

# Northeast Iowa Regional Workforce Analysis

## *Information Solutions*

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 23.63	\$ 15.59	\$ 27.65	\$ 21.29
Advertising and Promotions Managers	11-2011	29.77	14.7	37.3	35.32
Appraisers and Assessors of Real Estate	13-2021	\$ 20.77	\$ 8.89	\$ 26.70	\$ 20.18
Business Operations Specialists, All Other	13-1199	\$ 20.96	\$ 9.39	\$ 26.74	\$ 17.21
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 18.15	\$ 12.83	\$ 20.81	\$ 14.92
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 20.24	\$ 14.46	\$ 23.13	\$ 20.01
Compliance Officers, Except Agriculture, Construction,	13-1041	\$ 21.32	\$ 16.11	\$ 23.91	\$ 20.94
Computer and Information Systems Managers	11-3021	29.08	21.25	33	28.27
Cost Estimators	13-1051	\$ 20.10	\$ 11.73	\$ 24.29	\$ 18.24
Credit Analysts	13-2041	\$ 16.15	\$ 13.78	\$ 17.34	\$ 16.03
Employment, Recruitment, and Placement Specialists	13-1071	\$ 17.50	\$ 11.65	\$ 20.43	\$ 17.56
Financial Analysts	13-2051	\$ 22.21	\$ 17.28	\$ 24.68	\$ 20.40
Financial Managers	11-3031	34.55	21.58	41.04	31.72
Financial Specialists, All Other	13-2099	\$ 15.77	\$ 10.63	\$ 18.33	\$ 15.03
General and Operations Managers	11-1021	41.21	20.22	51.7	34.86
Loan Counselors	13-2071	\$ 12.65	\$ 11.09	\$ 13.42	\$ 12.85
Loan Officers	13-2072	\$ 21.34	\$ 13.29	\$ 25.36	\$ 20.75
Management Analysts	13-1111	\$ 29.94	\$ 18.35	\$ 35.72	\$ 28.81
Marketing Managers	11-2021	32.9	18.81	39.94	29.44
Meeting and Convention Planners	13-1121	\$ 14.79	\$ 9.57	\$ 17.41	\$ 13.88
Personal Financial Advisors	13-2052	\$ 29.59	\$ 20.49	\$ 34.13	\$ 26.29
Purchasing Agents and Buyers, Farm Products	13-1021	\$ 21.32	\$ 15.18	\$ 24.39	\$ 20.53
Sales Managers	11-2022	35.37	23.48	41.31	32.73
Tax Preparers	13-2082	\$ 10.56	\$ 6.71	\$ 12.48	\$ 8.22
Training and Development Specialists	13-1073	\$ 16.03	\$ 10.21	\$ 18.95	\$ 15.51

This Iowa Wage Survey for the Northeast Iowa Region area was produced by the Labor Market & Economic Research Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the Northeast Iowa Region area.

The source of the wage and employment data is the 2005 Iowa Wage Survey which is data collected in 2004 and is aged to the second quarter of 2005. While data were collected for the Iowa Wage Survey, this publication was done independently to provide information on occupational wages for the Northeast Iowa Region area. 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).



**Contact Information:**

**The Northeast Iowa Business Network**

Allamakee County Economic Development (800) 824-1424  
 Clayton County Development Group (800) 488-7572  
 Fayette County Economic Dev. Commission (563) 422-5073  
 Winneshiek County Development (563) 382-6061

Chickasaw County Area Development Group (641) 394-2437  
 Delaware County Economic Dev. Commission (563) 927-3325  
 Howard County Economic Dev. Commission (563) 547-3434

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Photos courtesy of Allamakee County Economic Development, Northeast Iowa Community College, Upper Explorerland Regional Planning Commission, and the Natural Heritage Foundation

## Workforce Availability - Information Solutions

The Information Solutions industry cluster is defined as industries involved in interstate financial services, other than banking; insurance and information technology. The cluster core organizations include credit agencies; mortgage bankers; securities brokers; insurance brokers; pension, health, and welfare funds; database management; software development; and web site design.

