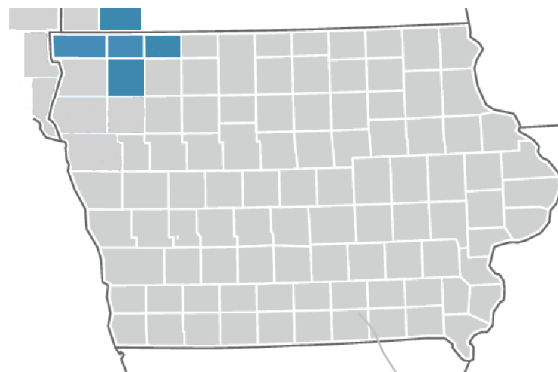


Osceola County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from

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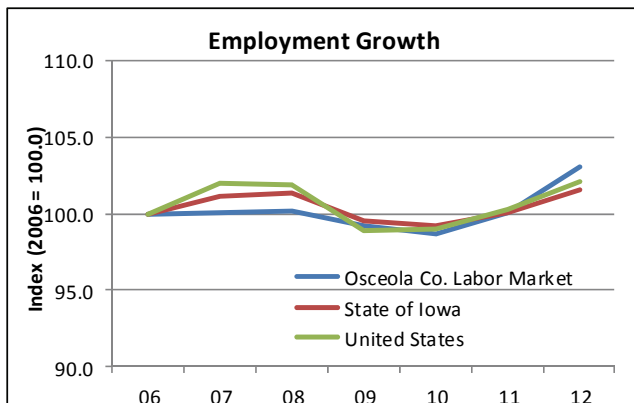
Labor Market

The Labor Market for Osceola County is based on the working-age population in Osceola County as well as four neighboring counties based on commuting patterns from the U.S. Census Bureau. **The total Osceola County Labor Market is estimated to be 40,421 workers.**

Osceola 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 Osceola County Labor Market grew by 3.0% from 2006 to 2012, which exceeded the employment growth for the State of Iowa (1.5%) and nearly equal to the growth for the U.S. (2.1%) - see Exhibit 1.

Exhibit 1: Employment Growth



Private Industry Sector Employment

The largest Private Industry Sector in the Osceola County Labor Market is Manufacturing with 6,146 workers. Retail Trade is the second largest sector with 4,071 employees. Rounding out the five largest sectors in the Labor Market are Health Care & Social Assistance, Accommodations & Food Service, and Wholesale Trade. The five largest industries account for 64.2% of Labor Market employment and the top 8 Sectors account for nearly 80% of employment (see Exhibit 2).

Production Occupations

In 2012, Production occupations in Manufactur-

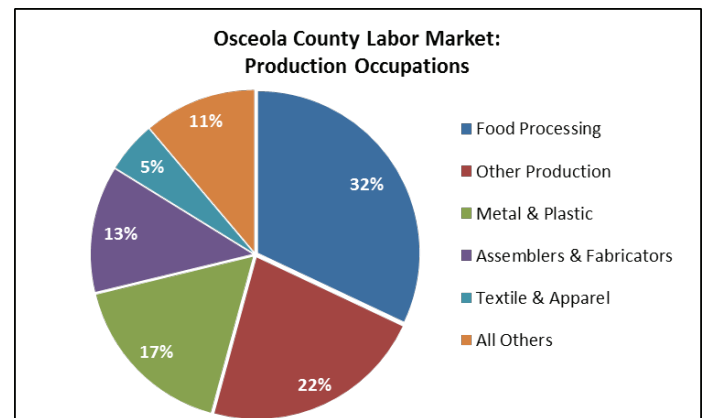
Exhibit 2: Leading Industry Sectors

Industry Sector	Jobs	%
Manufacturing	6,146	22.9%
Health Care & Social Assistance	2,968	15.2%
Retail Trade	4,071	11.1%
Accommodation & Food Services	2,962	11.1%
Wholesale Trade	1,633	6.1%
Construction	1,156	4.3%
Finance & Insurance	981	3.7%
Other Services	937	3.5%
Administrative & Waste Management	795	3.0%
Transportation & Warehousing	561	2.1%

ing accounted for 11.3% of total employment in the Osceola County Labor Market, which is more than double 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.

