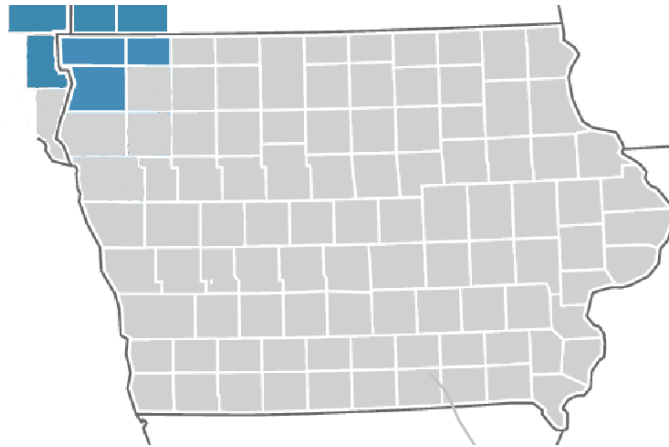


Lyon County, Iowa Skills Ready Labor Market Profile



A Skills Ready Product from

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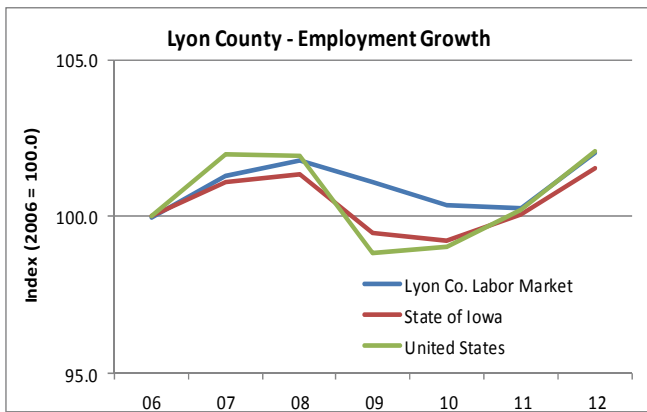
Labor Market

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 24,094 workers. Manufacturing is the second largest sector with 19,627 employees. Rounding out the five largest sectors in the Labor Market are Retail Trade, Finance & Insurance, and Accommodations & Food Service. The five largest industries account for 65.3% of Labor Market employment (see Exhibit 2).

Production Occupations

In 2012, Production occupations in Manufacturing accounted for 14.6% of total employment in

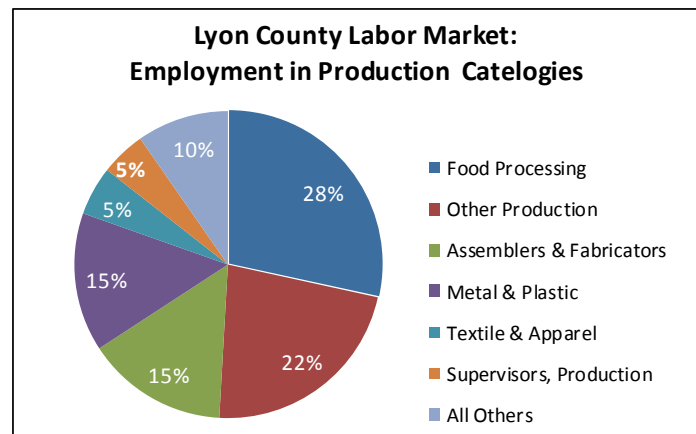
Exhibit 2: Leading Industry Sectors

Industry Sector	Jobs	%
Health Care & Social Assistance	24,094	18.0%
Manufacturing	19,627	14.6%
Retail Trade	19,015	14.2%
Finance & Insurance	12,852	9.6%
Accommodation & Food Services	11,962	8.9%
Wholesale Trade	8,494	6.3%
Construction	6,420	4.8%
Administrative & Waste Management	5,647	4.2%
Professional & Technical Services	4,852	3.6%
Transportation & Warehousing	4,719	3.5%

the Lyon County Labor Market, which is nearly triple the percentage in Production nationwide (5.3%). Employment in Production in the State of Iowa (8.3%) was well below the percentage for the County Labor Market.

