

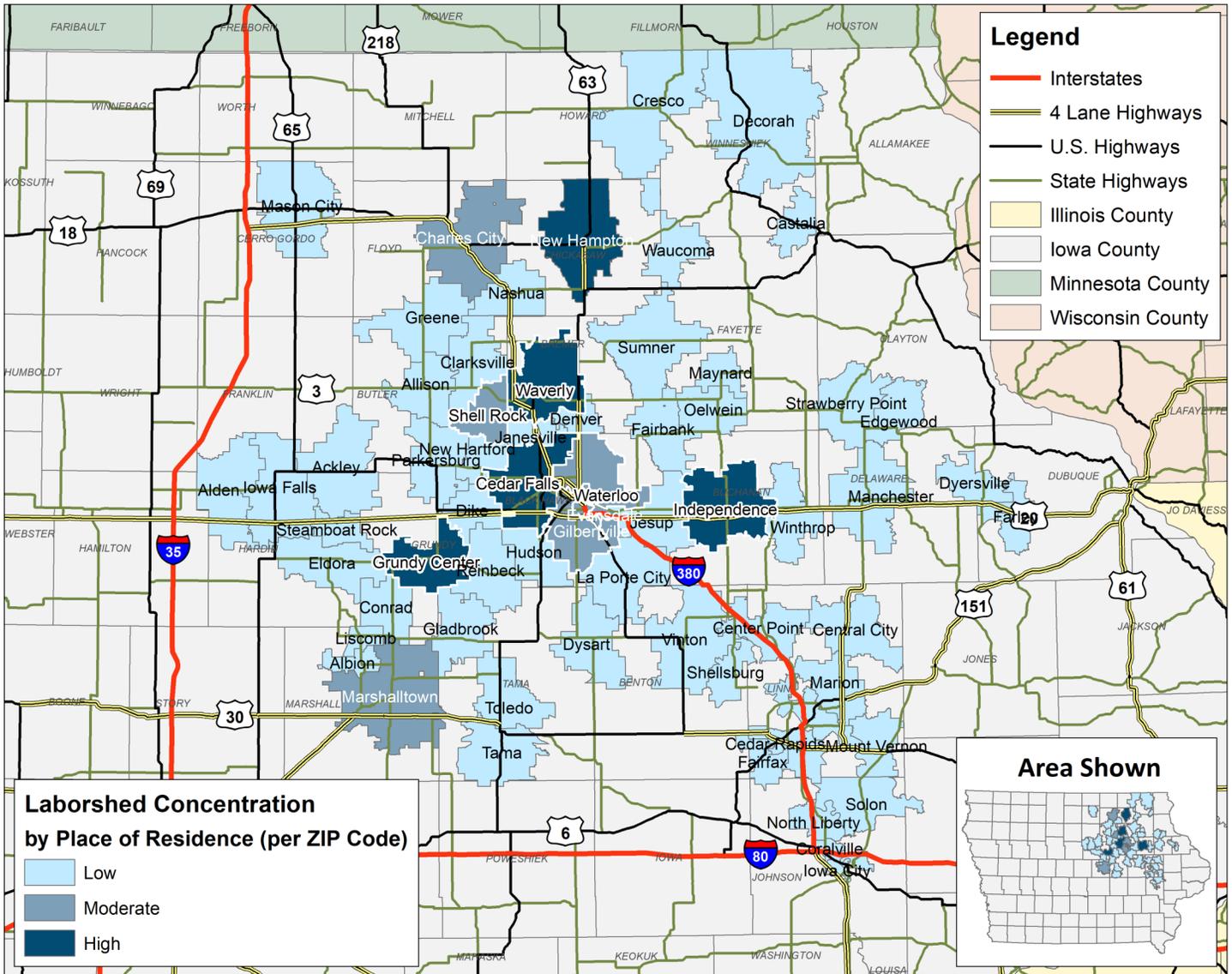
LABOR CHARACTERISTICS

ADVANCED MANUFACTURING



CEDAR VALLEY 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 16 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 28 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE CEDAR VALLEY REGIONAL LABORSHED, CONTACT:

LABOR CHARACTERISTICS

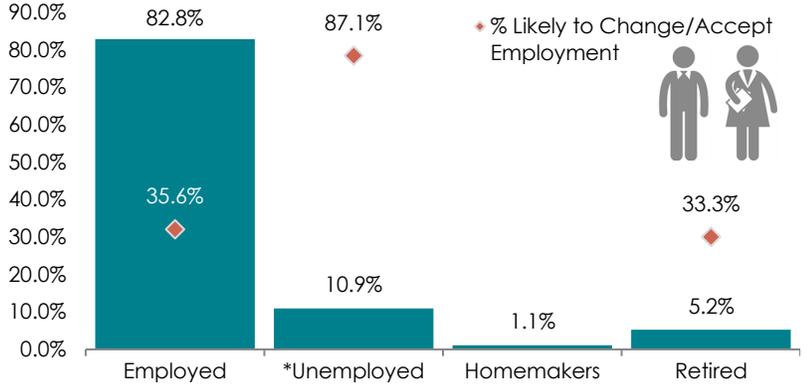


ADVANCED MANUFACTURING

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Bus & Truck Mechanics & Diesel Engine Specialists - 0.7%
- Chemical Plant & System Operators - 0.7%
- Crane & Tower Operators - 0.4%
- Cutting & Slicing Machine Operators - 0.4%
- Electrical & Electronic Engineering Technicians - 0.4%
- Electricians - 2.5%
- Electronics Engineers, Except Computer - 0.4%
- Engineering Technicians, Except Drafters, All Other - 1.4%
- Engineers, All Other - 9.8%
- Extruding & Drawing Machine Operators - 0.4%
- First-Line Supervisors of Mechanics, Installers, & Repairers - 4.6%
- First-Line Supervisors of Production & Operating Workers - 5.3%
- Heavy & Tractor-Trailer Truck Drivers - 15.1%
- Industrial Engineering Technicians - 0.4%
- Industrial Engineers - 1.4%
- Industrial Machinery Mechanics - 0.4%
- Industrial Production Managers - 1.8%
- Industrial Truck & Tractor Operators - 1.4%
- Inspectors & Testers - 3.2%
- Installation, Maintenance, & Repair Workers - 10.9%
- Laborers & Freight, Stock, & Material Movers, Hand - 5.3%
- Light Truck or Delivery Services Drivers - 2.1%
- Machinists - 0.7%
- Mechanical Drafters - 0.4%
- Mechanical Engineering Technicians - 0.4%
- Mechanical Engineers - 0.4%
- Metal-Refining Furnace Operators & Tenders - 0.4%
- Molders, Shapers, & Casters - 0.7%
- Molding, Coremaking, & Casting Machine Operators - 0.4%
- Multiple Machine Tool Operators - 1.4%
- Packaging & Filling Machine Operators & Tenders - 1.1%
- Packers & Packagers, Hand - 1.4%
- Production Workers, All Other - 13.0%
- Structural Metal Fabricators & Fitters - 0.7%
- Team Assemblers - 5.3%
- Tool & Die Makers - 1.1%
- Water & Wastewater Treatment Plant & System Operators - 1.1%
- Welders, Cutters, Solderers, & Brazers - 3.2%
- Welding, Soldering, & Brazing Machine Operators - 0.4%

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



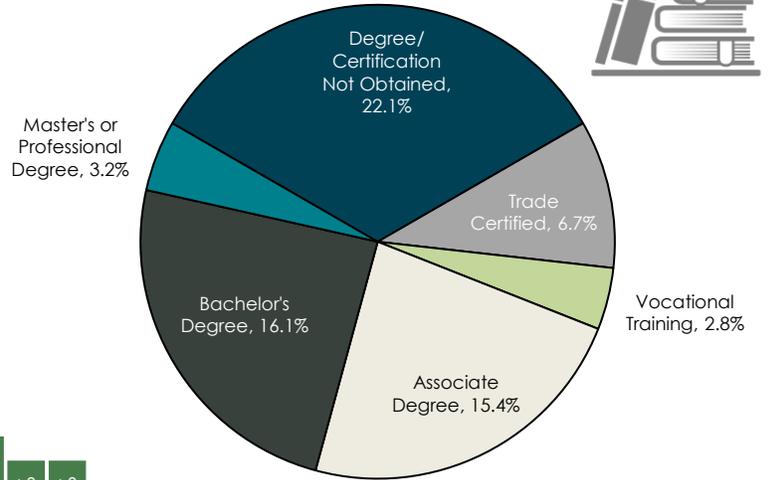
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 69.0% paid an hourly wage
- 96.4% are/were employed full-time
- 3.6% are/were employed part-time
- 9.8% are/were self-employed
- 11.5% hold two or more jobs
- Currently working an average of 47 hours/week

