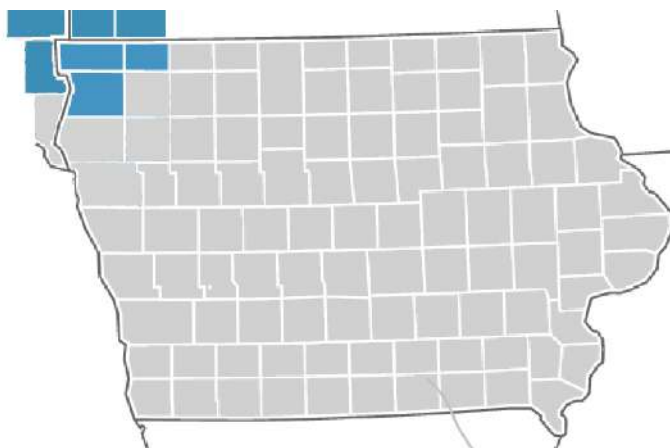




Lyon County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from

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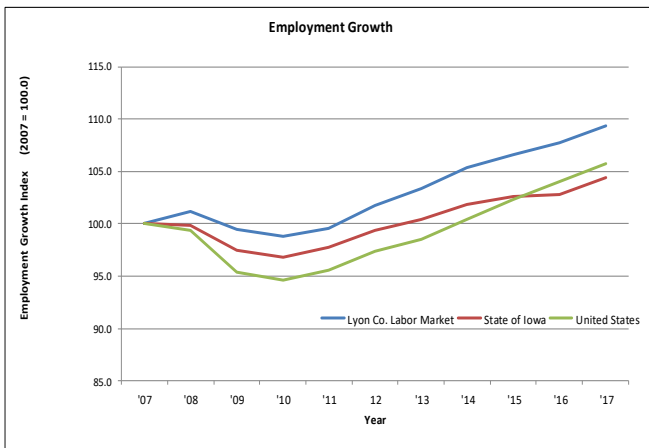
Labor Market

The Labor Market for Lyon County is based on the working-age population in Lyon County and five neighboring counties that were selected based on commuting patterns from the U.S. Census Bureau. **The total Lyon County Labor Market is estimated to be 155,094 workers.**

The majority of the Lyon 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.

Total employment in the Lyon County Labor Market grew by 2.0% from 2006 to 2012, which was similar to the employment growth for the State of Iowa (1.5%) and the U.S. (2.1%) - see Exhibit 1.

Exhibit 1: Employment Growth



Private Industry Sector Employment

The largest Private Industry Sector in the Lyon County Labor Market is Health Care & Social Services with 30,307 workers. Retail Trade is the second largest sector with 21,173 employees. Rounding out the five largest sectors in the Labor Market are Manufacturing, Accommodations & Food Service, Finance & Insurance. The five largest industries account for 55% of Labor Market employment (see Exhibit 2).

Exhibit 2: Leading Industry Sectors

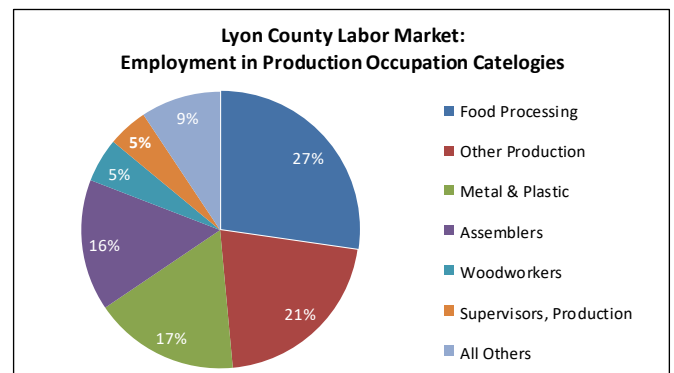
Industry Sector	Jobs	%
Health Care & Social Assistance	30,307	16%
Retail Trade	21,173	11%
Manufacturing	21,099	11%
Accommodation & Food Services	13,595	10%
Finance & Insurance	13,150	7%
Construction	9,911	7%
Wholesale Trade	9,368	5%
Crop & Animal Production	7,794	5%
Other Services	7,769	4%
Professional, Scientific, & Technical Services	6,553	4%

