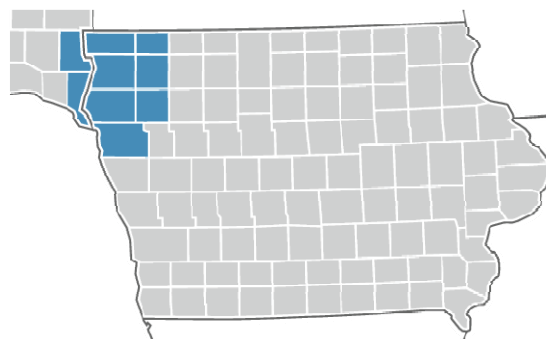


Sioux County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from

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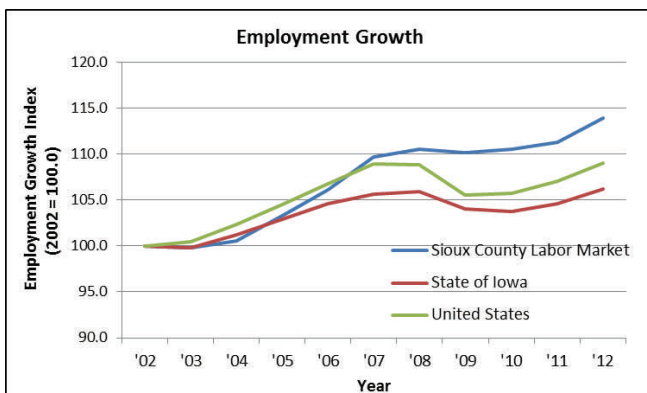
Labor Market

The Labor Market for Sioux County is based on the working-age population in Sioux County and eight neighboring counties based on community patterns from the U.S. Census Bureau. **The Total Sioux County Labor Market is estimated to be 172,360 workers.**

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

Employment in the Sioux County Labor Market grew by 13.9% over the past 10 years, which exceeded the employment growth for the U.S. (9.0%) and the State of Iowa (6.2%) - see Exhibit 1.

Exhibit 1: Employment Growth



Private Industry Sector Employment

The largest Private Industry Sector in the Sioux County Labor Market is Health Care & Social Assistance with 20,349 workers. Manufacturing is the second largest Sector followed by Retail Trade, Finance & Insurance, and Construction. The five largest industries account for just over 55% of Labor Market employment and the top 10 Sectors account for nearly 85% of the employment (see Exhibit 2).

Unemployment

The number of unemployed workers in the Labor Market is 6,131 or 3.6%. The unemployment in the Manufacturing Sector is 976 workers or 3.7%, which

Exhibit 2: Top 10 Private Industry Sectors

Industry Sector	Jobs	%
Health Care & Social Assistance	20,349	14.2%
Manufacturing	19,980	13.9%
Retail Trade	18,138	12.6%
Finance & Insurance	11,010	7.7%
Construction	10,664	7.4%
Accommodation & Food Services	9,827	6.8%
Administrative & Waste Management	8,947	6.2%
Other Services	8,678	6.0%
Wholesale Trade	6,750	4.7%
Transportation & Warehousing	6,585	4.6%

is only slightly higher than the overall unemployment rate in the Labor Market.

Manufacturing Sector

In 2012, Manufacturing accounted for 8.3% of total U.S. employment while this Sector accounted for 14.2% of the employment in the Sioux County Labor Market and 26.7% of employment in Sioux County.

The top five Manufacturing Sub-sectors in the Labor Market are:

- Food Manufacturing - with 40.0% of the employment in the Sector
- Machinery Manufacturing - 12.6%
- Fabricated Metal Product Manufacturing - 10.7%
- Chemical Manufacturing - 5.4%
- Transportation Equipment Manufacturing - 5.1%

With nearly 20,000 workers, Manufacturing is the second largest Sector in the Sioux County Labor Market. From 2002 to 2012, Manufacturing employment in the Labor Market has been stable while Manufacturing was declining by 19.9% nationally and declining by 3.8% in the State of Iowa. During this same time period, three of the five leading Manufacturing Sub-sectors - Machinery Manufacturing, Fabricated Metal Product Manufacturing, and Chemical Manufacturing - each grew employment by 40% or more.

Annual earnings per Manufacturing worker in the Sioux County Labor Market is significantly below annual earnings in Iowa and the U.S. (see Exhibit 3).

