

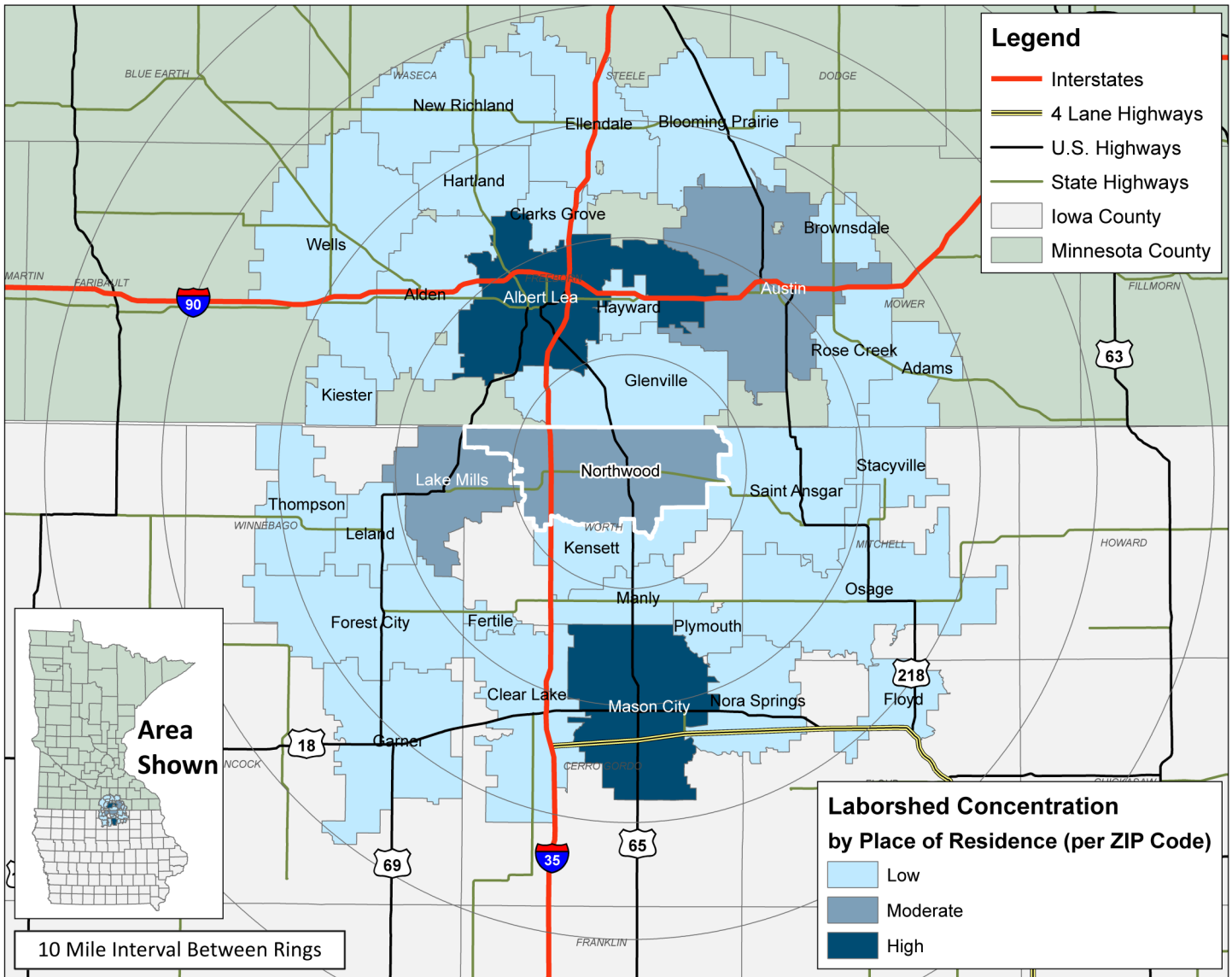
LABOR CHARACTERISTICS

ADVANCED MANUFACTURING



NORTHWOOD 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 24 miles one way for the right employment opportunity.

