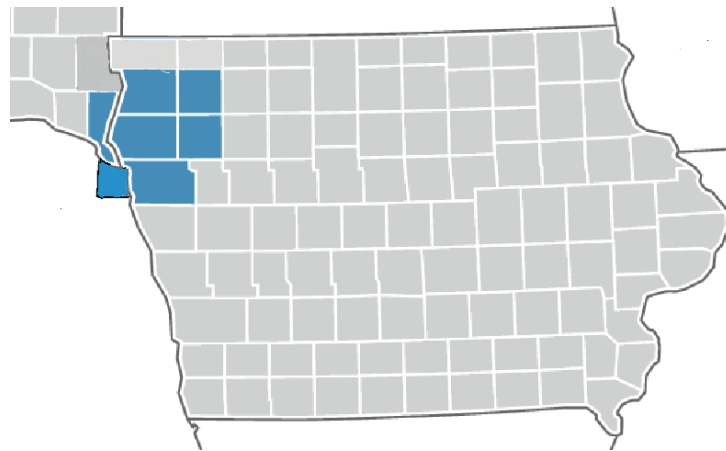




Plymouth County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from

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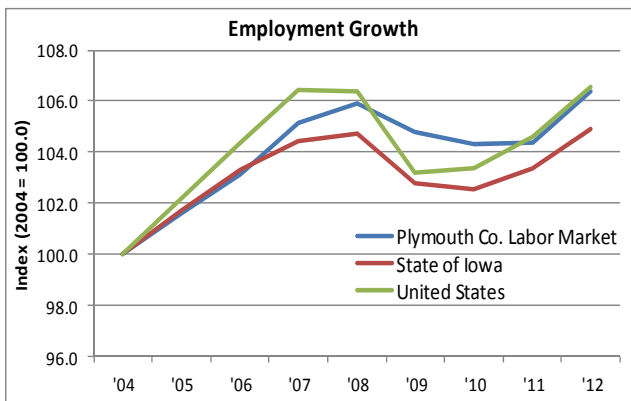
Labor Market

The Labor Market for Plymouth County is based on the working-age population in Plymouth County and six neighboring counties that were selected based on commuting patterns from the U.S. Census Bureau. **The total Plymouth County Labor Market is estimated to be 131,273 workers.**

The majority of the Plymouth 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 Plymouth County Labor Market grew by 6.4% from 2004 to 2012, which exceeded the employment growth for the State of Iowa (4.9%) and nearly equal to 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 Plymouth County Labor Market is Manufacturing with 20,251 workers. Health Care & Social Services is the second largest sector with 14,388 employees. Rounding out the five largest sectors in the Labor Market are Retail Trade, Accommodations & Food Service, and Administrative & Waste Management Services. 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 Manufact-

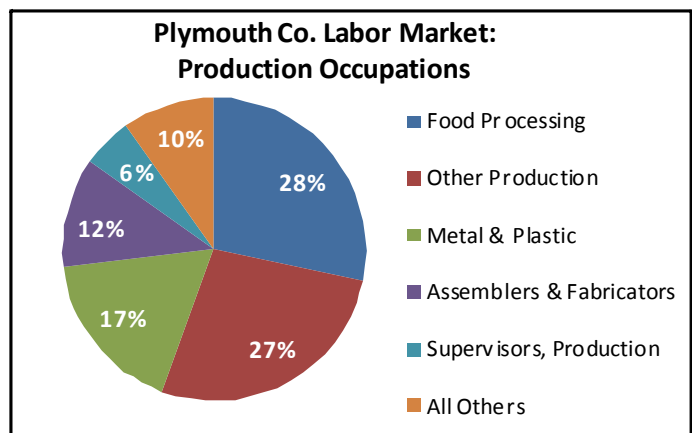
Exhibit 2: Leading Industry Sectors

Industry Sector	Jobs	%
Manufacturing	20,251	20.9%
Health Care & Social Assistance	14,388	14.9%
Retail Trade	13,199	13.6%
Accommodation & Food Services	8,200	8.5%
Administrative & Waste Management	6,086	6.3%
Transportation & Warehousing	5,417	5.6%
Wholesale Trade	5,331	5.5%
Construction	4,853	5.0%
Finance & Insurance	4,060	4.2%
Other Services	3,211	3.3%

ing accounted for 11.5% of total employment in the Plymouth County Labor Market, which is nearly four times larger than 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.