Production Occupations

In 2017, Production occupations in Manufacturing accounted for 8% of total employment in the Lyon County Labor Market, is a higher percentage in Production nationwide (5.8%). Employment in Production in the State of Iowa (8%) was the same as the County Labor Market.

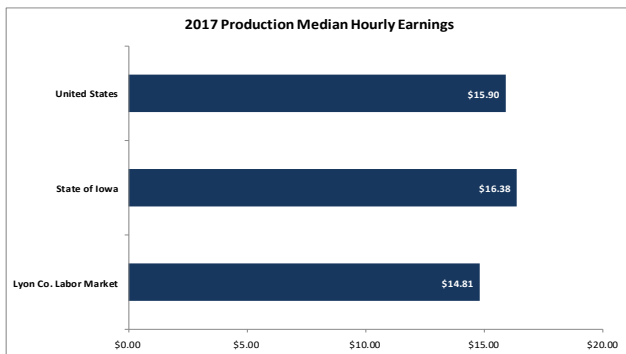
The three largest categories of occupations - Food Processing Workers, Other Production Occupations, Metal & Plastic Workers - account for nearly two-thirds of the workers in Production (see Exhibit 3).

Exhibit 3: Employment in Production Occupation Categories



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

Exhibit 4: Median Hourly Earnings



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 Lyon County Labor Market can be seen in Exhibit 5.

Exhibit 5: Top 10 Production Occupations

Production Occupation	No. of Jobs	Median Wage
Meat,Poultry,& Fish Cutters & Trimmers	1689	\$12.45
Slaughterers & Meat Packers	1,620	\$14.25
Team Assemblers	1,400	\$14.30
Welders,Cutters,Solderers,& Brazers	786	\$17.78
First Line Supervisors of Production & Operating Workers	703	\$26.13
Machinists	542	\$18.23
Inspectors, Testers, Sorters, Samplers, and Weighers	456	\$16.24
Electrical & Electronic Equipment Assemblers	432	\$13.40
Helpers-Production Workers	385	\$13.77
Packaging & Filling Machine Operators & Tenders	336	\$14.68

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 occupa-

tion. 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 15,000 Production workers in its Labor Market, Lyon County offers a large supply of skilled Manufacturing workers with wages below those paid across Iowa and the nation.

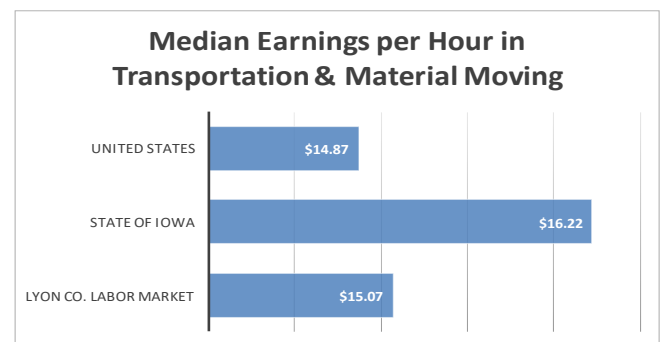
Transportation and Material Moving Occupations

Lyon County Labor Market employment in the Transportation and Material Moving Occupations has grown from 12,166 jobs in 2007 to 13,110 jobs - a 7.8% growth rate. During this same time period, employment in this occupation group grew by 2.8% in the State of Iowa and 5.9% nationally.

In 2017 , employment in the Transportation and Material Moving Occupations accounted for 8.4% of total employment in the Lyon County Labor Market. This employment percentage was higher than the nation (6.5%) and the State of Iowa (7.2%)

Median hourly earnings in Transportation & Material Moving in the Labor Market is above the national average (see Exhibit 6).

