

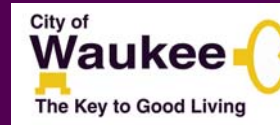
Iowa Wage Survey

This sample of the Iowa Wage Survey was produced by the Labor Market Information Bureau in order to provide communities local information on wages by occupation. This publication was developed specifically for the Waukee Laborshed area, which includes Dallas, Polk, Warren, Madison, and Guthrie Counties

The source of the wage and employment data is the 2001 Occupational Employment Statistics (OES) Survey and is aged to the fourth quarter of 2002. This is a national survey operated cooperatively by the U.S. Department of Labor, Bureau of Labor Statistics and Iowa Workforce Development. As part of this annual national survey, approximately 6,000 Iowa employers are asked to respond to questions regarding occupational employment and wages.

While data were collected by the OES survey, this publication was done independently to provide information on entry-level wages and experienced level wages. The entry and experienced wage levels are computed by determining the mean average of the lower one-third and upper two-thirds respectively of the responses for each occupation. 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.

Biotechnology - Waukee Laborshed			
Occupation	Entry wage	Exp. wage	Median wage
Natural Sciences Managers	31.11	57.35	48.66
Conservation Scientists	18.89	27.07	24.85
Life Scientists, All Other	23.05	45.94	39.19
Atmospheric and Space Scientists	17.68	34.06	28.19
Chemists	16.29	28.33	24.10
Environmental Scientists and Specialists, Including Health	13.86	24.81	19.46
Geoscientists, Except Hydrologists and Geographers	15.87	29.73	23.28
Market Research Analysts	15.94	29.79	23.44
Biological Technicians	14.85	22.77	19.55
Chemical Technicians	9.65	15.08	12.21
Forest and Conservation Technicians	14.19	17.12	16.32
Life, Physical, and Social Science Technicians, All Other	9.54	16.27	13.01
Medical and Clinical Laboratory Technicians	9.63	16.06	13.55
Nuclear Medicine Technologists	13.93	21.28	19.34
Radiologic Technologists and Technicians	9.94	17.82	15.43
Emergency Medical Technicians and Paramedics	8.20	16.89	11.98
Pharmacy Technicians	8.89	11.56	10.75
Veterinary Technologists and Technicians	10.14	13.12	12.20
All Other Health Professionals and Technicians	10.61	18.65	14.36
Stationary Engineers and Boiler Operators	13.63	20.98	18.14
Plant and System Operators, All Other	17.96	31.82	30.46
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	10.78	14.38	12.67
Inspectors, Testers, Sorters, Samplers, and Weighers	8.06	14.87	12.54
Production Workers, All Other	7.95	11.37	8.72
Laborers and Freight, Stock, and Material Movers, Hand	8.43	12.47	10.62



Waukee Iowa Labor Availability Biotechnology

Executive Summary



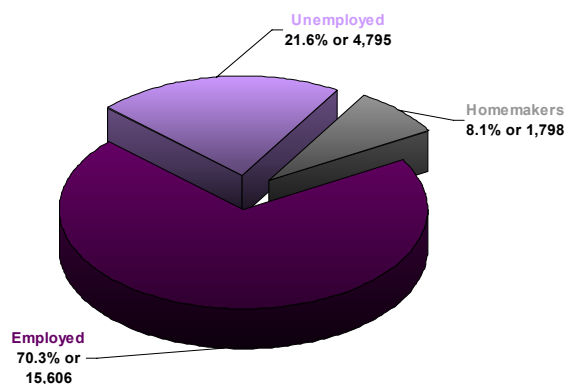
This information is compiled by the Workforce Research Bureau of Iowa Workforce Development (IWD).
1000 E. Grand Avenue, Des Moines, Iowa 50319-0209, (515) 281-4896.

