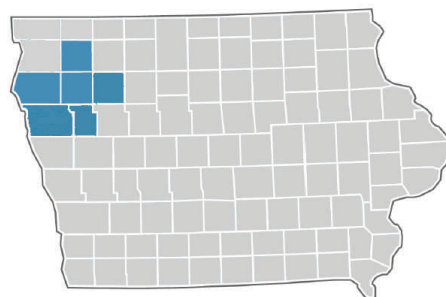


Cherokee County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from



Labor Market

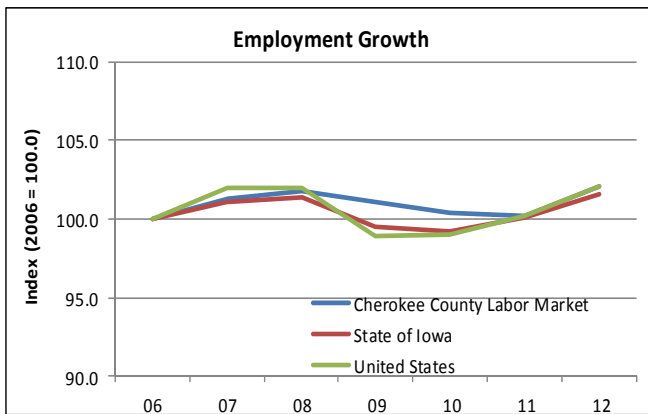
The Labor Market for Cherokee County is based on the working-age population in Cherokee County and five neighboring counties that were selected based on commuting patterns from the U.S. Census Bureau.

The Total Cherokee County Labor Market is estimated to be 70,049 workers.

The majority of the Cherokee County Labor Market information was obtained from Economic Modeling Specialists Intl. (EMSI), a leader in economic database development and economic modeling. EMSI’s primary source of employment and wage data is the U.S. Bureau of Labor Statistics. Information for this report was also obtained from ACT and Smart Solutions Group.

Employment in the Cherokee County Labor Market grew by 2.1% from 2006 to 2012, while U.S. employment grew 2.1% and the State of Iowa grew 1.5% - see Exhibit 1.

Exhibit 1: Employment Growth



Private Industry Sector Employment

The largest Private Industry Sector in the Cherokee County Labor Market is Health Care & Social Assistance with 9,215 workers. Manufacturing is the second largest Sector followed by Retail Trade, Accommodation & Food Services, and Administrative & Waste Management Services. The five largest industries account for just over 50% of Labor Market employment and the top 10 Sectors account for over 75% of the employment (see Exhibit 2).

Production Occupations

In 2012, Production occupations in Manufactur-

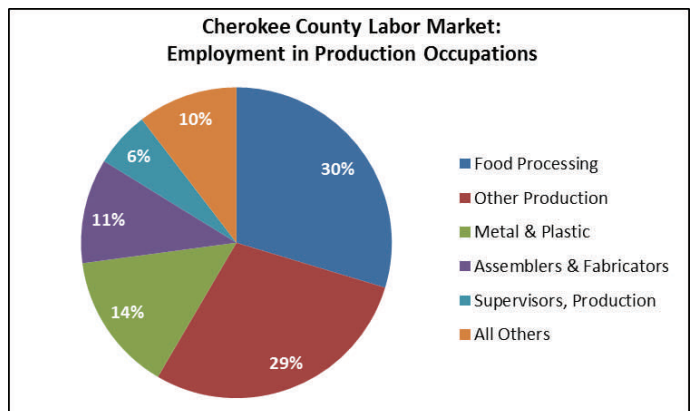
Exhibit 2: Leading Industry Sectors

Industry Sector	Jobs	%
Health Care & Social Assistance	9,215	15.0%
Manufacturing	8,899	14.5%
Retail Trade	8,639	14.1%
Accommodation & Food Services	4,564	7.4%
Administrative & Waste Management	4,041	6.6%
Construction	3,995	6.5%
Other Services	3,826	6.2%
Finance & Insurance	3,532	5.7%
Transportation & Warehousing	3,267	5.3%
Wholesale Trade	2,797	4.5%

ing accounted for 14.7% of total employment in the Labor Market, which is significantly greater than the percentage of Production nationwide (5.3%) as well as in the State of Iowa (8.3%) .