EDUCATIONAL LEVEL:

(66.3% HAVE AN EDUCATION BEYOND HIGH SCHOOL)

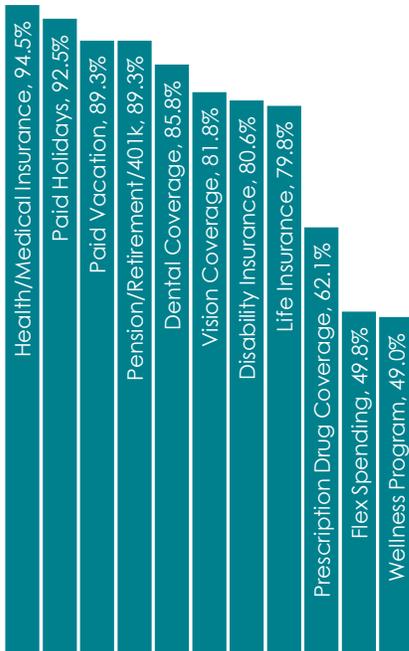


UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 1.1%
- Mismatch of skills - 9.5%
- Low income - 0.4%
- Total - 10.5%

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 74.5%
 - www.indeed.com
 - www.linkedin.com
 - www.facebook.com
 - www.monster.com
- Networking through friends, family or acquaintances - 41.7%
- IowaWORKS Centers - 30.3%
- Newspapers - 19.2%