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

LABOR CHARACTERISTICS

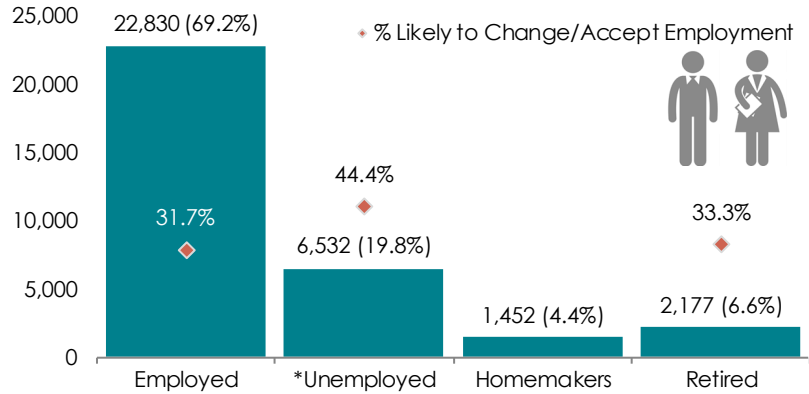


ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Electricians - 362
- Engineers, All Other - 359
- General & Operations Managers - 3,625
- Heavy & Tractor-Trailer Truck Drivers - 5,076
- Industrial Machinery Mechanics - 363
- Industrial Production Managers - 358
- Industrial Truck & Tractor Operators - 725
- Laborers & Freight, Stock, & Material Movers, Hand - 726
- Machinists - 366
- Maintenance & Repair Workers, General - 364
- Milling & Planing Machine Setters, Operators, & Tenders - 365
- Multiple Machine Tool Setters, Operators, & Tenders - 1,813
- Packers & Packagers, Hand - 727
- Production Workers, All Other - 8,338
- Production, Planning, & Expediting Clerks - 360
- Shipping, Receiving, & Traffic Clerks - 723
- Stock Clerks & Order Fillers - 361
- Structural Metal Fabricators & Fitters - 724
- Supervisors of Mechanics, Installers, & Repairers - 1,088
- Supervisors of Production & Operating Workers - 2,175
- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 1,090
- Team Assemblers - 1,089
- Welders, Cutters, Solderers, & Brazers - 1,814

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



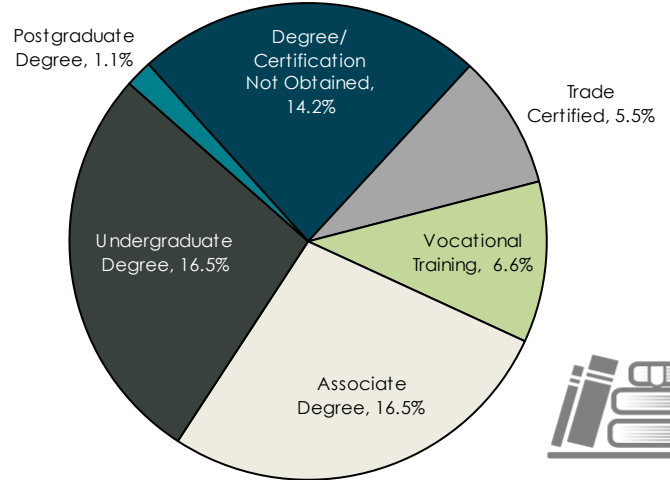
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 74.7% paid an hourly wage
- 93.4% are/were employed full-time
- 6.6% are/were employed part-time
- 8.8% are/were self-employed
- 19.0% hold two or more jobs
- Currently working an average of 51 hours/week

EDUCATIONAL LEVEL:

(60.4% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



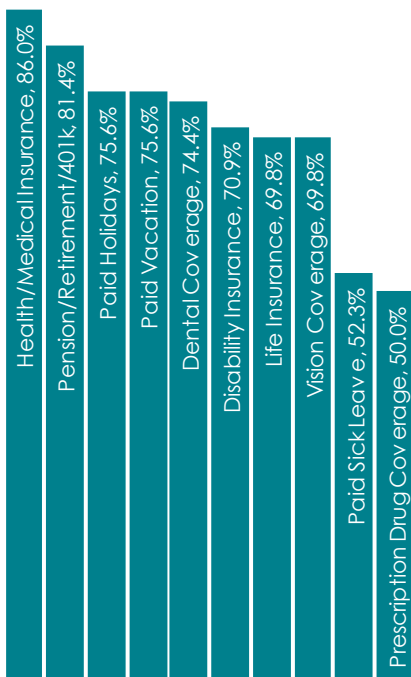
AN ESTIMATED TOTAL OF **32,991** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.1% (72)
- Low income - 0.0%
- Mismatch of skills - 3.3% (217)
- Total - 4.4% (290)

