

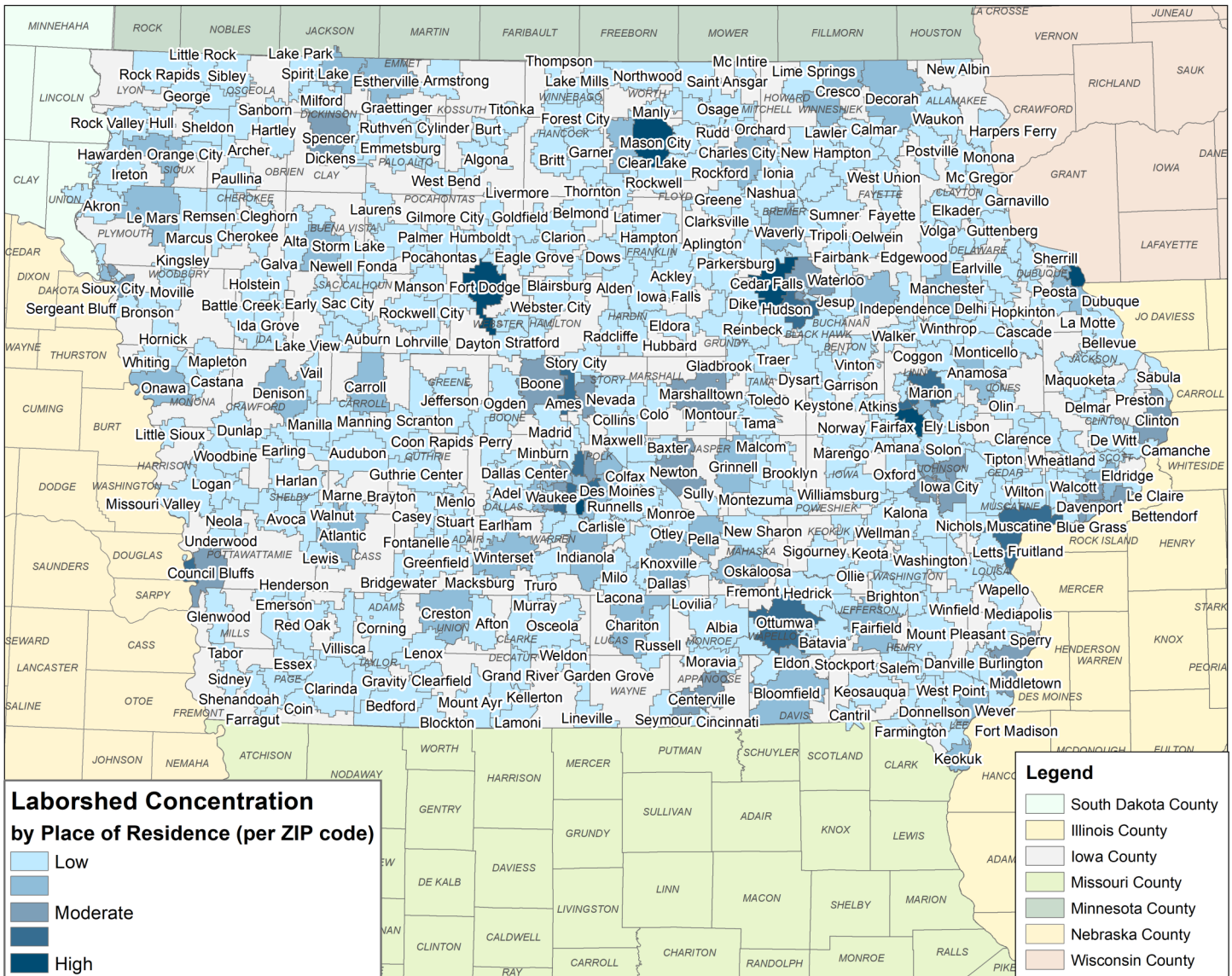
LABOR CHARACTERISTICS

WHOLESALE & RETAIL

STATE OF 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 13 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 24 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE STATEWIDE LABORSHED AREA, CONTACT:

LABOR CHARACTERISTICS

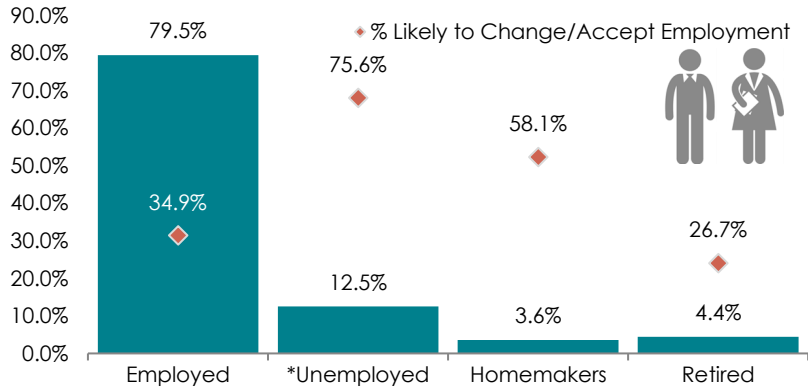


WHOLESALE & RETAIL

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Automotive Body, Related Workers - 0.1%
- Automotive Technicians/Mechanics - 2.2%
- Bakers - 0.4%
- Bicycle Repairers - 0.1%
- Bookkeeping, Accounting, and Auditing Clerks - 2.7%
- Business Operations Specialists - 2.3%
- Butchers and Meat Cutters - 0.2%
- Cashiers - 4.3%
- Cleaners of Vehicles/Equipment - 0.4%
- Conveyor Operators and Tenders - 0.1%
- Cooks, Fast Food - 1.8%
- Cooks, Restaurant - 0.5%
- Cooks, Short Order - 0.2%
- Counter and Rental Clerks - 0.1%
- Customer Service Representatives - 5.7%
- Demonstrators/Product Promoters - 0.2%
- Dishwashers - 0.4%
- Driver/Sales Workers - 0.8%
- Equipment Mechanics/Technicians - 0.2%
- First-Line Supervisors of Food Preparation and Serving Workers - 1.6%
- First-Line Supervisors of Office and Administrative Support Workers - 6.1%
- First-Line Supervisors of Production and Operating Workers - 3%
- Freight, Stock, and Material Movers - 2.1%
- Supervisors of Retail Sales Workers - 6%
- Floral Designers - 0.1%
- Food Preparation and Serving Workers, All Other - 0.1%
- Food Preparation Workers - 0.2%
- General and Operations Managers - 8%
- Hairdressers/Cosmetologists - 1.1%
- Heavy/Tractor-Trailer Truck Drivers - 9.8%
- Industrial Truck/Tractor Operators - 1.1%
- Installation/Maintenance Workers - 4.3%
- Interior Designers - 0.2%
- Janitors and Cleaners - 2.2%
- Light Truck/Delivery Services Drivers - 1.5%
- Marketing Analysts/Specialists - 0.9%
- Material Moving Workers, All Other - 0.1%
- Merchandise Displayers and Window Trimmers - 0.6%
- Nonfarm Animal Caretakers - 0.4%
- Office Clerks, General - 2.6%
- Ophthalmic Laboratory Technicians - 0.1%
- Opticians, Dispensing - 0.1%
- Order Clerks - 0.3%
- Packaging and Filling Machine Operators and Tenders - 0.1%
- Packers and Packagers, Hand - 0.9%
- Parts Salespersons - 0.2%
- Pharmacists - 0.6%
- Pharmacy Aides - 0.2%
- Pharmacy Technicians - 0.5%
- Production Workers, All Other - 3%
- Production/Expediting Clerks - 0.8%
- Retail Salespersons - 5%
- Sales and Related Workers, All Other - 0.8%
- Sales Managers - 3%
- Sales Representatives, Non-Technical/Scientific Products - 2.5%
- Sales Representatives, Technical/Scientific Products - 0.5%
- Security Guards - 0.9%
- Shipping, Receiving, Traffic Clerks - 1.3%
- Supervisors of Non-Retail Workers - 0.1%
- Tailors/Dressmakers/Custom Sewers - 0.1%
- Team Assemblers - 1.9%
- Waiters and Waitresses - 2%
- Weighers/Measurers/Checkers - 0.2%
- Wholesale and Retail Buyers - 0.5%

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



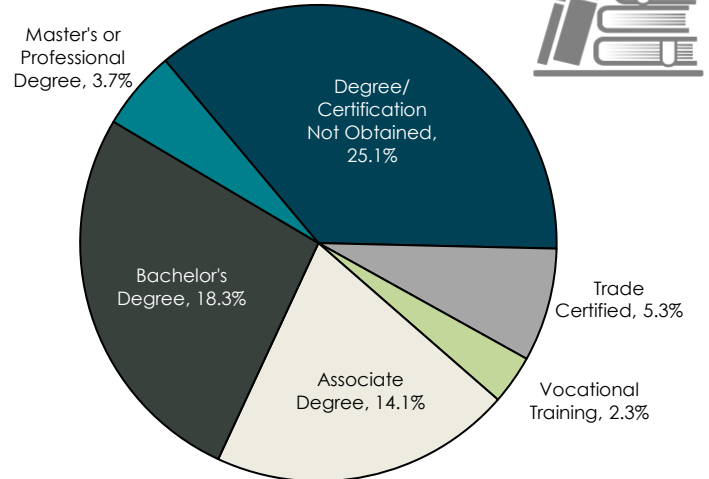
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 61.2% paid an hourly wage
- 83.0% are/were employed full-time
- 17.0% are/were employed part-time
- 16.1% are/were self-employed
- 12.1% hold two or more jobs
- Currently working an average of 43 hours/week