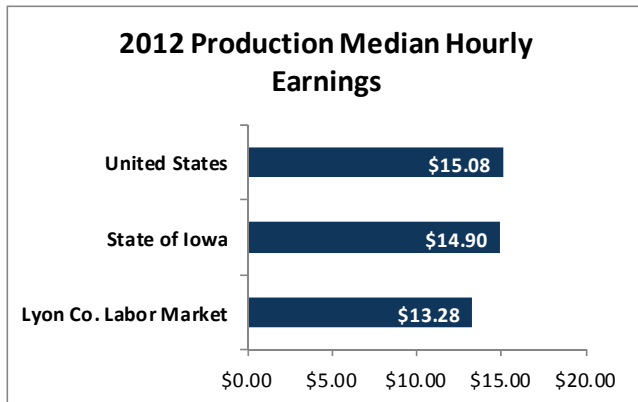
The three largest categories of occupations - Food Processing Workers, Other Production Occupations, Assemblers & Fabricators - account for nearly two-thirds of the workers in Production (see Exhibit 3).

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
Slaughterers and Meat Packers	1,963	\$13.09
Meat, Poultry, and Fish Cutters and Trimmers	1,675	\$9.97
Team Assemblers	1,355	\$11.84
First-Line Supervisors/Managers of Production and Operating Workers	733	\$11.97
Production Workers, All Other	703	\$11.85
Welders, Cutters, Solderers, and Brazers	570	\$13.78
Inspectors, Testers, Sorters, Samplers, and Weighers	510	\$13.97
Electrical & Electronic Equipment Assemblers	474	\$11.92
Packaging and Filling Machine Operators and Tenders	456	\$14.03
Machinists	367	\$14.75

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 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.

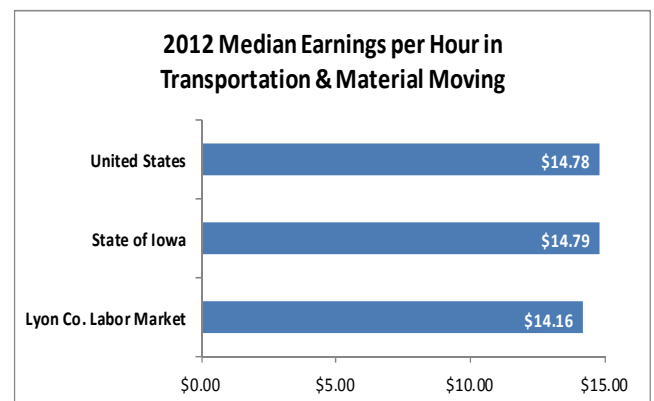
Transportation and Material Moving Occupations

Lyon County Labor Market employment in the Transportation and Material Moving Occupations has grown from 13,310 jobs in 2002 to 13,655 jobs - a 2.6% 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 6.9% of total employment in the Lyon County Labor Market. This employment percentage was higher than the nation (5.7%) and the same as the State of Iowa (6.9%)

Median hourly earnings in Transportation & Material Moving in the Labor Market is about 5% below 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 44% of the employment in this occupational category, while all other categories account for only 7%

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	4,139	\$17.87
Laborers & Freight, Stock, & Material Movers, Hand	2,794	\$11.24
Packers and Packers, Hand	1,250	9.61
Truck Drivers, Light/Delivery Services	839	\$13.94
Cleaners of Vehicles and Equipment	708	\$9.36
Driver/Sales Workers	677	\$12.22
Industrial Truck and Tractor Operators	588	\$13.43
Bus Drivers, School	322	\$13.58
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	226	\$23.65
Bus Drivers, Transit and Intercity	190	\$15.35