Exhibit 6: Median Hourly Earnings



Motor Vehicle Operators account for 49% of the employment in the Transportation & Materials Moving Occupations in the Lyon County Labor Market. Material Moving Workers account for 43% of the employment in this occupational 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	4,054	\$19.12
Laborers & Freight, Stock, & Material Movers, Hand	2,895	\$13.05
Light Truck or Delivery Service Drivers	1,156	\$14.20
Packers & Packages, Hand	926	\$11.18
Cleaners of Vehicles and Equipment	688	\$10.54
Industrial Truck & Tractor Operators	511	\$14.67
Driver/Sales Workers	462	\$14.45
Bus Drivers, School	331	\$16.21
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	248	\$28.27
Taxi Drivers & Chauffeurs	207	\$11.67

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 13,000 Transportation & Material Moving workers, Lyon County offers a large supply of skilled Logistics workers at competitive wages.

Education and Training

Lyon County has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **Lyon County's 2010 high school graduation rate was 97.0% compared to Iowa's 88.4% and the nation's 73.9%.** Lyon County students have an average ACT score of 26, which significantly

above the U.S. average of 20.0. In Lyon County, 20% of the adults 25 years old and older have a college degree and over 52% have post high school, technical, or some college education.

Northwest Iowa Community College in nearby Sheldon, Iowa offers degree, certification, and diploma programs to prepare students for careers in manufacturing and other fields. Northwestern College and Dordt College are four-year private institutions located in neighboring 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

Lyon 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	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills (Lyon Co. Only)	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon 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	703	160	\$26.13	\$26.77	\$27.51	\$21.70	\$26.13	\$30.91
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	<10	331	N/A	\$18.92	\$24.06	N/A	N/A	N/A
51-2021	Coil Winders, Tapers, & Finishers	<10	331	N/A	\$16.85	\$16.32	N/A	N/A	N/A
51-2022	Electrical and Electronic Equipment Assemblers	432	530	\$13.40	\$15.83	\$15.06	\$11.76	\$13.40	\$15.24
51-2023	Electromechanical Equipment Assemblers	31	530	\$15.35	\$15.14	\$16.03	\$13.10	\$15.35	\$17.81
51-2031	Engine & Other Machine Assemblers	97	530	\$16.49	\$18.15	\$19.81	\$14.24	\$16.49	\$18.56
51-2041	Structural Metal Fabricators & Fitters	92	530	\$17.29	\$18.03	\$18.14	\$15.17	\$17.29	\$19.40
51-2091	Fiberglass Laminators & Fabricators	52	331	\$14.76	\$13.84	\$15.03	\$13.12	\$14.76	\$15.74
51-2092	Team Assemblers	1,400	478	\$14.30	\$14.88	\$14.51	\$12.53	\$14.30	\$16.53
51-2093	Timing Device Assemblers & Adjusters	0	189	\$0.00	\$19.64	\$17.93	\$0.00	\$0.00	\$0.00
51-2099	Assemblers & Fabricators All Other	196	582	\$12.60	\$15.73	\$13.89	\$10.82	\$12.60	\$15.82
Food Processing Workers									
51-3011	Bakers	114	326	\$11.99	\$13.87	\$11.84	\$10.31	\$11.99	\$14.36
51-3021	Butchers & Meat Cutters	283	582	\$13.79	\$13.42	\$14.45	\$11.17	\$13.79	\$17.01
51-3022	Meat Poultry & Fish Cutters & Trimmers	1,689	530	\$12.45	\$13.59	\$11.80	\$11.95	\$12.45	\$13.41
51-3023	Slaughterers & Meat Packers	1,620	530	\$14.25	\$14.61	\$12.81	\$12.83	\$14.25	\$16.20
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	59	184	\$14.98	\$16.23	\$13.73	\$13.25	\$14.98	\$17.47
51-3092	Food Batchmakers	167	326	\$12.50	\$16.18	\$13.37	\$10.87	\$12.50	\$15.77
51-3093	Food Cooking Machine Operators & Tenders	67	184	\$15.21	\$14.60	\$13.63	\$12.86	\$15.21	\$18.17
51-3099	Food Processing Workers—All Other	108	602	\$13.69	\$13.14	\$11.61	\$12.05	\$13.69	\$16.05
Metal Workers and Plastic Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	102	184	\$18.37	\$18.72	\$18.21	\$16.60	\$18.37	\$20.60
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	39		\$19.78	\$25.09	\$24.32	\$17.79	\$19.78	\$22.74
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	148	530	\$14.15	\$17.95	\$16.29	\$11.95	\$14.15	\$16.73
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	21	607	\$15.95	\$16.84	\$17.76	\$14.40	\$15.95	\$17.91
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	20	184	\$16.67	\$17.24	\$19.56	\$14.77	\$16.67	\$19.05