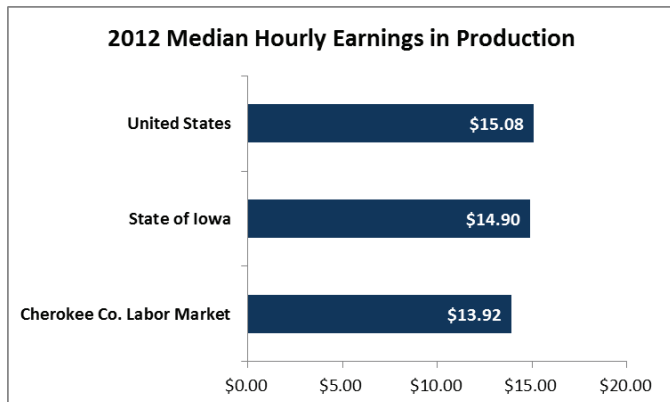
The three largest categories of Production occupations include Food Processing Workers, Other Production Workers, Metal Workers & Plastics Workers, and these three occupational categories account for nearly three-quarters of the Production employment in the Labor Market (see Exhibit 3).

Exhibit 3: Employment in Production Occupation Categories



Median hourly earnings per Production worker in the Cherokee County Labor Market is significantly below hourly earnings in Iowa and the U.S. (see Exhibit 4).

Exhibit 4: Median Earnings per Hour



The U.S. Department of Labor has developed a list of 110 production occupations in their Standard Occupational Classification (SOC) system. The top 10 production occupations in the Cherokee County Labor Market can be seen in Exhibit 5.

Exhibit 5: Top 10 Production Occupations

Production Occupation	No. of Jobs	Median Wage
Meat, Poultry, and Fish Cutters and Trimmers	1,322	\$11.86
Slaughterers and Meat Packers	1,180	\$11.92
Production Workers, All Other	955	\$11.57
Team Assemblers	783	\$14.06
First-Line Supervisors/Managers of Production and Operating Workers	741	\$21.98
Packaging and Filling Machine Operators and Tenders	552	\$16.20
Welders, Cutters, Solderers, and Brazers	497	\$14.70
Inspectors, Testers, Sorters, Samplers, and Weighers	494	\$14.36
Helpers--Production Workers	419	\$11.38
Food Batchmakers	391	\$13.75

Appendix A contains a listing of the 110 production occupations and this list includes the number of employees and the wages in the Labor Market for each of the occupations. There is also a comparison of the wages in the Labor Market with the State of Iowa and

the United States. In addition, each occupation contains the number of workers in other production occupations that have the foundational skills that are equal to or greater than the skills required for the occupation. To determine the production occupations with Compatible Skills, the skills identified through ACT's WorkKeys/National Career Readiness Certificate (NCRC) were used. The NCRC has received the endorsement of the National Association of Manufacturers (NAM). The number of workers with Compatible Skills provides an indication of the number of workers that can be trained for another production occupation with some specific job training.

With over 10,000 workers in this Category, Cherokee County offers a large supply of skilled Manufacturing workers with wages significantly below those paid across Iowa and the nation.

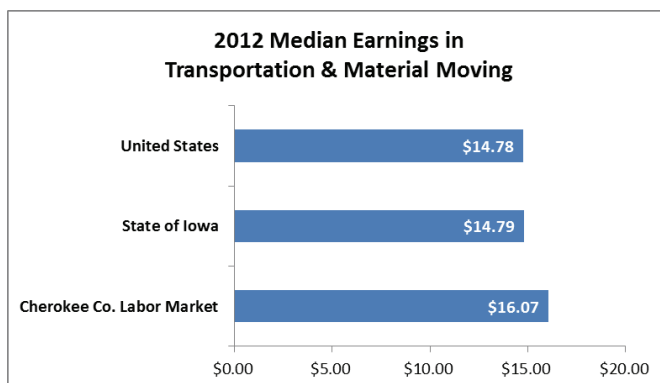
Transportation & Material Moving Occupations

Cherokee County Labor Market employment in the Transportation & Material Moving Category has grown from 6,156 jobs in 2002 to 6,820 jobs - a 10.8% growth rate. During this same time period, employment in this Sector grew by 19.2% in the State of Iowa and by 9.2% nationally.

