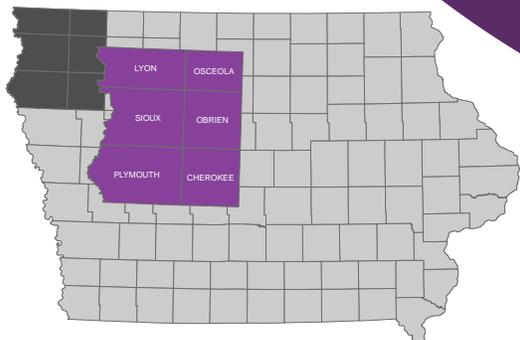


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REGIONAL ANALYSIS

CHEROKEE, LYON, O'BRIEN, OSCEOLA, PLYMOUTH AND SIOUX COUNTIES

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2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

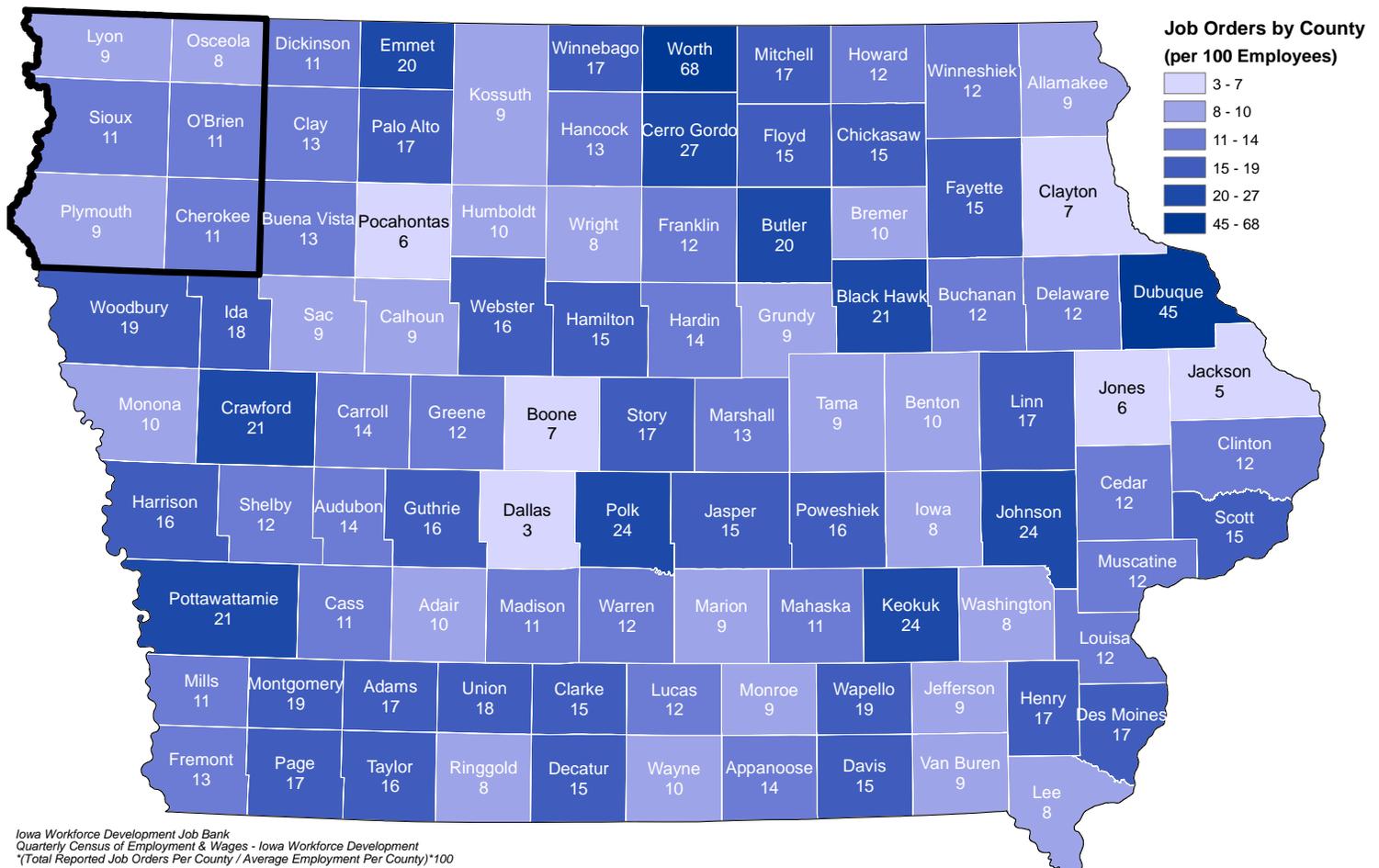
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the Employment Benefit Analysis. The results of the survey were analyzed on both a statewide and regional basis.

Beginning in August 2016, 1,305 employers operating 1,527 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (November 16, 2016), IWD had received 613 responses, yielding a 47.0 percent response rate.



VACANCY ESTIMATES

Number of Job Orders by County (per 100 Employees)*



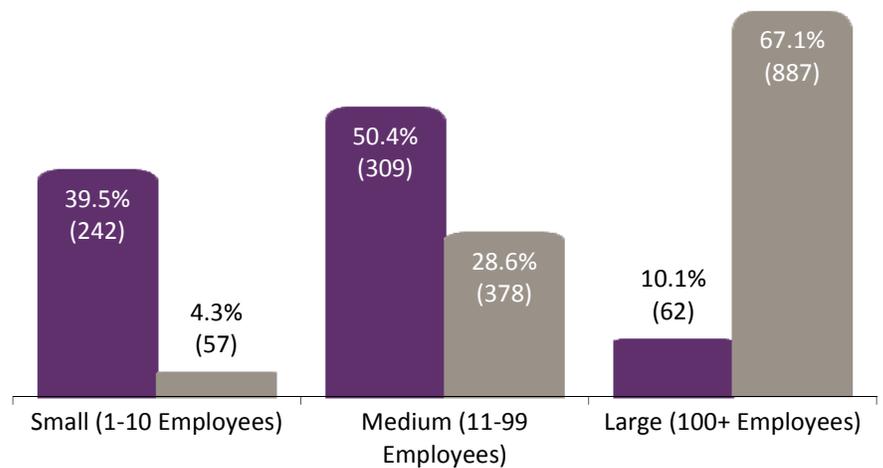
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size

■ Share of Survey Respondents ■ Share of All Reported Job Vacancies



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Transportation & Material Moving	738	14.6%	\$11.18	\$17.67	**
Office & Administrative Support	479	9.5%	\$10.39	\$15.49	**
Healthcare Practitioner & Technical	466	9.2%	\$16.49	\$29.18	**
Production	463	9.2%	\$11.94	\$16.82	**
Architecture & Engineering	425	8.4%	\$17.89	\$28.44	**
Food Preparation & Serving Related	341	6.7%	\$8.19	\$9.42	**
Sales & Related	306	6.1%	\$8.27	\$16.84	**
Computer & Mathematical Science	259	5.1%	\$18.04	\$29.89	**
Installation, Maintenance & Repair	229	4.5%	\$13.54	\$20.33	**
Management	224	4.4%	\$20.94	\$39.90	**
Healthcare Support	214	4.2%	\$10.38	\$13.43	**
Construction & Extraction	201	4.0%	\$13.40	\$19.20	**
Business & Financial Operations	174	3.4%	\$13.32	\$25.28	**
Building & Grounds Cleaning & Maintenance	105	2.1%	\$8.44	\$11.92	**
Arts, Design, Entertainment, Sports & Related	83	1.6%	\$8.37	\$15.17	**
Protective Service	72	1.4%	\$10.89	\$19.48	**
Life, Physical & Social Science	70	1.4%	\$15.24	\$24.78	**
Community & Social Services	63	1.2%	\$11.65	\$18.26	**
Education, Training & Library	62	1.2%	\$11.87	\$19.50	**
Farming, Fishing & Forestry	53	1.0%	\$13.02	\$17.78	**
Personal Care & Service	25	0.5%	\$8.66	\$11.34	**
Legal	1	0.0%	\$17.53	\$28.37	**

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

³Iowa's Long-Term Occupational Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

**Insufficient data to report



VACANCY ESTIMATES

Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Accommodation & Food Services	2,983	399	13.4%	\$4.95	**
Transportation & Warehousing	2,230	219	9.8%	\$19.74	**
Health Care & Social Assistance	5,503	469	8.5%	\$11.22	**
Construction	2,225	114	5.1%	\$15.14	**
Agriculture, Forestry, Fishing & Mining	2,744	120	4.4%	\$15.91	**
Information	468	18	3.8%	\$7.32	**
Manufacturing	9,489	313	3.3%	\$19.25	**
Arts, Entertainment & Recreation	180	5	2.8%	**	**
Administrative & Waste Services	857	17	2.0%	\$9.75	**
Wholesale & Retail Trade	6,096	113	1.9%	\$10.17	**
Utilities	192	3	1.6%	**	**
Public Administration	1,458	22	1.5%	\$11.30	**
Professional & Technical Services	966	8	0.8%	\$11.62	**
Personal Services	983	8	0.8%	\$7.18	**
Educational Services	4,506	23	0.5%	\$13.58	**
Finance, Insurance & Real Estate	1,522	7	0.5%	\$15.80	**
Management	562	0	0.0%	\$21.62	**

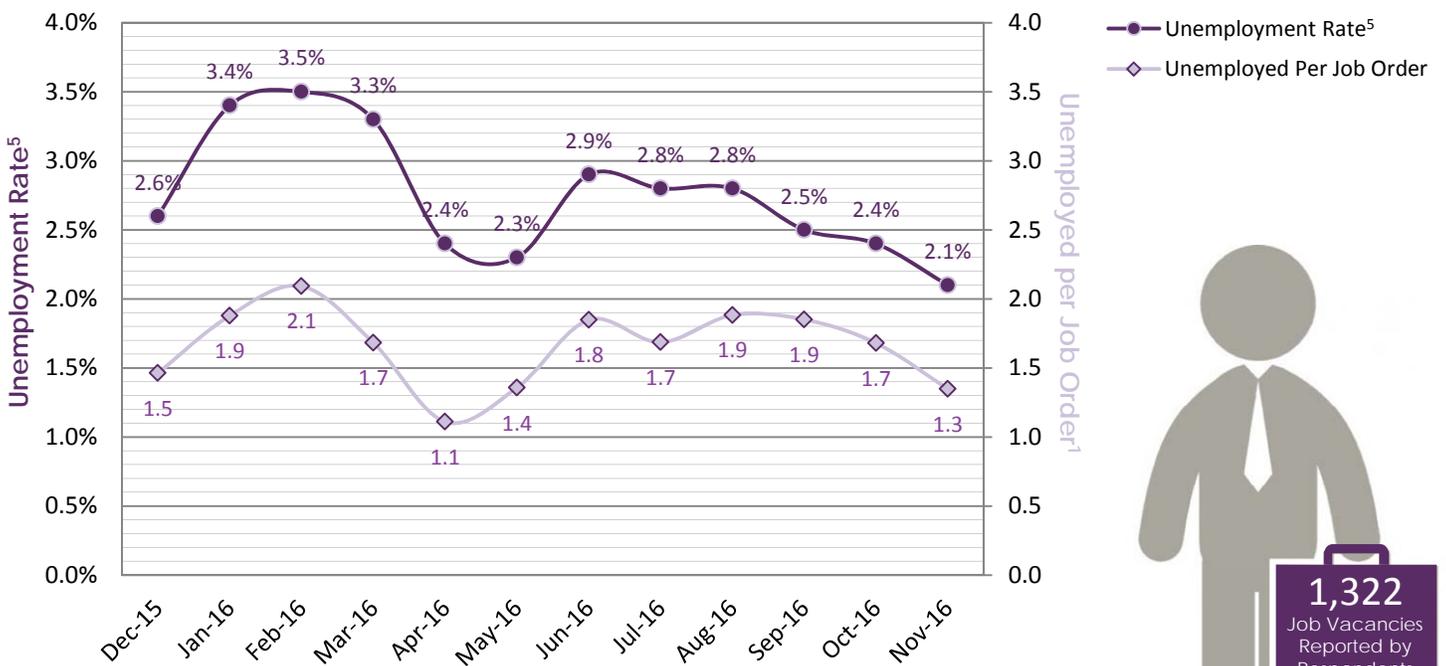
³Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