LABOR CHARACTERISTICS



ADVANCED MANUFACTURING

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$23.21	\$15.89	\$26.87	\$23.47	\$48,279
Chemical Engineers	17-2041	\$46.17	\$38.10	\$50.21	\$45.48	\$96,035
Chemical Equipment Operators and Tenders	51-9011	\$24.57	\$17.74	\$27.99	\$23.85	\$51,112
Chemical Plant and System Operators	51-8091	\$30.03	\$19.01	\$35.55	\$29.83	\$62,468
Computer Hardware Engineers	17-2061	\$41.54	\$25.13	\$49.74	\$40.69	\$86,394
Cooling and Freezing Equipment Operators and Tenders	51-9193	\$20.28	\$15.97	\$22.44	\$18.73	\$42,184
Crane and Tower Operators	53-7021	\$27.93	\$22.06	\$30.87	\$25.87	\$58,104
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$19.03	\$14.35	\$21.37	\$19.49	\$39,586
Electrical and Electronic Engineering Technicians	17-3023	\$35.48	\$27.60	\$39.43	\$35.28	\$73,808
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$30.04	\$25.40	\$32.36	\$30.24	\$62,477
Electrical Engineers	17-2071	\$50.83	\$36.67	\$57.91	\$49.27	\$105,724
Electricians	47-2111	\$28.75	\$18.25	\$34.00	\$27.75	\$59,799
Electro-Mechanical Technicians	17-3024	\$28.45	\$22.31	\$31.51	\$28.12	\$59,170
Electronics Engineers, Except Computer	17-2072	\$45.07	\$34.35	\$50.44	\$43.23	\$93,753
Engineers, All Other	17-2199	\$41.33	\$27.31	\$48.34	\$38.16	\$85,967
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	\$34.02	\$22.72	\$39.67	\$32.48	\$70,759
First-Line Supervisors of Production and Operating Workers	51-1011	\$30.61	\$20.44	\$35.70	\$28.56	\$63,667
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	\$17.71	\$16.34	\$18.39	\$17.82	\$36,834
Foundry Mold and Coremakers	51-4071	\$21.30	\$15.51	\$24.20	\$19.63	\$44,306
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	\$24.42	\$17.88	\$27.69	\$26.01	\$50,799
Grinding and Polishing Workers, Hand	51-9022	\$18.48	\$14.21	\$20.61	\$17.82	\$38,429
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	\$18.29	\$15.01	\$19.92	\$18.18	\$38,034
Helpers--Production Workers	51-9198	\$16.16	\$12.98	\$17.75	\$16.03	\$33,616
Industrial Engineering Technicians	17-3026	\$29.62	\$19.26	\$34.80	\$26.23	\$61,616
Industrial Engineers	17-2112	\$42.91	\$31.46	\$48.63	\$40.30	\$89,251
Industrial Machinery Mechanics	49-9041	\$25.28	\$19.17	\$28.33	\$25.45	\$52,581
Industrial Production Managers	11-3051	\$49.55	\$33.20	\$57.73	\$46.20	\$103,069
Industrial Truck and Tractor Operators	53-7051	\$19.83	\$16.05	\$21.72	\$19.55	\$41,246
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$22.72	\$15.82	\$26.16	\$21.87	\$47,251
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$20.42	\$14.37	\$23.44	\$19.13	\$42,475
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	\$20.72	\$13.28	\$24.44	\$20.71	\$43,095
Machine Feeders and Offbearers	53-7063	\$23.44	\$13.67	\$28.33	\$20.54	\$48,757
Machinists	51-4041	\$21.73	\$16.68	\$24.26	\$21.55	\$45,202
Maintenance and Repair Workers, General	49-9071	\$21.01	\$13.77	\$24.63	\$20.69	\$43,696
Maintenance Workers, Machinery	49-9043	\$27.55	\$20.19	\$31.24	\$25.51	\$57,313
Material Moving Workers, All Other	53-7199	\$20.74	\$14.41	\$23.90	\$15.97	\$43,130
Materials Engineers	17-2131	\$45.91	\$33.51	\$52.11	\$41.89	\$95,501
Mechanical Drafters	17-3013	\$31.50	\$21.27	\$36.61	\$28.78	\$65,510
Mechanical Engineering Technicians	17-3027	\$28.32	\$20.75	\$32.10	\$27.69	\$58,902
Mechanical Engineers	17-2141	\$44.29	\$30.80	\$51.04	\$41.82	\$92,132
Metal Workers and Plastic Workers, All Other	51-4199	\$23.66	\$16.21	\$27.39	\$21.68	\$49,214
Metal-Refining Furnace Operators and Tenders	51-4051	\$21.81	\$16.55	\$24.45	\$21.06	\$45,372
Millwrights	49-9044	\$26.20	\$17.43	\$30.58	\$23.67	\$54,488
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$19.96	\$15.78	\$22.04	\$18.73	\$41,508
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$18.26	\$14.88	\$19.96	\$18.03	\$37,987
Packaging and Filling Machine Operators and Tenders	51-9111	\$19.67	\$12.59	\$23.21	\$17.20	\$40,908
Packers and Packagers, Hand	53-7064	\$15.23	\$10.83	\$17.43	\$15.92	\$31,675
Patternmakers, Metal and Plastic	51-4062	\$24.90	\$17.79	\$28.46	\$24.91	\$51,795
Plant and System Operators, All Other	51-8099	\$33.39	\$27.56	\$36.30	\$34.13	\$69,445
Pourers and Casters, Metal	51-4052	\$22.32	\$17.65	\$24.66	\$22.18	\$46,426
Production Workers, All Other	51-9199	\$15.13	\$8.96	\$18.22	\$14.61	\$31,474
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	\$20.94	\$15.54	\$23.64	\$21.15	\$43,563
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	\$21.21	\$15.99	\$23.82	\$20.92	\$44,116
Structural Metal Fabricators and Fitters	51-2041	\$20.20	\$16.41	\$22.09	\$19.78	\$42,012
Tool and Die Makers	51-4111	\$25.34	\$20.25	\$27.89	\$24.94	\$52,716
Tool Grinders, Filers, and Sharpeners	51-4194	\$18.66	\$16.56	\$19.71	\$18.17	\$38,815
Water and Wastewater Treatment Plant and System Operators	51-8031	\$24.18	\$16.93	\$27.81	\$25.00	\$50,298
Welders, Cutters, Solderers, and Brazers	51-4121	\$20.24	\$15.97	\$22.37	\$20.47	\$42,093
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$20.25	\$17.01	\$21.88	\$20.27	\$42,129

The 2021 Iowa Wage data for the Cedar Valley Regional 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.

Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2021.