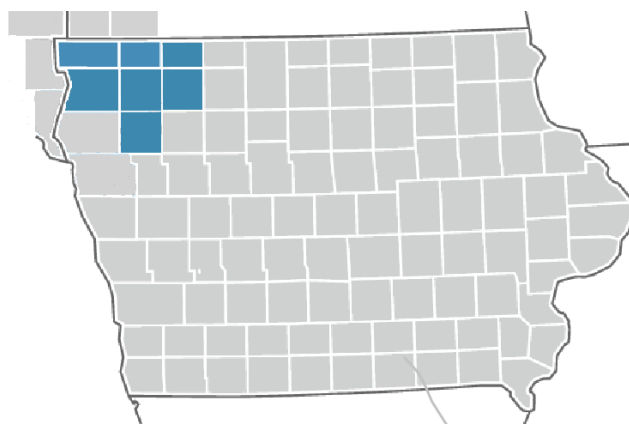


O'Brien County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from

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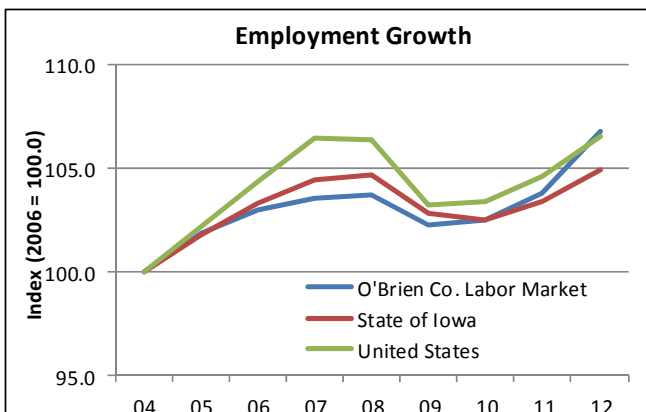
Labor Market

The Labor Market for O'Brien County is based on the working-age population in O'Brien County and six neighboring counties that were selected based on commuting patterns from the U.S. Census Bureau. **The total O'Brien County Labor Market is estimated to be 76,787 workers.**

The majority of the O'Brien 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, STATS America, and Smart Solutions Group.

Employment in the O'Brien County Labor Market grew by 6.8% from 2004 to 2012, which exceeded the employment growth for the State of Iowa (4.9%) and the growth for the U.S. (6.6%) - see Exhibit 1.

Exhibit 1: Employment Growth



Private Industry Sector Employment

The largest Private Industry Sector in the O'Brien County Labor Market is Manufacturing with nearly 20,000 workers. Retail Trade is the second largest sector with over 16,000 employees. Rounding out the five largest sectors in the Labor Market are Health Care and Social Services, Accommodations & Food Service, and Wholesale Trade. The five largest industries account for nearly two-thirds of the employment in the Labor Market (see Exhibit 2).

Production Occupations

In 2012, Production occupations in Manufacturing accounted for 19.2% of total employment in

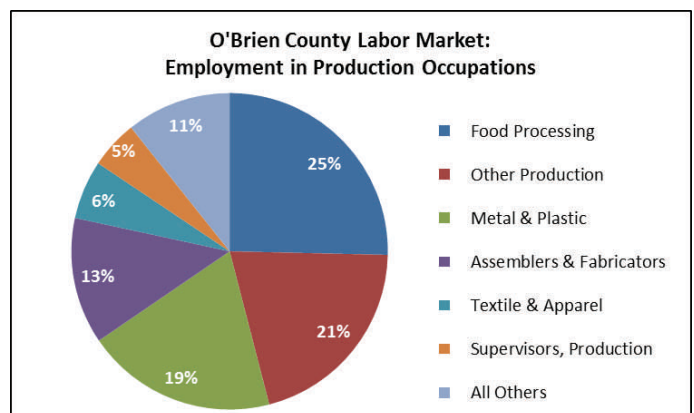
Exhibit 2: Leading Industry Sectors

Industry Sector	Jobs	%
Manufacturing	19,879	19.2%
Retail Trade	16,173	15.6%
Health Care & Social Assistance	14,964	14.4%
Accommodation & Food Services	9,692	9.3%
Wholesale Trade	6,112	5.9%
Administrative & Waste Management	5,800	5.6%
Construction	5,314	5.1%
Transportation & Warehousing	4,649	4.5%
Finance & Insurance	3,488	3.4%
Other Services	3,441	3.3%