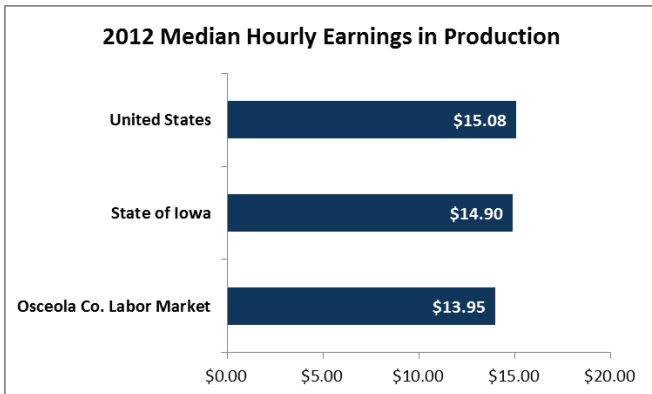
The three largest categories of occupations - Food Processing Workers, Other Production Occupations, Metal Workers & Plastics Workers - account for nearly three-quarters of the workers in Production (see Exhibit 3).

Exhibit 3: Employment in Production Occupation Categories



Hourly earnings per Production worker in the Osceola 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 Osceola 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	1,233	\$13.51
Team Assemblers	467	\$14.08
Meat, Poultry, and Fish Cutters and Trimmers	312	\$8.19
Production Workers, All Other	291	\$12.69
Welders, Cutters, Solderers, and Brazers	278	\$15.37
First-Line Supervisors/Managers of Production & Operating Workers	251	\$20.99
Packaging and Filling Machine Operators and Tenders	206	\$14.19
Machinists	160	\$15.40
Inspectors, Testers, Sorters, Samplers, and Weighers	157	\$15.04
Helpers--Production Workers	102	\$12.19

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 nearly 5,500 Production workers in its Labor Market, Osceola County offers a large supply of skilled Manufacturing workers with wages below those paid across Iowa and the nation.

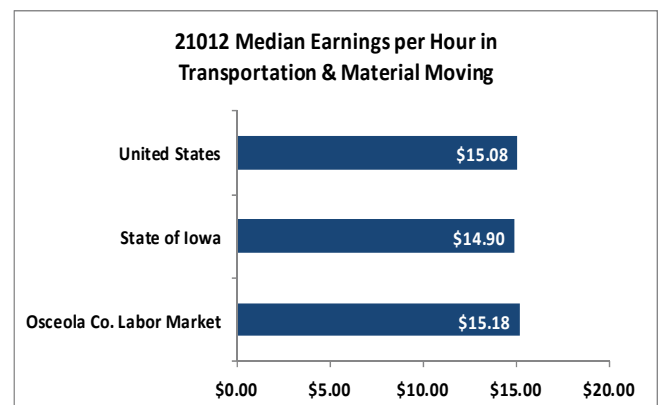
Transportation and Material Moving Occupations

Osceola County Labor Market employment in the Transportation and Material Moving Occupations has grown from 3,256 jobs in 2002 to 3,515 jobs - a 8.0% 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 Osceola 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 and Material Moving in the Labor Market is similar to the hourly earnings in the State of Iowa and the U.S.

Exhibit 6: Median Earnings per Hour



Motor Vehicle Operators account for 53% of the employment in the Transportation & Materials Moving Occupations in the Osceola County Labor Market. Material Moving Workers account for 41% of the employment in this occupational category, while all other occupational categories account for only 6% 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	4,565	\$19.50
Laborers & Freight, Stock, & Material Movers, Hand	2,026	\$11.96
Truck Drivers, Light/Delivery Services	839	\$13.94
Industrial Truck and Tractor Operators	717	\$13.62
Cleaners of Vehicles and Equipment	634	\$10.45
Packers and Packagers, Hand	618	\$11.22
Bus Drivers, School	324	\$13.04
First-Line Supervisors/Managers of Transportation and Material-Moving	214	\$23.03
Driver/Sales Workers	201	\$13.00
Machine Feeders and Offbearers	180	\$14.30

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 3,500 Transportation & Material Moving workers, Osceola County offers a large supply of skilled Logistics workers at competitive wages.