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 13,600 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 23.2, which significantly above the U.S. average of 21.0. In Lyon County, 27% of the adults 25 years old and older have a college degree and over 48% 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	Median Hourly Wage - 2012			Lyon County Labor Market Wages - 2012		
				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	813	2,853	\$22.36	\$24.01	\$26.03	\$18.92	\$22.36	\$26.67
Assemblers and Fabricators									
51-2011	Aircraft Structure, Surphases, Rigging, & Systems Assemblers	47	NA	\$17.22	\$18.19	\$21.44	\$13.03	\$17.22	\$19.98
51-2021	Coil Winders, Tapers, & Finishers	7	NA	NA	\$10.38	\$14.05	NA	NA	NA
51-2022	Electrical and Electronic Equipment Assemblers	494	8,624	\$11.92	\$12.03	\$14.76	\$9.87	\$11.92	\$13.78
51-2023	Electromechanical Equipment Assemblers	38	9,080	\$13.94	\$16.60	\$15.24	\$11.50	\$13.94	\$16.57
51-2031	Engine & Other Machine Assemblers	73	9,045	\$14.24	\$14.53	\$17.86	\$11.43	\$14.24	\$17.42
51-2041	Structural Metal Fabricators & Fitters	165	8,953	\$14.81	\$15.23	\$16.87	\$12.77	\$14.81	\$17.50
51-2091	Fiberglass Laminators & Fabricators	40	NA	\$11.43	\$12.76	\$14.21	\$9.47	\$11.43	\$14.05
51-2092	Team Assemblers	1,576	NA	\$12.05	\$14.05	\$13.94	\$10.43	\$12.05	\$13.87
51-2093	Timing Device Assemblers & Adjusters	10	NA	NA	\$12.29	\$14.53	NA	NA	NA
51-2099	Assemblers & Fabricators All Other	176	NA	\$11.40	\$13.20	\$15.69	\$9.88	\$11.40	\$14.20
Food Processing Workers									
51-3011	Bakers	129	8,989	\$11.18	\$10.27	\$11.85	\$9.61	\$11.18	\$13.09
51-3021	Butchers & Meat Cutters	274	9,706	\$14.23	\$11.25	\$14.68	\$12.09	\$14.23	\$16.81
51-3022	Meat Poultry & Fish Cutters & Trimmers	1,682	NA	\$9.97	\$11.67	\$11.06	\$9.62	\$9.97	\$10.39
51-3023	Slaughterers & Meat Packers	1,972	NA	\$13.09	\$12.15	\$11.46	\$13.45	\$13.09	\$14.36
51-3091	Food & Tobacco Roasting Baking & Drying Machine Operators & Tenders	87	3,579	\$14.02	\$13.12	\$13.88	\$11.96	\$14.02	\$15.92
51-3092	Food Batchmakers	177	6,152	\$11.24	\$16.32	\$12.82	\$9.52	\$11.24	\$13.11
51-3093	Food Cooking Machine Operators & Tenders	120	3,546	\$11.48	\$10.97	\$11.84	\$10.11	\$11.48	\$12.95
Metal Workers and Plastic Workers									
51-4011	Computer-Controlled Machine Tool Operators Metal & Plastic	118	3,548	\$15.25	\$15.56	\$17.10	\$13.71	\$15.25	\$17.29
51-4012	Computer Numerically Controlled Machine Tool Programmers Metal & Plastic	9	38	NA	\$20.22	\$23.19	NA	NA	NA
51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	123	NA	\$15.08	\$13.05	\$15.54	\$13.03	\$15.08	\$17.25
51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	25	NA	\$17.22	\$16.29	\$16.20	\$15.18	\$17.22	\$19.18
51-4023	Rolling Machine Setters Operators & Tenders Metal and Plastic	66	3,600	\$16.47	\$17.44	\$17.63	\$14.07	\$16.47	\$18.90