the O'Brien County Labor Market, which is more than triple the percentage in Production nationwide (5.3%). Employment in Production in the State of Iowa (8.3%) was well below the percentage for the County Labor Market.

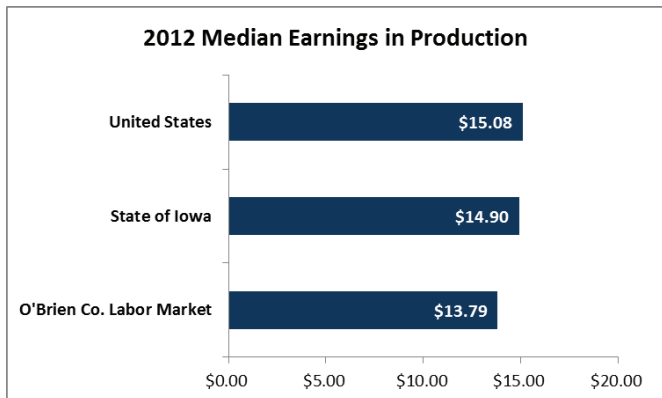
The three largest categories of occupations - Food Processing Workers, Other Production Occupations, and Metal Workers & Plastics Workers - account for nearly 70% of the workers in Production (see Exhibit 3).

Exhibit 3: Employment in Production Occupation Categories



Hourly earnings per Production worker in the O'Brien County Labor Market is below the 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 O'Brien County Labor Market can be seen in Exhibit 5.

Exhibit 5: Top 10 Production Occupations

Production Occupation	No. of Jobs	Median Wage
Slaughterers and Meat Packers	1,752	\$12.81
Team Assemblers	1,025	13.48
Meat, Poultry, and Fish Cutters and Trimmers	985	\$10.25
First-Line Supervisors/Managers of Production and Operating Workers	597	\$20.48
Welders, Cutters, Solderers, and Brazers	579	\$14.67
Production Workers, All Other	574	\$12.51
Machinists	465	\$15.46
Packaging and Filling Machine Operators and Tenders	427	\$14.37
Inspectors, Testers, Sorters, Samplers, and Weighers	395	\$14.49
Sewing Machine Operators	291	\$10.12

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 con-

tains 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 11,500 Production workers in its Labor Market, O'Brien County offers a large supply of skilled Manufacturing workers with wages below those paid across Iowa and the nation.

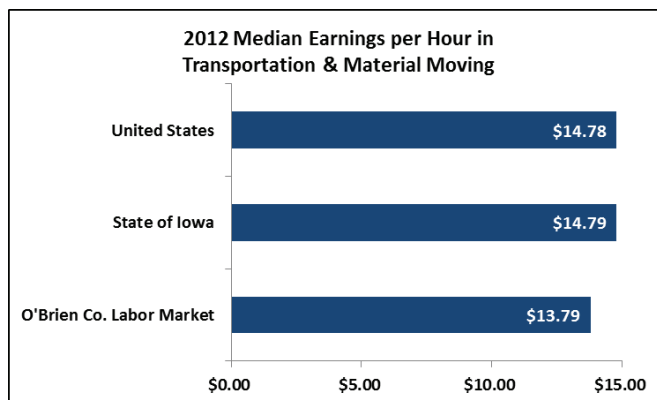
Transportation and Material Moving Occupations

O'Brien County Labor Market employment in the Transportation and Material Moving Occupations has grown from 6,331 jobs in 2002 to 6,920 jobs - a 9.3% growth rate. During this same time period, employment in this occupation group grew by 4.3% in the State of Iowa and declined by 0.6% nationally.

