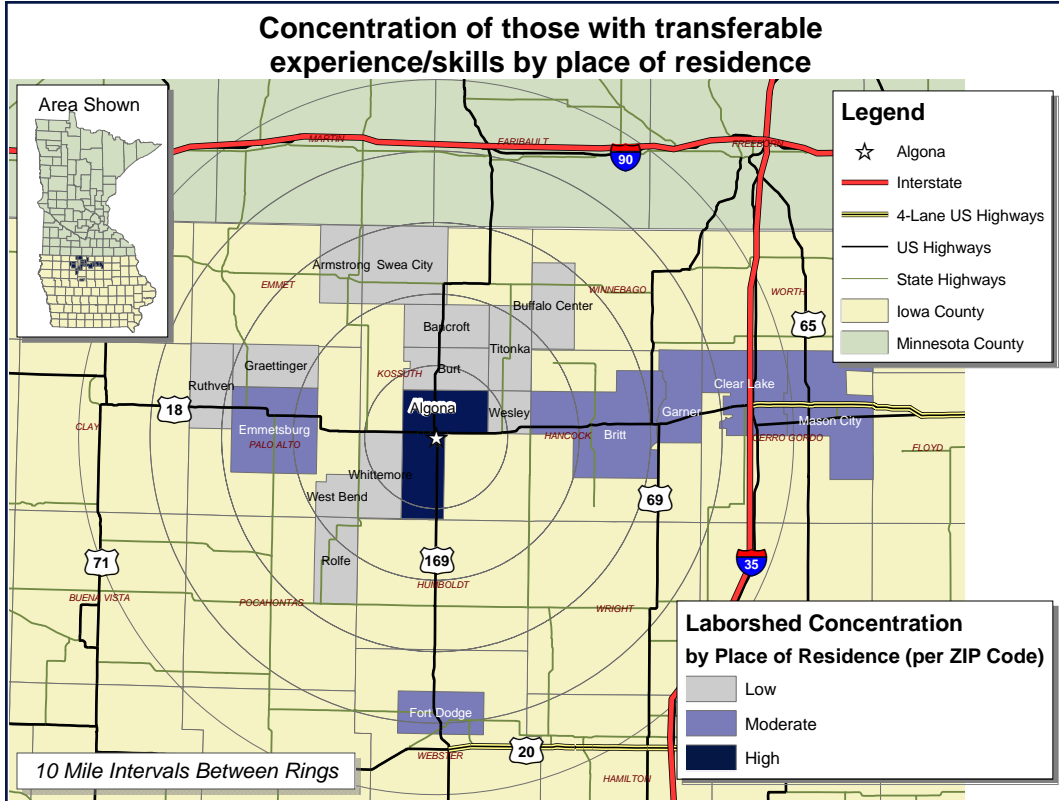


Labor Characteristics

Biodiesel & Ethanol Production

Kossuth County, IA



Potential Available Labor Per Occupational Category:

Business Operations:

- Supervisors - 422
- Billing Clerks - 138
- Order Clerks - 151
- Shipping & Receiving Clerks - 137
- Stock Clerks & Order Fillers - 142
- Secretaries & Office Support - 2,018

Production:

- Supervisors - 1,447
- Engineers - 140
- Electrical Engineering Technicians - 432
- Maintenance & Repair - 572
- Production Workers - 5,181

Material Movers:

- Supervisors - 133
- Heavy Truck Drivers - 292
- Forklift Operators - 441

An estimated total of 11,646 people in the Laborshed area

Workers who have transferable experience/skills are currently commuting an average of 10 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 14 miles one way for the right employment opportunity.

Employment Status:

85.2% Employed

- 24.6% of the employed are willing to change employment

7.4% Unemployed

- 4.9% Homemakers, Not Employed
- 2.5% Retired

Education Levels:

- 55.6% Education beyond high school
- 17.3% Associate degree
- 3.7% Trade certified
- 2.5% Vocational training
- 4.9% Undergraduate degree
- 2.5% Post graduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 78.6%
- Varied shifts (2nd, 3rd, & split) - 21.4%
- Job sharing - 14.3%
- Job teams - 71.4%
- Seasonal work - 17.9%
- Temporary work - 14.8%

Other Facts:

- 97.5% paid an hourly wage
- 88.9% are/were employed full-time
- 8.6% are/were employed part-time
- 11.5% hold more than one job
- Currently working an average of 45 hrs/week

Current Benefits:

- Health/medical insurance - 90.1%
- Pension/retirement/401K - 69.0%
- Dental coverage - 52.1%
- Paid vacation - 40.8%
- Vision coverage - 28.2%
- Life insurance - 22.5%
- Paid holidays - 19.7%
- Paid sick leave - 11.3%
- Disability insurance - 11.3%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 92.3%
- Paid vacation - 26.9%
- Dental coverage - 23.1%
- Pension/retirement/401K - 19.2%
- Vision coverage - 11.5%

Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
 - Globe Gazette - Mason City
 - The Des Moines Register
 - The Messenger - Fort Dodge
- The Internet
 - www.iowaworkforce.org
 - www.iowajobs.com
 - www.careerbuilder.com
- Local Iowa Workforce Development Centers
- Networking through family, friends, acquaintances

Underemployment:

Total Underemployment - 4.9%

- Low hours - 0.0%
- Mismatch of skills - 3.7%
- Low income - 1.2%

IWD only counts individuals once when estimating Total Underemployment.



The Iowa Workforce Development (IWD) Region 3 & 4 aggregate 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.

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Information was compiled by Iowa Workforce Development using 2008 Laborshed data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Agricultural and Food Science Technicians	19-4011	\$ 13.27	\$ 9.31	\$ 15.24	\$ 13.30
Agricultural Equipment Operators	45-2091	\$ 11.87	\$ 9.95	\$ 12.82	\$ 11.86
Agricultural Inspectors	45-2011	\$ 21.02	\$ 14.04	\$ 24.51	\$ 22.61
Bill and Account Collectors	43-3011	\$ 14.50	\$ 11.24	\$ 16.13	\$ 13.85
Billing and Posting Clerks and Machine Operators	43-3021	\$ 13.23	\$ 10.32	\$ 14.69	\$ 12.65
Industrial Production Managers	11-3051	\$ 33.57	\$ 18.90	\$ 40.91	\$ 29.35
Industrial Truck and Tractor Operators	53-7051	\$ 12.27	\$ 10.39	\$ 13.22	\$ 11.96
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 11.78	\$ 8.86	\$ 13.23	\$ 11.14
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 12.91	\$ 11.45	\$ 13.65	\$ 12.89
Office and Administrative Support Workers, All Other	43-9199	\$ 9.65	\$ 6.24	\$ 11.36	\$ 8.23
Production Workers, All Other	51-9199	\$ 13.07	\$ 10.24	\$ 14.50	\$ 12.28
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.19	\$ 8.79	\$ 12.39	\$ 10.93
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 12.47	\$ 9.64	\$ 13.88	\$ 12.67
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 14.52	\$ 9.34	\$ 17.12	\$ 13.57
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 15.61	\$ 11.06	\$ 17.88	\$ 15.87

This Iowa Wage Survey for the Iowa Workforce Development (IWD) Region 3 & 4 service area was produced by the Workforce Data & Business Development Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 3 & 4. The source of the wage and employment data is the 2007 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.