

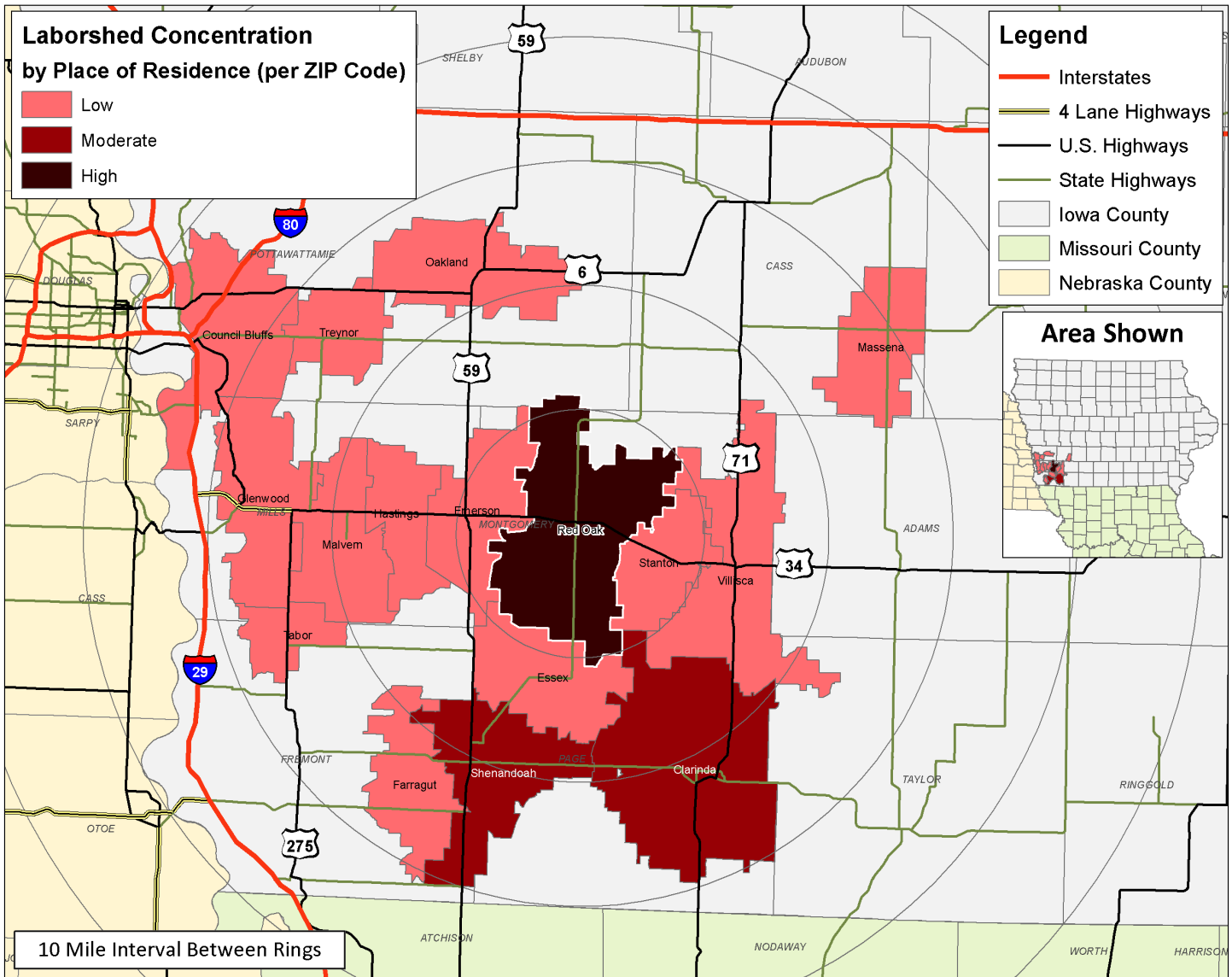
# LABOR CHARACTERISTICS

## WAREHOUSE & DISTRIBUTION



### 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 10 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 30 miles one way for the right employment opportunity.