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*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



¹Iowa Workforce Development Job Bank

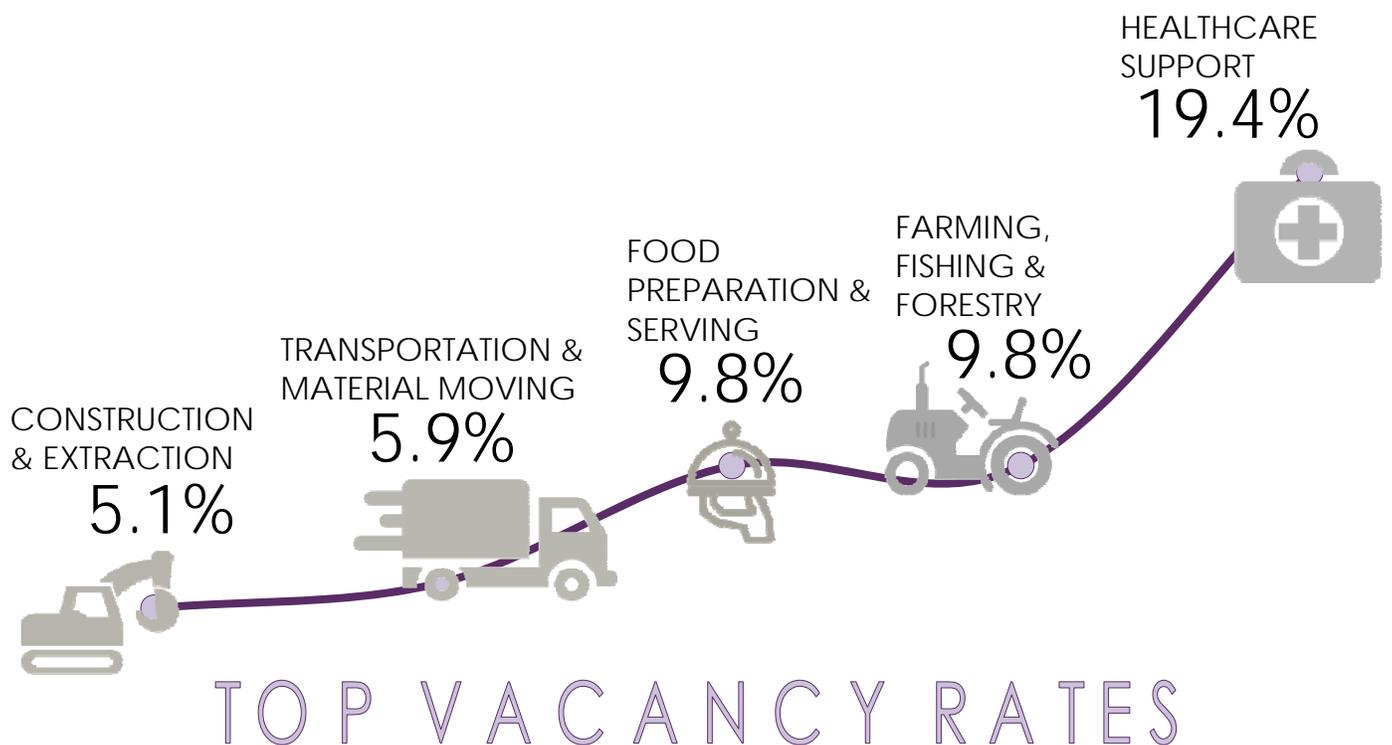
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of February 1, 2017)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Healthcare Support	1,320	257	19.4%	\$10.38	**
Farming, Fishing & Forestry	610	60	9.8%	\$13.02	**
Food Preparation & Serving Related	3,050	298	9.8%	\$8.19	**
Transportation & Material Moving	4,920	292	5.9%	\$11.18	**
Construction & Extraction	2,200	112	5.1%	\$13.40	**
Community & Social Services	570	29	5.0%	\$11.65	**
Production	6,410	310	4.8%	\$11.94	**
Personal Care & Service	1,940	69	3.5%	\$8.66	**
Architecture & Engineering	370	13	3.5%	\$17.89	**
Healthcare Practitioner & Technical	2,120	64	3.0%	\$16.49	**
Installation, Maintenance & Repair	2,450	72	3.0%	\$13.54	**
Management	2,370	59	2.5%	\$20.94	**
Building & Grounds Cleaning & Maintenance	1,830	45	2.5%	\$8.44	**
Arts, Design, Entertainment, Sports & Related	660	12	1.9%	\$8.37	**
Sales & Related	3,900	53	1.4%	\$8.27	**
Business & Financial Operations	1,900	24	1.3%	\$13.32	**
Education, Training & Library	3,170	29	0.9%	\$11.87	**
Office & Administrative Support	6,040	50	0.8%	\$10.39	**
Protective Service	420	3	0.8%	\$10.89	**
Computer & Mathematical Science	390	1	0.3%	\$18.04	**
Legal	80	0	0.0%	\$17.53	**
Life, Physical & Social Science	330	0	0.0%	\$15.24	**

²Iowa Wage Report - Iowa Workforce Development
³Iowa's Long-Term Occupational Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)
 **Insufficient data to report
 *Vacancy Rate calculations can be found in the Methodology





HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Heavy and Tractor-Trailer Truck Drivers	372	\$12.33	\$19.57
Registered Nurses	190	\$18.85	\$23.95
Nursing Aides, Orderlies, and Attendants	174	\$10.59	\$12.65
Stock Clerks and Order Fillers	156	\$9.46	\$14.53
First-Line Supervisors of Food Preparation and Serving Workers	134	\$9.67	\$13.48
Maintenance and Repair Workers, General	94	\$12.15	\$18.07
Customer Service Representatives	89	\$10.69	\$16.76
Retail Salespersons	89	\$8.18	\$12.74
Licensed Practical and Licensed Vocational Nurses	85	\$15.17	\$18.19
Production Workers, All Other	81	\$15.06	\$19.38
Combined Food Preparation and Serving Workers, Including Fast Food	79	\$8.16	\$9.05
Construction Laborers	77	\$11.70	\$16.07
Electrical and Electronic Engineering Technicians	76	\$16.89	\$23.03
First-Line Supervisors of Retail Sales Workers	76	\$10.90	\$14.93
Engineers, All Other	75	\$19.33	\$33.25
Industrial Engineers	75	\$29.55	\$37.63
Healthcare Practitioners and Technical Workers, All Other	73	**	**
First-Line Supervisors of Production and Operating Workers	72	\$18.28	\$26.90
Electricians	71	\$15.09	\$20.73
First-Line Supervisors of Transportation, Material-Moving and Vehicle Operators	70	**	**
Security Guards	69	\$9.40	\$18.29
Laborers and Freight, Stock, and Material Movers, Hand	67	\$11.49	\$14.43
Computer and Information Scientists, Research	63	**	**
Carpenters	62	\$13.59	\$17.53
Light Truck or Delivery Services Drivers	56	\$8.35	\$11.85
Helpers--Production Workers	54	\$12.04	\$14.96
Material Moving Workers, All Other	52	**	**
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	49	\$8.62	\$12.18
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	47	**	**
Driver/Sales Workers	46	**	**

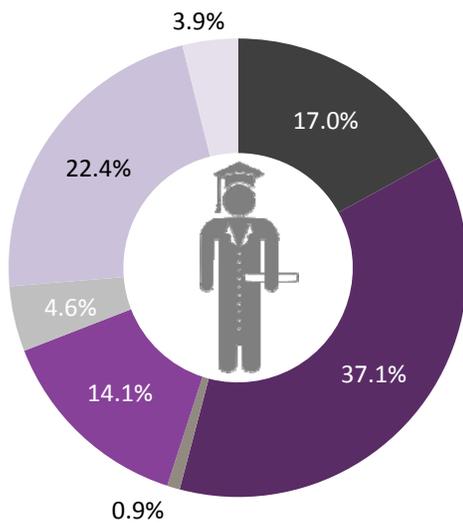
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
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EDUCATION & EXPERIENCE REQUIREMENTS

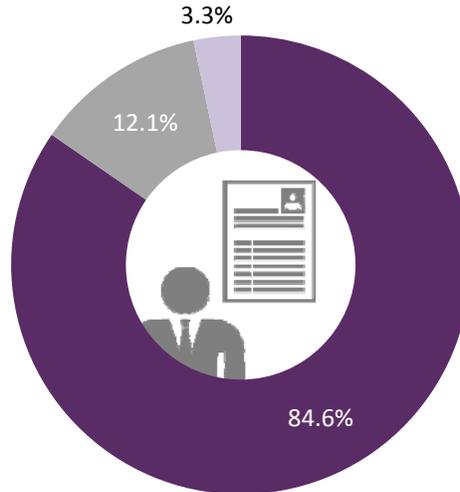
Education and experience level requirements, along with on-the-job training for the job orders (5,053 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



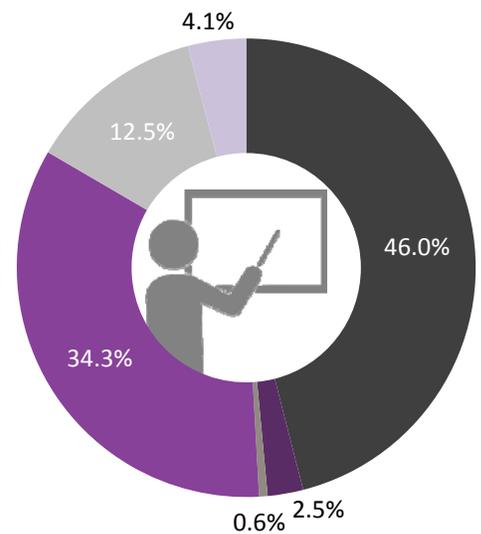
- Less Than High School - 17.0%
- High School Diploma or Equivalent - 37.1%
- Some College, No Degree - 0.9%
- Postsecondary Non-Degree Award - 14.1%
- Associate Degree - 4.6%
- Undergraduate Degree - 22.4%
- Postgraduate/Professional Degree - 3.9%

Experience Requirements - Total Job Orders



- No Experience Required - 84.6%
- Less than 5 Years - 12.1%
- 5 Years of More - 3.3%

On-The-Job Training - Total Job Orders



- None - 46.0%
- Apprenticeship - 2.5%
- Internship/Residency - 0.6%
- Short-term on-the-job training - 34.3%
- Moderate-term on-the-job training - 12.5%
- Long-term on-the-job training - 4.1%



PERCEPTION OF APPLICANTS

Employers that responded to the survey were asked their perceptions on the degree to which job applicants possessed basic, occupational and interpersonal skills.

