

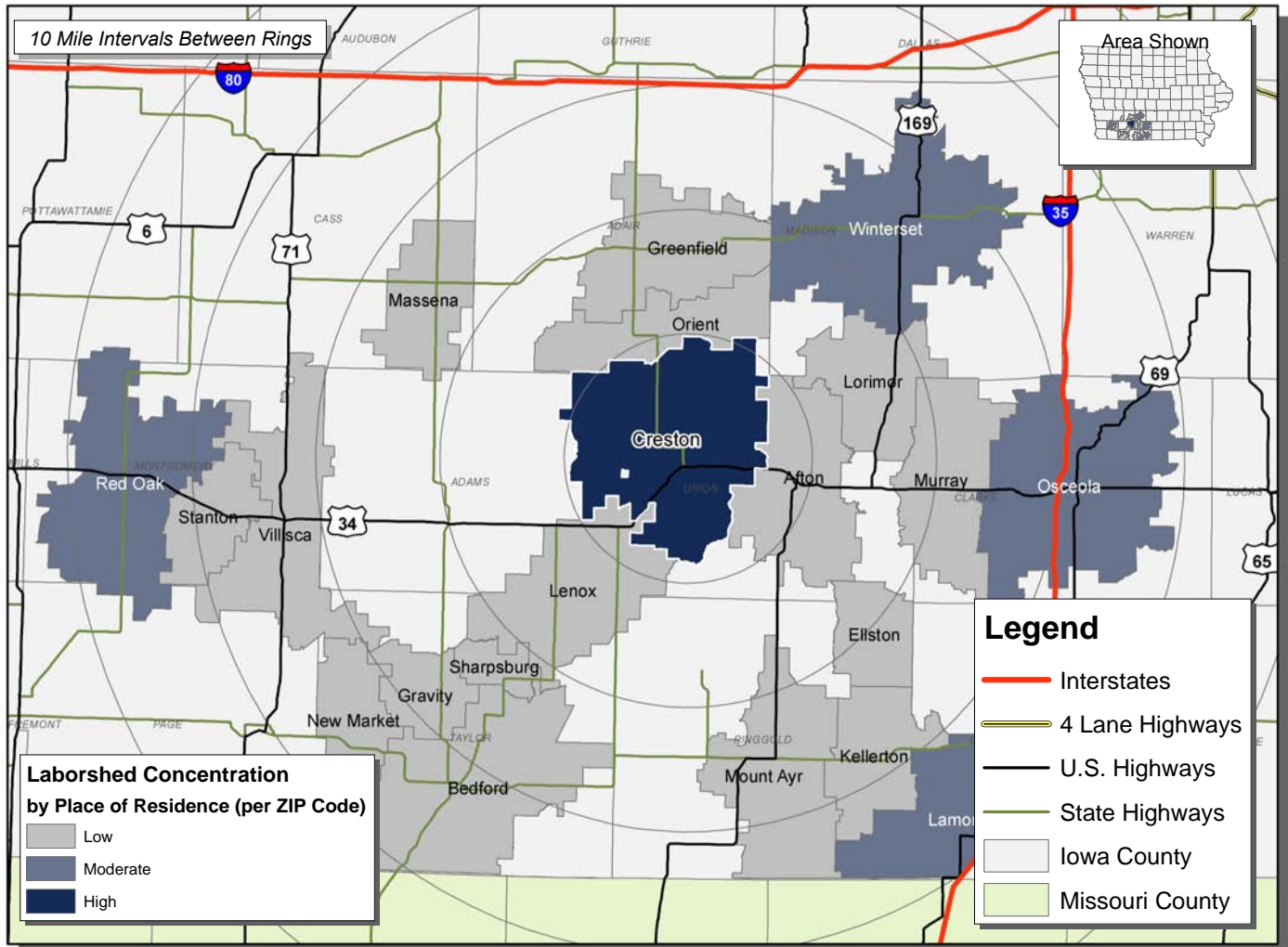
LABOR CHARACTERISTICS

HEALTHCARE



UNION COUNTY, IOWA LABORSHED AREA

**CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
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 likely to change/accept employment are willing to commute an average of 26 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE UNION COUNTY LABORSHED, CONTACT:

LABOR CHARACTERISTICS

HEALTHCARE

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Supervisors - 493
- Administrative Services Managers - 295
- Bill & Account Collectors - 91
- Billing & Posting Clerks - 485
- Bookkeeping Clerks - 497
- Medical & Health Services Managers - 193
- Office Clerks, General - 198
- Receptionists - 584

HEALTHCARE:

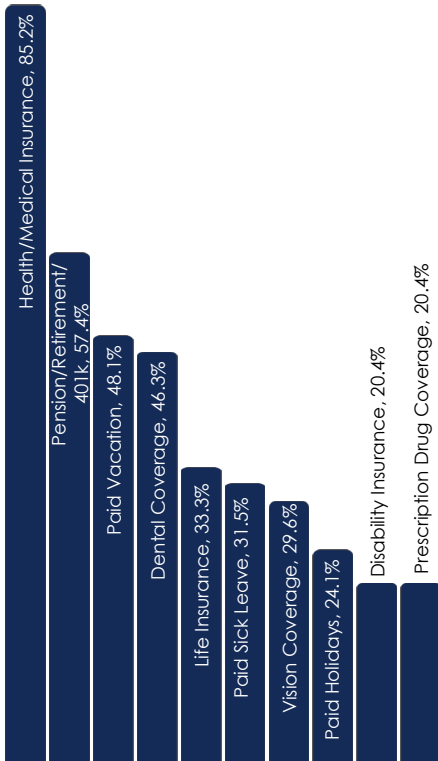
- Counselors & Social Workers - 490
- Dental Assistants - 102
- EMTs & Paramedics - 94
- Exercise Physiologists - 194
- Home Health Aides - 97
- Licensed Practical & Vocational Nurses - 389
- Medical & Clinical Laboratory Techs - 292
- Medical Transcriptionists - 192
- Nursing Assistants - 491
- Pharmacists - 99
- Physician Assistants - 100
- Physicians & Surgeons - 299
- Speech Language Pathologists - 98

HOSPITALITY & SUPPORT STAFF:

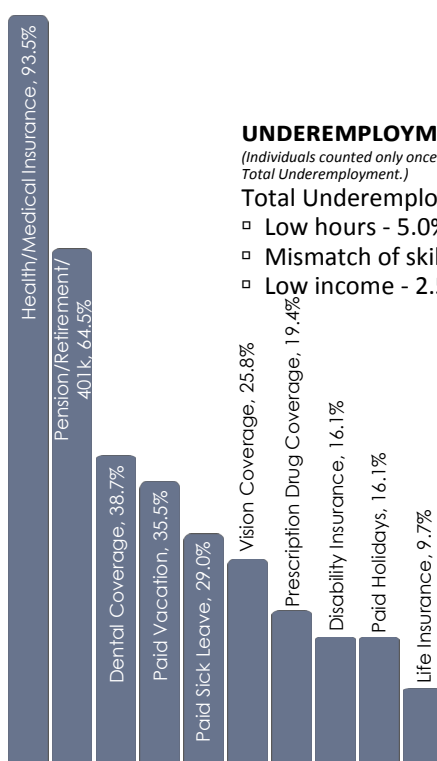
- Supervisors - 394
- Dishwashers - 196
- Food Prep Workers - 189
- Janitors & Housekeeping - 1,276

**AN ESTIMATED TOTAL OF 7,828 PEOPLE
IN THE LABORSHED AREA**

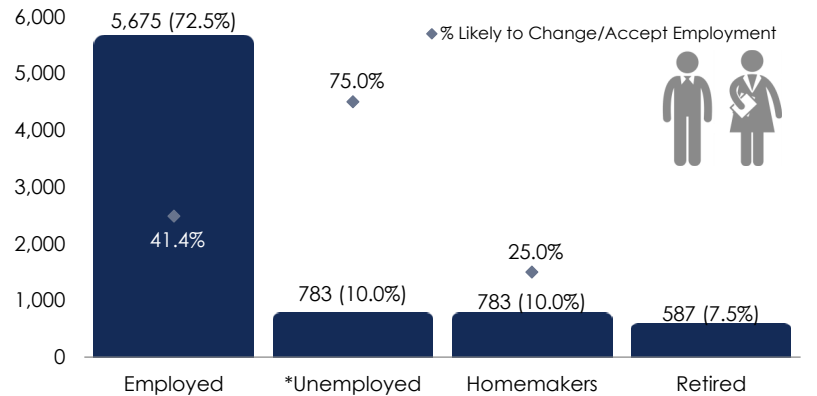
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



