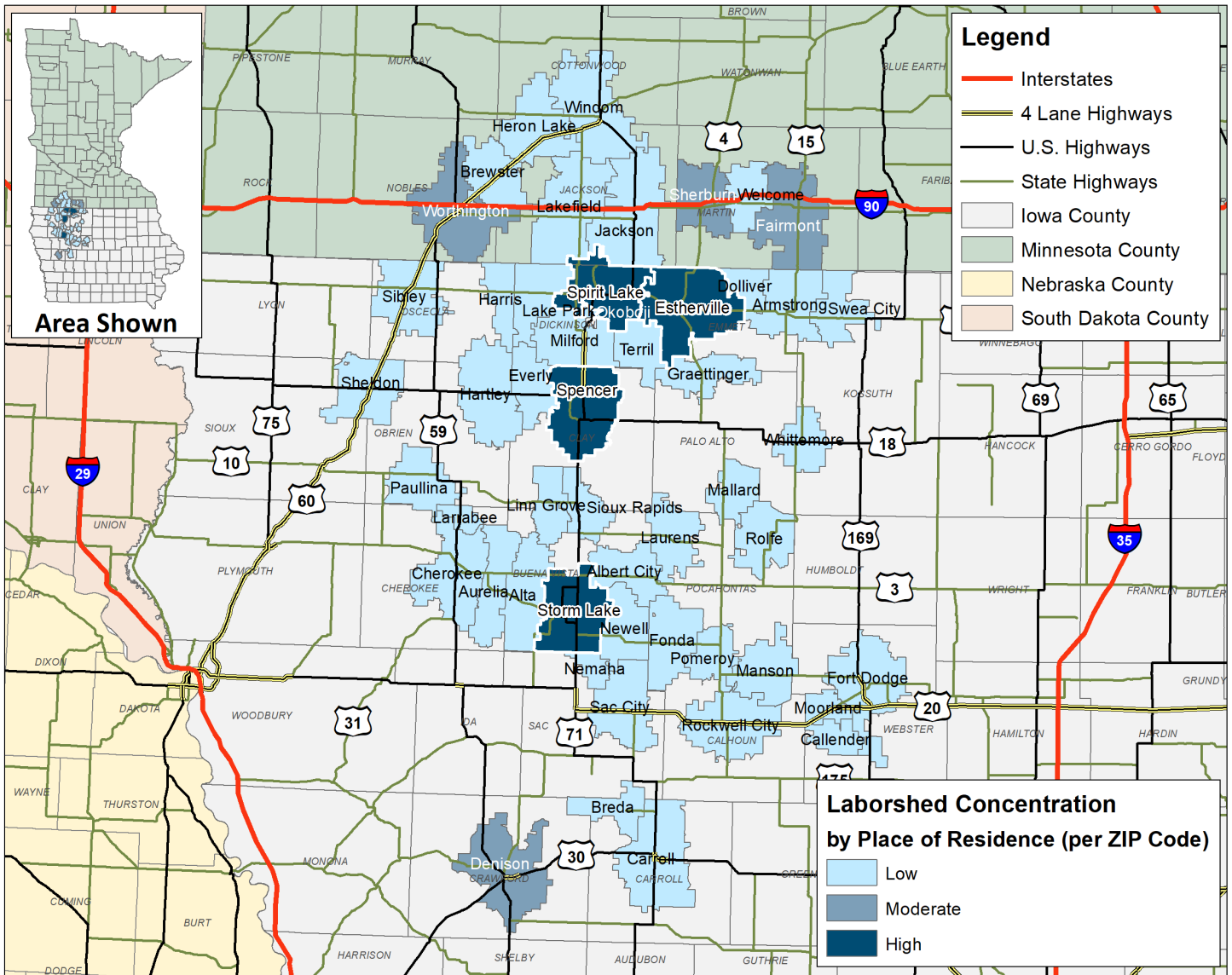


LABOR CHARACTERISTICS

ADVANCED MANUFACTURING

IOWA LAKES CORRIDOR REGIONAL LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 13 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE IOWA LAKES CORRIDOR REGIONAL LABORSHED, CONTACT:

LABOR CHARACTERISTICS

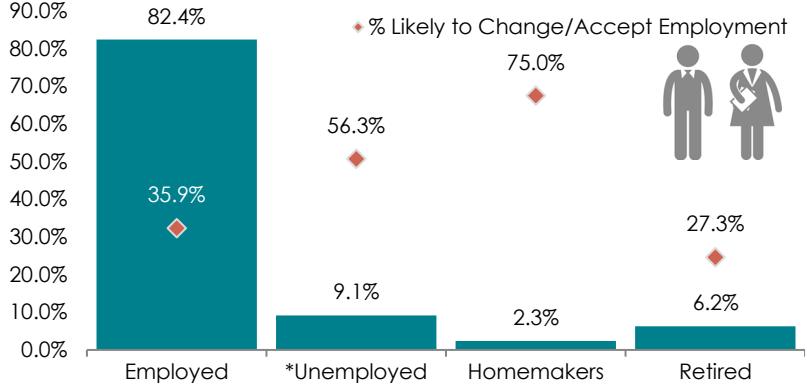


ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Architectural & Engineering Managers - 0.6%
- Assemblers & Fabricators, All Other - 5.1%
- Cleaning, Washing, & Metal Pickling Equipment Operators - 0.6%
- Computer Hardware Engineers - 0.6%
- Crane & Tower Operators - 0.6%
- Cutting, Punching, & Press Machine Setters, Operators - 0.6%
- Electricians - 5.1%
- Engineers, All Other - 4.0%
- Extruding, Forming, Pressing, & Compacting Machine Setters, Operators - 0.6%
- First-Line Supervisors of Mechanics, Installers, & Repairers - 5.1%
- First-Line Supervisors of Production & Operating Workers - 5.7%
- Heavy & Tractor-Trailer Truck Drivers - 18.8%
- Industrial Engineering Technicians - 0.6%
- Industrial Engineers - 1.1%
- Industrial Production Managers - 4.0%
- Industrial Truck & Tractor Operators - 2.3%
- Inspectors & Testers - 2.3%
- Maintenance, & Repair Workers - 10.2%
- Laborers & Freight, Stock, & Material Movers, Hand - 5.7%
- Light Truck or Delivery Services Drivers - 2.3%
- Machinists - 1.1%
- Mechanical Engineering Technicians - 0.6%
- Mechanical Engineers - 0.6%
- Milling & Planing Machine Operators - 0.6%
- Molding, Coremaking, & Casting Machine Operators - 1.1%
- Multiple Machine Tool Operators - 2.3%
- Packers & Packers, Hand - 0.6%
- Plating & Coating Machine Operators - 0.6%
- Production Workers, All Other - 11.9%
- Water & Wastewater Treatment Plant & System Operators - 1.1%
- Welders, Cutters, Solderers, & Brazers - 3.4%
- Welding, Soldering, & Brazing Machine Operators - 0.6%

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



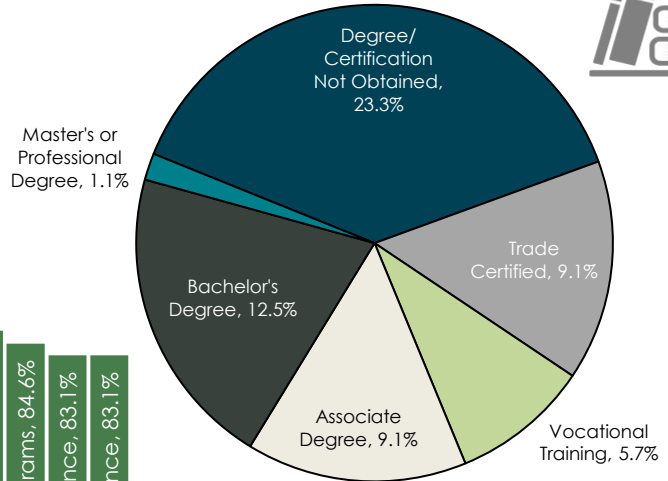
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 69.1% paid an hourly wage
- 97.1% are/were employed full-time
- 2.9% are/were employed part-time
- 11.0% are/were self-employed
- 12.5% hold two or more jobs
- Currently working an average of 49 hours/week

EDUCATIONAL LEVEL:

(60.8% HAVE AN EDUCATION BEYOND HIGH SCHOOL)

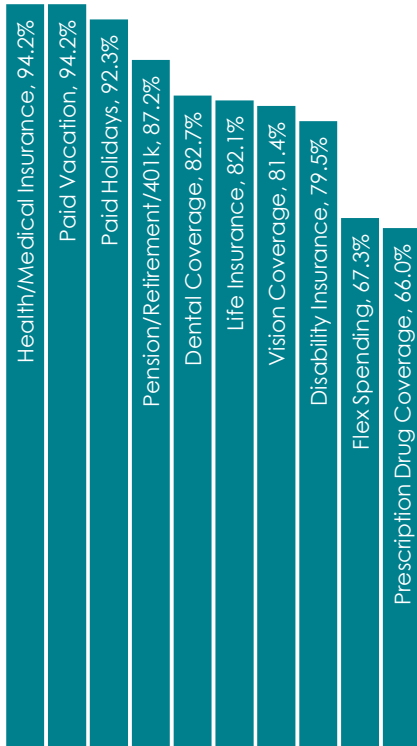


UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.1%
- Mismatch of skills - 8.0%
- Low income - 0.0%
- Total - 9.1%

