

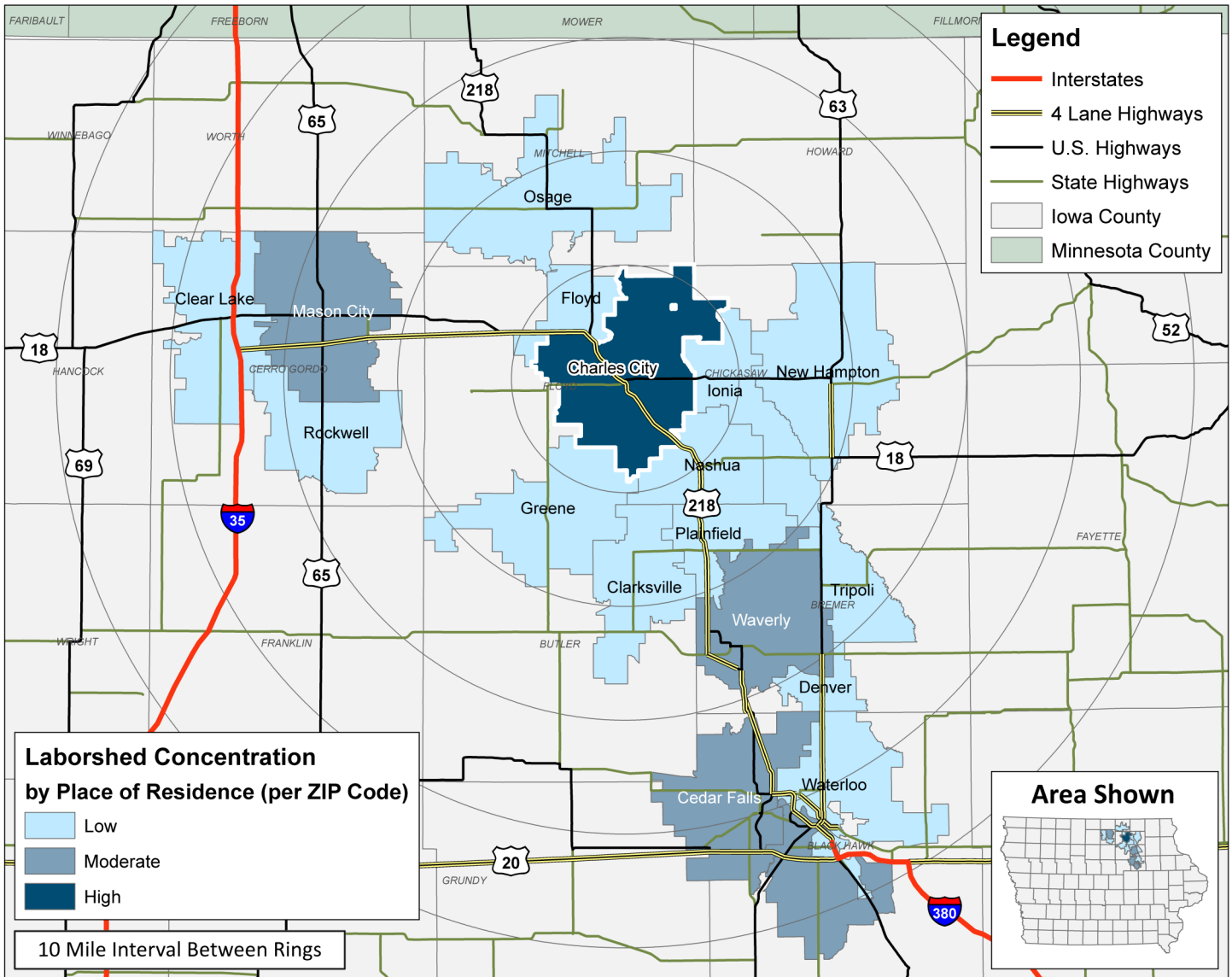
LABOR CHARACTERISTICS

ADVANCED MANUFACTURING



CHARLES CITY 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 11 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 CHARLES CITY, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS

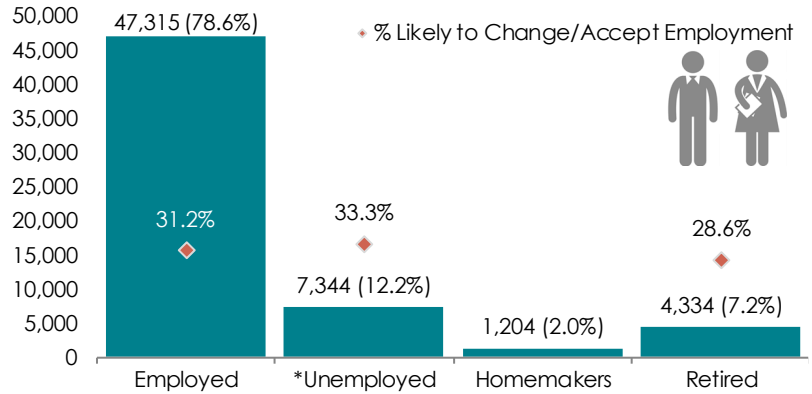


ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Cutting, Punching, & Press Machine Setters - 1,843
- Electricians - 615
- Engineers, All Other - 2,456
- General & Operations Managers - 3,685
- Health & Safety Engineers - 609
- Heavy & Tractor-Trailer Truck Drivers - 8,600
- Industrial Engineering Technicians - 612
- Industrial Engineers - 610
- Inspectors, Testers, Sorters, Samplers, & Weighers - 1,230
- Laborers & Freight, Stock, & Material Movers, Hand - 3,686
- Light Truck or Delivery Services Drivers - 619
- Maintenance & Repair Workers, General - 2,457
- Maintenance Workers, Machinery - 616
- Mechanical Drafters - 611
- Mechanical Engineering Technicians - 613
- Molders, Shapers, & Casters - 617
- Packers & Packagers, Hand - 1,844
- Production Workers, All Other - 17,203
- Production, Planning, & Expediting Clerks - 1,841
- Shipping, Receiving, & Traffic Clerks - 614
- Stock Clerks & Order Fillers - 1,228
- Supervisors of Mechanics, Installers, & Repairers - 1,229
- Supervisors of Production & Operating Workers - 2,458
- Team Assemblers - 1,842
- Welders, Cutters, Solderers, & Brazers - 2,459

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



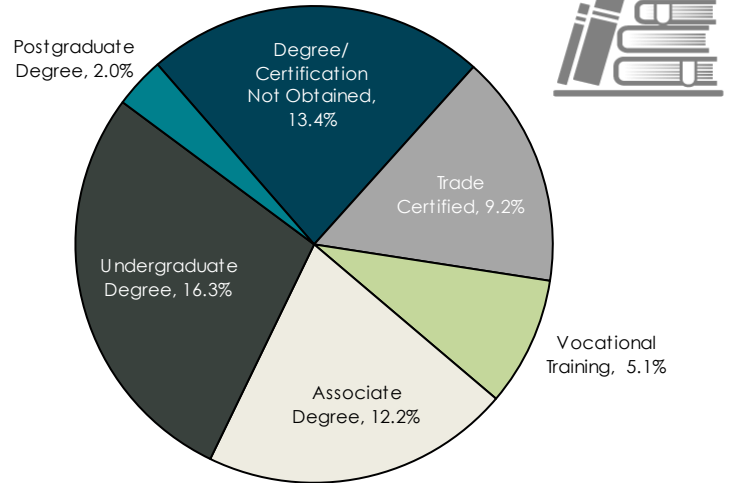
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 76.5% paid an hourly wage
- 92.9% are/were employed full-time
- 7.1% are/were employed part-time
- 8.2% are/were self-employed
- 18.2% hold two or more jobs
- Currently working an average of 47 hours/week

EDUCATIONAL LEVEL:

(58.2% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



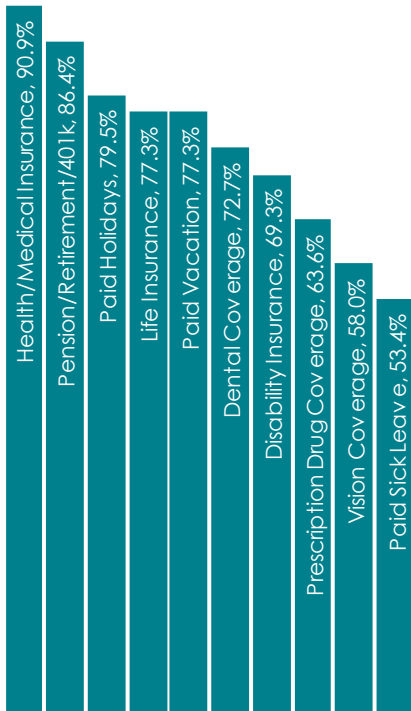
AN ESTIMATED TOTAL OF **60,197** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.0% (53)
- Low income - 0.0%
- Mismatch of skills - 3.1% (163)
- Total - 4.1% (216)