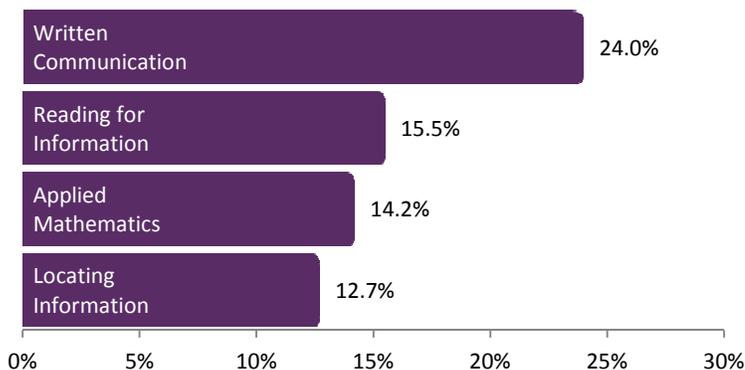
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.7%	19.9%	35.6%	30.5%	8.3%
Applicants possess the basic skills required for the job.	2.5%	10.2%	33.0%	38.6%	15.7%
Applicants possess the hard, or occupational, skills for the job.	8.8%	25.3%	36.4%	21.9%	7.6%
Applicants possess the soft, or interpersonal, skills for the job.	5.1%	19.1%	41.7%	25.8%	8.3%



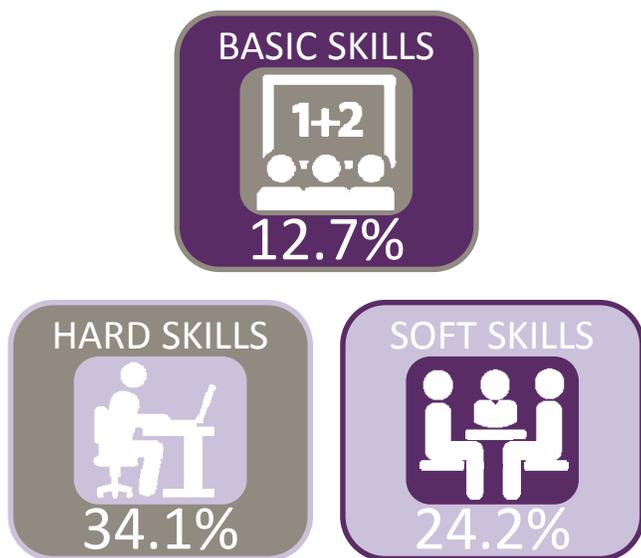
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

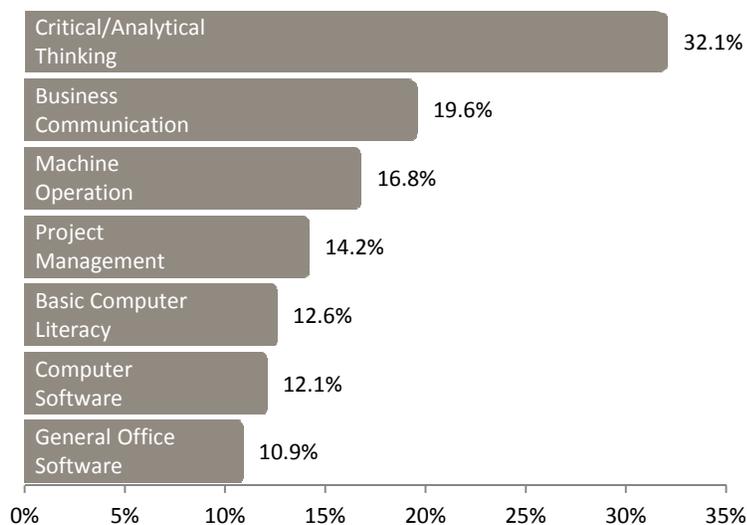


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National Career Readiness Certificate testing program, provides a means to benchmark and certify applicants' skills in Applied Mathematics, Reading for Information and Locating Information. For more information on Skilled Iowa visit www.skillediowa.org.

Percentage of Employers That Perceive A Lack of Skills Among Applicants Across All Categories

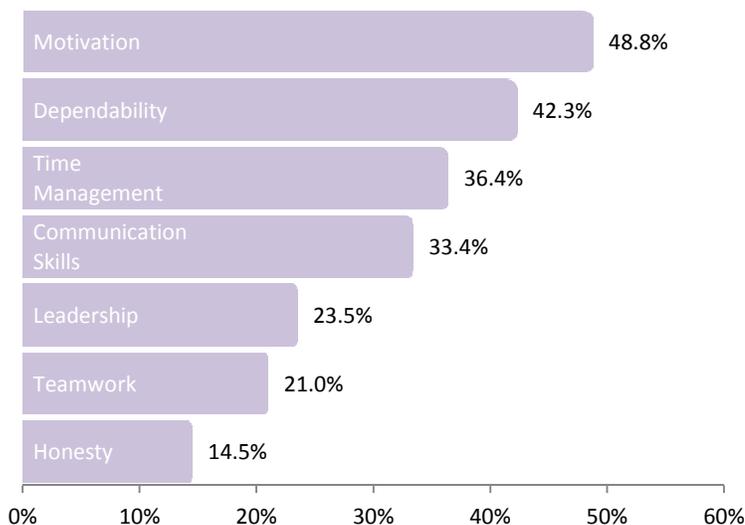


Occupational "Hard" Skills Lacking in Applicants



Occupational "hard" skills are the technical and know-how skills that apply directly to a job. In general, occupational skills include analytical skills, managerial ability, physical ability, knowledge and experience. The exact definition of these skills varies, depending on the job in question.

Interpersonal "Soft" Skills Lacking in Applicants



Interpersonal "soft" skills are skills associated with an individual's habits, personality and character. Soft skills include timeliness, responsibility, integrity and self-esteem. Also included are interpersonal skills such as leadership, customer service and teamwork. Individuals with strong soft skills are well suited to working with others.



TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (82.3%) of employers indicated that they offer employee training.

Where Additional Training is Offered

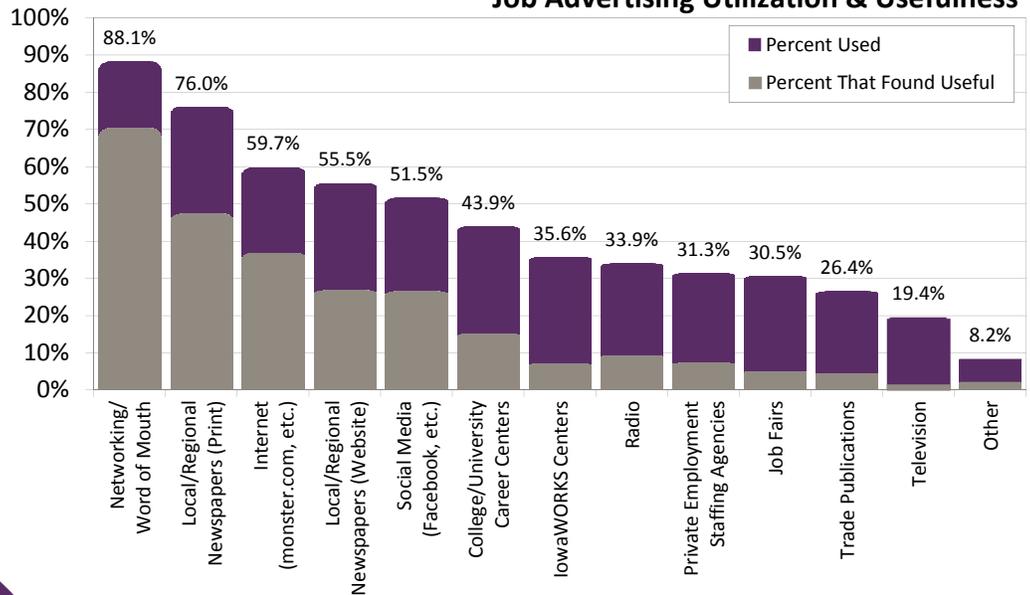
	Percent Offered
In-House Training	62.6%
Online Training	30.2%
Employee Self-Directed Training	22.7%
Commercial Training Provider	15.0%
Trade School	7.8%
Other	7.7%
College/University	4.9%



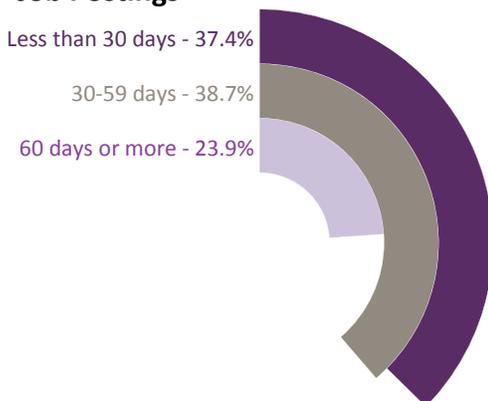
RECRUITMENT & ADVERTISING

Understanding and utilizing job search resources will provide employers with a more focused and effective recruitment tool. Residents are exposed to numerous sources by which employers communicate job openings and new hiring. Therefore, it is important to understand what sources potential workers rely on when looking for jobs.

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



The time span from when a job posting opens to when it closes is referred to as the recruitment period. The figure to the left details the length of time between when a job order is opened in IWD's job bank and when it is closed.

A mismatch in advertising outlets versus job search usage can increase recruitment time periods and cost. Information on employee job search resource usage can be found in the Statewide Laborshed report which can be found here: www.iowaworkforcedevelopment.gov/laborshed.



RECRUITMENT & ADVERTISING

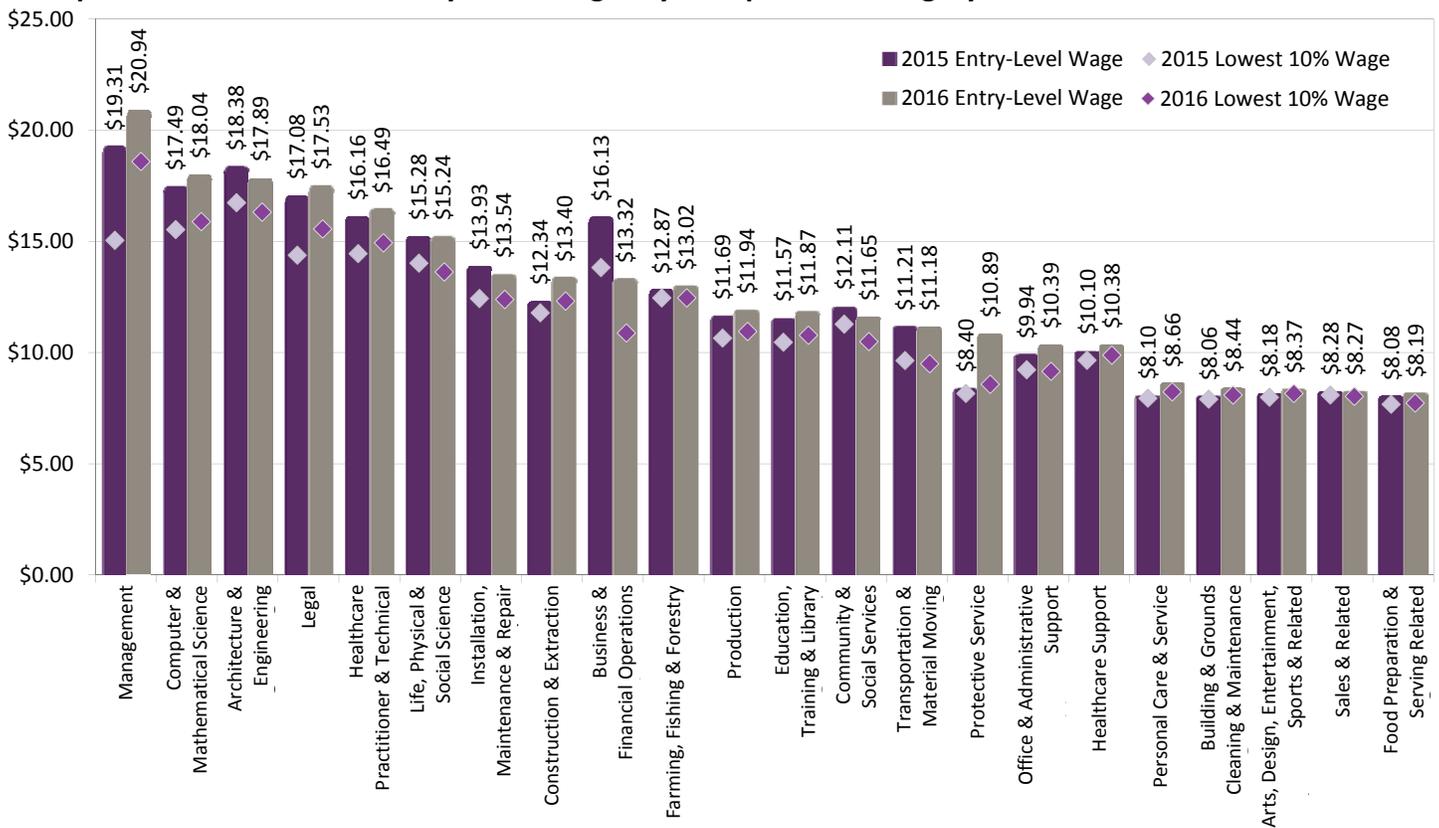
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	40.1%	19.9%	30.3%	7.7%	2.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	49.7%	17.5%	25.4%	6.1%	1.3%
Businesses have difficulty filling a position due to a general lack of applicants.	10.6%	9.4%	28.0%	28.5%	23.5%
Businesses have difficulty filling a position due to a lack of qualified applicants.	9.5%	9.0%	23.1%	32.8%	25.6%
Businesses have difficulty filling a position due to local competition.	20.3%	18.8%	34.1%	19.6%	7.2%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	25.4%	22.9%	29.0%	15.5%	7.2%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	18.2%	20.0%	34.8%	19.4%	7.6%
Businesses have difficulty filling a position due to the type of work involved.	18.7%	17.5%	31.5%	23.7%	8.6%
Businesses have difficulty filling a position due to the hours or shifts offered.	31.1%	18.2%	31.3%	14.0%	5.4%



