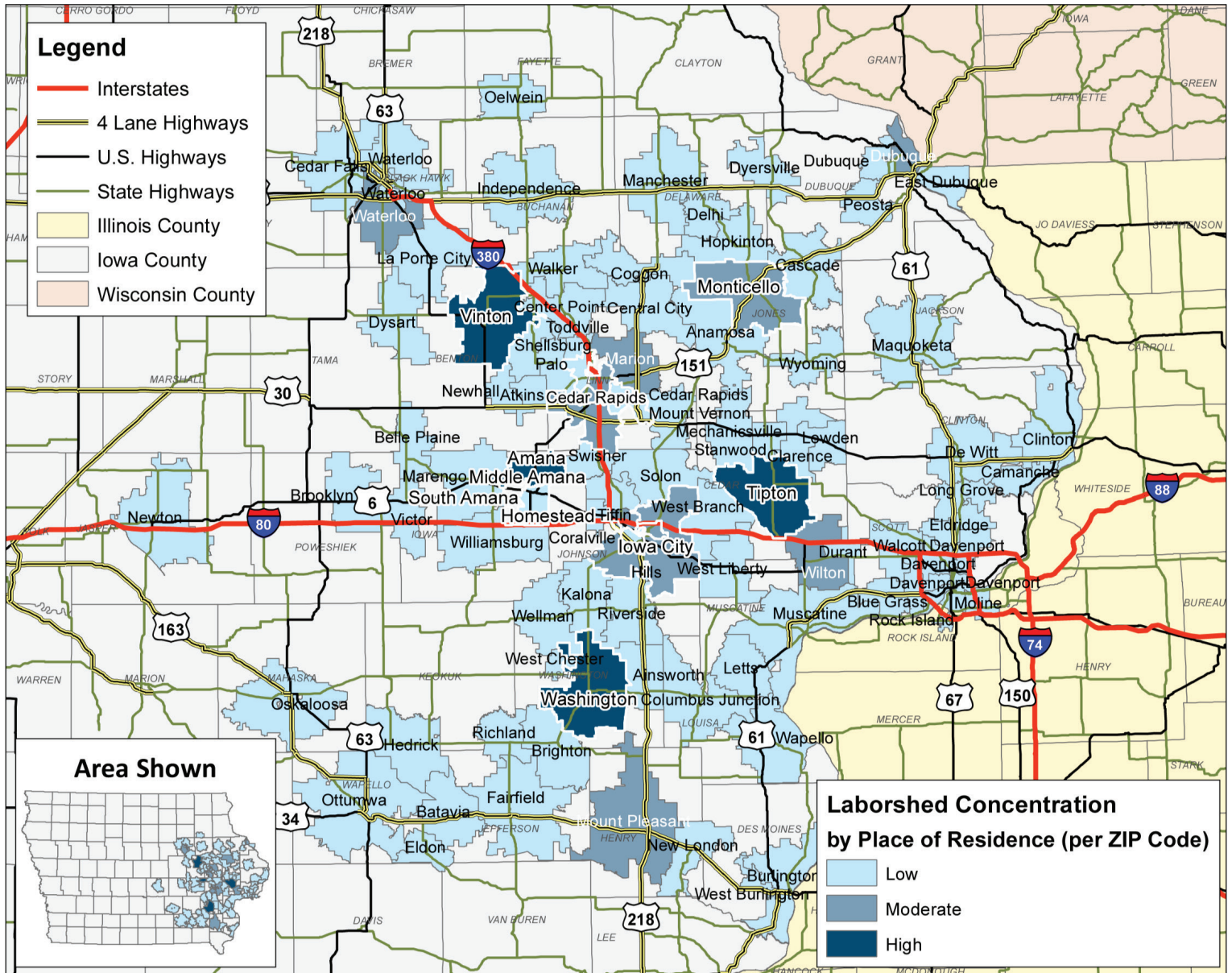




## LABOR CHARACTERISTICS

# WAREHOUSE & DISTRIBUTION

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers with transferable industry experience/skills are currently commuting an average of **14 miles** one way for work.

Those who are likely to change/accept employment are willing to commute an average of **27 miles** one way for the right employment opportunity.