In 2012, employment in the Transportation and Material Moving Occupations accounted for 7.3% of total employment in the O'Brien County Labor Market. This employment percentage was higher than for the State of Iowa (6.9%) and the nation (5.7%)

Median hourly earnings in Transportation & Material Moving in the Labor Market is 7% below the 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 O'Brien 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	2,737	\$18.62
Laborers & Freight, Stock, & Material Movers, Hand	1,154	\$12.01
Truck Drivers, Light/Delivery Services	458	\$12.36
Cleaners of Vehicles and Equipment	415	\$10.60
Packers and Packagers, Hand	405	\$10.48
Industrial Truck and Tractor Operators	337	\$13.61
Bus Drivers, School	266	\$13.19
Driver/Sales Workers	174	\$11.36
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	128	\$20.80
Conveyor Operators & Tenders	101	\$12.15

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 nearly 7,000 Transportation & Material Moving workers, O'Brien County offers a large supply of skilled Logistics workers at competitive wages.

Education and Training

O'Brien County has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **O'Brien County's 2010 high school graduation rate was 91.4% compared to Iowa's 88.4% and the nation's 73.9%.** O'Brien County students have an average ACT score of 21.7, which is slightly above the U.S. average of 21.0. In O'Brien County, 29% of the adults 25 years old and older have a college degree and over 52% have post high school, technical, or some college education.

Two community colleges in the region offer programs to prepare students for careers in manufacturing and other fields - Northwest Iowa Community College and Western Iowa Tech. In addition, Northwestern College and Dordt College are four-year private institutions located in nearby Sioux County that have been named among America's Best Colleges by *U.S. News and World Report*.

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

O'Brien 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: Production Occupations

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien 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	597	2,050	\$20.48	\$24.01	\$26.03	\$16.49	\$20.48	\$25.92
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	53	NA	\$17.13	\$18.19	\$21.44	\$12.89	\$17.13	\$19.94
51-2021	Coil Winders, Tapers, & Finishers	3	NA	NA	\$10.38	\$14.05	NA	NA	NA
51-2022	Electrical and Electronic Equipment Assemblers	39	5,695	\$9.12	\$12.03	\$14.76	\$8.24	\$9.12	\$12.94
51-2023	Electromechanical Equipment Assemblers	21	5,713	\$15.90	\$16.60	\$15.24	\$13.80	\$15.90	\$17.94
51-2031	Engine & Other Machine Assemblers	87	5,647	\$14.89	\$14.53	\$17.86	\$12.06	\$14.89	\$17.62
51-2041	Structural Metal Fabricators & Fitters	101	5,633	\$13.86	\$15.23	\$16.87	\$11.60	\$13.86	\$15.70
51-2091	Fiberglass Laminators & Fabricators	63	NA	\$10.70	\$12.76	\$14.21	\$8.90	\$10.70	\$13.38
51-2092	Team Assemblers	1,025	NA	\$13.48	\$14.05	\$13.94	\$11.76	\$13.48	\$15.46
51-2093	Timing Device Assemblers & Adjusters	4	NA	NA	\$12.29	\$14.53	NA	NA	NA
51-2099	Assemblers & Fabricators All Other	176	NA	\$13.38	\$13.20	\$15.69	\$11.44	\$13.38	\$17.49
Food Processing Workers									
51-3011	Bakers	51	5,683	\$9.40	\$10.27	\$11.85	\$8.02	\$9.40	\$11.46
51-3021	Butchers & Meat Cutters	135	6,383	\$14.11	\$11.25	\$14.68	\$12.14	\$14.11	\$16.67
51-3022	Meat Poultry & Fish Cutters & Trimmers	985	NA	\$10.25	\$11.67	\$11.06	\$9.54	\$10.25	\$11.28
51-3023	Slaughterers & Meat Packers	1,752	NA	\$12.81	\$12.15	\$11.46	\$12.09	\$12.81	\$14.24
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	32	2,615	\$14.95	\$13.12	\$13.88	\$11.87	\$14.95	\$16.77
51-3092	Food Batchmakers	92	4,281	\$12.35	\$16.32	\$12.82	\$8.82	\$12.35	\$15.73
51-3093	Food Cooking Machine Operators & Tenders	37	2,610	\$12.45	\$10.97	\$11.84	\$10.02	\$12.45	\$14.21
Metal Workers and Plastic Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	178	2,469	\$15.69	\$15.56	\$17.10	\$14.06	\$15.69	\$17.85
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	11	22	\$24.96	\$20.22	\$23.19	\$21.51	\$24.96	\$28.70
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	110	NA	\$15.64	\$13.05	\$15.54	\$13.41	\$15.64	\$18.07
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	37	NA	\$18.67	\$16.29	\$16.20	\$16.14	\$18.67	\$21.03
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	80	2,567	\$16.71	\$17.44	\$17.63	\$14.58	\$16.71	\$18.79