In 2012, employment in the Transportation & Material Moving Category accounted for 8.0% of total employment in the Cherokee County Labor Market. This employment percentage was slightly higher than the national percentage of 3.2% for this Sector.

Median hourly earnings in Transportation and Material Moving in the Labor Market are above the state and national average (see Exhibit 6).

Exhibit 6: Median Earnings per Hour



Motor Vehicle Operators account for 55% of the employment in the Transportation & Materials Moving Occupations in the Cherokee County Labor Market. Material Moving Workers account for 40% of the employment in this occupational category, while all other occupational categories account for only 5% of the employment in this category.

There are 50 Transportation and Material Moving Occupations that have been assigned Standard Occupational Classification codes by the Department of Labor. Exhibit 7 shows the 10 largest occupations in Transportation and Warehousing.

Exhibit 7: Top 10 Transportation & Material Moving Occupations

Transportation & Material Moving Occupation	No. of Jobs	Median Wage
Truck Drivers, Heavy/Tractor-Trailer	2,800	\$19.81
Laborers & Freight, Stock, & Material Movers, Hand	1,206	\$12.48
Truck Drivers, Light/Delivery Services	490	\$13.91
Industrial Truck and Tractor Operators	438	\$14.00
Cleaners of Vehicles and Equipment	363	\$10.26
Packers and Packagers, Hand	335	\$11.19
Bus Drivers, School	199	\$12.90
Driver/Sales Workers	116	\$13.52
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	113	\$22.01
Machine Feeders and Offbearers	103	\$13.99

A listing of the 50 Transportation & Material Moving occupations with employment and wage information can be seen in Appendix B. This appendix also includes for each occupation the Iowa and national median wages as well as the number of workers in this

category that have skills that are compatible with each occupation.

With over 6,800 Transportation & Material Moving workers, Cherokee County offers a large supply of skilled Logistics workers at competitive wages.

Education and Training

Cherokee County has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **Cherokee County's 2010 high school graduation rate was 85.3% compared to Iowa's 87.2% and the nation's 73.9%. Cherokee County students have an average ACT score of 23.1, which is above Iowa's average (22.0) and the U.S. average (21.0).** The local workforce is well educated - 29% have a college degree and 51% have post high school, technical, or some college education.

Western Iowa Tech Community College has campuses in Cherokee and Sioux City, Iowa that offer degree, certificate, and diploma programs to prepare students for careers in Manufacturing, Logistics, and other industries.

The Iowa New Jobs Training Program provides employee training to companies that are expanding their existing operation in Iowa or are locating a new operation to the State, with employee training. **This training is customized to meet the employer's needs and is available through Iowa's community colleges.** This program is financed through bonds issued by the community colleges.

Summary

Cherokee County offers:

- **A highly skilled, affordable workforce**
- **Excellent K-12 educational systems and post-secondary institutions**
- **A job training program that can be customized to meet the specific needs of your business**