Education and Training

Osceola County has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **Osceola County’s 2010 high school graduation rate was 97.2% compared to Iowa’s 88.4% and the nation’s 73.9%.** Osceola County students have an average ACT score of 22.0, which is above the U.S. average of 21.0. In Osceola County, 29% of the adults 25 years old and older have a college degree and over 50% 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

Osceola 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	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola 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	251	847	\$20.99	\$24.01	\$26.03	\$16.98	\$20.99	\$26.25
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	2	NA	NA	\$18.19	\$21.44	NA	NA	NA
51-2021	Coil Winders, Tapers, & Finishers	2	NA	NA	\$10.38	\$14.05	NA	NA	NA
51-2022	Electrical and Electronic Equipment Assemblers	3	2,534	NA	\$12.03	\$14.76	NA	NA	NA
51-2023	Electromechanical Equipment Assemblers	3	2,534	NA	\$16.60	\$15.24	NA	NA	NA
51-2031	Engine & Other Machine Assemblers	28	2,509	\$15.06	\$14.53	\$17.86	\$12.20	\$15.06	\$17.82
51-2041	Structural Metal Fabricators & Fitters	49	2,488	\$14.18	\$15.23	\$16.87	\$11.86	\$14.18	\$16.06
51-2091	Fiberglass Laminators & Fabricators	36	NA	\$10.50	\$12.76	\$14.21	\$8.75	\$10.50	\$13.11
51-2092	Team Assemblers	467	NA	\$14.08	\$14.05	\$13.94	\$12.29	\$14.08	\$16.14
51-2093	Timing Device Assemblers & Adjusters	2	NA	NA	\$12.29	\$14.53	NA	NA	NA
51-2099	Assemblers & Fabricators All Other	85	NA	\$13.60	\$13.20	\$15.69	\$11.68	\$13.60	\$17.69
Food Processing Workers									
51-3011	Bakers	31	2,506	\$9.62	\$10.27	\$11.85	\$8.15	\$9.62	\$11.81
51-3021	Butchers & Meat Cutters	85	2,753	\$15.18	\$11.25	\$14.68	\$12.99	\$15.18	\$17.76
51-3022	Meat Poultry & Fish Cutters & Trimmers	312	NA	\$8.19	\$11.67	\$11.06	\$8.07	\$8.19	\$8.83
51-3023	Slaughterers & Meat Packers	1,233	NA	\$13.51	\$12.15	\$11.46	\$13.19	\$13.51	\$14.89
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	19	1,079	\$15.88	\$13.12	\$13.88	\$12.04	\$15.88	\$17.94
51-3092	Food Batchmakers	46	1,910	\$12.45	\$16.32	\$12.82	\$9.45	\$12.45	\$15.47
51-3093	Food Cooking Machine Operators & Tenders	22	1,076	\$13.02	\$10.97	\$11.84	\$10.81	\$13.02	\$14.80
Metal Workers and Plastics Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	55	1,043	\$15.95	\$15.56	\$17.10	\$14.28	\$15.95	\$18.39
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	2	5	NA	\$20.22	\$23.19	NA	NA	NA
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	19	NA	\$15.39	\$13.05	\$15.54	\$13.08	\$15.39	\$17.94
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	4	NA	NA	\$16.29	\$16.20	NA	NA	NA
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	13	1,085	\$14.60	\$17.44	\$17.63	\$12.79	\$14.60	\$16.38

