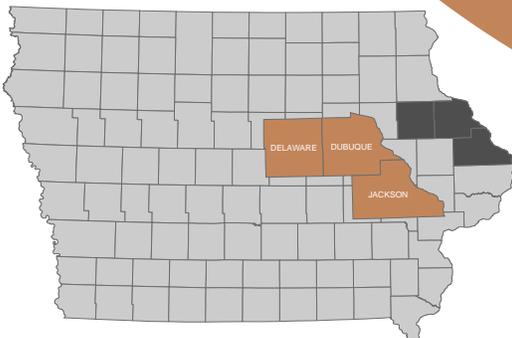


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REGIONAL ANALYSIS

DELAWARE, DUBUQUE AND JACKSON COUNTIES



# TABLE OF CONTENTS



<b>INTRODUCTION</b>	1
<b>VACANCY ESTIMATES</b>	
JOB ORDERS BY COUNTY (PER 100 EMPLOYEES)	1
REPORTED JOB VACANCIES BY WORKPLACE SIZE	2
TOTAL NUMBER OF JOB ORDERS BY OCCUPATIONAL CATEGORY	2
VACANCY RATE BY INDUSTRY	3
NUMBER OF UNEMPLOYED PERSONS PER JOB ORDER	3
VACANCY RATE BY OCCUPATIONAL CATEGORY	4
TOP REPORTED TOTAL JOB ORDERS	5
<b>EDUCATION &amp; EXPERIENCE REQUIREMENTS</b>	
EDUCATION REQUIREMENTS - TOTAL JOB ORDERS	6
EXPERIENCE REQUIREMENTS - TOTAL JOB ORDERS	6
ON-THE-JOB TRAINING - TOTAL JOB ORDERS	
<b>PERCEPTION OF APPLICANTS</b>	
PERCEPTION OF APPLICANTS	6
BASIC SKILLS LACKING IN APPLICANTS	7
OCCUPATIONAL "HARD" SKILLS LACKING IN APPLICANTS	7
INTERPERSONAL "SOFT" SKILLS LACKING IN APPLICANTS	7
<b>TRAINING &amp; CERTIFICATES</b>	
WHERE ADDITIONAL TRAINING IS OFFERED	8
<b>RECRUITMENT &amp; ADVERTISING</b>	
JOB ADVERTISING UTILIZATION & USEFULNESS	8
RECRUITMENT PERIOD FOR JOB POSTINGS	9
DIFFICULTIES FILLING VACANT POSITIONS	9
<b>WAGES</b>	
COMPARISON OF 2015 & 2016 ENTRY-LEVEL WAGES BY OCCUPATIONAL CATEGORY	9
COMPARISON OF 2016 WAGE LEVELS BY OCCUPATIONAL CATEGORY	10
<b>FUTURE PLANS</b>	
NET PLANNED PAYROLL CHANGE BY COUNTY (PER 1,000 EMPLOYEES)	11
<b>FUTURE PLANS - EXPANSION</b>	
PERCENT OF TOTAL PLANNED EXPANSION BY INDUSTRY	12
TIMING OF PLANNED EXPANSION	12
PERCENT WITHIN EACH INDUSTRY WITH PLANNED PAYROLL EXPANSION	12
PERCENT OF PLANNED EXPANSION BY OCCUPATIONAL CATEGORY	13
CONSTRAINTS PREVENTING PAYROLL EXPANSION	13
REASONS FOR PAYROLL EXPANSION	13
<b>FUTURE PLANS - REDUCTION</b>	
PERCENT OF TOTAL PLANNED REDUCTION BY INDUSTRY	14
PERCENT WITHIN EACH INDUSTRY WITH PLANNED PAYROLL REDUCTION	14
PLANNED PAYROLL REDUCTION BY OCCUPATIONAL CATEGORY	14
REASONS FOR WORKFORCE REDUCTION	15
TIMING OF PLANNED REDUCTION	15
<b>RETIREMENTS</b>	
ESTIMATE OF THOSE NEWLY ELIGIBLE TO RETIRE	15
RETIREMENT ELIGIBILITY BY INDUSTRY	15
RETIREMENT ELIGIBILITY WITHIN EACH OCCUPATIONAL CATEGORY	16
HOW COMPANIES PLAN TO REPLACE THOSE WHO RETIRE	16
RETIREE RETENTION EFFORTS BY EMPLOYERS	16
<b>METHODOLOGY &amp; SOURCES</b>	17
<b>APPENDIX - LIST OF ALL JOB VACANCIES</b>	19



