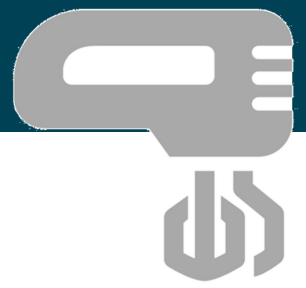


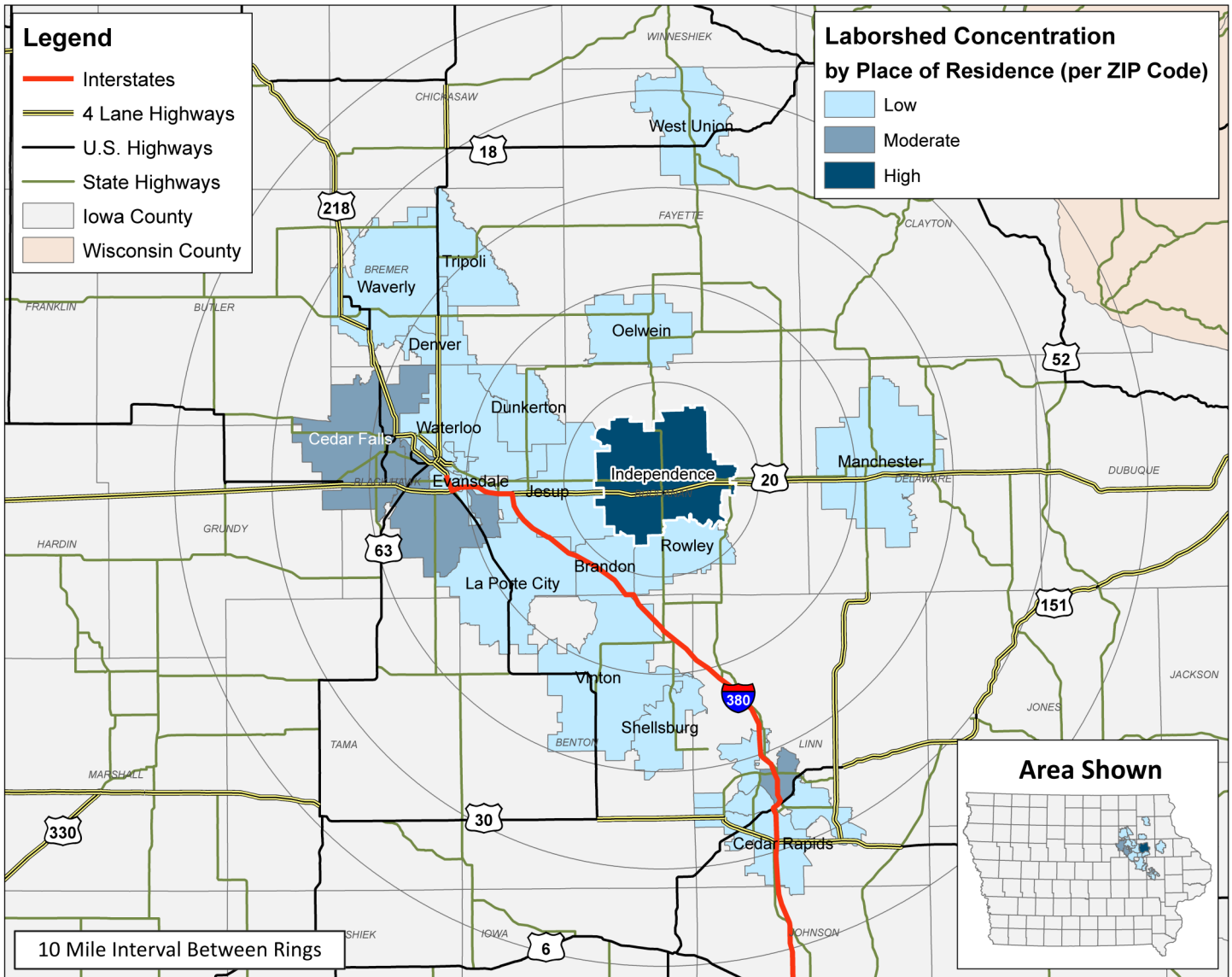
LABOR CHARACTERISTICS

FOOD PROCESSING



INDEPENDENCE 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 12 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 25 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE INDEPENDENCE, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS

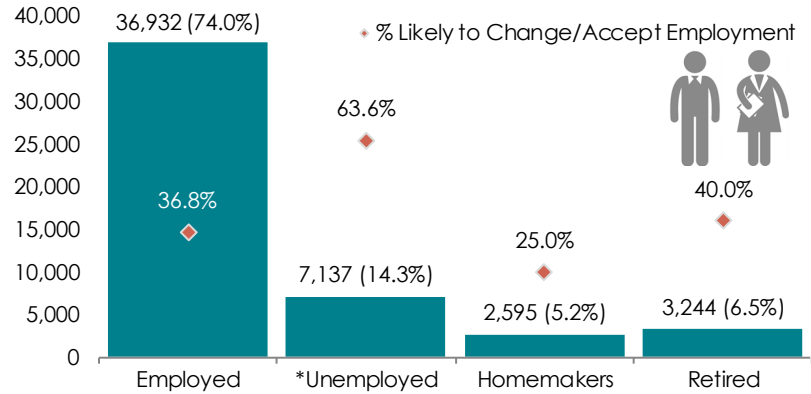


FOOD PROCESSING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Bakers - 2,596
- Electricians - 1,943
- General & Operations Managers - 2,592
- Heavy & Tractor-Trailer Truck Drivers - 5,833
- Industrial Production Managers - 2,593
- Industrial Truck & Tractor Operators - 650
- Inspectors, Testers, Sorters, Samplers, & Weighers - 1,945
- Janitors & Cleaners - 2,594
- Laborers & Freight, Stock, & Material Movers, Hand - 651
- Maintenance & Repair Workers, General - 648
- Maintenance Workers, Machinery - 1,296
- Packers & Packagers, Hand - 1,297
- Production Workers, All Other - 9,723
- Production, Planning, & Expediting Clerks - 645
- Retail Salespersons - 3,240
- Sales Representatives - 3,241
- Shipping, Receiving, & Traffic Clerks - 1,294
- Stock Clerks & Order Fillers - 1,295
- Supervisors of Mechanics, Installers, & Repairers - 647
- Supervisors of Production & Operating Workers - 1,944
- Team Assemblers - 2,595
- Weighers, Measurers, Checkers, & Samplers, Recordkeeping - 646

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:

- 71.4% paid an hourly wage
- 89.6% are/were employed full-time
- 10.4% are/were employed part-time
- 10.4% are/were employed self-employed
- 14.0% hold two or more jobs
- Currently working an average of 48 hours/week

AN ESTIMATED TOTAL OF **49,908** PEOPLE IN THE LABORSHED AREA

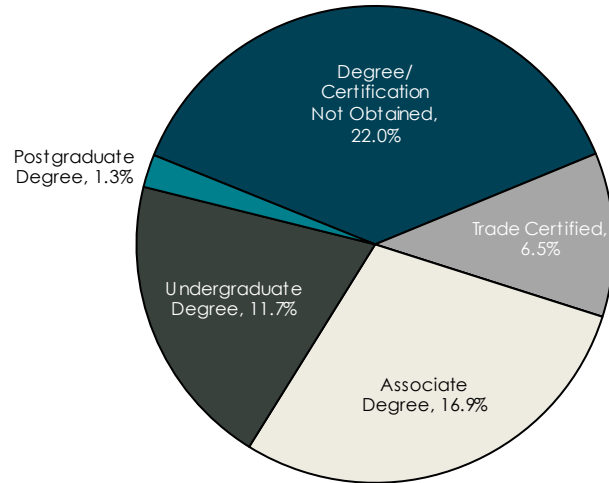
UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 0.0%
- Low income - 0.0%
- Mismatch of skills - 10.4% (559)
- Total - 10.4% (559)

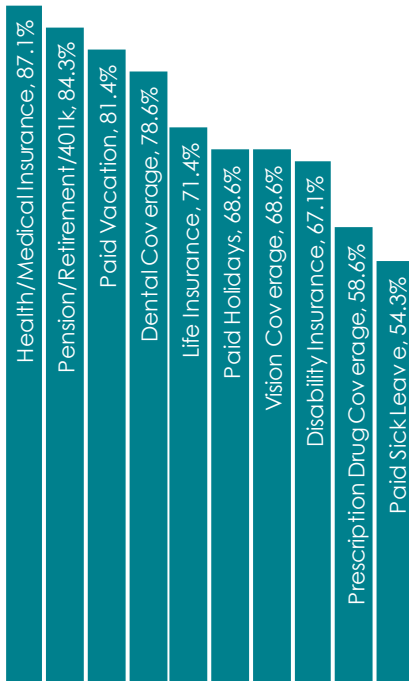
(Individuals counted only once when estimating Total Underemployment.)