Appendix A: Production Occupations—*continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Lyon County Labor Market Wages - 2012		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Metal Workers and Plastic Workers - <i>continued</i>									
51-4031	Cutting Punching & Press Machine Setters Operators & Tenders Metal & Plastic	336	8,782	\$13.65	\$14.65	\$14.65	\$11.74	\$13.65	\$15.49
51-4032	Drilling & Boring Machine Tool Setters Operators & Tenders Metal & Plastic	38	NA	\$13.03	\$17.06	\$15.84	\$11.68	\$13.03	\$14.51
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters Operators & Tenders Metal & Plastic	78	4,289	\$13.88	\$14.55	\$15.43	\$12.55	\$13.88	\$15.62
51-4034	Lathe & Turning Machine Tool Setters Operators & Tenders Metal and Plastic	25	3,641	\$11.58	\$15.28	\$16.83	\$10.30	\$11.58	\$12.88
51-4035	Milling & Planing Machine Setters Operators & Tenders Metal & Plastic	46	4,321	\$12.79	\$14.61	\$17.78	\$11.26	\$12.79	\$15.75
51-4041	Machinists	408	3,258	\$14.91	\$16.51	\$18.65	\$13.03	\$14.91	\$17.20
51-4051	Metal-Refining Furnace Operators & Tenders	4	NA	NA	\$18.51	\$18.67	NA	NA	NA
51-4052	Pourers & Casters, Metal	4	NA	NA	\$14.45	\$16.71	NA	NA	NA
51-4061	Model Makers Metal & Plastic	3	NA	NA	\$20.68	\$21.44	NA	NA	NA
51-4062	Patternmakers Metal & Plastic	3	NA	NA	\$17.57	\$18.62	NA	NA	NA
51-4071	Foundry Mold & Coremakers	6	9,974	NA	\$15.57	\$14.93	NA	NA	NA
51-4072	Molding Coremaking & Casting Machine Setters Operators & Tenders Metal & Plastic	205	3,461	\$13.53	\$13.44	\$14.30	\$11.80	\$13.53	\$16.83
51-4081	Multiple Machine Tool Setters Operators & Tenders Metal & Plastic	107	3,559	\$14.36	\$14.94	\$16.02	\$12.44	\$14.36	\$16.34
51-4111	Tool and Die Makers	107	NA	\$20.85	\$20.91	\$23.48	\$18.04	\$20.85	\$24.25
51-4121	Welders Cutters Solderers & Brazers	754	5,575	\$14.52	\$15.11	\$17.43	12.08	\$14.52	16.76
51-4122	Welding Soldering & Brazing Machine Setters Operators & Tenders	114	3,552	\$13.68	\$15.60	\$16.34	\$11.89	\$13.68	\$15.81
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	7	NA	NA	\$16.00	\$16.24	NA	NA	NA
51-4192	Layout Workers, Metal & Plastic	8	NA	NA	\$18.89	\$18.45	NA	NA	NA
51-4193	Plating & Coating Machine Setters Operators & Tenders Metal & Plastic	20	NA	\$13.57	\$16.40	\$14.57	\$11.06	\$13.57	\$15.37
51-4194	Tool Grinders, Filers, & Sharpeners	37	NA	\$14.09	\$16.46	\$16.88	\$12.29	\$14.09	\$18.08
51-4199	Metal Workers & Plastic Workers All Other	28	6,301	\$14.40	\$15.77	\$16.96	\$12.78	\$14.40	\$16.52