# 2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

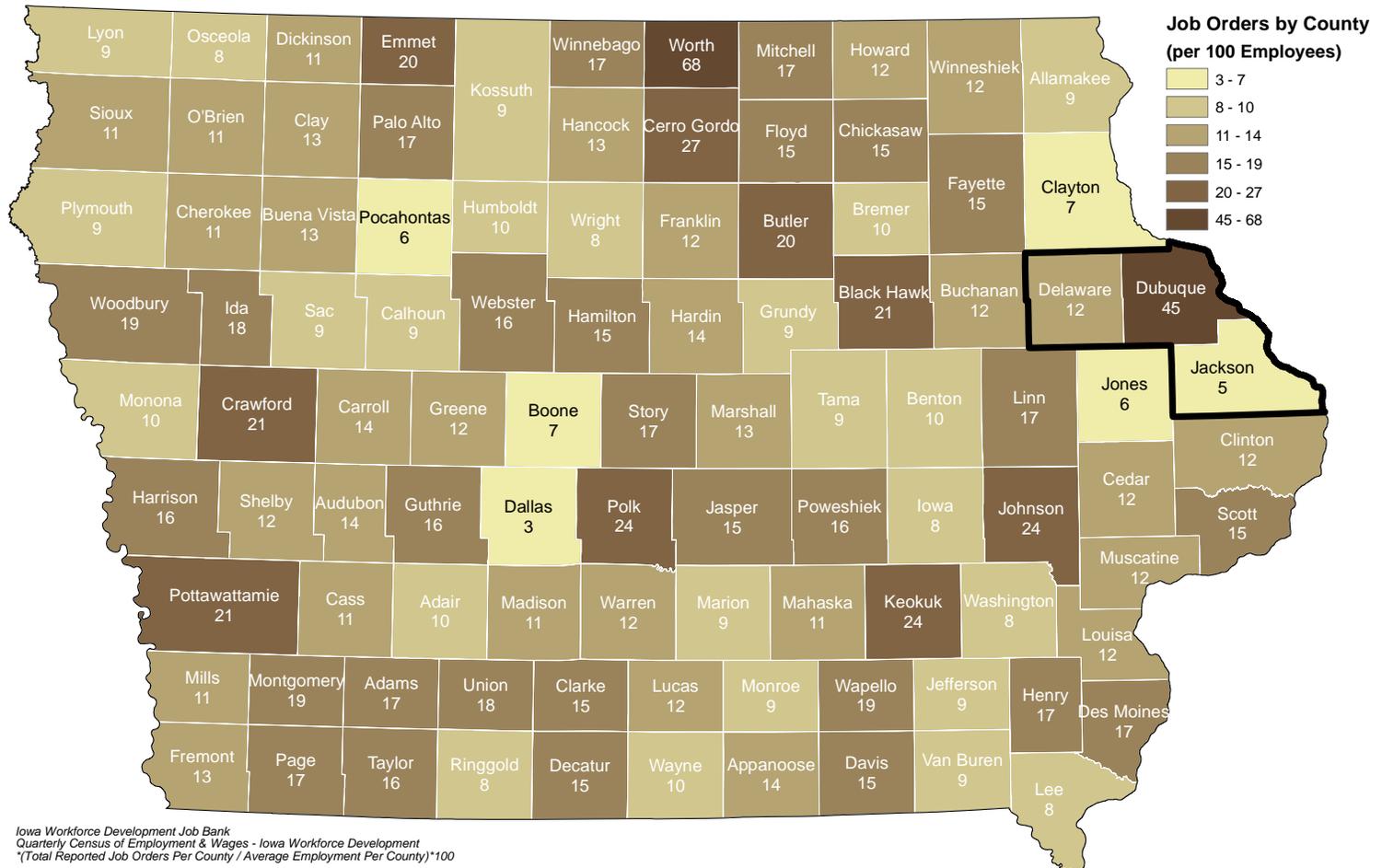
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 1,325 employers operating 1,775 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 586 responses, yielding a 44.2 percent response rate.