Appendix A: Production Occupations—*continued*

SOC Code	Occupation	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola 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	67	2,470	\$13.88	\$14.65	\$14.65	\$11.45	\$13.88	\$16.14
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	5	NA	NA	\$17.06	\$15.84	NA	NA	NA
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters Operators & Tenders Metal & Plastic	31	1,167	\$16.66	\$14.55	\$15.43	\$15.20	\$16.66	\$18.09
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	8	1,090	NA	\$15.28	\$16.83	NA	NA	NA
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	13	1,185	\$11.50	\$14.61	\$17.78	\$10.47	\$11.50	\$14.09
51-4041	Machinists	160	938	\$15.40	\$16.51	\$18.65	\$13.23	\$15.40	\$18.03
51-4051	Metal-Refining Furnace Operators & Tenders	12	NA	\$14.65	\$18.51	\$18.67	\$12.93	\$14.65	\$16.48
51-4052	Pourers & Casters, Metal	32	NA	\$12.23	\$14.45	\$16.71	\$10.65	\$12.23	\$13.94
51-4061	Model Makers Metal & Plastic	2	NA	NA	\$20.68	\$21.44	NA	NA	NA
51-4062	Patternmakers Metal & Plastic	2	NA	NA	\$17.57	\$18.62	NA	NA	NA
51-4071	Foundry Mold & Coremakers	32	2,806	\$12.54	\$15.57	\$14.93	\$11.10	\$12.54	\$13.93
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	64	1,034	\$11.59	\$13.44	\$14.30	\$10.35	\$11.59	\$15.53
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	45	1,053	\$14.04	\$14.94	\$16.02	\$12.27	\$14.04	\$15.59
51-4111	Tool and Die Makers	18	NA	\$22.27	\$20.91	\$23.48	\$20.07	\$22.27	\$25.43
51-4121	Welders Cutters Solderers & Brazers	278	1,678	\$15.37	\$15.11	\$17.43	\$13.40	\$15.37	\$18.17
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	28	1,070	\$16.60	\$15.60	\$16.34	\$13.98	\$16.60	\$20.15
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	4	NA	NA	\$18.89	\$18.45	NA	NA	NA
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	5	NA	NA	\$16.40	\$14.57	NA	NA	NA
51-4194	Tool Grinders, Filers, & Sharpeners	7	NA	NA	\$16.46	\$16.88	NA	NA	NA
51-4199	Metal Workers & Plastic Workers All Other	18	1,938	\$14.24	\$15.77	\$16.96	\$12.55	\$14.24	\$16.88