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 63.9%
 - www.indeed.com
 - www.craigslist.org
 - www.iowajobs.org
 - www.linkedin.com
- Networking through friends, family or acquaintances - 28.9%
- IowaWORKS Centers - 22.9%
- Newspapers - 16.9%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 83.3%
- Job teams - 75.0%
- Job sharing - 43.8%
- Varied shifts - 40.6%
- Seasonal work - 57.6%
- Temporary work - 51.5%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$26.63	\$16.75	\$31.56	\$24.66	\$55,381
Architectural and Engineering Managers	11-9041	\$47.22	\$37.43	\$52.11	\$47.00	\$98,218
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$17.55	\$12.64	\$20.01	\$16.52	\$36,512
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$13.79	\$9.75	\$15.81	\$13.81	\$28,683
Computer Operators	43-9011	\$18.42	\$16.35	\$19.45	\$17.89	\$38,312
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$17.09	\$13.61	\$18.83	\$17.29	\$35,546
Customer Service Representatives	43-4051	\$18.84	\$12.11	\$22.20	\$17.41	\$39,189
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$13.95	\$10.83	\$15.52	\$13.13	\$29,026
Electricians	47-2111	\$25.15	\$17.19	\$29.13	\$21.93	\$52,305
Engineers, All Other	17-2199	\$36.30	\$20.77	\$44.06	\$34.45	\$75,503
Executive Secretaries and Executive Administrative Assistants	43-6011	\$20.04	\$14.33	\$22.89	\$19.07	\$41,675
Financial Managers	11-3031	\$46.09	\$26.65	\$55.81	\$40.03	\$95,864
First-Line Supervisors of Production and Operating Workers	51-1011	\$26.31	\$18.43	\$30.25	\$26.22	\$54,731
General and Operations Managers	11-1021	\$39.41	\$19.29	\$49.47	\$35.46	\$81,978
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$18.38	\$13.60	\$20.77	\$18.19	\$38,233
Helpers--Production Workers	51-9198	\$14.32	\$10.40	\$16.28	\$14.35	\$29,783
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$18.50	\$12.01	\$21.74	\$17.01	\$38,470
Human Resources Managers	11-3121	\$49.83	\$35.71	\$56.90	\$46.40	\$103,656
Human Resources Specialists	13-1071	\$26.09	\$18.30	\$29.99	\$24.72	\$54,274
Industrial Engineers	17-2112	\$34.49	\$24.27	\$39.60	\$33.55	\$71,734
Industrial Machinery Mechanics	49-9041	\$22.75	\$16.60	\$25.83	\$22.19	\$47,328
Industrial Production Managers	11-3051	\$42.54	\$29.36	\$49.13	\$39.29	\$88,476
Industrial Truck and Tractor Operators	53-7051	\$15.31	\$12.89	\$16.52	\$14.97	\$31,845
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$19.19	\$14.40	\$21.58	\$18.18	\$39,915
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$16.13	\$12.34	\$18.02	\$15.67	\$33,552
Light Truck or Delivery Services Drivers	53-3033	\$17.30	\$10.04	\$20.92	\$13.63	\$35,979
Mechanical Engineers	17-2141	\$29.31	\$22.21	\$32.86	\$28.25	\$60,969
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$22.45	\$16.20	\$25.58	\$22.49	\$46,705
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$19.54	\$16.83	\$20.89	\$19.31	\$40,637
Painters, Construction and Maintenance	47-2141	\$19.40	\$15.29	\$21.45	\$20.16	\$40,349
Painters, Transportation Equipment	51-9122	\$20.00	\$15.75	\$22.13	\$19.03	\$41,603
Printing Press Operators	51-5112	\$12.95	\$10.47	\$14.18	\$11.94	\$26,929
Shipping, Receiving, and Traffic Clerks	43-5071	\$17.75	\$13.25	\$19.99	\$17.60	\$36,912
Tool and Die Makers	51-4111	\$23.09	\$17.63	\$25.83	\$22.93	\$48,034
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$14.43	\$10.59	\$16.35	\$15.05	\$30,013
Welders, Cutters, Solderers, and Brazers	51-4121	\$17.84	\$14.80	\$19.36	\$17.69	\$37,104

The 2018 Iowa Wage data for the Northwood 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.