Appendix A: Production Occupations—continued

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Lyon County Labor Market Wages - 2012		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Printing Workers									
51-5011	Bindery Workers	76	6,253	\$12.62	\$12.15	\$14.40	\$10.19	\$12.62	\$15.26
51-5012	Bookbinders	13	9,980	\$13.62	\$15.77	\$16.26	\$11.01	\$13.62	\$17.30
51-5021	Job Printers	25	3,641	\$14.91	\$13.86	\$16.13	\$13.13	\$14.91	\$16.38
51-5022	Prepress Technicians and Workers	93	9,025	\$14.09	\$14.73	\$17.96	\$12.22	\$14.09	\$16.87
51-5023	Printing Machine Operators	384	NA	\$14.59	\$14.56	\$16.75	\$12.57	\$14.59	\$18.12
Textile, Apparel, and Furnishings Workers									
51-6011	Laundry & Dry-Cleaning Workers	331	NA	\$10.12	\$9.48	\$10.32	\$8.78	\$10.12	\$11.73
51-6021	Pressers, Textile, Garment, & Related Materials	74	NA	\$9.07	\$9.33	\$9.78	\$8.03	\$9.07	\$10.08
51-6031	Sewing Machine Operators	211	9,769	\$10.13	\$10.48	\$10.88	\$8.94	\$10.13	\$11.33
51-6041	Shoe & Leather Workers & Repairers	13	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	15	NA	\$8.53	\$8.81	\$9.62	\$7.38	\$8.53	\$9.78
51-6052	Tailors, Dressmakers, & Custom Sewers	133	NA	\$8.13	\$8.42	\$10.58	\$7.10	\$8.13	\$8.96
51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	2	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	3	NA	NA	\$11.00	\$12.46	NA	NA	NA
51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, & Tenders	6	NA	NA	\$12.31	\$12.40	NA	NA	NA
51-6091	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	5	NA	NA	\$14.12	\$15.51	NA	NA	NA
51-6092	Fabric & Apparel Patternmakers	4	NA	NA	\$16.17	\$20.76	NA	NA	NA
51-6093	Upholsterers	85	NA	\$9.47	\$9.64	\$12.44	\$8.19	\$9.47	\$10.31
51-6099	Textile Apparel & Furnishings Workers All Other	22	NA	\$12.92	\$12.19	\$14.22	\$10.31	\$12.92	\$18.81
Woodworkers									
51-7011	Cabinetmakers & Bench Carpenters	382	3,985	\$12.74	\$12.38	\$14.55	\$11.23	\$12.74	\$14.74
51-7021	Furniture Finishers	23	NA	\$12.07	\$12.05	\$12.73	\$10.16	\$12.07	\$14.47
51-7031	Model Makers, Wood	6	NA	NA	\$14.29	\$15.99	NA	NA	NA

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Lyon County Labor Market Wages - 2012		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Woodworkers - continued									
51-7032	Patternmakers, Wood	6	NA	NA	\$15.97	\$18.14	NA	NA	NA
51-7041	Sawing Machine Setters Operators & Tenders Wood	122	6,207	\$11.93	\$12.91	\$13.13	\$10.40	\$11.93	\$14.13
51-7042	Woodworking Machine Setters Operators & Tenders Except Sawing	158	10,009	\$12.45	\$12.94	\$12.86	\$11.15	\$12.45	\$14.95
51-7099	Woodworkers All Other	33	NA	\$9.55	\$11.04	\$12.67	\$8.51	\$9.55	\$12.03
Plant and Systems Operators									
51-8011	Nuclear Power Reactor Operators	10	NA	NA	\$32.86	\$35.66	NA	NA	NA
51-8012	Power Distributors & Dispatchers	22	NA	\$34.80	\$31.73	\$32.17	\$32.23	\$34.80	\$35.63
51-8013	Power Plant Operators	64	421	\$23.58	\$24.05	\$28.97	\$21.92	\$23.58	\$23.97
51-8021	Stationary Engineers & Boiler Operators	53	3,613	\$21.87	\$19.63	\$25.02	\$18.55	\$21.87	\$23.57
51-8031	Water & Wastewater Treatment Plant & System Operators	178	3,488	\$19.82	\$17.29	\$19.99	\$16.92	\$19.82	\$22.47
51-8091	Chemical Plant & System Operators	37	448	\$18.06	\$21.45	\$25.97	\$14.98	\$18.06	\$21.19
51-8092	Gas Plant Operators	9	NA	NA	\$25.91	\$26.86	NA	NA	NA
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	16	NA	NA	\$18.88	\$27.40	NA	NA	NA
51-8099	Plant and System Operators, All Other	18	NA	\$19.35	\$19.36	\$23.97	\$16.05	\$19.35	\$22.78
Other Production Occupations									
51-9011	Chemical Equipment Operators and Tenders	84	3,582	\$19.15	\$20.69	\$21.68	\$16.44	\$19.15	\$21.29
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	36	6,293	\$14.19	\$13.19	\$18.49	\$12.49	\$14.19	\$15.91
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	85	6,244	\$14.14	\$14.37	\$15.82	\$12.37	\$14.14	\$15.91
51-9022	Grinding and Polishing Workers, Hand	79	9,039	\$10.84	\$12.22	\$13.43	\$9.97	\$10.84	\$12.00
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	169	3,497	\$14.49	\$14.75	\$16.10	\$12.96	\$14.49	\$16.24
51-9031	Cutters and Trimmers, Hand	16	9,964	\$11.25	\$11.75	\$12.60	\$9.68	\$11.25	\$13.64
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	197	8,921	\$13.27	\$15.22	\$14.80	\$11.69	\$13.27	\$14.76
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	148	4,219	\$14.31	\$15.51	\$15.08	\$12.64	\$14.31	\$15.89
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	17	NA	\$15.63	\$15.03	\$16.54	\$14.07	\$15.63	\$17.78

