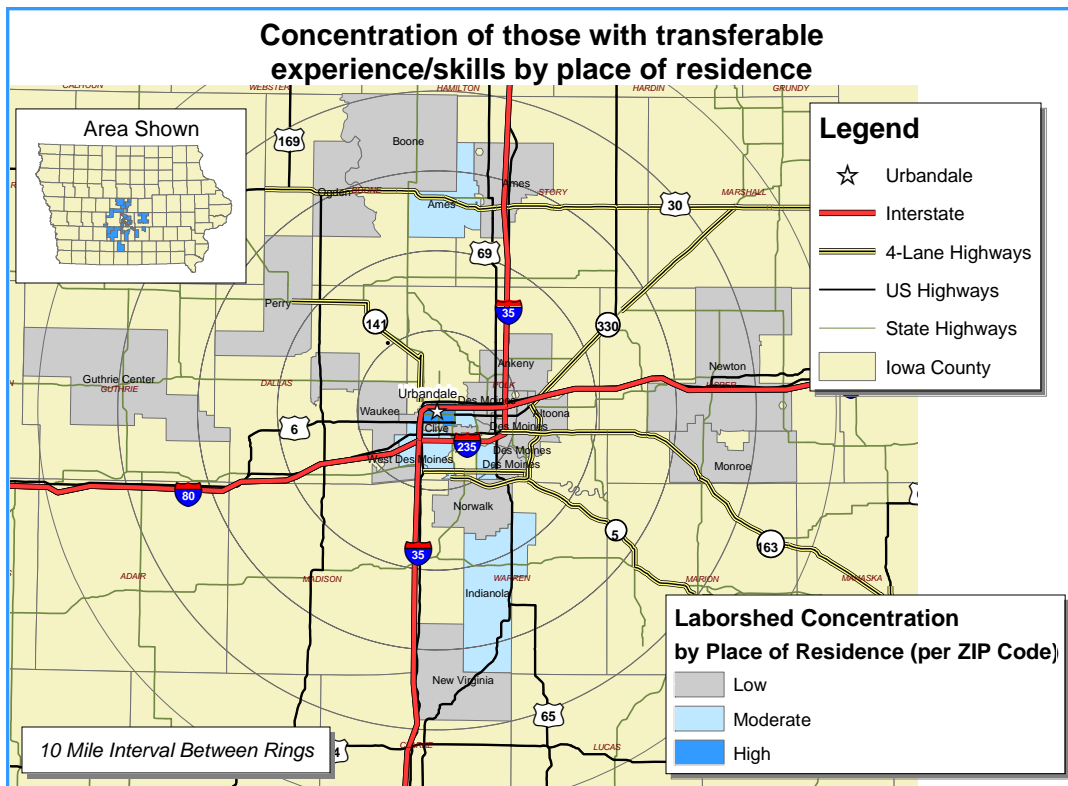


# Labor Characteristics

## Finance, Insurance, & Real Estate

### Urbandale, Iowa



### Potential Available Labor Per

#### Occupational Category:

##### Business Operations:

- Managers - 14,623
- Supervisors - 1,330
- Claims Adjusters - 1,920
- Employee Recruiters, Developers, & Trainers - 1,914
- Human Resources - 1,253
- Management Analysts - 3,766
- Business Operation Specialists - 3,771
- Accountants & Auditors - 2,508
- Personal Financial Advisors - 1,913
- Insurance Underwriters - 3,762
- Loan Officers - 2,513
- Counselors - 1,256
- Lawyers - 1,258
- Arbitrators & Mediators - 648
- Legal Support Workers - 653
- Graphic Designers - 662
- Technical Writers - 654
- Insurance Sales Agents - 2,508
- Sales Representatives - 644
- Real Estate Agents - 1,237
- Telemarketers - 683
- Sales Workers - 1,925
- Bill Account Collectors - 673
- Bookkeeping & Accounting Clerks - 1,258
- Tellers - 676
- Brokerage Clerks - 665
- Customer Service Clerks - 4,723
- Data Entry & Claims Processing Clerks - 1,327
- Statistical Assistants - 669
- Quality Assurance - 672
- Secretaries & Office Support - 5,170