EDUCATIONAL LEVEL:

(68.8% HAVE AN EDUCATION BEYOND HIGH SCHOOL)

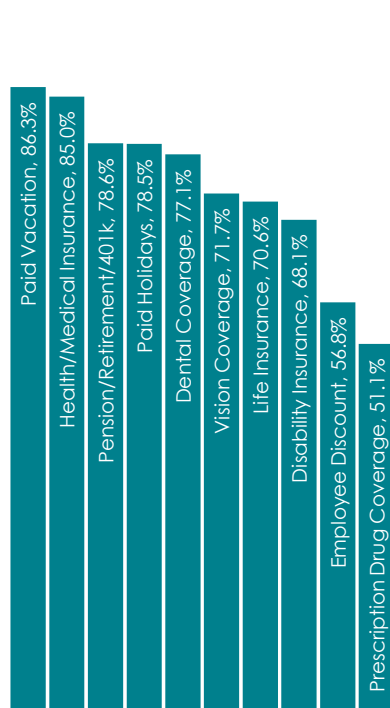


UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 2.8%
- Low income - 0.2%
- Mismatch of skills - 9.7%
- Total - 11.6%

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 80.5%
 - www.indeed.com
 - www.linkedin.com
 - www.facebook.com
 - www.monster.com
- Networking through friends, family or acquaintances - 47.2%
- IowaWORKS Centers - 26.7%
- Private Employment Services - 16.7%