Exhibit 3: Annual 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 Sioux County Labor Market can be seen in Exhibit 4.

Exhibit 4: Top 10 Manufacturing Occupations

Production Occupation	No. of Jobs	Median Wage
Team Assemblers	1,261	\$13.13
Production Workers, All Other	1,084	\$11.20
Meat, Poultry, and Fish Cutters and Trimmers	1,053	\$11.40
First-Line Supervisors/Managers of Production and Operating Workers	1,019	\$22.32
Slaughterers and Meat Packers	924	\$11.84
Welders, Cutters, Solderers, and Brazers	853	\$14.69
Packaging and Filling Machine Operators and Tenders	743	\$15.24
Inspectors, Testers, Sorters, Samplers, and Weighers	654	\$14.17
Helpers--Production Workers	492	\$11.00
Machinists	452	\$15.63

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 nearly 20,000 workers in this Sector, Sioux County offers a large supply of skilled Manufacturing workers with wages significantly below those paid across Iowa and the nation.

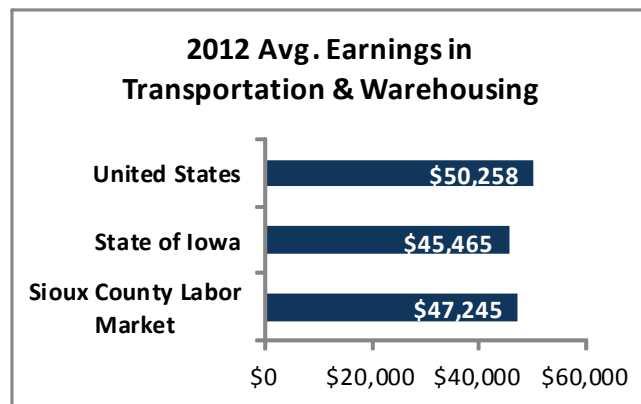
Transportation and Warehousing Sector

Sioux County Labor Market employment in the Transportation and Warehousing Sector has grown from 5,300 jobs in 2002 to 6,585 jobs - a 24.2% growth rate. During this same time period, employment in this Sector grew by 19.2% in the State of Iowa and by only 9.2% nationally.

In 2012, employment in the Transportation and Warehousing Sector accounted for 4.6% of total industry employment in the Sioux County Labor Market. This employment percentage was slightly higher than the national percentage of 3.8% for this Sector.

Average annual earnings in Transportation and Warehousing in the Labor Market is 6% below the national average (see Exhibit 5).

Exhibit 5: Annual Earnings



The Truck Transportation and Warehousing & Storage Sub-sectors account for nearly 80% of the employment in the Transportation and Warehousing Sector in the Sioux County Labor Market. The five largest Labor Market Sub-sectors in Transportation and Warehousing are shown in Exhibit 6.

Exhibit 6: Top 5 Transportation and Warehousing Sub-Sectors

Sub-sector	No. of Jobs	Avg. Earnings
Truck Transportation	4,291	\$49,565
Warehousing and Storage	1,061	\$45,921
Couriers and Messengers	387	\$26,726
Transit and Ground Passenger Transportation	247	\$19,199
Support Activities for Transportation	236	\$44,646

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	4,521	\$19.26
Laborers & Freight, Stock, & Material Movers, Hand	2,235	\$12.08
Truck Drivers, Light/Delivery Services	951	\$13.85
Industrial Truck and Tractor Operators	775	\$13.60
Packers and Packagers, Hand	704	\$11.03
Cleaners of Vehicles and Equipment	603	\$10.17
Bus Drivers, School	383	\$13.05
Driver/Sales Workers	267	\$13.23
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	216	\$22.75
Machine Feeders and Offbearers	184	\$13.98

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

With over 6,500 Transportation & Material Moving workers, Sioux County offers a large supply of skilled Logistics workers at competitive wages.

