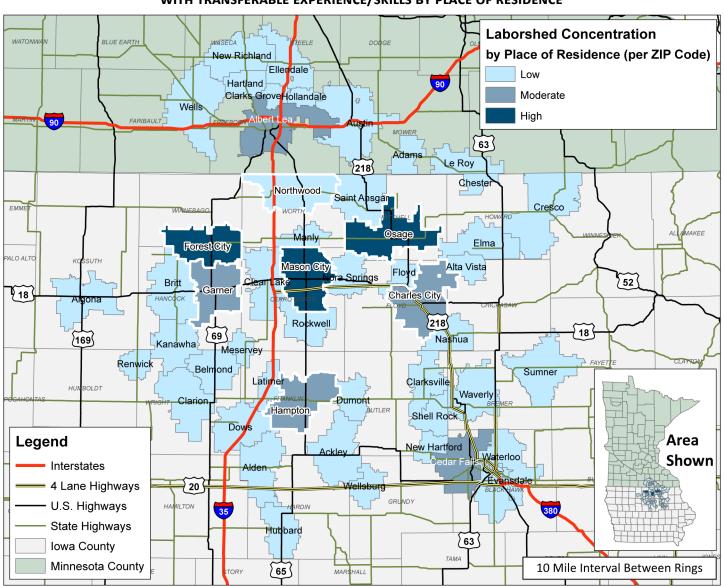
# LABOR CHARACTERISTICS





## NORTH CENTRAL IOWA ALLIANCE 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 27 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE NORTH CENTRAL IOWA ALLIANCE, IA LABORSHED, CONTACT:



North Central Iowa Marketing Alliance 9 North Federal Mason City, Iowa 50401 Phone: (641) 423-0315 | E-mail: wwb@wctatel.net www.northcentraliowa.net

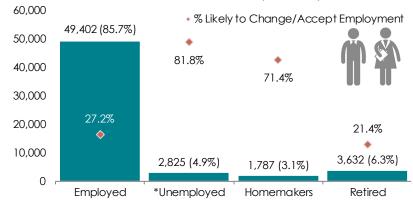
# LABOR CHARACTERISTICS

## **REPORT OF THE PROPERTY OF THE**

## **ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:**

- Accountants & Auditors 3.102
- Administrative Services Managers 7,755
- Appraisers & Assessors of Real Estate 1,033
- Business Operations Specialists, All Other 1,293
- Computer & Information Systems Managers 774
- Computer Occupations, All Other 1,551
- Credit Counselors 255
- Customer Service Representatives 6,463
- Financial Managers 775
- General & Operations Managers 5,429
- Insurance Claims & Policy Processing Clerks 517
- Insurance Sales Agents 778
- Lawyers 258
- Loan Interviewers & Clerks 516
- Loan Officers 256
- Managers, All Other 11,891
- Market Research Analysts & Marketing Specialists 777
- Marketing Managers 1,810
- □ Paralegals & Legal Assistants 259
- Personal Financial Advisors 515
- Property, Real Estate, & Community Association Managers 776
- Real Estate Brokers 260
- Real Estate Sales Agents 779
- Supervisors of Office & Administrative Support Workers 8,272
- Tax Preparers 257 Telemarketers - 261
- Tellers 1,034

## **ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):**



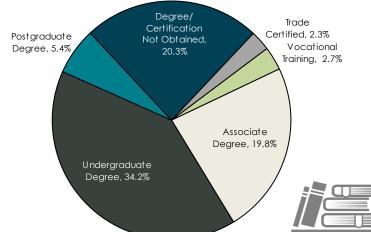
\*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

#### **EMPLOYMENT STATS:**

- 45.0% paid an hourly wage
- 88.3% are/were employed full-time
- 11.7% are/were employed part-time
- 23.9% are/were self-employed
- 16.4% hold two or more jobs
- Currently working an average of 45 hours/week

## **EDUCATIONAL LEVEL:**

(84.7% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



## AN ESTIMATED TOTAL OF 57,646 PEOPLE IN THE LABORSHED AREA

## **UNDEREMPLOYMENT** (ESTIMATED):

Low hours - 1.3%

Low income - 0.4%

Mismatch of skills - 8.1%

□ Total - 9.0%

(Individuals counted only once when estimating Total Underemployment.)