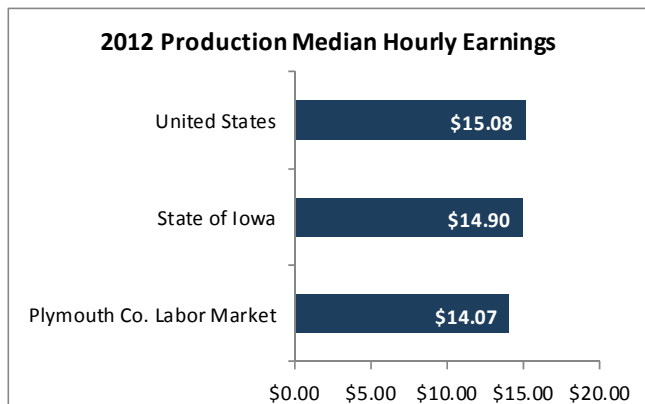
The three largest categories of occupations - Food Processing Workers, Other Production Occupations, Metal Workers & Plastics Workers - account for nearly three-quarters of the workers in Production (see Exhibit 3).

Exhibit 3: Employment in Production Occupation Categories



Hourly earnings per Production worker in the Plymouth 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 Plymouth 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	2,269	\$11.99
Slaughterers and Meat Packers	1,606	\$13.61
Production Workers, All Other	1,022	\$11.12
Team Assemblers	1,000	\$13.15
Packaging and Filling Machine Operators and Tenders	932	\$15.23
First-Line Supervisors/Managers of Production and Operating Workers	921	\$22.41
Welders, Cutters, Solderers, and Brazers	684	\$14.52
Inspectors, Testers, Sorters, Samplers, and Weighers	617	\$14.21
Helpers--Production Workers	484	\$10.96
Food Batchmakers	417	\$13.55

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 17,000 Production workers in its Labor Market, Plymouth County offers a large supply of skilled Manufacturing workers with wages below those paid across Iowa and the nation.

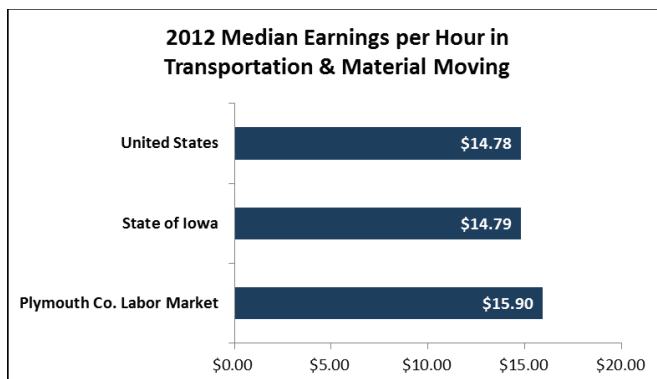
Transportation and Material Moving Occupations

Plymouth County Labor Market employment in the Transportation and Material Moving Occupations has grown from 10,425 jobs in 2002 to 11,770 jobs - a 12.9% 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 7.9% of total employment in the Plymouth 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 above the national and state averages (see Exhibit 6).

Exhibit 6: Median Earnings per Hour



Motor Vehicle Operators account for 53% of the employment in the Transportation & Materials Moving Occupations in the Plymouth 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 11,700 Transportation & Material Moving workers, Plymouth County offers a large supply of skilled Logistics workers at competitive wages.

