

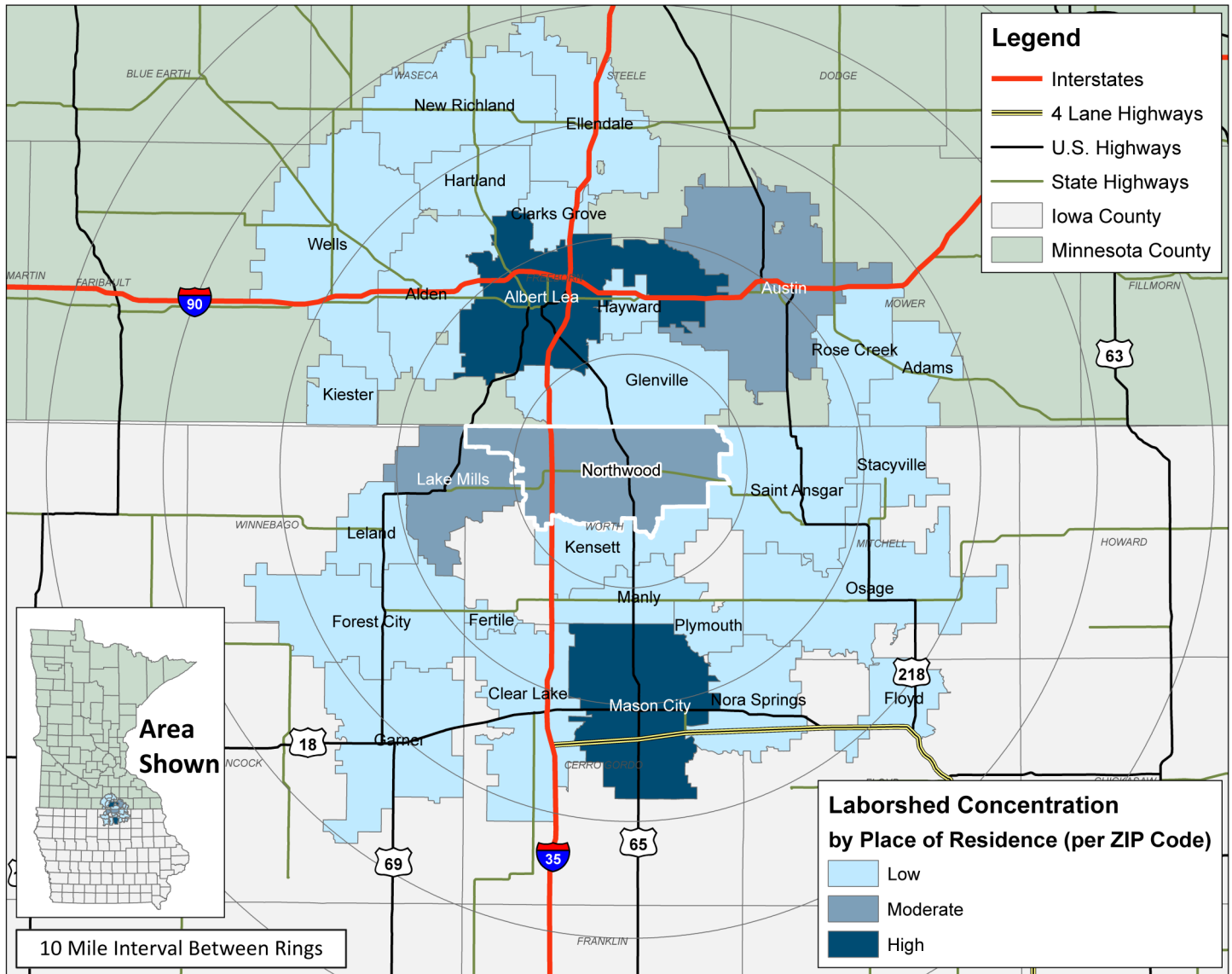
LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION



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 23 miles one way for the right employment opportunity.

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

LABOR CHARACTERISTICS

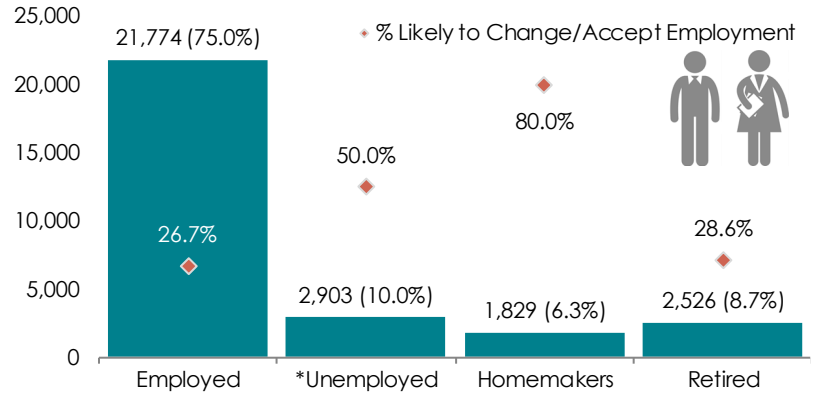


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ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Business Operations Specialists, All Other - 1,089
- General & Operations Managers - 3,629
- Heavy & Tractor-Trailer Truck Drivers - 5,081
- Industrial Truck & Tractor Operators - 725
- Installation, Maintenance, & Repair Workers - 2,904
- Laborers & Freight, Stock, & Material Movers, Hand - 726
- Packers & Packagers, Hand - 727
- Production Workers, All Other - 8,347
- Production, Planning, & Expediting Clerks - 362
- Shipping, Receiving, & Traffic Clerks - 724
- Stock Clerks & Order Fillers - 363
- Supervisors of Production & Operating Workers - 2,177
- Supervisors of Transportation & Material-Moving Machine & Vehicle Operators - 1,090
- Transportation, Storage, & Distribution Managers - 1,088

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.