## VACANCY ESTIMATES

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



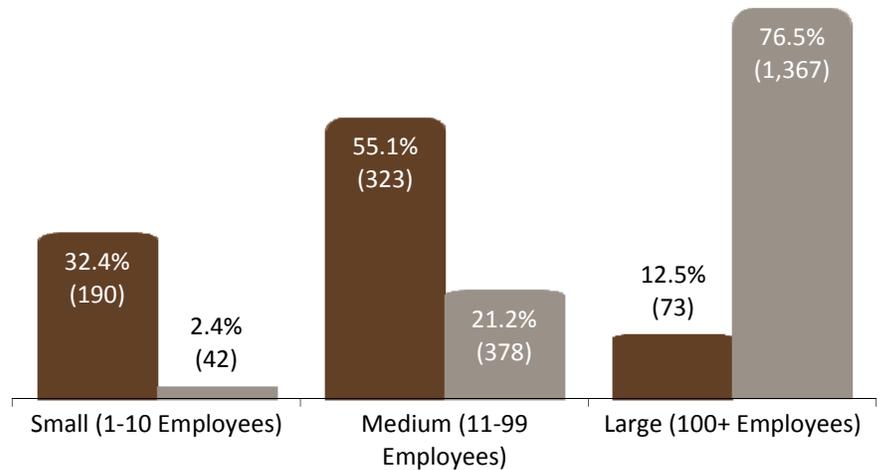
Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## 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 <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Office & Administrative Support	3,538	13.6%	\$10.26	\$15.27	**
Food Preparation & Serving Related	2,823	10.9%	\$8.16	\$9.57	**
Healthcare Practitioner & Technical	2,604	10.0%	\$16.59	\$32.80	**
Transportation & Material Moving	2,504	9.6%	\$9.66	\$15.46	**
Sales & Related	2,387	9.2%	\$8.23	\$15.83	**
Management	1,394	5.4%	\$18.61	\$38.99	**
Production	1,294	5.0%	\$12.22	\$16.65	**
Business & Financial Operations	1,217	4.7%	\$15.85	\$27.22	**
Installation, Maintenance & Repair	1,195	4.6%	\$12.70	\$19.05	**
Computer & Mathematical Science	1,182	4.5%	\$18.17	\$30.73	**
Healthcare Support	1,072	4.1%	\$10.32	\$13.43	**
Building & Grounds Cleaning & Maintenance	845	3.2%	\$8.97	\$11.99	**
Personal Care & Service	737	2.8%	\$8.16	\$10.74	**
Community & Social Services	635	2.4%	\$10.81	\$16.58	**
Construction & Extraction	576	2.2%	\$14.15	\$20.19	**
Architecture & Engineering	543	2.1%	\$21.40	\$32.13	**
Arts, Design, Entertainment, Sports & Related	460	1.8%	\$9.74	\$18.12	**
Education, Training & Library	460	1.8%	\$11.18	\$21.41	**
Protective Service	279	1.1%	\$11.07	\$21.52	**
Life, Physical & Social Science	166	0.6%	\$10.52	\$21.48	**
Farming, Fishing & Forestry	79	0.3%	\$12.51	\$18.55	**
Legal	27	0.1%	\$15.17	\$28.84	**

<sup>1</sup>Iowa Workforce Development Job Bank

<sup>2</sup>Iowa Wage Report - Iowa Workforce Development

<sup>3</sup>Iowa'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 <sup>4</sup>	Estimated Vacancies	*Vacancy Rate	New Hire Wage <sup>4</sup>	Projected Annual Openings <sup>3</sup>
Transportation & Warehousing	2,640	263	10.0%	\$20.57	**
Accommodation & Food Services	5,058	444	8.8%	\$5.30	**
Health Care & Social Assistance	9,841	726	7.4%	\$16.24	**
Arts, Entertainment & Recreation	1,503	62	4.1%	\$9.12	**
Construction	2,626	96	3.7%	\$18.09	**
Agriculture, Forestry, Fishing & Mining	315	11	3.5%	\$8.30	**
Personal Services	2,091	71	3.4%	\$8.45	**
Manufacturing	11,076	344	3.1%	\$20.65	**
Professional & Technical Services	2,148	39	1.8%	\$22.42	**
Educational Services	6,028	63	1.0%	\$10.81	**
Finance, Insurance & Real Estate	4,856	47	1.0%	\$17.93	**
Wholesale & Retail Trade	11,057	87	0.8%	\$8.98	**
Administrative & Waste Services	2,197	15	0.7%	\$11.75	**
Information	974	0	0.0%	\$13.40	**
Management	793	0	0.0%	\$17.48	**
Public Administration	2,091	0	0.0%	\$14.81	**
Utilities	144	0	0.0%	**	**