Education and Training

Plymouth County has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **Plymouth County’s 2010 high school graduation rate was 95.2% compared to Iowa’s 88.4% and the nation’s 73.9%.** Plymouth County students have an average ACT score of 21.6, which is slightly above the U.S. average of 21.0. In Plymouth County, 30% of the adults 25 years old and older have a college degree and over 53% 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

Plymouth 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	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth 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	921	2,839	\$22.41	\$24.01	\$26.03	\$18.24	\$22.41	28.06
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	138	NA	\$18.60	\$18.19	\$21.44	\$14.22	\$18.60	\$21.69
51-2021	Coil Winders, Tapers, & Finishers	29	NA	\$13.77	\$10.38	\$14.05	\$12.59	\$13.77	\$15.72
51-2022	Electrical and Electronic Equipment Assemblers	145	9,207	\$9.92	\$12.03	\$14.76	\$8.55	\$9.92	\$12.27
51-2023	Electromechanical Equipment Assemblers	121	9,231	\$14.66	\$16.60	\$15.24	\$12.82	\$14.66	\$16.75
51-2031	Engine & Other Machine Assemblers	183	9,169	\$16.84	\$14.53	\$17.86	\$14.37	\$16.84	\$19.70
51-2041	Structural Metal Fabricators & Fitters	111	9,241	\$14.11	\$15.23	\$16.87	\$11.62	\$14.11	\$16.44
51-2091	Fiberglass Laminators & Fabricators	89	NA	\$11.55	\$12.76	\$14.21	\$9.84	\$11.55	\$13.78
51-2092	Team Assemblers	1,000	NA	\$13.15	\$14.05	\$13.94	\$11.21	\$13.15	\$15.39
51-2093	Timing Device Assemblers & Adjusters	4	NA	NA	\$12.29	\$14.53	NA	NA	NA
51-2099	Assemblers & Fabricators All Other	160	NA	\$13.01	\$13.20	\$15.69	\$11.36	\$13.01	\$15.80
Food Processing Workers									
51-3011	Bakers	158	9,194	\$13.11	\$10.27	\$11.85	\$10.14	\$13.11	\$15.56
51-3021	Butchers & Meat Cutters	192	10,240	\$10.76	\$11.25	\$14.68	\$9.44	\$10.76	\$12.57
51-3022	Meat Poultry & Fish Cutters & Trimmers	2,269	NA	\$11.99	\$11.67	\$11.06	\$11.05	\$11.99	\$13.32
51-3023	Slaughterers & Meat Packers	1,606	NA	\$13.61	\$12.15	\$11.46	\$11.98	\$13.61	\$15.29
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	65	3,695	\$14.46	\$13.12	\$13.88	\$12.42	\$14.46	\$17.23
51-3092	Food Batchmakers	417	6,313	\$13.55	\$16.32	\$12.82	\$10.00	\$13.55	\$17.63
51-3093	Food Cooking Machine Operators & Tenders	129	3,631	\$13.09	\$10.97	\$11.84	\$10.22	\$13.09	\$15.93
Metal Workers and Plastic Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	382	3,378	\$15.97	\$15.56	\$17.10	\$14.11	\$15.97	\$17.98
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	24	158	\$24.36	\$20.22	\$23.19	\$21.05	\$24.36	\$28.23
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	138	NA	\$15.61	\$13.05	\$15.54	\$13.49	\$15.61	\$17.99
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	82	NA	\$17.79	\$16.29	\$16.20	\$15.29	\$17.79	\$19.95
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	142	3,618	\$18.14	\$17.44	\$17.63	\$15.87	\$18.14	\$20.53