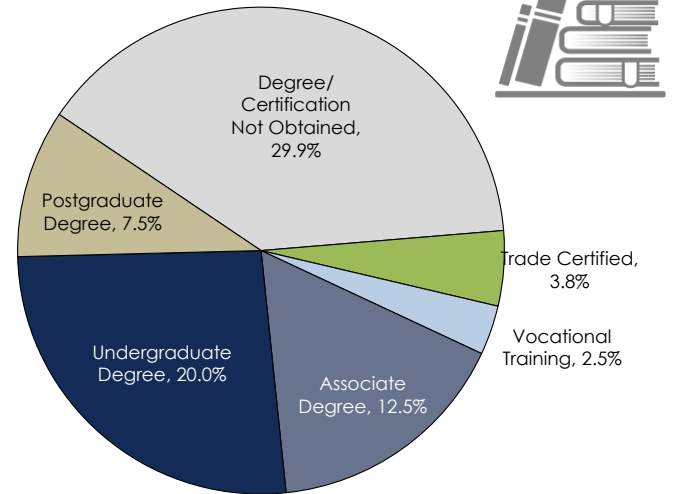
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 70.1% paid an hourly wage
- 66.3% are/were employed full-time
- 21.3% are/were employed part-time
- 11.3% are/were self-employed
- 22.4% hold two or more jobs
- Currently working an average of 38 hours/week

EDUCATIONAL LEVEL:

(76.2% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 7.5% (144)

- Low hours - 5.0% (96)
- Mismatch of skills - 0.0%
- Low income - 2.5% (48)

TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 69.7%
 - www.iowajobs.org
 - www.monster.com
- Local/Regional Newspapers - 34.2%
 - *Creston News Advertiser*
 - *The Des Moines Register*
- IowaWORKS Centers - 30.3%
- Networking through friends, family or acquaintances - 9.2%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 78.1%
- Job teams - 75.0%
- Job sharing - 43.8%
- Varied shifts - 37.5%
- Temporary work - 59.4%
- Seasonal work - 50.0%

