

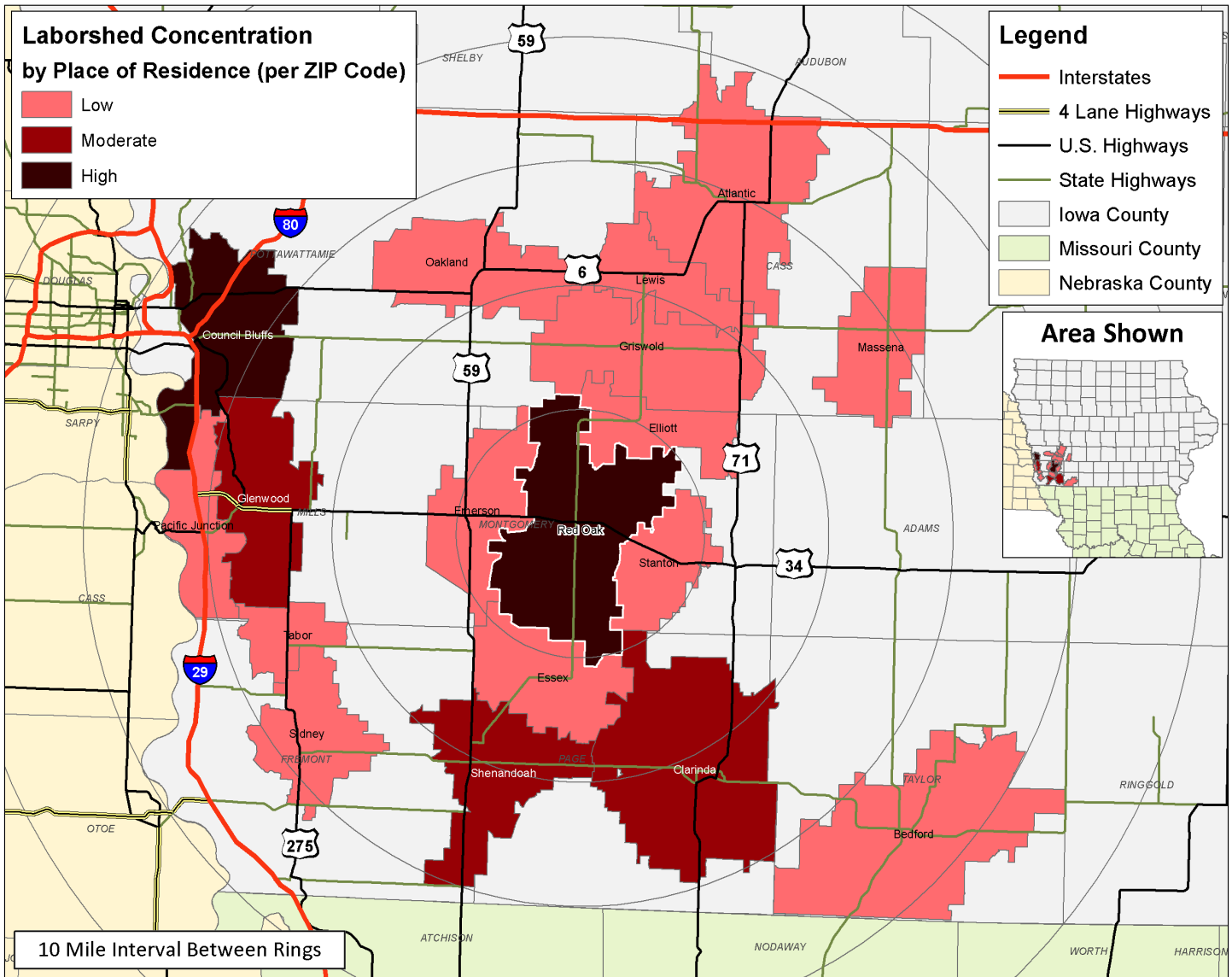
LABOR CHARACTERISTICS

FINANCIAL SERVICES



RED OAK, IOWA 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 26 miles one way for the right employment opportunity.