Appendix A: Production Occupations—*continued*

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien 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	199	5,535	\$13.94	\$14.65	\$14.65	\$11.33	\$13.94	\$16.25
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	22	NA	\$14.69	\$17.06	\$15.84	\$13.48	\$14.69	\$16.14
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters Operators & Tenders Metal & Plastic	73	2,844	\$16.94	\$14.55	\$15.43	\$15.55	\$16.94	\$18.34
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	23	2,624	\$11.90	\$15.28	\$16.83	\$10.51	\$11.90	\$13.41
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	52	2,865	\$12.16	\$14.61	\$17.78	\$11.04	\$12.16	\$15.01
51-4041	Machinists	465	2,182	\$15.46	\$16.51	\$18.65	\$13.26	\$15.46	\$18.10
51-4051	Metal-Refining Furnace Operators & Tenders	20	NA	\$14.47	\$18.51	\$18.67	\$12.77	\$14.47	\$16.28
51-4052	Pourers & Casters, Metal	36	NA	\$12.15	\$14.45	\$16.71	\$10.58	\$12.15	\$13.85
51-4061	Model Makers Metal & Plastic	7	NA	NA	\$20.68	\$21.44	NA	NA	NA
51-4062	Patternmakers Metal & Plastic	18	NA	\$13.69	\$17.57	\$18.62	\$11.27	\$13.69	\$17.83
51-4071	Foundry Mold & Coremakers	39	6,479	\$12.43	\$15.57	\$14.93	\$11.00	\$12.43	\$13.80
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	123	2,524	\$12.43	\$13.44	\$14.30	\$11.01	\$12.43	\$17.00
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	127	2,520	\$15.37	\$14.94	\$16.02	\$13.42	\$15.37	\$17.07
51-4111	Tool and Die Makers	46	NA	\$21.35	\$20.91	\$23.48	\$19.12	\$21.35	\$24.29
51-4121	Welders Cutters Solderers & Brazers	579	3,794	\$14.67	\$15.11	\$17.43	\$12.76	\$14.67	\$17.40
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	55	2,592	\$16.25	\$15.60	\$16.34	\$13.68	\$16.25	\$19.73
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	6	NA	NA	\$16.00	\$16.24	NA	NA	NA
51-4192	Layout Workers, Metal & Plastic	15	NA	\$18.04	\$18.89	\$18.45	\$15.27	\$18.04	\$20.73
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	16	NA	\$14.47	\$16.40	\$14.57	\$11.28	\$14.47	\$16.58
51-4194	Tool Grinders, Filers, & Sharpeners	11	NA	\$14.74	\$16.46	\$16.88	\$11.81	\$14.74	\$18.49
51-4199	Metal Workers & Plastic Workers All Other	24	4,349	\$14.23	\$15.77	\$16.96	\$12.64	\$14.23	\$17.50