### Potential Available Labor Per Occupational Category - Cresco/Howard County Laborshed Area:

**Management: 532**  
**Human Resources: 135**  
**Finance/Insurance**

- Accountants - 397
- Analysts - 534
- Insurance Underwriters - 131
- Statisticians - 129
- Sales Agents - 266

An estimate of 2,124 people in the area

### Potential Available Labor Per Occupational Category - Decorah/Winneshiek County Laborshed Area:

**Management: 252**  
**Human Resources: 248**  
**Computer Programming/Support: 250**  
**Finance/Insurance**

- Accountants - 131
- Analyst - 252
- Claims Adjusters - 126
- Insurance Underwriters - 118
- Loan Officers - 129
- Statisticians - 254
- Sales Agents - 123
- Tax Preparers - 126

An estimate of 2,009 people in the area

### Potential Available Labor Per Occupational Category - Elkader/Clayton County Laborshed Area:

**Management: 80**  
**Computer Programming/Support: 78**  
**Finance/Insurance**

- Business Operations Specialists - 81
- Personal Financial Advisors - 76
- Claims Adjusters - 159
- Title Examiners/Abstractors - 78
- Loan Officers - 161
- Technical Writers - 80
- Sales Agents - 319

An estimate of 1,112 people in the area

### Potential Available Labor Per Occupational Category - Manchester/Delaware County Laborshed Area:

**Management: 582**  
**Human Resources: 393**  
**Computer Programming/Support: 975**  
**Finance/Insurance**

- Accountants - 197
- Personal Financial Advisors - 194
- Analyst - 191
- Title Examiners/Abstractors - 395
- Statisticians - 197
- Technical Writers - 190
- Sales Agents - 587

An estimate of 3,901 people in the area

### Potential Available Labor Per Occupational Category - New Hampton/Chickasaw County Laborshed Area:

**Management: 690**  
**Human Resources: 276**  
**Computer Programming/Support: 828**  
**Finance/Insurance**

- Accountants - 272
- Analyst - 690
- Brokerage Clerk - 135
- Loan Officers - 139
- Personal Financial Advisors - 138
- Sales Agents - 276
- Technical Writers - 140

An estimate of 3,584 people in the area

### Potential Available Labor Per Occupational Category - Oelwein/Fayette County Laborshed Area:

**Management: 997**  
**Computer Programming/Support: 804**  
**Finance/Insurance**

- Accountants - 203
- Analyst - 603
- Financial Specialist - 199
- Loan Officers - 195
- Title Examiners/Abstractors - 201
- Sales Agents - 204
- Tax Preparers - 205

An estimate of 3,611 people in the area

### Potential Available Labor Per Occupational Category - Waukon/Allamakee County Laborshed Area:

**Management: 348**  
**Human Resources: 174**  
**Computer Programming/Support: 87**  
**Finance/Insurance**

- Accountants - 172
- Claims Adjusters - 92
- Loan Officers - 85
- Personal Financial Advisors - 87
- Sales Agents - 431

An estimate of 1,476 people in the area

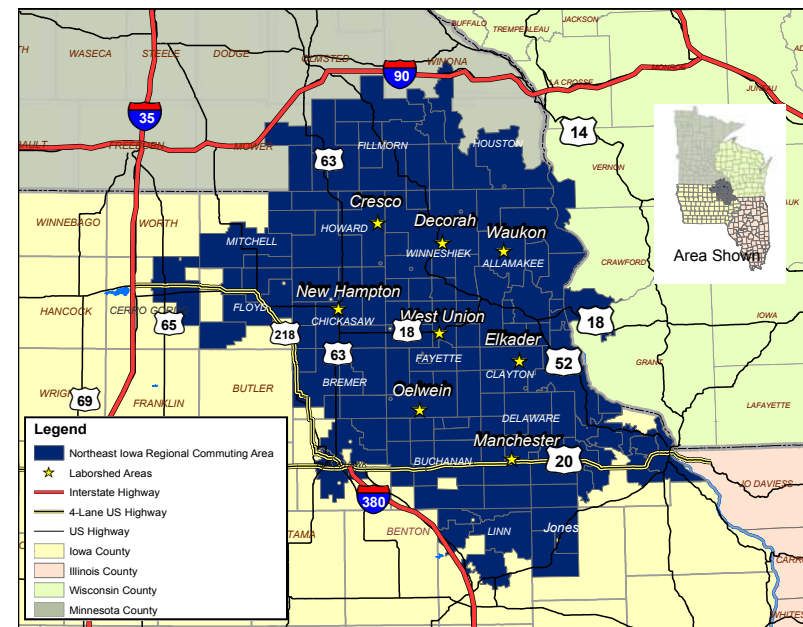
### Potential Available Labor Per Occupational Category - West Union/Fayette County Laborshed Area:

**Management: 140**  
**Human Resources: 274**  
**Computer Programming/Support: 411**  
**Finance/Insurance**

- Accountants - 139
- Appraisers/Assessors - 135
- Clerks - 135
- Financial Specialist - 136
- Loan Officers - 138
- Sales Agents - 142

An estimate of 1,650 people in the area

## Northeast Iowa Region - Workforce Characteristics



### Occupational Groupings of those in Information Solutions Cluster by Percentage in Region

- Business & Financial Operation - 32.3%
- Management - 17.7%
- Computer & Mathematical Science - 15.6%
- Sales - 15.6%
- Education, Training, & Library - 7.3%
- Legal - 4.2%
- Arts, Design, Entertainment, & Sports - 4.2%
- Life, Physical, & Social Science - 2.1%
- Office & Administrative Support - 1.0%

### Employment Status:

- 81.0% Employed**
  - 23.3% of the employed are willing to change employment
- 8.5% Unemployed**
  - 77.8% willing/able to re-enter employment
  - Unemployed an average of 9 months

### Flexibility in the Workplace:

- (by percent of interest)*
- Varied shifts (2nd, 3rd, & split) - 25.0%
  - Cross training - 89.3%
  - Job sharing - 53.6%
  - Job teams - 82.1%
  - Seasonal work - 25.0%
  - Temporary work - 28.6%

### Underemployment:

- Total Underemployment - 2.8%
  - Low hours - 2.8% in Laborshed area
  - Mismatch of skills - 1.9% in Laborshed area
  - Low income - 0.0% in Laborshed area

IWD only counts individuals once when computing total underemployment

Workers who have transferable experience/skills in the Information Solutions cluster within the Northeast Iowa Region 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 31 miles one way for the right employment opportunity.



### Top Advertising Mediums:

*(for those seeking employment opportunities)*

- Local/Regional Newspapers
  - Waterloo-Cedar Falls Courier
  - Cedar Rapids Gazette
  - Telegraph Herald - Dubuque
  - The Des Moines Register
- The Internet
  - www.iowaworkforce.org
- Networking/Word of Mouth
- Local Iowa Workforce Development Centers

### Education Levels:

- 77.4% Education beyond high school
- 18.9% Associate degree
- 1.9% Trade certified
- 3.8% Vocational training
- 34.9% Undergraduate degree
- 7.5% Postgraduate degree

### Desired Benefits:

*(by percent of interest)*

- Health/medical insurance - 74.1%
- Paid vacation - 51.9%
- Pension/retirement/401K - 51.9%
- Paid sick leave - 33.3%
- Paid holiday leave - 29.6%
- Dental coverage - 18.5%
- Vision insurance - 11.1%

### Other Facts:

- 48.0% paid a salary
- 16.5% hold two or more jobs
- 77.4% are/were employed full-time
- Currently working an average of 42 hrs/week

This Information was compiled by Iowa Workforce Development using Laborshed data from each of the employment centers - regional data released January 2006.

Labor availability is based on commuting patterns into individual employment centers. Therefore, an aggregate potential labor force of the entire region is not available due to the overlapping Laborshed areas.