Appendix A: Production Occupations—*continued*

SOC Code	Occupation	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth 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	157	9,195	\$14.32	\$14.65	\$14.65	\$11.98	\$14.32	\$16.58
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	158	0	\$16.73	\$17.06	\$15.84	\$15.17	\$16.73	\$18.78
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters Operators & Tenders Metal & Plastic	176	4,152	\$13.04	\$14.55	\$15.43	\$11.78	\$13.04	\$14.55
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	43	3,717	\$14.85	\$15.28	\$16.83	\$12.86	\$14.85	\$17.44
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	41	4,287	\$12.66	\$14.61	\$17.78	\$11.32	\$12.66	\$15.43
51-4041	Machinists	376	3,384	\$16.00	\$16.51	\$18.65	\$13.50	\$16.00	\$18.74
51-4051	Metal-Refining Furnace Operators & Tenders	17	NA	\$19.21	\$18.51	\$18.67	\$17.11	\$19.21	\$21.51
51-4052	Pourers & Casters, Metal	30	NA	\$11.99	\$14.45	\$16.71	\$10.44	\$11.99	\$13.78
51-4061	Model Makers Metal & Plastic	7	NA	NA	\$20.68	\$21.44	NA	NA	NA
51-4062	Patternmakers Metal & Plastic	17	NA	\$12.83	\$17.57	\$18.62	\$10.57	\$12.83	\$16.73
51-4071	Foundry Mold & Coremakers	6	10,426	NA	\$15.57	\$14.93	NA	NA	NA
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	74	3,686	\$13.53	\$13.44	\$14.30	\$11.93	\$13.53	\$17.53
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	121	3,639	\$16.28	\$14.94	\$16.02	\$14.24	\$16.28	\$18.44
51-4111	Tool and Die Makers	30	0	\$20.99	\$20.91	\$23.48	\$19.33	\$20.99	\$23.27
51-4121	Welders Cutters Solderers & Brazers	684	6,046	\$14.52	\$15.11	\$17.43	\$12.50	\$14.52	\$17.16
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	126	3,634	\$13.86	\$15.60	\$16.34	\$12.40	\$13.86	\$15.93
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	16	NA	\$16.22	\$16.00	\$16.24	\$14.46	\$16.22	\$18.09
51-4192	Layout Workers, Metal & Plastic	41	NA	\$17.26	\$18.89	\$18.45	\$14.69	\$17.26	\$19.94
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	45	0	\$15.03	\$16.40	\$14.57	\$12.35	\$15.03	\$17.60
51-4194	Tool Grinders, Filers, & Sharpeners	14	NA	\$15.47	\$16.46	\$16.88	\$13.61	\$15.47	\$17.76
51-4199	Metal Workers & Plastic Workers All Other	16	6,714	\$15.31	\$15.77	\$16.96	\$14.16	\$15.31	\$17.95