Appendix A: Production Occupations—continued

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5011	Bindery Workers	47	4,326	\$11.69	\$12.15	\$14.40	\$9.93	\$11.69	\$14.30
51-5012	Bookbinders	3	6,518	\$0.00	\$15.77	\$16.26	NA	NA	NA
51-5021	Job Printers	8	2,639	\$0.00	\$13.86	\$16.13	NA	NA	NA
51-5022	Prepress Technicians and Workers	47	5,687	\$14.38	\$14.73	\$17.96	\$12.21	\$14.38	\$16.68
51-5023	Printing Machine Operators	101	NA	\$15.33	\$14.56	\$16.75	\$11.32	\$15.33	\$19.24
Textile, Apparel, and Furnishings Workers									
51-6011	Laundry & Dry-Cleaning Workers	162	NA	\$9.54	\$9.48	\$10.32	\$8.45	\$9.54	\$11.43
51-6021	Pressers, Textile, Garment, & Related Materials	43	NA	\$9.24	\$9.33	\$9.78	\$8.42	\$9.24	\$10.25
51-6031	Sewing Machine Operators	291	6,227	\$10.12	\$10.48	\$10.88	\$9.03	\$10.12	\$11.16
51-6041	Shoe & Leather Workers & Repairers	11	NA	NA	\$9.68	\$11.38	NA	NA	NA
51-6042	Shoe Machine Operators & Tenders		NA	NA	NA	\$12.80	\$0.00	\$0.00	\$0.00
51-6051	Sewers, Hand	13	NA	\$9.86	\$8.81	\$9.62	\$8.70	\$9.86	\$11.17
51-6052	Tailors, Dressmakers, & Custom Sewers	100	NA	\$8.08	\$8.42	\$10.58	\$7.03	\$8.08	\$8.99
51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	3	NA	NA	\$8.88	\$11.82	NA	NA	NA
51-6062	Textile Cutting Machine Setters Operators & Tenders	2	NA	NA	\$11.20	\$11.95	NA	NA	NA
51-6063	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	2	NA	NA	\$11.00	\$12.46	NA	NA	NA
51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, & Tenders	3	NA	NA	\$12.31	\$12.40	NA	NA	NA
51-6091	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	6	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	59	NA	\$9.28	\$9.64	\$12.44	\$8.05	\$9.28	\$10.20
51-6099	Textile Apparel & Furnishings Workers All Other	29	NA	\$14.60	\$12.19	\$14.22	\$11.72	\$14.60	\$21.98
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	72	2,845	\$12.68	\$12.38	\$14.55	\$11.17	\$12.68	\$14.64
51-7021	Furniture Finishers	15	NA	\$11.22	\$12.05	\$12.73	\$9.57	\$11.22	\$13.30
51-7031	Model Makers, Wood	4	NA	NA	\$14.29	\$15.99	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Woodworkers - continued									
51-7032	Patternmakers, Wood	7	NA	NA	\$15.97	\$18.14	NA	NA	NA
51-7041	Sawing Machine Setters Operators & Tenders Wood	43	4,330	\$12.50	\$12.91	\$13.13	\$10.41	\$12.50	\$15.14
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	25	6,528	\$13.44	\$12.94	\$12.86	\$11.47	\$13.44	\$16.07
51-7099	Woodworkers All Other	26	NA	\$9.22	\$11.04	\$12.67	\$8.42	\$9.22	\$11.51
Plant and System Operators									
51-8011	Nuclear Power Reactor Operators	11	NA	\$32.63	\$32.86	\$35.66	\$30.67	\$32.63	\$34.71
51-8012	Power Distributors & Dispatchers	5	NA	NA	\$31.73	\$32.17	NA	NA	NA
51-8013	Power Plant Operators	6	165	\$0.00	\$24.05	\$28.97	NA	NA	NA
51-8021	Stationary Engineers & Boiler Operators	14	2,633	\$18.62	\$19.63	\$25.02	\$16.55	\$18.62	\$20.66
51-8031	Water & Wastewater Treatment Plant & System Operators	129	2,518	\$17.98	\$17.29	\$19.99	\$15.05	\$17.98	\$20.62
51-8091	Chemical Plant & System Operators	64	107	\$17.78	\$21.45	\$25.97	\$14.93	\$17.78	\$20.73
51-8092	Gas Plant Operators	39	NA	\$27.27	\$25.91	\$26.86	\$22.20	\$27.27	\$32.12