## **CURRENT BENEFITS:**

Pension/Retirement/401k, 82.0% Health/MedicalInsurance, 83. Life Insurance, 69.3% Paid Holidays, 69.3% 69. Disability Insurance, 64.0% Vision Cov erage, 63.0% Dental Cov erage, Paid Sick Leave, 59.3% Paid Employee Discount, 48.1%

#### **DESIRED BENEFITS:**

Health/MedicalInsurance, 89.1% Pension/Retirement/401k, 85.9% Dental Cov erage, 84.4% Paid Holidays, 82.8%,81.3% Paid SickLeav e, 81.3% Paid Vacation, 81 Employee Discount, 59.4%

## **TOP JOB SEARCH RESOURCES:**

(For those seeking employment opportunities, by use.)

- Internet 72.4%
- www.indeed.com
- www.iowajobs.org
- www.monster.com
- Networking through friends, family or acquaintances - 26.6%
- Newspapers 21.7%
  - Globe Gazette Mason City
- IowaWORKS Centers 17.7%

## **WORKPLACE FLEXIBILITY:**

(by percent of interest)

- Job teams 78.5%
- Cross-training 72.3%
- Varied shifts 34.9%
- Job sharing 34.4%
- Seasonal work 40.0%
- Temporary work 31.8%



# LABOR CHARACTERISTICS

# **FINANCIAL SERVICES**

Accountants and Auditors								
Billing and Posting Carts and Machine Operators   43-3021   \$51.51   \$51.28   \$51.	OCCUPATION							
Billing and Posting Carts and Machine Operators   43-3021   \$51.51   \$51.28   \$51.	Accountants and Auditors	13-2011	\$27.00	\$17.78	\$31.62	\$25.24	\$56,168	
sookkeeping, Accounting, and Audeling Clerks         43-3931         \$18.88         \$13.16         \$19.97         \$38.10           Onlef Securitive         11-1011         \$27.74         \$15.66         \$50.032         \$91.51         \$15.72           Clief Securitives         11-1011         \$27.74         \$15.66         \$50.032         \$93.51         \$15.05           Clims Adjusters, barniners, and Investigators         13-131         \$25.00         \$20.00         \$23.25         \$35.40         \$32.00         \$32.25         \$35.40         \$35.00         \$73.93         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$35.40         \$36.00         \$77.93         \$45.50         \$35.60         \$57.21         \$50.00         \$77.93         \$45.50         \$35.60         \$57.22         \$35.50         \$50.00         \$77.93         \$45.50         \$35.60         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$57.22         \$35.50         \$35.22		+					. ,	
Substitute   Sub	·			•				
Dies Ferentiere, Daminers, and Investigators   11-1011   \$72.41   \$56.61   \$50.032   \$65.37   \$55.637   \$55.042   \$20.000   \$23.22   \$55.042   \$20.0000					·			
Claims Adjusters, Examiners, and Investigation   13-1031   555.00   590.00   592.01   523.23   553.442   Compensation, Remills, and lot handpiles Septialists   13-1141   555.54   522.00   520.01   520.00   573.00   57		+		-		-		
Competer Street, Secret Agroutive, Construction, Health and Safety, and   13-1041   520.88   530.87   528.50   581.993   580.893   582.77   582.50   581.993   582.8						-		
Complaine Officers, Except Agriculture, Construction, Health and Safety, and 13-1041   \$22.80   \$30.80   \$34.27   \$28.50   \$50.993   \$35.00   \$31.72   \$28.50   \$50.993   \$35.00   \$31.72   \$30.20   \$30.20   \$35.50   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.20   \$35.30   \$35.					·	-		
Computer Network Architects   15-1132   549-25   555.55   555.11   547.82   5102.425   Computer Network Support Specialists   15-1152   526.05   517.80   530.18   525.28   Computer Computer Network Support Specialists   15-1152   526.05   517.80   530.18   525.28   S54.385   556.06   515.34   530.18   525.28   554.385   Computer Operators, All Other   35-1199   526.61   515.34   Computer Systems Analysts   15-1131   516.07   511.30   518.00   516.64   534.40   Computer Systems Analysts   15-1131   530.04   516.61   535.37   531.37   540.66   Computer Systems Analysts   15-1151   522.65   555.04   555.05   521.02   570.55   Computer User Support Specialists   15-1151   522.65   555.06   526.15   521.02   570.55   Cont Statistators   15-1051   530.00   535.57   538.87   532.80   Cont Municipal, and Usense Clerks   44.4031   517.76   512.94   500.10   515.85   Condit Authorizers, Checkers, and Circks   44.4031   517.76   512.94   500.10   515.86   526.64   521.15   542.67   Condit Municipal, and Usense Clerks   44.4031   517.06   515.86   526.64   521.15   543.77   Condit Systems Service Representatives   44.4051   516.11   510.97   Contenter Service Representatives   44.4051   516.11   510.97   Contenter Service Representatives   43.4051   516.11   510.97   Contented Service Representatives   43.4051   516.11   510.97   Contented Service Representatives   43.4051   516.11   510.97   Contented Service Representative Representative Assistants   43.4051   Contented Service Representative Assistants   43.4051   Contented Service Representative Assistants   43.4051   Contented S	Compliance Officers, Except Agriculture, Construction, Health and Safety, and	13-1041						