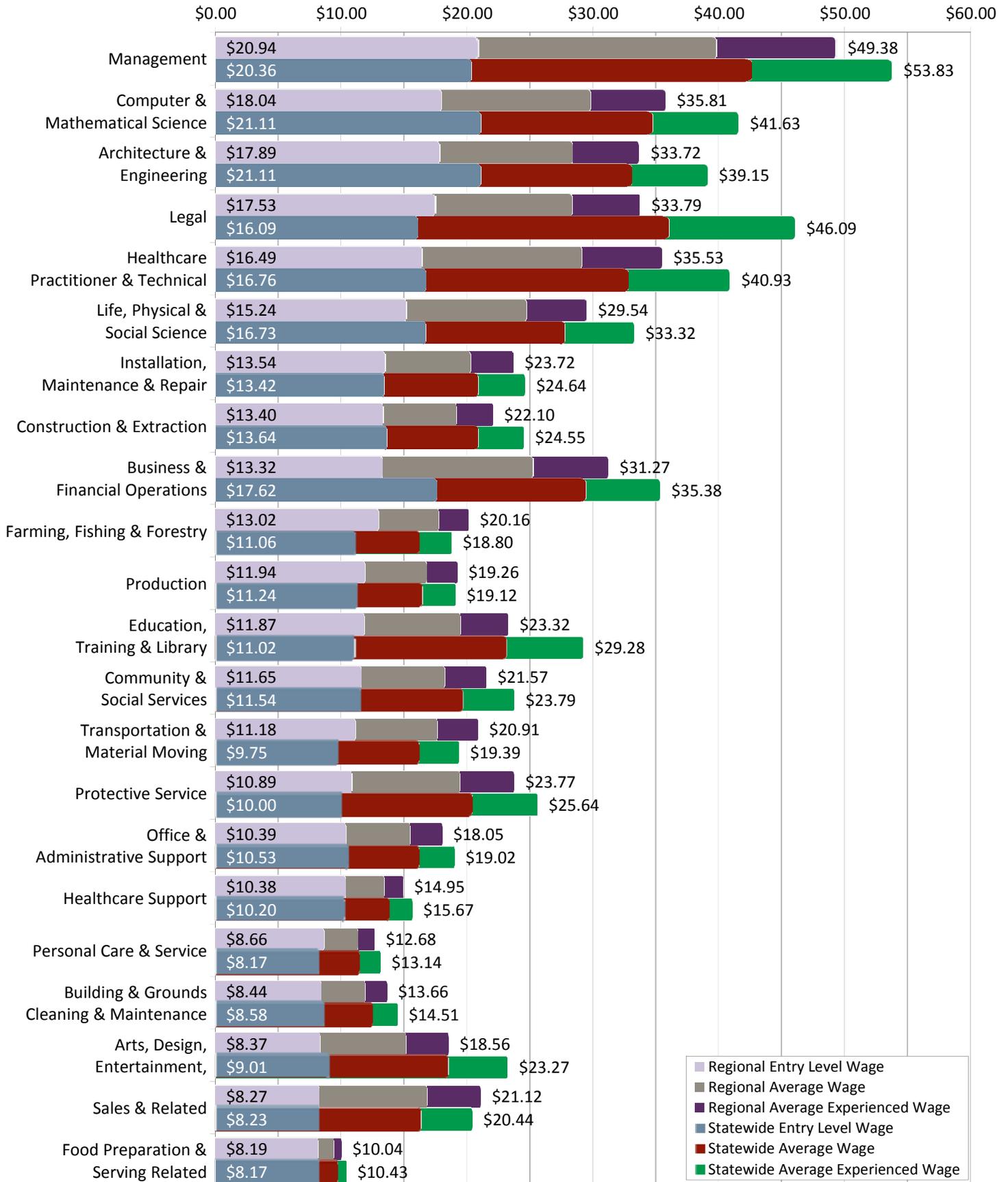
WAGES

Comparison of 2015 & 2016 Entry-Level Wages by Occupational Category

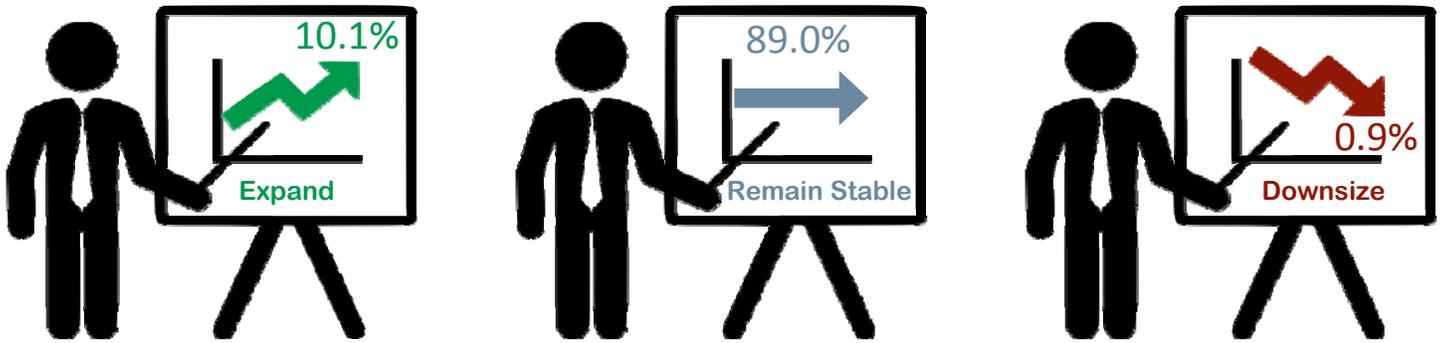




Comparison of 2016 Wage Levels by Occupational Category



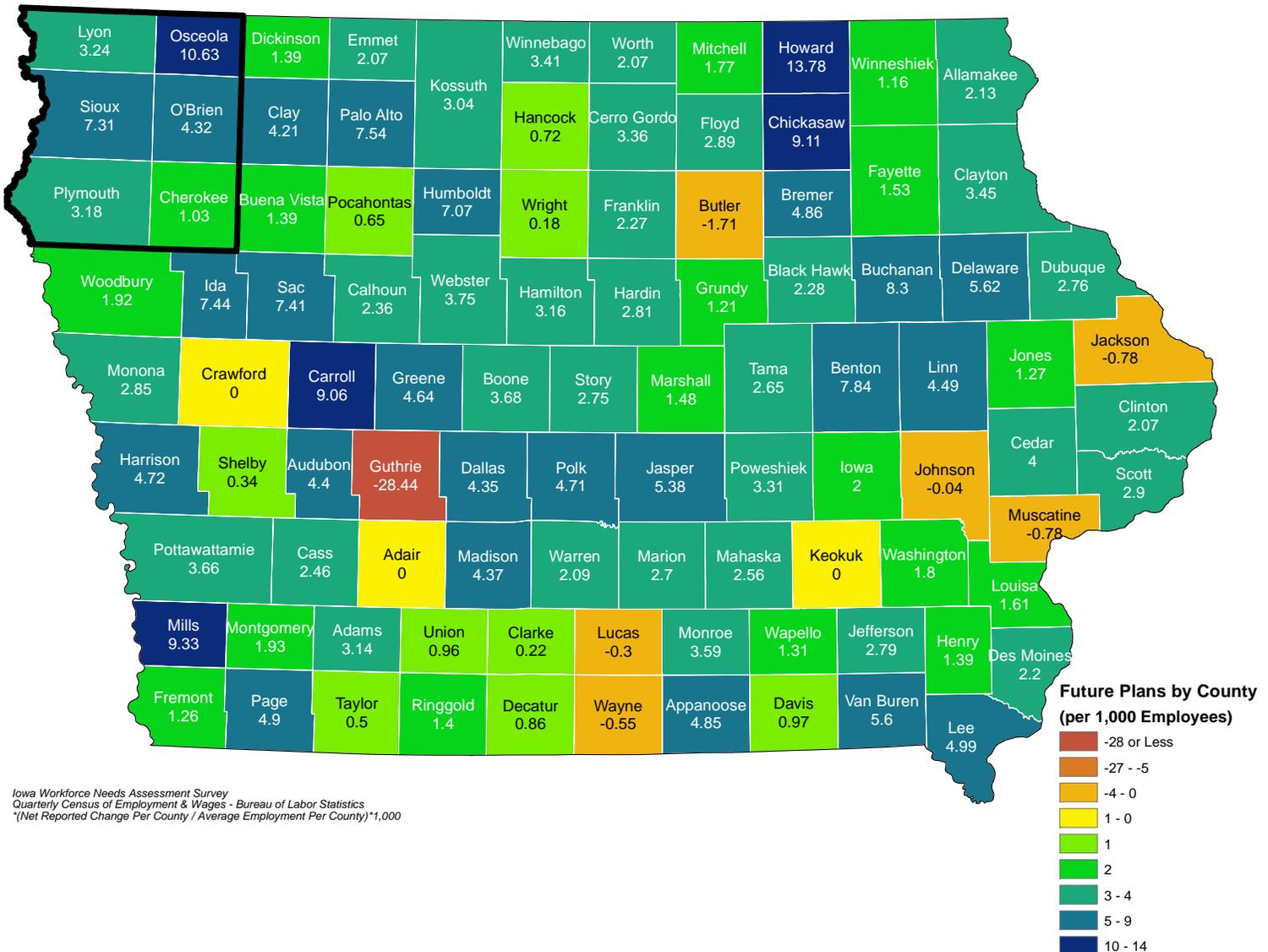
FUTURE PLANS



Employers were asked a series of questions about their plans for future payroll changes. They were asked whether they planned on increasing or decreasing the number of workers on payroll or if they planned to keep their workforce at its current level. Questions regarding timeframe for any change, the reasons for change and jobs that would be affected by the change were also asked.

When analyzing reported workforce changes, it is important to note not only the specific reasons provided by employers but also the business and economic environment during which the employers were surveyed.

