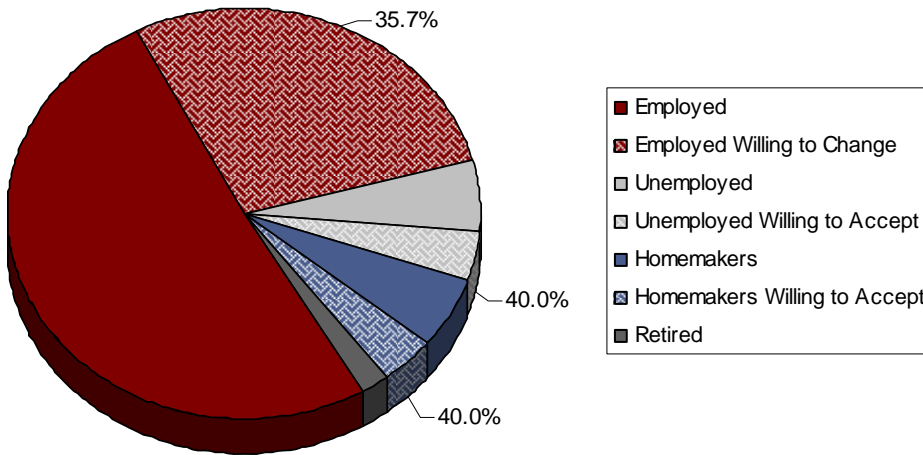


Workforce Characteristics Wholesale & Retail Trade

Those Willing to Change/Accept Employment
per Category



Employment Status:

- 79.2% Employed
- 9.4% Unemployed
- 9.4% Homemakers
- 2.0% Retired

Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
 - Globe Gazette - Mason City
 - The Des Moines Register
 - Britt News-Tribune
- The Internet
 - www.monster.com
 - www.iowaworkforce.org
 - www.hotjobs.com
- Local Iowa Workforce Development Centers
- Networking through family, friends, and acquaintances

Education Levels:

- 47.2% Education beyond high school
- 22.6% Associate degree
- 1.9% Trade certified
- 1.9% Vocational Training
- 13.2% Undergraduate degree
- 1.9% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 61.9%
- Varied shifts (2nd, 3rd, & split) - 28.6%
- Job sharing - 42.9%
- Job teams - 76.2%
- Seasonal work - 47.6%
- Temporary work - 38.1%

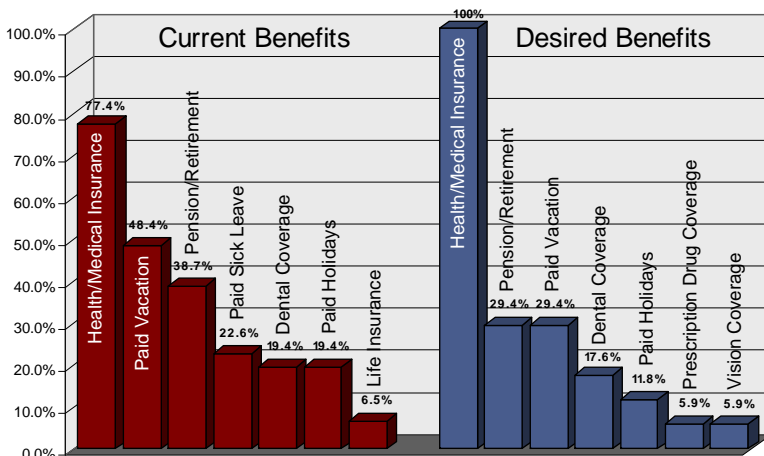
Underemployment:

Total Underemployment - 13.0%

- Low hours - 3.8%
- Mismatch of skills - 9.4%
- Low income - 1.9%

IWD only counts individuals once when estimating Total Underemployment.

Current & Desired Benefits:



Potential Available Labor Per Occupational Category:

Sales & Business Operations:

- Managers - 1,713
- Bakers & Batchmakers - 104
- Bartenders - 112
- Chefs & Cooks - 534
- Customer Service Reps - 107
- Dishwashers - 101
- Engineering Technicians - 110
- Retail Salespeople - 428
- Sales Representatives - 103
- Supervisors - 108
- Waiters/Waitresses - 427

Office Admin./Support:

- Supervisors - 213
- Clerks - 535
- Janitors & Maids - 215

Production:

- Supervisors - 113
- Assemblers & Fabricators - 106
- Maintenance & Repair Workers - 109
- Production Workers, All Other - 214
- Sewing Machine Operators - 102
- Truck Driver, Heavy - 105