Appendix A: Production Occupations—continued

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon 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	171	530	\$17.01	\$16.40	\$15.58	\$14.61	\$17.01	\$19.70
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	17	219	\$16.51	\$17.13	\$17.52	\$14.46	\$16.51	\$19.10
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters Operators & Tenders Metal & Plastic	39	530	\$13.58	\$16.75	\$15.83	\$10.35	\$13.58	\$17.49
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	44	219	\$17.22	\$17.58	\$18.52	\$15.60	\$17.22	\$19.01
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	17	219	\$16.60	\$17.47	\$19.30	\$14.63	\$16.60	\$18.92
51-4041	Machinists	542	163	\$18.23	\$20.91	\$20.00	\$15.94	\$18.23	\$21.27
51-4051	Metal-Refining Furnace Operators & Tenders	<10	331	N/A	\$19.53	\$19.73	N/A	N/A	N/A
51-4052	Pourers & Casters, Metal	0	587	\$0.00	\$17.70	\$17.39	\$0.00	\$0.00	\$0.00
51-4061	Model Makers Metal & Plastic	<10		N/A	\$18.66	\$23.34	N/A	N/A	N/A
51-4062	Patternmakers Metal & Plastic	<10		N/A	\$23.51	\$21.25	N/A	N/A	N/A
51-4071	Foundry Mold & Coremakers	<10	587	N/A	\$17.40	\$16.73	N/A	N/A	N/A
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	221	326	\$15.51	\$15.97	\$14.65	\$13.01	\$15.51	\$18.68
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	149	520	\$19.47	\$16.75	\$16.57	\$17.34	\$19.47	\$22.39
51-4111	Tool and Die Makers	61		\$20.80	\$24.89	\$24.55	\$17.47	\$20.80	\$25.38
51-4121	Welders Cutters Solderers & Brazers	786	286	\$17.78	\$18.31	\$18.66	\$15.65	\$17.78	\$20.07
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	82	184	\$19.11	\$18.70	\$17.65	\$17.20	\$19.11	\$21.78
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	15	530	\$17.37	\$17.12	\$17.93	\$15.37	\$17.37	\$19.53
51-4192	Layout Workers, Metal & Plastic	<10	189	N/A	\$21.59	\$22.09	N/A	N/A	N/A
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	21	326	\$15.65	\$15.08	\$15.08	\$14.67	\$15.65	\$17.49
51-4194	Tool Grinders, Filers, & Sharpeners	17	224	\$19.12	\$19.50	\$18.77	\$16.14	\$19.12	\$22.10
51-4199	Metal Workers & Plastic Workers All Other	32	326	\$16.26	\$16.43	\$16.10	\$14.53	\$16.26	\$18.78