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	7	NA	NA	\$18.88	\$27.40	NA	NA	NA
51-8099	Plant and System Operators, All Other	21	NA	\$19.58	\$19.36	\$23.97	\$16.93	\$19.58	\$22.68
Other Production Occupations									
51-9011	Chemical Equipment Operators and Tenders	98	2,549	\$20.91	\$20.69	\$21.68	\$17.72	\$20.91	\$23.38
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	29	4,344	\$15.14	\$13.19	\$18.49	\$13.58	\$15.14	\$17.18
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	71	4,302	\$14.21	\$14.37	\$15.82	\$12.34	\$14.21	\$16.06
51-9022	Grinding and Polishing Workers, Hand	19	5,715	\$11.79	\$12.22	\$13.43	\$10.82	\$11.79	\$13.57
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	127	2,520	\$13.91	\$14.75	\$16.10	\$12.56	\$13.91	\$15.49
51-9031	Cutters and Trimmers, Hand	8	6,510	\$0.00	\$11.75	\$12.60	NA	NA	NA
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	97	5,637	\$12.32	\$15.22	\$14.80	\$10.11	\$12.32	\$14.06
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	40	2,877	\$14.55	\$15.51	\$15.08	\$12.56	\$14.55	\$16.59
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	6	NA	NA	\$15.03	\$16.54	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien 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	395	2,252	\$14.49	\$15.69	\$17.86	\$11.69	\$14.49	\$17.46
51-9071	Jewelers and Precious Stone and Metal Workers	28	NA	\$13.19	\$12.17	\$14.13	\$11.98	\$13.19	\$14.08
51-9081	Dental Laboratory Technicians	8	NA	NA	\$16.49	\$18.41	NA	NA	NA
51-9082	Medical Appliance Technicians	5	NA	NA	\$19.20	\$18.88	NA	NA	NA
51-9083	Ophthalmic Laboratory Technicians	18	NA	\$11.66	\$12.81	\$14.56	\$10.21	\$11.66	\$13.56
51-9111	Packaging and Filling Machine Operators and Tenders	427	5,307	\$14.37	\$13.77	\$13.13	\$11.63	\$14.37	\$16.55
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	110	4,263	\$13.55	\$14.05	\$14.60	\$11.59	\$13.55	\$16.12
51-9122	Painters, Transportation Equipment	30	NA	\$16.07	\$15.51	\$19.12	\$14.14	\$16.07	\$17.76
51-9123	Painting Coating & Decorating Workers	12	6,506	\$9.29	\$9.85	\$11.99	\$8.09	\$9.29	\$11.53
51-9131	Photographic Process Workers	12	2,635	\$14.12	\$11.97	\$15.34	\$12.54	\$14.12	\$15.57
51-9132	Photographic Processing Machine Operators	16	4,357	\$8.81	\$9.47	\$10.98	\$7.96	\$8.81	\$10.36
51-9141	Semiconductor Processors	2	NA	NA	\$15.53	\$16.04	NA	NA	NA
51-9191	Adhesive Bonding Machine Operators & Tenders	3	5,731	NA	\$13.32	\$14.46	NA	NA	NA
51-9192	Cleaning Washing & Metal Pickling Equipment Operators & Tenders	38	6,480	\$13.39	\$13.30	\$12.88	\$11.77	\$13.39	\$16.65
51-9193	Cooling & Freezing Equipment Operators & Tenders	10	6,543	\$15.48	\$16.56	\$14.26	\$12.67	\$15.48	\$18.01
51-9194	Etchers and Engravers	5	NA	NA	\$11.77	\$15.87	NA	NA	NA
51-9195	Molders Shapers & Casters Except Metal & Plastic	39	4,334	\$15.22	\$13.40	\$14.09	\$14.21	\$15.22	\$16.37
51-9196	Paper Goods Machine Setters Operators & Tenders	32	4,341	\$17.48	\$15.48	\$16.85	\$14.97	\$17.48	\$19.79
51-9197	Tire Builders	3	NA	NA	\$18.48	\$18.19	NA	NA	NA
51-9198	Helpers--Production Workers	245	6,273	\$12.11	\$11.62	\$11.54	\$10.01	\$12.11	\$14.55
51-9399	Production Workers All Other*	574	3,799	\$12.51	\$13.46	\$15.71	\$10.87	\$12.51	\$14.75