Appendix A: Production Occupations—continued

SOC Code	Occupation	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5011	Bindery Workers	42	6,688	\$11.99	\$12.15	\$14.40	\$10.11	\$11.99	\$14.79
51-5012	Bookbinders	17	10,432	\$14.90	\$15.77	\$16.26	\$12.77	\$14.90	\$18.21
51-5021	Job Printers	21	3,739	\$16.27	\$13.86	\$16.13	\$13.91	\$16.27	\$19.36
51-5022	Prepress Technicians and Workers	53	9,299	\$15.77	\$14.73	\$17.96	\$13.02	\$15.77	\$18.68
51-5023	Printing Machine Operators	162	0	\$14.86	\$14.56	\$16.75	\$11.36	\$14.86	\$19.09
Textile, Apparel, and Furnishings Workers									
51-6011	Laundry & Dry-Cleaning Workers	201	NA	\$9.29	\$9.48	\$10.32	\$8.30	\$9.29	\$10.89
51-6021	Pressers, Textile, Garment, & Related Materials	54	NA	\$9.71	\$9.33	\$9.78	\$8.74	\$9.71	\$11.10
51-6031	Sewing Machine Operators	276	10,156	\$10.15	\$10.48	\$10.88	\$9.11	\$10.15	\$11.18
51-6041	Shoe & Leather Workers & Repairers	14	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	18	NA	\$9.47	\$8.81	\$9.62	\$8.42	\$9.47	\$10.70
51-6052	Tailors, Dressmakers, & Custom Sewers	103	NA	\$7.94	\$8.42	\$10.58	\$6.94	\$7.94	\$8.82
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	5	NA	NA	\$11.20	\$11.95	NA	NA	NA
51-6063	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	4	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	62	NA	\$9.68	\$9.64	\$12.44	\$8.42	\$9.68	\$10.61
51-6099	Textile Apparel & Furnishings Workers All Other	28	NA	\$14.37	\$12.19	\$14.22	\$11.62	\$14.37	\$21.43
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	73	4,255	\$13.09	\$12.38	\$14.55	\$11.55	\$13.09	\$15.05
51-7021	Furniture Finishers	23	NA	\$12.12	\$12.05	\$12.73	\$10.44	\$12.12	\$14.29
51-7031	Model Makers, Wood	2	NA	NA	\$14.29	\$15.99	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Woodworkers - continued									
51-7032	Patternmakers, Wood	4	NA	NA	\$15.97	\$18.14	NA	NA	NA
51-7041	Sawing Machine Setters Operators & Tenders Wood	51	6,679	\$12.36	\$12.91	\$13.13	\$10.47	\$12.91	\$14.72
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	33	10,489	\$12.77	\$12.94	\$12.86	\$10.98	\$12.94	\$14.96
51-7099	Woodworkers All Other	37	NA	\$10.01	\$11.04	\$12.67	\$8.92	\$11.04	\$12.13
Plant and System Operators									
51-8011	Nuclear Power Reactor Operators	15	NA	\$33.31	\$32.86	\$35.66	\$31.36	\$33.31	\$35.56
51-8012	Power Distributors & Dispatchers	17	NA	\$30.79	\$31.73	\$32.17	\$27.38	\$30.79	\$33.96
51-8013	Power Plant Operators	33	233	\$25.45	\$24.05	\$28.97	\$21.47	\$25.45	\$29.50
51-8021	Stationary Engineers & Boiler Operators	19	3,741	\$20.65	\$19.63	\$25.02	\$19.12	\$20.65	\$22.36
51-8031	Water & Wastewater Treatment Plant & System Operators	149	3,611	\$15.95	\$17.29	\$19.99	\$13.13	\$15.95	\$18.72
51-8091	Chemical Plant & System Operators	71	195	\$22.26	\$21.45	\$25.97	\$18.34	\$22.26	\$26.15
51-8092	Gas Plant Operators	30	NA	\$26.18	\$25.91	\$26.86	\$21.78	\$26.18	\$30.41
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	12	NA	\$24.60	\$18.88	\$27.40	\$21.95	\$24.60	\$26.91
51-8099	Plant and System Operators, All Other	24	NA	\$20.77	\$19.36	\$23.97	\$17.77	\$20.77	\$23.97
Other Production Occupations									
51-9011	Chemical Equipment Operators and	71	3,689	\$21.00	\$20.69	\$21.68	\$17.59	\$21.00	\$23.85
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	250	6,480	\$13.51	\$13.19	\$18.49	\$11.35	\$13.51	\$16.11
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	76	6,654	\$13.54	\$14.37	\$15.82	\$11.96	\$13.54	\$15.02
51-9022	Grinding and Polishing Workers, Hand	19	9,333	\$12.50	\$12.22	\$13.43	\$11.09	\$12.50	\$14.54
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	310	3,450	\$14.22	\$14.75	\$16.10	\$12.45	\$14.22	\$17.01
51-9031	Cutters and Trimmers, Hand	9	10,423	NA	\$11.75	\$12.60	NA	NA	NA
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	167	9,185	\$12.01	\$15.22	\$14.80	\$9.87	\$12.01	\$15.39
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	96	4,232	\$14.00	\$15.51	\$15.08	\$11.68	\$14.00	\$16.51
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	8	NA	NA	\$15.03	\$16.54	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth 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,	617	3,143	\$14.21	\$15.69	\$17.86	\$11.49	\$14.21	\$17.08
51-9071	Jewelers and Precious Stone and Metal	41	NA	\$13.21	\$12.17	\$14.13	\$11.54	\$13.21	\$14.77
51-9081	Dental Laboratory Technicians	10	NA	\$15.67	\$16.49	\$18.41	\$12.72	\$15.67	\$19.48
51-9082	Medical Appliance Technicians	4	NA	NA	\$19.20	\$18.88	NA	NA	NA
51-9083	Ophthalmic Laboratory Technicians	24	NA	\$12.56	\$12.81	\$14.56	\$10.31	\$12.56	\$15.40
51-9111	Packaging and Filling Machine Opera-	932	8,420	\$15.23	\$13.77	\$13.13	\$12.28	\$15.23	\$17.67
51-9121	Coating, Painting, and Spraying Ma-	118	6,612	\$13.68	\$14.05	\$14.60	\$11.71	\$13.68	\$16.49
51-9122	Painters, Transportation Equipment	56	NA	\$17.97	\$15.51	\$19.12	\$14.58	\$17.97	\$22.95
51-9123	Painting Coating & Decorating Workers	17	10,415	\$9.91	\$9.85	\$11.99	\$8.79	\$9.91	\$11.67
51-9131	Photographic Process Workers	2	3,758	NA	\$11.97	\$15.34	NA	NA	NA
51-9132	Photographic Processing Machine Op- erators	15	6,715	\$9.56	\$9.47	\$10.98	\$8.94	\$9.56	\$10.32
51-9141	Semiconductor Processors	6	NA	NA	\$15.53	\$16.04	NA	NA	NA
51-9191	Adhesive Bonding Machine Operators &	8	9,344	NA	\$13.32	\$14.46	NA	NA	NA
51-9192	Cleaning Washing & Metal Pickling	51	10,381	\$13.56	\$13.30	\$12.88	\$11.68	\$13.56	\$16.35
51-9193	Cooling & Freezing Equipment Opera-	57	10,465	\$16.09	\$16.56	\$14.26	\$13.14	\$16.09	\$18.48
51-9194	Etchers and Engravers	5	NA	NA	\$11.77	\$15.87	NA	NA	NA
51-9195	Molders Shapers & Casters Except	37	6,693	\$13.32	\$13.40	\$14.09	\$11.93	\$13.32	\$14.98
51-9196	Paper Goods Machine Setters Opera-	138	6,592	\$13.89	\$15.48	\$16.85	\$11.39	\$13.89	\$17.32
51-9197	Tire Builders	2	NA	NA	\$18.48	\$18.19	NA	NA	NA
51-9198	Helpers--Production Workers	484	9,948	\$10.96	\$11.62	\$11.54	\$8.94	\$10.96	\$13.00
51-9399	Production Workers All Other*	1,022	5,708	\$11.12	\$13.46	\$15.71	\$9.57	\$11.12	\$13.13