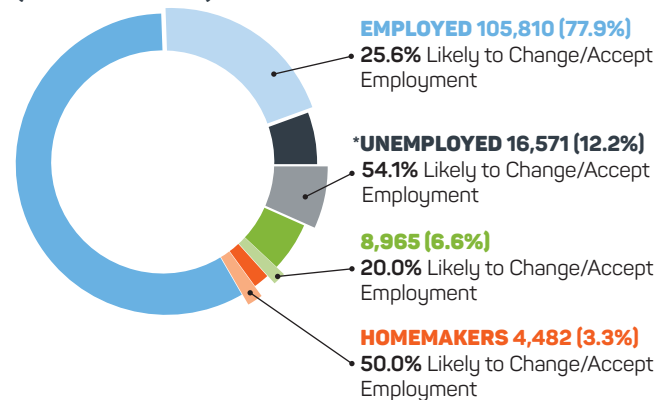
**EMPLOYMENT****66.1%**  
paid an hourly wage**91.4%**  
are/were employed  
full-time**10.2%**  
are/were  
self-employed**8.6%**  
are/were employed  
part-time**11.0%**  
hold two or  
more jobsCurrently working  
an average of  
**46 hours/week****UNDER-  
EMPLOYMENT**  
(estimated):**1.3% (365)**  
Low hours**5.0% (1,405)**  
Mismatch of skills**0.7% (197)**  
Low income**6.9% (1,939)**  
Total  
(Individuals counted  
only once when  
estimating Total  
Underemployment.)**ESTIMATED AVAILABLE LABOR PER  
OCCUPATIONAL CATEGORY:**

• Blending Machine Operators . . . . .	449
• Distribution Managers . . . . .	7,621
• Forklift . . . . .	3,141
• General and Operations Managers . . . . .	11,207
• Heavy Truck Drivers . . . . .	16,586
• Industrial Engineers . . . . .	447
• Janitors . . . . .	8,515
• Laborers and Material Movers, Hand. . . . .	8,069
• Light Truck Drivers . . . . .	2,690
• Maintenance and Repair Workers . . . . .	13,448
• Packers and Packagers, Hand. . . . .	1,793
• Production Clerks . . . . .	1,345
• Production Workers . . . . .	27,793
• Sales Representatives . . . . .	11,655
• Shipping Clerks . . . . .	2,243
• Stock Clerks . . . . .	4,931
• Supervisors of Production . . . . .	8,519
• Supervisors of Transportation . . . . .	3,135
• Wholesale and Retail Buyers . . . . .	2,241

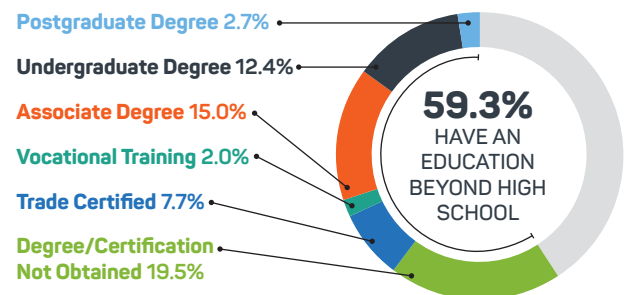
AN ESTIMATED TOTAL OF **135,828** PEOPLE IN THE  
LABORSHED AREA**TOP JOB SEARCH RESOURCES:**

(For those seeking employment opportunities, by use.)

- 1. Internet** 85.1%  
www.indeed.com  
www.monster.com  
www.linkedin.com
- 2. Networking through friends, family or acquaintances** 26.5%
- 3. IowaWORKS Centers** 18.5%
- 4. Newspapers** 15.6%  
*The Gazette-Cedar Rapids*

**ESTIMATED TOTAL BY EMPLOYMENT STATUS  
(PERCENTAGE):**

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

**EDUCATIONAL LEVEL****WORKPLACE FLEXIBILITY:**

(by percent of interest)

- 1. Job teams** 92.6%
- 2. Cross-training** 89.4%
- 3. Seasonal work** 57.1%
- 4. Temporary work** 53.0%
- 5. Varied shifts** 40.0%
- 6. Job sharing** 39.0%

**CURRENT BENEFITS & DESIRED BENEFITS**

Health/Medical Insurance	85.5%	84.5%
Pension/Retirement/401k	78.4%	81.0%
Dental Coverage	76.6%	78.6%
Paid Vacation	74.7%	84.5%
Life Insurance	72.1%	69.0%
Paid Holidays	71.0%	83.3%
Disability Insurance	68.8%	
Vision Coverage	66.2%	71.4%
Prescription Drug Coverage	56.9%	
Paid Sick Leave	55.8%	77.4%
Shift Differential Pay	69.0%	
Hiring Bonuses	67.9%	
Incentive Reward Programs	67.9%	