Computer New No. Support Specialists   13-1145   540.06   531.26   545.80   537.27   555.30	,	11-3021	\$49.25	\$35.54	\$56.11	\$47.82	\$102 442	
Computer Network Support Specialists								
Computer Occupations, All Other 49-9011 51:532 51:534 53:225 52:539 55:535 53:540 50:500 51:664 53:4040 53:404					·			
Computer Operators		+				-		
Separate Programmers		+		-	·			
Computer Systems Analysis					·			
Computer Viser Support Specialists   15-1151   \$22.45   \$15.04   \$36.51   \$21.92   \$46.691   \$20.55   \$51.05   \$30.55   \$27.82   \$65.02   \$20.55   \$20.05   \$30.05								
Cost Isstimators		15-1151	\$22.45		· ·			
Court. Municipal, and Leense Clerks								
Carolit Authorizers, Checkers, and Clerks		+						
Customer Service Regresentatives					·			
Data Entry Keyers				-	·	-		
Database Administrators		43-9021	\$18.39	\$12.48	\$21.35	\$17.14		
Executive Secretaries and Executive Administrative Assistants	, ,	15-1141	\$34.21	\$22.64	\$39.99	\$34.27		
Financial Analysts   13-2051   \$31.08   \$23.57   \$34.84   \$30.43   \$564.655     Financial Examiners   13-2061   \$27.63   \$20.33   \$31.28   \$23.39   \$57.47     Financial Managers   11-3031   \$47.32   \$27.17   \$57.40   \$43.73   \$98.424     Financial Specialists, All Other   13-2009   \$28.21   \$16.00   \$34.32   \$22.63   \$58.678     Financial Specialists, All Other   13-2009   \$28.21   \$16.00   \$34.32   \$22.63   \$58.678     Financial Specialists, Except Payroll and Timekeeping   43-4161   \$17.12   \$11.72   \$19.81   \$16.59   \$35.650     Human Resources Managers   11-3121   \$45.97   \$33.44   \$52.14   \$54.60   \$95.651     Human Resources Managers   11-3121   \$45.97   \$33.44   \$52.14   \$54.60   \$95.651     Human Resources Managers   11-3121   \$45.97   \$33.44   \$52.14   \$54.60   \$95.651     Human Resources Managers   11-3121   \$45.97   \$33.44   \$52.14   \$54.60   \$95.651     Human Resources Managers   11-3121   \$45.97   \$33.44   \$52.14   \$54.60   \$95.651     Human Resources Managers   11-3121   \$45.97   \$33.64   \$52.14   \$54.60   \$95.651     Human Resources Specialists   13-1071   \$24.42   \$17.14   \$28.06   \$23.50   \$50.794     Information and Record Clerks, All Other   43-4199   \$19.91   \$15.00   \$51.85   \$50.48   \$41.400     Information and Record Clerks, All Other   43-4199   \$19.91   \$15.00   \$51.85   \$50.48   \$54.20   \$58.873     Insurance Claims and Policy Processing Clerks   43-9041   \$18.57   \$14.79   \$20.07   \$18.29   \$38.611     Insurance Sales Agents   43-3021   \$24.79   \$15.22   \$29.52   \$24.17   \$51.53     Insurance Underwriters   13-2053   \$27.91   \$19.26   \$32.24   \$24.40   \$58.05     Labor Relations Specialists   13-1075   \$33.08   \$51.76   \$42.74   \$33.16   \$56.81     Lawyers   23-1011   \$51.24   \$52.50   \$53.71   \$56.59   \$50.58     Loan Officers   33-2072   \$34.21   \$20.34   \$41.44   \$34.43   \$71.13     Management Analyst   31-1014   \$34.07   \$15.14   \$29.43   \$20.98   \$31.90     Meeting, Convention, and Event Planners   13-1021   \$39.05   \$30.54   \$40.04   \$33.05   \$30.60   \$30.50   \$30.30   \$30.50	Executive Secretaries and Executive Administrative Assistants	43-6011	\$21.81	\$15.88	\$24.78	\$20.91		
Financial Examiners   13-2061   \$27.63   \$20.33   \$31.28   \$23.39   \$57.470	File Clerks	43-4071	\$13.17	\$10.57	\$14.46	\$13.32	\$27,387	
Financial Examiners   13-2061   \$27.63   \$20.33   \$31.28   \$23.39   \$57.470	Financial Analysts	13-2051	\$31.08	\$23.57	\$34.84	\$30.43	\$64,655	