Sources: EMSI, ACT, and Smart Solutions Group

Appendix B: Logistics Occupations

SOC Code	Occupation	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth 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	8	4	NA	\$16.32	\$23.30	NA	NA	NA
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	153	10,088	\$22.76	\$20.03	\$21.65	\$18.07	\$22.76	\$27.70
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	214	581	\$23.03	\$22.60	\$26.17	\$18.48	\$23.03	\$27.68
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	19	121	\$53.78	\$44.67	\$55.30	\$41.89	\$53.78	\$70.16
53-2012	Commercial Pilots	47	93	\$33.54	\$28.71	\$33.06	\$28.91	\$33.54	\$39.84
53-2021	Air Traffic Controllers	4	12	NA	\$35.08	\$51.44	NA	NA	NA
53-2022	Airfield Operations Specialists	7	133	NA	\$13.90	\$20.79	NA	NA	NA
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	45	5,947	\$9.34	\$9.69	\$11.13	\$8.43	\$9.34	\$10.34
53-3021	Bus Drivers, Transit and Intercity	66	515	\$15.45	\$13.43	\$18.43	\$12.22	\$15.45	\$17.89
53-3022	Bus Drivers, School	324	9,917	\$13.04	\$13.51	\$13.64	\$9.77	\$13.04	\$16.35
53-3031	Driver/Sales Workers	201	10,241	\$13.00	\$11.98	\$12.74	\$9.07	\$13.00	\$16.43
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,565	1,427	\$19.50	\$17.60	\$18.39	\$14.89	\$19.50	\$24.08
53-3033	Truck Drivers, Light or Delivery Services	839	16	\$13.94	\$12.97	\$14.76	\$10.87	\$13.94	\$17.20
53-3041	Taxi Drivers and Chauffeurs	178	5,814	\$10.23	\$9.52	\$10.28	\$9.10	\$10.23	\$11.91
53-3099	Motor Vehicle Operators, All Other	27	10,214	\$16.25	\$13.05	\$15.55	\$13.95	\$16.25	\$21.54
Rail Transportation Workers									
53-4011	Locomotive Engineers	42	98	\$23.46	\$22.02	\$25.77	\$19.34	\$23.46	\$30.90
53-4012	Locomotive Firers	9	131	NA	\$22.12	\$24.71	NA	NA	NA
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	7	574	NA	\$14.17	\$17.35	NA	NA	NA
53-4021	Railroad Brake, Signal, and Switch Operators	23	558	\$22.92	\$21.08	\$23.85	\$18.49	\$22.92	\$27.71
53-4031	Railroad Conductors and Yardmasters	40	11,550	\$26.94	\$25.51	\$26.39	\$20.30	\$26.94	\$33.17
53-4041	Subway and Streetcar Operators	3	NA	NA	\$23.00	\$25.38	NA	NA	NA
53-4099	Rail Transportation Workers, All Other	8	573	NA	\$18.70	\$21.14	NA	NA	NA