Appendix A: Production Occupations—continued

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5111	Prepress Technicians & Workers	79	530	\$16.57	\$20.00	\$18.72	\$13.40	\$16.57	\$19.50
51-5112	Printing Press Operators	333	326	\$14.90	\$18.63	\$17.01	\$13.25	\$14.90	\$18.44
51-5113	Print Binding & Finishing Workers	74	184	\$13.43	\$17.32	\$15.10	\$11.31	\$13.43	\$17.66
Textile, Apparel, and Furnishings Workers									
51-6011	Laundry & Dry-Cleaning Workers	294	587	\$10.62	\$11.27	\$10.57	\$9.56	\$10.62	\$11.89
51-6021	Pressers, Textile, Garment, & Related Materials	22	587	\$11.41	\$12.32	\$10.24	\$10.66	\$11.41	\$12.45
51-6031	Sewing Machine Operators	187	582	\$13.68	\$13.25	\$11.92	\$11.83	\$13.68	\$16.09
51-6041	Shoe & Leather Workers & Repairers	<10	331	N/A	\$11.22	\$11.42	N/A	N/A	N/A
51-6042	Shoe Machine Operators & Tenders	<10	535	N/A	\$16.63	\$12.46	N/A	N/A	N/A
51-6051	Sewers, Hand	<10	582	N/A	\$9.81	\$10.78	N/A	N/A	N/A
51-6052	Tailors, Dressmakers, & Custom Sewers	35	530	\$11.82	\$12.34	\$12.47	\$9.68	\$11.82	\$14.05
51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	<10	587	N/A	\$15.48	\$13.11	N/A	N/A	N/A
51-6062	Textile Cutting Machine Setters Operators & Tenders	<10	535	N/A	\$13.01	\$12.55	N/A	N/A	N/A
51-6063	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	<10	535	N/A	\$12.91	\$13.21	N/A	N/A	N/A
51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, & Tenders	<10	535	N/A	\$17.40	\$13.22	N/A	N/A	N/A
51-6091	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	<10	535	N/A	\$16.20	\$16.46	N/A	N/A	N/A
51-6092	Fabric & Apparel Patternmakers	<10	189	N/A	\$12.54	\$19.06	N/A	N/A	N/A
51-6093	Upholsterers	23	219	\$11.24	\$15.51	\$13.90	\$8.90	\$11.24	\$15.92
51-6099	Textile Apparel & Furnishings Workers All Other	16	189	\$12.78	\$11.78	\$12.45	\$11.30	\$12.78	\$15.01
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	279	219	\$15.05	\$16.31	\$16.14	\$12.97	\$15.05	\$18.14
51-7021	Furniture Finishers	22	597	\$15.44	\$14.48	\$13.81	\$13.99	\$15.44	\$17.62
51-7031	Model Makers, Wood	<10	189	N/A	\$19.07	\$20.30	N/A	N/A	N/A