# LABOR CHARACTERISTICS



# WAREHOUSE & DISTRIBUTION

## ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

### BUSINESS OPERATIONS:

- General & Operations Managers - 153
- Janitors & Cleaners - 1,233
- Production, Planning, & Expediting Clerks - 154
- Sales Representatives - 462
- Shipping, Receiving, & Traffic Clerks - 308

### PRODUCTION:

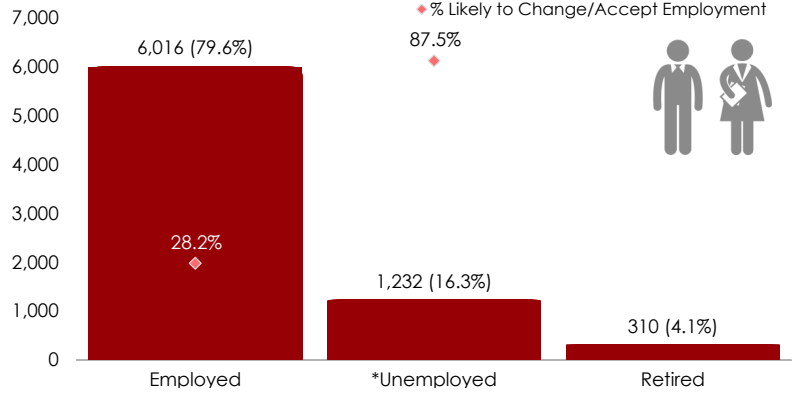
- Supervisors of Production Workers - 463
- Installation, Maintenance, & Repair Workers, All Other - 617
- Mixing & Blending Machine Operators - 155
- Production Workers, All Other - 1,234

### MATERIAL MOVERS:

- Heavy & Tractor-Trailer Truck Drivers - 1,696
- Industrial Truck & Tractor Operators - 156
- Laborers & Freight, Stock, & Material Movers, Hand - 618
- Light Truck or Delivery Services Drivers - 309

AN ESTIMATED TOTAL OF  
**7,558** PEOPLE IN THE LABORSHED AREA

## ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



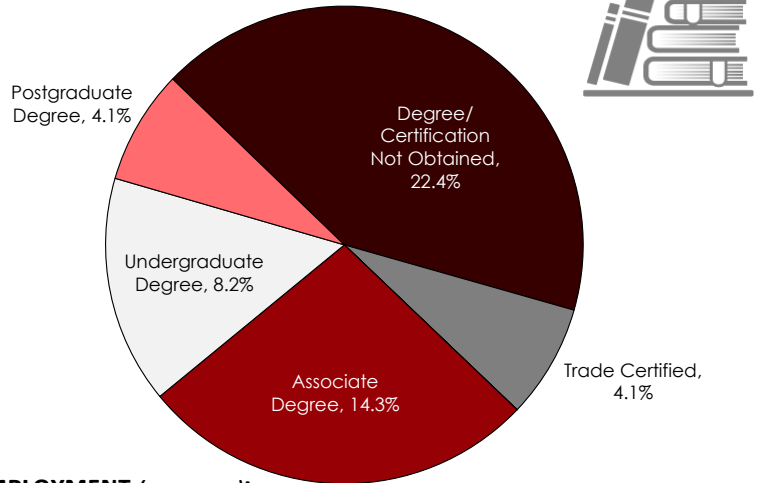
\*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

