



QUALITY OF LABOR PROGRAM
AND INFORMATION SYSTEM

Customized Workforce Report



JREDC Labor Market Area

Customized Report Parameters

GEOGRAPHY/COUNTIES:

Brown-IL, Cass-IL, Macoupin-IL, Morgan-IL, Pike-IL, Sangamon-IL, Scott-IL

EMPLOYER TYPE:

All Industries

EMPLOYMENT LEVEL:

No Minimum - No Maximum

NUMBER OF RESPONDENTS:

71

About The Survey

This customized report was generated from area employer responses to Ameren's Quality of Labor program. The program is a joint effort between Ameren's Economic Development Department and local/regional development organizations. The Growth Services Group*, an independent workforce consultant was retained to conduct the survey. The program provides both existing and prospective new businesses with current, detailed information about the area workforce.

It should be noted that all results have been calculated in a manner that most accurately reflects the workforce practices and experiences of area employers. In some cases the results are "weighted" averages. By definition, these results consider employer size and the data is proportionally weighted according to the number of employees. In other cases, it is more appropriate for the results to be expressed as "non-weighted" averages. Here, each company's response counts equally in the results calculations. All Salary and Wage Compensation figures are weighted according to the number of employees in each job classification.

* The Growth Services Group is a nationally recognized workforce and economic development consulting company that has served clients in business, industry, and government since 1994. Their offices are in Jefferson City, Missouri.

JREDC Labor Market Area

COMPANY PROFILE

Employer Type

Industry	Number of Responses	Percentage
Manufacturing/Logistics	23	32.4%
Government/All Levels Schools	5	7.0%
Commercial/Service/Retail/Other	43	60.6%

Business Location Age

Location Age	Number of Responses	Percentage
Under 5 Years	1	1.4%
5-10 Years	6	8.5%
11-20 Years	14	19.7%
21-30 Years	7	9.9%
Over 30 Years	43	60.6%

EMPLOYMENT PROFILE

Employment Level

Employment Type	Number of Employees	Percentage
Full-Time Hourly	9,832	61%
Part-Time Hourly	3,092	19%
Salaried	3,209	20%
Total	16,133	100%

Employee Average Age

The average age of total employment is 40.7 years.

Length Of Employment

The average length of employment for all permanent employees is 9.9 years.

Years Of Education

The average years of education for all permanent employees is 13.1 years.

Education Achievement Level

Education Level	Percentage
Less Than High School	1.6
High School Graduate	45.2
Some College	7.4
Associate Degree	11.4
College Degree	18.9
Post College/Professional	13.5

Due to estimation and rounding, the totals may not equal 100%

Absenteeism Rate

The unscheduled absenteeism rate for the past 12 months was 4.3 percent.

Turnover Rate

The average rate of total employee turnover during the past 12 months was 9.4 percent.

Commuting Distance

Commuting Distance	Percentage
Less Than 10 Miles	53.3
10-30 Miles	28.8
31-50 Miles	15.3
51 or More	2.6

Due to estimation and rounding, the totals may not equal 100%

Workforce Quality Of Labor Rating

Skill Ratings and Average	Average	Excellent-5	Good-4	Average-3	Fair-2	Poor-1
Productivity	4.07	16	45	9	1	0
Product Quality	4.18	28	31	9	3	0
Availability of Job Applicants	3.08	5	25	21	11	9

Reliability	4.03	27	24	17	1	2
Work Ethic	3.90	20	29	19	1	2
Attitude	3.77	14	34	19	1	3
Team Compatibility	3.75	12	38	15	3	3
Safety	4.01	25	26	16	4	0
Honesty	4.07	25	32	9	4	1
Educational Achievement	3.35	7	24	28	11	1
Initial Skills	3.49	6	35	21	6	3
Trainability	3.90	14	41	12	3	1

EMPLOYER PRACTICES

Annual Hours Of Formal Training

(Excludes hiring and orientation training)