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Woodworkers - continued									
51-7032	Patternmakers, Wood	<10		N/A	\$20.03	\$21.19	N/A	N/A	N/A
51-7041	Sawing Machine Setters Operators & Tenders Wood	126	326	\$14.64	\$13.77	\$13.59	\$12.93	\$14.64	\$17.53
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	327	582	\$13.93	\$14.24	\$13.71	\$12.28	\$13.93	\$16.29
51-7099	Woodworkers All Other	18	184	\$15.11	\$11.40	\$13.84	\$12.23	\$15.11	\$17.46
Plant and Systems Operators									
51-8011	Nuclear Power Reactor Operators	<10	5	N/A	\$46.38	\$43.83	N/A	N/A	N/A
51-8012	Power Distributors & Dispatchers	<10		N/A	\$42.80	\$39.37	N/A	N/A	N/A
51-8013	Power Plant Operators	14	5	\$34.36	\$33.28	\$35.91	\$28.48	\$34.36	\$38.95
51-8021	Stationary Engineers & Boiler Operators	48	184	\$22.20	\$26.36	\$28.56	\$19.06	\$22.20	\$24.90
51-8031	Water & Wastewater Treatment Plant & System Operators	188	177	\$23.06	\$22.92	\$22.00	\$19.39	\$23.06	\$26.77
51-8091	Chemical Plant & System Operators	22	5	\$22.39	\$23.73	\$28.81	\$17.75	\$22.39	\$29.97
51-8092	Gas Plant Operators	<10	184	N/A	\$28.24	\$32.49	N/A	N/A	N/A
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	<10	184	N/A	\$27.95	\$32.40	N/A	N/A	N/A
51-8099	Plant and System Operators, All Other	14	184	\$24.59	\$25.89	\$26.41	\$18.77	\$24.59	\$28.32
Other Production Occupations									
51-9011	Chemical Equipment Operators and Tenders	58	184	\$17.63	\$17.65	\$22.97	\$14.88	\$17.63	\$20.60
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	87	326	\$18.31	\$18.50	\$18.44	\$14.99	\$18.31	\$22.65
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	113	326	\$13.65	\$18.30	\$16.54	\$12.38	\$13.65	\$15.27
51-9022	Grinding and Polishing Workers, Hand	17	530	\$14.34	\$14.99	\$13.82	\$13.20	\$14.34	\$16.25
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	233	168	\$16.41	\$17.93	\$17.16	\$13.63	\$16.41	\$21.07
51-9031	Cutters and Trimmers, Hand	10	587	\$13.94	\$14.72	\$13.28	\$13.56	\$13.94	\$16.46
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	182	530	\$16.54	\$18.22	\$15.81	\$14.27	\$16.54	\$20.25
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	272	219	\$14.99	\$17.46	\$15.63	\$13.39	\$14.99	\$17.54
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	14	530	\$19.41	\$19.52	\$17.33	\$16.71	\$19.41	\$23.15

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon 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	456	173	\$16.24	\$17.99	\$17.91	\$13.94	\$16.24	\$18.74
51-9071	Jewelers and Precious Stone and Metal Workers	37	184	\$13.73	\$14.24	\$15.82	\$12.05	\$13.73	\$15.57
51-9081	Dental Laboratory Technicians	29	184	\$16.09	\$18.58	\$19.01	\$13.97	\$16.09	\$19.68
51-9082	Medical Appliance Technicians	<10	326	N/A	\$17.18	\$17.76	N/A	N/A	N/A
51-9083	Ophthalmic Laboratory Technicians	25	184	\$16.51	\$15.19	\$14.93	\$14.11	\$16.51	\$18.72
51-9111	Packaging and Filling Machine Operators and Tenders	336	513	\$14.68	\$14.42	\$13.60	\$12.96	\$14.68	\$18.72
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	259	326	\$14.74	\$16.58	\$15.66	\$12.90	\$14.74	\$17.44
51-9122	Painters, Transportation Equipment	69	582	\$18.69	\$19.54	\$19.51	\$16.26	\$18.69	\$22.29
51-9123	Painting Coating & Decorating Workers	21	582	\$12.66	\$15.48	\$13.71	\$11.26	\$12.66	\$14.15
51-9131	Photographic Process Workers	19	224	\$17.85	\$16.70	\$17.24	\$16.54	\$17.85	\$19.57
51-9132	Photographic Processing Machine Operators	45	184	\$13.16	\$12.04	\$12.79	\$10.97	\$13.16	\$16.00
51-9141	Semiconductor Processors	13	535	\$15.78	\$16.08	\$15.53	\$14.15	\$15.78	\$18.03
51-9191	Adhesive Bonding Machine Operators & Tenders	33	582	\$14.55	\$15.98	\$13.91	\$13.04	\$14.55	\$17.55
51-9192	Cleaning Washing & Metal Pickling Equipment Operators & Tenders	30	326	\$15.94	\$15.38	\$14.16	\$13.70	\$15.94	\$21.33
51-9193	Cooling & Freezing Equipment Operators & Tenders	<10	607	N/A	\$14.60	\$15.01	N/A	N/A	N/A
51-9194	Etchers and Engravers	32	326	\$15.75	\$17.99	\$15.56	\$14.35	\$15.75	\$18.05
51-9195	Molders Shapers & Casters Except Metal & Plastic	123	326	\$15.02	\$17.11	\$17.79	\$12.52	\$15.02	\$18.35
51-9196	Paper Goods Machine Setters Operators & Tenders	<10	587	N/A	\$21.70	\$20.04	N/A	N/A	N/A
51-9197	Tire Builders	385	575	\$13.77	\$12.20	\$11.94	\$12.00	\$13.77	\$16.65
51-9198	Helpers--Production Workers	281	314	\$14.25	\$15.20	\$14.22	\$11.46	\$14.25	\$18.42
51-9399	Production Workers All Other*	750	5,579	\$11.97	\$13.46	\$15.71	\$10.49	\$11.97	\$13.95