## EMPLOYMENT STATS:

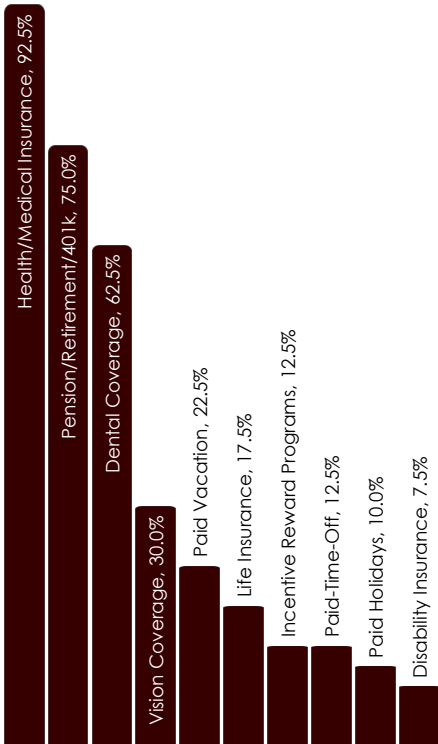
- 71.4% paid an hourly wage
- 81.6% are/were employed full-time
- 12.2% are/were employed part-time
- 6.1% are/were seasonal/temporary
- 12.8% hold two or more jobs
- Currently working an average of 47 hours/week

## EDUCATIONAL LEVEL:

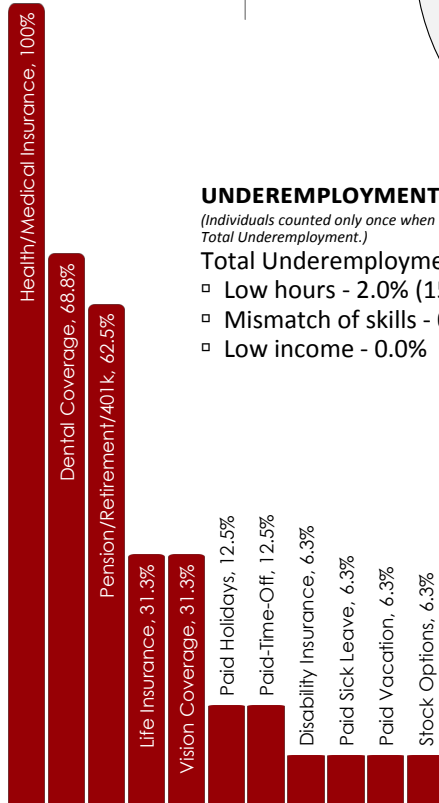
(53.1% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



## CURRENT BENEFITS:



## DESIRED BENEFITS:



## UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 2.0% (15)

- Low hours - 2.0% (15)
- Mismatch of skills - 0.0%
- Low income - 0.0%

## TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 56.5%
  - [www.indeed.com](http://www.indeed.com)
  - [www.facebook.com](http://www.facebook.com)
  - [www.linkedin.com](http://www.linkedin.com)
- IowaWORKS Centers - 32.6%
- Newspapers- 26.1%
  - The Red Oak Express
- Networking through friends, family or acquaintances - 26.1%

## WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 88.9%
- Job teams - 72.2%
- Job sharing - 44.4%
- Varied shifts - 38.9%
- Seasonal work - 47.1%
- Temporary work - 41.2%



