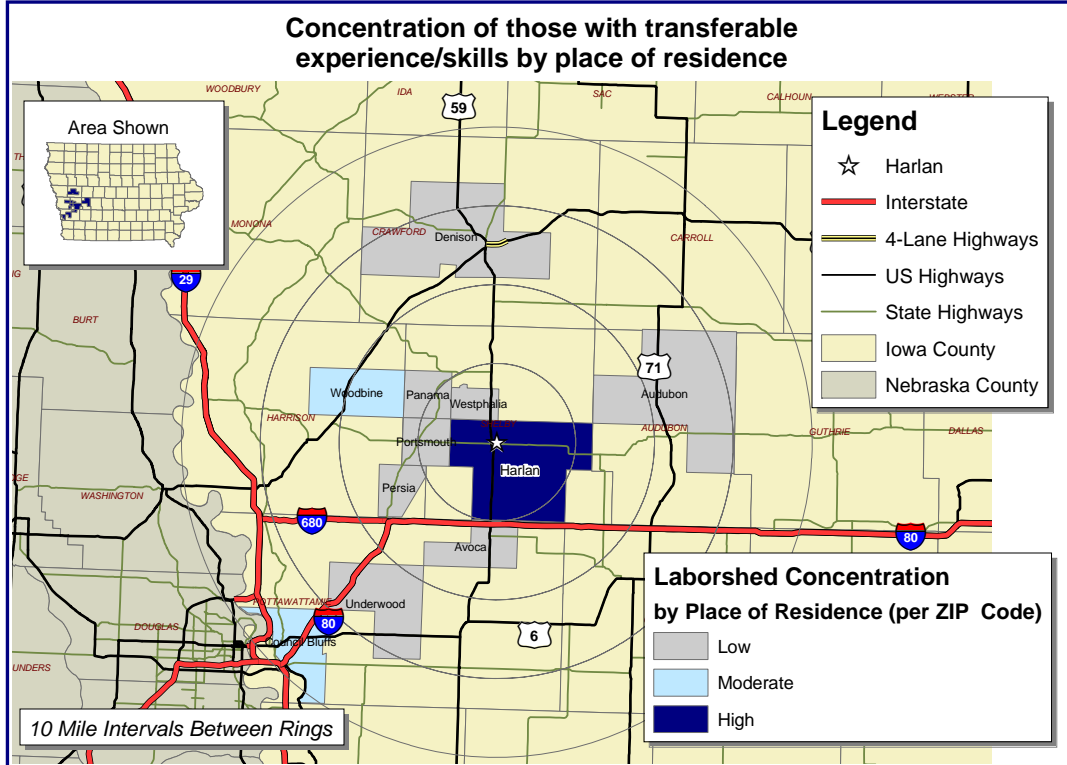


# Labor Characteristics

## Information Solutions

### Shelby County, Iowa



Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 17 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 20 miles one way for the right employment opportunity.

### Employment Status

#### 84.4% Employed

- 18.5% of the employed are willing to change employment

#### 9.4% Unemployed

#### 6.2% Homemakers; Not Employed

### Education Levels:

- 84.4% Education beyond high school
- 15.6% Associate degree
- 3.1% Trade certified
- 25.0% Undergraduate degree
- 15.6% Postgraduate degree

### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 72.7%
- Varied shifts (2nd, 3rd, & split) - 18.2%
- Job sharing - 27.3%
- Job teams - 63.6%
- Seasonal work - 30.0%
- Temporary work - 30.0%

### Other Facts:

- 50.0% paid an hourly salary
- 81.3% are/were employed full-time
- 12.5% are/were employed part-time
- 6.3% are/were self-employed
- 14.8% hold two or more jobs
- Currently working an average of 41 hrs/week

### Current Benefits:

- Health/medical insurance - 96.0%
- Pension/retirement/401K - 72.0%
- Dental coverage - 52.0%
- Life insurance - 36.0%
- Paid vacation - 36.0%
- Paid holidays - 24.0%
- Paid sick leave - 20.0%
- Vision coverage - 20.0%
- Disability insurance - 12.0%
- Prescription drug coverage - 4.0%
- Stock options - 4.0%

### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 90.0%
- Pension/retirement/401K - 30.0%
- Dental coverage - 10.0%
- Flex-time - 10.0%
- Life insurance - 10.0%

### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.monster.com](http://www.monster.com)
  - [www.careerbuilder.com](http://www.careerbuilder.com)
- Local/Regional Newspapers
  - Harlan Tribune
  - The Des Moines Register
  - Omaha World-Herald
- Networking through family, friends, and acquaintances
- Local Iowa Workforce Development Centers

### Potential Available Labor:

#### Business Operations:

- Marketing & Advertising Managers - 460
- Financial Managers - 685
- Analysts - 468
- Business Operation Specialists - 115
- Personal Financial Advisors - 103
- Insurance Underwriters - 96
- Financial Specialists - 343
- Insurance Sales Agents - 126
- Securities, Commodities, & Financial Services Sales Agents - 122
- Clerks & Office Support - 361

#### Computer:

- Programmers - 105
- Software Engineers - 96
- Systems Analysts - 111
- Support Specialists - 347
- Network & Systems Administrators - 94

**An estimated total of 3,632 people in the Laborshed area**

### Underemployment:

Total Underemployment - 3.1%

- Low hours - 3.1%
- Mismatch of skills - 0.0%
- Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.



