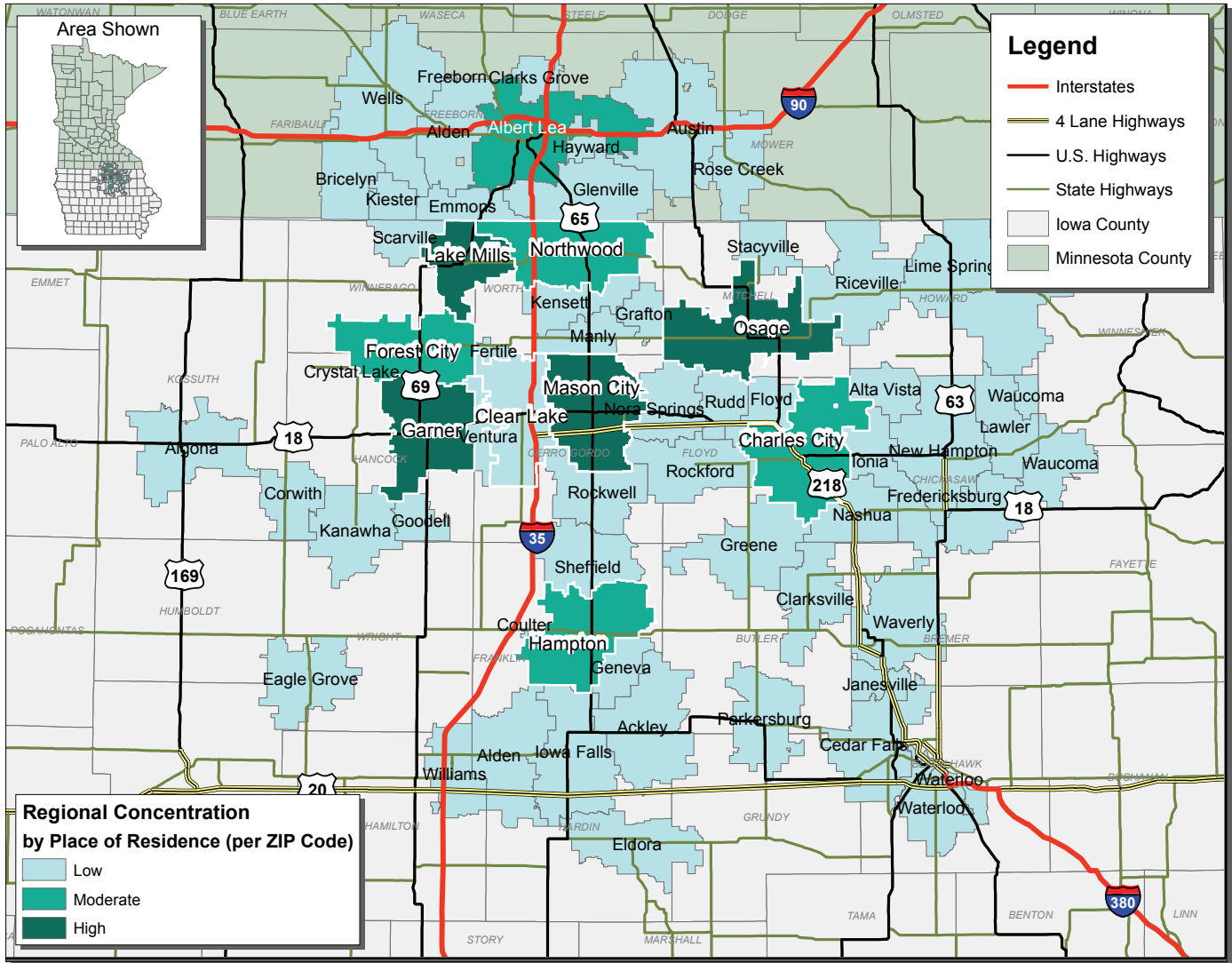


WAREHOUSE & DISTRIBUTION

NORTH CENTRAL IOWA ALLIANCE

2014 REGIONAL LABORSHED AREA

Concentration of those with transferable experience/skills by place of residence



Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 22 miles one way for the right employment opportunity.