##### Computer:

- Programmers - 1,261
- Software Engineers - 670
- Support Specialists - 1,249
- Systems Analysts - 658

##### Miscellaneous:

- Installation, Maintenance, & Repair - 655
- Protective Services - 639

**An estimated total of 72,366 people in the Laborshed area**

##### Underemployment:

- Total Underemployment - 8.5%
- Low hours - 1.7%
  - Mismatch of skills - 6.8%
  - Low income - 0.9%

IWD only counts individuals once when estimating Total Underemployment.

Workers who have transferable experience/skills in the Laborshed area are currently commuting an average of 10 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 12 miles one way for the right employment opportunity.

#### Employment Status:

##### 89.7% Employed

- 31.4% of the employed are willing to change employment

##### 2.6% Unemployed

- 5.1% Homemakers, Not Employed
- 2.6% Retired

#### Education Levels:

- 88.9% Education beyond high school
- 15.4% Associate degree
- 0.9% Trade certified
- 39.4% Undergraduate degree
- 16.2% Postgraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 61.5%
- Varied shifts (2nd, 3rd, & split) - 12.8%
- Job sharing - 28.2%
- Job teams - 64.1%
- Seasonal work - 13.5%
- Temporary work - 21.6%

#### Other Facts:

- 60.7% paid an annual salary
- 87.2% are/were employed full-time
- 5.1% are/were employed part-time
- 6.0% are/were self-employed
- 4.8% hold two or more jobs
- Currently working an average of 43 hrs/week
- Prefer to work an average of 37 hrs/week

#### Current Benefits:

- Health/medical insurance - 98.0%
- Pension/retirement/401K - 72.7%
- Dental coverage - 68.7%
- Paid vacation - 49.5%
- Vision coverage - 39.4%
- Life insurance - 38.4%
- Disability insurance - 28.3%
- Paid holidays - 24.2%
- Paid sick leave - 21.2%
- Tuition assistance - 12.1%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 85.7%
- Pension/retirement/401K - 34.3%
- Dental coverage - 20.0%
- Paid vacation - 14.3%
- Vision coverage - 14.3%
- Paid sick leave - 8.6%
- Life insurance - 8.6%
- Disability insurance - 8.6%

#### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.monster.com](http://www.monster.com)
  - [www.careerbuilder.com](http://www.careerbuilder.com)
  - [www.desmoineshelpwanted.com](http://www.desmoineshelpwanted.com)
- Local/Regional Newspapers
  - The Des Moines Register
- Networking through friends, family, & acquaintances
- Private Employment Services