LABOR CHARACTERISTICS



FINANCIAL SERVICES

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS & FINANCIAL OPERATIONS:

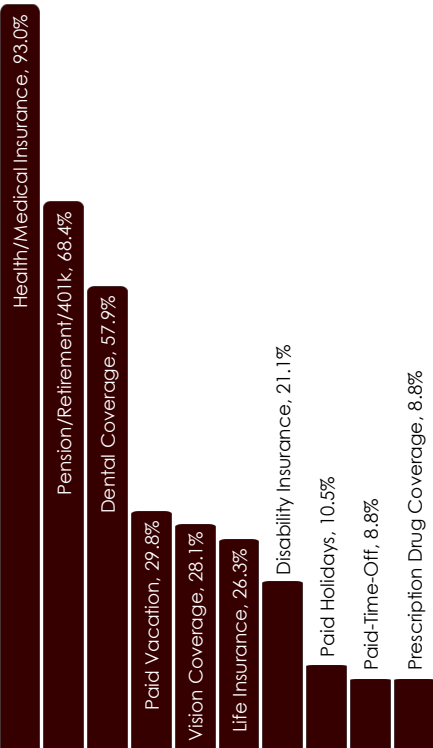
- Chief Executives - 145
- Financial Managers - 148
- General & Operations Managers - 146
- Marketing Managers - 147
- Supervisors of Office & Administrative Support Workers - 1,078
- Accountants & Auditors - 305
- Appraisers & Assessors of Real Estate - 150
- Bookkeeping, Accounting, & Auditing Clerks - 464
- Business Operations Specialists, All Other - 463
- Customer Service Representatives - 1,540
- Data Entry Keyers - 309
- File Clerks - 162
- Financial Specialists, All Other - 152
- Insurance Claims & Policy Processing Clerks - 163
- Insurance Underwriters - 151
- Janitors & Cleaners - 1,232
- Landscaping & Groundskeeping Workers - 159
- Loan Interviewers & Clerks - 308
- Loan Officers - 306
- Maintenance & Repair Workers, General - 310
- Market Research Analysts & Marketing Specialists - 462
- Office Clerks, General - 1,233
- Real Estate Brokers - 160
- Real Estate Sales Agents - 161
- Security Guards - 307
- Training & Development Specialists - 149

COMPUTER:

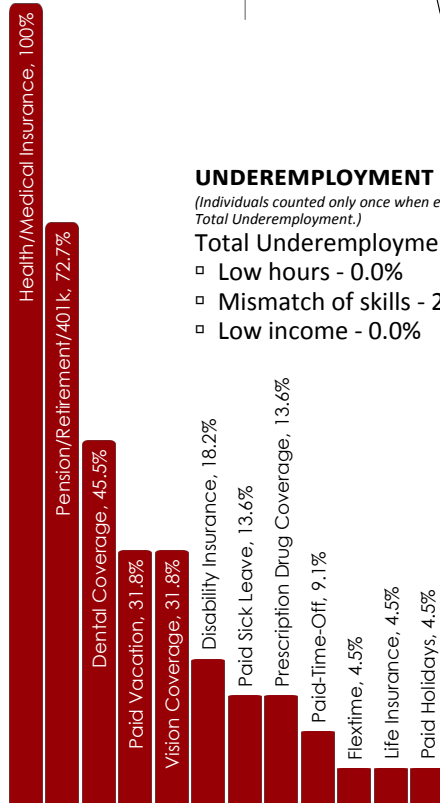
- Computer Occupations, All Other - 158
- Computer Systems Analysts - 153
- Database Administrators - 156
- Network & Computer Systems Administrators - 157
- Software Developers, Systems Software - 154
- Web Developers - 155

AN ESTIMATED TOTAL OF
11,243 PEOPLE IN THE LABORSHED AREA

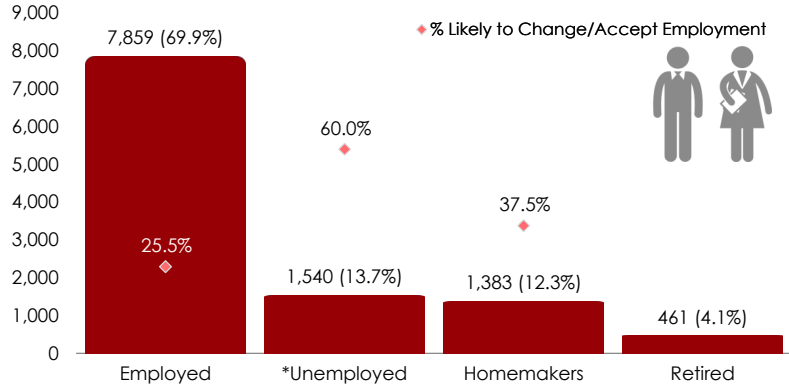
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