Appendix A: Production Occupations - *continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Lyon County Labor Market Wages - 2012		
				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	562	3,104	\$14.22	\$15.69	\$17.86	\$12.38	\$14.22	\$16.14
51-9071	Jewelers and Precious Stone and Metal Workers	84	NA	\$12.97	\$12.17	\$14.13	\$11.46	\$12.97	\$14.46
51-9081	Dental Laboratory Technicians	26	NA	\$14.37	\$16.49	\$18.41	\$13.02	\$14.37	\$15.85
51-9082	Medical Appliance Technicians	12	NA	\$15.89	\$19.20	\$18.88	\$13.01	\$15.89	\$19.92
51-9083	Ophthalmic Laboratory Technicians	43	NA	\$13.60	\$12.81	\$14.56	\$12.23	\$13.60	\$15.03
51-9111	Packaging and Filling Machine Operators and Tenders	472	8,646	\$14.03	\$13.77	\$13.13	\$11.86	\$14.03	\$15.99
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	308	6,021	\$12.23	\$14.05	\$14.60	\$10.50	\$12.23	\$14.29
51-9122	Painters, Transportation Equipment	58	NA	\$15.19	\$15.51	\$19.12	\$13.87	\$15.19	\$16.57
51-9123	Painting Coating & Decorating Workers	27	9,953	\$10.43	\$9.85	\$11.99	\$9.46	\$10.43	\$11.96
51-9131	Photographic Process Workers	41	3,625	\$12.84	\$11.97	\$15.34	\$11.16	\$12.84	\$14.88
51-9132	Photographic Processing Machine Operators	69	6,260	\$9.36	\$9.47	\$10.98	\$8.50	\$9.36	\$10.73
51-9141	Semiconductor Processors	10	NA	NA	\$15.53	\$16.04	NA	NA	NA
51-9191	Adhesive Bonding Machine Operators & Tenders	12	9,106	\$13.35	\$13.32	\$14.46	\$12.03	\$13.35	\$15.11
51-9192	Cleaning Washing & Metal Pickling Equipment Operators & Tenders	60	9,920	\$12.92	\$13.30	\$12.88	\$11.65	\$12.92	\$15.28
51-9193	Cooling & Freezing Equipment Operators & Tenders	29	10,138	\$13.61	\$16.56	\$14.26	\$11.05	\$13.61	\$17.83
51-9194	Etchers and Engravers	9	NA	NA	\$11.77	\$15.87	NA	NA	NA
51-9195	Molders Shapers & Casters Except Metal & Plastic	67	6,262	\$13.83	\$13.40	\$14.09	\$12.83	\$13.83	\$15.01
51-9196	Paper Goods Machine Setters Operators & Tenders	90	6,239	\$16.25	\$15.48	\$16.85	\$13.88	\$16.25	\$18.67
51-9197	Tire Builders	3	NA	NA	\$18.48	\$18.19	NA	NA	NA
51-9198	Helpers--Production Workers	248	9,732	\$12.54	\$11.62	\$11.54	\$10.85	\$12.54	\$14.51
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 - 2012			Lyon County Labor Market Wages - 2012		