Appendix A: Manufacturing Occupations

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Supervisors, Production Workers									
51-1011	First-Line Supervisors of Production & Operating Workers	538	1,480	\$21.98	\$24.01	\$26.03	\$17.75	\$21.98	\$27.76
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	39	NA	\$19.56	\$18.19	\$21.44	\$14.84	\$19.56	\$22.88
51-2021	Coil Winders, Tapers, & Finishers	4	NA	NA	\$10.38	\$14.05	NA	NA	NA
51-2022	Electrical and Electronic Equipment Assemblers	61	5,028	\$9.56	\$12.03	\$14.76	\$8.18	\$9.56	\$12.00
51-2023	Electromechanical Equipment Assemblers	48	5,041	\$15.02	\$16.60	\$15.24	\$13.10	\$15.02	\$16.99
51-2031	Engine & Other Machine Assemblers	89	5,000	\$17.16	\$14.53	\$17.86	\$14.37	\$17.16	\$20.16
51-2041	Structural Metal Fabricators & Fitters	49	5,040	\$13.46	\$15.23	\$16.87	\$11.11	\$13.46	\$15.42
51-2091	Fiberglass Laminators & Fabricators	29	NA	\$10.89	\$12.76	\$14.21	\$9.13	\$10.89	\$12.96
51-2092	Team Assemblers	597	NA	\$14.01	\$14.05	\$13.94	\$12.04	\$14.01	\$16.29
51-2093	Timing Device Assemblers & Adjusters	22	NA	NA	\$12.29	\$14.53	NA	NA	NA
51-2099	Assemblers & Fabricators All Other	93	NA	\$13.57	\$13.20	\$15.69	\$11.62	\$13.57	\$17.08
Food Processing Workers									
51-3011	Bakers	54	5,035	\$10.10	\$10.27	\$11.85	\$8.70	\$10.10	\$12.15
51-3021	Butchers & Meat Cutters	126	5,589	\$10.95	\$11.25	\$14.68	\$9.56	\$10.95	\$13.01
51-3022	Meat Poultry & Fish Cutters & Trimmers	1,177	NA	\$11.86	\$11.67	\$11.06	\$10.85	\$11.86	\$13.13
51-3023	Slaughterers & Meat Packers	996	NA	\$11.92	\$12.15	\$11.46	\$10.18	\$11.92	\$13.58
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	39	1,979	\$14.70	\$13.12	\$13.88	\$12.61	\$14.70	\$16.67
51-3092	Food Batchmakers	284	3,503	\$13.75	\$16.32	\$12.82	\$9.80	\$13.75	\$17.92
51-3093	Food Cooking Machine Operators & Tenders	76	1,942	\$12.99	\$10.97	\$11.84	\$10.05	\$12.99	\$15.71
Metal Workers and Plastic Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	181	1,837	\$16.14	\$15.56	\$17.10	\$14.29	\$16.14	\$18.15
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	12	75	\$24.91	\$20.22	\$23.19	\$21.61	\$24.91	\$28.75
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	22	NA	\$13.04	\$13.05	\$15.54	\$11.22	\$13.04	\$15.05
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	32	NA	\$17.73	\$16.29	\$16.20	\$15.22	\$17.73	\$19.59
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	57	1,961	\$18.14	\$17.44	\$17.63	\$15.94	\$18.14	\$20.50

Appendix A: Manufacturing Occupations—*continued*

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Metal Workers and Plastic Workers - continued									
51-4031	Cutting Punching & Press Machine Setters Operators & Tenders Metal & Plastic	86	5,003	\$14.88	\$14.65	\$14.65	\$12.21	\$14.88	\$17.42
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	75	0	\$16.80	\$17.06	\$15.84	\$15.24	\$16.80	\$18.82
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters Operators & Tenders Metal & Plastic	85	2,203	\$12.86	\$14.55	\$15.43	\$11.66	\$12.86	\$14.26
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	9	2,009	\$12.66	\$15.28	\$16.83	\$11.26	\$12.66	\$14.25
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	19	2,269	\$12.97	\$14.61	\$17.78	\$11.63	\$12.97	\$15.63
51-4041	Machinists	184	1,834	\$16.20	\$16.51	\$18.65	\$13.74	\$16.20	\$18.95
51-4051	Metal-Refining Furnace Operators & Tenders	7	NA	\$18.24	\$18.51	\$18.67	\$16.23	\$18.24	\$20.60
51-4052	Pourers & Casters, Metal	14	NA	\$11.77	\$14.45	\$16.71	\$10.33	\$11.77	\$13.47
51-4061	Model Makers Metal & Plastic	6	NA	NA	\$20.68	\$21.44	NA	NA	NA
51-4062	Patternmakers Metal & Plastic	13	NA	\$13.26	\$17.57	\$18.62	\$10.96	\$13.26	\$17.31
51-4071	Foundry Mold & Coremakers	5	5,710	NA	\$15.57	\$14.93	NA	NA	NA
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	21	1,997	\$12.44	\$13.44	\$14.30	\$11.42	\$12.44	\$15.30
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	36	1,982	\$15.41	\$14.94	\$16.02	\$13.54	\$15.41	\$17.14
51-4111	Tool and Die Makers	14	NA	\$21.33	\$20.91	\$23.48	\$19.88	\$21.33	\$23.17
51-4121	Welders Cutters Solderers & Brazers	358	3,429	\$14.70	\$15.11	\$17.43	\$12.71	\$14.70	\$17.42
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	63	1,955	\$14.02	\$15.60	\$16.34	\$12.39	\$14.02	\$16.33
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	7	NA	NA	\$16.00	\$16.24	NA	NA	NA
51-4192	Layout Workers, Metal & Plastic	22	NA	\$17.28	\$18.89	\$18.45	\$14.73	\$17.28	\$19.95
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	18	NA	\$14.19	\$16.40	\$14.57	\$11.18	\$14.19	\$16.98
51-4194	Tool Grinders, Filers, & Sharpeners	6	NA	NA	\$16.46	\$16.88	NA	NA	NA
51-4199	Metal Workers & Plastic Workers All Other	5	3,782	NA	\$15.77	\$16.96	NA	NA	NA