Information was compiled by Iowa Workforce Development using 2008 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 28.10	\$ 17.89	\$ 33.20	\$ 24.48
Administrative Services Managers	11-3011	\$ 38.80	\$ 26.45	\$ 44.99	\$ 37.81
Appraisers and Assessors of Real Estate	13-2021	\$ 23.95	\$ 13.21	\$ 29.31	\$ 21.45
Arbitrators, Mediators, and Conciliators	23-1022	\$ 36.24	\$ 24.18	\$ 42.25	\$ 38.63
Bill and Account Collectors	43-3011	\$ 15.22	\$ 11.80	\$ 16.92	\$ 14.62
Billing and Posting Clerks and Machine Operators	43-3021	\$ 14.71	\$ 11.54	\$ 16.29	\$ 14.41
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 15.55	\$ 11.12	\$ 17.76	\$ 15.14
Brokerage Clerks	43-4011	\$ 15.53	\$ 12.57	\$ 17.00	\$ 15.33
Budget Analysts	13-2031	\$ 28.90	\$ 21.73	\$ 32.49	\$ 29.45
Business Operations Specialists, All Other	13-1199	\$ 25.80	\$ 14.81	\$ 31.29	\$ 23.09
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 22.50	\$ 15.65	\$ 25.92	\$ 20.53
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 21.62	\$ 15.35	\$ 24.75	\$ 19.65
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 23.57	\$ 16.03	\$ 27.35	\$ 21.93
Computer Operators	43-9011	\$ 16.54	\$ 10.84	\$ 19.39	\$ 15.74
Cost Estimators	13-1051	\$ 25.75	\$ 16.77	\$ 30.24	\$ 23.81
Credit Analysts	13-2041	\$ 27.73	\$ 17.25	\$ 32.97	\$ 23.92
Credit Authorizers, Checkers, and Clerks	43-4041	\$ 16.76	\$ 13.16	\$ 18.56	\$ 16.10
Customer Service Representatives	43-4051	\$ 14.95	\$ 10.93	\$ 16.96	\$ 14.45
Data Entry Keyers	43-9021	\$ 12.06	\$ 9.54	\$ 13.32	\$ 11.88
Employment, Recruitment, and Placement Specialists	13-1071	\$ 23.09	\$ 14.77	\$ 27.25	\$ 21.70
Financial Analysts	13-2051	\$ 31.84	\$ 20.12	\$ 37.70	\$ 28.63
Financial Examiners	13-2061	\$ 33.69	\$ 21.27	\$ 39.90	\$ 33.78
Financial Managers	11-3031	\$ 44.58	\$ 26.65	\$ 53.54	\$ 41.26
Financial Specialists, All Other	13-2099	\$ 24.62	\$ 14.68	\$ 29.59	\$ 20.34
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 22.00	\$ 15.19	\$ 25.40	\$ 21.42
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 24.74	\$ 16.15	\$ 29.04	\$ 25.02
Insurance Appraisers, Auto Damage	13-1032	\$ 21.50	\$ 17.00	\$ 23.75	\$ 20.95
Insurance Claims and Policy Processing Clerks	43-9041	\$ 15.04	\$ 11.73	\$ 16.69	\$ 14.59
Insurance Sales Agents	41-3021	\$ 21.70	\$ 11.11	\$ 27.00	\$ 16.81
Insurance Underwriters	13-2053	\$ 24.91	\$ 16.48	\$ 29.12	\$ 23.10
Loan Counselors	13-2071	\$ 18.22	\$ 14.41	\$ 20.12	\$ 17.92
Loan Officers	13-2072	\$ 26.29	\$ 16.39	\$ 31.25	\$ 22.99
Logisticians	13-1081	\$ 27.37	\$ 18.79	\$ 31.66	\$ 27.30
Management Analysts	13-1111	\$ 29.61	\$ 20.92	\$ 33.95	\$ 27.82
Meeting and Convention Planners	13-1121	\$ 21.54	\$ 14.11	\$ 25.26	\$ 18.47
Office and Administrative Support Workers, All Other	43-9199	\$ 13.03	\$ 9.08	\$ 15.01	\$ 12.91
Personal Financial Advisors	13-2052	\$ 39.70	\$ 19.57	\$ 49.77	\$ 43.60
Real Estate Brokers	41-9021	\$ 28.19	\$ 19.08	\$ 32.75	\$ 25.82
Real Estate Sales Agents	41-9022	\$ 23.72	\$ 14.67	\$ 28.23	\$ 25.69
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 14.48	\$ 10.24	\$ 16.60	\$ 14.15
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 26.10	\$ 12.94	\$ 32.68	\$ 19.41
Statistical Assistants	43-9111	\$ 21.59	\$ 14.11	\$ 25.32	\$ 21.72
Tax Preparers	13-2082	\$ 14.61	\$ 11.46	\$ 16.18	\$ 13.99
Telemarketers	41-9041	\$ 11.30	\$ 7.68	\$ 13.11	\$ 11.27
Tellers	43-3071	\$ 12.10	\$ 9.84	\$ 13.23	\$ 11.81
Title Examiners, Abstractors, and Searchers	23-2093	\$ 16.52	\$ 11.29	\$ 19.15	\$ 15.25

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 11 service area was produced by the Workforce Data & Business Development Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 11 service area. The source of the wage and employment data is the 2007 Iowa Wage Survey. 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).