

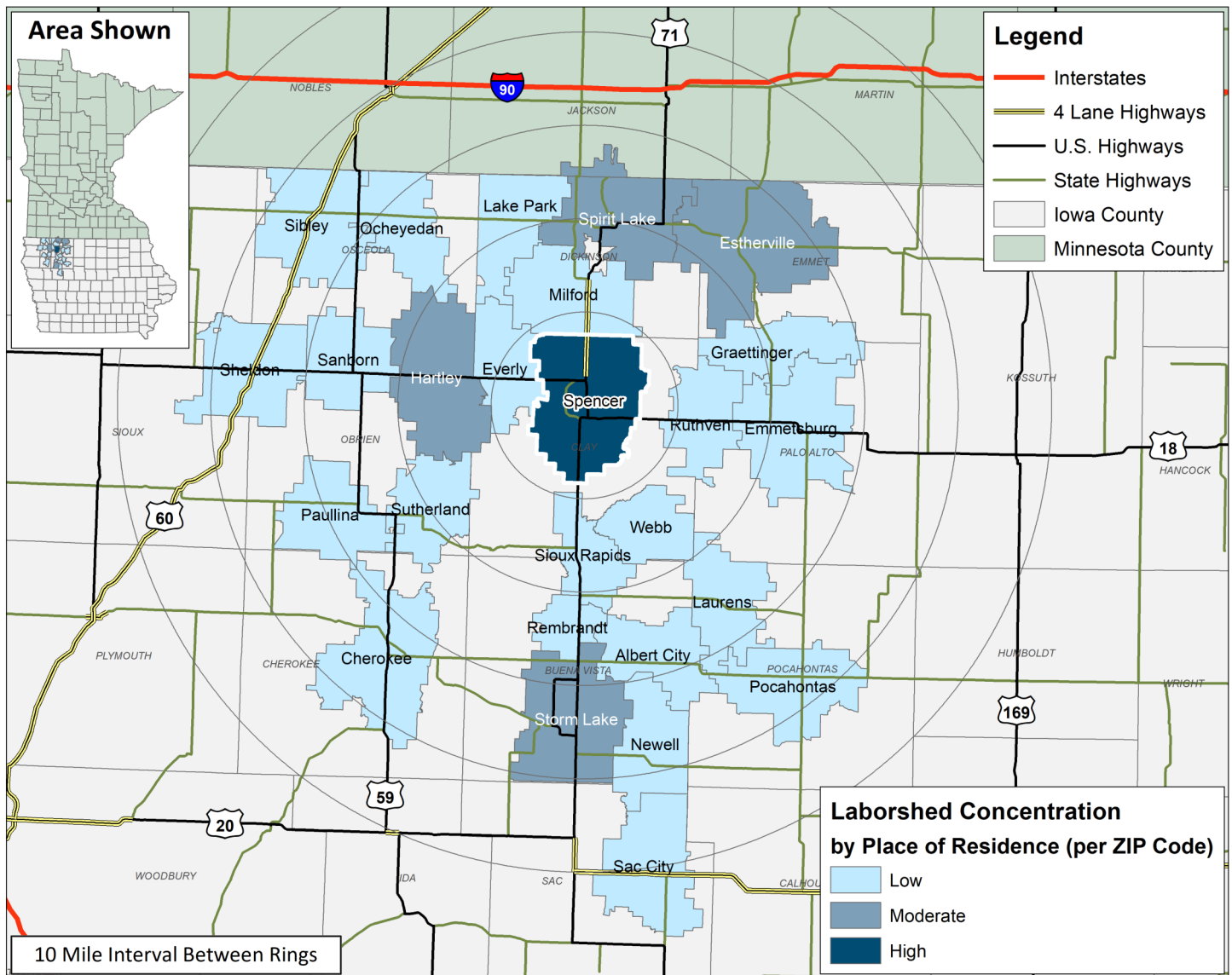
LABOR CHARACTERISTICS

ADVANCED MANUFACTURING



SPENCER, IA 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 14 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 25 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE SPENCER, IA, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Computer Numerically Controlled Machine Tool Programmers - 171
- Electricians - 169
- Engineers, All Other - 676
- General & Operations Managers - 165
- Health & Safety Engineers - 166
- Heavy & Tractor-Trailer Truck Drivers - 1,689
- Industrial Engineering Technicians - 167
- Industrial Production Managers - 334
- Inspectors, Testers, Sorters, Samplers, & Weighers - 340
- Laborers & Freight, Stock, & Material Movers, Hand - 846
- Light Truck or Delivery Services Drivers - 845
- Machinists - 338
- Maintenance & Repair Workers, General - 337
- Multiple Machine Tool Setters, Operators, & Tenders - 172
- Production Workers, All Other - 2,534
- Production, Planning, & Expediting Clerks - 168
- Stock Clerks & Order Fillers - 335
- Structural Metal Fabricators & Fitters - 170
- Supervisors of Mechanics, Installers, & Repairers - 336
- Supervisors of Production & Operating Workers - 677
- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 341
- Team Assemblers - 844
- Tool & Die Makers - 173
- Welders, Cutters, Solderers, & Brazers - 339