Education and Training

Sioux County has excellent educational systems and institutions, and the area has a heritage of a strong work ethic. **Sioux County's 2010 high school graduation rate was 98.5% compared to Iowa's 87.2% and the nation's 73.9%. Sioux County students have an average ACT score of 24 compared to an Iowa average of 22 and a U.S. average of 21.** The local workforce is very well educated - 32% have a college degree and 60% 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 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

Sioux County offers:

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

Appendix A: Manufacturing Occupations

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux 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	1,019	3,021	\$22.32	\$24.01	\$26.03	\$18.28	\$22.32	\$27.76
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	139	NA	\$18.58	\$18.19	\$21.44	\$14.21	\$18.58	\$21.68
51-2021	Coil Winders, Tapers, & Finishers	29	NA	\$13.73	\$10.38	\$14.05	\$12.56	\$13.73	\$15.66
51-2022	Electrical and Electronic Equipment Assemblers	165	9,824	\$10.29	\$12.03	\$14.76	\$8.80	\$10.29	\$12.62
51-2023	Electromechanical Equipment Assemblers	123	9,866	\$14.67	\$16.60	\$15.24	\$12.83	\$14.67	\$16.76
51-2031	Engine & Other Machine Assemblers	194	9,795	\$16.62	\$14.53	\$17.86	\$14.15	\$16.62	\$19.46
51-2041	Structural Metal Fabricators & Fitters	158	9,831	\$14.88	\$15.23	\$16.87	\$17.43	\$14.88	\$19.94
51-2091	Fiberglass Laminators & Fabricators	91	NA	\$11.60	\$12.76	\$14.21	\$13.84	\$11.60	\$16.17
51-2092	Team Assemblers	1,261	NA	\$13.13	\$14.05	\$13.94	\$15.29	\$13.13	\$17.89
51-2093	Timing Device Assemblers & Adjusters	6	NA	NA	\$12.29	\$14.53	NA	NA	NA
51-2099	Assemblers & Fabricators All Other	175	NA	\$12.68	\$13.20	\$15.69	\$15.54	\$12.68	\$18.03
Food Processing Workers									
51-3011	Bakers	167	9,822	\$13.01	\$10.27	\$11.85	\$15.38	\$13.01	\$17.80
51-3021	Butchers & Meat Cutters	200	10,897	\$10.68	\$11.25	\$14.68	\$12.52	\$10.68	\$14.81
51-3022	Meat Poultry & Fish Cutters & Trimmers	1,053	NA	\$11.40	\$11.67	\$11.06	\$12.53	\$11.40	\$13.65
51-3023	Slaughterers & Meat Packers	924	NA	\$11.84	\$12.15	\$11.46	\$13.48	\$11.84	\$14.83
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	65	3,975	\$14.46	\$13.12	\$13.88	\$17.15	\$14.46	\$18.69
51-3092	Food Batchmakers	416	6,916	\$13.53	\$16.32	\$12.82	\$17.59	\$13.53	\$19.90
51-3093	Food Cooking Machine Operators & Tenders	128	3,912	\$13.07	\$10.97	\$11.84	\$15.88	\$13.07	\$18.84
Metal Workers and Plastic Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	394	3,646	\$15.95	\$15.56	\$17.10	\$14.13	\$15.95	\$17.92
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	26	162	\$24.00	\$20.22	\$23.19	\$20.81	\$24.00	\$27.68
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	107	NA	\$15.30	\$13.05	\$15.54	\$13.18	\$15.30	\$17.60
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	81	NA	\$17.82	\$16.29	\$16.20	\$15.36	\$17.82	\$19.93
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	146	3,894	\$18.14	\$17.44	\$17.63	\$15.82	\$18.14	\$20.57