EDUCATIONAL LEVEL:

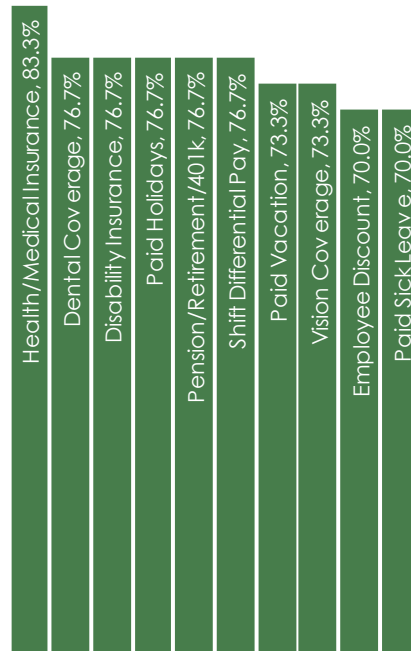
(58.4% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 66.7%
 - www.indeed.com
 - www.corridorcareers.com
 - www.linkedin.com
- Networking through friends, family or acquaintances - 27.5%
- Newspapers - 21.7%
 - The Gazette-Cedar Rapids
- IowaWORKS Centers - 18.8%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 82.8%
- Job Teams - 82.8%
- Job sharing - 40.0%
- Varied shifts - 35.7%
- Seasonal work - 60.7%
- Temporary work - 50.0%