Sources: EMSI, ACT, and Smart Solutions Group

Appendix B: Logistics Occupations

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien 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	2	2	NA	\$16.32	\$23.30	NA	NA	NA
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	82	5,951	\$19.09	\$20.03	\$21.65	\$14.62	\$19.09	\$23.95
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	128	275	\$20.80	\$22.60	\$26.17	\$16.65	\$20.80	\$24.77
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	3	23	NA	\$44.67	\$55.30	NA	NA	NA
53-2012	Commercial Pilots	11	15	\$32.58	\$28.71	\$33.06	\$26.42	\$32.58	\$38.32
53-2021	Air Traffic Controllers	2	4	NA	\$35.08	\$51.44	NA	NA	NA
53-2022	Airfield Operations Specialists	3	23	NA	\$13.90	\$20.79	NA	NA	NA
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	49	3,477	\$9.21	\$9.69	\$11.13	\$8.52	\$9.21	\$9.95
53-3021	Bus Drivers, Transit and Intercity	56	219	\$13.04	\$13.43	\$18.43	\$11.98	\$13.04	\$14.24
53-3022	Bus Drivers, School	266	5,767	\$13.19	\$13.51	\$13.64	\$9.46	\$13.19	\$16.98
53-3031	Driver/Sales Workers	174	6,033	\$11.36	\$11.98	\$12.74	\$7.84	\$11.36	\$14.34
53-3032	Truck Drivers, Heavy and Tractor-Trailer	2,737	789	\$18.62	\$17.60	\$18.39	\$14.70	\$18.62	\$23.00
53-3033	Truck Drivers, Light or Delivery Services	458	6	\$12.36	\$12.97	\$14.76	\$10.37	\$12.36	\$14.46
53-3041	Taxi Drivers and Chauffeurs	56	3,470	\$9.36	\$9.52	\$10.28	\$8.13	\$9.36	\$11.23
53-3099	Motor Vehicle Operators, All Other	16	6,017	\$15.96	\$13.05	\$15.55	\$13.69	\$15.96	\$21.45
Rail Transportation Workers									
53-4011	Locomotive Engineers	3	23	NA	\$22.02	\$25.77	NA	NA	NA
53-4012	Locomotive Firers		26	NA	\$22.12	\$24.71	NA	NA	NA
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	3	272	NA	\$14.17	\$17.35	NA	NA	NA
53-4021	Railroad Brake, Signal, and Switch Operators	5	270	NA	\$21.08	\$23.85	NA	NA	NA
53-4031	Railroad Conductors and Yardmasters	4	6,723	NA	\$25.51	\$26.39	NA	NA	NA
53-4041	Subway and Streetcar Operators	1	NA	NA	\$23.00	\$25.38	NA	NA	NA
53-4099	Rail Transportation Workers, All Other	8	267	NA	\$18.70	\$21.14	NA	NA	NA