Financial Specialists, All Other  13:2099  \$28.21  \$16.00  \$34.32  \$22.63  \$58,678  First-Line Supervisors of Office and Administrative Support Workers  43:1011  \$24.79  \$16.44  \$28.97  \$23.87  \$23.87  \$35.563  Human Resources Assistants, Except Payroll and Timekeeping  43:4161  \$17.12  \$17.12  \$17.12  \$11.72  \$11.72  \$11.81  \$15.19.81  \$15.659  \$35.605  Human Resources Managers  11:3121  \$45.97  \$33.64  \$52.14  \$44.60  \$95.619  Human Resources Specialists  13:1071  \$24.42  \$17.14  \$28.06  \$23.25  \$23.50  \$50.794  Information and Record Clerks, All Other  43:4199  \$19.91  \$16.00  \$21.86  \$20.48  \$41.409  Information Security Analysts  15:1122  \$39.36  \$26.36  \$43.86  \$40.00  \$38.873  Insurance Sales Agents  13:4039  Insurance Pales Agents  13:4039  Insurance Sales Agents  13:4039  Insurance Pales Agents  13:4039  Insurance Sales Agents  13:4039  Insurance Gales Agents  13:4031  Insurance Gales Agents  13:4031  Insurance Gales Agents  13:4031  Insurance Gales Agents  Insurance Gales	Financial Examiners	13-2061	\$27.63	\$20.33	\$31.28	\$23.39		
First-Line Supervisors of Office and Administrative Support Workers  43-1011  524.79  516.44  528.97  523.87  555,563  Human Resources Assistants, Except Payroll and Timekeeping  43-4161  517.12  511.72  519.81  516.59  535,605  Human Resources Managers  11-3121  545.97  533.64  552.44  544.60  555,605  Human Resources Managers  11-3121  545.97  533.64  552.44  544.60  555,605  Human Resources Specialists  13-1071  524.42  517.14  528.06  523.30  550,794  Human Resources Specialists  13-1071  524.42  517.14  528.06  523.30  520.07  520.07  11-3121  539.36  545.86  540.20  581.873  Insurance Alanylayts  15-1122  539.36  526.37  526.37  526.37  526.37  526.37  526.37  526.37  526.37  526.37  526.37  527.91  526.30  527.91  527.91  527.92  527.91  528.24  528.20  528.24  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528.21  528.20  528	Financial Managers	11-3031	\$47.32	\$27.17	\$57.40	\$43.73	\$98,424	
Human Resources Assistants, Except Payroll and Timekeeping	Financial Specialists, All Other	13-2099	\$28.21	\$16.00	\$34.32	\$22.63	\$58,678	
Human Resources Managers	First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$24.79	\$16.44	\$28.97	\$23.87	\$51,563	
Human Resources Specialists	Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$17.12	\$11.72	\$19.81	\$16.59	\$35,605	
Information and Record Clerks, All Other	Human Resources Managers	11-3121	\$45.97	\$33.64	\$52.14	\$44.60	\$95,619	
Information Security Analysts	Human Resources Specialists	13-1071	\$24.42	\$17.14	\$28.06	\$23.50	\$50,794	
Insurance Claims and Policy Processing Clerks	Information and Record Clerks, All Other	43-4199	\$19.91	\$16.00	\$21.86	\$20.48	\$41,409	
Insurance Sales Agents	Information Security Analysts	15-1122	\$39.36	\$26.36	\$45.86	\$40.20	\$81,873	
Insurance Underwriters	Insurance Claims and Policy Processing Clerks	43-9041	\$18.57	\$14.79	\$20.47	\$18.29	\$38,631	
Labor Relations Specialists       13-1075       \$33.08       \$13.76       \$42.74       \$33.16       \$68.814         Lawyers       23-1011       \$51.24       \$26.30       \$63.71       \$36.59       \$106,584         Loan Interviewers and Clerks       43-4131       \$16.13       \$13.18       \$17.60       \$15.92       \$33,544         Loan Officers       13-2072       \$34.21       \$20.34       \$41.14       \$34.43       \$71,153         Management Analysts       13-1111       \$31.90       \$20.92       \$37.39       \$31.69       \$66,354         Managers, All Other       11-9199       \$43.57       \$22.67       \$54.02       \$39.84       \$90,621         Meeting, Convention, and Event Planners       13-1161       \$24.67       \$15.14       \$29.43       \$20.98       \$51,308         Network and Computer Systems Administrators       15-1142       \$33.05       \$23.69       \$37.72       \$31.78       \$68,735         Office Clerks, General       43-9061       \$16.06       \$10.56       \$18.81       \$15.41       \$33.403         Paralegals and Legal Assistants       23-2011       \$18.45       \$11.72       \$21.82       \$17.80       \$38,386         Real Estate Sales Agents       41-9022       \$34.81	Insurance Sales Agents	41-3021	\$24.79	\$15.32	\$29.52	\$24.17	\$51,558	
Lawyers 23-1011 \$51.24 \$26.30 \$63.71 \$36.59 \$106,584 Loan Interviewers and Clerks 43-4131 \$16.13 \$13.18 \$17.60 \$15.92 \$33,544 Loan Officers 13-2072 \$34.21 \$20.34 \$41.14 \$34.43 \$71,153 \$13.09 \$20.92 \$37.39 \$31.69 \$66,354 Management Analysts 13-1111 \$31.90 \$20.92 \$37.39 \$31.69 \$66,354 Managers, All Other 11-9199 \$43.57 \$22.67 \$54.02 \$39.84 \$90,621 Market Research Analysts and Marketing Specialists 13-1161 \$24.67 \$15.14 \$29.43 \$20.98 \$51,308 Meeting, Convention, and Event Planners 13-1121 \$19.25 \$12.59 \$22.58 \$17.62 \$40,042 Network and Computer Systems Administrators 13-1121 \$19.25 \$12.59 \$22.58 \$17.62 \$40,042 Network and Computer Systems Administrators 15-1142 \$33.05 \$23.69 \$37.72 \$31.78 \$68,735 \$15.14 \$29.43 \$20.98 \$33.49 \$40.042 \$10.00 \$10.0	Insurance Underwriters	13-2053	\$27.91	\$19.26	\$32.24	\$24.40	\$58,050	
