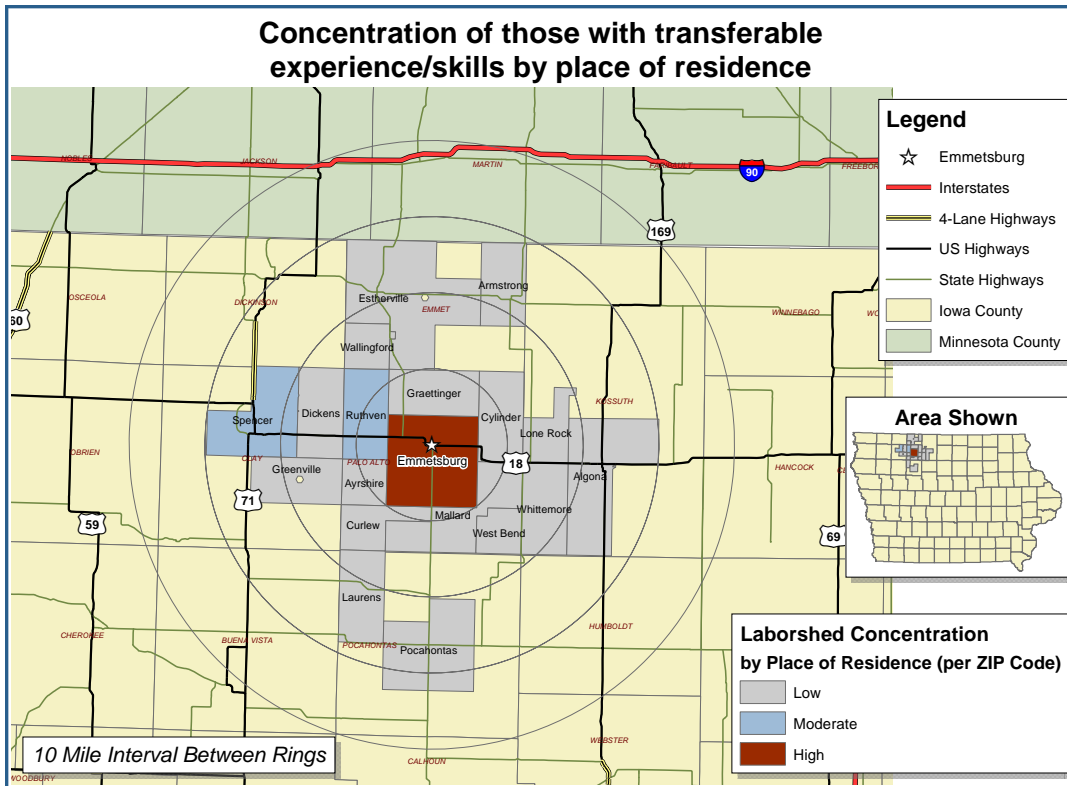


Labor Characteristics

Biofuels

Palo Alto County, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Sales Managers - 59
- Supervisors - 593
- Billing Clerks - 119
- Office Clerks - 356
- Secretaries & Administrative Assistants - 949

Production:

- Engineering Managers - 61
- Supervisors - 653
- Maintenance & Repair Workers - 118
- Production Workers - 475
- Water & Liquid Waste Treatment Plant & System Operators - 58
- Weighers, Measurers, Checkers, & Samplers - 60

Material Moving:

- Forklift Operators - 120
- Heavy Truck Drivers - 355

An estimated total of **3,976** people in the Laborshed area

Workers who have transferable experience/skills in the area are currently commuting an average of 11 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 15 miles one way for the right employment opportunity.

Employment Status:

77.6% Employed

- 25.0% of the employed are willing to change employment

11.9% Unemployed

- 87.5% of the unemployed are willing to accept employment

4.5% Homemakers, Not Employed

6.0% Retired

Education Levels:

- 67.2% Education beyond high school
- 7.5% Trade certified
- 10.4% Vocational training
- 14.9% Associate degree
- 10.4% Undergraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 77.3%
- Varied shifts (2nd, 3rd, & split) - 40.9%
- Job sharing - 31.8%
- Job teams - 90.9%
- Seasonal work - 31.8%
- Temporary work - 22.7%

Other Facts:

- 78.8% paid an hourly wage
- 83.6% are/were employed full-time
- 11.9% are/were employed part-time
- 3.0% are/were seasonally employed
- 1.5% are/were self-employed
- 9.6% hold two or more jobs
- Currently working an average of 44 hrs/week

