

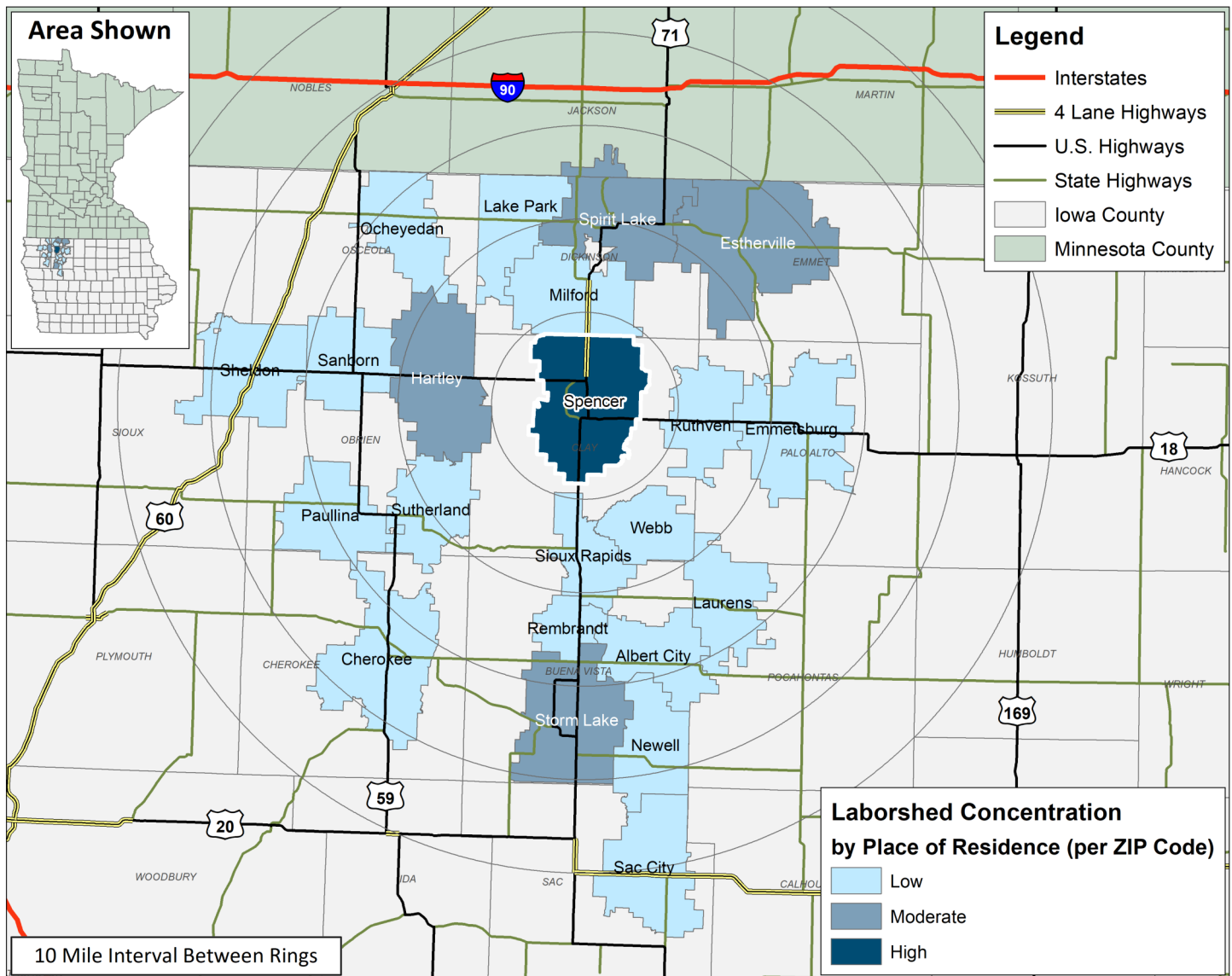
LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION



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 12 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 27 miles one way for the right employment opportunity.

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

LABOR CHARACTERISTICS



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ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Business Operations Specialists, All Other - 169
- General & Operations Managers - 167
- Heavy & Tractor-Trailer Truck Drivers - 1,693
- Installation, Maintenance, & Repair Workers, All Other - 679
- Laborers & Freight, Stock, & Material Movers, Hand - 846
- Light Truck or Delivery Services Drivers - 845
- Management Analysts - 168
- Production Workers, All Other - 2,539
- Production, Planning, & Expediting Clerks - 170
- Stock Clerks & Order Fillers - 338
- Supervisors of Production & Operating Workers - 677
- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 341

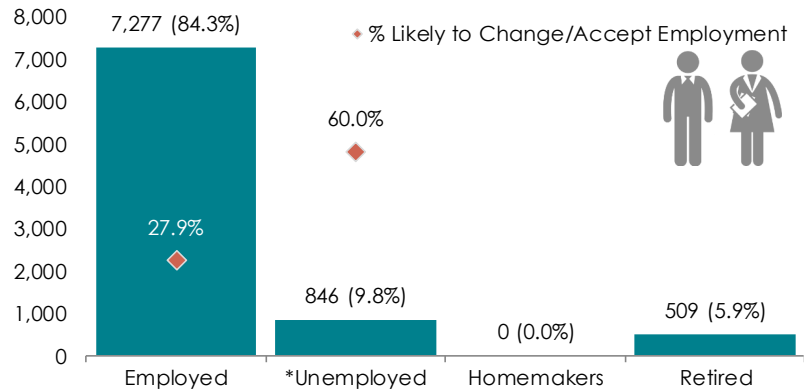
AN ESTIMATED TOTAL OF **8,632** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 2.0% (22)
- Mismatch of skills - 5.9% (64)
- Low income - 0.0%
- Total - 5.9% (64)

(Individuals counted only once when estimating Total Underemployment.)