Appendix A: Manufacturing Occupations—continued

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee County Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5011	Bindery Workers	20	3,767	\$11.14	\$12.15	\$14.40	\$9.44	\$11.14	\$13.67
51-5012	Bookbinders	10	5,715	\$15.49	\$15.77	\$16.26	\$13.34	\$15.49	\$18.90
51-5021	Job Printers	5	2,013	NA	\$13.86	\$16.13	NA	NA	NA
51-5022	Prepress Technicians and Workers	25	5,064	\$14.66	\$14.73	\$17.96	\$12.28	\$14.66	\$17.27
51-5023	Printing Machine Operators	63	0	\$13.67	\$14.56	\$16.75	\$10.18	\$13.67	\$17.50
Textile, Apparel, and Furnishings Workers									
51-6011	Laundry & Dry-Cleaning Workers	139	NA	\$9.26	\$9.48	\$10.32	\$8.25	\$9.26	\$11.04
51-6021	Pressers, Textile, Garment, & Related Materials	27	NA	\$9.52	\$9.33	\$9.78	\$8.56	\$9.52	\$10.83
51-6031	Sewing Machine Operators	136	5,579	\$10.96	\$10.48	\$10.88	\$9.83	\$10.96	\$12.09
51-6041	Shoe & Leather Workers & Repairers	4	NA	NA	\$9.68	\$11.38	NA	NA	NA
51-6042	Shoe Machine Operators & Tenders	0	NA	NA	NA	\$12.80	NA	NA	NA
51-6051	Sewers, Hand	11	NA	\$9.27	\$8.81	\$9.62	\$8.25	\$9.27	\$10.47
51-6052	Tailors, Dressmakers, & Custom Sewers	68	NA	\$7.82	\$8.42	\$10.58	\$6.61	\$7.82	\$8.64
51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	4	NA	NA	\$8.88	\$11.82	NA	NA	NA
51-6062	Textile Cutting Machine Setters Operators & Tenders	4	NA	NA	\$11.20	\$11.95	NA	NA	NA
51-6063	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	3	NA	NA	\$11.00	\$12.46	NA	NA	NA
51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, & Tenders	4	NA	NA	\$12.31	\$12.40	NA	NA	NA
51-6091	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	3	NA	NA	\$14.12	\$15.51	NA	NA	NA
51-6092	Fabric & Apparel Patternmakers	3	NA	NA	\$16.17	\$20.76	NA	NA	NA
51-6093	Upholsterers	35	NA	\$8.86	\$9.64	\$12.44	\$7.89	\$8.86	\$9.68
51-6099	Textile Apparel & Furnishings Workers All Other	13	NA	\$15.31	\$12.19	\$14.22	\$12.43	\$15.31	\$22.67
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	30	2,258	\$12.46	\$12.38	\$14.55	\$12.57	\$12.46	\$14.32
51-7021	Furniture Finishers	10	NA	NA	\$12.05	\$12.73	NA	NA	NA
51-7031	Model Makers, Wood	5	NA	NA	\$14.29	\$15.99	NA	NA	NA