Loan Interviewers and Clerks         43-4131         \$16.13         \$13.18         \$17.60         \$15.92         \$33,544           Loan Officers         13-2072         \$34.21         \$20.34         \$41.14         \$34.43         \$71,153           Management Analysts         13-1111         \$31.90         \$20.92         \$37.39         \$31.69         \$66,354           Managers, All Other         11-9199         \$43.57         \$22.67         \$54.02         \$39.84         \$90,621           Market Research Analysts and Marketing Specialists         13-1161         \$24.67         \$15.14         \$29.43         \$20.98         \$51,308           Meeting, Convention, and Event Planners         13-1121         \$19.25         \$12.59         \$22.58         \$17.62         \$40,042           Network and Computer Systems Administrators         15-1142         \$33.05         \$23.69         \$37.72         \$31.78         \$68,735           Office Clerks, General         43-9061         \$16.06         \$10.56         \$18.81         \$15.41         \$33.03           Peralegals and Legal Assistants         23-2011         \$18.45         \$11.72         \$21.82         \$17.80         \$38,386           Personal Financial Advisors         13-2052         \$52.04         \$19.50	Labor Relations Specialists	13-1075		\$13.76			\$68,814	
Loan Officers         13-2072         \$34.21         \$20.34         \$41.14         \$34.43         \$71,153           Management Analysts         13-1111         \$31.90         \$20.92         \$37.39         \$31.69         \$66,354           Managers, All Other         11-9199         \$43.57         \$22.67         \$54.02         \$39.84         \$90,621           Market Research Analysts and Marketing Specialists         13-1161         \$24.67         \$15.14         \$29.43         \$20.98         \$51,308           Meeting, Convention, and Event Planners         13-1121         \$19.25         \$12.59         \$22.58         \$17.62         \$40,002           Network and Computer Systems Administrators         15-1142         \$33.05         \$23.69         \$37.72         \$31.78         \$68,735           Office Clerks, General         43-9061         \$16.06         \$10.56         \$18.81         \$15.41         \$33,403           Paralegals and Legal Assistants         23-2011         \$18.45         \$11.72         \$21.82         \$17.80         \$38,386           Personal Financial Advisors         13-2052         \$52.04         \$19.50         \$68.31         \$32.20         \$108,246           Real Estate Sales Agents         41-9022         \$34.81         \$16.22         <	Lawyers	23-1011	\$51.24	\$26.30	\$63.71	\$36.59	\$106,584	
Management Analysts       13-1111       \$31.90       \$20.92       \$37.39       \$31.69       \$66,354         Managers, All Other       11-9199       \$43.57       \$22.67       \$54.02       \$39.84       \$90,621         Market Research Analysts and Marketing Specialists       13-1161       \$24.67       \$15.14       \$29.43       \$20.98       \$51,308         Meeting, Convention, and Event Planners       13-1121       \$19.25       \$12.59       \$22.58       \$17.62       \$40,042         Network and Computer Systems Administrators       15-1142       \$33.05       \$23.69       \$37.72       \$31.78       \$68,735         Office Clerks, General       43-9061       \$16.06       \$10.56       \$18.81       \$15.41       \$33,403         Paralegals and Legal Assistants       23-2011       \$18.45       \$11.72       \$21.82       \$17.80       \$38,386         Personal Financial Advisors       13-2052       \$52.04       \$19.50       \$68.31       \$32.20       \$108,246         Real Estate Sales Agents       41-9022       \$34.81       \$16.22       \$44.10       \$24.56       \$72,344         Securities, Commodities, and Financial Services Sales Agents       41-3031       \$26.96       \$14.13       \$33.38       \$20.36       \$56,084								