www.iowaworkforce.org

LABOR AVAILABILITY FACTS

Total Potential Laborforce: 22,199

Estimated Number of Individuals with experience in Biotechnology

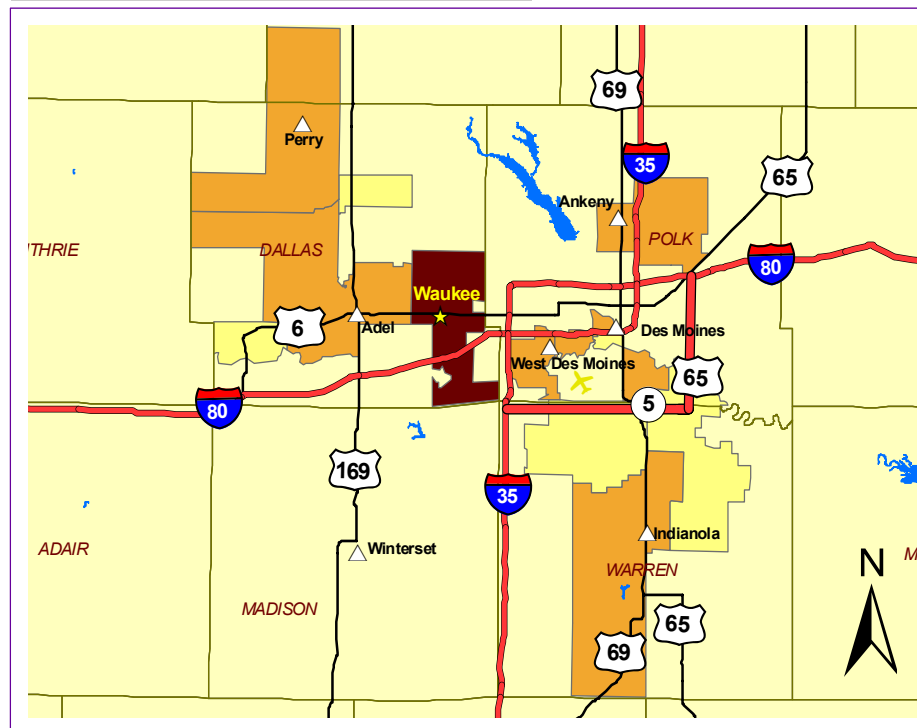


Potential Available Labor by Occupation:

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment with skills in Manufacturing: (approximately 12,010)

Respondent's Occupation	Potential Total in Laborshed
Professional, Paraprofessional & Technical	6,606
Sales & Related	601
Agriculture/Forestry/Fishing	601
Production, Construction, & Operating	4,204

Skills in Biotechnology in Waukee



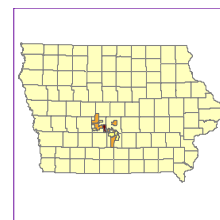
0 5 10 20 30 40 Miles

Employee Concentration by Place of Residence

- Low
- Moderate
- High

Legend

- Iowa Counties
- Des Moines Airport
- Interstate Highway
- U.S. Highway



Commuting Statistics:

The residents of Waukee with work experience in Biotechnology are prepared to commute great distances for the right opportunity.

- ▶ Zone 1 (living in Waukee) residents are willing to commute an average of 27 miles one way;
- ▶ Zone 2 residents are willing to commute an average of 30 miles one way;
- ▶ Zone 3 residents are willing to travel an average of 27 miles one way.

Overall, this group is willing to commute approximately 28 miles one way for employment.

EMPLOYED

Quick Facts:

- ▶ Estimated 7,807 willing to change employment.

Education

- ▶ 80.8% have education/training beyond high school;
- ▶ 53.9% have an undergraduate degree;
- ▶ 7.7% have a post graduate/professional degree;
- ▶ 53.8% desire additional education/training in order to prepare themselves for future positions;
- ▶ 34.6% stated they are likely to seek training within the next year.

Gender and Age Characteristics

- ▶ 65.4% are male, 34.6% are female;
- ▶ Average age is 38 years;
- ▶ 76.9% are age 18 to 44 years.

Workforce Adaptability

- ▶ 69.5% would consider cross training work environments;
- ▶ 30.8% expressed interest in a variety of work schedules (combinations of 2nd, 3rd, or split shifts);
- ▶ 50.0% prefer both seasonal and temporary work opportunities.

Wage Characteristics

- ▶ Median current wage: \$15.33/hr. (non-salaried); median current salary: \$50,500/yr. (salaried);
- ▶ Range to attract 66% to 75% of the most qualified individuals, is \$23.00 to \$27.50/hr (non-salaried) or \$56,960 to \$60,000/yr (salaried).

Out-commuters:

- ▶ Estimated 172 are willing to change employment.

Commuter Statistics

- ▶ Out-commuters are willing to travel an average of 28 miles one way;
- ▶ 50.0% of those commuting out of Waukee for employment are willing to change employment;
- ▶ All are employed within the Des Moines MSA.

Education

- ▶ All have education/technical training beyond high school;
- ▶ 83.3% have an undergraduate degree;
- ▶ 16.7% have a post graduate/professional degree.

Wage Characteristics

- ▶ Median current wage: \$17.60/hr. (non-salaried); Range to attract 66% to 75% of the most qualified individuals, is \$22.01 to \$24.50/hr (non-salaried).

Underemployed:

- ▶ 7.7% (estimated 601) are considered underemployed;
- ▶ All are likely to change employment for the right opportunity.



NOT EMPLOYED

Unemployed:

- ▶ Estimated 3,603 of the unemployed are willing to accept employment;

Median previous wage:

- ▶ \$13.00/hr (non-salaried)

Gender and Age Characteristics

- ▶ 75.0% are male and 25.0% female;
- ▶ Average age is 41 years;
- ▶ 57.1% of the unemployed are age 18 to 44 years

Duration of Unemployment

- ▶ 50.0% became unemployed within the last year.

Education

- ▶ 50.0% have an undergraduate degree;
- ▶ 12.5% have a post graduate/professional degree.

Workforce Adaptability

- ▶ 100.0% would consider cross training, job sharing, and job team work environments;
- ▶ 33.3% expressed interest in a variety of work schedules (combinations of 2nd, 3rd, or split shifts);
- ▶ 50.0% prefer seasonal and temporary work opportunities.

Homemakers:

- ▶ Estimated 601 of the unemployed are willing to accept employment;

Gender and Age Characteristics

- ▶ All are female;
- ▶ Average age is 40 years;
- ▶ 33.3% of the unemployed are age 18 to 44 years

Education

- ▶ All have some education beyond high school;
- ▶ 33.3% have an undergraduate or post graduate/professional degree.