Sources: EMSI, ACT, and Smart Solutions Group

Appendix B: Logistics Occupations

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon 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	<10		N/A	\$19.63	\$22.57	N/A	N/A	N/A
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	186	344	\$22.97	\$23.16	\$22.64	\$18.45	\$22.97	\$28.43
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	248	35	\$28.27	\$27.38	\$27.39	\$24.90	\$28.27	\$32.00
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	26	10	\$53.75	\$45.80	\$60.66	\$40.66	\$53.75	\$74.53
53-2012	Commercial Pilots	86	5	\$28.86	\$29.39	\$36.55	\$23.09	\$28.86	\$36.88
53-2021	Air Traffic Controllers	13		\$61.67	\$62.41	\$58.85	\$46.12	\$61.67	\$69.29
53-2022	Airfield Operations Specialists	<10	10	N/A	\$26.68	\$23.51	N/A	N/A	N/A
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	10	208	N/A	\$12.55	\$11.46	N/A	N/A	N/A
53-3021	Bus Drivers, Transit and Intercity	144	30	\$15.91	\$16.03	\$19.23	\$12.68	\$15.91	\$19.38
53-3022	Bus Drivers, School	331	324	\$16.12	\$15.79	\$14.56	\$12.97	\$16.12	\$18.97
53-3031	Driver/Sales Workers	462	349	\$14.45	\$9.97	\$11.04	\$11.19	\$14.45	\$18.20
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,054	71	\$19.12	\$19.93	\$19.26	\$16.03	\$19.12	\$23.93
53-3033	Truck Drivers, Light or Delivery Services	1,156		\$14.20	\$15.30	\$14.64	\$11.47	\$14.20	\$17.57
53-3041	Taxi Drivers and Chauffeurs	207	208	\$11.67	\$11.49	\$10.75	\$10.32	\$11.67	\$13.46
53-3099	Motor Vehicle Operators, All Other	30	344	\$14.74	\$17.99	\$13.55	\$12.21	\$14.74	\$18.25
Rail Transportation Workers									
53-4011	Locomotive Engineers	23	5	\$27.74	\$28.72	\$27.73	\$25.11	\$27.74	\$30.85
53-4012	Locomotive Firers	<10	10	N/A	\$29.03	\$27.99	N/A	N/A	N/A
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	<10	35	N/A	\$24.07	\$24.27	N/A	N/A	N/A
53-4021	Railroad Brake, Signal, and Switch Operators	11	35	\$27.05	\$30.31	\$27.20	\$22.72	\$27.05	\$30.88
53-4031	Railroad Conductors and Yardmasters	23	395	\$29.09	\$28.84	\$27.64	\$25.48	\$29.09	\$34.35
53-4041	Subway and Streetcar Operators	<10	405	N/A	\$28.12	\$31.09	N/A	N/A	N/A
53-4099	Rail Transportation Workers, All Other	<10	35	N/A	\$32.04	\$29.05	N/A	N/A	N/A

