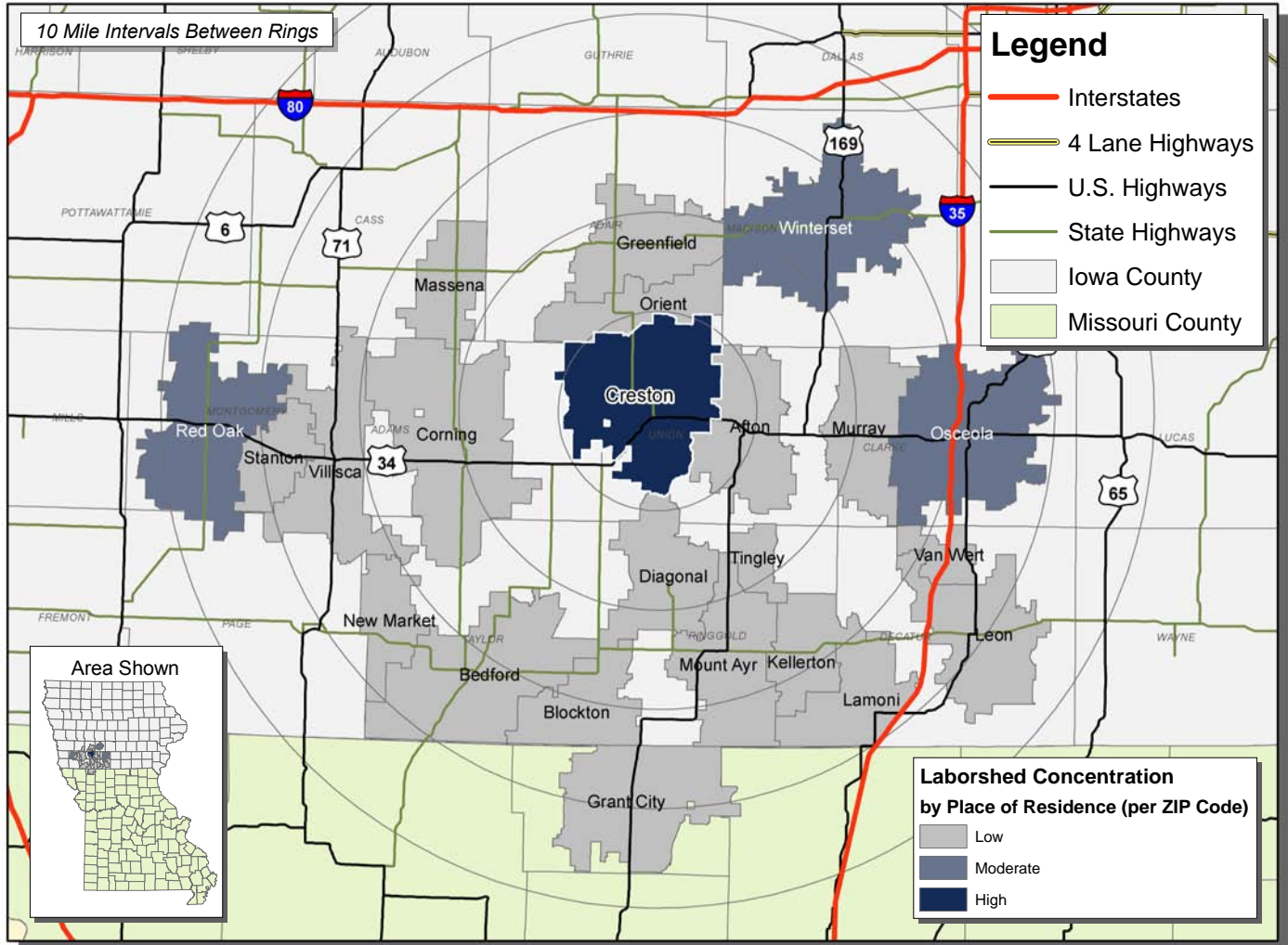


LABOR CHARACTERISTICS IT & TELECOMMUNICATIONS



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 10 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 31 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE UNION COUNTY LABORSHED, CONTACT:

LABOR CHARACTERISTICS

IT & TELECOMMUNICATIONS

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Managers - 389
- Supervisors - 499
- Accountants & Auditors - 99
- Bill & Account Collectors - 91
- Business Operation Specialists - 292
- Claims Adjuster - 98
- Clerks - 1,472
- Credit Analysts - 194
- Customer Service Reps - 294
- Employment, Recruitment & Placement Specialists - 95
- Financial Specialists - 96
- Office & Administrative Support Workers - 103
- Secretaries - 1,072

COMPUTER OCCUPATIONS:

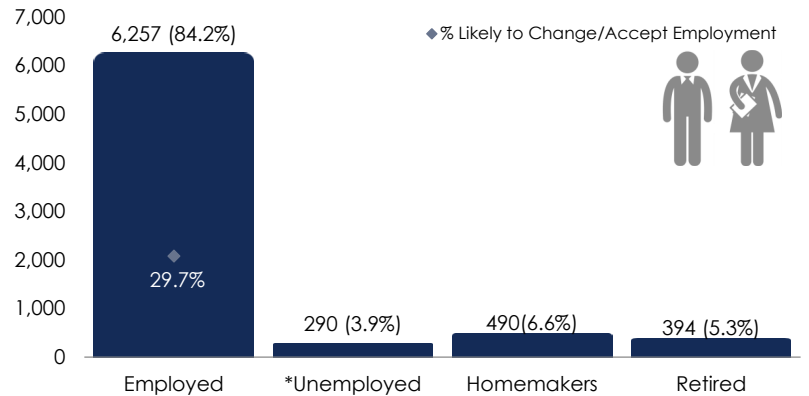
- Computer Occupations, All Other - 104
- Database Administrators - 93
- Software Developers - 192
- Electrical Engineers - 107
- Electrical & Electronic Engineering Techs - 90

SALES:

- Supervisors - 782
- Sales Agents - 102
- Sales Reps - 290
- Sales & Related Workers, All Other - 395
- Salespersons - 482

**AN ESTIMATED TOTAL OF 7,431 PEOPLE
IN THE LABORSHED AREA**

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



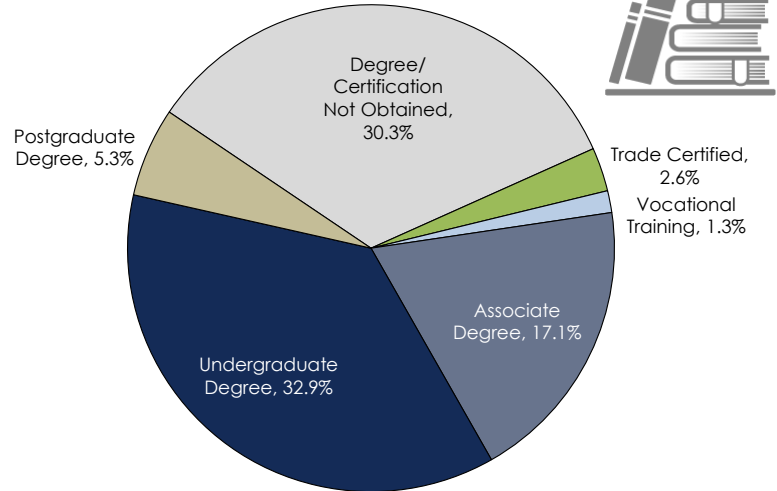
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

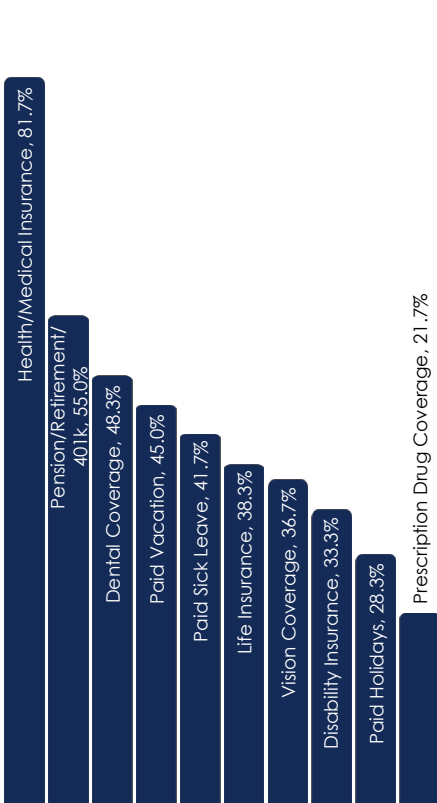
- 52.1% paid an hourly wage
- 75.0% are/were employed full-time
- 11.8% are/were employed part-time
- 10.5% are/were self-employed
- 17.2% hold two or more jobs
- Currently working an average of 43 hours/week

EDUCATIONAL LEVEL:

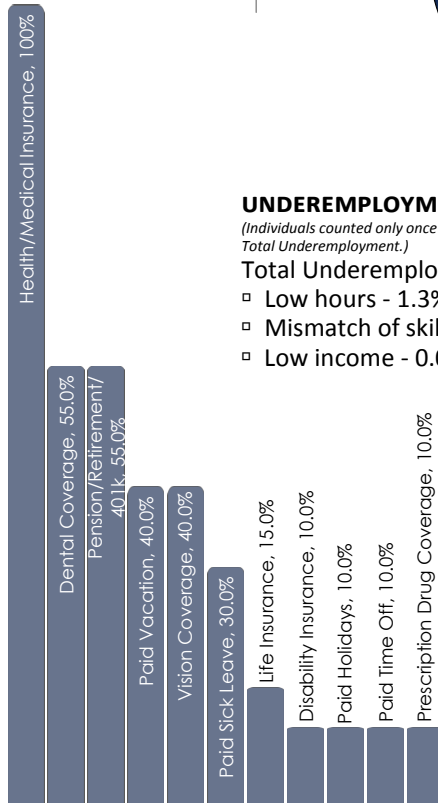
(89.5% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 2.6% (47)