Net Planned Payroll Change by County (per 1,000 Employees)*

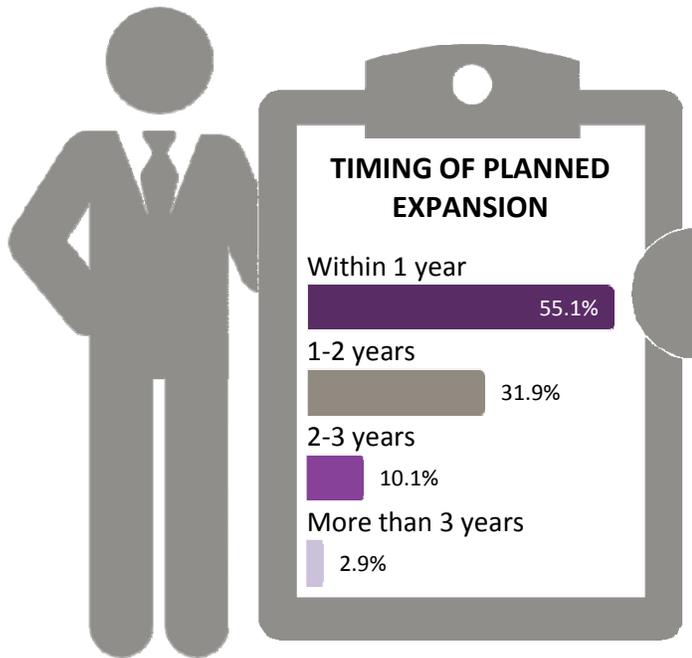
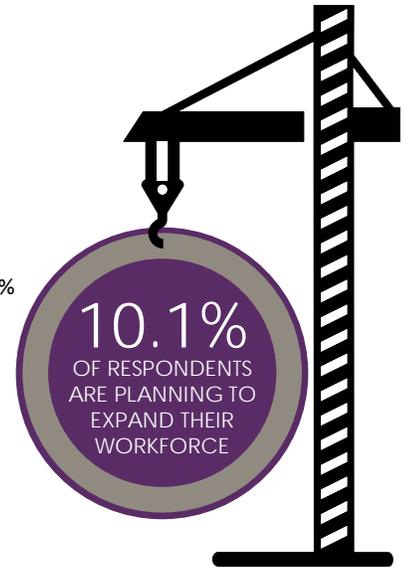
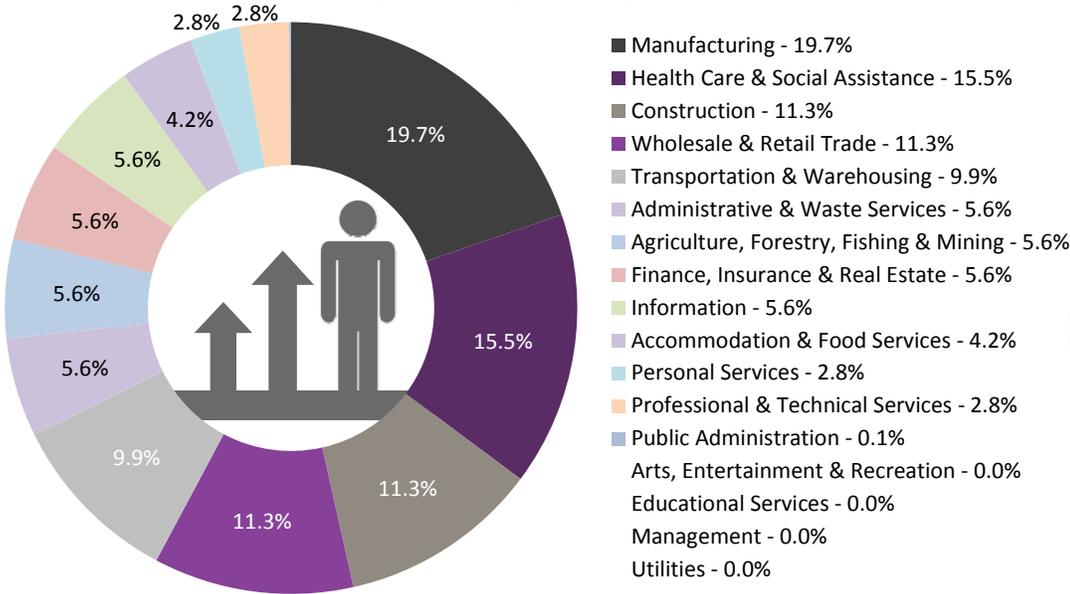


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics
 *(Net Reported Change Per County / Average Employment Per County)*1,000



FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Transportation & Warehousing	21.9%
Administrative & Waste Services	20.0%
Manufacturing	18.9%
Health Care & Social Assistance	17.2%
Information	16.7%
Construction	13.1%
Agriculture, Forestry, Fishing & Mining	8.9%
Accommodation & Food Services	8.1%
Personal Services	6.3%
Wholesale & Retail Trade	6.0%
Finance, Insurance & Real Estate	5.3%
Professional & Technical Services	5.3%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION





FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	31.1%
Food Preparation & Serving Related	11.4%
Building & Grounds Cleaning & Maintenance	8.0%
Sales & Related	8.0%
Transportation & Material Moving	7.7%
Farming, Fishing & Forestry	5.5%
Healthcare Support	5.5%
Installation, Maintenance & Repair	5.5%
Office & Administrative Support	3.3%
Community & Social Service	2.6%
Construction & Extraction	2.6%
Arts, Design, Entertainment, Sports & Media	2.2%
Business & Financial Operations	2.2%
Healthcare Practitioners & Technical	2.2%
Management	1.8%
Education, Training & Library	0.4%
Architecture & Engineering	0.0%
Computer & Mathematical	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Lack of available skilled workforce
Expense related to benefits
No desire to expand
Competition within existing markets
Uncertainty in current market demands
Tax or regulatory issues
Barriers to entering new markets
Limited access to capital
Insufficient space at current location/inability to find appropriate new location
Planned merger/acquisition or business sale/transfer
Don't know steps/processes needed to expand
Supply chain limitations

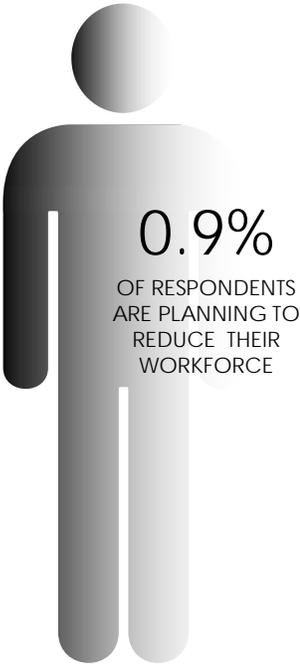
Reasons for Payroll Expansion Ranked by Relative Importance

Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Moving specific business operations in-house
Changes in tax or regulatory incentives
Merger/acquisition
Relocation of assets to a new location
Reduction of overtime
Relocation of assets to an existing location

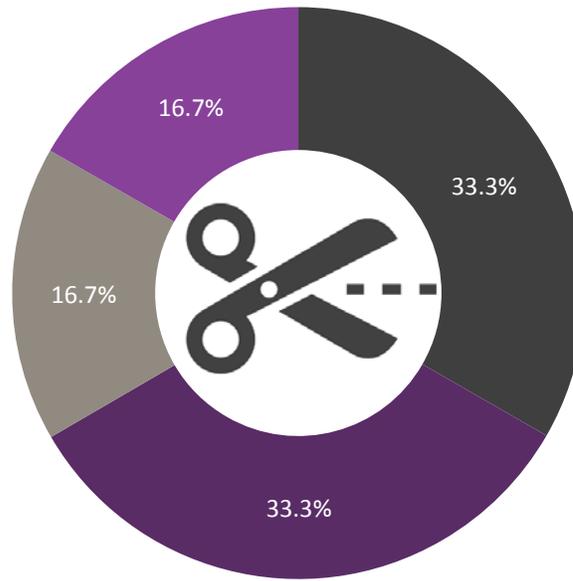




FUTURE PLANS - REDUCTION



Percent of Total Planned Reduction by Industry



- Information - 33.3%
- Transportation & Warehousing - 33.3%
- Construction - 16.7%
- Wholesale & Retail Trade - 16.7%
- Accommodation & Food Services - 0.0%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Health Care & Social Assistance - 0.0%
- Management - 0.0%
- Manufacturing - 0.0%
- Personal Services - 0.0%
- Professional & Technical Services - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Information	8.3%
Transportation & Warehousing	6.3%
Construction	1.6%
Wholesale & Retail Trade	0.7%
Accommodation & Food Services	0.0%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	0.0%
Health Care & Social Assistance	0.0%
Management	0.0%
Manufacturing	0.0%
Personal Services	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Utilities	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Building & Grounds Cleaning & Maintenance	33.3%
Business & Financial Operations	16.7%
Office & Administrative Support	16.7%
Unknown	16.7%
Computer & Mathematical	8.3%
Farming, Fishing & Forestry	8.3%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Community & Social Service	0.0%
Construction & Extraction	0.0%
Education, Training & Library	0.0%
Food Preparation & Serving Related	0.0%
Healthcare Practitioners & Technical	0.0%
Healthcare Support	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Management	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%
Transportation & Material Moving	0.0%



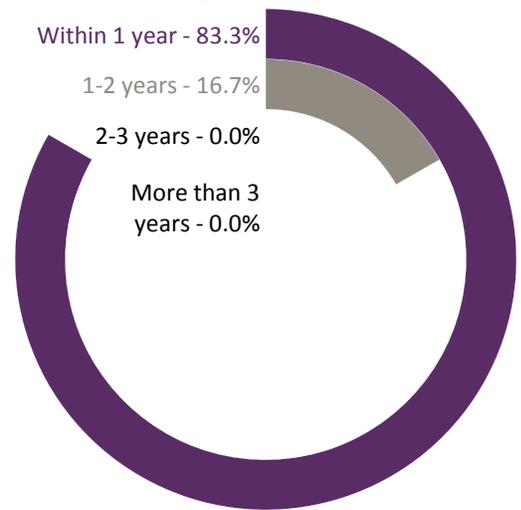


FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

Reasons for Reduction
Business sale or closure
Closing an existing location
Expenses related to benefits
Changes in tax or regulatory laws
Reduced profits from current operations
Exit from existing markets or business division closing
Response to reduced market demand
Reduced share of existing market
Outsourcing of specific business operations
Relocation of assets to a new location
Relocation of assets to an existing location

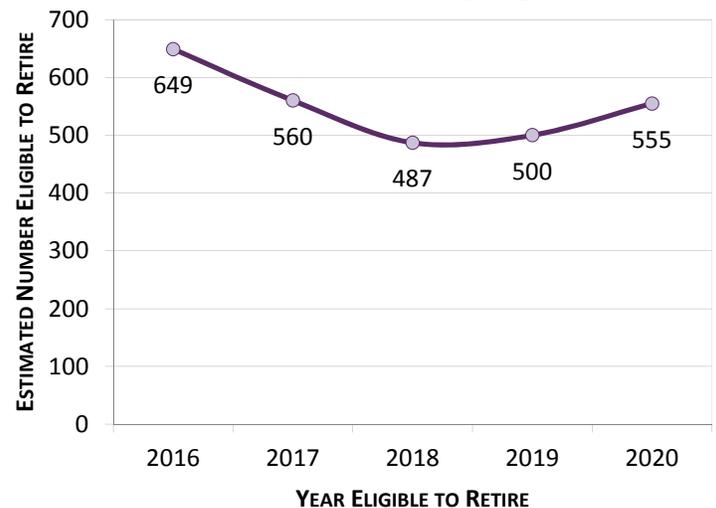
Timing of Planned Reduction



RETIREMENTS

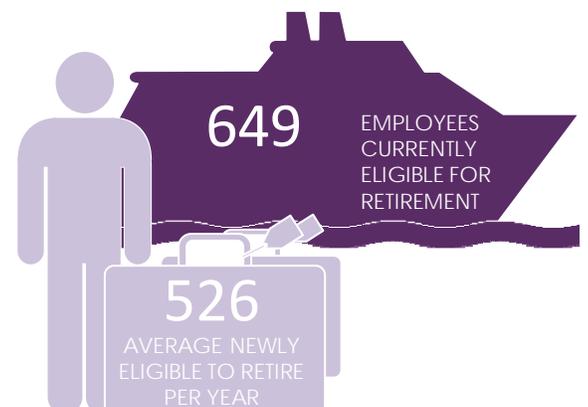


Estimate of Those Newly Eligible to Retire



Retirement Eligibility by Industry

	Percent of Total	Percent of Each Industry ⁴
Health Care & Social Assistance	22.1%	2.2%
Manufacturing	16.5%	1.0%
Wholesale & Retail Trade	13.5%	1.2%
Finance, Insurance & Real Estate	11.6%	4.2%
Educational Services	7.6%	0.9%
Public Administration	6.7%	2.6%
Construction	5.4%	1.4%
Utilities	3.4%	10.4%
Information	2.5%	2.9%
Agriculture, Forestry, Fishing & Mining	2.4%	0.5%
Professional & Technical Services	2.4%	1.3%
Personal Services	2.2%	1.2%
Transportation & Warehousing	1.9%	0.4%
Administrative & Waste Services	1.3%	0.9%
Accommodation & Food Services	0.5%	0.1%
Arts, Entertainment & Recreation	0.0%	0.0%
Management	0.0%	0.0%



⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

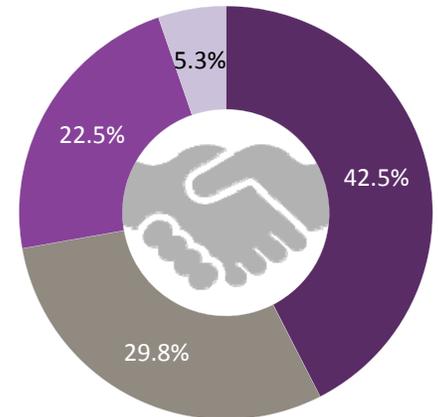


Retirement Eligibility within Each Occupational Category

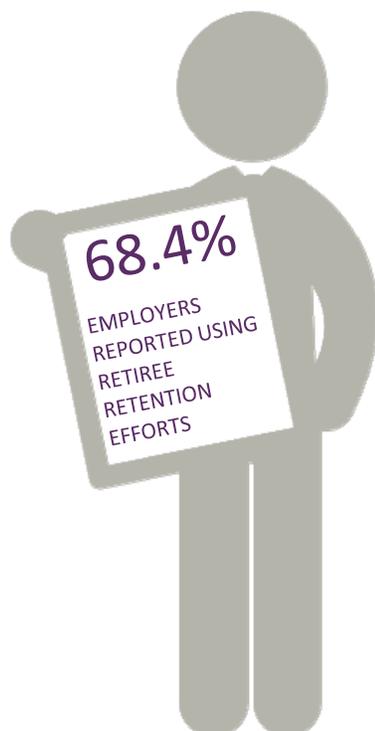
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation ²
Office & Administrative Support	13.6%	1.3%
Production	12.9%	1.2%
Business & Financial Operations	11.5%	3.6%
Management	8.8%	2.2%
Sales & Related	7.1%	1.1%
Healthcare Practitioners & Technical	7.0%	1.9%
Construction & Extraction	6.1%	1.6%
Education, Training & Library	6.1%	1.1%
Transportation & Material Moving	6.1%	0.7%
Healthcare Support	5.1%	2.3%
Installation, Maintenance & Repair	3.6%	0.9%
Food Preparation & Serving Related	3.4%	0.7%
Building & Grounds Cleaning & Maintenance	2.0%	0.7%
Farming, Fishing & Forestry	2.0%	2.0%
Architecture & Engineering	1.5%	2.4%
Protective Service	0.8%	1.2%
Community & Social Service	0.7%	0.7%
Computer & Mathematical	0.7%	1.0%
Arts, Design, Entertainment, Sports & Media	0.3%	0.3%
Personal Care & Service	0.3%	0.1%
Legal	0.2%	1.3%
Life, Physical & Social Science	0.0%	0.0%

²Iowa Wage Report - Iowa Workforce Development

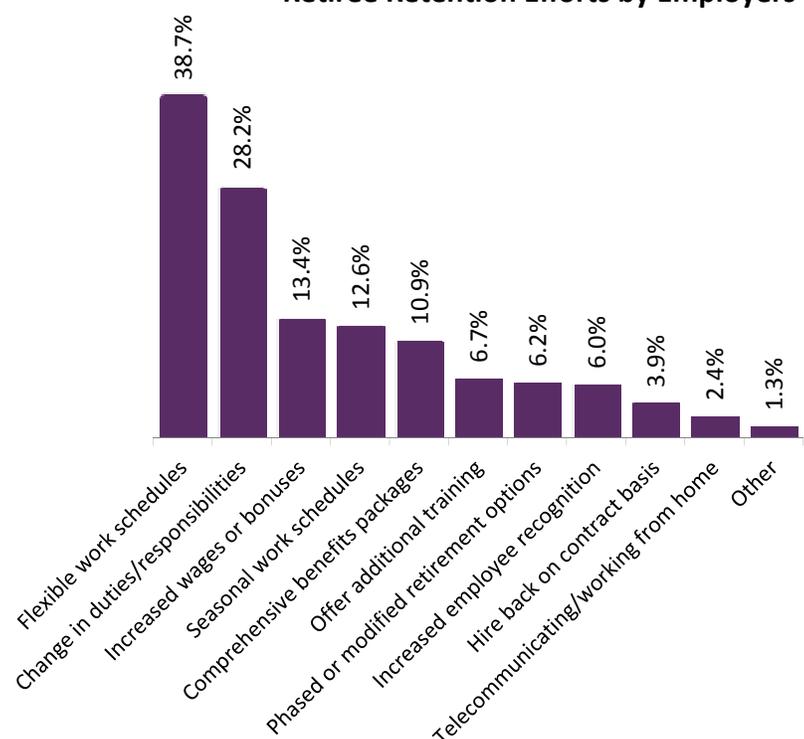
How Companies Plan to Replace Those Who Retire



- Both hire new workers and promote from within - 42.5%
- Hire new workers - 29.8%
- Not currently planning to fill these positions - 22.5%
- Promote from within the company - 5.3%



Retiree Retention Efforts by Employers





Iowa Wage Report - Iowa Workforce Development

The Iowa Wage Report, an Iowa Workforce Development program, and Occupational Employment Statistics, a Bureau of Labor Statistics program, estimate occupational employment and wages paid by employers. The wages are based on straight-time and gross pay wage estimates are updated annually using the Employment Cost Index.

The following types of pay are included in the collection of wages: base rates, commissions, cost-of-living allowances, mileage, piece rates, portal-to-portal rates and production bonuses. Also included are certain other types of pay such as: deadheading, guaranteed, hazard incentive and longevity.

The following types of pay are excluded from data collection: bonuses (attendance, holiday, stock, non-production and year-end); certain pay (back, holiday premium, jury duty, on-call, overtime, severance and weekend premium); certain allowances (clothing, tool/equipment, uniform and relocation); discounts (including merchandise discounts); draw; meal and lodging payments; prerequisites; profit-sharing payments; and shift differentials.

Definitions of terms used throughout the report:

- **Average Wage** - This is calculated by dividing the estimated total wage for an occupation or occupational category by its weighted employment.
- **Entry Wage** - This refers to the average of the lowest third of the reported wages for the occupation or occupational category.
- **Experienced Wage** - This refers to the average of the upper two-thirds of reported wages for the occupation or occupational category.

IWD, Iowa Wage Report (2016) - <https://www.iowaworkforcedevelopment.gov/iowa-wage-report>
Bureau of Labor Statistics - Occupational Employment Statistics - <https://www.bls.gov/oes>

Iowa Workforce Development Job Bank - Iowa Workforce Development

The job order data in this report comes from Iowa Workforce Development's IowaJobs bank (www.iowajobs.org). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between December 1, 2015 and November 30, 2016.

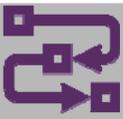
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields were used to remove those that were clearly for jobs outside of Iowa.

In order to remove duplicate job postings, orders with identical job titles and employer names that were entered on the same day for the same ZIP code were identified. Of those, all duplicate postings that listed more than one opening were removed from the data. Postings that list only one opening are only removed if there are more than five duplicates (duplicates are removed until only five duplicated postings remain). The reasoning behind leaving any duplicate postings with one opening in the data is that it is possible the employer had more than one position open and they chose to make more than one posting instead of one posting with multiple openings listed.

Definitions of terms used throughout the report:

- **Total Orders** - This measure should be interpreted as the total number of job postings that were active at some point within the specified period of time (either monthly or annual). Note this is the number of job orders, so if a job order lists more than one opening, only one opening is counted. If an employer posts an order for a job, closes the order, and then opens another order for the same job in the same period of time, both of those openings will be counted, as well.

The crosswalk used to classify each job opening into a Standard Occupational Code was obtained from O*NET Online.



Local Area Unemployment Statistics - Iowa Workforce Development & Bureau of Labor Statistics

The Local Area Unemployment Statistics (LAUS) program is a federal-state cooperative effort in which monthly estimates of total employment and unemployment are prepared for approximately 7,500 areas.

These estimates are key indicators of local economic conditions. The Bureau of Labor Statistics (BLS) of the U.S. Department of Labor is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that state workforce agencies prepare under agreement with BLS.

The concepts and definitions underlying LAUS data come from the Current Population Survey (CPS), the household survey that is the source of the national unemployment rate. State monthly model-based estimates are controlled in "real time" to sum to national monthly employment and unemployment estimates from the CPS. These models combine current and historical data from the CPS, the Current Employment Statistics (CES) survey, and state unemployment insurance (UI) systems. Estimates for seven large areas and their respective balances of state also are model-based. Estimates for counties are produced through a building-block approach known as the "Handbook method." This procedure also uses data from several sources, including the CPS, the CES program, state UI systems, and the Census Bureau's American Community Survey (ACS), to create estimates that are adjusted to the statewide measures of employment and unemployment. Estimates for cities are prepared using disaggregation techniques based on inputs from the ACS, annual population estimates, and current UI data. Benchmarking occurs each year in February and updated numbers for the current and previous years are published in March.

Iowa Workforce Development, Local Area Unemployment Statistics - <https://www.iowaworkforcedevelopment.gov/laus>
Bureau of Labor Statistics, Local Area Unemployment Statistics - <https://www.bls.gov/lau/lauov.htm>

Long-Term Industry & Occupational Projections - Iowa Workforce Development & Bureau of Labor Statistics

Long-term projections, also known as forecasts, provide detailed information on the estimated activity for each occupation, occupational category or industry in areas of employment, growth rate, total annual openings, wages, career preparation and skill requirements.

IWD, Long-Term Industry Projections (2014-2024) - <https://www.iowaworkforcedevelopment.gov/industry-projections>
IWD, Long-Term Occupational Projections (2014-2024) - <https://www.iowaworkforcedevelopment.gov/occupational-projections>

Longitudinal Employer-Household Dynamics - United States Census Bureau

The Longitudinal Employer-Household Dynamics (LEHD) program is part of the Center for Economic Studies at the U.S. Census Bureau. The LEHD program produces new, cost effective, public-use information combining federal, state and Census Bureau data on employers and employees under the Local Employment Dynamics (LED) Partnership. State and local authorities increasingly need detailed local information about their economies to make informed decisions. The LED Partnership works to fill critical data gaps and provide indicators needed by state and local authorities.

Under the LED Partnership, states agree to share Unemployment Insurance earnings data and the Quarterly Census of Employment and Wages (QCEW) data with the Census Bureau. The LEHD program combines these administrative data, additional administrative data and data from censuses and surveys. From these data, the program creates statistics on employment, earnings, and job flows at detailed levels of geography and industry and for different demographic groups. In addition, the LEHD program uses these data to create partially synthetic data on workers' residential patterns.

