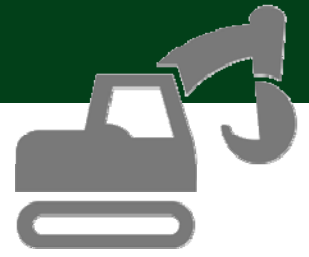


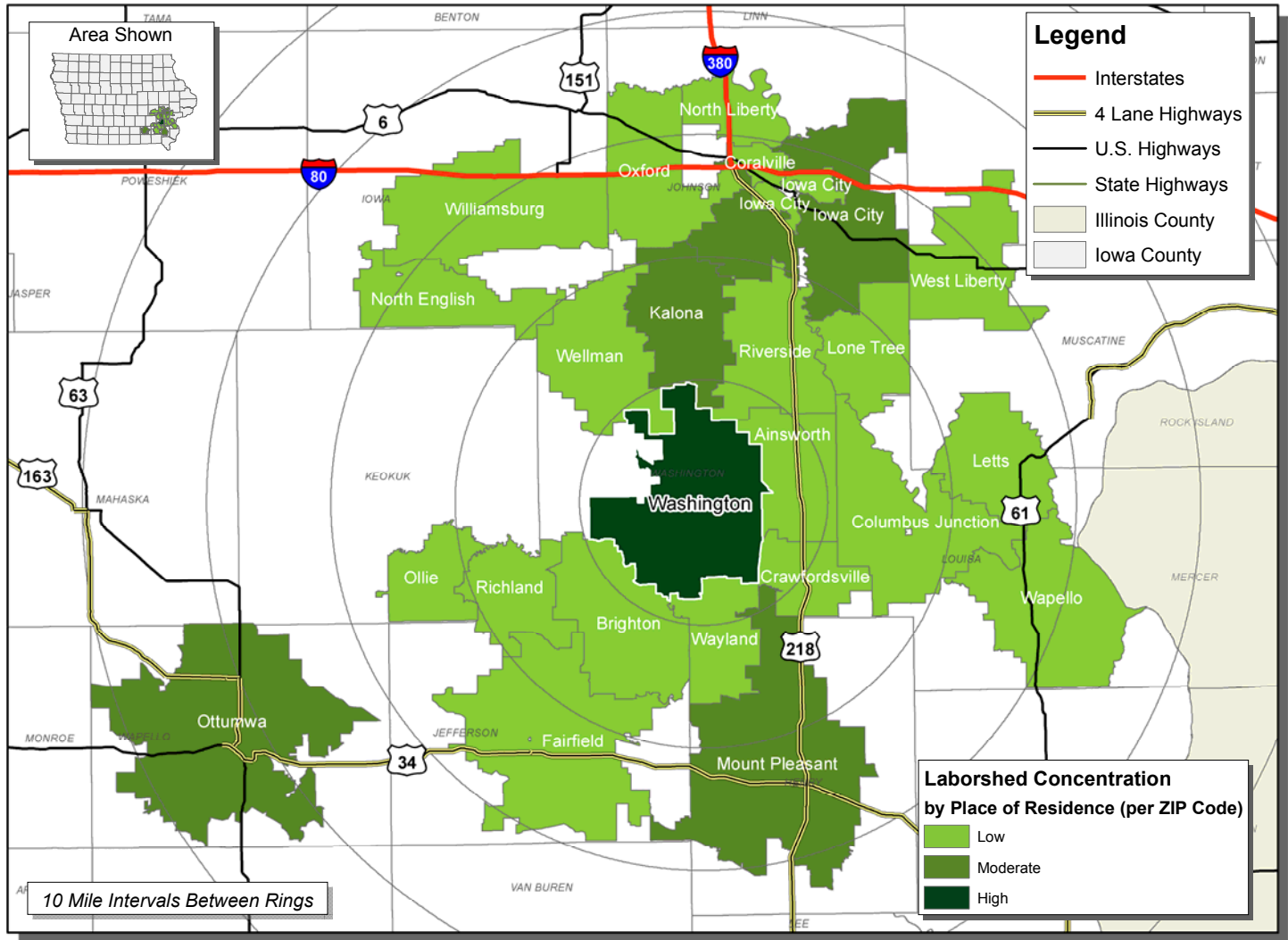
LABOR CHARACTERISTICS

CONSTRUCTION



WASHINGTON COUNTY, 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 15 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 WASHINGTON COUNTY LABORSHED, CONTACT:

LABOR CHARACTERISTICS



CONSTRUCTION

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Managers - 3,964
- Secretaries - 4,360

CONSTRUCTION:

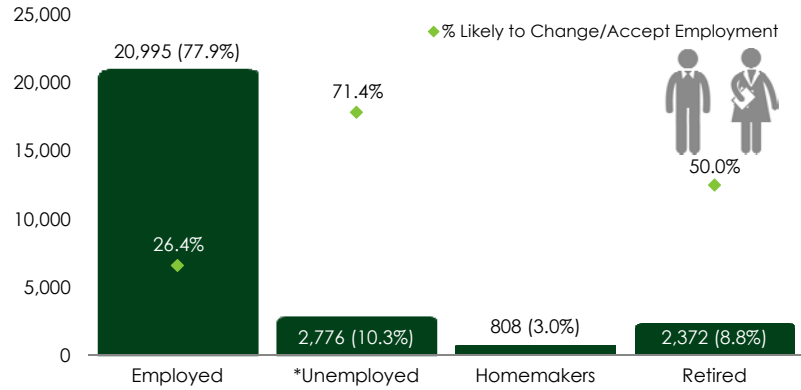
- Managers - 1,189
- Supervisors - 396
- Assemblers and Fabricators - 389
- Carpenters - 793
- Cement Masons and Concrete Finishers - 399
- Construction Laborers - 1,585
- Electricians - 402
- Highway Maintenance Workers - 796
- Installation, Maintenance, and Repair Workers - 397
- Maintenance and Repair Workers - 1,590
- Maintenance Workers, Machinery - 400
- Millwrights - 395
- Mobile Heavy Equipment Mechanics - 392
- Operating Engineers and Other Construction Equipment Operators - 1,580
- Painters, Construction and Maintenance - 790
- Paving, Surfacing, and Tamping Equipment Operators - 390
- Plumbers, Pipefitters, and Steamfitters - 407
- Sheet Metal Workers - 385

MATERIAL MOVERS:

- Forklift Operators - 403
- Heavy Truck Drivers - 3,567
- Laborers and Material Movers, Hand - 1,982

AN ESTIMATED TOTAL OF
26,951 PEOPLE IN THE LABORSHED AREA

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



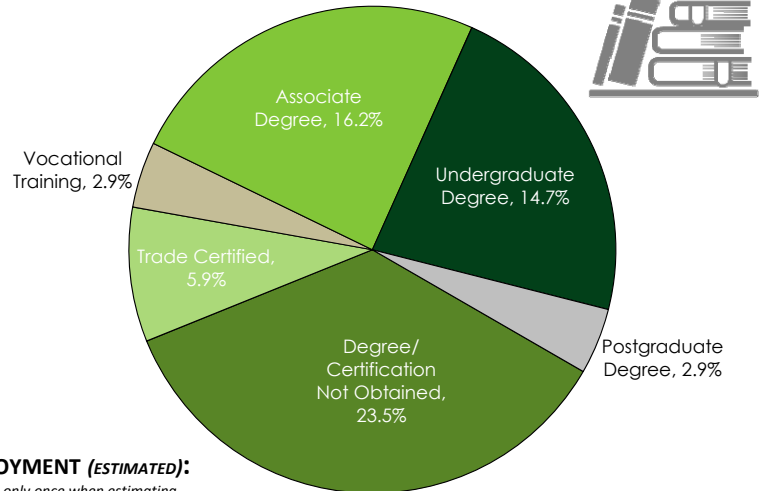
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