Appendix A: Manufacturing Occupations—*continued*

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux 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	238	9,751	\$14.61	\$14.65	\$14.65	\$12.32	\$14.61	\$16.83
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	162	0	\$16.59	\$17.06	\$15.84	\$15.03	\$16.59	\$18.58
51-4033	Grinding/Lapping/Polishing/Buffing Machine Tool Setters Operators & Tenders Metal & Plastic	184	4,501	\$12.83	\$14.55	\$15.43	\$11.62	\$12.83	\$14.35
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	26	4,014	\$12.11	\$15.28	\$16.83	\$10.70	\$12.11	\$13.65
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	49	4,636	\$12.61	\$14.61	\$17.78	\$11.28	\$12.61	\$15.33
51-4041	Machinists	452	3,588	\$15.63	\$16.51	\$18.65	\$13.34	\$15.63	\$18.20
51-4051	Metal-Refining Furnace Operators & Tenders	16	NA	\$17.38	\$18.51	\$18.67	\$15.34	\$17.38	\$19.72
51-4052	Pourers & Casters, Metal	31	NA	\$12.05	\$14.45	\$16.71	\$10.50	\$12.05	\$13.84
51-4061	Model Makers Metal & Plastic	7	NA	\$0.00	\$20.68	\$21.44	--	\$0.00	--
51-4062	Patternmakers Metal & Plastic	18	NA	\$12.97	\$17.57	\$18.62	\$10.85	\$12.97	\$16.67
51-4071	Foundry Mold & Coremakers	6	11,091	\$0.00	\$15.57	\$14.93	--	\$0.00	--
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	88	3,952	\$13.96	\$13.44	\$14.30	\$12.28	\$13.96	\$17.80
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	93	3,947	\$14.97	\$14.94	\$16.02	\$13.08	\$14.97	\$16.82
51-4111	Tool and Die Makers	49	0	\$21.46	\$20.91	\$23.48	\$19.39	\$21.46	\$24.12
51-4121	Welders Cutters Solderers & Brazers	853	6,479	\$14.69	\$15.11	\$17.43	\$12.77	\$14.69	\$17.21
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	157	3,883	\$14.19	\$15.60	\$16.34	\$12.59	\$14.19	\$16.31
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	6	NA	\$0.00	\$16.00	\$16.24	NA	NA	NA
51-4192	Layout Workers, Metal & Plastic	45	NA	\$17.44	\$18.89	\$18.45	\$14.76	\$17.44	\$20.28
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	33	0	\$14.22	\$16.40	\$14.57	\$11.25	\$14.22	\$16.70
51-4194	Tool Grinders, Filers, & Sharpeners	19	NA	\$14.21	\$16.46	\$16.88	\$12.01	\$14.21	\$17.76
51-4199	Metal Workers & Plastic Workers All Other	14	7,318	\$15.37	\$15.77	\$16.96	\$14.36	\$15.37	\$18.05

Appendix A: Manufacturing Occupations—continued

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5011	Bindery Workers	57	7,275	\$11.74	\$12.15	\$14.40	\$9.87	\$11.74	\$14.42
51-5012	Bookbinders	20	11,097	\$14.58	\$15.77	\$16.26	\$12.50	\$14.58	\$17.78
51-5021	Job Printers	15	4,025	\$15.10	\$13.86	\$16.13	\$13.25	\$15.10	\$17.00
51-5022	Prepress Technicians and Workers	61	9,928	\$14.85	\$14.73	\$17.96	\$12.50	\$14.85	\$17.48
51-5023	Printing Machine Operators	165	0	\$14.52	\$14.56	\$16.75	\$11.23	\$14.52	\$18.32
Textile, Apparel, and Furnishings Workers									
51-6011	Laundry & Dry-Cleaning Workers	230	NA	\$9.17	\$9.48	\$10.32	\$8.18	\$9.17	\$10.75
51-6021	Pressers, Textile, Garment, & Related Materials	51	NA	\$9.61	\$9.33	\$9.78	\$8.60	\$9.61	\$10.99
51-6031	Sewing Machine Operators	298	10,799	\$10.35	\$10.48	\$10.88	\$9.25	\$10.35	\$11.43
51-6041	Shoe & Leather Workers & Repairers	14	NA	\$9.23	\$9.68	\$11.38	\$8.27	\$9.23	\$11.00
51-6042	Shoe Machine Operators & Tenders	0	NA	NA	NA	\$12.80	NA	NA	NA
51-6051	Sewers, Hand	22	NA	\$9.28	\$8.81	\$9.62	\$8.22	\$9.28	\$10.47
51-6052	Tailors, Dressmakers, & Custom Sewers	128	NA	\$7.98	\$8.42	\$10.58	\$6.98	\$7.98	\$8.83
51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	5	NA	NA	\$8.88	\$11.82	NA	NA	NA
51-6062	Textile Cutting Machine Setters Operators & Tenders	4	NA	NA	\$11.20	\$11.95	NA	NA	NA
51-6063	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	6	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	2	NA	NA	\$16.17	\$20.76	NA	NA	NA
51-6093	Upholsterers	85	NA	\$9.68	\$9.64	\$12.44	\$8.41	\$9.68	\$10.60
51-6099	Textile Apparel & Furnishings Workers All Other	29	NA	\$14.51	\$12.19	\$14.22	\$11.70	\$14.51	\$21.57
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	141	4,544	\$12.81	\$12.38	\$14.55	\$11.29	\$12.81	\$14.77
51-7021	Furniture Finishers	21	NA	\$11.20	\$12.05	\$12.73	\$9.48	\$11.20	\$13.36
51-7031	Model Makers, Wood	2	NA	NA	\$14.29	\$15.99	NA	NA	NA