Appendix A: Production Occupations—continued

SOC Code	Occupation	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5011	Bindery Workers	27	1,929	\$11.56	\$12.15	\$14.40	\$9.83	\$11.56	\$14.12
51-5012	Bookbinders	2	2,838	NA	\$15.77	\$16.26	NA	NA	NA
51-5021	Job Printers	6	1,092	NA	\$13.86	\$16.13	NA	NA	NA
51-5022	Prepress Technicians and Workers	28	2,509	\$14.47	\$14.73	\$17.96	\$12.30	\$14.47	\$16.79
51-2023	Printing Machine Operators	60	NA	\$15.39	\$14.56	\$16.75	\$11.45	\$15.39	\$19.22
Textile, Apparel, and Furnishing Workers									
51-6011	Laundry & Dry-Cleaning Workers	89	NA	\$9.71	\$9.48	\$10.32	\$8.59	\$9.71	\$11.56
51-6021	Pressers, Textile, Garment, & Related Materials	10	NA	\$9.14	\$9.33	\$9.78	\$8.36	\$9.14	\$10.14
51-6031	Sewing Machine Operators	45	2,793	\$9.34	\$10.48	\$10.88	\$8.35	\$9.34	\$10.49
51-6041	Shoe & Leather Workers & Repairers	2	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	3	NA	NA	\$8.81	\$9.62	NA	NA	NA
51-6052	Tailors, Dressmakers, & Custom Sewers	65	NA	\$8.20	\$8.42	\$10.58	\$7.15	\$8.20	\$9.09
51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	1	NA	NA	\$8.88	\$11.82	NA	NA	NA
51-6062	Textile Cutting Machine Setters Operators & Tenders	3	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	5	NA	NA	\$12.31	\$12.40	NA	NA	NA
51-6091	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	4	NA	NA	\$14.12	\$15.51	NA	NA	NA
51-6092	Fabric & Apparel Patternmakers	2	NA	NA	\$16.17	\$20.76	NA	NA	NA
51-6093	Upholsterers	38	NA	\$9.25	\$9.64	\$12.44	\$8.12	\$9.25	\$10.13
51-6099	Textile Apparel & Furnishings Workers All Other	4	NA	NA	\$12.19	\$14.22	NA	NA	NA
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	30	1,168	\$11.67	\$12.38	\$14.55	\$10.34	\$11.67	\$13.50
51-7021	Furniture Finishers	3	NA	NA	\$12.05	\$12.73	NA	NA	NA
51-7031	Model Makers, Wood	1	NA	NA	\$14.29	\$15.99	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Woodworkers - continued									
51-7032	Patternmakers, Wood	2	NA	NA	\$15.97	\$18.14	NA	NA	NA
51-7041	Sawing Machine Setters Operators & Tenders Wood	2	1,954	NA	\$12.91	\$13.13	NA	NA	NA
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	16	2,841	\$13.42	\$12.94	\$12.86	\$11.75	\$13.42	\$15.80
51-7099	Woodworkers All Other	4	NA	NA	\$11.04	\$12.67	NA	NA	NA
Plant and System Operators									
51-8011	Nuclear Power Reactor Operators	2	NA	NA	\$32.86	\$35.66	NA	NA	NA
51-8012	Power Distributors & Dispatchers	2	NA	NA	\$31.73	\$32.17	NA	NA	NA
51-8013	Power Plant Operators	4	101	NA	\$24.05	\$28.97	NA	NA	NA
51-8021	Stationary Engineers & Boiler Operators	3	1,095	NA	\$19.63	\$25.02	NA	NA	NA
51-8031	Water & Wastewater Treatment Plant & System Operators	68	1,030	\$19.33	\$17.29	\$19.99	\$16.32	\$19.33	\$21.96
51-8091	Chemical Plant & System Operators	41	64	\$18.02	\$21.45	\$25.97	\$15.13	\$18.02	\$21.01
51-8092	Gas Plant Operators	18	NA	\$27.79	\$25.91	\$26.86	\$22.63	\$27.79	\$32.72
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	3	NA	NA	\$18.88	\$27.40	NA	NA	NA
51-8099	Plant and System Operators, All Other	6	NA	NA	\$19.36	\$23.97	NA	NA	NA
Other Production Occupations									
51-9011	Chemical Equipment Operators and	55	1,043	\$21.78	\$20.69	\$21.68	\$18.49	\$21.78	\$24.34
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	16	1,940	\$15.42	\$13.19	\$18.49	\$13.82	\$15.42	\$17.55
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	31	1,925	\$15.27	\$14.37	\$15.82	\$12.99	\$15.27	\$17.80
51-9022	Grinding and Polishing Workers, Hand	3	2,534	NA	\$12.22	\$13.43	NA	NA	NA
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	55	1,043	\$15.41	\$14.75	\$16.10	\$13.71	\$15.41	\$17.11
51-9031	Cutters and Trimmers, Hand	7	2,831	NA	\$11.75	\$12.60	NA	NA	NA
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	59	2,478	\$12.55	\$15.22	\$14.80	\$10.53	\$12.55	\$14.55
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	19	1,179	\$15.21	\$15.51	\$15.08	\$13.11	\$15.21	\$17.19
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	4	NA	NA	\$15.03	\$16.54	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola 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,	157	941	\$15.04	\$15.69	\$17.86	\$12.43	\$15.04	\$17.89
51-9071	Jewelers and Precious Stone and Metal	16	NA	\$11.59	\$12.17	\$14.13	\$10.54	\$11.59	\$12.36
51-9081	Dental Laboratory Technicians	3	NA	NA	\$16.49	\$18.41	NA	NA	NA
51-9082	Medical Appliance Technicians	2	NA	NA	\$19.20	\$18.88	NA	NA	NA
51-9083	Ophthalmic Laboratory Technicians	11	NA	\$11.97	\$12.81	\$14.56	\$10.47	\$11.97	\$13.92
51-9111	Packaging and Filling Machine Opera-	206	2,331	\$14.19	\$13.77	\$13.13	\$11.71	\$14.19	\$16.65
51-9121	Coating, Painting, and Spraying Ma-	44	1,912	\$13.06	\$14.05	\$14.60	\$11.16	\$13.06	\$15.41
51-9122	Painters, Transportation Equipment	20	NA	\$16.58	\$15.51	\$19.12	\$14.53	\$16.58	\$18.27
51-9123	Painting Coating & Decorating Workers	3	2,835	NA	\$9.85	\$11.99	NA	NA	NA
51-9131	Photographic Process Workers	11	1,087	NA	\$11.97	\$15.34	NA	NA	NA
51-9132	Photographic Processing Machine Op- erators	11	1,945	NA	\$9.47	\$10.98	NA	NA	NA
51-9141	Semiconductor Processors	2	NA	NA	\$15.53	\$16.04	NA	NA	NA
51-9191	Adhesive Bonding Machine Operators &	4	2,533	NA	\$13.32	\$14.46	NA	NA	NA
51-9192	Cleaning Washing & Metal Pickling	22	2,816	\$12.80	\$13.30	\$12.88	\$11.47	\$12.80	\$16.45
51-9193	Cooling & Freezing Equipment Opera- tors & Tenders	3	2,854	NA	\$16.56	\$14.26	NA	NA	NA
51-9194	Etchers and Engravers	3	NA	NA	\$11.77	\$15.87	NA	NA	NA
51-9195	Molders Shapers & Casters Except	22	1,934	\$15.32	\$13.40	\$14.09	\$14.38	\$15.32	\$16.46
51-9196	Paper Goods Machine Setters Opera-	27	1,929	\$17.44	\$15.48	\$16.85	\$14.94	\$17.44	\$19.73
51-9197	Tire Builders	0	NA	NA	\$18.48	\$18.19	NA	NA	NA
51-9198	Helpers--Production Workers	102	2,736	\$12.19	\$11.62	\$11.54	\$9.97	\$12.19	\$14.92
51-9399	Production Workers All Other*	291	1,665	\$12.69	\$13.46	\$15.71	\$11.13	\$12.69	\$15.16