LABOR CHARACTERISTICS - WAGES

HEALTHCARE



| Occupation | Occupational Code | Mean Wage | Entry Wage | Experienced Wage | Median Wage | Mean Annual Salary |
|---|-------------------|-----------|------------|------------------|-------------|--------------------|
| Administrative Services Managers | 11-3011 | \$ 32.87 | \$ 24.41 | \$ 37.09 | \$ 30.77 | \$ 68,363 |
| Cooks, Institution and Cafeteria | 35-2012 | \$ 9.90 | \$ 8.08 | \$ 10.81 | \$ 9.67 | \$ 20,587 |
| Emergency Medical Technicians and Paramedics | 29-2041 | \$ 15.27 | \$ 10.76 | \$ 17.52 | \$ 15.48 | \$ 31,759 |
| Family and General Practitioners | 29-1062 | \$ 74.48 | \$ 65.39 | \$ 79.02 | \$ 71.61 | \$ 154,911 |
| Fitness Trainers and Aerobics Instructors | 39-9031 | \$ 9.37 | \$ 8.09 | \$ 10.01 | \$ 8.98 | \$ 19,496 |
| Food Servers, Nonrestaurant | 35-3041 | \$ 11.71 | \$ 9.16 | \$ 12.99 | \$ 12.30 | \$ 24,362 |
| Hairdressers, Hairstylists, and Cosmetologists | 39-5012 | \$ 9.65 | \$ 8.02 | \$ 10.47 | \$ 9.22 | \$ 20,082 |
| Healthcare Practitioners and Technical Workers, All Other | 29-9099 | \$ 16.64 | \$ 11.20 | \$ 19.36 | \$ 15.01 | \$ 34,607 |
| Healthcare Support Workers, All Other | 31-9099 | \$ 13.51 | \$ 11.52 | \$ 14.50 | \$ 13.42 | \$ 28,099 |
| Home Health Aides | 31-1011 | \$ 10.34 | \$ 8.92 | \$ 11.05 | \$ 10.39 | \$ 21,504 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 37-2011 | \$ 12.13 | \$ 8.88 | \$ 13.76 | \$ 11.72 | \$ 25,232 |
| Landscaping and Groundskeeping Workers | 37-3011 | \$ 13.32 | \$ 8.94 | \$ 15.51 | \$ 12.57 | \$ 27,701 |
| Licensed Practical and Licensed Vocational Nurses | 29-2061 | \$ 19.08 | \$ 15.75 | \$ 20.75 | \$ 19.06 | \$ 39,693 |
| Maids and Housekeeping Cleaners | 37-2012 | \$ 10.82 | \$ 8.15 | \$ 12.16 | \$ 10.90 | \$ 22,516 |
| Medical and Clinical Laboratory Technicians | 29-2012 | \$ 22.37 | \$ 16.74 | \$ 25.18 | \$ 23.15 | \$ 46,524 |
| Medical and Clinical Laboratory Technologists | 29-2011 | \$ 24.67 | \$ 21.06 | \$ 26.48 | \$ 24.83 | \$ 51,319 |
| Medical and Health Services Managers | 11-9111 | \$ 32.59 | \$ 23.43 | \$ 37.17 | \$ 32.77 | \$ 67,779 |
| Medical Assistants | 31-9092 | \$ 13.56 | \$ 11.98 | \$ 14.35 | \$ 13.46 | \$ 28,207 |
| Medical Records and Health Information Technicians | 29-2071 | \$ 15.62 | \$ 10.08 | \$ 18.39 | \$ 16.06 | \$ 32,484 |
| Medical Transcriptionists | 31-9094 | \$ 15.36 | \$ 13.19 | \$ 16.44 | \$ 15.61 | \$ 31,942 |
| Nurse Practitioners | 29-1171 | \$ 44.05 | \$ 40.08 | \$ 46.04 | \$ 43.64 | \$ 91,621 |
| Nursing Assistants | 31-1014 | \$ 11.46 | \$ 9.85 | \$ 12.26 | \$ 11.22 | \$ 23,829 |
| Personal Care Aides | 39-9021 | \$ 10.10 | \$ 8.55 | \$ 10.88 | \$ 10.24 | \$ 21,014 |
| Pharmacists | 29-1051 | \$ 51.20 | \$ 41.56 | \$ 56.02 | \$ 49.49 | \$ 106,492 |
| Pharmacy Technicians | 29-2052 | \$ 13.11 | \$ 11.28 | \$ 14.03 | \$ 13.13 | \$ 27,278 |
| Physical Therapist Assistants | 31-2021 | \$ 26.78 | \$ 21.91 | \$ 29.21 | \$ 27.31 | \$ 55,698 |
| Physical Therapists | 29-1123 | \$ 37.41 | \$ 33.62 | \$ 39.31 | \$ 35.65 | \$ 77,820 |
| Physician Assistants | 29-1071 | \$ 43.31 | \$ 41.79 | \$ 44.07 | \$ 43.79 | \$ 90,082 |
| Physicians and Surgeons, All Other | 29-1069 | \$ 89.35 | \$ 53.39 | \$ 107.32 | \$ 85.09 | \$ 185,840 |
| Radiologic Technologists and Technicians | 29-2034 | \$ 23.21 | \$ 20.11 | \$ 24.77 | \$ 22.69 | \$ 48,281 |
| Recreation Workers | 39-9032 | \$ 11.74 | \$ 10.40 | \$ 12.42 | \$ 11.20 | \$ 24,427 |
| Registered Nurses | 29-1141 | \$ 24.62 | \$ 18.60 | \$ 27.63 | \$ 24.86 | \$ 51,204 |
| Social and Human Service Assistants | 21-1093 | \$ 12.46 | \$ 9.02 | \$ 14.19 | \$ 11.23 | \$ 25,926 |
| Speech-Language Pathologists | 29-1127 | \$ 35.56 | \$ 25.30 | \$ 40.69 | \$ 38.90 | \$ 73,972 |
| Therapists, All Other | 29-1129 | \$ 33.87 | \$ 27.36 | \$ 37.13 | \$ 33.21 | \$ 70,457 |

The 2014 Iowa Wage data for the Union County 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 2013 OES estimates. Additional occupational wage and employment data can be found at <http://iwin.iwd.state.ia.us/iowa/OlmisZine>.