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	O'Brien County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			O'Brien County Labor Market Wages - 2012		
				O'Brien Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	3	272	NA	\$13.45	\$17.94	NA	NA	NA
53-5021	Captains, Mates, and Pilots of Water Vessels	2	2	NA	\$27.18	\$32.22	NA	NA	NA
53-5022	Motorboat Operators	4	3,522	NA	\$13.32	\$17.37	NA	NA	NA
53-5031	Ship Engineers	2	273	NA	\$25.60	\$33.38	NA	NA	NA
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	3	272	NA	\$24.00	\$20.02	NA	NA	NA
53-6021	Parking Lot Attendants	13	6,020	\$9.20	\$9.51	\$9.90	\$8.27	\$9.20	\$10.94
53-6031	Service Station Attendants	36	239	\$10.12	\$9.34	\$10.21	\$9.17	\$10.12	\$11.79
53-6041	Traffic Technicians	5	4	NA	\$21.68	\$20.90	NA	NA	NA
53-6051	Transportation Inspectors	4	271	NA	\$24.30	\$29.38	NA	NA	NA
53-6099	Transportation Workers, All Other	6	269	NA	\$9.95	\$16.94	NA	NA	NA
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	101	6,626	\$12.15	\$12.65	\$14.59	\$9.71	\$12.15	\$16.33
53-7021	Crane and Tower Operators	21	6,706	\$20.89	\$21.44	\$22.93	\$19.07	\$20.89	\$23.10
53-7031	Dredge Operators	3	6,030	NA	\$16.24	\$17.67	NA	NA	NA
53-7032	Excavating and Loading Machine and Dragline Operators	99	176	\$15.67	\$16.02	\$17.78	\$13.67	\$15.67	\$21.27
53-7033	Loading Machine Operators, Underground Mining	7	6,026	NA	\$19.28	\$21.04	NA	NA	NA
53-7041	Hoist and Winch Operators	8	267	NA	\$22.26	\$20.01	NA	NA	NA
53-7051	Industrial Truck and Tractor Operators	337	6,390	\$13.61	\$14.12	\$15.08	\$11.38	\$13.61	\$16.22
53-7061	Cleaners of Vehicles and Equipment	415	5,618	\$10.60	\$9.47	\$10.96	\$9.03	\$10.60	\$12.99
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,154	4,879	\$12.01	\$11.39	\$12.31	\$9.94	\$12.01	\$15.12
53-7063	Machine Feeders and Offbearers	93	5,940	\$12.64	\$11.84	\$13.19	\$11.34	\$12.64	\$13.86
53-7064	Packers and Packagers, Hand	405	3,121	\$10.48	\$10.28	\$10.82	\$8.85	\$10.48	\$13.49
53-7071	Gas Compressor and Gas Pumping Station Operators	3	272	NA	\$26.88	\$26.36	NA	NA	NA
53-7072	Pump Operators, Ex Wellhead Pumpers	5	6,722	NA	\$17.00	\$24.70	NA	NA	NA
53-7073	Wellhead Pumpers	34	NA	\$20.18	\$20.17	\$25.89	\$18.24	\$20.18	\$21.47
53-7081	Refuse and Recyclable Matl. Collectors	93	6,634	\$10.59	\$12.62	\$15.59	\$8.92	\$10.59	\$12.99
53-7111	Shuttle Car Operators	0	NA	NA	\$19.92	\$22.31	NA	NA	NA
53-7121	Tank Car, Truck, and Ship Loaders	5	3,654	NA	\$13.48	\$19.49	NA	NA	NA
53-7199	Material Moving Workers, All Other	8	267	NA	\$14.30	\$16.45	NA	NA	NA