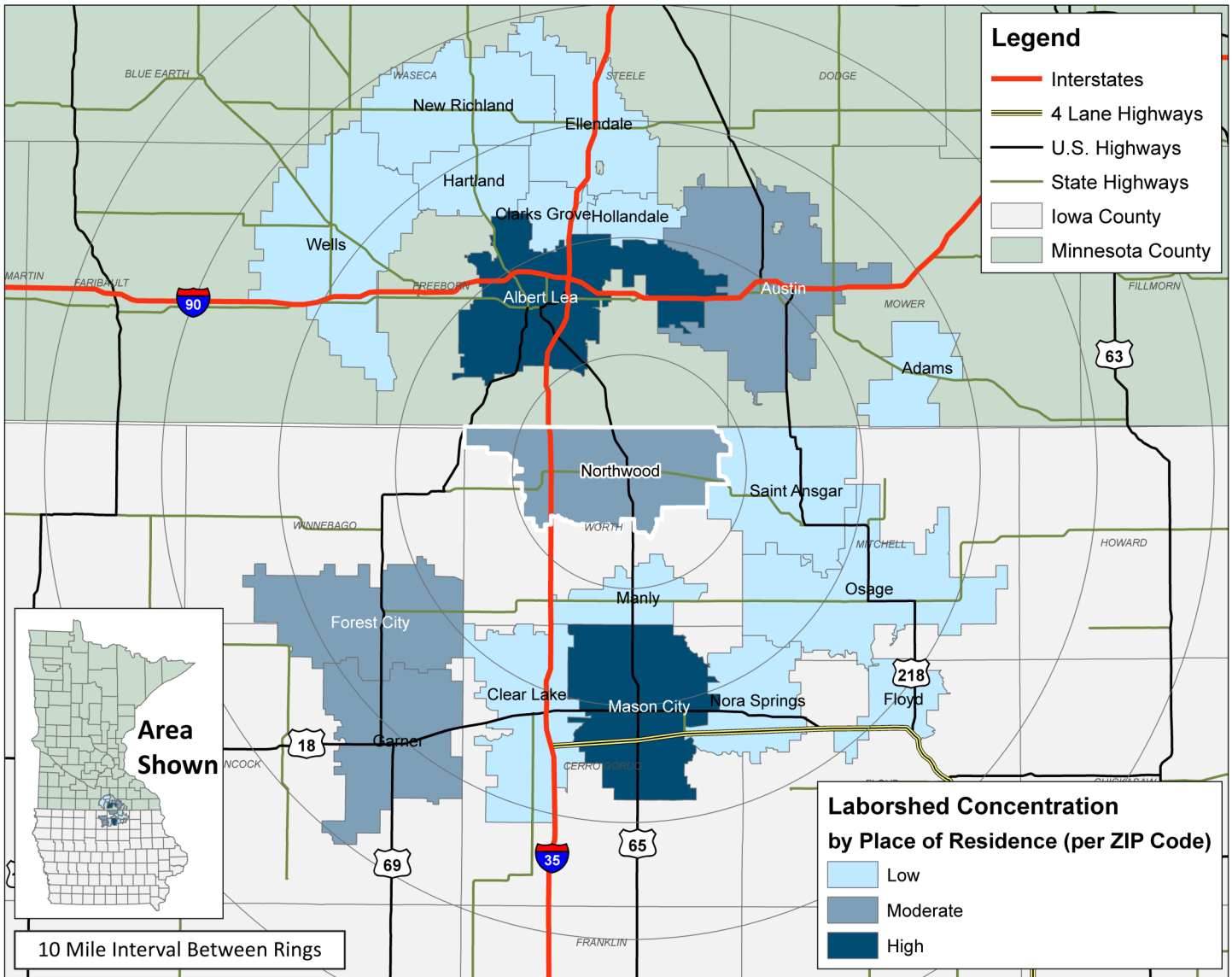


# LABOR CHARACTERISTICS

## FINANCIAL SERVICES

### 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 12 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 NORTHWOOD, IA LABORSHED, CONTACT:

# LABOR CHARACTERISTICS

## FINANCIAL SERVICES

### ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Accountants & Auditors - 1,815
- Administrative Services Managers - 2,904
- Business Operations Specialists - 1,089
- Computer & Information Systems Managers - 361
- Computer Occupations, All Other - 723
- Credit Counselors - 365
- Customer Service Representatives - 1,452
- Financial Managers - 362
- General & Operations Managers - 3,631
- Insurance Claims & Policy Processing Clerks - 367
- Insurance Sales Agents - 366
- Loan Interviewers & Clerks - 726
- Managers, All Other - 3,632
- Market Research Analysts & Marketing Specialists - 363
- Personal Financial Advisors - 364
- Real Estate Sales Agents - 724
- Supervisors of Office & Administrative Support Workers - 2,905
- Tellers - 725