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 71.4%
 - www.indeed.com
 - www.iowajobs.org
 - www.monster.com
- Newspapers - 28.6%
- IowaWORKS Centers - 24.2%
- Networking through friends, family or acquaintances - 22.0%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 87.1%
- Job teams - 72.4%
- Job sharing - 60.0%
- Varied shifts - 48.3%
- Temporary work - 43.3%
- Seasonal work - 41.4%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$26.82	\$17.42	\$31.53	\$24.76	\$55,795
Architectural and Civil Drafters	17-3011	\$28.40	\$20.60	\$32.30	\$30.49	\$59,072
Architectural and Engineering Managers	11-9041	\$52.71	\$39.67	\$59.23	\$50.23	\$109,643
Assemblers and fabricators, all other, including team assemblers	51-2099	\$16.10	\$12.65	\$17.82	\$16.12	\$33,486
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$16.04	\$12.86	\$17.63	\$15.85	\$33,367
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	\$20.86	\$16.43	\$23.08	\$21.14	\$43,394
Computer Operators	43-9011	\$14.74	\$8.46	\$17.88	\$15.94	\$30,661
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$18.37	\$14.68	\$20.21	\$18.97	\$38,209
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	\$33.42	\$28.20	\$36.03	\$33.28	\$69,513
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$16.45	\$11.55	\$18.90	\$16.91	\$34,217
Customer Service Representatives	43-4051	\$15.91	\$10.83	\$18.45	\$15.49	\$33,097
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$16.67	\$11.61	\$19.20	\$17.47	\$34,672
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$18.71	\$16.29	\$19.92	\$18.60	\$38,913
Electrical and Electronics Engineering Technicians	17-3023	\$28.79	\$20.46	\$32.96	\$28.43	\$59,886
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$27.91	\$25.08	\$29.32	\$28.11	\$58,044
Electrical Engineers	17-2071	\$45.04	\$36.50	\$49.31	\$45.32	\$93,680
Electricians	47-2111	\$22.76	\$16.32	\$25.98	\$22.30	\$47,345
Engineering Technicians, Except Drafters, All Other	17-3029	\$26.67	\$20.11	\$29.95	\$23.89	\$55,479
Engineers, All Other	17-2199	\$30.38	\$16.58	\$37.29	\$27.65	\$63,200
Etchers and Engravers	51-9194	\$12.75	\$10.99	\$13.63	\$11.82	\$26,515
Executive Secretaries and Executive Administrative Assistants	43-6011	\$22.34	\$16.43	\$25.29	\$21.71	\$46,459
Financial Managers	11-3031	\$47.90	\$26.72	\$58.49	\$44.11	\$99,638
First-Line Supervisors of Production and Operating Workers	51-1011	\$28.06	\$19.61	\$32.29	\$27.08	\$58,375
General and Operations Managers	11-1021	\$44.94	\$21.41	\$56.70	\$35.84	\$93,470
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	\$14.65	\$9.57	\$17.19	\$14.06	\$30,476
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.16	\$14.66	\$22.91	\$18.41	\$41,931
Helpers--Production Workers	51-9198	\$12.99	\$10.57	\$14.21	\$12.64	\$27,028
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$16.68	\$11.45	\$19.30	\$16.41	\$34,699
Human Resources Managers	11-3121	\$45.36	\$33.32	\$51.37	\$44.60	\$94,341
Human Resources Specialists	13-1071	\$24.42	\$16.72	\$28.28	\$23.83	\$50,803
Industrial Engineering Technicians	17-3026	\$25.48	\$18.69	\$28.87	\$24.71	\$52,996
Industrial Engineers	17-2112	\$37.95	\$27.55	\$43.15	\$35.60	\$78,942
Industrial Machinery Mechanics	49-9041	\$24.01	\$17.75	\$27.14	\$25.02	\$49,937
Industrial Production Managers	11-3051	\$45.32	\$30.10	\$52.92	\$42.92	\$94,257
Industrial Truck and Tractor Operators	53-7051	\$16.82	\$13.39	\$18.54	\$16.77	\$34,989
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$18.60	\$12.94	\$21.43	\$17.01	\$38,693
Labor Relations Specialists	13-1075	\$44.26	\$19.96	\$56.42	\$54.76	\$92,069
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$16.03	\$11.26	\$18.42	\$16.26	\$33,353
Light Truck or Delivery Services Drivers	53-3033	\$16.00	\$9.94	\$19.02	\$13.63	\$33,273
Machinists	51-4041	\$19.59	\$15.56	\$21.61	\$19.02	\$40,753
Maintenance Workers, Machinery	49-9043	\$17.61	\$12.94	\$19.94	\$17.05	\$36,627
Mechanical Drafters	17-3013	\$25.09	\$18.32	\$28.47	\$24.39	\$52,179
Mechanical Engineers	17-2141	\$32.68	\$23.74	\$37.15	\$32.55	\$67,974
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$19.71	\$15.00	\$22.07	\$19.07	\$41,007
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$22.90	\$17.73	\$25.49	\$22.75	\$47,640
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	\$17.12	\$13.65	\$18.85	\$16.97	\$35,603
Production Workers, All Other	51-9199	\$13.24	\$9.58	\$15.08	\$13.40	\$27,546
Sheet Metal Workers	47-2211	\$19.34	\$15.73	\$21.15	\$18.38	\$40,235
Shipping, Receiving, and Traffic Clerks	43-5071	\$16.66	\$12.15	\$18.91	\$16.41	\$34,650
Tool and Die Makers	51-4111	\$23.59	\$20.30	\$25.24	\$23.20	\$49,074
Training and Development Managers	11-3131	\$42.09	\$28.38	\$48.94	\$39.06	\$87,537
Water and Wastewater Treatment Plant and System Operators	51-8031	\$22.75	\$15.63	\$26.31	\$23.36	\$47,319
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$14.78	\$11.33	\$16.51	\$14.50	\$30,752
Welders, Cutters, Solderers, and Brazers	51-4121	\$19.23	\$14.88	\$21.41	\$18.85	\$40,004

The 2018 Iowa Wage data for the Charles City 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.