AN ESTIMATED TOTAL OF **29,032** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.3% (75)
- Low income - 0.0%
- Mismatch of skills - 2.5% (145)
- Total - 3.8% (220)

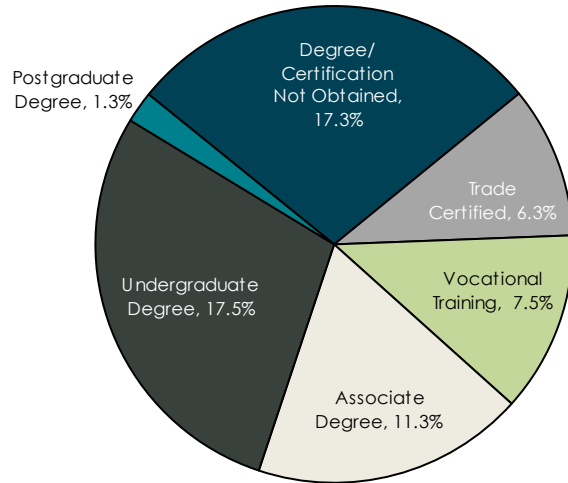
(Individuals counted only once when estimating Total Underemployment.)

EMPLOYMENT STATS:

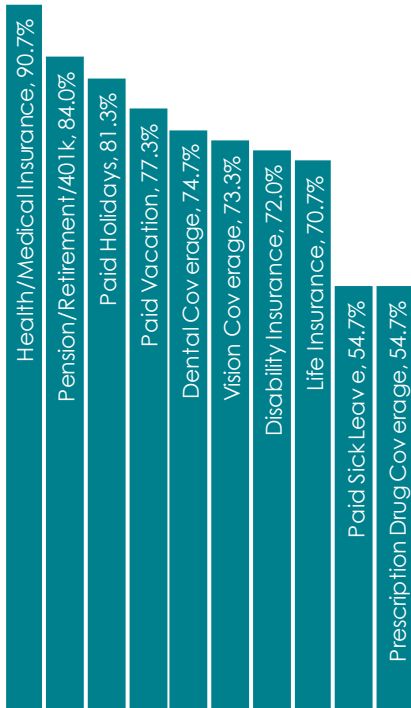
- 67.5% paid an hourly wage
- 91.3% are/were employed full-time
- 8.8% are/were employed part-time
- 11.3% are/were self-employed
- 15.3% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(61.2% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 66.7%
 - www.indeed.com
 - www.craigslist.org
 - www.iowajobs.org
- Networking through friends, family or acquaintances - 29.3%
- IowaWORKS Centers - 22.7%
- Newspapers - 18.7%
 - Globe Gazette - Mason City



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 80.0%
- Job teams - 68.0%
- Varied shifts - 40.0%
- Job sharing - 36.0%
- Seasonal work - 46.2%
- Temporary work - 38.5%



LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$40.78	\$24.03	\$49.16	\$36.65	\$84,825
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$17.55	\$12.64	\$20.01	\$16.52	\$36,512
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
Cost Estimators	13-1051	\$29.69	\$21.47	\$33.81	\$31.30	\$61,765
Couriers and Messengers	43-5021	\$15.35	\$11.42	\$17.31	\$13.57	\$31,930
Customer Service Representatives	43-4051	\$18.84	\$12.11	\$22.20	\$17.41	\$39,189
Excavating and Loading Machine and Dragline Operators	53-7032	\$19.81	\$17.95	\$20.74	\$19.87	\$41,206
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 Specialists	13-1071	\$26.09	\$18.30	\$29.99	\$24.72	\$54,274
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
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
Logisticians	13-1081	\$32.98	\$19.42	\$39.76	\$31.88	\$68,595
Office Clerks, General	43-9061	\$15.53	\$10.28	\$18.15	\$14.96	\$32,302
Order Clerks	43-4151	\$18.46	\$15.20	\$20.09	\$18.07	\$38,393
Packaging and Filling Machine Operators and Tenders	51-9111	\$14.62	\$11.14	\$16.36	\$14.61	\$30,415
Packers and Packagers, Hand	53-7064	\$11.98	\$8.96	\$13.49	\$11.01	\$24,913
Parts Salespersons	41-2022	\$18.16	\$14.45	\$20.01	\$17.10	\$37,771
Production, Planning, and Expediting Clerks	43-5061	\$19.95	\$14.67	\$22.59	\$20.09	\$41,504
Retail Salespersons	41-2031	\$12.80	\$8.64	\$14.88	\$11.22	\$26,617
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$26.79	\$16.25	\$32.06	\$24.06	\$55,715
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$37.44	\$34.51	\$38.90	\$36.07	\$77,866
Shipping, Receiving, and Traffic Clerks	43-5071	\$17.75	\$13.25	\$19.99	\$17.60	\$36,912
Stock Clerks and Order Fillers	43-5081	\$12.77	\$8.94	\$14.69	\$12.04	\$26,571
Transportation, Storage, and Distribution Managers	11-3071	\$42.53	\$30.52	\$48.53	\$39.01	\$88,457
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$14.43	\$10.59	\$16.35	\$15.05	\$30,013

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.