Sources: EMSI, ACT, and Smart Solutions Group

Appendix B: Logistics Occupations

SOC Code	Occupation	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola 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	1	1	NA	\$16.32	\$23.30	NA	NA	NA
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	82	3,081	\$18.40	\$20.03	\$21.65	\$13.54	\$18.40	\$23.08
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	128	148	\$20.02	\$22.60	\$26.17	\$16.14	\$20.02	\$24.52
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	2	10	NA	\$44.67	\$55.30	NA	NA	NA
53-2012	Commercial Pilots	4	8	NA	\$28.71	\$33.06	NA	NA	NA
53-2021	Air Traffic Controllers	1	2	NA	\$35.08	\$51.44	NA	NA	NA
53-2022	Airfield Operations Specialists	2	10	NA	\$13.90	\$20.79	NA	NA	NA
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	16	1,846	\$9.32	\$9.69	\$11.13	\$8.60	\$9.32	\$10.11
53-3021	Bus Drivers, Transit and Intercity	42	106	\$13.56	\$13.43	\$18.43	\$12.49	\$13.56	\$14.71
53-3022	Bus Drivers, School	141	3,022	\$13.28	\$13.51	\$13.64	\$9.90	\$13.28	\$17.31
53-3031	Driver/Sales Workers	107	3,163	\$10.37	\$11.98	\$12.74	\$7.78	\$10.37	\$13.12
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,456	406	\$18.48	\$17.60	\$18.39	\$14.77	\$18.48	\$22.51
53-3033	Truck Drivers, Light or Delivery Services	216	3	\$12.66	\$12.97	\$14.76	\$10.84	\$12.66	\$14.66
53-3041	Taxi Drivers and Chauffeurs	28	1,834	\$9.74	\$9.52	\$10.28	\$8.50	\$9.74	\$11.50
53-3099	Motor Vehicle Operators, All Other	8	3,155	NA	\$13.05	\$15.55	NA	NA	NA
Rail Transportation Workers									
53-4011	Locomotive Engineers	1	11	NA	\$22.02	\$25.77	NA	NA	NA
53-4012	Locomotive Firers	0	12	NA	\$22.12	\$24.71	NA	NA	NA
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	2	146	NA	\$14.17	\$17.35	NA	NA	NA
53-4021	Railroad Brake, Signal, and Switch Operators	3	145	NA	\$21.08	\$23.85	NA	NA	NA
53-4031	Railroad Conductors and Yardmasters	2	3,525	NA	\$25.51	\$26.39	NA	NA	NA
53-4041	Subway and Streetcar Operators	0	NA	NA	\$23.00	\$25.38	NA	NA	NA
53-4099	Rail Transportation Workers, All Other	0	148	NA	\$18.70	\$21.14	NA	NA	NA

