

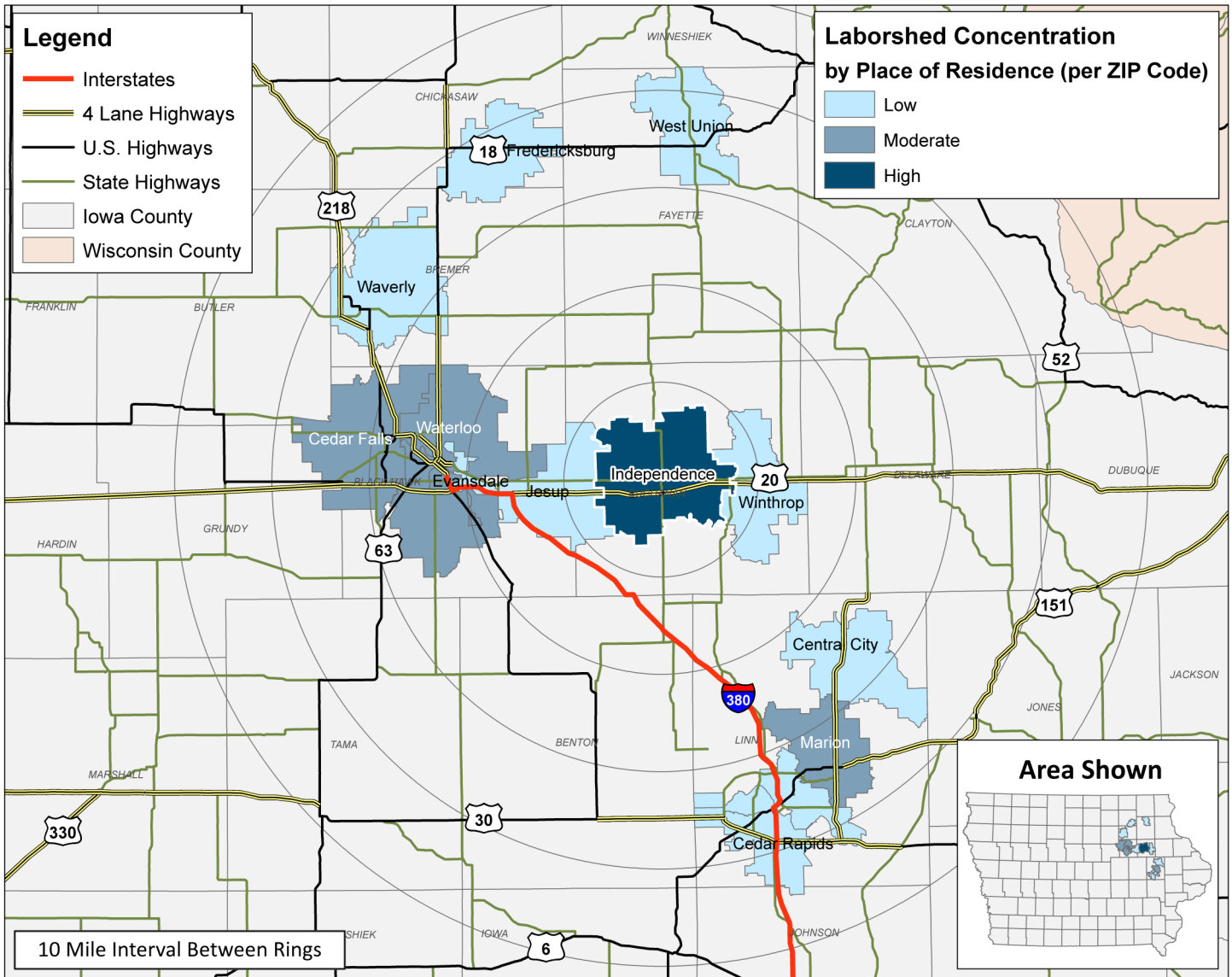
LABOR CHARACTERISTICS

HEALTHCARE



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 13 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 31 miles one way for the right employment opportunity.