Current Benefits:

- Health/medical insurance - 89.3%
- Pension/retirement/401K - 75.0%
- Dental coverage - 37.5%
- Paid vacation - 30.4%
- Vision coverage - 25.0%
- Paid sick leave - 21.4%
- Disability insurance - 17.9%
- Paid holidays - 14.3%
- Life insurance - 12.5%
- Prescription drug coverage - 7.1%
- Paid Time Off (PTO) - 7.1%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 83.3%
- Pension/retirement/401K - 33.3%
- Dental coverage - 27.8%
- Paid vacation - 16.7%
- Vision coverage - 11.1%
- Paid sick leave - 5.6%
- Paid Time Off (PTO) - 5.6%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
 - www.monster.com
 - www.iowaworkforce.org
- Local/Regional Newspapers
 - Emmetsburg Reporter/Democrat
 - The Des Moines Register
 - The Messenger - Fort Dodge
- Iowa Workforce Development Centers
- Networking

Underemployment:

Total Underemployment - 3.0%

- Low hours - 1.5%
- Mismatch of skills - 1.5%
- Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.

The Iowa Workforce Development Region 3/4 service area aggregated wage data was also extracted from the Iowa Wage Survey and is provided in the table on page 2 which reflects mean, entry, experienced, and median wages.

For more information contact:

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Information was compiled by Iowa Workforce Development using 2010 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Agricultural Workers, All Other	45-2099	\$ 9.30	\$ 7.56	\$ 10.17	\$ 8.93
Bakers	51-3011	\$ 9.97	\$ 8.45	\$ 10.73	\$ 9.47
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 24.53	\$ 20.34	\$ 26.63	\$ 23.39
Computer and Information Systems Managers	11-3021	\$ 31.81	\$ 24.22	\$ 35.61	\$ 33.01
Dietitians and Nutritionists	29-1031	\$ 26.68	\$ 19.76	\$ 30.14	\$ 25.71
Engineering Managers	11-9041	\$ 47.24	\$ 30.89	\$ 55.40	\$ 44.57
Environmental Science and Protection Technicians, Including Health	19-4091	\$ 22.59	\$ 14.14	\$ 26.82	\$ 22.08
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	\$ 12.31	\$ 8.89	\$ 14.02	\$ 10.48
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 23.92	\$ 16.12	\$ 27.82	\$ 22.20
Healthcare Support Workers, All Other	31-9099	\$ 11.46	\$ 8.88	\$ 12.75	\$ 11.29
Industrial Engineering Technicians	17-3026	\$ 21.93	\$ 17.59	\$ 24.11	\$ 22.01
Industrial Engineers	17-2112	\$ 27.63	\$ 22.80	\$ 30.04	\$ 28.24
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 13.63	\$ 9.21	\$ 15.84	\$ 13.33
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$ 17.43	\$ 12.90	\$ 19.70	\$ 16.91
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.07	\$ 8.99	\$ 13.61	\$ 11.27
Legal Support Workers, All Other	23-2099	\$ 21.68	\$ 17.40	\$ 23.81	\$ 20.00
Licensed Practical and Licensed Vocational Nurses	29-2061	\$ 16.34	\$ 13.98	\$ 17.52	\$ 16.58
Market Research Analysts	19-3021	\$ 27.02	\$ 15.15	\$ 32.94	\$ 22.35
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	\$ 11.79	\$ 10.08	\$ 12.64	\$ 11.83
Medical and Clinical Laboratory Technicians	29-2012	\$ 17.48	\$ 12.67	\$ 19.88	\$ 17.58
Pharmacy Technicians	29-2052	\$ 12.94	\$ 11.01	\$ 13.91	\$ 12.83
Production Workers, All Other	51-9199	\$ 12.95	\$ 10.40	\$ 14.23	\$ 12.54
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 16.86	\$ 12.08	\$ 19.25	\$ 17.24

This Iowa Wage Survey for Iowa Workforce Development (IWD) Regions 3 and 4 service area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 3 and 4 service area. The source of the wage and employment data is the 2009 Iowa Wage Survey. Additional data from the Iowa Wage Survey for individual counties, Iowa Workforce Development regions, and by industry statewide are available on the Iowa Workforce Development web site located at www.iowaworkforce.org.