# LABOR CHARACTERISTICS



## WAREHOUSE & DISTRIBUTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$ 31.39	\$ 21.39	\$ 36.39	\$ 32.30	\$ 65,289
Assemblers and Fabricators, All Other	51-2099	\$ 14.17	\$ 10.12	\$ 16.19	\$ 14.22	\$ 29,466
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 16.85	\$ 11.25	\$ 19.66	\$ 16.61	\$ 35,053
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
Conveyor Operators and Tenders	53-7011	\$ 19.25	\$ 13.76	\$ 22.00	\$ 17.39	\$ 40,043
Cost Estimators	13-1051	\$ 27.47	\$ 19.63	\$ 31.39	\$ 27.57	\$ 57,140
Couriers and Messengers	43-5021	\$ 11.15	\$ 8.41	\$ 12.52	\$ 11.01	\$ 23,196
Customer Service Representatives	43-4051	\$ 15.73	\$ 9.77	\$ 18.72	\$ 14.92	\$ 32,723
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$ 19.89	\$ 14.08	\$ 22.80	\$ 20.07	\$ 41,381
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 23.79	\$ 14.65	\$ 28.36	\$ 23.51	\$ 49,484
First-Line Supervisors of Production and Operating Workers	51-1011	\$ 25.56	\$ 17.07	\$ 29.80	\$ 25.40	\$ 53,159
First-Line Supervisors of Transportation and Material-Moving Machine Operators	53-1031	\$ 27.59	\$ 20.74	\$ 31.02	\$ 27.12	\$ 57,392
General and Operations Managers	11-1021	\$ 35.26	\$ 18.14	\$ 43.82	\$ 29.71	\$ 73,336
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$ 22.22	\$ 15.05	\$ 25.81	\$ 21.67	\$ 46,225
Helpers--Production Workers	51-9198	\$ 12.82	\$ 9.84	\$ 14.31	\$ 12.50	\$ 26,663
Human Resources Specialists	13-1071	\$ 24.54	\$ 16.74	\$ 28.44	\$ 22.97	\$ 51,043
Industrial Machinery Mechanics	49-9041	\$ 22.22	\$ 16.73	\$ 24.97	\$ 21.83	\$ 46,226
Industrial Production Managers	11-3051	\$ 45.92	\$ 30.37	\$ 53.70	\$ 38.87	\$ 95,520
Industrial Truck and Tractor Operators	53-7051	\$ 16.67	\$ 12.73	\$ 18.64	\$ 16.36	\$ 34,677
Information and Record Clerks, All Other	43-4199	\$ 14.90	\$ 11.18	\$ 16.76	\$ 14.36	\$ 30,988
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 13.70	\$ 9.52	\$ 15.79	\$ 13.21	\$ 28,500
Light Truck or Delivery Services Drivers	53-3033	\$ 15.06	\$ 8.95	\$ 18.12	\$ 12.35	\$ 31,332
Logisticians	13-1081	\$ 23.45	\$ 18.31	\$ 26.02	\$ 23.83	\$ 48,777
Machine Feeders and Offbearers	53-7063	\$ 15.79	\$ 10.96	\$ 18.21	\$ 12.77	\$ 32,850
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	\$ 11.03	\$ 8.37	\$ 12.36	\$ 9.04	\$ 22,949
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
Packaging and Filling Machine Operators and Tenders	51-9111	\$ 13.38	\$ 10.62	\$ 14.75	\$ 12.86	\$ 27,824
Packers and Packers, Hand	53-7064	\$ 11.94	\$ 8.48	\$ 13.67	\$ 9.83	\$ 24,843
Parts Salespersons	41-2022	\$ 16.56	\$ 10.92	\$ 19.39	\$ 15.88	\$ 34,455
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	\$ 19.68	\$ 13.88	\$ 22.58	\$ 15.64	\$ 40,936
Production Workers, All Other	51-9199	\$ 19.38	\$ 14.05	\$ 22.04	\$ 20.48	\$ 40,302
Production, Planning, and Expediting Clerks	43-5061	\$ 20.94	\$ 13.80	\$ 24.52	\$ 21.49	\$ 43,564
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 26.64	\$ 17.49	\$ 31.22	\$ 27.04	\$ 55,417
Retail Salespersons	41-2031	\$ 12.22	\$ 8.37	\$ 14.14	\$ 9.75	\$ 25,410
Sales Representatives, Services, All Other	41-3099	\$ 28.34	\$ 14.91	\$ 35.05	\$ 28.22	\$ 58,946
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 30.86	\$ 14.28	\$ 39.15	\$ 28.62	\$ 64,184
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$ 34.91	\$ 17.61	\$ 43.56	\$ 31.14	\$ 72,610
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 15.88	\$ 11.24	\$ 18.19	\$ 14.92	\$ 33,021
Stock Clerks and Order Fillers	43-5081	\$ 12.30	\$ 8.81	\$ 14.05	\$ 11.32	\$ 25,587
Transportation, Storage, and Distribution Managers	11-3071	\$ 49.60	\$ 22.95	\$ 62.93	\$ 31.56	\$ 103,176
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$ 14.57	\$ 11.25	\$ 16.23	\$ 14.38	\$ 30,312

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>.