Managers, All Other         11-9199         \$43.57         \$22.67         \$54.02         \$39.84         \$90,621           Market Research Analysts and Marketing Specialists         13-1161         \$24.67         \$15.14         \$29.43         \$20.98         \$51,308           Meeting, Convention, and Event Planners         13-1121         \$19.25         \$12.59         \$22.58         \$17.62         \$40,042           Network and Computer Systems Administrators         15-1142         \$33.05         \$23.69         \$37.72         \$31.78         \$68,735           Office Clerks, General         43-9061         \$16.06         \$10.56         \$18.81         \$15.41         \$33,403           Paralegals and Legal Assistants         23-2011         \$18.45         \$11.72         \$21.82         \$17.80         \$38,386           Personal Financial Advisors         13-2052         \$52.04         \$19.50         \$68.31         \$32.20         \$108,246           Real Estate Sales Agents         41-9022         \$34.81         \$16.22         \$44.10         \$24.56         \$72,394           Receptionists and Information Clerks         43-4171         \$13.11         \$9.81         \$14.76         \$13.04         \$27,264           Software Developers, Applications         15-1132         \$39.25 <td>Loan Officers</td> <td>13-2072</td> <td>\$34.21</td> <td>\$20.34</td> <td>\$41.14</td> <td>\$34.43</td> <td>\$71,153</td>	Loan Officers	13-2072	\$34.21	\$20.34	\$41.14	\$34.43	\$71,153	
Market Research Analysts and Marketing Specialists         13-1161         \$24.67         \$15.14         \$29.43         \$20.98         \$51,308           Meeting, Convention, and Event Planners         13-1121         \$19.25         \$12.59         \$22.58         \$17.62         \$40,042           Network and Computer Systems Administrators         15-1142         \$33.05         \$23.69         \$37.72         \$31.78         \$68,735           Office Clerks, General         43-9061         \$16.06         \$10.56         \$18.81         \$15.41         \$33,836           Paralegals and Legal Assistants         23-2011         \$18.45         \$11.72         \$21.82         \$17.80         \$38,386           Personal Financial Advisors         13-2052         \$52.04         \$19.50         \$68.31         \$32.20         \$108,246           Real Estate Sales Agents         41-9022         \$34.81         \$16.22         \$44.10         \$24.56         \$72,394           Receptionists and Information Clerks         43-4171         \$13.11         \$9.81         \$14.76         \$13.04         \$27,264           Securities, Commodities, and Financial Services Sales Agents         41-3031         \$26.96         \$14.13         \$33.38         \$20.36         \$56,084           Software Developers, Systems Software								
Meeting, Convention, and Event Planners     13-1121     \$19.25     \$12.59     \$22.58     \$17.62     \$40,042       Network and Computer Systems Administrators     15-1142     \$33.05     \$23.69     \$37.72     \$31.78     \$68,735       Office Clerks, General     43-9061     \$16.06     \$10.56     \$18.81     \$15.41     \$33,403       Paralegals and Legal Assistants     23-2011     \$18.45     \$11.72     \$21.82     \$17.80     \$38,386       Personal Financial Advisors     13-2052     \$52.04     \$19.50     \$68.31     \$32.20     \$108,246       Real Estate Sales Agents     41-9022     \$34.81     \$16.22     \$44.10     \$24.56     \$72,394       Receptionists and Information Clerks     43-4171     \$13.11     \$9.81     \$14.76     \$13.04     \$27,264       Securities, Commodities, and Financial Services Sales Agents     41-3031     \$26.96     \$14.13     \$33.38     \$20.36     \$56,084       Software Developers, Applications     15-1132     \$39.25     \$26.10     \$45.83     \$37.69     \$81,647       Software Developers, Systems Software     15-1133     \$35.38     \$22.91     \$41.61     \$34.27     \$73,587       Tax Preparers     13-2082     \$20.29     \$12.81     \$24.04     \$19.55     \$42,213       Tel		1			·	-		