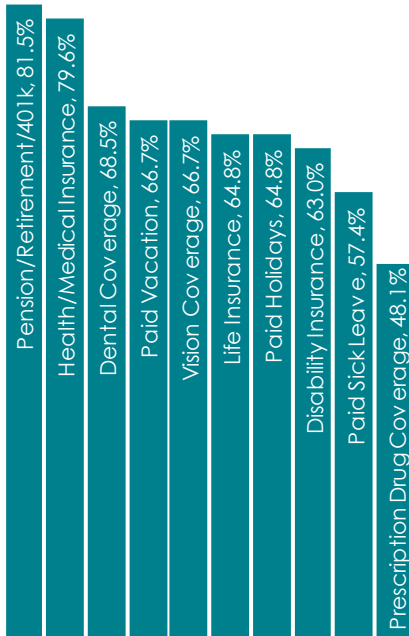
AN ESTIMATED TOTAL OF **22,874** PEOPLE IN THE LABORSHED AREA

### UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.6% (73)
- Low income - 0.0%
- Mismatch of skills - 6.3% (288)
- Total - 6.3% (288)

*(Individuals counted only once when estimating Total Underemployment.)*

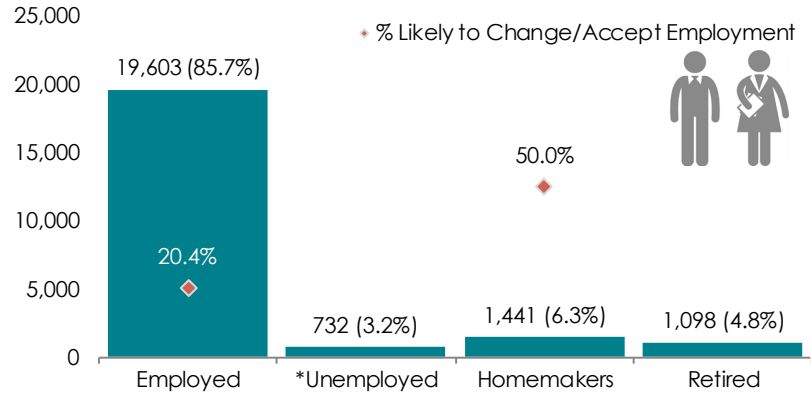
### CURRENT BENEFITS:



### DESIRED BENEFITS:



### ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



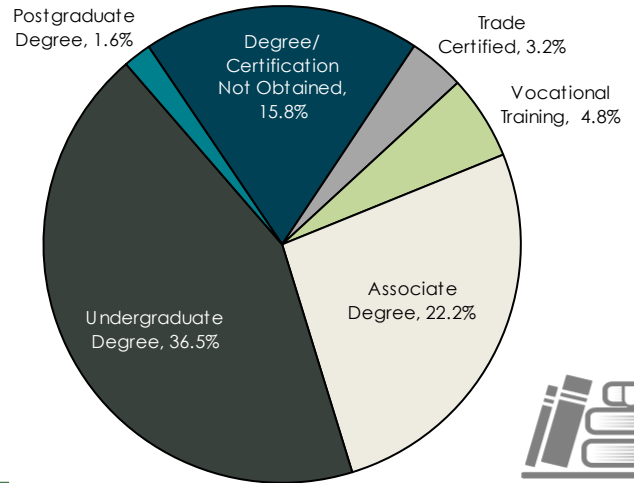
*\*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.*

### EMPLOYMENT STATS:

- 46.8% paid an hourly wage
- 82.5% are/were employed full-time
- 17.5% are/were employed part-time
- 19.0% are/were self-employed
- 22.6% hold two or more jobs
- Currently working an average of 43 hours/week

### EDUCATIONAL LEVEL:

(84.1% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



### TOP JOB SEARCH RESOURCES:

*(For those seeking employment opportunities, by use.)*

- Internet - 73.3%
  - [www.indeed.com](http://www.indeed.com)
  - [www.linkedin.com](http://www.linkedin.com)
  - [www.monster.com](http://www.monster.com)
- Networking through friends, family or acquaintances - 31.7%
- Newspapers - 25.0%
- IowaWORKS Centers - 11.7%