Appendix A: Manufacturing Occupations - *continued*

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux 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	76	7,256	\$11.58	\$12.91	\$13.13	\$9.97	\$11.58	\$13.77
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	74	11,144	\$12.54	\$12.94	\$12.86	\$11.05	\$12.54	\$15.00
51-7099	Woodworkers All Other	41	NA	\$10.17	\$11.04	\$12.67	\$9.28	\$10.17	\$12.12
Plant and System Operators									
51-8011	Nuclear Power Reactor Operators	18	NA	\$33.61	\$32.86	\$35.66	\$28.34	\$33.61	\$36.04
51-8012	Power Distributors & Dispatchers	19	NA	\$34.01	\$31.73	\$32.17	\$26.71	\$34.01	\$36.44
51-8013	Power Plant Operators	52	254	\$26.53	\$24.05	\$28.97	\$19.33	\$26.53	\$29.15
51-8021	Stationary Engineers & Boiler Operators	20	4,020	\$20.19	\$19.63	\$25.02	\$16.92	\$20.19	\$21.45
51-8031	Water & Wastewater Treatment Plant & System Operators	175	3,865	\$16.14	\$17.29	\$19.99	\$11.23	\$16.14	\$18.84
51-8091	Chemical Plant & System Operators	89	217	\$21.28	\$21.45	\$25.97	\$14.72	\$21.28	\$25.07
51-8092	Gas Plant Operators	34	NA	\$26.06	\$25.91	\$26.86	\$18.01	\$26.06	\$30.32
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	16	NA	\$24.41	\$18.88	\$27.40	\$19.29	\$24.41	\$26.58
51-8099	Plant and System Operators, All Other	25	NA	\$19.87	\$19.36	\$23.97	\$14.51	\$19.87	\$23.11
Other Production Occupations									
51-9011	Chemical Equipment Operators and Tenders	106	3,934	\$20.29	\$20.69	\$21.68	\$17.12	\$20.29	\$22.89
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	174	7,158	\$12.43	\$13.19	\$18.49	\$10.71	\$12.43	\$14.47
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	80	7,252	\$13.43	\$14.37	\$15.82	\$11.77	\$13.43	\$14.97
51-9022	Grinding and Polishing Workers, Hand	38	9,951	\$12.23	\$12.22	\$13.43	\$11.01	\$12.23	\$13.87
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	285	3,755	\$13.46	\$14.75	\$16.10	\$11.97	\$13.46	\$15.84
51-9031	Cutters and Trimmers, Hand	8	11,089	NA	\$11.75	\$12.60	NA	NA	NA
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	117	9,872	\$11.24	\$15.22	\$14.80	\$9.15	\$11.24	\$13.31
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	83	4,602	\$13.14	\$15.51	\$15.08	\$11.20	\$13.14	\$15.14
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	8	NA	NA	\$15.03	\$16.54	NA	NA	NA