**LABOR CHARACTERISTICS**

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$41.28	\$26.94	\$48.44	\$37.75	\$85,856
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$17.50	\$11.27	\$20.62	\$17.02	\$36,408
Cargo and Freight Agents	43-5011	\$22.10	\$14.36	\$25.97	\$20.97	\$45,970
Claims Adjusters, Examiners, and Investigators	13-1031	\$30.09	\$18.95	\$35.66	\$31.75	\$62,581
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$30.15	\$19.09	\$35.68	\$28.50	\$62,716
Computer and Information Systems Managers	11-3021	\$58.66	\$42.43	\$66.78	\$58.04	\$122,019
Conveyor Operators and Tenders	53-7011	\$15.62	\$12.00	\$17.44	\$14.91	\$32,500
Cost Estimators	13-1051	\$31.00	\$19.30	\$36.85	\$29.62	\$64,475
Couriers and Messengers	43-5021	\$12.15	\$9.34	\$13.55	\$11.73	\$25,263
Customer Service Representatives	43-4051	\$16.37	\$11.54	\$18.79	\$15.72	\$34,053
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$19.80	\$13.68	\$22.86	\$18.84	\$41,183
Excavating and Loading Machine and Dragline Operators	53-7032	\$17.58	\$10.27	\$21.23	\$15.62	\$36,564
First-Line Supervisors of Production and Operating Workers	51-1011	\$27.91	\$18.65	\$32.54	\$26.51	\$58,048
General and Operations Managers	11-1021	\$45.63	\$20.20	\$58.35	\$37.18	\$94,911
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.19	\$13.92	\$23.33	\$19.06	\$41,999
Helpers—Installation, Maintenance, and Repair Workers	49-9098	\$14.18	\$9.86	\$16.35	\$13.55	\$29,503
Helpers—Production Workers	51-9198	\$13.72	\$10.37	\$15.39	\$13.07	\$28,531
Human Resources Specialists	13-1071	\$25.83	\$17.29	\$30.10	\$24.63	\$53,733
Industrial Machinery Mechanics	49-9041	\$25.43	\$18.51	\$28.90	\$25.54	\$52,903
Industrial Production Managers	11-3051	\$46.14	\$31.45	\$53.48	\$43.02	\$95,962
Industrial Truck and Tractor Operators	53-7051	\$17.73	\$14.18	\$19.50	\$17.53	\$36,874
Information and Record Clerks, All Other	43-4199	\$15.51	\$10.68	\$17.93	\$14.19	\$32,268
Insurance Appraisers, Auto Damage	13-1032	\$27.28	\$23.56	\$29.14	\$28.19	\$56,749
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$14.55	\$9.93	\$16.86	\$13.91	\$30,263
Light Truck or Delivery Services Drivers	53-3033	\$16.10	\$9.60	\$19.35	\$14.80	\$33,483
Logisticians	13-1081	\$27.18	\$17.54	\$32.00	\$26.35	\$56,537
Machine Feeders and Offbearers	53-7063	\$15.30	\$10.64	\$17.63	\$13.99	\$31,817
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	\$13.33	\$10.03	\$14.98	\$12.62	\$27,724
Office and Administrative Support Workers, All Other	43-9199	\$16.04	\$10.29	\$18.91	\$15.76	\$33,354
Office Clerks, General	43-9061	\$16.31	\$10.83	\$19.05	\$15.55	\$33,932
Office Machine Operators, Except Computer	43-9071	\$16.47	\$12.10	\$18.65	\$16.14	\$34,255
Order Clerks	43-4151	\$17.12	\$12.68	\$19.33	\$16.61	\$35,600
Packaging and Filling Machine Operators and Tenders	51-9111	\$16.03	\$11.37	\$18.36	\$14.27	\$33,337
Packers and Packagers, Hand	53-7064	\$13.26	\$9.87	\$14.95	\$12.76	\$27,571
Parts Salespersons	41-2022	\$16.35	\$11.05	\$19.01	\$15.65	\$34,017
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	\$23.06	\$16.80	\$26.19	\$22.21	\$47,962
Production Workers, All Other	51-9199	\$19.75	\$10.92	\$24.16	\$20.20	\$41,075
Production, Planning, and Expediting Clerks	43-5061	\$21.67	\$14.71	\$25.16	\$20.30	\$45,079
Retail Salespersons	41-2031	\$12.70	\$8.25	\$14.92	\$10.53	\$26,411
Sales Representatives, Services, All Other	41-3099	\$28.49	\$15.42	\$35.02	\$25.67	\$59,253
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$30.58	\$15.85	\$37.94	\$27.09	\$63,604
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$38.88	\$21.20	\$47.72	\$36.28	\$80,862
Shipping, Receiving, and Traffic Clerks	43-5071	\$15.90	\$11.53	\$18.09	\$15.32	\$33,075
Stock Clerks and Order Fillers	43-5081	\$13.20	\$9.22	\$15.19	\$11.93	\$27,453
Switchboard Operators, Including Answering Service	43-2011	\$13.61	\$10.29	\$15.27	\$12.48	\$28,309
Transportation, Storage, and Distribution Managers	11-3071	\$39.62	\$24.87	\$46.99	\$37.97	\$82,410
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$14.68	\$10.70	\$16.67	\$14.23	\$30,531

The 2018 Iowa Wage data for the Iowa City/Cedar Rapids Region 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 2017 OES estimates. Additional occupational wage and employment data can be found at [www.iowalmi.gov/laborshed](http://www.iowalmi.gov/laborshed).

Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2019.

**FOR MORE INFORMATION REGARDING THE IOWA CITY/CEDAR RAPIDS REGION, IA LABORSHED, CONTACT:**

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