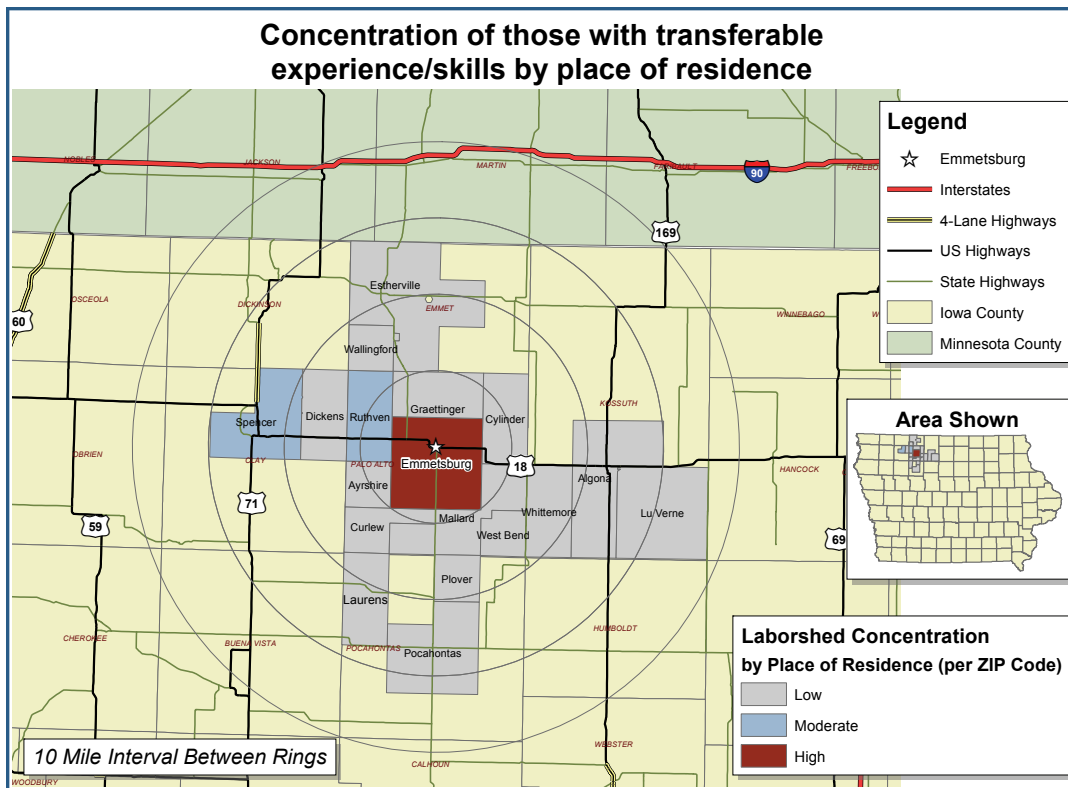
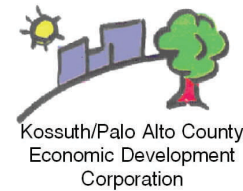


Labor Characteristics

Telecommunications

Palo Alto County, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

- Business Operations:**
- Managers - 238
 - Supervisors - 655
 - Business Operations Specialists - 120
 - Cashiers - 179
 - Clerks - 714
 - Computer Operators - 58
 - Computer Specialists - 63
 - Customer Service Reps - 536
 - Employment, Recruitment, & Placement Specialists - 60
 - Insurance Sales Agents - 57
 - Office & Administrative Support Workers, All Other - 298
 - Purchasing Agents - 61
 - Real Estate Brokers - 59
 - Salespersons - 119
 - Sales Reps & Sales Related Workers - 417
 - Secretaries - 1,012
 - Telemarketers - 62
 - Training & Development Specialists - 237

An estimated total of 4,945 people in the Laborshed area

Workers who have transferable experience/skills in the area 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 13 miles one way for the right employment opportunity.

Employment Status:

78.3% Employed

- 27.7% of the employed are willing to change employment

8.4% Unemployed

- 71.4% of the unemployed are willing to accept employment

7.2% Homemakers, Not Employed

6.1% Retired

Education Levels:

- 81.9% Education beyond high school
- 4.8% Trade certified
- 13.3% Vocational training
- 16.9% Associate degree
- 13.2% Undergraduate degree
- 6.0% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 73.9%
- Varied shifts (2nd, 3rd, & split) - 21.7%
- Job sharing - 47.8%
- Job teams - 60.9%
- Seasonal work - 47.8%
- Temporary work - 43.5%

Other Facts:

- 63.4% paid an hourly wage
- 83.1% are/were employed full-time
- 14.5% are/were employed part-time
- 2.4% are/were self-employed
- 6.2% hold two or more jobs
- Currently working an average of 40 hrs/week

Current Benefits:

- Health/medical insurance - 89.1%
- Pension/retirement/401K - 64.1%
- Dental coverage - 37.5%
- Paid vacation - 32.8%
- Paid sick leave - 29.7%
- Life insurance - 21.9%
- Disability insurance - 18.8%
- Vision coverage - 15.6%
- Paid holidays - 10.9%
- Paid Time Off (PTO) - 6.3%
- Prescription drug coverage - 6.3%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 90.9%
- Dental coverage - 31.8%
- Paid vacation - 22.7%
- Pension/retirement/401K - 18.2%
- Vision coverage - 13.6%
- Paid holidays - 9.1%
- Paid Time Off (PTO) - 9.1%
- Flextime - 4.5%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
 - www.iowaworkforce.org
 - www.monster.com
- Local/Regional Newspapers
 - *Emmetsburg Reporter/Democrat*
 - *Spencer Daily Reporter*
- Iowa Workforce Development Centers
- Networking

Underemployment:

Total Underemployment - 4.8%

- Low hours - 3.6%
- Mismatch of skills - 2.4%
- Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.

The Iowa Workforce Development Region 3/4 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.

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Information was compiled by Iowa Workforce Development using 2010 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Administrative Services Managers	11-3011	\$ 26.41	\$ 15.27	\$ 31.98	\$ 26.68
Advertising Sales Agents	41-3011	\$ 24.56	\$ 11.68	\$ 31.00	\$ 21.45
Business Operations Specialists, All Other	13-1199	\$ 18.65	\$ 11.53	\$ 22.21	\$ 17.05
Cashiers	41-2011	\$ 8.12	\$ 7.37	\$ 8.50	\$ 7.62
Computer Operators	43-9011	\$ 12.13	\$ 8.01	\$ 14.19	\$ 12.17
Computer Programmers	15-1021	\$ 25.90	\$ 17.20	\$ 30.24	\$ 22.85
Computer Support Specialists	15-1041	\$ 16.64	\$ 10.76	\$ 19.58	\$ 16.67
Customer Service Representatives	43-4051	\$ 12.81	\$ 9.65	\$ 14.39	\$ 12.00
Driver/Sales Workers	53-3031	\$ 14.95	\$ 8.57	\$ 18.13	\$ 14.64
Employment, Recruitment, and Placement Specialists	13-1071	\$ 17.47	\$ 11.96	\$ 20.23	\$ 17.81
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.30	\$ 11.12	\$ 17.39	\$ 14.69
Financial Managers	11-3031	\$ 40.35	\$ 26.43	\$ 47.31	\$ 38.51
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 19.69	\$ 13.53	\$ 22.77	\$ 19.56
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 16.62	\$ 11.06	\$ 19.40	\$ 14.92
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 17.94	\$ 12.17	\$ 20.83	\$ 17.92
Industrial Production Managers	11-3051	\$ 31.48	\$ 18.37	\$ 38.04	\$ 28.60
Insurance Sales Agents	41-3021	\$ 27.33	\$ 14.52	\$ 33.74	\$ 21.53
Marketing Managers	11-2021	\$ 40.10	\$ 15.43	\$ 52.44	\$ 32.14
Office and Administrative Support Workers, All Other	43-9199	\$ 10.91	\$ 8.87	\$ 11.92	\$ 9.87
Office Clerks, General	43-9061	\$ 12.29	\$ 8.99	\$ 13.94	\$ 11.44
Parts Salespersons	41-2022	\$ 13.99	\$ 9.79	\$ 16.08	\$ 12.19
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 20.59	\$ 14.78	\$ 23.50	\$ 19.53
Real Estate Brokers	41-9021	\$ 28.20	\$ 21.64	\$ 31.48	\$ 29.62
Receptionists and Information Clerks	43-4171	\$ 10.40	\$ 8.18	\$ 11.51	\$ 10.05
Retail Salespersons	41-2031	\$ 11.59	\$ 8.02	\$ 13.37	\$ 9.88
Sales Managers	11-2022	\$ 36.80	\$ 16.45	\$ 46.97	\$ 31.16
Sales Representatives, Services, All Other	41-3099	\$ 21.63	\$ 12.52	\$ 26.18	\$ 23.12
Sales Representatives, Services, All Other	41-3099	\$ 21.63	\$ 12.52	\$ 26.18	\$ 23.12
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 22.81	\$ 12.87	\$ 27.77	\$ 21.50
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 27.93	\$ 17.34	\$ 33.24	\$ 23.49
Switchboard Operators, Including Answering Service	43-2011	\$ 11.85	\$ 10.96	\$ 12.30	\$ 11.64
Telemarketers	41-9041	\$ 9.84	\$ 7.85	\$ 10.84	\$ 8.84
Telemarketers	41-9041	\$ 9.84	\$ 7.85	\$ 10.84	\$ 8.84
Training and Development Specialists	13-1073	\$ 24.35	\$ 16.41	\$ 28.30	\$ 24.84

This Iowa Wage Survey for Iowa Workforce Development (IWD) Regions 3 and 4 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 3 and 4 service area. The source of the wage and employment data is the 2009 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.