IWD Region 13 Laborshed area aggregated wage data was also extracted from the Iowa Wage Survey and is provided in the table on page 2 which reflects mean, entry, experienced, and median wages.

**For more information regarding the Shelby County Laborshed Analysis, contact:**

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Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 33.76	\$ 16.79	\$ 42.24	\$ 25.95
Administrative Services Managers	11-3011	\$ 27.72	\$ 16.50	\$ 33.33	\$ 26.08
Appraisers and Assessors of Real Estate	13-2021	\$ 26.51	\$ 18.04	\$ 30.74	\$ 26.32
Budget Analysts	13-2031	\$ 40.11	\$ 29.83	\$ 45.27	\$ 43.98
Business Operations Specialists, All Other	13-1199	\$ 23.96	\$ 12.00	\$ 29.95	\$ 22.61
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 24.64	\$ 16.12	\$ 28.89	\$ 22.89
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 22.94	\$ 15.29	\$ 26.76	\$ 20.16
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 22.05	\$ 14.44	\$ 25.86	\$ 22.35
Computer and Information Systems Managers	11-3021	\$ 38.77	\$ 22.83	\$ 46.74	\$ 34.21
Computer Programmers	15-1021	\$ 26.19	\$ 16.26	\$ 31.15	\$ 21.66
Computer Specialists, All Other	15-1099	\$ 41.57	\$ 18.43	\$ 53.14	\$ 42.69
Computer Support Specialists	15-1041	\$ 16.38	\$ 9.80	\$ 19.68	\$ 16.32
Computer Systems Analysts	15-1051	\$ 28.16	\$ 20.97	\$ 31.74	\$ 27.07
Credit Analysts	13-2041	\$ 23.04	\$ 14.31	\$ 27.41	\$ 22.23
Customer Service Representatives	43-4051	\$ 11.76	\$ 8.16	\$ 13.56	\$ 10.74
Data Entry Keyers	43-9021	\$ 10.91	\$ 8.82	\$ 11.96	\$ 10.62
Database Administrators	15-1061	\$ 23.63	\$ 15.44	\$ 27.72	\$ 24.37
Financial Managers	11-3031	\$ 32.63	\$ 20.45	\$ 38.72	\$ 30.32
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 19.86	\$ 12.14	\$ 23.72	\$ 18.34
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 15.32	\$ 6.39	\$ 19.78	\$ 15.70
Insurance Claims and Policy Processing Clerks	43-9041	\$ 13.27	\$ 12.56	\$ 13.62	\$ 13.39
Insurance Sales Agents	41-3021	\$ 19.00	\$ 11.14	\$ 22.94	\$ 15.57
Insurance Underwriters	13-2053	\$ 17.89	\$ 10.50	\$ 21.60	\$ 17.43
Loan Officers	13-2072	\$ 25.53	\$ 16.73	\$ 29.93	\$ 20.88
Management Analysts	13-1111	\$ 23.29	\$ 12.07	\$ 28.89	\$ 18.79
Network and Computer Systems Administrators	15-1071	\$ 25.50	\$ 20.29	\$ 28.10	\$ 24.11
Network Systems and Data Communications Analysts	15-1081	\$ 19.99	\$ 14.29	\$ 22.85	\$ 17.56
Office and Administrative Support Workers, All Other	43-9199	\$ 14.37	\$ 11.28	\$ 15.91	\$ 14.11
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 33.17	\$ 17.73	\$ 40.89	\$ 31.14
Tax Preparers	13-2082	\$ 10.11	\$ 8.13	\$ 11.09	\$ 8.51
Telemarketers	41-9041	\$ 8.80	\$ 6.41	\$ 10.00	\$ 8.08
Training and Development Specialists	13-1073	\$ 17.36	\$ 12.41	\$ 19.84	\$ 15.41

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 13 service area was produced by the Workforce Data & Business Development Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 13 service area. The source of the wage and employment data is the 2007 Iowa Wage Survey. Additional data from the Iowa Wage Survey for individual counties, Iowa Workforce Development regions, and by industry statewide are available on the Iowa Workforce Development web site located at [www.iowaworkforce.org](http://www.iowaworkforce.org).