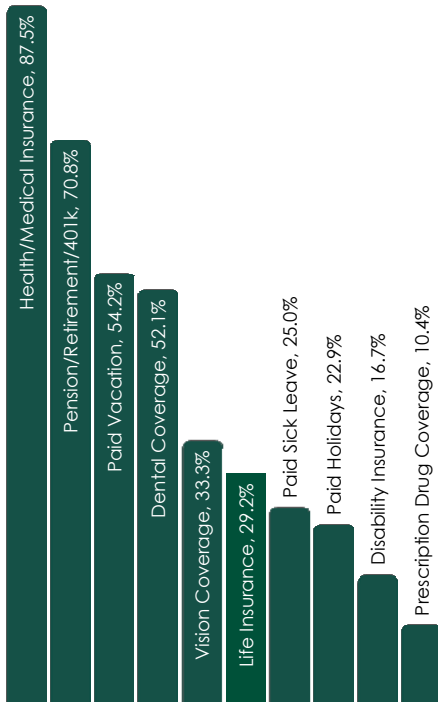
- 70.6% paid an hourly wage
- 72.1% are/were employed full-time
- 10.3% are/were employed part-time
- 8.8% are/were seasonal/temporary
- 8.8% are/were self-employed
- 17.0% hold two or more jobs
- Currently working an average of 46 hours/week

EDUCATIONAL LEVEL:

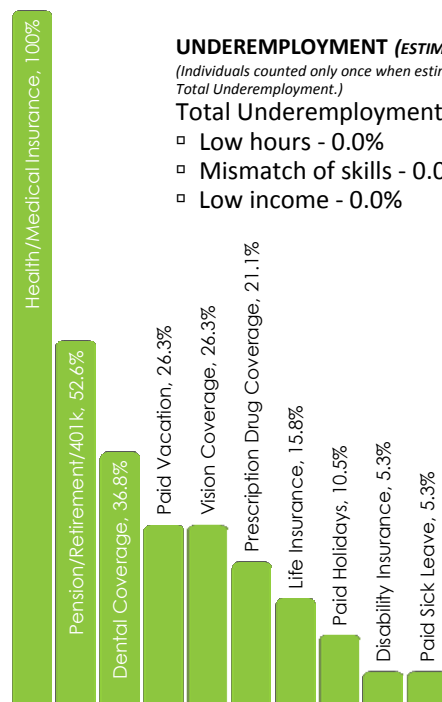
(66.1% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 0.0%

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

TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 57.6%
 - www.iowajobs.org
 - www.linkedin.com
- Local/Regional Newspapers - 23.7%
 - The Ottumwa Courier
 - The Gazette - Cedar Rapids
 - Washington Evening Journal
- Networking through friends, family or acquaintances - 23.7%
- IowaWORKS Centers - 15.3%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 69.6%
- Cross-training - 47.8%
- Varied shifts - 26.1%
- Job sharing - 21.7%
- Seasonal work - 39.1%
- Temporary work - 39.1%