Appendix A: Manufacturing Occupations - *continued*

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux 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	654	3,386	\$14.17	\$15.69	\$17.86	\$11.54	\$14.17	\$16.88
51-9071	Jewelers and Precious Stone and Metal Workers	64	NA	\$13.34	\$12.17	\$14.13	\$11.64	\$13.34	\$14.99
51-9081	Dental Laboratory Technicians	17	NA	\$14.92	\$16.49	\$18.41	\$12.69	\$14.92	\$17.67
51-9082	Medical Appliance Technicians	7	NA	NA	\$19.20	\$18.88	NA	NA	NA
51-9083	Ophthalmic Laboratory Technicians	35	NA	\$12.38	\$12.81	\$14.56	\$10.46	\$12.38	\$14.73
51-9111	Packaging and Filling Machine Operators and Tenders	743	9,246	\$15.24	\$13.77	\$13.13	\$12.22	\$15.24	\$17.40
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	177	7,155	\$12.97	\$14.05	\$14.60	\$11.15	\$12.97	\$15.36
51-9122	Painters, Transportation Equipment	65	NA	\$17.51	\$15.51	\$19.12	\$14.59	\$17.51	\$21.68
51-9123	Painting Coating & Decorating Workers	18	11,079	\$9.66	\$9.85	\$11.99	\$8.80	\$9.66	\$10.97
51-9131	Photographic Process Workers	3	4,037	NA	\$11.97	\$15.34	NA	NA	NA
51-9132	Photographic Processing Machine Operators	17	7,315	\$9.58	\$9.47	\$10.98	\$8.77	\$9.58	\$10.62
51-9141	Semiconductor Processors	6	NA	NA	\$15.53	\$16.04	NA	NA	NA
51-9191	Adhesive Bonding Machine Operators & Tenders	8	9,981	NA	\$13.32	\$14.46	NA	NA	NA
51-9192	Cleaning Washing & Metal Pickling Equipment Operators & Tenders	53	11,044	\$13.74	\$13.30	\$12.88	\$11.77	\$13.74	\$16.62
51-9193	Cooling & Freezing Equipment Operators & Tenders	47	11,171	\$15.81	\$16.56	\$14.26	\$12.84	\$15.81	\$18.10
51-9194	Etchers and Engravers	5	NA	NA	\$11.77	\$15.87	NA	NA	NA
51-9195	Molders Shapers & Casters Except Metal & Plastic	47	7,285	\$13.02	\$13.40	\$14.09	\$11.88	\$13.02	\$14.39
51-9196	Paper Goods Machine Setters Operators & Tenders	156	7,176	\$14.33	\$15.48	\$16.85	\$11.87	\$14.33	\$17.53
51-9197	Tire Builders	5	NA	NA	\$18.48	\$18.19	NA	NA	NA
51-9198	Helpers--Production Workers	492	10,605	\$11.00	\$11.62	\$11.54	\$9.05	\$11.00	\$12.99
51-9399	Production Workers All Other*	1,084	6,248	\$11.20	\$13.46	\$15.71	\$9.64	\$11.20	\$13.22

Sources: EMSI, ACT, and Smart Solutions Group

Appendix B: Logistics Occupations

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux 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	132	10,431	\$22.57	\$20.03	\$21.65	\$18.10	\$22.57	\$27.37
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	216	509	\$22.75	\$22.60	\$26.17	\$18.42	\$22.75	\$27.03
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	20	111	\$53.68	\$44.67	\$55.30	\$41.81	\$53.68	\$70.05
53-2012	Commercial Pilots	56	75	\$32.76	\$28.71	\$33.06	\$27.90	\$32.76	\$38.87
53-2021	Air Traffic Controllers	2	4	NA	\$35.08	\$51.44	NA	NA	NA
53-2022	Airfield Operations Specialists	3	128	NA	\$13.90	\$20.79	NA	NA	NA
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	52	5,918	\$9.22	\$9.69	\$11.13	\$8.34	\$9.22	\$10.19
53-3021	Bus Drivers, Transit and Intercity	75	434	\$15.56	\$13.43	\$18.43	\$12.46	\$15.56	\$17.99
53-3022	Bus Drivers, School	383	10,180	\$13.05	\$13.51	\$13.64	\$9.88	\$13.05	\$16.26
53-3031	Driver/Sales Workers	267	10,563	\$13.23	\$11.98	\$12.74	\$9.13	\$13.23	\$16.94
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,521	1,449	\$19.26	\$17.60	\$18.39	\$15.06	\$19.26	\$23.78
53-3033	Truck Drivers, Light or Delivery Services	951	6	\$13.85	\$12.97	\$14.76	\$10.92	\$13.85	\$17.15
53-3041	Taxi Drivers and Chauffeurs	181	5,789	\$10.16	\$9.52	\$10.28	\$9.06	\$10.16	\$11.75
53-3099	Motor Vehicle Operators, All Other	31	10,532	\$16.90	\$13.05	\$15.55	\$14.85	\$16.90	\$21.63
Rail Transportation Workers									
53-4011	Locomotive Engineers	39	92	\$23.55	\$22.02	\$25.77	\$19.55	\$23.55	\$31.05
53-4012	Locomotive Firers	7	124	NA	\$22.12	\$24.71	NA	NA	NA
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	4	505	NA	\$14.17	\$17.35	NA	NA	NA
53-4021	Railroad Brake, Signal, and Switch Operators	21	488	\$22.43	\$21.08	\$23.85	\$18.09	\$22.43	\$27.11
53-4031	Railroad Conductors and Yardmasters	39	11,890	\$26.68	\$25.51	\$26.39	\$20.16	\$26.68	\$32.85
53-4041	Subway and Streetcar Operators	1		NA	\$23.00	\$25.38	NA	NA	NA
53-4099	Rail Transportation Workers, All Other	8	501	NA	\$18.70	\$21.14	NA	NA	NA