- Low hours - 1.3% (24)
- Mismatch of skills - 1.3% (24)
- Low income - 0.0%

TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 66.7%
 - www.iowajobs.org
 - www.monster.com
- IowaWORKS Centers - 27.5%
- Local/Regional Newspapers - 27.5%
 - *Creston News Advertiser*
 - *The Des Moines Register*
 - *Red Oak Express*
- Networking through friends, family or acquaintances - 17.4%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 76.2%
- Cross-training - 57.1%
- Job sharing - 28.6%
- Varied shifts - 28.6%
- Seasonal work - 28.6%
- Temporary work - 28.6%



LABOR CHARACTERISTICS - WAGES

IT & TELECOMMUNICATIONS

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage	Mean Annual Salary
Accountants and Auditors	13-2011	\$ 27.56	\$ 19.61	\$ 31.53	\$ 23.70	\$ 57,323
Advertising Sales Agents	41-3011	\$ 24.27	\$ 17.25	\$ 27.77	\$ 24.63	\$ 50,473
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 15.33	\$ 10.67	\$ 17.66	\$ 14.40	\$ 31,887
Business Operations Specialists, All Other	13-1199	\$ 20.97	\$ 11.81	\$ 25.55	\$ 22.89	\$ 43,624
Computer and Information Systems Managers	11-3021	\$ 41.84	\$ 31.79	\$ 46.87	\$ 42.50	\$ 87,030
Customer Service Representatives	43-4051	\$ 15.05	\$ 8.53	\$ 18.32	\$ 14.70	\$ 31,313
Electrical Power-Line Installers and Repairers	49-9051	\$ 26.67	\$ 20.07	\$ 29.96	\$ 26.57	\$ 55,466
Eligibility Interviewers, Government Programs	43-4061	\$ 25.21	\$ 20.84	\$ 27.39	\$ 27.73	\$ 52,430
Executive Secretaries and Executive Administrative Assistants	43-6011	\$ 18.63	\$ 13.13	\$ 21.38	\$ 17.69	\$ 38,754
File Clerks	43-4071	\$ 15.47	\$ 12.19	\$ 17.10	\$ 15.89	\$ 32,169
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$ 19.68	\$ 13.82	\$ 22.61	\$ 19.06	\$ 40,938
First-Line Supervisors of Retail Sales Workers	41-1011	\$ 14.41	\$ 10.60	\$ 16.31	\$ 11.89	\$ 29,971
General and Operations Managers	11-1021	\$ 31.30	\$ 11.27	\$ 41.31	\$ 27.20	\$ 65,095
Insurance Sales Agents	41-3021	\$ 13.73	\$ 10.50	\$ 15.35	\$ 11.20	\$ 28,567
Interviewers, Except Eligibility and Loan	43-4111	\$ 12.48	\$ 10.31	\$ 13.57	\$ 12.38	\$ 25,962
Loan Interviewers and Clerks	43-4131	\$ 15.67	\$ 10.05	\$ 18.47	\$ 16.19	\$ 32,588
Market Research Analysts and Marketing Specialists	13-1161	\$ 21.80	\$ 16.91	\$ 24.24	\$ 19.87	\$ 45,340
Marketing Managers	11-2021	\$ 26.02	\$ 13.48	\$ 32.28	\$ 24.01	\$ 54,114
Network and Computer Systems Administrators	15-1142	\$ 26.50	\$ 18.60	\$ 30.44	\$ 26.21	\$ 55,113
New Accounts Clerks	43-4141	\$ 16.09	\$ 14.21	\$ 17.03	\$ 16.34	\$ 33,472
Office and Administrative Support Workers, All Other	43-9199	\$ 20.24	\$ 12.37	\$ 24.17	\$ 21.99	\$ 42,098
Office Clerks, General	43-9061	\$ 13.26	\$ 9.27	\$ 15.25	\$ 12.72	\$ 27,571
Order Clerks	43-4151	\$ 15.52	\$ 10.51	\$ 18.02	\$ 14.25	\$ 32,277
Parts Salespersons	41-2022	\$ 14.25	\$ 9.31	\$ 16.72	\$ 13.19	\$ 29,643
Receptionists and Information Clerks	43-4171	\$ 14.60	\$ 9.51	\$ 17.14	\$ 13.36	\$ 30,363
Retail Salespersons	41-2031	\$ 9.85	\$ 8.19	\$ 10.68	\$ 9.16	\$ 20,486
Sales Managers	11-2022	\$ 40.41	\$ 21.24	\$ 50.00	\$ 33.23	\$ 84,060
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 24.58	\$ 16.01	\$ 28.86	\$ 22.82	\$ 51,119
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$ 13.74	\$ 10.13	\$ 15.55	\$ 13.28	\$ 28,588
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 51.10	\$ 23.98	\$ 64.66	\$ 48.10	\$ 106,287

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>.