An estimated total of **5,559**
people in the Laborshed area

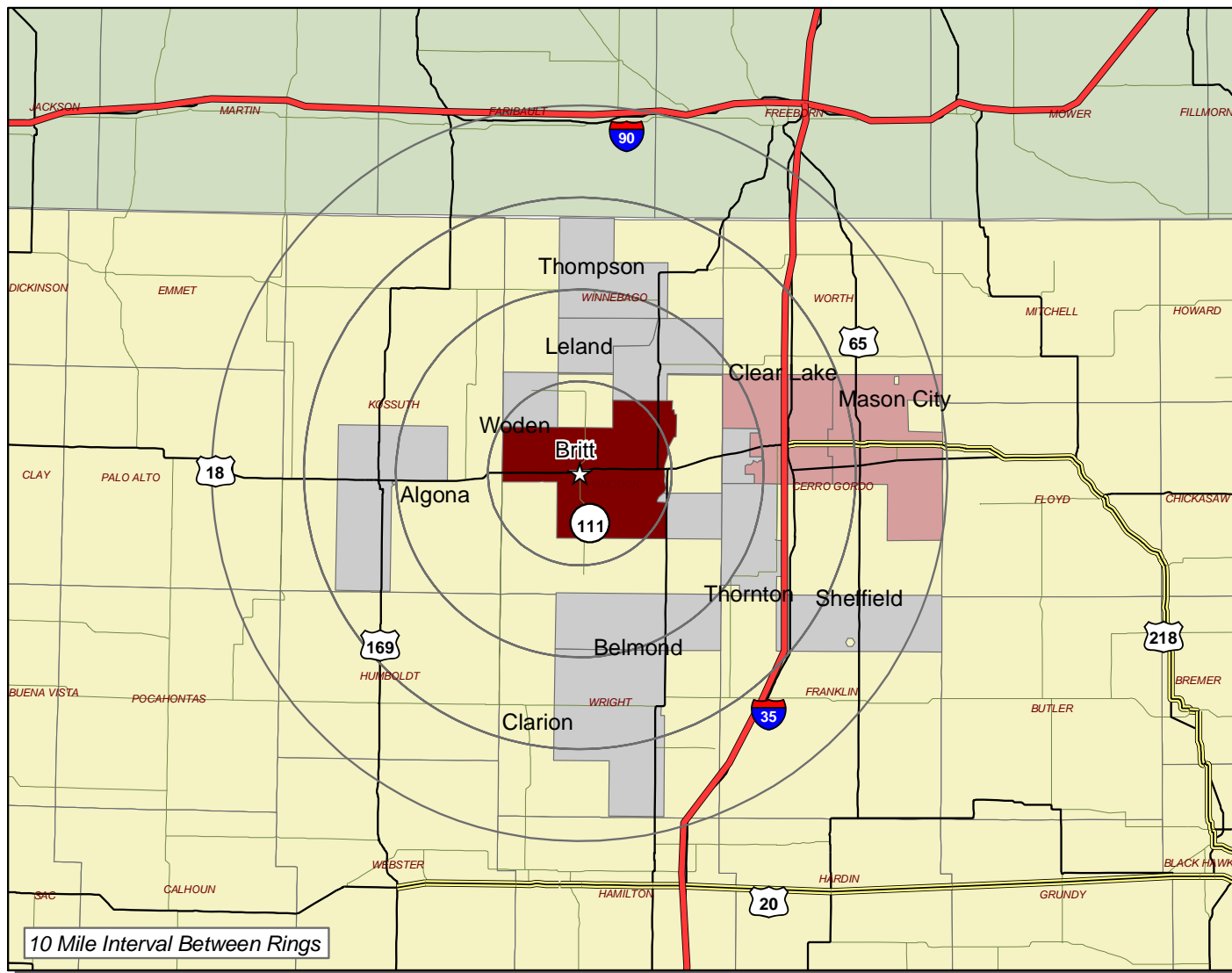
Commuting:

- Workers who have transferable experience/skills are currently commuting an average of 7 miles one way for work.
- Those who are willing to change/accept employment are willing to commute an average of 15 miles one way for the right employment opportunity.