LABOR CHARACTERISTICS



FOOD PROCESSING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Agricultural and Food Science Technicians	19-4011	\$22.73	\$15.32	\$26.43	\$22.00	\$47,271
Agricultural Inspectors	45-2011	\$26.17	\$20.09	\$29.20	\$25.43	\$54,428
Agricultural Workers, All Other	45-2099	\$12.25	\$8.08	\$14.34	\$8.82	\$25,490
Animal Scientists	19-1011	\$41.56	\$24.93	\$49.87	\$43.70	\$86,447
Bakers	51-3011	\$13.07	\$10.31	\$14.46	\$12.74	\$27,196
Butchers and Meat Cutters	51-3021	\$12.44	\$9.71	\$13.81	\$11.61	\$25,880
Chemical Engineers	17-2041	\$42.21	\$31.61	\$47.51	\$40.40	\$87,803
Chemical Technicians	19-4031	\$18.80	\$15.03	\$20.69	\$17.80	\$39,103
Chemists	19-2031	\$28.69	\$23.26	\$31.41	\$28.64	\$59,677
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	\$20.13	\$17.37	\$21.51	\$21.17	\$41,876
Computer and Information Systems Managers	11-3021	\$61.09	\$47.36	\$67.95	\$60.89	\$127,063
Cooling and Freezing Equipment Operators and Tenders	51-9193	\$16.85	\$11.51	\$19.53	\$14.74	\$35,054
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$19.40	\$16.21	\$20.99	\$19.52	\$40,350
Dietetic Technicians	29-2051	\$10.83	\$8.39	\$12.05	\$10.46	\$22,520
Dietitians and Nutritionists	29-1031	\$26.45	\$20.91	\$29.22	\$26.45	\$55,017
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$26.65	\$20.89	\$29.53	\$27.38	\$55,430
Environmental Scientists and Specialists, Including Health	19-2041	\$32.15	\$20.98	\$37.74	\$32.92	\$66,874
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	\$14.33	\$11.23	\$15.88	\$13.70	\$29,803
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	\$30.17	\$18.51	\$36.01	\$30.59	\$62,763
First-Line Supervisors of Non-Retail Sales Workers	41-1012	\$31.74	\$20.72	\$37.26	\$29.18	\$66,028
First-Line Supervisors of Production and Operating Workers	51-1011	\$29.33	\$19.97	\$34.01	\$27.64	\$61,005
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	\$21.35	\$14.32	\$24.86	\$22.38	\$44,403
Food Batchmakers	51-3092	\$24.20	\$16.48	\$28.06	\$26.24	\$50,336
Food Cooking Machine Operators and Tenders	51-3093	\$16.38	\$9.65	\$19.75	\$11.96	\$34,079
Food Processing Workers, All Other	51-3099	\$15.89	\$13.40	\$17.13	\$16.41	\$33,048
Food Scientists and Technologists	19-1012	\$33.49	\$24.00	\$38.23	\$32.61	\$69,649
General and Operations Managers	11-1021	\$49.44	\$22.46	\$62.93	\$41.91	\$102,831
Graders and Sorters, Agricultural Products	45-2041	\$15.82	\$13.60	\$16.93	\$16.14	\$32,904
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.07	\$13.81	\$23.20	\$18.76	\$41,744
Helpers—Installation, Maintenance, and Repair Workers	49-9098	\$12.16	\$9.06	\$13.71	\$11.45	\$25,291
Helpers—Production Workers	51-9198	\$12.88	\$10.70	\$13.97	\$12.41	\$26,800
Industrial Engineering Technicians	17-3026	\$25.31	\$20.13	\$27.90	\$25.52	\$52,645
Industrial Machinery Mechanics	49-9041	\$27.94	\$21.22	\$31.30	\$28.10	\$58,121
Industrial Production Managers	11-3051	\$47.91	\$32.36	\$55.68	\$45.45	\$99,649
Industrial Truck and Tractor Operators	53-7051	\$17.73	\$15.15	\$19.01	\$17.58	\$36,869
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$22.73	\$13.88	\$27.16	\$20.48	\$47,284
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$18.82	\$10.89	\$22.79	\$18.97	\$39,152
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$15.23	\$10.03	\$17.82	\$14.89	\$31,670
Light Truck or Delivery Services Drivers	53-3033	\$16.57	\$10.09	\$19.81	\$14.63	\$34,467
Mechanical Engineers	17-2141	\$35.29	\$25.26	\$40.30	\$33.95	\$73,399
Medical Scientists, Except Epidemiologists	19-1042	\$29.80	\$24.51	\$32.45	\$28.08	\$61,989
Millwrights	49-9044	\$26.02	\$18.40	\$29.83	\$25.98	\$54,113
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$19.55	\$14.77	\$21.94	\$18.49	\$40,662
Office and Administrative Support Workers, All Other	43-9199	\$19.07	\$13.32	\$21.94	\$18.33	\$39,663
Office Clerks, General	43-9061	\$16.55	\$10.95	\$19.35	\$15.99	\$34,420
Order Clerks	43-4151	\$16.99	\$11.70	\$19.63	\$16.69	\$35,330
Packaging and Filling Machine Operators and Tenders	51-9111	\$20.33	\$13.05	\$23.97	\$20.48	\$42,279
Packers and Packagers, Hand	53-7064	\$13.76	\$9.58	\$15.85	\$13.74	\$28,618
Production Workers, All Other	51-9199	\$13.75	\$9.59	\$15.83	\$13.56	\$28,592
Production, Planning, and Expediting Clerks	43-5061	\$23.12	\$14.94	\$27.22	\$21.76	\$48,097
Sales Representatives, Services, All Other	41-3099	\$28.88	\$15.47	\$35.59	\$25.45	\$60,073
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$31.79	\$16.24	\$39.57	\$28.21	\$66,130
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$38.65	\$19.75	\$48.10	\$34.73	\$80,385
Shipping, Receiving, and Traffic Clerks	43-5071	\$17.05	\$12.17	\$19.49	\$16.50	\$35,462
Stock Clerks and Order Fillers	43-5081	\$12.91	\$9.12	\$14.80	\$11.63	\$26,848
Transportation, Storage, and Distribution Managers	11-3071	\$39.98	\$25.10	\$47.42	\$41.13	\$83,162
Veterinary Technologists and Technicians	29-2056	\$15.55	\$12.58	\$17.04	\$14.91	\$32,350
Water and Wastewater Treatment Plant and System Operators	51-8031	\$21.97	\$13.17	\$26.37	\$22.99	\$45,702
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$15.34	\$11.50	\$17.26	\$15.30	\$31,908

The 2018 Iowa Wage data for the Independence 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.