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

LABOR CHARACTERISTICS

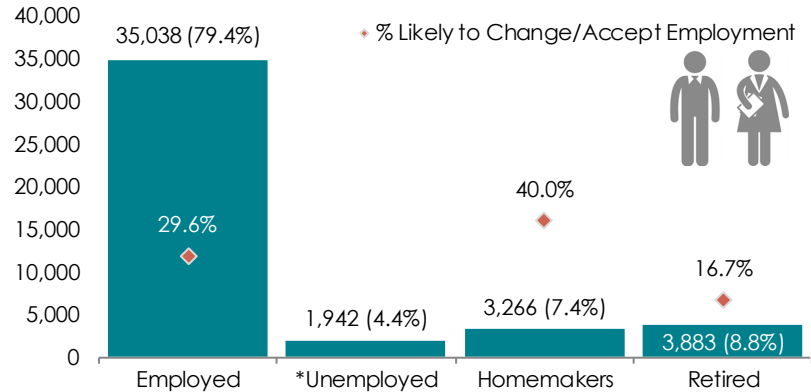


HEALTHCARE

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Administrative Services Managers - 5,842
- Bill & Account Collectors - 657
- Childcare Workers - 1,298
- Combined Food Preparation & Serving Workers - 1,296
- Counselors, All Other - 642
- Dental Assistants - 656
- Dental Hygienists - 651
- Health Technologists & Technicians, All Other - 653
- Home Health Aides - 1,947
- Janitors & Cleaners - 2,597
- Maids & Housekeeping Cleaners - 1,297
- Maintenance & Repair Workers, General - 659
- Massage Therapists - 655
- Medical & Clinical Laboratory Technicians - 2,596
- Medical & Health Services Managers - 640
- Medical Assistants - 1,294
- Medical Records & Health Information Technicians - 652
- Nurse Practitioners - 650
- Nursing Assistants - 1,293
- Occupational Therapists - 644
- Personal Care Aides - 1,299
- Physical Therapists - 645
- Physicians & Surgeons, All Other - 643
- Psychiatric Aides - 654
- Receptionists & Information Clerks - 658
- Recreational Therapists - 646
- Registered Nurses - 7,139
- Respiratory Therapists - 647
- Security Guards - 1,295
- Social & Community Service Managers - 641
- Social & Human Service Assistants - 1,946
- Speech-Language Pathologists - 648
- Veterinarians - 649

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



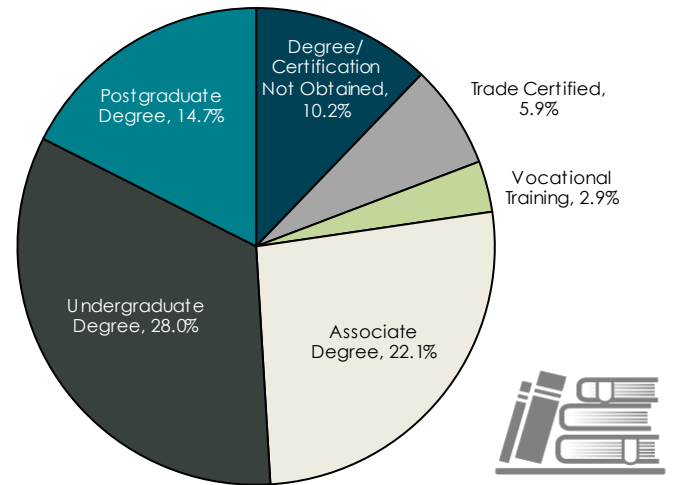
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 62.7% paid an hourly wage
- 79.4% are/were employed full-time
- 20.6% are/were employed part-time
- 23.5% are/were employed self-employed
- 24.1% hold two or more jobs
- Currently working an average of 42 hours/week

EDUCATIONAL LEVEL:

(83.8% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



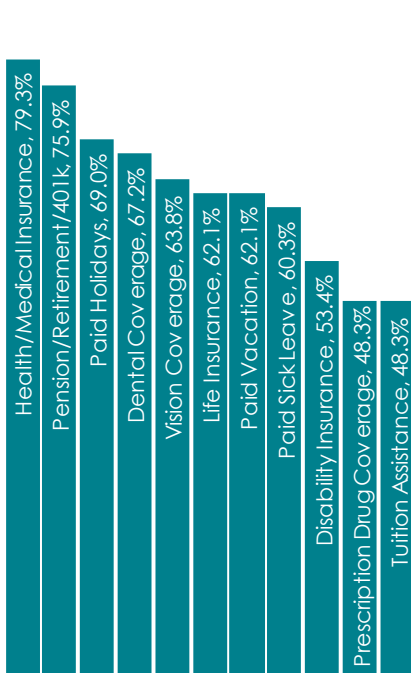
AN ESTIMATED TOTAL OF **44,129** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 0.0%
- Mismatch of skills - 5.9% (280)
- Low income - 0.0%
- Total - 5.9% (280)

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 70.8%
 - www.indeed.com
 - www.monster.com
 - www.iowajobs.org
- Networking through friends, family or acquaintances - 26.2%
- Newspapers - 24.6%
 - *The Gazette-Cedar Rapids*
- IowaWORKS Centers - 10.8%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 68.2%
- Cross-training - 60.0%
- Job sharing - 45.5%
- Varied shifts - 40.9%
- Seasonal work - 40.9%
- Temporary work - 36.4%