				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	2	28	NA	\$16.32	\$23.30	NA	NA	NA
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	176	12,672	\$19.69	\$20.03	\$21.65	\$15.97	\$19.69	\$23.25
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	243	806	\$23.97	\$22.60	\$26.17	\$20.25	\$23.97	\$28.81
Air Transportation Workers									
53-2011	Airline Pilots, Copilots, and Flight Engineers	22	190	\$46.72	\$44.67	\$55.30	\$36.05	\$46.72	\$61.82
53-2012	Commercial Pilots	91	121	\$29.10	\$28.71	\$33.06	\$22.67	\$29.10	\$34.44
53-2021	Air Traffic Controllers	26	30	\$47.53	\$35.08	\$51.44	\$30.11	\$47.53	\$61.63
53-2022	Airfield Operations Specialists	2	210	NA	\$13.90	\$20.79	NA	NA	NA
Motor Vehicle Operators									
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	41	6,954	\$9.59	\$9.69	\$11.13	\$8.43	\$9.59	\$10.86
53-3021	Bus Drivers, Transit and Intercity	192	614	\$15.35	\$13.43	\$18.43	\$13.24	\$15.35	\$17.48
53-3022	Bus Drivers, School	362	12,486	\$13.15	\$13.51	\$13.64	\$10.94	\$13.15	\$16.18
53-3031	Driver/Sales Workers	741	12,848	\$12.35	\$11.98	\$12.74	\$8.61	\$12.35	\$16.54
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,586	2,409	\$18.12	\$17.60	\$18.39	\$15.19	\$18.12	\$21.52
53-3033	Truck Drivers, Light or Delivery Services	1,195	56	\$13.24	\$12.97	\$14.76	\$10.59	\$13.24	\$17.77
53-3041	Taxi Drivers and Chauffeurs	200	6,795	\$9.40	\$9.52	\$10.28	\$8.55	\$9.40	\$10.34
53-3099	Motor Vehicle Operators, All Other	43	12,805	\$15.75	\$13.05	\$15.55	\$14.14	\$15.75	\$18.83
Rail Transportation Workers									
53-4011	Locomotive Engineers	33	179	\$25.42	\$22.02	\$25.77	\$22.64	\$25.42	\$31.00
53-4012	Locomotive Firers	8	204	NA	\$22.12	\$24.71	NA	NA	NA
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	6	800	NA	\$14.17	\$17.35	NA	NA	NA
53-4021	Railroad Brake, Signal, and Switch Operators	21	785	\$21.63	\$21.08	\$23.85	\$17.51	\$21.63	\$26.07
53-4031	Railroad Conductors and Yardmasters	31	14,173	\$24.96	\$25.51	\$26.39	\$19.17	\$24.96	\$30.47
53-4041	Subway and Streetcar Operators	3	NA	NA	\$23.00	\$25.38	NA	NA	NA
53-4099	Rail Transportation Workers, All Other	8	798	NA	\$18.70	\$21.14	NA	NA	NA