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	Osceola County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Osceola County Labor Market Wages - 2012		
				Osceola Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	2	146	NA	\$13.45	\$17.94	NA	NA	NA
53-5021	Captains, Mates, and Pilots of Water Vessels	1	1	NA	\$27.18	\$32.22	NA	NA	NA
53-5022	Motorboat Operators	2	1,860	NA	\$13.32	\$17.37	NA	NA	NA
53-5031	Ship Engineers	0	148	NA	\$25.60	\$33.38	NA	NA	NA
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	2	148	NA	\$24.00	\$20.02	NA	NA	NA
53-6021	Parking Lot Attendants	8	3,155	NA	\$9.51	\$9.90	NA	NA	NA
53-6031	Service Station Attendants	22	126	\$10.46	\$9.34	\$10.21	\$9.44	\$10.46	\$12.17
53-6041	Traffic Technicians	4	2	NA	\$21.68	\$20.90	NA	NA	NA
53-6051	Transportation Inspectors	4	144	NA	\$24.30	\$29.38	NA	NA	NA
53-6099	Transportation Workers, All Other	6	142	NA	\$9.95	\$16.94	NA	NA	NA
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	53	3,474	\$12.55	\$12.65	\$14.59	\$10.02	\$12.55	\$16.75
53-7021	Crane and Tower Operators	7	3,520	NA	\$21.44	\$22.93	NA	NA	NA
53-7031	Dredge Operators	2	3,161	NA	\$16.24	\$17.67	NA	NA	NA
53-7032	Excavating and Loading Machine and Dragline Operators	41	107	\$15.57	\$16.02	\$17.78	\$13.45	\$15.57	\$20.60
53-7033	Loading Machine Operators, Underground Mining	3	3,160	NA	\$19.28	\$21.04	NA	NA	NA
53-7041	Hoist and Winch Operators	0	148	NA	\$22.26	\$20.01	NA	NA	NA
53-7051	Industrial Truck and Tractor Operators	124	3,403	\$13.96	\$14.12	\$15.08	\$11.77	\$13.96	\$16.67
53-7061	Cleaners of Vehicles and Equipment	262	2,901	\$10.95	\$9.47	\$10.96	\$9.29	\$10.95	\$12.82
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	522	2,611	\$12.29	\$11.39	\$12.31	\$10.23	\$12.29	\$15.22
53-7063	Machine Feeders and Offbearers	27	3,136	\$12.44	\$11.84	\$13.19	\$11.05	\$12.44	\$13.74
53-7064	Packers and Packagers, Hand	212	1,650	\$10.89	\$10.28	\$10.82	\$8.89	\$10.89	\$14.02
53-7071	Gas Compressor and Gas Pumping Station Operators	2	146	NA	\$26.88	\$26.36	NA	NA	NA
53-7072	Pump Operators, Ex Wellhead Pumpers	2	3,525	NA	\$17.00	\$24.70	NA	NA	NA
53-7073	Wellhead Pumpers	22	NA	\$20.18	\$20.17	\$25.89	\$18.24	\$20.18	\$21.47
53-7081	Refuse and Recyclable Matl. Collectors	44	3,483	\$11.16	\$12.62	\$15.59	\$9.53	\$11.16	\$13.43
53-7111	Shuttle Car Operators	0	NA	NA	\$19.92	\$22.31	NA	NA	NA
53-7121	Tank Car, Truck, and Ship Loaders	4	1,990	NA	\$13.48	\$19.49	NA	NA	NA
53-7199	Material Moving Workers, All Other	6	142	NA	\$14.30	\$16.45	NA	NA	NA