LABOR CHARACTERISTICS



WHOLESALE & RETAIL

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$34.19	\$21.74	\$40.41	\$30.79	\$71,107
Automotive Body and Related Repairers	49-3021	\$22.43	\$14.72	\$26.29	\$21.66	\$46,659
Automotive Service Technicians and Mechanics	49-3023	\$21.01	\$13.91	\$24.56	\$20.15	\$43,697
Baggage Porters and Bellhops	39-6011	\$9.85	\$8.67	\$10.43	\$9.57	\$20,482
Bakers	51-3011	\$15.40	\$11.72	\$17.24	\$14.90	\$32,035
Bartenders	35-3011	\$10.99	\$8.59	\$12.19	\$9.71	\$22,863
Billing and Posting Clerks	43-3021	\$19.44	\$14.61	\$21.86	\$18.40	\$40,440
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$19.38	\$12.39	\$22.87	\$18.55	\$40,312
Butchers and Meat Cutters	51-3021	\$14.31	\$10.75	\$16.09	\$13.01	\$29,766
Cargo and Freight Agents	43-5011	\$21.70	\$14.90	\$25.11	\$20.24	\$45,143
Cashiers	41-2011	\$11.34	\$9.31	\$12.35	\$10.94	\$23,586
Chefs and Head Cooks	35-1011	\$22.62	\$16.89	\$25.49	\$21.72	\$47,058
Chief Executives	11-1011	\$96.84	\$41.26	\$124.64	\$91.67	\$201,435
Conveyor Operators and Tenders	53-7011	\$18.20	\$14.07	\$20.26	\$17.61	\$37,854
Cooks, Fast Food	35-2011	\$13.04	\$9.55	\$14.78	\$11.63	\$27,120
Cooks, Short Order	35-2015	\$11.64	\$10.21	\$12.35	\$11.29	\$24,201
Cost Estimators	13-1051	\$37.27	\$21.19	\$45.31	\$32.91	\$77,527
Counter and Rental Clerks	41-2021	\$14.00	\$9.39	\$16.31	\$12.40	\$29,127
Customer Service Representatives	43-4051	\$17.80	\$11.76	\$20.82	\$16.25	\$37,018
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	\$11.11	\$8.84	\$12.24	\$10.59	\$23,106
Dishwashers	35-9021	\$10.32	\$8.68	\$11.13	\$9.82	\$21,459
Driver/Sales Workers	53-3031	\$14.06	\$8.57	\$16.80	\$10.90	\$29,243
Executive Secretaries and Executive Administrative Assistants	43-6011	\$24.23	\$17.53	\$27.58	\$23.76	\$50,396
Farm Equipment Mechanics and Service Technicians	49-3041	\$22.38	\$17.45	\$24.84	\$22.29	\$46,542
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	\$16.52	\$11.43	\$19.06	\$15.54	\$34,361
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	\$21.98	\$14.95	\$25.49	\$21.31	\$45,714
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$27.28	\$17.80	\$32.02	\$26.05	\$56,747
First-Line Supervisors of Production and Operating Workers	51-1011	\$29.73	\$20.18	\$34.50	\$28.76	\$61,836
First-Line Supervisors of Retail Sales Workers	41-1011	\$19.93	\$13.07	\$23.36	\$17.59	\$41,447
Floral Designers	27-1023	\$12.87	\$9.63	\$14.48	\$12.61	\$26,761
Food Preparation Workers	35-2021	\$11.82	\$9.82	\$12.82	\$11.45	\$24,576
General and Operations Managers	11-1021	\$48.22	\$21.55	\$61.55	\$39.93	\$100,295
Graphic Designers	27-1024	\$23.34	\$14.80	\$27.62	\$21.18	\$48,556
Hairdressers, Hairstylists, and Cosmetologists	39-5012	\$14.26	\$9.17	\$16.81	\$12.30	\$29,664
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$21.96	\$15.30	\$25.29	\$20.57	\$45,679
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	\$10.08	\$8.52	\$10.86	\$9.47	\$20,969
Hotel, Motel, and Resort Desk Clerks	43-4081	\$11.83	\$10.05	\$12.72	\$11.54	\$24,611
Human Resources Specialists	13-1071	\$29.44	\$19.03	\$34.65	\$27.73	\$61,239
Industrial Truck and Tractor Operators	53-7051	\$19.96	\$16.43	\$21.73	\$19.93	\$41,526
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$22.02	\$15.23	\$25.41	\$21.14	\$45,798
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$22.96	\$15.60	\$26.65	\$23.37	\$47,765
Insurance Claims and Policy Processing Clerks	43-9041	\$19.66	\$15.46	\$21.75	\$19.11	\$40,885
Jewelers and Precious Stone and Metal Workers	51-9071	\$23.02	\$16.71	\$26.17	\$22.51	\$47,875
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$16.52	\$11.85	\$18.86	\$15.98	\$34,365
Light Truck or Delivery Services Drivers	53-3033	\$16.69	\$10.22	\$19.93	\$15.02	\$34,725
Logisticians	13-1081	\$38.71	\$25.02	\$45.55	\$37.63	\$80,509
Maids and Housekeeping Cleaners	37-2012	\$12.04	\$10.01	\$13.05	\$11.53	\$25,037
Material Moving Workers, All Other	53-7199	\$21.54	\$15.47	\$24.58	\$21.50	\$44,805
Meeting, Convention, and Event Planners	13-1121	\$21.67	\$14.70	\$25.16	\$20.54	\$45,077
Merchandise Displayers and Window Trimmers	27-1026	\$15.38	\$11.19	\$17.47	\$13.91	\$31,985
Office and Administrative Support Workers, All Other	43-9199	\$18.66	\$12.92	\$21.53	\$17.20	\$38,808
Office Clerks, General	43-9061	\$17.27	\$11.68	\$20.07	\$16.43	\$35,925
Order Clerks	43-4151	\$16.48	\$12.93	\$18.26	\$15.54	\$34,286
Payroll and Timekeeping Clerks	43-3051	\$21.84	\$15.75	\$24.88	\$21.78	\$45,428
Production Workers, All Other	51-9199	\$18.48	\$11.16	\$22.15	\$18.06	\$38,445
Production, Planning, and Expediting Clerks	43-5061	\$24.64	\$15.89	\$29.02	\$23.37	\$51,254
Retail Salespersons	41-2031	\$14.24	\$9.98	\$16.37	\$12.12	\$29,621
Sales and Related Workers, All Other	41-9099	\$15.98	\$10.72	\$18.62	\$13.24	\$33,246
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$31.87	\$17.57	\$39.02	\$28.41	\$66,291
Shipping, Receiving, and Traffic Clerks	43-5071	\$18.12	\$12.33	\$21.02	\$17.13	\$37,697
Waiters and Waitresses	35-3031	\$10.78	\$8.69	\$11.82	\$9.50	\$22,414

The 2022 Iowa Wage data for the Statewide Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide information on wages by occupation. The source of the wage and employment data is based on the May 2021 OEWS estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.

Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2022.