

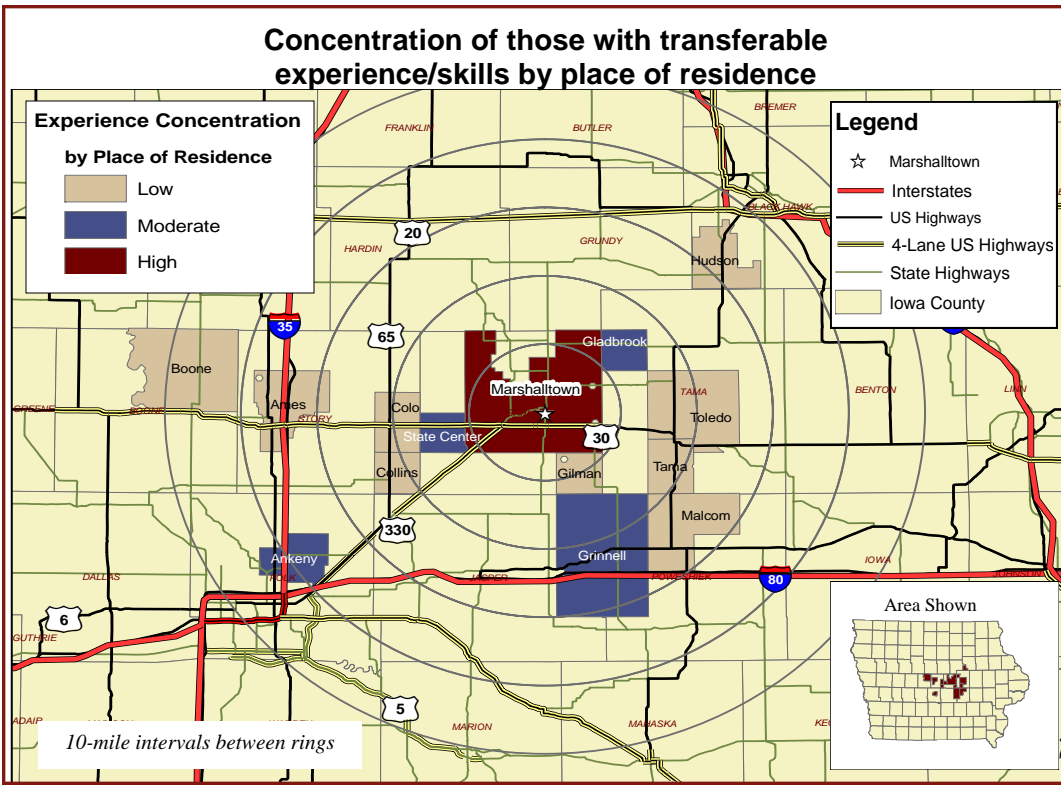


Labor Characteristics

Insurance Industry

Marshalltown, Iowa

Concentration of those with transferable experience/skills by place of residence



Potential Available Labor Per Occupational Category:

- Business Operations:**
- Management - 1,956
 - Supervisors - 971
 - Business Operations Specialists - 323
 - Insurance Underwriters - 320
 - Loan Officers - 318
 - Actuaries - 315
- Sales:**
- Sales Agents - 971
 - Telemarketers - 321
- Office Admin/Support:**
- Receptionists/Clerks - 965
 - Tellers - 310
 - Executive Secretaries - 645
 - Office/Admin Support Workers - 317

An estimated 7,732 total of people in the Laborshed area

Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 13 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

Employment Status:

87.5% Employed

- 23.8% of the employed are willing to change employment

Flexibility in the Workplace:

- Cross-training - 80.0%
- Varied shifts (2nd, 3rd, & split) - 20.0%
- Job Sharing - 60.0%
- Job Teams - 80.0%
- Seasonal work - 40.0%
- Temporary work - 20.0%

Other Facts:

- 50.0% paid an hourly wage
- 9.5% hold two or more jobs
- 79.2% are/were employed full-time
- Currently working an average of 41 hrs/week

Education:

- 83.3% Education beyond high school
- 16.7% Associate degree
- 12.5% Vocational training
- 36.6% Undergraduate degree
- 4.2% Postgraduate degree

Desired Benefits (by percent of interest):

- Health/medical insurance - 100%
- Dental coverage - 50.0%
- Paid vacation - 50.0%
- Prescription drug coverage - 50.0%
- Vision coverage - 50.0%
- Life insurance - 25.0%

Top Advertising Mediums:

(for those seeking employment opportunities)

- Local /Regional Newspapers
- Internet
- Networking thru family, friends, acquaintances
- Iowa Workforce Development Centers

Underemployment

(Insurance Industry)

Total Underemployment - 12.5%

- Low hours - 0.0%
- Mismatch of skills - 8.3%
- Low income - 4.2%

IWD only counts individuals once when estimating Total Underemployment.

The Marshall County 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 Marshalltown Laborshed Analysis, contact:

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The information was compiled by Iowa Workforce Development using 2006 Laborshed data.

**Iowa Wage Survey Occupational Wage Data
Iowa Workforce Development—Region 8
Hardin, Marshall, Poweshiek, and Tama Counties**

Occupation	Occupational Code	Entry Hourly Wage	Experienced Hourly Wage	Median Hourly Wage
Insurance Sales Agents*	41-3021	\$13.23	\$30.90	\$18.48
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$15.60	\$20.82	\$17.00
Sales Representatives, Services, All Other	41-3099	\$12.89	\$17.95	\$16.36
Cost Estimators	13-1051	\$12.56	\$21.24	\$16.59
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$14.12	\$23.92	\$18.98
Training and Development Specialists	13-1073	\$9.74	\$22.46	\$19.02
Management Analysts	13-1111	\$15.87	\$24.55	\$20.69
Business Operations Specialists, All Other	13-1199	\$9.54	\$22.46	\$14.69
Accountants and Auditors	13-2011	\$19.34	\$28.34	\$22.47
Appraisers and Assessors of Real Estate	13-2021	\$15.48	\$24.17	\$17.54
Financial Analysts	13-2051	\$34.97	\$51.14	\$50.27
Loan Officers	13-2072	\$14.75	\$24.57	\$21.51
Financial Managers	11-3031	\$24.22	\$41.39	\$33.78

*Des Moines MSA wages used due to insufficient regional data

Iowa Wage Survey estimates are based on November, 2004 wages which have been updated to the fourth quarter of 2005 using the Employment Cost Index. It should be noted that these are not official Bureau of Labor Statistics (BLS) data series and are not validated by BLS however they provide additional information that can be valuable to users of wage data.

All wage data are reported as hourly except for teaching occupations and education administrators.

Some occupations may not have data for Iowa. When only a few workers are reported, we are required to suppress publication for that occupation if data would reveal confidential employer information. Information is also suppressed if the resulting estimates have a low degree of confidence.

For more information on wage data for the Marshalltown area, please access:

<http://www.iowaworkforce.org/lmi/occupations/wages/index.htm>