All 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands have joined the LED Partnership, although the LEHD program is not yet producing public-use statistics for Massachusetts, Puerto Rico, or the U.S. Virgin Islands. The LEHD program staff includes geographers, programmers, and economists.

Definitions of terms used throughout the report:

- **New Hire Wage** - This is the average reported wage for newly hired workers.

United States Census Bureau, Longitudinal Employer-Household Dynamics (2015, Quarter 4) - <https://lehd.ces.census.gov>

Quarterly Census of Employment & Wages - Iowa Workforce Development & Bureau of Labor Statistics

The Quarterly Census of Employment and Wages (QCEW) program publishes a quarterly count of employment and wages reported by employers covering 98 percent of U.S. jobs, available at the county, MSA, state and national levels by industry.

IWD, Quarterly Census of Employment & Wages (2016, Quarter 3) - <https://www.iowaworkforcedevelopment.gov/qcew>
Bureau of Labor Statistics, Quarterly Census of Employment & Wages - <https://www.bls.gov/qcew>

Vacancy Rate (calculation reported per industry & occupational category)

The vacancy rate calculation reported per industry and occupational category was calculated by dividing the estimated vacancies reported (Workforce Needs Assessment Survey) by the employment within the given industry (Longitudinal Employer-Household Dynamics) or occupational category (Occupational Employment Statistics).

APPENDIX



LIST OF ALL JOB VACANCIES

The following section shows total job orders, estimated employment, annual job openings and the entry wage for each reported job title utilizing vacant job advertising (total job orders) data from Iowa Workforce Development's job bank: www.iowajobs.org. For detailed occupation definitions and information, visit O*Net (www.onetonline.org), a U.S. Department of Labor resource which provides information on the following topics for each job title:

- Knowledge
- Related Occupations
- Skills
- Tools & Technology Used
- Wages & Employment - State/National
- Work Activities
- Work Context
- Work Styles
- Work Values

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Heavy and Tractor-Trailer Truck Drivers	53-3032	372	2,270	**	\$12.33
Undefined Job Title	10-0000	217	**	**	**
Registered Nurses	29-1141	190	930	**	\$18.85
Nursing Aides, Orderlies, and Attendants	31-1014	174	860	**	\$10.59
Stock Clerks and Order Fillers	43-5081	156	200	**	\$9.46
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	134	220	**	\$9.67
Maintenance and Repair Workers, General	49-9071	94	430	**	\$12.15
Customer Service Representatives	43-4051	89	500	**	\$10.69
Retail Salespersons	41-2031	89	960	**	\$8.18
Licensed Practical and Licensed Vocational Nurses	29-2061	85	230	**	\$15.17
Production Workers, All Other	51-9199	81	240	**	\$15.06
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	79	1,010	**	\$8.16
Construction Laborers	47-2061	77	330	**	\$11.70
Electrical and Electronic Engineering Technicians	17-3023	76	20	**	\$16.89
First-Line Supervisors of Retail Sales Workers	41-1011	76	170	**	\$10.90
Engineers, All Other	17-2199	75	20	**	\$19.33
Industrial Engineers	17-2112	75	30	**	\$29.55
Healthcare Practitioners and Technical Workers, All Other	29-9099	73	**	**	**
First-Line Supervisors of Production and Operating Workers	51-1011	72	480	**	\$18.28
Electricians	47-2111	71	210	**	\$15.09
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	70	**	**	**
Security Guards	33-9032	69	130	**	\$9.40
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	67	580	**	\$11.49
Computer and Information Scientists, Research	15-1111	63	**	**	**
Carpenters	47-2031	62	480	**	\$13.59
Light Truck or Delivery Services Drivers	53-3033	56	250	**	\$8.35
Helpers--Production Workers	51-9198	54	380	**	\$12.04
Material Moving Workers, All Other	53-7199	52	**	**	**
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	49	890	**	\$8.62
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	47	**	**	**
Driver/Sales Workers	53-3031	46	**	**	**
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	46	660	**	\$15.32
Merchandise Displayers and Window Trimmers	27-1026	44	**	**	**
Mechanical Engineers	17-2141	43	100	**	\$22.25
Electromechanical Equipment Assemblers	51-2023	41	**	**	**
Accountants and Auditors	13-2011	37	320	**	\$18.62
Industrial Engineering Technicians	17-3026	37	**	**	**
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	37	830	**	\$10.16
Managers, All Other	11-9199	36	70	**	\$18.06
Market Research Analysts	13-1161	36	110	**	\$16.29

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Sewing Machine Operators	51-6031	32	**	**	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	30	**	**	**
Welders, Cutters, Solderers, and Brazers	51-4121	30	450	**	\$13.58
Electrical Engineers	17-2071	29	**	**	**
Packers and Packagers, Hand	53-7064	29	630	**	\$10.45
Social and Human Service Assistants	21-1093	29	180	**	\$11.90
Cooks, Institution and Cafeteria	35-2012	28	240	**	\$8.19
Machine Feeders and Offbearers	53-7063	28	40	**	\$17.81
Shipping, Receiving, and Traffic Clerks	43-5071	28	190	**	\$12.16
Machinists	51-4041	27	300	**	\$12.69
Medical Assistants	31-9092	27	70	**	\$10.04
Computer Programmers	15-1021	26	10	**	\$18.48
Computer Software Engineers, Systems Software	15-1133	26	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	26	180	**	\$19.01
Receptionists and Information Clerks	43-4171	26	260	**	\$9.57
Maintenance Workers, Machinery	49-9043	25	30	**	\$16.76
Office Clerks, General	43-9061	25	960	**	\$9.31
Assemblers and Fabricators, All Other	51-2099	24	**	**	**
Network and Computer Systems Administrators	15-1142	24	100	**	\$22.10
Printing Machine Operators	51-5112	24	40	**	\$8.56
Sales Representatives, Services, All Other	41-3099	24	**	**	**
Computer Support Specialists	15-1151	21	60	**	\$13.21
Healthcare Support Workers, All Other	31-9099	21	50	**	\$8.45
Marketing Managers	11-2021	21	**	**	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	20	640	**	\$11.33
Transportation Workers, All Other	53-6099	20	**	**	**
Agricultural Inspectors	45-2011	19	30	**	\$14.95
Food Preparation Workers	35-2021	19	**	**	**
Management Analysts	13-1111	19	**	**	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	18	140	**	\$9.49
Computer Systems Analysts	15-1121	17	30	**	\$27.80
Industrial Production Managers	11-3051	17	130	**	\$33.39
Order Clerks	43-4151	17	30	**	\$12.36
Biological Technicians	19-4021	16	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	16	190	**	\$18.16
First-Line Supervisors of Office and Administrative Support Workers	43-1011	16	180	**	\$14.53
Industrial Truck and Tractor Operators	53-7051	16	200	**	\$10.10
Loan Officers	13-2072	16	330	**	\$20.35
Agricultural Engineers	17-2021	15	**	**	**
Architectural and Engineering Managers	11-9041	15	30	**	\$31.73
Civil Engineers	17-2051	15	20	**	\$31.69
Construction and Related Workers, All Other	47-4099	15	**	**	**
Engineering Technicians, Except Drafters, All Other	17-3029	15	10	**	\$16.57
Production, Planning, and Expediting Clerks	43-5061	15	110	**	\$15.08
Building Cleaning Workers, All Other	37-2019	14	**	**	**
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	14	**	**	**
Bus Drivers, Transit and Intercity	53-3021	14	**	**	**
Computer Software Engineers, Applications	15-1131	14	10	**	\$18.48
Cooks, Restaurant	35-2014	14	390	**	\$8.23
Dietetic Technicians	29-2051	14	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	14	100	**	\$13.99
Business Operations Specialists, All Other	13-1199	13	190	**	\$10.38

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	13	**	**	**
Grounds Maintenance Workers, All Other	37-3019	13	**	**	**
Landscaping and Groundskeeping Workers	37-3011	13	250	**	\$8.62
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	13	80	**	\$16.55
Automotive Service Technicians and Mechanics	49-3023	12	330	**	\$12.83
Coaches and Scouts	27-2022	12	150	**	\$17,110
Excavating and Loading Machine and Dragline Operators	53-7032	12	**	**	**
Helpers—Installation, Maintenance, and Repair Workers	49-9098	12	**	**	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	12	30	**	\$12.51
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	12	**	**	**
Chefs and Head Cooks	35-1011	11	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	11	170	**	\$12.21
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	11	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	11	30	**	\$18.36
Medical and Health Services Managers	11-9111	11	100	**	\$27.08
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	11	60	**	\$19.89
Team Assemblers	51-2092	11	460	**	\$12.16
Agricultural and Food Science Technicians	19-4011	10	70	**	\$15.79
Database Administrators	15-1141	10	**	**	**
Logisticians	13-1081	10	50	**	\$17.68
Radiologic Technologists	29-2034	10	40	**	\$17.05
Sales Managers	11-2022	10	70	**	\$27.75
Surgical Technologists	29-2055	10	20	**	\$13.47
Training and Development Specialists	13-1151	10	**	**	**
Electrical and Electronics Drafters	17-3012	9	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	9	**	**	**
Engine and Other Machine Assemblers	51-2031	9	**	**	**
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	9	190	**	\$18.97
Installation, Maintenance, and Repair Workers, All Other	49-9099	9	10	**	\$16.20
Medical and Clinical Laboratory Technicians	29-2012	9	30	**	\$15.01
Natural Sciences Managers	11-9121	9	10	**	\$29.77
Network Systems and Data Communications Analysts	15-1143	9	**	**	**
Occupational Therapists	29-1122	9	**	**	**
Operations Research Analysts	15-2031	9	10	**	\$20.59
Personal Care Aides	39-9021	9	980	**	\$10.22
Public Relations Specialists	27-3031	9	30	**	\$13.58
Agricultural Equipment Operators	45-2091	8	350	**	\$13.38
Cement Masons and Concrete Finishers	47-2051	8	170	**	\$12.51
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	8	40	**	\$16.14
Cost Estimators	13-1051	8	50	**	\$16.74
Electrical and Electronic Equipment Assemblers	51-2022	8	**	**	**
General and Operations Managers	11-1021	8	930	**	\$19.40
Human Resources Managers	11-3121	8	50	**	\$31.00
Maids and Housekeeping Cleaners	37-2012	8	430	**	\$8.20
Mechanical Drafters	17-3013	8	40	**	\$15.77
Physician Assistants	29-1071	8	30	**	\$38.12
Physicians and Surgeons, All Other	29-1069	8	30	**	\$66.79
Administrative Services Managers	11-3011	7	50	**	\$26.40
Architectural and Civil Drafters	17-3011	7	**	**	**
Dishwashers	35-9021	7	**	**	**
Farm, Ranch, and Other Agricultural Managers	11-9013	7	**	**	**
Financial Managers	11-3031	7	230	**	\$23.83