LABOR CHARACTERISTICS



HEALTHCARE

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Cardiovascular Technologists and Technicians	29-2031	\$25.33	\$14.63	\$30.67	\$22.74	\$52,682
Child, Family, and School Social Workers	21-1021	\$20.58	\$12.82	\$24.46	\$18.25	\$42,807
Chiropractors	29-1011	\$43.59	\$30.44	\$50.16	\$43.53	\$90,664
Community Health Workers	21-1094	\$20.34	\$16.00	\$22.51	\$20.14	\$42,316
Counselors, All Other	21-1019	\$16.89	\$12.63	\$19.03	\$14.18	\$35,139
Dental Assistants	31-9091	\$19.64	\$16.54	\$21.19	\$18.58	\$40,853
Dental Hygienists	29-2021	\$33.21	\$26.64	\$36.50	\$33.90	\$69,085
Dentists, General	29-1021	\$119.56	N.A.	N.A.	N.A.	\$248,690
Diagnostic Medical Sonographers	29-2032	\$32.51	\$26.51	\$35.51	\$32.10	\$67,625
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
Educational, Guidance, School, and Vocational Counselors	21-1012	\$24.29	\$16.38	\$28.24	\$23.66	\$50,524
Emergency Medical Technicians and Paramedics	29-2041	\$15.99	\$9.52	\$19.23	\$14.29	\$33,260
Exercise Physiologists	29-1128	\$19.84	\$14.47	\$22.52	\$19.92	\$41,265
Family and General Practitioners	29-1062	\$124.43	N.A.	N.A.	N.A.	\$258,823
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	\$38.08	\$28.69	\$42.78	\$37.89	\$79,212
Health Educators	21-1091	\$25.43	\$17.18	\$29.56	\$25.28	\$52,900
Health Technologists and Technicians, All Other	29-2099	\$20.01	\$14.59	\$22.72	\$18.37	\$41,617
Healthcare Practitioners and Technical Workers, All Other	29-9099	\$28.51	\$17.59	\$33.96	\$27.86	\$59,294
Healthcare Social Workers	21-1022	\$18.97	\$14.79	\$21.05	\$17.98	\$39,449
Healthcare Support Workers, All Other	31-9099	\$15.64	\$12.52	\$17.20	\$14.81	\$32,534
Home Health Aides	31-1011	\$13.35	\$10.82	\$14.61	\$12.60	\$27,766
Licensed Practical and Licensed Vocational Nurses	29-2061	\$19.96	\$16.78	\$21.55	\$20.13	\$41,518
Magnetic Resonance Imaging Technologists	29-2035	\$26.75	\$18.12	\$31.06	\$26.94	\$55,636
Medical and Health Services Managers	11-9111	\$38.96	\$25.22	\$45.83	\$35.35	\$81,042
Medical Assistants	31-9092	\$16.44	\$13.00	\$18.16	\$16.38	\$34,192
Medical Equipment Preparers	31-9093	\$16.78	\$13.49	\$18.42	\$16.33	\$34,903
Medical Records and Health Information Technicians	29-2071	\$20.73	\$14.87	\$23.65	\$18.71	\$43,109
Medical Transcriptionists	31-9094	\$17.50	\$11.69	\$20.40	\$18.31	\$36,399
Mental Health and Substance Abuse Social Workers	21-1023	\$23.95	\$16.25	\$27.80	\$21.07	\$49,821
Nuclear Medicine Technologists	29-2033	\$33.76	\$25.32	\$37.98	\$33.32	\$70,229
Nurse Practitioners	29-1171	\$49.87	\$40.59	\$54.51	\$47.99	\$103,733
Nursing Assistants	31-1014	\$13.10	\$10.91	\$14.19	\$12.99	\$27,250
Occupational Health and Safety Specialists	29-9011	\$32.58	\$22.34	\$37.69	\$31.34	\$67,759
Occupational Health and Safety Technicians	29-9012	\$20.62	\$14.87	\$23.49	\$18.40	\$42,885
Occupational Therapists	29-1122	\$35.78	\$26.61	\$40.36	\$35.75	\$74,412
Occupational Therapy Assistants	31-2011	\$25.50	\$21.04	\$27.74	\$24.26	\$53,050
Ophthalmic Medical Technicians	29-2057	\$15.80	\$12.81	\$17.30	\$14.68	\$32,861
Opticians, Dispensing	29-2081	\$16.01	\$12.58	\$17.72	\$16.08	\$33,302
Optometrists	29-1041	\$46.93	\$23.94	\$58.43	\$42.96	\$97,624
Pharmacists	29-1051	\$52.81	\$41.86	\$58.28	\$55.52	\$109,836
Pharmacy Aides	31-9095	\$12.53	\$9.34	\$14.13	\$12.13	\$26,069
Pharmacy Technicians	29-2052	\$14.95	\$11.93	\$16.47	\$14.51	\$31,104
Phlebotomists	31-9097	\$14.58	\$12.48	\$15.62	\$14.09	\$30,318
Physical Therapist Aides	31-2022	\$13.96	\$11.63	\$15.12	\$14.16	\$29,032
Physical Therapist Assistants	31-2021	\$23.31	\$16.65	\$26.63	\$23.12	\$48,475
Physical Therapists	29-1123	\$39.12	\$32.60	\$42.38	\$38.23	\$81,370
Physician Assistants	29-1071	\$65.27	\$43.58	\$76.11	\$61.08	\$135,759
Physicians and Surgeons, All Other	29-1069	\$111.59	\$73.84	\$130.46	N.A.	\$232,102
Podiatrists	29-1081	\$91.98	\$46.13	\$114.91	\$72.24	\$191,321
Psychiatrists	29-1066	\$93.22	\$48.94	\$115.36	\$74.15	\$193,892
Radiologic Technologists and Technicians	29-2034	\$22.62	\$14.88	\$26.49	\$23.09	\$47,046
Registered Nurses	29-1141	\$26.77	\$20.78	\$29.77	\$26.12	\$55,687
Rehabilitation Counselors	21-1015	\$15.78	\$10.74	\$18.30	\$13.56	\$32,823
Respiratory Therapists	29-1126	\$25.06	\$21.31	\$26.93	\$24.45	\$52,124
Respiratory Therapy Technicians	29-2054	\$15.83	\$13.36	\$17.06	\$14.70	\$32,925
Speech-Language Pathologists	29-1127	\$34.31	\$25.93	\$38.49	\$33.98	\$71,356
Surgical Technologists	29-2055	\$19.63	\$15.92	\$21.49	\$19.11	\$40,840
Veterinarians	29-1131	\$38.00	\$26.91	\$43.55	\$34.66	\$79,045
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	\$12.40	\$9.97	\$13.61	\$11.62	\$25,789
Veterinary Technologists and Technicians	29-2056	\$15.55	\$12.58	\$17.04	\$14.91	\$32,350

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.