Appendix B: Logistics Occupations - *continued*

SOC Code	Occupation	Lyon County Labor Market Jobs	Labor Market Production Workers with Compatible Skills	Median Hourly Wage - 2012			Lyon County Labor Market Wages - 2012		
				Lyon Labor Market	State of Iowa	United States	25th Percentile	50th Percentile	75th Percentile
Water Transportation Workers									
53-5011	Sailors and Marine Oilers	3	NA	NA	\$13.45	\$17.94	NA	NA	NA
53-5021	Captains, Mates, and Pilots of Water Vessels	3	2	\$33.57	\$27.18	\$32.22	\$29.21	\$33.57	\$37.28
53-5022	Motorboat Operators	4	6,991	NA	\$13.32	\$17.37	NA	NA	NA
53-5031	Ship Engineers	2	NA	NA	\$25.60	\$33.38	NA	NA	NA
Other Transportation Workers									
53-6011	Bridge and Lock Tenders	2	801	NA	\$24.00	\$20.02	NA	NA	NA
53-6021	Parking Lot Attendants	105	12,743	\$9.21	\$9.51	\$9.90	\$7.72	\$9.21	\$10.59
53-6031	Service Station Attendants	159	647	\$9.43	\$9.34	\$10.21	\$8.46	\$9.43	\$10.87
53-6041	Traffic Technicians	9	30	NA	\$21.68	\$20.90	NA	NA	NA
53-6051	Transportation Inspectors	24	782	\$18.99	\$24.30	\$29.38	\$15.17	\$18.99	\$25.58
53-6099	Transportation Workers, All Other	28	778	\$13.87	\$9.95	\$16.94	\$9.73	\$13.87	\$19.85
Material Moving Workers									
53-7011	Conveyor Operators and Tenders	193	13,986	\$12.77	\$12.65	\$14.59	\$11.09	\$12.77	\$14.92
53-7021	Crane and Tower Operators	25	12,845	\$17.55	\$21.44	\$22.93	\$15.55	\$17.55	\$20.31
53-7031	Dredge Operators	3	699	NA	\$16.24	\$17.67	NA	NA	NA
53-7032	Excavating and Loading Machine and Dragline Operators	107	12,840	\$17.11	\$16.02	\$17.78	\$13.62	\$17.11	\$21.06
53-7033	Loading Machine Operators, Underground Mining	8	799	NA	\$19.28	\$21.04	NA	NA	NA
53-7041	Hoist and Winch Operators	7	13,562	NA	\$22.26	\$20.01	NA	NA	NA
53-7051	Industrial Truck and Tractor Operators	642	12,079	\$13.60	\$14.12	\$15.08	\$11.77	\$13.60	\$15.52
53-7061	Cleaners of Vehicles and Equipment	769	9,656	\$9.38	\$9.47	\$10.96	\$8.14	\$9.38	\$10.79
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,040	5,637	\$11.36	\$11.39	\$12.31	\$9.76	\$11.36	\$13.33
53-7063	Machine Feeders and Offbearers	152	802	\$12.20	\$11.84	\$13.19	\$12.20	\$12.20	\$13.67
53-7064	Packers and Packagers, Hand	1,358	14,199	\$9.70	\$10.28	\$10.82	\$8.29	\$9.70	\$12.01
53-7071	Gas Compressor and Gas Pumping Station Operators	4	NA	NA	\$26.88	\$26.36	NA	NA	NA
53-7072	Pump Operators, Ex Wellhead Pumpers	5	13,995	NA	\$17.00	\$24.70	NA	NA	NA
53-7073	Wellhead Pumpers	20		\$20.18	\$20.17	\$25.89	\$18.24	\$20.18	\$21.47
53-7081	Refuse and Recyclable Matl. Collectors	209	7,238	\$12.18	\$12.62	\$15.59	\$10.35	\$12.18	\$14.32
53-7111	Shuttle Car Operators	0	782	NA	\$19.92	\$22.31	NA	NA	NA
53-7121	Tank Car, Truck, and Ship Loaders	8	NA	NA	\$13.48	\$19.49	NA	NA	NA
53-7199	Material Moving Workers, All Other	24	NA	\$14.41	\$14.30	\$16.45	\$10.09	\$14.41	\$19.28