### WORKPLACE FLEXIBILITY:

*(by percent of interest)*

- Cross-training - 66.7%
- Job teams - 64.3%
- Job sharing - 28.6%
- Varied shifts - 28.6%
- Seasonal work - 46.7%
- Temporary work - 26.7%



# LABOR CHARACTERISTICS

## FINANCIAL SERVICES

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
Appraisers and Assessors of Real Estate	13-2021	\$26.25	\$16.26	\$31.24	\$23.05	\$54,597
Billing and Posting Clerks and Machine Operators	43-3021	\$15.74	\$12.76	\$17.24	\$15.32	\$32,744
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$17.55	\$12.64	\$20.01	\$16.52	\$36,512
Business Operations Specialists, All Other	13-1199	\$25.69	\$15.87	\$30.60	\$24.36	\$53,428
Chief Executives	11-1011	\$65.78	\$18.86	\$89.24	\$57.89	\$136,821
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$28.42	\$21.68	\$31.79	\$28.78	\$59,105
Computer and Information Systems Managers	11-3021	\$45.46	\$30.98	\$52.69	\$42.14	\$94,548
Computer Network Architects	15-1143	\$35.03	\$29.20	\$37.94	\$34.51	\$72,853
Computer Network Support Specialists	15-1152	\$24.48	\$17.25	\$28.09	\$23.75	\$50,920
Computer Operators	43-9011	\$18.42	\$16.35	\$19.45	\$17.89	\$38,312
Computer Programmers	15-1131	\$26.66	\$12.84	\$33.58	\$28.48	\$55,463
Computer Systems Analysts	15-1121	\$26.52	\$20.07	\$29.75	\$23.70	\$55,163
Computer User Support Specialists	15-1151	\$21.10	\$14.67	\$24.31	\$18.74	\$43,889
Cost Estimators	13-1051	\$29.69	\$21.47	\$33.81	\$31.30	\$61,765
Court, Municipal, and License Clerks	43-4031	\$18.32	\$13.53	\$20.72	\$17.46	\$38,115
Customer Service Representatives	43-4051	\$18.84	\$12.11	\$22.20	\$17.41	\$39,189
Data Entry Keyers	43-9021	\$15.19	\$12.85	\$16.36	\$15.01	\$31,597
Executive Secretaries and Executive Administrative Assistants	43-6011	\$20.04	\$14.33	\$22.89	\$19.07	\$41,675
File Clerks	43-4071	\$13.46	\$12.65	\$13.87	\$13.48	\$28,005
Financial Analysts	13-2051	\$30.58	\$24.73	\$33.50	\$31.60	\$63,599
Financial Managers	11-3031	\$46.09	\$26.65	\$55.81	\$40.03	\$95,864
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
Insurance Claims and Policy Processing Clerks	43-9041	\$16.60	\$13.85	\$17.97	\$15.41	\$34,524
Insurance Sales Agents	41-3021	\$23.59	\$12.41	\$29.18	\$25.63	\$49,059
Lawyers	23-1011	\$36.88	\$24.99	\$42.82	\$30.88	\$76,708
Loan Officers	13-2072	\$35.92	\$22.97	\$42.39	\$36.95	\$74,712
Management Analysts	13-1111	\$40.03	\$23.91	\$48.10	\$35.22	\$83,272
Managers, All Other	11-9199	\$46.30	\$27.78	\$55.56	\$39.92	\$96,302
Market Research Analysts and Marketing Specialists	13-1161	\$30.73	\$14.31	\$38.94	\$23.38	\$63,918
Meeting, Convention, and Event Planners	13-1121	\$17.53	\$15.70	\$18.45	\$17.36	\$36,464
Network and Computer Systems Administrators	15-1142	\$33.29	\$24.48	\$37.69	\$32.72	\$69,239
Office Clerks, General	43-9061	\$15.53	\$10.28	\$18.15	\$14.96	\$32,302
Receptionists and Information Clerks	43-4171	\$13.62	\$10.05	\$15.40	\$13.46	\$28,321
Software Developers, Applications	15-1132	\$39.24	\$26.98	\$45.38	\$37.15	\$81,627
Tellers	43-3071	\$14.91	\$13.24	\$15.75	\$14.48	\$31,019
Training and Development Specialists	13-1151	\$23.25	\$17.06	\$26.35	\$24.34	\$48,360

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](http://www.iowalmi.gov/laborshed).