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 73.5%
 - www.indeed.com
 - www.facebook.com
 - www.linkedin.com
 - www.iowaworks.gov
 - Company/organization website
- Networking through friends, family or acquaintances - 42.9%
- IowaWORKS Centers - 35.9%
- Newspapers - 32.9%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Architectural and Engineering Managers	11-9041	\$50.75	\$30.70	\$60.77	\$52.78	\$105,556
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$23.18	\$17.20	\$26.16	\$22.83	\$48,207
Chemical Equipment Operators and Tenders	51-9011	\$21.67	\$17.04	\$23.98	\$21.66	\$45,066
Conveyor Operators and Tenders	53-7011	\$18.56	\$15.50	\$20.09	\$18.40	\$38,606
Cooling and Freezing Equipment Operators and Tenders	51-9193	\$20.53	\$16.12	\$22.74	\$19.36	\$42,703
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$19.67	\$17.30	\$20.86	\$19.05	\$40,915
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$17.90	\$13.71	\$19.99	\$17.63	\$37,228
Electrical and Electronic Engineering Technicians	17-3023	\$34.67	\$27.42	\$38.29	\$34.51	\$72,112
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$29.60	\$26.70	\$31.04	\$29.35	\$61,559
Electricians	47-2111	\$25.39	\$18.68	\$28.75	\$25.34	\$52,811
Engineers, All Other	17-2199	\$37.05	\$24.50	\$43.32	\$36.52	\$77,061
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	\$28.33	\$17.53	\$33.73	\$26.77	\$58,927
First-Line Supervisors of Production and Operating Workers	51-1011	\$29.59	\$19.88	\$34.44	\$28.77	\$61,538
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	\$21.51	\$18.76	\$22.88	\$22.06	\$44,734
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$21.00	\$15.32	\$23.83	\$20.41	\$43,672
Helpers--Production Workers	51-9198	\$20.09	\$15.89	\$22.19	\$20.96	\$41,793
Industrial Engineering Technicians	17-3026	\$27.56	\$19.13	\$31.78	\$23.85	\$57,334
Industrial Engineers	17-2112	\$42.01	\$32.99	\$46.51	\$41.37	\$87,373
Industrial Machinery Mechanics	49-9041	\$24.46	\$19.54	\$26.92	\$24.04	\$50,878
Industrial Production Managers	11-3051	\$45.68	\$31.35	\$52.85	\$43.97	\$95,023
Industrial Truck and Tractor Operators	53-7051	\$19.31	\$14.77	\$21.58	\$19.61	\$40,168
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$21.63	\$16.57	\$24.16	\$21.38	\$44,990
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$21.56	\$17.30	\$23.70	\$21.86	\$44,851
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$17.21	\$13.46	\$19.09	\$17.41	\$35,795
Light Truck or Delivery Services Drivers	53-3033	\$16.39	\$10.28	\$19.44	\$16.29	\$34,087
Machinists	51-4041	\$18.18	\$14.51	\$20.01	\$18.48	\$37,813
Maintenance and Repair Workers, General	49-9071	\$19.83	\$13.39	\$23.05	\$20.19	\$41,238
Maintenance Workers, Machinery	49-9043	\$25.88	\$18.63	\$29.50	\$23.91	\$53,825
Mechanical Drafters	17-3013	\$24.31	\$18.78	\$27.07	\$23.54	\$50,566
Mechanical Engineers	17-2141	\$39.43	\$27.32	\$45.49	\$37.78	\$82,025
Millwrights	49-9044	\$27.48	\$25.36	\$28.53	\$28.31	\$57,150
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$19.47	\$15.32	\$21.54	\$19.04	\$40,495
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	\$17.32	\$13.16	\$19.40	\$17.31	\$36,027
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$19.06	\$14.78	\$21.20	\$18.96	\$39,640
Packaging and Filling Machine Operators and Tenders	51-9111	\$17.27	\$14.12	\$18.85	\$16.87	\$35,927
Packers and Packers, Hand	53-7064	\$15.79	\$11.97	\$17.69	\$16.91	\$32,835
Production Workers, All Other	51-9199	\$17.64	\$13.56	\$19.68	\$16.89	\$36,691
Structural Metal Fabricators and Fitters	51-2041	\$19.98	\$16.60	\$21.66	\$18.85	\$41,548
Tool and Die Makers	51-4111	\$23.80	\$19.55	\$25.93	\$23.78	\$49,509
Water and Wastewater Treatment Plant and System Operators	51-8031	\$20.62	\$15.93	\$22.96	\$20.36	\$42,883
Welders, Cutters, Solderers, and Brazers	51-4121	\$21.01	\$16.37	\$23.34	\$20.89	\$43,709
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$20.50	\$17.20	\$22.16	\$20.25	\$42,647

The 2021 Iowa Wage data for the Iowa Lakes Corridor Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2020 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.