LABOR CHARACTERISTICS - WAGES

CONSTRUCTION



OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Architects, Except Landscape and Naval Architectural and Civil Drafters	17-1011	\$ 32.48	\$ 20.07	\$ 38.69	\$ 29.91	\$ 67,562
Architectural and Civil Drafters	17-3011	\$ 22.21	\$ 14.64	\$ 25.99	\$ 22.63	\$ 46,190
Assemblers and Fabricators, All Other	51-2099	\$ 18.30	\$ 11.09	\$ 21.91	\$ 14.10	\$ 38,063
Brickmasons and Blockmasons	47-2021	\$ 19.56	\$ 13.45	\$ 22.62	\$ 19.68	\$ 40,689
Carpenters	47-2031	\$ 19.96	\$ 13.67	\$ 23.10	\$ 18.57	\$ 41,510
Cement Masons and Concrete Finishers	47-2051	\$ 19.60	\$ 15.53	\$ 21.63	\$ 19.15	\$ 40,766
Civil Engineering Technicians	17-3022	\$ 24.76	\$ 18.29	\$ 28.00	\$ 23.35	\$ 51,508
Construction and Building Inspectors	47-4011	\$ 27.05	\$ 23.05	\$ 29.05	\$ 27.42	\$ 56,263
Construction and Related Workers, All Other	47-4099	\$ 22.43	\$ 16.97	\$ 25.16	\$ 23.82	\$ 46,661
Construction Laborers	47-2061	\$ 15.36	\$ 11.07	\$ 17.51	\$ 14.99	\$ 31,957
Construction Managers	11-9021	\$ 27.82	\$ 11.57	\$ 35.94	\$ 24.86	\$ 57,862
Cost Estimators	13-1051	\$ 27.39	\$ 18.03	\$ 32.06	\$ 25.81	\$ 56,965
Drywall and Ceiling Tile Installers	47-2081	\$ 16.47	\$ 11.24	\$ 19.09	\$ 17.38	\$ 34,256
Electricians	47-2111	\$ 21.81	\$ 13.69	\$ 25.86	\$ 21.83	\$ 45,355
Engineers, All Other	17-2199	\$ 38.88	\$ 28.11	\$ 44.27	\$ 38.12	\$ 80,874
Financial Managers, Branch or Department	11-3031	\$ 49.23	\$ 28.52	\$ 59.59	\$ 46.16	\$ 102,406
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	\$ 26.75	\$ 18.71	\$ 30.77	\$ 27.11	\$ 55,645
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble	47-3011	\$ 13.80	\$ 8.22	\$ 16.59	\$ 13.84	\$ 28,713
Helpers--Carpenters	47-3012	\$ 18.40	\$ 12.73	\$ 21.24	\$ 19.11	\$ 38,279
Highway Maintenance Workers	47-4051	\$ 20.55	\$ 15.99	\$ 22.83	\$ 21.25	\$ 42,748
Highway Maintenance Workers	47-4051	\$ 20.55	\$ 15.99	\$ 22.83	\$ 21.25	\$ 42,748
Industrial Truck and Tractor Operators	53-7051	\$ 16.37	\$ 12.59	\$ 18.26	\$ 15.05	\$ 34,052
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$ 20.69	\$ 15.01	\$ 23.52	\$ 19.84	\$ 43,029
Insulation Workers, Mechanical	47-2132	\$ 21.15	\$ 15.26	\$ 24.10	\$ 19.96	\$ 43,991
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 14.83	\$ 9.81	\$ 17.35	\$ 13.06	\$ 30,857
Landscape Architects	17-1012	\$ 25.61	\$ 17.56	\$ 29.64	\$ 24.36	\$ 53,269
Maintenance and Repair Workers, General	49-9071	\$ 19.14	\$ 12.40	\$ 22.51	\$ 19.46	\$ 39,814
Maintenance Workers, Machinery	49-9043	\$ 20.96	\$ 15.81	\$ 23.53	\$ 21.08	\$ 43,589
Managers, All Other	11-9199	\$ 39.48	\$ 23.25	\$ 47.60	\$ 37.07	\$ 82,126
Mechanical Drafters	17-3013	\$ 23.09	\$ 16.47	\$ 26.40	\$ 22.52	\$ 48,034
Mechanical Engineers	17-2141	\$ 36.18	\$ 23.19	\$ 42.68	\$ 34.94	\$ 75,260
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	\$ 22.07	\$ 17.29	\$ 24.46	\$ 21.67	\$ 45,901
Operating Engineers and Other Construction Equipment Operators	47-2073	\$ 21.12	\$ 16.54	\$ 23.41	\$ 18.97	\$ 43,933
Painters, Construction and Maintenance	47-2141	\$ 18.38	\$ 13.66	\$ 20.74	\$ 17.30	\$ 38,238
Paving, Surfacing, and Tamping Equipment Operators	47-2071	\$ 21.92	\$ 18.60	\$ 23.58	\$ 21.13	\$ 45,594
Plumbers, Pipefitters, and Steamfitters	47-2152	\$ 18.85	\$ 9.86	\$ 23.35	\$ 17.27	\$ 39,216
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 16.52	\$ 11.15	\$ 19.21	\$ 16.15	\$ 34,366
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	\$ 16.31	\$ 14.37	\$ 17.29	\$ 16.45	\$ 33,934
Sheet Metal Workers	47-2211	\$ 24.30	\$ 14.18	\$ 29.37	\$ 23.87	\$ 50,551
Structural Iron and Steel Workers	47-2221	\$ 23.92	\$ 18.64	\$ 26.56	\$ 25.23	\$ 49,751
Surveying and Mapping Technicians	17-3031	\$ 19.34	\$ 11.40	\$ 23.31	\$ 20.92	\$ 40,228
Surveyors	17-1022	\$ 34.27	\$ 23.39	\$ 39.71	\$ 33.03	\$ 71,289
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 21.06	\$ 15.27	\$ 23.96	\$ 21.11	\$ 43,808

The 2015 Iowa Wage data for the Washington County 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 2014 OES estimates. Additional occupational wage and employment data can be found at <https://www.iowaworkforcedevelopment.gov/occupational-employment-and-wages>.