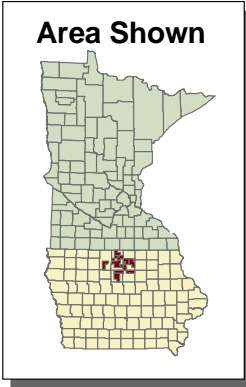
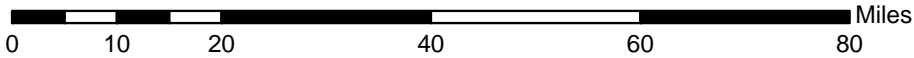
Other Facts:

- 60.8% paid an hourly wage
- 62.3% are/were employed full-time
- 15.1% are/were employed part-time
- 18.9% are/were self-employed
- Currently working an average of 43 hrs/week
- 11.9% hold two or more jobs

Wholesale & Retail Trade Concentration of those with transferable experience/skills by place of residence



10 Mile Interval Between Rings



Legend

- ☆ Britt
- Interstate
- US Highways
- 4-Lane US Highways
- State Highways
- Iowa County
- Minnesota County

Commuter Concentration by Place of Residence (per ZIP Code)

- Low
- Medium
- High

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 23.55	\$ 16.09	\$ 27.27	\$ 24.40
Bakers	51-3011	\$ 10.49	\$ 9.05	\$ 11.21	\$ 10.45
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 14.38	\$ 9.53	\$ 16.80	\$ 13.39
Cashiers	41-2011	\$ 7.10	\$ 6.40	\$ 7.45	\$ 6.86
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 6.70	\$ 6.29	\$ 6.91	\$ 6.67
Cooks, Fast Food	35-2011	\$ 7.26	\$ 6.31	\$ 7.72	\$ 7.34
Counter and Rental Clerks	41-2021	\$ 15.03	\$ 9.57	\$ 17.77	\$ 16.20
Customer Service Representatives	43-4051	\$ 10.19	\$ 7.75	\$ 11.41	\$ 9.90
Driver/Sales Workers	53-3031	\$ 14.60	\$ 11.92	\$ 15.92	\$ 13.74
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 18.82	\$ 13.90	\$ 21.29	\$ 17.15
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	\$ 21.36	\$ 16.39	\$ 23.86	\$ 20.77
First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	\$ 29.61	\$ 23.00	\$ 32.91	\$ 29.98
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 21.20	\$ 15.46	\$ 24.07	\$ 20.69
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 16.24	\$ 10.12	\$ 19.29	\$ 16.49
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 17.26	\$ 10.80	\$ 20.49	\$ 14.94
Food Preparation and Serving Related Workers, All Other	35-9099	\$ 8.81	\$ 6.63	\$ 9.90	\$ 8.91
General and Operations Managers	11-1021	\$ 37.49	\$ 25.29	\$ 43.59	\$ 34.26
Industrial Truck and Tractor Operators	53-7051	\$ 13.33	\$ 10.73	\$ 14.64	\$ 13.44
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 11.01	\$ 8.95	\$ 12.04	\$ 11.33
Maintenance and Repair Workers, General	49-9042	\$ 16.96	\$ 13.13	\$ 18.88	\$ 15.49
Office Clerks, General	43-9061	\$ 11.31	\$ 8.22	\$ 12.86	\$ 11.11
Parts Salespersons	41-2022	\$ 15.62	\$ 10.03	\$ 18.41	\$ 16.00
Purchasing Agents and Buyers, Farm Products	13-1021	\$ 22.82	\$ 21.46	\$ 23.51	\$ 22.15
Receptionists and Information Clerks	43-4171	\$ 9.60	\$ 7.62	\$ 10.58	\$ 9.87
Retail Salespersons	41-2031	\$ 11.21	\$ 6.44	\$ 13.60	\$ 8.74
Sales Representatives, Services, All Other	41-3099	\$ 19.51	\$ 12.81	\$ 22.85	\$ 19.75
Products	41-4012	\$ 24.76	\$ 13.11	\$ 30.59	\$ 20.07
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 9.86	\$ 8.12	\$ 10.73	\$ 8.71
Stock Clerks and Order Fillers	43-5081	\$ 12.01	\$ 9.89	\$ 13.06	\$ 12.38
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 12.55	\$ 11.05	\$ 13.31	\$ 12.06
Truck Drivers, Light or Delivery Services	53-3033	\$ 15.08	\$ 12.32	\$ 16.46	\$ 15.52
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$ 20.97	\$ 13.20	\$ 24.85	\$ 24.26

This Iowa Wage Survey for the Hancock County Laborshed area was produced by the Labor Market & Economic Research Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the Hancock County Laborshed area.

The source of the wage and employment data is the 2005 Iowa Wage Survey which is data collected in 2004 and is aged to the second quarter of 2007. While data were collected for the Iowa Wage Survey, this publication was done independently to provide information on occupational wages for the Hancock County Laborshed area. 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.