Hours Of Training	Number of Responses	Percentage
None	4	5.6%
1-9	25	35.2%
10-20	19	26.8%
21-40	12	16.9%
> 40	11	15.5%

Formal Training Provided

Formal Training Provided By	Number of Responses	Percentage
Both	51	71.8%
Internal Staff	13	18.3%
External Staff	3	4.2%

Employment Agencies For Hiring

42.3 percent of total respondents use employment agencies to hire employees, 7.7 percent Public and 92.3 percent Private

Qualified Applicants Needed To Fill Five Positions

Qualified Applicants	Number of Responses	Percentage
Less than 16	17	23.9%

Qualified Applicants	Number of Responses	Percentage
Between 16 and 30	28	39.4%
Between 31 and 60	15	21.1%
61 or more	10	14.1%

Diversity Plan

40.8% percent of total respondents have a written diversity plan.

Self-Directed Work Teams

43.7% percent of total respondents utilize self-directed work teams.

Workforce Skill Ratings

Skill Ratings and Averages	Average	Excellent-5	Good-4	Average-3	Fair-2	Poor-1
Reading Comprehension	3.96	22	30	15	2	2
	Understanding written sentences and paragraphs in work related documents.					
Active Learning	3.76	14	36	14	4	3
	Understanding the implications of new information for both current and future problem-solving and decision-making.					
Active Listening	3.51	9	32	20	6	4
	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.					
Science	3.17	4	25	27	9	6
	Using scientific rules and methods to solve problems.					
Management of Material Resources	3.76	9	40	18	4	0
	Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.					
Service Orientation	4.04	24	31	12	3	1
	Actively looking for ways to help people.					
Social Perceptiveness	3.45	8	30	20	12	1
	Being aware of others' reactions and understanding why they react as they do.					
Troubleshooting	3.61	13	30	17	9	2
	Determining causes of operating errors and deciding what to do about it.					
Judgement and Decision Making	3.62	12	32	19	4	4
	Considering the relative costs and benefits of potential actions to choose the most appropriate one.					

System Evaluation	3.37	10	22	25	12	2
	Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.					
Operation Monitoring	3.61	15	24	21	11	0
	Watching machinery to make sure a machine is working properly.					
Mathematics	3.04	6	18	27	13	7
	Using mathematical logic to solve problems.					

Multi-Shift Practices & Wage Differentials

- | 43.7 percent of all respondents operate more than one shift representing 76.4 percent of total employment.
- | The average hourly shift differential for the second shift is 117.7 cents per hour, and for the third shift is 113.4 cents per hour.
- | The average hours per shift worked is 8.1 hours.
- | Number of days per week worked is 5.6 days.

BENEFIT PROGRAMS

Company Contributions Employee Plans

Employee Benefits	*N/A	100%	75-99%	50-74%	1-49%	**None
Employee Group Life Insurance	4	46	7	5	2	7
Employee Health Insurance	1	13	35	16	5	1
Employee Dental Insurance	6	7	14	16	7	21
Employee Vision Care	9	5	5	9	7	36

*N/A means the company doesn't provide the program.

**None means the company offers the program but does not participate financially.

Company Contributions Dependent Plans

Dependent Benefits	*N/A	100%	75-99%	50-74%	**None	1-49%
Dependent Group Life Insurance	18	6	2	4	41	0
Dependent Health Insurance	6	1	20	16	18	10
Dependent Dental Insurance	8	1	8	14	31	9
Dependent Vision Care	11	1	4	6	44	5

*N/A means the company doesn't provide the program.

**None means the company offers the program but does not participate financially.

Retirement Plan Type

Type Of Retirement Plan	Number of Responses	Percentage
Pension Plan	4	5.6%
401K	57	80.3%
Both	6	8.5%
No Plan	4	5.6%

401K Plan Match

Of the 57 respondents that offer 401k plans 49 also provide a match to employee contributions.