For More Information Regarding the North Central Iowa Alliance Regional Laborshed, contact:

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LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION

Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 3,483
- Bill & Account Collectors - 190
- Bookkeeping Clerks - 2,717
- Claims Adjusters - 120
- Compliance Officers - 112
- Cost Estimators - 115
- Customer Service Reps - 1,569
- Dispatchers - 196
- Employment, Recruitment & Placement Specialists - 192
- Information & Record Clerks - 118
- Office Clerks, General - 1,263
- Office & Administrative Support Workers, All Other - 1,454
- Order Clerks - 114
- Production & Planning Clerks - 422
- Purchasing Agents - 308
- Salespersons - 1,226
- Sales Reps - 958
- Shipping & Receiving Clerks - 613
- Stock Clerks - 842
- Switchboard Operators - 117
- Wholesale & Retail Buyers - 116

Production:

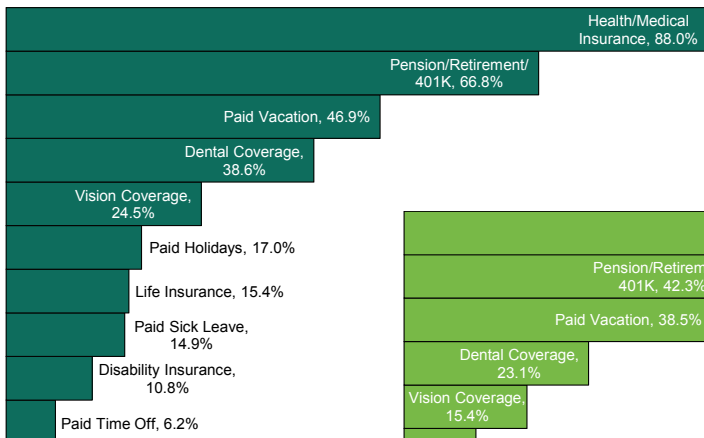
- Managers - 2,105
- Supervisors - 2,296
- Assemblers & Fabricators - 1,875
- Production Workers, All Other - 8,378

Material Movers:

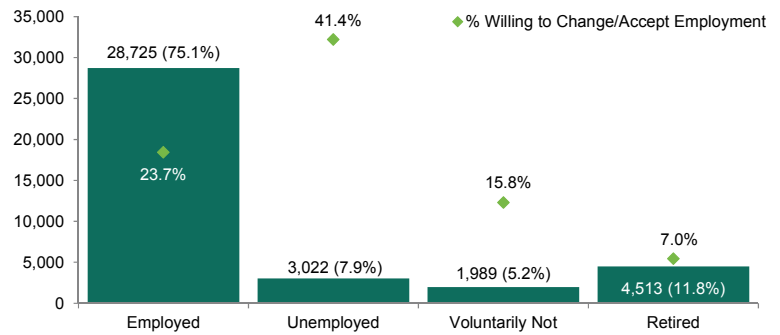
- Managers - 726
- Supervisors - 844
- Forklift Operators - 307
- Heavy Truck Drivers - 2,946
- Laborers & Material Movers, Hand - 730
- Light Truck Drivers - 536
- Material Moving Workers, All Other - 113
- Packers & Packagers, Hand - 1,148

An estimated total of **38,249** people in the Laborshed area

Current Benefits:

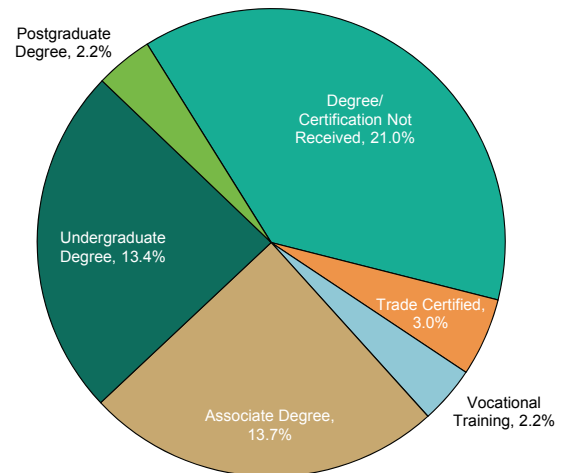


Estimated Total by Employment Status (percentage):



Educational Level:

(55.5% Have an education beyond high school)



Workplace Flexibility:

(by percent of interest)

- Cross-training - 84.5%
- Job teams - 81.0%
- Varied shifts - 35.7%
- Job sharing - 33.3%
- Seasonal work - 47.7%
- Temporary work - 36.5%

Additional Facts:

- 68.5% paid an hourly wage
- 75.3% are/were employed full-time
- 11.2% are/were employed part-time
- 8.8% are/were self-employed
- 10.3% hold two or more jobs
- Currently working an average of 44 hours/week

Underemployment:

Total Underemployment - 6.3%

- Low hours - 0.3%
- Mismatch of skills - 4.9%
- Low income - 1.6%

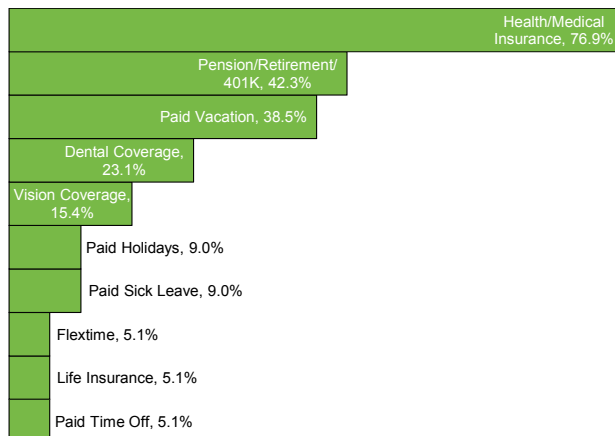
IWD only counts individuals once when estimating Total Underemployment.

Top Advertising Media:

(for those seeking employment opportunities by use)

- Internet - 68.5%
 - www.iowajobs.org
 - www.monster.com
- Local/Regional Newspapers - 54.6%
 - *Globe Gazette* - Mason City
 - *The Des Moines Register*
 - *Waterloo-Cedar Falls Courier*
- IowaWORKS Centers - 23.5%
- Networking through friends, family or acquaintances - 20.4%

Desired Benefits:



LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage	Mean Annual Wage
Automotive Service Technicians and Mechanics	49-3023	\$ 16.42	\$ 10.80	\$ 19.23	\$ 16.69	\$ 34,150
Bill and Account Collectors	43-3011	\$ 14.60	\$ 11.29	\$ 16.26	\$ 15.25	\$ 30,373
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 14.15	\$ 10.04	\$ 16.21	\$ 14.04	\$ 29,435
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$ 17.67	\$ 14.64	\$ 19.19	\$ 17.70	\$ 36,758
Business Operations Specialists, All Other	13-1199	\$ 28.00	\$ 15.84	\$ 34.08	\$ 29.48	\$ 58,239
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 31.59	\$ 20.97	\$ 36.89	\$ 33.30	\$ 65,701
Cleaners of Vehicles and Equipment	53-7061	\$ 10.37	\$ 8.01	\$ 11.55	\$ 9.55	\$ 21,564
Cost Estimators	13-1051	\$ 25.89	\$ 17.22	\$ 30.23	\$ 25.13	\$ 53,860
Customer Service Representatives	43-4051	\$ 16.34	\$ 10.52	\$ 19.25	\$ 16.12	\$ 33,989
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$ 22.68	\$ 18.06	\$ 24.98	\$ 21.98	\$ 47,169
Driver/Sales Workers	53-3031	\$ 12.82	\$ 8.08	\$ 15.19	\$ 12.48	\$ 26,670
First-Line Supervisors of Helpers, Laborers, and Material Movers,	53-1021	\$ 24.08	\$ 16.71	\$ 27.76	\$ 22.16	\$ 50,086
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	\$ 26.09	\$ 18.62	\$ 29.83	\$ 24.17	\$ 54,271
First-Line Supervisors of Non-Retail Sales Workers	41-1012	\$ 33.92	\$ 17.62	\$ 42.07	\$ 30.05	\$ 70,554
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$ 22.17	\$ 15.39	\$ 25.56	\$ 22.07	\$ 46,111
First-Line Supervisors of Production and Operating Workers	51-1011	\$ 23.59	\$ 16.64	\$ 27.06	\$ 21.85	\$ 49,057
First-Line Supervisors of Transportation and Material-Moving Machine Operators	53-1031	\$ 19.12	\$ 12.86	\$ 22.25	\$ 19.57	\$ 39,765
General and Operations Managers	11-1021	\$ 35.73	\$ 14.70	\$ 46.25	\$ 29.05	\$ 74,318
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$ 18.64	\$ 12.02	\$ 21.95	\$ 16.72	\$ 38,765
Helpers--Production Workers	51-9198	\$ 13.26	\$ 10.11	\$ 14.84	\$ 12.49	\$ 27,581
Human Resources Managers	11-3121	\$ 32.57	\$ 19.67	\$ 39.02	\$ 29.48	\$ 67,751
Human Resources Specialists	13-1071	\$ 25.92	\$ 15.76	\$ 31.00	\$ 24.10	\$ 53,920
Industrial Production Managers	11-3051	\$ 39.04	\$ 25.99	\$ 45.57	\$ 37.72	\$ 81,213
Industrial Truck and Tractor Operators	53-7051	\$ 14.91	\$ 12.19	\$ 16.26	\$ 14.13	\$ 31,003
Information and Record Clerks, All Other	43-4199	\$ 15.53	\$ 12.57	\$ 17.00	\$ 15.30	\$ 32,294
Information and Record Clerks, All Other	43-4199	\$ 15.53	\$ 12.57	\$ 17.00	\$ 15.30	\$ 32,294
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 16.13	\$ 10.90	\$ 18.75	\$ 16.45	\$ 33,551
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 13.03	\$ 9.33	\$ 14.88	\$ 12.88	\$ 27,108
Light Truck or Delivery Services Drivers	53-3033	\$ 13.76	\$ 9.37	\$ 15.95	\$ 12.46	\$ 28,622
Logisticians	13-1081	\$ 29.97	\$ 19.86	\$ 35.02	\$ 30.53	\$ 62,329
Management Analysts	13-1111	\$ 37.52	\$ 23.63	\$ 44.47	\$ 31.91	\$ 78,047
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$ 17.63	\$ 16.06	\$ 18.42	\$ 17.40	\$ 36,676
Office and Administrative Support Workers, All Other	43-9199	\$ 16.29	\$ 8.07	\$ 20.39	\$ 14.34	\$ 33,875
Office Clerks, General	43-9061	\$ 13.72	\$ 9.86	\$ 15.65	\$ 13.46	\$ 28,542
Packers and Packagers, Hand	53-7064	\$ 11.59	\$ 8.16	\$ 13.30	\$ 10.46	\$ 24,105
Parts Salespersons	41-2022	\$ 16.76	\$ 10.63	\$ 19.82	\$ 16.90	\$ 34,854
Production Workers, All Other	51-9199	\$ 15.28	\$ 11.50	\$ 17.16	\$ 13.77	\$ 31,772
Production, Planning, and Expediting Clerks	43-5061	\$ 19.67	\$ 14.18	\$ 22.42	\$ 18.98	\$ 40,921
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 24.90	\$ 18.44	\$ 28.13	\$ 23.27	\$ 51,790
Retail Salespersons	41-2031	\$ 12.10	\$ 8.12	\$ 14.10	\$ 9.62	\$ 25,178
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	41-4012	\$ 24.89	\$ 15.52	\$ 29.57	\$ 21.45	\$ 51,763
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	41-4011	\$ 36.54	\$ 22.00	\$ 43.81	\$ 33.78	\$ 76,006
Secretaries and Administrative Assistants, Except Legal, Medical,	43-6014	\$ 13.90	\$ 9.38	\$ 16.16	\$ 13.22	\$ 28,917
Security Guards	33-9032	\$ 12.47	\$ 8.93	\$ 14.23	\$ 11.23	\$ 25,928
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 12.64	\$ 8.96	\$ 14.48	\$ 11.56	\$ 26,293
Stock Clerks and Order Fillers	43-5081	\$ 9.51	\$ 8.12	\$ 10.21	\$ 8.87	\$ 19,782
Switchboard Operators, Including Answering Service	43-2011	\$ 13.50	\$ 11.70	\$ 14.39	\$ 13.40	\$ 28,070
Team Assemblers	51-2092	\$ 14.88	\$ 11.42	\$ 16.62	\$ 15.05	\$ 30,954
Transportation, Storage, and Distribution Managers	11-3071	\$ 36.48	\$ 22.91	\$ 43.26	\$ 32.23	\$ 75,868
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$ 13.35	\$ 10.79	\$ 14.63	\$ 11.80	\$ 27,765
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$ 26.83	\$ 20.24	\$ 30.12	\$ 28.05	\$ 55,796

The 2014 Iowa Wage data for the Iowa Workforce Development Region 2 service 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 2013 OES estimates. Additional occupational wage and employment data can be found at <http://iwin.iwd.state.ia.us/iowa/OlmisZine>.