

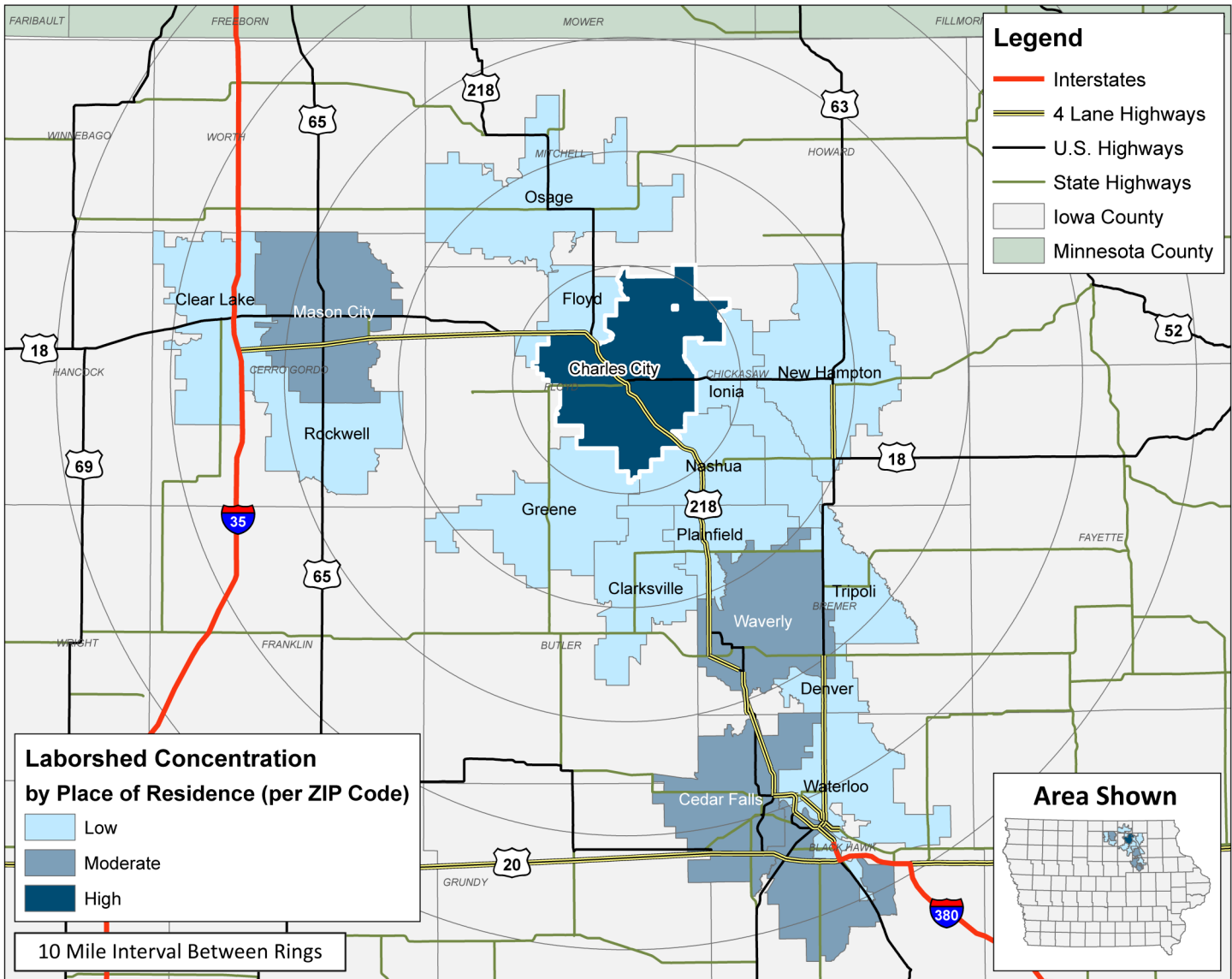
LABOR CHARACTERISTICS

WAREHOUSE & DISTRIBUTION



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 9 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 26 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE CHARLES CITY, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS

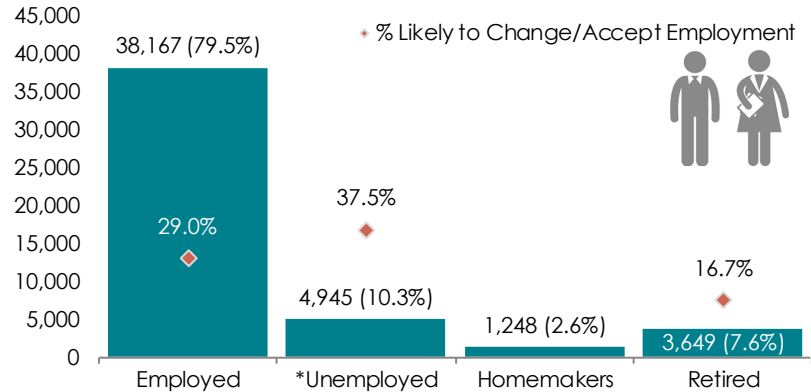


WAREHOUSE & DISTRIBUTION

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- General & Operations Managers - 3,692
- Heavy & Tractor-Trailer Truck Drivers - 8,616
- Industrial Engineers - 615
- Installation, Maintenance, & Repair Workers, All Other - 2,462
- Laborers & Freight, Stock, & Material Movers, Hand - 3,693
- Light Truck or Delivery Services Drivers - 618
- Maintenance & Repair Workers, General - 2,461
- Packers & Packers, Hand - 1,847
- Production Workers, All Other - 16,618
- Production, Planning, & Expediting Clerks - 1,846
- Shipping, Receiving, & Traffic Clerks - 616
- Stock Clerks & Order Fillers - 1,231
- Supervisors of Helpers, Laborers, & Material Movers, Hand - 617
- Supervisors of Production & Operating Workers - 2,463
- Transportation, Storage, & Distribution Managers - 614

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 **48,009** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.3% (55)
- Low income - 0.0%
- Mismatch of skills - 3.8% (160)
- Total - 5.1% (214)

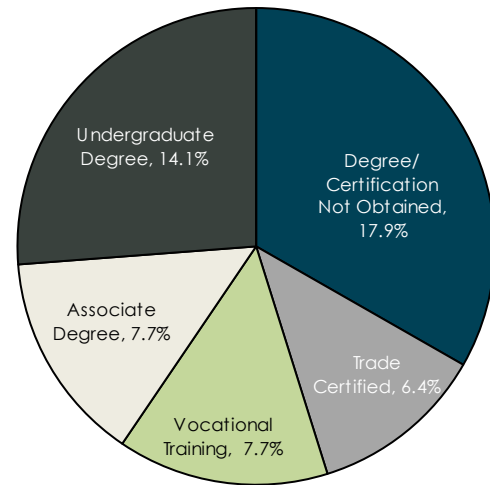
(Individuals counted only once when estimating Total Underemployment.)

EMPLOYMENT STATS:

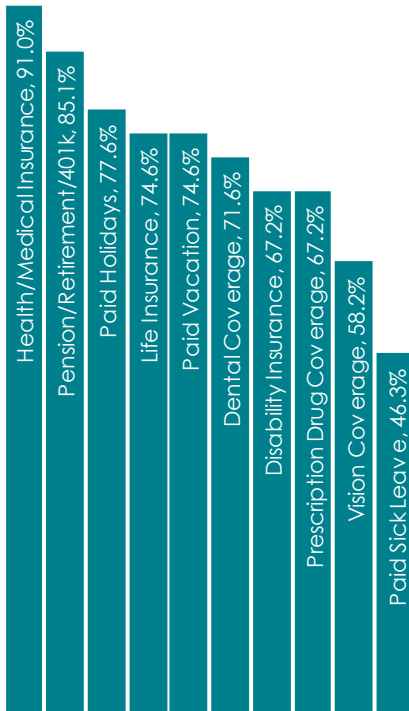
- 75.6% paid an hourly wage
- 89.7% are/were employed full-time
- 10.3% are/were employed part-time
- 9.0% are/were self-employed
- 17.7% hold two or more jobs
- Currently working an average of 47 hours/week

EDUCATIONAL LEVEL:

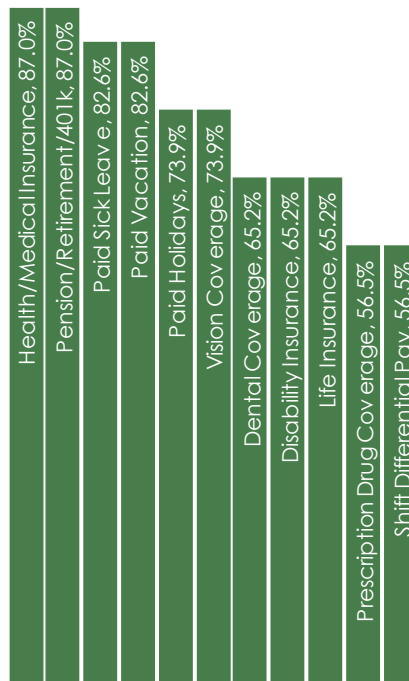
(53.8% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 71.8%
 - www.indeed.com
 - www.monster.com
 - www.iowajobs.org
- Newspapers - 32.4%
- Networking through friends, family or acquaintances - 22.5%
- IowaWORKS Centers - 19.7%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 82.6%
- Job teams - 66.7%
- Varied shifts - 52.4%
- Job sharing - 50.0%
- Seasonal work - 40.9%
- Temporary work - 40.9%



LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$35.23	\$23.67	\$41.01	\$34.25	\$73,283
Assemblers and fabricators, all other, including team assemblers	51-2099	\$16.10	\$12.65	\$17.82	\$16.12	\$33,486
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.57	\$11.22	\$19.25	\$16.03	\$34,470
Cargo and Freight Agents	43-5011	\$24.23	\$13.34	\$29.68	\$21.62	\$50,399
Claims Adjusters, Examiners, and Investigators	13-1031	\$25.50	\$19.01	\$28.74	\$23.06	\$53,035
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$29.65	\$20.34	\$34.31	\$28.49	\$61,674
Computer and Information Systems Managers	11-3021	\$51.16	\$38.25	\$57.61	\$49.37	\$106,413
Conveyor Operators and Tenders	53-7011	\$16.65	\$11.52	\$19.21	\$16.27	\$34,623
Cost Estimators	13-1051	\$30.90	\$18.51	\$37.10	\$29.03	\$64,278
Couriers and Messengers	43-5021	\$14.33	\$10.63	\$16.18	\$13.33	\$29,811
Customer Service Representatives	43-4051	\$15.91	\$10.83	\$18.45	\$15.49	\$33,097
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$21.25	\$15.68	\$24.04	\$21.20	\$44,208
Excavating and Loading Machine and Dragline Operators	53-7032	\$20.07	\$17.02	\$21.59	\$19.83	\$41,744
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
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.16	\$14.66	\$22.91	\$18.41	\$41,931
Helpers--Installation, Maintenance, and Repair Workers	49-9098	\$13.91	\$10.77	\$15.47	\$13.38	\$28,924
Helpers--Production Workers	51-9198	\$12.99	\$10.57	\$14.21	\$12.64	\$27,028
Human Resources Specialists	13-1071	\$24.42	\$16.72	\$28.28	\$23.83	\$50,803
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
Information and Record Clerks, All Other	43-4199	\$19.48	\$15.64	\$21.40	\$20.15	\$40,516
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
Logisticians	13-1081	\$29.21	\$21.30	\$33.17	\$28.54	\$60,763
Machine Feeders and Offbearers	53-7063	\$15.34	\$11.53	\$17.24	\$15.43	\$31,897
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	\$15.32	\$12.58	\$16.69	\$14.56	\$31,865
Office Clerks, General	43-9061	\$16.33	\$10.90	\$19.05	\$15.78	\$33,972
Office Machine Operators, Except Computer	43-9071	\$14.86	\$11.49	\$16.55	\$13.84	\$30,909
Order Clerks	43-4151	\$16.99	\$12.39	\$19.29	\$16.27	\$35,343
Packaging and Filling Machine Operators and Tenders	51-9111	\$15.64	\$11.71	\$17.61	\$14.99	\$32,537
Packers and Packagers, Hand	53-7064	\$15.18	\$11.17	\$17.19	\$15.75	\$31,580
Parts Salespersons	41-2022	\$16.89	\$12.40	\$19.14	\$16.80	\$35,138
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	\$21.70	\$16.13	\$24.48	\$20.39	\$45,132
Production Workers, All Other	51-9199	\$13.24	\$9.58	\$15.08	\$13.40	\$27,546
Production, Planning, and Expediting Clerks	43-5061	\$23.70	\$15.77	\$27.66	\$22.07	\$49,291
Retail Salespersons	41-2031	\$11.70	\$8.24	\$13.43	\$10.20	\$24,331
Sales Representatives, Services, All Other	41-3099	\$23.26	\$13.13	\$28.33	\$21.32	\$48,387
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$30.30	\$16.17	\$37.36	\$26.39	\$63,015
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$48.22	\$26.53	\$59.06	\$46.98	\$100,290
Shipping, Receiving, and Traffic Clerks	43-5071	\$16.66	\$12.15	\$18.91	\$16.41	\$34,650
Stock Clerks and Order Fillers	43-5081	\$13.06	\$9.61	\$14.78	\$11.98	\$27,162
Switchboard Operators, Including Answering Service	43-2011	\$13.03	\$10.20	\$14.44	\$12.65	\$27,096
Transportation, Storage, and Distribution Managers	11-3071	\$37.58	\$23.64	\$44.55	\$37.84	\$78,160
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$14.78	\$11.33	\$16.51	\$14.50	\$30,752

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.