Tuition Reimbursement

45.1 percent of the respondents offer a tuition reimbursement with 3.7 percent of all employees participating in the program.

Paid Holidays

The average number of paid holidays per year by respondents is 8.3 days

Benefits Costs To Total Compensation

The average annual dollar contribution as a percent of total compensation (Wage and Benefits) is 25.5 percent.

WAGES AND SALARIES

Salary Compensation Summary

Salaries Job Classifications	Starting Average Salary	Average Annual Salary	Number of Employees
Marketing & Sales Managers	\$48,645	\$84,822	123
Human Resources Managers	\$57,610	\$76,807	38
General and Operations Managers	\$66,125	\$90,758	164
Transportation, Storage & Distribution Managers	\$42,101	\$59,568	43
Medical & Health Services Managers	\$57,144	\$82,913	75
Buyers & Purchasing Agents	\$37,309	\$50,006	57
Accountants & Auditors	\$45,359	\$55,572	66

Computer Programmers	\$43,475	\$56,015	46
Financial/Controller Managers	\$75,372	\$96,184	32
Database Administrators	\$47,841	\$59,177	44
Network & Computer Systems Administrators	\$51,193	\$64,666	40
Electrical & Electronics Engineers	\$60,633	\$78,588	9
Industrial Engineers	\$62,859	\$72,321	19
Mechanical Engineers	\$61,731	\$72,026	13
Engineering Technicians, except Drafters	\$40,281	\$56,232	40
Chemists & Materials Scientists	\$51,756	\$65,458	9
Administrative/Office Managers	\$37,649	\$59,595	148

Wage Compensation Summary

Wages Job Classifications	Starting Average Wage	Average Hourly Wage	Number of Employees
Cashiers	\$8.55	\$9.97	207
Retail Sales Person	\$10.43	\$13.66	118
Sales Representatives, Wholesale & Manufacturing	\$19.03	\$27.02	53
Bookkeeping, Accounting & Audit Clerks	\$10.51	\$14.64	227
Customer Service Representatives	\$11.33	\$14.26	233
Office/File Clerks	\$9.58	\$12.57	146
Receptionists & Information Clerks	\$9.90	\$12.33	65
Secretaries & Administrative Assistants	\$13.07	\$16.59	135
Production Assembly, Other Workers	\$14.06	\$17.22	352
Data Entry Operator	\$9.65	\$12.90	38
Line Supervisors/Foreman	\$18.89	\$23.36	126
Electronic Assemblers	\$11.88	\$16.16	59
Metal Fabricators & Fitters	\$16.34	\$18.33	20
Computerized Equipment Operators	\$13.82	\$16.84	25
Machine Tool Operators	\$12.62	\$14.40	11
Machinists	\$16.09	\$19.26	45
Tool & Die Makers	\$14.95	\$18.54	7
Welding & Brazing Workers	\$15.64	\$18.87	15
Inspectors, Testers, & Sorters	\$12.80	\$15.24	17
Team Assemblers	\$13.26	\$15.79	62
Truck Drivers/Heavy	\$21.89	\$22.63	439
Truck Drivers/Light Delivery	\$12.28	\$14.95	62
Fork Lift & Equipment Operators	\$12.18	\$16.30	45
Warehouse Laborers & Material Movers	\$11.49	\$14.51	834
Laborer & Production Helpers	\$11.64	\$13.59	85

Clinical Laboratory Technologists	\$17.68	\$23.79	68
Registered Nurses	\$21.31	\$28.33	824
Janitors & Cleaners	\$9.28	\$11.13	214
Automotive Technicians & Mechanics	\$11.45	\$17.30	50
Industrial Machinery Mechanics	\$16.32	\$20.57	115

IN CLOSING

Ameren and its development partners recognize the important role that workforce has to future business investment decisions. We provide this customized report of the area's workforce to bring value to your company's decision-making process. We hope you find it useful.

If we can provide additional assistance with workforce or other site selection issues, feel free to contact us at 1-800-981-9409.