Appendix A: Manufacturing Occupations - *continued*

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Woodworkers - continued									
51-7032	Patternmakers, Wood	6	NA	NA	\$15.97	\$18.14	NA	NA	NA
51-7041	Sawing Machine Setters Operators & Tenders Wood	24	3,763	\$12.14	\$12.91	\$13.13	\$10.27	\$12.14	\$14.53
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	12	5,755	\$12.54	\$12.94	\$12.86	\$10.09	\$12.54	\$15.27
51-7099	Woodworkers All Other	21	NA	\$9.40	\$11.04	\$12.67	\$8.66	\$9.40	\$11.60
Plant and System Operators									
51-8011	Nuclear Power Reactor Operators	14	NA	\$33.37	\$32.86	\$35.66	\$31.45	\$33.37	\$35.56
51-8012	Power Distributors & Dispatchers	10	NA	\$29.68	\$31.73	\$32.17	\$26.22	\$29.68	\$32.91
51-8013	Power Plant Operators	21	143	\$24.41	\$24.05	\$28.97	\$20.94	\$24.41	\$28.25
51-8021	Stationary Engineers & Boiler Operators	10	2,008	\$19.87	\$19.63	\$25.02	\$18.76	\$19.87	\$21.08
51-8031	Water & Wastewater Treatment Plant & System Operators	92	1,926	\$15.27	\$17.29	\$19.99	\$9.35	\$15.27	\$17.80
51-8091	Chemical Plant & System Operators	80	84	\$19.46	\$21.45	\$25.97	\$18.95	\$19.46	\$22.81
51-8092	Gas Plant Operators	36	NA	\$26.16	\$25.91	\$26.86	\$21.63	\$26.16	\$30.51
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	12	NA	\$24.25	\$18.88	\$27.40	\$21.35	\$24.25	\$26.80
51-8099	Plant and System Operators, All Other	17	NA	\$20.57	\$19.36	\$23.97	\$17.62	\$20.57	\$23.92
Other Production Occupations									
51-9011	Chemical Equipment Operators and Tenders	62	1,894	\$21.96	\$20.69	\$21.68	\$21.68	\$21.96	\$24.65
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	121	3,666	\$13.14	\$13.19	\$18.49	\$10.51	\$13.14	\$15.14
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	60	3,727	\$13.74	\$14.37	\$15.82	\$11.87	\$13.74	\$15.17
51-9022	Grinding and Polishing Workers, Hand	9	5,080	\$12.19	\$12.22	\$13.43	\$10.50	\$12.19	\$14.48
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	148	1,870	\$13.81	\$14.75	\$16.10	\$11.88	\$13.81	\$16.22
51-9031	Cutters and Trimmers, Hand	5	5,710	NA	\$11.75	\$12.60	NA	NA	NA
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	84	5,005	\$11.59	\$15.22	\$14.80	\$8.85	\$11.59	\$13.46
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	49	2,239	\$13.41	\$15.51	\$15.08	\$10.76	\$13.41	\$15.57
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	3	NA	NA	\$15.03	\$16.54	NA	NA	NA