Network and Computer Systems Administrators       15-1142       \$33.05       \$23.69       \$37.72       \$31.78       \$68,735         Office Clerks, General       43-9061       \$16.06       \$10.56       \$18.81       \$15.41       \$33,403         Paralegals and Legal Assistants       23-2011       \$18.45       \$11.72       \$21.82       \$17.80       \$38,386         Personal Financial Advisors       13-2052       \$52.04       \$19.50       \$68.31       \$32.20       \$108,246         Real Estate Sales Agents       41-9022       \$34.81       \$16.22       \$44.10       \$24.56       \$72,394         Receptionists and Information Clerks       43-4171       \$13.11       \$9.81       \$14.76       \$13.04       \$27,264         Securities, Commodities, and Financial Services Sales Agents       41-3031       \$26.96       \$14.13       \$33.38       \$20.36       \$56,084         Software Developers, Applications       15-1132       \$39.25       \$26.10       \$45.83       \$37.69       \$81,647         Software Developers, Systems Software       15-1133       \$35.38       \$22.91       \$41.61       \$34.27       \$73,587         Tax Preparers       13-2082       \$20.29       \$12.81       \$24.04       \$19.55       \$42,213 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>								
Office Clerks, General       43-9061       \$16.06       \$10.56       \$18.81       \$15.41       \$33,403         Paralegals and Legal Assistants       23-2011       \$18.45       \$11.72       \$21.82       \$17.80       \$38,386         Personal Financial Advisors       13-2052       \$52.04       \$19.50       \$68.31       \$32.20       \$108,246         Real Estate Sales Agents       41-9022       \$34.81       \$16.22       \$44.10       \$24.56       \$72,394         Receptionists and Information Clerks       43-4171       \$13.11       \$9.81       \$14.76       \$13.04       \$27,264         Securities, Commodities, and Financial Services Sales Agents       41-3031       \$26.96       \$14.13       \$33.38       \$20.36       \$56,084         Software Developers, Applications       15-1132       \$39.25       \$26.10       \$45.83       \$37.69       \$81,647         Software Developers, Systems Software       15-1133       \$35.38       \$22.91       \$41.61       \$34.27       \$73,587         Tax Preparers       13-2082       \$20.29       \$12.81       \$24.04       \$19.55       \$42,213         Tellers       43-3071       \$12.79       \$10.81       \$13.78       \$12.45       \$26,599         Training and Development Managers </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>								
Paralegals and Legal Assistants         23-2011         \$18.45         \$11.72         \$21.82         \$17.80         \$38,386           Personal Financial Advisors         13-2052         \$52.04         \$19.50         \$68.31         \$32.20         \$108,246           Real Estate Sales Agents         41-9022         \$34.81         \$16.22         \$44.10         \$24.56         \$72,394           Receptionists and Information Clerks         43-4171         \$13.11         \$9.81         \$14.76         \$13.04         \$27,264           Securities, Commodities, and Financial Services Sales Agents         41-3031         \$26.96         \$14.13         \$33.38         \$20.36         \$56,084           Software Developers, Applications         15-1132         \$39.25         \$26.10         \$45.83         \$37.69         \$81,647           Software Developers, Systems Software         15-1133         \$35.38         \$22.91         \$41.61         \$34.27         \$73,587           Tax Preparers         13-2082         \$20.29         \$12.81         \$24.04         \$19.55         \$42,213           Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89 </td <td></td> <td></td> <td></td> <td></td> <td>·</td> <td></td> <td></td>					·			
Personal Financial Advisors         13-2052         \$52.04         \$19.50         \$68.31         \$32.20         \$108,246           Real Estate Sales Agents         41-9022         \$34.81         \$16.22         \$44.10         \$24.56         \$72,394           Receptionists and Information Clerks         43-4171         \$13.11         \$9.81         \$14.76         \$13.04         \$27,264           Securities, Commodities, and Financial Services Sales Agents         41-3031         \$26.96         \$14.13         \$33.38         \$20.36         \$56,084           Software Developers, Applications         15-1132         \$39.25         \$26.10         \$45.83         \$37.69         \$81,647           Software Developers, Systems Software         15-1133         \$35.38         \$22.91         \$41.61         \$34.27         \$73,587           Tax Preparers         13-2082         \$20.29         \$12.81         \$24.04         \$19.55         \$42,213           Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15	,							