WASHINGTON COUNTY

LABORSHED AREA

Information compiled by Iowa Workforce Development using Laborshed data released 2016.

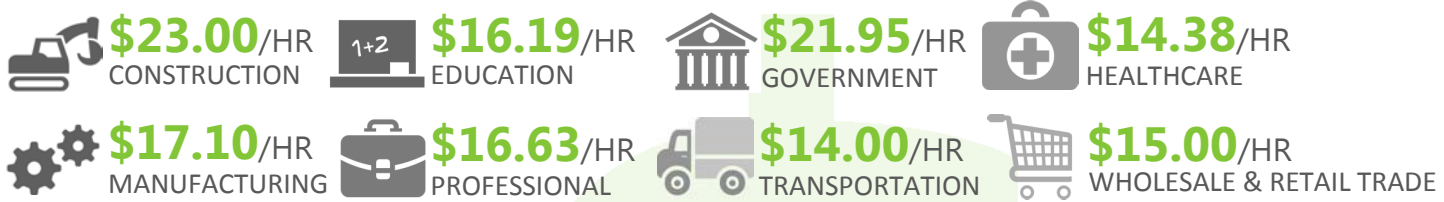
THE STATS: W A G E S

EMPLOYED

\$16.25/HOUR
\$65,000/YEAR
MEDIAN WAGES

54.1% EARN AN HOURLY WAGE | **43.9%** EARN AN ANNUAL SALARY | **2.0%** EARN A COMMISSION
The above breakdown reflects only those respondents that indicated a type of compensation.

MEDIAN WAGES BY INDUSTRY¹:



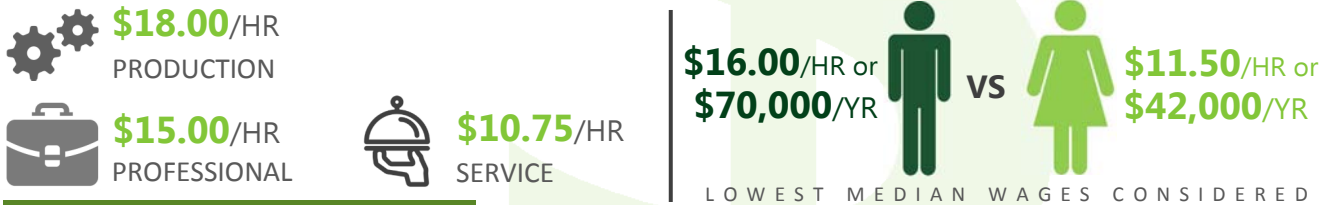
¹Insufficient data available to report median hourly wage earned within the agricultural; finance; and personal services & entertainment industries.

MEDIAN WAGES OF THOSE **UNLIKELY** TO CHANGE EMPLOYMENT:
\$16.75/HR & \$60,000/YR

\$14.54/HOUR
\$59,000/YEAR
MEDIAN WAGES

EMPLOYED, LIKELY TO CHANGE EMPLOYMENT

MEDIAN WAGES BY OCCUPATIONAL CATEGORY² & GENDER:



WAGE THRESHOLDS³:

OVERALL:

\$16.04 TO \$18.00/HR & \$79,260 TO \$96,250/YR

BY OCCUPATIONAL CATEGORY³:



²Insufficient data available to report hourly wage information within the agricultural, clerical, managerial and sales occupational categories.

³Range to attract 66% to 75% of applicants.

UNEMPLOYED, LIKELY TO ACCEPT EMPLOYMENT

LOWEST MEDIAN WAGE WILLING TO ACCEPT:
\$11.00/HOUR