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	7	**	**	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	7	50	**	\$18.10
Graphic Designers	27-1024	7	100	**	\$11.87
Home Health Aides	31-1011	7	30	**	\$9.87
Nursing Instructors and Teachers, Postsecondary	25-1072	7	**	**	**
Occupational Health and Safety Specialists	29-9011	7	30	**	\$21.47
Parts Salespersons	41-2022	7	120	**	\$10.70
Physical Therapists	29-1123	7	40	**	\$30.12
Chief Executives	11-1011	6	90	**	\$50.60
Childcare Workers	39-9011	6	320	**	\$8.19
Counselors, All Other	21-1019	6	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	6	60	**	\$14.39
Family and General Practitioners	29-1062	6	20	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	6	**	**	**
Financial Analysts	13-2051	6	30	**	\$30.65
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	6	160	**	\$13.39
Life, Physical, and Social Science Technicians, All Other	19-4099	6	40	**	\$17.51
Mental Health and Substance Abuse Social Workers	21-1023	6	30	**	\$14.24
Occupational Health and Safety Technicians	29-9012	6	10	**	\$15.77
Operating Engineers and Other Construction Equipment Operators	47-2073	6	170	**	\$14.66
Packaging and Filling Machine Operators and Tenders	51-9111	6	260	**	\$11.21
Painters, Transportation Equipment	51-9122	6	**	**	**
Plant and System Operators, All Other	51-8099	6	**	**	**
Speech-Language Pathologists	29-1127	6	30	**	\$22.57
Veterinarians	29-1131	6	**	**	**
Animal Breeders	45-2021	5	**	**	**
Art, Drama, and Music Teachers, Postsecondary	25-1121	5	**	**	**
Computer Operators	43-9011	5	**	**	**
Construction Managers	11-9021	5	40	**	\$25.11
Educational, Guidance, School, and Vocational Counselors	21-1012	5	30	**	\$12.29
Emergency Medical Technicians and Paramedics	29-2041	5	50	**	\$12.46
Executive Secretaries and Executive Administrative Assistants	43-6011	5	310	**	\$14.88
Industrial Machinery Mechanics	49-9041	5	340	**	\$18.90
Interviewers, Except Eligibility and Loan	43-4111	5	50	**	\$10.71
Physical Therapist Aides	31-2022	5	60	**	\$10.78
Tellers	43-3071	5	460	**	\$10.30
Adhesive Bonding Machine Operators and Tenders	51-9191	4	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	4	**	**	**
Agricultural Workers, All Other	45-2099	4	**	**	**
Billing and Posting Clerks	43-3021	4	140	**	\$13.33
Bus Drivers, School or Special Client	53-3022	4	100	**	\$14.12
Cleaners of Vehicles and Equipment	53-7061	4	200	**	\$9.38
Economics Teachers, Postsecondary	25-1063	4	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	4	80	**	\$25.09
Environmental Scientists and Specialists, Including Health	19-2041	4	**	**	**
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	4	60	**	\$12.42
Library Assistants, Clerical	43-4121	4	**	**	**
Media and Communication Workers, All Other	27-3099	4	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	4	**	**	**
Mental Health Counselors	21-1014	4	80	**	\$16.21
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	4	100	**	\$9.21
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	4	**	**	**

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Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Pharmacy Technicians	29-2052	4	60	**	\$11.83
Preschool Teachers, Except Special Education	25-2011	4	250	**	\$9.83
Psychiatric Technicians	29-2053	4	**	**	**
Respiratory Therapists	29-1126	4	**	**	**
Sales and Related Workers, All Other	41-9099	4	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	4	120	**	\$18.81
Social Workers, All Other	21-1029	4	**	**	**
Structural Metal Fabricators and Fitters	51-2041	4	**	**	**
Teacher Assistants	25-9041	4	560	**	\$19,982
Training and Development Managers	11-3131	4	**	**	**
Transportation, Storage, and Distribution Managers	11-3071	4	30	**	\$31.57
Veterinary Technologists and Technicians	29-2056	4	**	**	**
Chemical Plant and System Operators	51-8091	3	**	**	**
Computer and Information Systems Managers	11-3021	3	50	**	\$32.49
Cooling and Freezing Equipment Operators and Tenders	51-9193	3	280	**	\$14.36
Counter and Rental Clerks	41-2021	3	20	**	\$8.22
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	3	40	**	\$13.27
Dietitians and Nutritionists	29-1031	3	20	**	\$20.86
Education Administrators, Postsecondary	11-9033	3	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	3	80	**	\$18.17
Food Preparation and Serving Related Workers, All Other	35-9099	3	**	**	**
Gaming Cage Workers	43-3041	3	**	**	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	3	130	**	\$8.22
Health Diagnosing and Treating Practitioners, All Other	29-1199	3	**	**	**
Helpers—Carpenters	47-3012	3	**	**	**
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	3	**	**	**
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	3	**	**	**
Personal Care and Service Workers, All Other	39-9099	3	20	**	\$8.17
Pest Control Workers	37-2021	3	**	**	**
Pharmacists	29-1051	3	90	**	\$42.10
Philosophy and Religion Teachers, Postsecondary	25-1126	3	**	**	**
Public Relations and Fundraising Managers	11-2031	3	20	**	\$26.15
Rail-Track Laying and Maintenance Equipment Operators	47-4061	3	**	**	**
Slot Supervisors	39-1012	3	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2052	3	**	**	**
Surveyors	17-1022	3	**	**	**
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	3	30	**	\$16.63
Tire Repairers and Changers	49-3093	3	40	**	\$10.49
Aerospace Engineering and Operations Technicians	17-3021	2	**	**	**
Automotive Body and Related Repairers	49-3021	2	**	**	**
Bartenders	35-3011	2	300	**	\$8.22
Bindery Workers	51-5113	2	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	2	**	**	**
Child, Family, and School Social Workers	21-1021	2	70	**	\$19.55
Claims Adjusters, Examiners, and Investigators	13-1031	2	60	**	\$20.38
Clergy	21-2011	2	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	2	**	**	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	2	60	**	\$13.13
Compliance Officers	13-1041	2	30	**	\$22.01
Computer Network Support Specialists	15-1152	2	20	**	\$19.16
Crane and Tower Operators	53-7021	2	10	**	\$21.59
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	2	**	**	**

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Dental Assistants	31-9091	2	70	**	\$14.74
Directors, Religious Activities and Education	21-2021	2	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	2	30	**	\$19.12
Electric Motor, Power Tool, and Related Repairers	49-2092	2	**	**	**
Electronics Engineers, Except Computer	17-2072	2	**	**	**
Engineering Teachers, Postsecondary	25-1032	2	**	**	**
Environmental Engineers	17-2081	2	**	**	**
Fence Erectors	47-4031	2	**	**	**
Food Processing Workers, All Other	51-3099	2	**	**	**
Food Scientists and Technologists	19-1012	2	**	**	**
Health Specialties Teachers, Postsecondary	25-1071	2	**	**	**
Librarians	25-4021	2	50	**	\$12.90
Loan Interviewers and Clerks	43-4131	2	110	**	\$13.38
Mathematical Science Teachers, Postsecondary	25-1022	2	**	**	**
Mechanical Engineering Technicians	17-3027	2	**	**	**
Medical Secretaries	43-6013	2	70	**	\$12.67
Metal Workers and Plastic Workers, All Other	51-4199	2	**	**	**
Millwrights	49-9044	2	**	**	**
Mining Machine Operators, All Other	47-5049	2	**	**	**
Model Makers, Metal and Plastic	51-4061	2	**	**	**
Occupational Therapy Assistants	31-2011	2	**	**	**
Opticians, Dispensing	29-2081	2	**	**	**
Physical Therapist Assistants	31-2021	2	**	**	**
Plumbers, Pipefitters, and Steamfitters	47-2152	2	120	**	\$15.53
Probation Officers and Correctional Treatment Specialists	21-1092	2	**	**	**
Producers and Directors	27-2012	2	**	**	**
Psychology Teachers, Postsecondary	25-1066	2	**	**	**
Purchasing Managers	11-3061	2	20	**	\$27.50
Sales Engineers	41-9031	2	**	**	**
Social and Community Service Managers	11-9151	2	40	**	\$15.00
Statisticians	15-2041	2	**	**	**
Taxi Drivers and Chauffeurs	53-3041	2	**	**	**
Teachers and Instructors, All Other	25-3099	2	**	**	**
Telecommunications Line Installers and Repairers	49-9052	2	70	**	\$20.03
Vocational Education Teachers, Postsecondary	25-1194	2	**	**	**
Advertising Sales Agents	41-3011	1	80	**	\$11.16
Airfield Operations Specialists	53-2022	1	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	1	**	**	**
Animal Trainers	39-2011	1	**	**	**
Anthropology and Archeology Teachers, Postsecondary	25-1061	1	**	**	**
Art Directors	27-1011	1	**	**	**
Audio and Video Equipment Technicians	27-4011	1	**	**	**
Automotive and Watercraft Service Attendants	53-6031	1	**	**	**
Avionics Technicians	49-2091	1	**	**	**
Bill and Account Collectors	43-3011	1	**	**	**
Biochemists and Biophysicists	19-1021	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Biologists	19-1020	1	**	**	**
Business Teachers, Postsecondary	25-1011	1	**	**	**
Butchers and Meat Cutters	51-3021	1	80	**	\$10.28
Career/Technical Education Teachers, Secondary School	25-2032	1	**	**	**
Cargo and Freight Agents	43-5011	1	**	**	**

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Cartographers and Photogrammetrists	17-1021	1	**	**	**
Chemistry Teachers, Postsecondary	25-1052	1	**	**	**
Chemists	19-2031	1	**	**	**
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	1	**	**	**
Communications Teachers, Postsecondary	25-1122	1	**	**	**
Community and Social Service Specialists, All Other	21-1099	1	**	**	**
Compensation, Benefits, and Job Analysis Specialists	13-1141	1	**	**	**
Computer Hardware Engineers	17-2061	1	**	**	**
Computer Science Teachers, Postsecondary	25-1021	1	**	**	**
Conservation Scientists	19-1031	1	20	**	\$15.67
Construction and Building Inspectors	47-4011	1	10	**	\$24.34
Cooks, Short Order	35-2015	1	**	**	**
Credit Analysts	13-2041	1	**	**	**
Demonstrators and Product Promoters	41-9011	1	**	**	**
Designers, All Other	27-1029	1	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	1	20	**	\$15.47
Education Teachers, Postsecondary	25-1081	1	**	**	**
Education, Training, and Library Workers, All Other	25-9099	1	**	**	**
Environmental Engineering Technicians	17-3025	1	**	**	**
Farm and Home Management Advisors	25-9021	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**
Fire Inspectors and Investigators	33-2021	1	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	1	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	1	**	**	**
Food Servers, Nonrestaurant	35-3041	1	70	**	\$8.09
Forensic Science Technicians	19-4092	1	**	**	**
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	1	**	**	**
Gaming Dealers	39-3011	1	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	1	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	1	**	**	**
Health Technologists and Technicians, All Other	29-2099	1	**	**	**
Healthcare Social Workers	21-1022	1	30	**	\$17.88
Helpers, Construction Trades, All Other	47-3019	1	**	**	**
Helpers—Electricians	47-3013	1	**	**	**
Highway Maintenance Workers	47-4051	1	180	**	\$17.07
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	1	**	**	**
Instructional Coordinators	25-9031	1	30	**	\$17.00
Insurance Claims and Policy Processing Clerks	43-9041	1	**	**	**
Legal Support Workers, All Other	23-2099	1	**	**	**
Marine Engineers	17-2121	1	**	**	**
Massage Therapists	31-9011	1	**	**	**
Materials Engineers	17-2131	1	**	**	**
Medical Records and Health Information Technicians	29-2071	1	40	**	\$13.25
Meeting, Convention, and Event Planners	13-1121	1	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	1	**	**	**
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	1	20	**	\$12.13
Music Directors and Composers	27-2041	1	**	**	**
Nuclear Engineers	17-2161	1	**	**	**
Nurse Practitioners	29-1171	1	30	**	\$35.28
Painters, Construction and Maintenance	47-2141	1	60	**	\$8.32
Photographers	27-4021	1	**	**	**
Physics Teachers, Postsecondary	25-1054	1	**	**	**

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Postal Service Clerks	43-5051	1	70	**	\$14.34
Precision Instrument and Equipment Repairers, All Other	49-9069	1	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	1	**	**	**
Rail Transportation Workers, All Other	53-4099	1	**	**	**
Recreational Therapists	29-1125	1	10	**	\$20.79
Residential Advisors	39-9041	1	**	**	**
Software Developers, Applications	15-1132	1	30	**	\$24.80
Survey Researchers	19-3022	1	**	**	**
Tax Preparers	13-2082	1	40	**	\$10.61
Waiters and Waitresses	35-3031	1	410	**	\$8.23
Water and Wastewater Treatment Plant and System Operators	51-8031	1	80	**	\$17.20
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	1	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	1	**	**	**

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