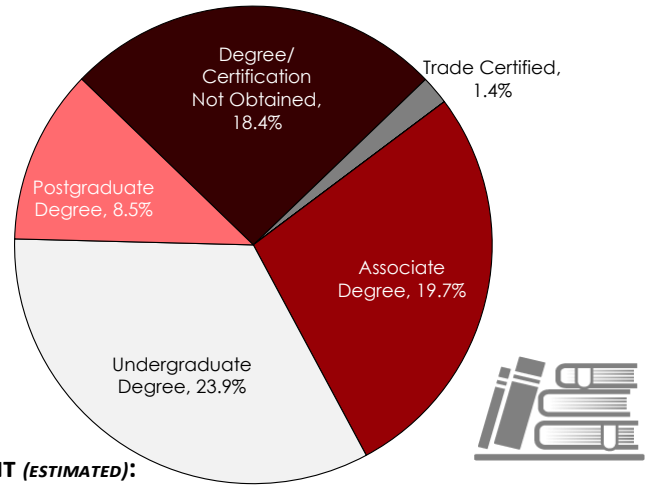
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 65.8% paid an hourly wage
- 76.7% are/were employed full-time
- 20.5% are/were employed part-time
- 17.6% hold two or more jobs
- Currently working an average of 41 hours/week

EDUCATIONAL LEVEL:

(71.9% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 2.7% (31)

- Low hours - 0.0%
- Mismatch of skills - 2.7% (31)
- Low income - 0.0%

TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 70.1%
 - www.indeed.com
 - www.linkedin.com
 - www.monster.com
- IowaWORKS Centers - 23.9%
- Newspapers - 22.4%
 - *The Red Oak Express*
 - *The Valley News-Shenandoah*
- Networking through friends, family or acquaintances - 22.4%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 87.0%
- Job teams - 81.8%
- Job sharing - 50.0%
- Varied shifts - 21.7%
- Seasonal work - 52.4%
- Temporary work - 47.6%