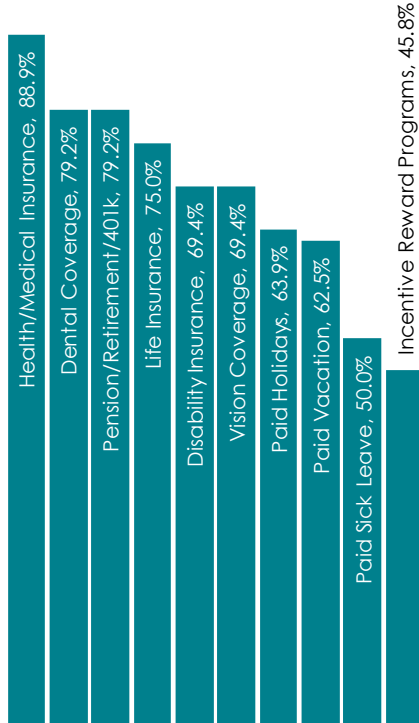
AN ESTIMATED TOTAL OF **12,332** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.4% (22)
- Low income - 0.0%
- Mismatch of skills - 4.1% (63)
- Total - 4.1% (63)

(Individuals counted only once when estimating Total Underemployment.)

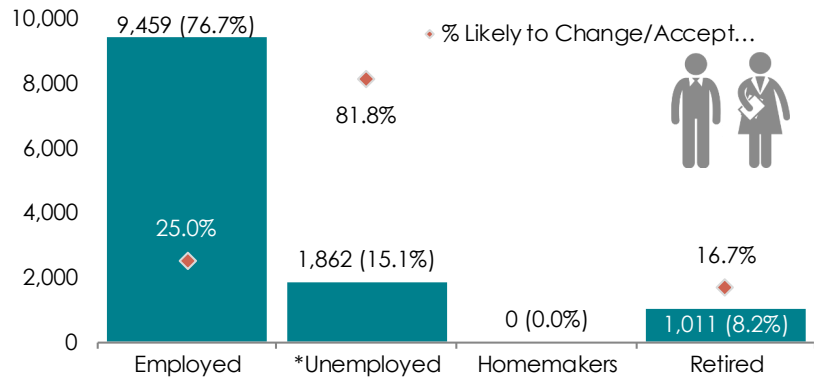
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



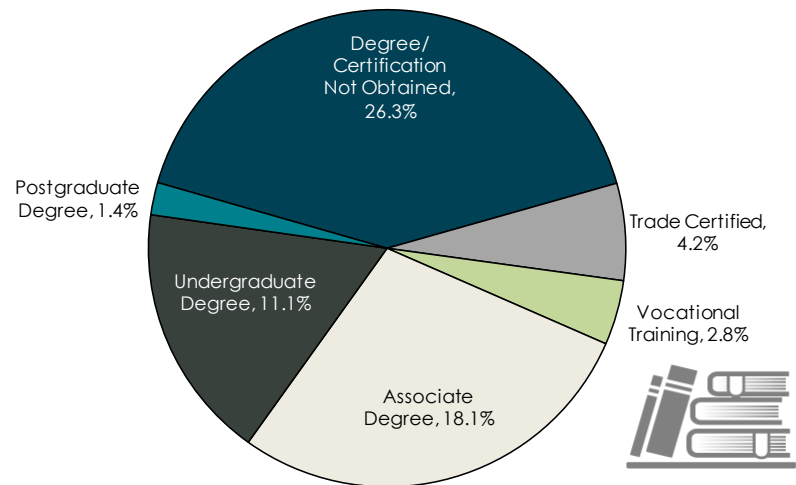
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 75.0% paid an hourly wage
- 93.2% are/were employed full-time
- 6.8% are/were employed part-time
- 8.2% are/were self-employed
- 16.1% hold two or more jobs
- Currently working an average of 48 hours/week

EDUCATIONAL LEVEL:

(63.9% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 63.2%
 - www.indeed.com
 - www.iowajobs.org
 - www.linkedin.com
 - www.monster.com
- IowaWORKS Centers - 29.4%
- Newspapers - 29.4%
- Networking through friends, family or acquaintances - 26.5%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 77.3%
- Cross-training - 72.7%
- Job sharing - 57.1%
- Varied shifts - 45.5%
- Temporary work - 54.5%
- Seasonal work - 50.0%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$29.29	\$20.19	\$33.84	\$27.39	\$60,928
Architectural and Civil Drafters	17-3011	\$26.16	\$20.19	\$29.14	\$23.97	\$54,404
Architectural and Engineering Managers	11-9041	\$54.59	\$36.16	\$63.80	\$49.85	\$113,545
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.46	\$12.01	\$18.68	\$15.83	\$34,229
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$16.68	\$11.64	\$19.20	\$16.60	\$34,693
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$18.15	\$15.79	\$19.33	\$17.60	\$37,757
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$16.79	\$13.67	\$18.35	\$16.75	\$34,922
Customer Service Representatives	43-4051	\$14.04	\$9.74	\$16.19	\$13.38	\$29,199
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$15.83	\$13.42	\$17.03	\$15.46	\$32,922
Electrical and Electronics Engineering Technicians	17-3023	\$26.70	\$23.45	\$28.33	\$27.48	\$55,543
Electricians	47-2111	\$19.87	\$13.93	\$22.83	\$17.67	\$41,319
Electro-Mechanical Technicians	17-3024	\$20.61	\$18.09	\$21.86	\$21.17	\$42,862
Engineering Technicians, Except Drafters, All Other	17-3029	\$25.03	\$19.95	\$27.57	\$25.68	\$52,066
Engineers, All Other	17-2199	\$38.29	\$28.45	\$43.22	\$36.51	\$79,649
Executive Secretaries and Executive Administrative Assistants	43-6011	\$20.81	\$15.48	\$23.48	\$19.16	\$43,290
Financial Managers	11-3031	\$40.72	\$24.14	\$49.01	\$38.31	\$84,690
First-Line Supervisors of Production and Operating Workers	51-1011	\$26.05	\$18.03	\$30.06	\$24.08	\$54,179
General and Operations Managers	11-1021	\$40.03	\$19.39	\$50.34	\$35.45	\$83,252
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$17.58	\$12.35	\$20.19	\$16.70	\$36,559
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$18.29	\$15.02	\$19.93	\$17.79	\$38,042
Human Resources Managers	11-3121	\$46.40	\$33.55	\$52.83	\$43.25	\$96,516
Human Resources Specialists	13-1071	\$21.93	\$15.93	\$24.94	\$20.16	\$45,624
Industrial Engineering Technicians	17-3026	\$22.69	\$21.45	\$23.31	\$22.42	\$47,196
Industrial Engineers	17-2112	\$36.52	\$30.74	\$39.40	\$35.95	\$75,953
Industrial Machinery Mechanics	49-9041	\$22.07	\$15.27	\$25.48	\$21.69	\$45,915
Industrial Production Managers	11-3051	\$45.77	\$31.01	\$53.15	\$44.15	\$95,206
Industrial Truck and Tractor Operators	53-7051	\$15.49	\$13.10	\$16.69	\$14.89	\$32,222
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$18.69	\$12.97	\$21.55	\$17.76	\$38,873
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$15.57	\$12.34	\$17.18	\$14.94	\$32,381
Light Truck or Delivery Services Drivers	53-3033	\$15.00	\$9.88	\$17.56	\$14.16	\$31,206
Maintenance Workers, Machinery	49-9043	\$22.17	\$15.83	\$25.34	\$22.16	\$46,111
Mechanical Drafters	17-3013	\$23.47	\$16.59	\$26.91	\$24.01	\$48,818
Mechanical Engineers	17-2141	\$31.90	\$24.44	\$35.63	\$31.07	\$66,347
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$17.84	\$13.68	\$19.92	\$17.19	\$37,107
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$21.90	\$19.38	\$23.16	\$21.90	\$45,548
Painters, Construction and Maintenance	47-2141	\$18.23	\$14.34	\$20.17	\$18.36	\$37,911
Printing Press Operators	51-5112	\$17.96	\$10.85	\$21.51	\$17.48	\$37,353
Sales Representatives, Services, All Other	41-3099	\$23.51	\$17.87	\$26.33	\$22.54	\$48,903
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$13.82	\$9.35	\$16.05	\$13.24	\$28,741
Shipping, Receiving, and Traffic Clerks	43-5071	\$16.26	\$12.25	\$18.27	\$16.32	\$33,820
Surveying and Mapping Technicians	17-3031	\$19.74	\$17.13	\$21.04	\$19.87	\$41,057
Water and Wastewater Treatment Plant and System Operators	51-8031	\$19.98	\$14.86	\$22.54	\$19.38	\$41,555
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$16.74	\$15.10	\$17.56	\$16.74	\$34,822
Welders, Cutters, Solderers, and Brazers	51-4121	\$17.77	\$14.04	\$19.64	\$17.37	\$36,961

The 2018 Iowa Wage data for the Spencer, IA 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 2017 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.