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2017			Lyon County Labor Market Wages - 2017		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	<10	35	N/A	\$24.04	\$20.22	N/A	N/A	N/A
53-5021	Captains, Mates, and Pilots of Water Vessels	<10		N/A	\$32.60	\$36.97	N/A	N/A	N/A
53-5022	Motorboat Operators	<10	213	N/A	\$24.06	\$21.42	N/A	N/A	N/A
53-5031	Ship Engineers	<10	35	N/A	\$34.06	\$33.93	N/A	N/A	N/A
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	<10	35	N/A	\$27.82	\$23.60	N/A	N/A	N/A
53-6021	Parking Lot Attendants	97	344	\$10.98	\$10.67	\$10.45	\$10.02	\$10.98	\$11.94
53-6031	Service Station Attendants	200	30	\$11.24	\$11.83	\$10.78	\$9.67	\$11.24	\$13.26
53-6041	Traffic Technicians	<10		N/A	\$19.09	\$21.71	N/A	N/A	N/A
53-6051	Transportation Inspectors	30	35	\$24.85	\$43.87	\$34.72	\$19.79	\$24.85	\$38.36
53-6099	Transportation Workers, All Other	<10	35	N/A	\$12.72	\$12.53	N/A	N/A	N/A
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	195	388	\$14.76	\$15.15	\$15.10	\$13.17	\$14.76	\$16.93
53-7021	Crane and Tower Operators	36	395	\$21.99	\$26.43	\$25.08	\$16.75	\$21.99	\$26.36
53-7031	Dredge Operators	<10	349	N/A	\$17.75	\$19.46	N/A	N/A	N/A
53-7032	Excavating and Loading Machine and Dragline Operators	116	30	\$17.81	\$19.82	\$18.88	\$16.15	\$17.81	\$19.51
53-7033	Loading Machine Operators, Underground Mining	<10	349	N/A	\$29.05	\$25.61	N/A	N/A	N/A
53-7041	Hoist and Winch Operators	<10	35	N/A	\$34.62	\$20.45	N/A	N/A	N/A
53-7051	Industrial Truck and Tractor Operators	511	386	\$14.67	\$16.94	\$15.62	\$13.06	\$14.67	\$17.12
53-7061	Cleaners of Vehicles and Equipment	688	339	\$10.54	\$10.95	\$10.90	\$9.49	\$10.54	\$11.89
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,895	304	\$13.05	\$13.90	\$12.59	\$11.11	\$13.05	\$15.37
53-7063	Machine Feeders and Offbearers	107	344	\$12.91	\$15.81	\$13.66	\$11.03	\$12.91	\$15.03
53-7064	Packers and Packagers, Hand	926	187	\$11.18	\$11.22	\$10.65	\$9.75	\$11.18	\$13.26
53-7071	Gas Compressor and Gas Pumping Station Operators	<10	35	N/A	\$32.74	\$29.13	N/A	N/A	N/A
53-7072	Pump Operators, Ex Wellhead Pumpers	<10	400	N/A	\$21.23	\$21.08	N/A	N/A	N/A
53-7073	Wellhead Pumpers	<10	405	N/A	\$19.99	\$24.32	N/A	N/A	N/A
53-7081	Refuse and Recyclable Matl. Collectors	183	395	\$15.72	\$16.40	\$16.06	\$13.39	\$15.72	\$19.11
53-7111	Shuttle Car Operators	0	405	\$0.00	N/A	\$27.14	\$0.00	\$0.00	\$0.00
53-7121	Tank Car, Truck, and Ship Loaders	<10	218	N/A	\$18.06	\$17.20	N/A	N/A	N/A
53-7199	Material Moving Workers, All Other	12	30	\$16.84	\$13.32	\$13.64	\$16.83	\$16.84	\$16.92

Sources: EMSI, ACT, and Smart Solutions Group