Appendix A: Manufacturing Occupations - *continued*

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Other Production Occupations - <i>continued</i>									
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	353	1,665	\$14.36	\$15.69	\$17.86	\$11.34	\$14.36	\$17.26
51-9071	Jewelers and Precious Stone and Metal Workers	24	NA	\$12.28	\$12.17	\$14.13	\$12.05	\$12.28	\$13.72
51-9081	Dental Laboratory Technicians	7	NA	NA	\$16.49	\$18.41	NA	NA	NA
51-9082	Medical Appliance Technicians	6	NA	NA	\$19.20	\$18.88	NA	NA	NA
51-9083	Ophthalmic Laboratory Technicians	14	NA	\$11.90	\$12.81	\$14.56	\$9.89	\$11.90	\$14.48
51-9111	Packaging and Filling Machine Operators and Tenders	522	4,567	\$16.20	\$13.77	\$13.13	\$12.87	\$16.20	\$18.41
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	50	3,737	\$13.62	\$14.05	\$14.60	\$10.05	\$13.62	\$16.42
51-9122	Painters, Transportation Equipment	30	NA	\$17.15	\$15.51	\$19.12	\$16.63	\$17.15	\$21.48
51-9123	Painting Coating & Decorating Workers	7	5,708	NA	\$9.85	\$11.99	NA	NA	NA
51-9131	Photographic Process Workers	5	2,013	NA	\$11.97	\$15.34	NA	NA	NA
51-9132	Photographic Processing Machine Operators	9	3,778	\$9.00	\$9.47	\$10.98	\$8.17	\$9.00	\$10.04
51-9141	Semiconductor Processors	3	NA	NA	\$15.53	\$16.04	NA	NA	NA
51-9191	Adhesive Bonding Machine Operators & Tenders	5	5,084	NA	\$13.32	\$14.46	NA	NA	NA
51-9192	Cleaning Washing & Metal Pickling Equipment Operators & Tenders	41	5,674	\$13.80	\$13.30	\$12.88	\$11.75	\$13.80	\$16.80
51-9193	Cooling & Freezing Equipment Operators & Tenders	40	5,727	\$15.84	\$16.56	\$14.26	\$12.83	\$15.84	\$18.10
51-9194	Etchers and Engravers	4	NA	NA	\$11.77	\$15.87	NA	NA	NA
51-9195	Molders Shapers & Casters Except Metal & Plastic	19	3,768	\$13.47	\$13.40	\$14.09	\$12.43	\$13.47	\$14.97
51-9196	Paper Goods Machine Setters Operators & Tenders	68	3,719	\$13.97	\$15.48	\$16.85	\$11.14	\$13.97	\$17.25
51-9197	Tire Builders	3	NA	NA	\$18.48	\$18.19	NA	NA	NA
51-9198	Helpers--Production Workers	288	5,427	\$11.38	\$11.62	\$11.54	\$9.06	\$11.38	\$13.49
51-9399	Production Workers All Other*	650	3,137	\$11.57	\$13.46	\$15.71	\$9.43	\$11.57	\$13.67

Sources: EMSI, ACT, and Smart Solutions Group

Appendix B: Logistics Occupations

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Supervisors, Transportation and Material Moving Workers									
53-1011	Aircraft Cargo Handling Supervisors	4	3	NA	\$16.32	\$23.30	NA	NA	NA
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	68	5,911	\$22.17	\$20.03	\$21.65	\$17.59	\$22.17	\$27.40
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	113	253	\$22.01	\$22.60	\$26.17	\$17.55	\$22.01	\$25.82
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	9	47	\$52.56	\$44.67	\$55.30	\$40.59	\$52.56	\$69.46
53-2012	Commercial Pilots	13	43	\$33.90	\$28.71	\$33.06	\$31.32	\$33.90	\$36.26
53-2021	Air Traffic Controllers	2	7	NA	\$35.08	\$51.44	NA	NA	NA
53-2022	Airfield Operations Specialists	5	51	NA	\$13.90	\$20.79	NA	NA	NA
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	38	3,474	\$9.30	\$9.69	\$11.13	NA	\$9.30	10.38
53-3021	Bus Drivers, Transit and Intercity	20	233	\$13.18	\$13.43	\$18.43	\$11.37	\$13.18	\$15.96
53-3022	Bus Drivers, School	199	5,780	\$12.90	\$13.51	\$13.64	\$9.13	\$12.90	\$16.37
53-3031	Driver/Sales Workers	116	5,979	\$13.52	\$11.98	\$12.74	\$8.65	\$13.52	\$17.05
53-3032	Truck Drivers, Heavy and Tractor-Trailer	2,800	712	\$19.81	\$17.60	\$18.39	\$15.25	\$19.81	\$24.82
53-3033	Truck Drivers, Light or Delivery Services	490	9	\$13.91	\$12.97	\$14.76	\$11.05	\$13.91	\$16.87
53-3041	Taxi Drivers and Chauffeurs	81	3,431	\$10.52	\$9.52	\$10.28	\$9.31	\$10.52	\$12.35
53-3099	Motor Vehicle Operators, All Other	15	5,964	\$17.01	\$13.05	\$15.55	\$14.61	\$17.01	\$22.70
Rail Transportation Workers									
53-4011	Locomotive Engineers	17	39	\$24.10	\$22.02	\$25.77	\$20.57	\$24.10	\$33.72
53-4012	Locomotive Firers	3	53	NA	\$22.12	\$24.71	NA	NA	NA
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	3	250	NA	\$14.17	\$17.35	NA	NA	NA
53-4021	Railroad Brake, Signal, and Switch Operators	9	244	\$23.16	\$21.08	\$23.85	\$18.69	\$23.16	\$28.00
53-4031	Railroad Conductors and Yardmasters	18	6,705	\$23.16	\$25.51	\$26.39	\$22.07	\$23.16	\$35.68
53-4041	Subway and Streetcar Operators	2	NA	NA	\$23.00	\$25.38	NA	NA	NA
53-4099	Rail Transportation Workers, All Other	7	246	NA	\$18.70	\$21.14	NA	NA	NA