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	Sioux County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Sioux County Labor Market Wages - 2012		
				Sioux Labor Market	State of Iowa	United States	25th Per-centile	50th Per-centile	75th Per-centile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	2	507	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	3	5,967	NA	\$13.32	\$17.37	NA	NA	NA
53-5031	Ship Engineers	1	508	NA	\$25.60	\$33.38	NA	NA	NA
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	2	507	NA	\$24.00	\$20.02	NA	NA	NA
53-6021	Parking Lot Attendants	64	10,499	\$9.34	\$9.51	\$9.90	\$8.34	\$9.34	\$10.44
53-6031	Service Station Attendants	94	415	\$9.43	\$9.34	\$10.21	\$8.53	\$9.43	\$11.04
53-6041	Traffic Technicians	7	4	NA	\$21.68	\$20.90	NA	NA	NA
53-6051	Transportation Inspectors	14	495	\$24.73	\$24.30	\$29.38	\$18.45	\$24.73	\$34.53
53-6099	Transportation Workers, All Other	14	495	\$14.25	\$9.95	\$16.94	\$10.00	\$14.25	\$20.40
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	159	11,770	\$12.63	\$12.65	\$14.59	\$10.34	\$12.63	\$16.34
53-7021	Crane and Tower Operators	25	11,904	\$19.89	\$21.44	\$22.93	\$18.36	\$19.89	\$21.88
53-7031	Dredge Operators	3	10,560	NA	\$16.24	\$17.67	NA	NA	NA
53-7032	Excavating and Loading Machine and Dragline Operators	113	396	\$15.18	\$16.02	\$17.78	\$13.09	\$15.18	\$19.79
53-7033	Loading Machine Operators, Under-ground Mining	7	10,556	NA	\$19.28	\$21.04	NA	NA	NA
53-7041	Hoist and Winch Operators	5	504	NA	\$22.26	\$20.01	NA	NA	NA
53-7051	Industrial Truck and Tractor Operators	775	11,154	\$13.60	\$14.12	\$15.08	\$11.60	\$13.60	\$15.98
53-7061	Cleaners of Vehicles and Equipment	603	9,960	\$10.17	\$9.47	\$10.96	\$8.68	\$10.17	\$12.57
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,235	8,328	\$12.08	\$11.39	\$12.31	\$10.12	\$12.08	\$14.79
53-7063	Machine Feeders and Offbearers	184	10,379	\$13.98	\$11.84	\$13.19	\$12.33	\$13.98	\$15.78
53-7064	Packers and Packagers, Hand	704	5,266	\$11.03	\$10.28	\$10.82	\$9.74	\$11.03	\$13.28
53-7071	Gas Compressor and Gas Pumping Station Operators	2	507	NA	\$26.88	\$26.36	NA	NA	NA
53-7072	Pump Operators, Ex Wellhead Pumpers	3	11,926	NA	\$17.00	\$24.70	NA	NA	NA
53-7073	Wellhead Pumpers	32	NA	\$20.18	\$20.17	\$25.89	\$18.24	\$20.18	\$21.47
53-7081	Refuse and Recyclable Matl. Collectors	137	11,792	\$10.87	\$12.62	\$15.59	\$9.14	\$10.87	\$13.07
53-7111	Shuttle Car Operators	0	NA	NA	\$19.92	\$22.31	NA	NA	NA
53-7121	Tank Car, Truck, and Ship Loaders	12	6,186	\$17.06	\$13.48	\$19.49	\$12.68	\$17.06	\$21.75
53-7199	Material Moving Workers, All Other	16	493	\$14.12	\$14.30	\$16.45	\$9.85	\$14.12	\$19.22

Sources: EMSI, ACT, and Smart Solutions Group