LABOR CHARACTERISTICS



FINANCIAL SERVICES

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$ 29.70	\$ 19.22	\$ 34.93	\$ 24.00	\$ 61,766
Appraisers and Assessors of Real Estate	13-2021	\$ 31.40	\$ 21.42	\$ 36.39	\$ 28.96	\$ 65,317
Billing and Posting Clerks and Machine Operators	43-3021	\$ 16.76	\$ 12.95	\$ 18.66	\$ 16.73	\$ 34,854
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 16.85	\$ 11.25	\$ 19.66	\$ 16.61	\$ 35,053
Business Operations Specialists, All Other	13-1199	\$ 22.51	\$ 12.14	\$ 27.70	\$ 22.03	\$ 46,831
Chief Executives	11-1011	\$ 75.30	\$ 17.05	\$ 104.43	\$ 69.27	\$ 156,621
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 25.72	\$ 17.59	\$ 29.79	\$ 23.28	\$ 53,500
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 24.53	\$ 14.63	\$ 29.48	\$ 24.87	\$ 51,024
Computer and Information Systems Managers	11-3021	\$ 45.95	\$ 31.37	\$ 53.24	\$ 44.40	\$ 95,571
Computer Network Support Specialists	15-1152	\$ 27.98	\$ 19.22	\$ 32.36	\$ 26.71	\$ 58,203
Computer Occupations, All Other	15-1199	\$ 25.48	\$ 18.21	\$ 29.12	\$ 25.21	\$ 52,998
Computer User Support Specialists	15-1151	\$ 23.06	\$ 11.17	\$ 29.00	\$ 21.00	\$ 47,968
Cost Estimators	13-1051	\$ 27.47	\$ 19.63	\$ 31.39	\$ 27.57	\$ 57,140
Court, Municipal, and License Clerks	43-4031	\$ 12.66	\$ 8.41	\$ 14.79	\$ 9.18	\$ 26,334
Customer Service Representatives	43-4051	\$ 15.73	\$ 9.77	\$ 18.72	\$ 14.92	\$ 32,723
Data Entry Keyers	43-9021	\$ 12.37	\$ 9.69	\$ 13.72	\$ 11.71	\$ 25,739
Database Administrators	15-1141	\$ 34.75	\$ 23.69	\$ 40.28	\$ 34.04	\$ 72,274
Executive Secretaries and Executive Administrative Assistants	43-6011	\$ 21.30	\$ 15.58	\$ 24.16	\$ 20.13	\$ 44,304
File Clerks	43-4071	\$ 16.35	\$ 11.99	\$ 18.53	\$ 15.12	\$ 34,010
Financial Managers	11-3031	\$ 40.16	\$ 26.67	\$ 46.90	\$ 34.19	\$ 83,524
Financial Specialists, All Other	13-2099	\$ 33.08	\$ 21.85	\$ 38.69	\$ 30.67	\$ 68,802
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$ 24.96	\$ 16.44	\$ 29.22	\$ 24.12	\$ 51,920
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$ 16.65	\$ 11.87	\$ 19.05	\$ 16.47	\$ 34,638
Human Resources Managers	11-3121	\$ 40.79	\$ 27.55	\$ 47.40	\$ 40.35	\$ 84,834
Human Resources Specialists	13-1071	\$ 24.54	\$ 16.74	\$ 28.44	\$ 22.97	\$ 51,043
Information and Record Clerks, All Other	43-4199	\$ 14.90	\$ 11.18	\$ 16.76	\$ 14.36	\$ 30,988
Insurance Claims and Policy Processing Clerks	43-9041	\$ 14.80	\$ 10.52	\$ 16.93	\$ 15.40	\$ 30,775
Insurance Sales Agents	41-3021	\$ 21.43	\$ 10.77	\$ 26.76	\$ 19.98	\$ 44,573
Lawyers	23-1011	\$ 35.36	\$ 21.17	\$ 42.46	\$ 36.35	\$ 73,556
Loan Interviewers and Clerks	43-4131	\$ 15.00	\$ 10.07	\$ 17.46	\$ 14.21	\$ 31,194
Loan Officers	13-2072	\$ 33.14	\$ 20.29	\$ 39.56	\$ 33.37	\$ 68,924
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	\$ 11.03	\$ 8.37	\$ 12.36	\$ 9.04	\$ 22,949
Managers, All Other	11-9199	\$ 36.00	\$ 23.28	\$ 42.36	\$ 34.35	\$ 74,878
Market Research Analysts and Marketing Specialists	13-1161	\$ 25.80	\$ 17.16	\$ 30.12	\$ 24.43	\$ 53,669
Network and Computer Systems Administrators	15-1142	\$ 35.33	\$ 23.49	\$ 41.25	\$ 31.64	\$ 73,484
Office and Administrative Support Workers, All Other	43-9199	\$ 17.03	\$ 11.69	\$ 19.71	\$ 16.06	\$ 35,433
Office Clerks, General	43-9061	\$ 15.32	\$ 9.95	\$ 18.01	\$ 14.75	\$ 31,873
Paralegals and Legal Assistants	23-2011	\$ 22.90	\$ 16.69	\$ 26.00	\$ 22.10	\$ 47,626
Real Estate Sales Agents	41-9022	\$ 18.14	\$ 9.01	\$ 22.70	\$ 14.58	\$ 37,731
Receptionists and Information Clerks	43-4171	\$ 13.52	\$ 9.58	\$ 15.49	\$ 13.15	\$ 28,126
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$ 14.48	\$ 9.94	\$ 16.75	\$ 13.86	\$ 30,117
Software Developers, Applications	15-1132	\$ 24.72	\$ 16.48	\$ 28.85	\$ 21.79	\$ 51,424
Tax Preparers	13-2082	\$ 13.52	\$ 8.38	\$ 16.09	\$ 12.58	\$ 28,116
Tellers	43-3071	\$ 12.63	\$ 10.25	\$ 13.82	\$ 12.43	\$ 26,270
Training and Development Specialists	13-1151	\$ 21.73	\$ 11.86	\$ 26.66	\$ 18.16	\$ 45,197

The 2017 Iowa Wage data for the Red Oak 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 2016 OES estimates. Additional occupational wage and employment data can be found at <https://www.iowaworkforcedevelopment.gov/iawagereport>.