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	Cherokee County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Cherokee County Labor Market Wages - 2012		
				Cherokee Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	4	249	NA	\$13.45	\$17.94	NA	NA	NA
53-5021	Captains, Mates, and Pilots of Water Vessels	3	4	NA	\$27.18	\$32.22	NA	NA	NA
53-5022	Motorboat Operators	5	3,507	NA	\$13.32	\$17.37	NA	NA	NA
53-5031	Ship Engineers	3	250	NA	\$25.60	\$33.38	NA	NA	NA
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	3	250	NA	\$24.00	\$20.02	NA	NA	NA
53-6021	Parking Lot Attendants	11	5,968	\$9.56	\$9.51	\$9.90	\$8.62	\$9.56	\$10.97
53-6031	Service Station Attendants	45	208	\$9.20	\$9.34	\$10.21	\$8.34	\$9.20	\$10.79
53-6041	Traffic Technicians	6	7	NA	\$21.68	\$20.90	NA	NA	NA
53-6051	Transportation Inspectors	6	247	\$25.14	\$24.30	\$29.38	\$18.61	\$25.14	\$35.21
53-6099	Transportation Workers, All Other	7	246	\$13.90	\$9.95	\$16.94	\$9.75	\$13.90	\$19.90
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	90	6,633	\$12.54	\$12.65	\$14.59	\$10.08	\$12.54	\$16.75
53-7021	Crane and Tower Operators	11	6,712	\$20.80	\$21.44	\$22.93	\$19.48	\$20.80	\$22.43
53-7031	Dredge Operators	5	5,974	NA	\$16.24	\$17.67	NA	NA	NA
53-7032	Excavating and Loading Machine and Dragline Operators	61	192	\$15.11	\$16.02	\$17.78	\$13.30	\$15.11	\$20.23
53-7033	Loading Machine Operators, Underground Mining	7	5,972	NA	\$19.28	\$21.04	NA	NA	NA
53-7041	Hoist and Winch Operators	8	245	NA	\$22.26	\$20.01	NA	NA	NA
53-7051	Industrial Truck and Tractor Operators	438	6,285	\$14.00	\$14.12	\$15.08	\$11.84	\$14.00	\$16.58
53-7061	Cleaners of Vehicles and Equipment	363	5,616	\$10.26	\$9.47	\$10.96	\$8.74	\$10.26	\$13.23
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,206	4,773	\$12.48	\$11.39	\$12.31	\$10.36	\$12.48	\$15.55
53-7063	Machine Feeders and Offbearers	103	5,876	\$13.99	\$11.84	\$13.19	\$12.51	\$13.99	\$15.67
53-7064	Packers and Packagers, Hand	335	3,177	\$11.19	\$10.28	\$10.82	\$9.87	\$11.19	\$13.78
53-7071	Gas Compressor and Gas Pumping Station Operators	4	249	NA	\$26.88	\$26.36	NA	NA	NA
53-7072	Pump Operators, Ex Wellhead Pumpers	5	6,718	NA	\$17.00	\$24.70	NA	NA	NA
53-7073	Wellhead Pumpers	3		\$20.18	\$20.17	\$25.89	NA	\$20.18	\$21.47
53-7081	Refuse and Recyclable Matl. Collectors	62	6,661	\$10.19	\$12.62	\$15.59	\$8.46	\$10.19	\$12.57
53-7111	Shuttle Car Operators			NA	\$19.92	\$22.31	NA	NA	NA
53-7121	Tank Car, Truck, and Ship Loaders	7	3,625	NA	\$13.48	\$19.49	NA	NA	NA
53-7199	Material Moving Workers, All Other	11	242	\$13.88	\$14.30	\$16.45	\$9.68	\$13.88	\$18.89