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	Plymouth County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Plymouth County Labor Market Wages - 2012		
				Plymouth Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	6	575	NA	\$13.45	\$17.94	NA	NA	NA
53-5021	Captains, Mates, and Pilots of Water Vessels	4	8	NA	\$27.18	\$32.22	NA	NA	NA
53-5022	Motorboat Operators	5	5,987	NA	\$13.32	\$17.37	NA	NA	NA
53-5031	Ship Engineers	5	576	NA	\$25.60	\$33.38	NA	NA	NA
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	4	577	NA	\$24.00	\$20.02	NA	NA	NA
53-6021	Parking Lot Attendants	54	10,187	\$9.00	\$9.51	\$9.90	\$8.18	\$9.00	\$10.02
53-6031	Service Station Attendants	79	502	\$9.29	\$9.34	\$10.21	\$8.46	\$9.29	\$10.83
53-6041	Traffic Technicians	9	12	NA	\$21.68	\$20.90	NA	NA	NA
53-6051	Transportation Inspectors	24	557	\$28.32	\$24.30	\$29.38	\$21.57	\$28.32	\$40.35
53-6099	Transportation Workers, All Other	12	569	\$13.97	\$9.95	\$16.94	\$9.80	\$13.97	\$20.00
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	173	11,417	\$13.44	\$12.65	\$14.59	\$11.08	\$13.44	\$17.62
53-7021	Crane and Tower Operators	38	11,552	\$22.52	\$21.44	\$22.93	\$19.45	\$22.52	\$27.65
53-7031	Dredge Operators	4	10,237	NA	\$16.24	\$17.67	NA	NA	NA
53-7032	Excavating and Loading Machine and Dragline Operators	139	442	\$15.25	\$16.02	\$17.78	\$13.36	\$15.25	\$19.33
53-7033	Loading Machine Operators, Underground Mining	8	10,233	NA	\$19.28	\$21.04	NA	NA	NA
53-7041	Hoist and Winch Operators	6	575	NA	\$22.26	\$20.01	NA	NA	NA
53-7051	Industrial Truck and Tractor Operators	717	10,873	\$13.62	\$14.12	\$15.08	\$11.68	\$13.62	\$15.96
53-7061	Cleaners of Vehicles and Equipment	634	9,607	\$10.45	\$9.47	\$10.96	\$8.84	\$10.45	\$12.96
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,026	8,215	\$11.96	\$11.39	\$12.31	\$9.97	\$11.96	\$14.71
53-7063	Machine Feeders and Offbearers	180	10,061	\$14.30	\$11.84	\$13.19	\$12.58	\$14.30	\$16.22
53-7064	Packers and Packagers, Hand	618	5,374	\$11.22	\$10.28	\$10.82	\$9.89	\$11.22	\$13.46
53-7071	Gas Compressor and Gas Pumping Station Operators	20	561	\$27.49	\$26.88	\$26.36	\$23.23	\$27.49	\$33.44
53-7072	Pump Operators, Ex Wellhead Pumpers	19	11,571	\$14.79	\$17.00	\$24.70	\$12.48	\$14.79	\$18.00
53-7073	Wellhead Pumpers	23		\$20.18	\$20.17	\$25.89	\$18.23	\$20.18	\$21.47
53-7081	Refuse and Recyclable Matl. Collectors	116	11,474	\$11.25	\$12.62	\$15.59	\$9.39	\$11.25	\$13.60
53-7111	Shuttle Car Operators	0	NA	NA	\$19.92	\$22.31	\$0.00	\$0.00	\$0.00
53-7121	Tank Car, Truck, and Ship Loaders	32	6,206	\$14.18	\$13.48	\$19.49	\$11.06	\$14.18	\$17.81
53-7199	Material Moving Workers, All Other	33	548	\$16.60	\$14.30	\$16.45	\$11.32	\$16.60	\$21.14