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



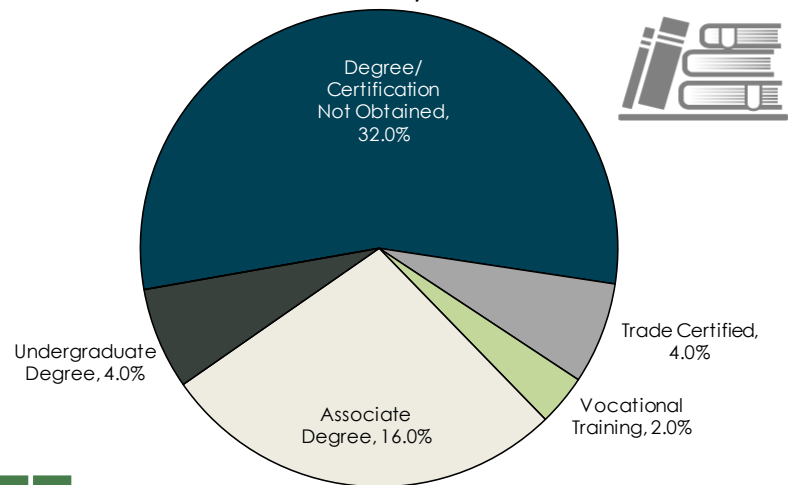
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

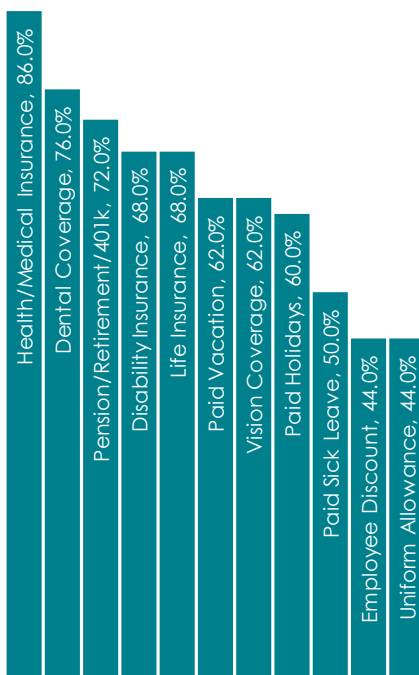
- 78.4% paid an hourly wage
- 92.2% are/were employed full-time
- 7.8% are/were employed part-time
- 11.8% are/were self-employed
- 14.0% hold two or more jobs
- Currently working an average of 47 hours/week

EDUCATIONAL LEVEL:

(58.0% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 63.8%
 - www.indeed.com
 - www.iowajobs.org
 - www.monster.com
- IowaWORKS Centers - 29.8%
- Newspapers - 29.8%
- Networking through friends, family or acquaintances - 21.3%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 81.3%
- Cross-training - 68.8%
- Job sharing - 66.7%
- Varied shifts - 56.3%
- Seasonal work - 43.8%
- Temporary work - 43.8%



LABOR CHARACTERISTICS



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OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$37.67	\$26.06	\$43.48	\$37.03	\$78,361
Bill and Account Collectors	43-3011	\$17.83	\$13.91	\$19.79	\$17.61	\$37,083
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.46	\$12.01	\$18.68	\$15.83	\$34,229
Claims Adjusters, Examiners, and Investigators	13-1031	\$27.32	\$16.57	\$32.69	\$28.30	\$56,824
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$29.49	\$24.10	\$32.19	\$28.50	\$61,344
Computer and Information Systems Managers	11-3021	\$43.53	\$29.85	\$50.37	\$38.10	\$90,547
Conveyor Operators and Tenders	53-7011	\$17.22	\$14.51	\$18.57	\$17.23	\$35,813
Cost Estimators	13-1051	\$27.02	\$21.00	\$30.03	\$27.08	\$56,197
Customer Service Representatives	43-4051	\$14.04	\$9.74	\$16.19	\$13.38	\$29,199
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$22.49	\$16.48	\$25.50	\$20.22	\$46,786
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 Specialists	13-1071	\$21.93	\$15.93	\$24.94	\$20.16	\$45,624
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
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
Logisticians	13-1081	\$36.13	\$28.24	\$40.08	\$33.94	\$75,153
Office Clerks, General	43-9061	\$15.85	\$11.12	\$18.22	\$15.57	\$32,965
Packaging and Filling Machine Operators and Tenders	51-9111	\$13.71	\$9.01	\$16.06	\$12.26	\$28,517
Parts Salespersons	41-2022	\$15.70	\$8.98	\$19.06	\$16.38	\$32,661
Production, Planning, and Expediting Clerks	43-5061	\$21.30	\$15.89	\$24.01	\$20.69	\$44,305
Retail Salespersons	41-2031	\$12.44	\$8.47	\$14.42	\$11.20	\$25,875
Sales Representatives, Services, All Other	41-3099	\$23.51	\$17.87	\$26.33	\$22.54	\$48,903
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$25.45	\$12.18	\$32.08	\$25.73	\$52,933
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$28.66	\$19.51	\$33.24	\$26.06	\$59,618
Shipping, Receiving, and Traffic Clerks	43-5071	\$16.26	\$12.25	\$18.27	\$16.32	\$33,820
Stock Clerks and Order Fillers	43-5081	\$14.58	\$9.64	\$17.05	\$14.17	\$30,326
Transportation, Storage, and Distribution Managers	11-3071	\$32.43	\$26.69	\$35.30	\$32.55	\$67,457
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$16.74	\$15.10	\$17.56	\$16.74	\$34,822

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.