Real Estate Sales Agents       41-9022       \$34.81       \$16.22       \$44.10       \$24.56       \$77,394         Receptionists and Information Clerks       43-4171       \$13.11       \$9.81       \$14.76       \$13.04       \$27,264         Securities, Commodities, and Financial Services Sales Agents       41-3031       \$26.96       \$14.13       \$33.38       \$20.36       \$56,084         Software Developers, Applications       15-1132       \$39.25       \$26.10       \$45.83       \$37.69       \$81,647         Software Developers, Systems Software       15-1133       \$35.38       \$22.91       \$41.61       \$34.27       \$73,587         Tax Preparers       13-2082       \$20.29       \$12.81       \$24.04       \$19.55       \$42,213         Tellers       43-3071       \$12.79       \$10.81       \$13.78       \$12.45       \$26,599         Training and Development Managers       11-3131       \$42.93       \$28.89       \$49.96       \$40.50       \$89,302         Training and Development Specialists       13-1151       \$24.25       \$15.32       \$28.71       \$22.15       \$50,430								
Receptionists and Information Clerks       43-4171       \$13.11       \$9.81       \$14.76       \$13.04       \$27,264         Securities, Commodities, and Financial Services Sales Agents       41-3031       \$26.96       \$14.13       \$33.38       \$20.36       \$56,084         Software Developers, Applications       15-1132       \$39.25       \$26.10       \$45.83       \$37.69       \$81,647         Software Developers, Systems Software       15-1133       \$35.38       \$22.91       \$41.61       \$34.27       \$73,587         Tax Preparers       13-2082       \$20.29       \$12.81       \$24.04       \$19.55       \$42,213         Tellers       43-3071       \$12.79       \$10.81       \$13.78       \$12.45       \$26,599         Training and Development Managers       11-3131       \$42.93       \$28.89       \$49.96       \$40.50       \$89,302         Training and Development Specialists       13-1151       \$24.25       \$15.32       \$28.71       \$22.15       \$50,430					· ·			
Securities, Commodities, and Financial Services Sales Agents         41-3031         \$26.96         \$14.13         \$33.38         \$20.36         \$56,084           Software Developers, Applications         15-1132         \$39.25         \$26.10         \$45.83         \$37.69         \$81,647           Software Developers, Systems Software         15-1133         \$35.38         \$22.91         \$41.61         \$34.27         \$73,587           Tax Preparers         13-2082         \$20.29         \$12.81         \$24.04         \$19.55         \$42,213           Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430								
Software Developers, Applications         15-1132         \$39.25         \$26.10         \$45.83         \$37.69         \$81,647           Software Developers, Systems Software         15-1133         \$35.38         \$22.91         \$41.61         \$34.27         \$73,587           Tax Preparers         13-2082         \$20.29         \$12.81         \$24.04         \$19.55         \$42,213           Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430								
Software Developers, Systems Software         15-1133         \$35.38         \$22.91         \$41.61         \$34.27         \$73,587           Tax Preparers         13-2082         \$20.29         \$12.81         \$24.04         \$19.55         \$42,213           Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430				-		-		
Tax Preparers         13-2082         \$20.29         \$12.81         \$24.04         \$19.55         \$42,213           Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430					· ·			
Tellers         43-3071         \$12.79         \$10.81         \$13.78         \$12.45         \$26,599           Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430					·			
Training and Development Managers         11-3131         \$42.93         \$28.89         \$49.96         \$40.50         \$89,302           Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430	·							
Training and Development Specialists         13-1151         \$24.25         \$15.32         \$28.71         \$22.15         \$50,430								

The 2018 lowa Wage data for the North Central lowa Alliance 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 <a href="https://www.iowalmi.gov/laborshed">www.iowalmi.gov/laborshed</a>.