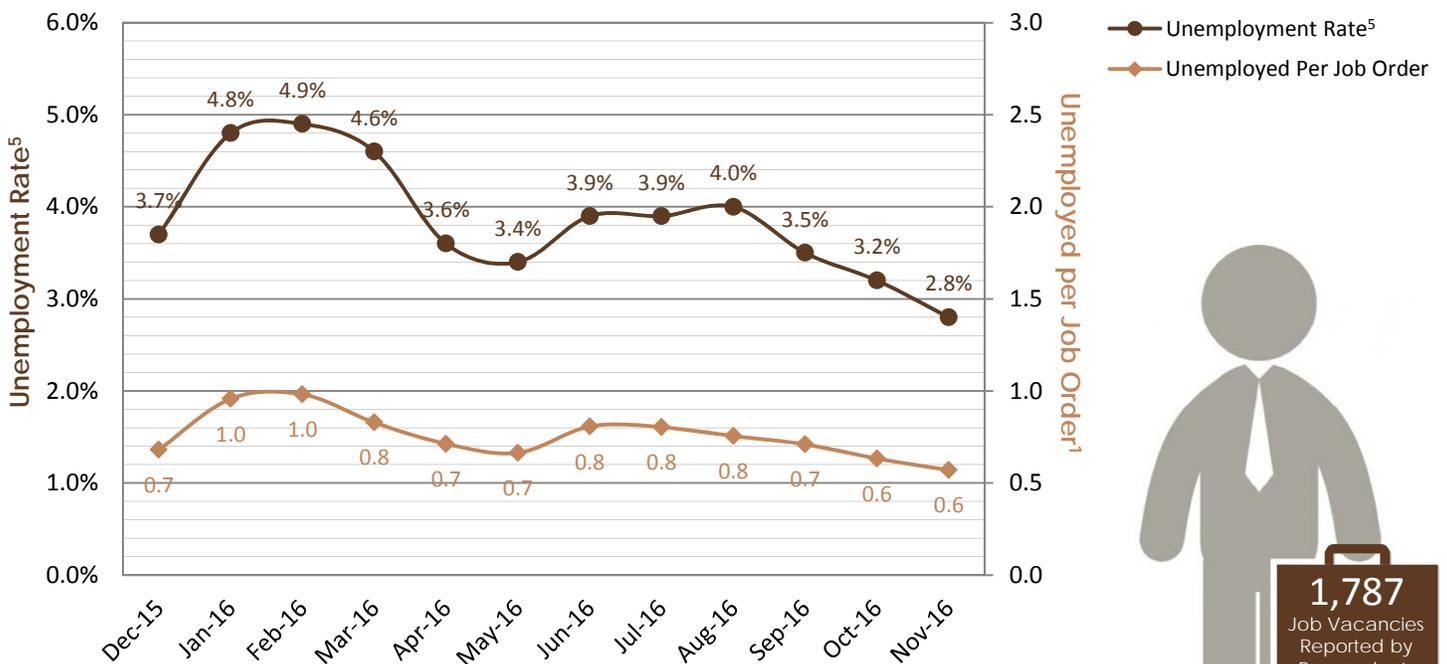
<sup>3</sup>Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

<sup>4</sup>Longitudinal Employer-Household Dynamics - United States Census Bureau

\*\*Insufficient data to report

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



<sup>1</sup>Iowa Workforce Development Job Bank

<sup>5</sup>Local Area Unemployment Statistics - Iowa Workforce Development (Data as of February 1, 2017)



## VACANCY ESTIMATES

### Vacancy Rate by Occupational Category

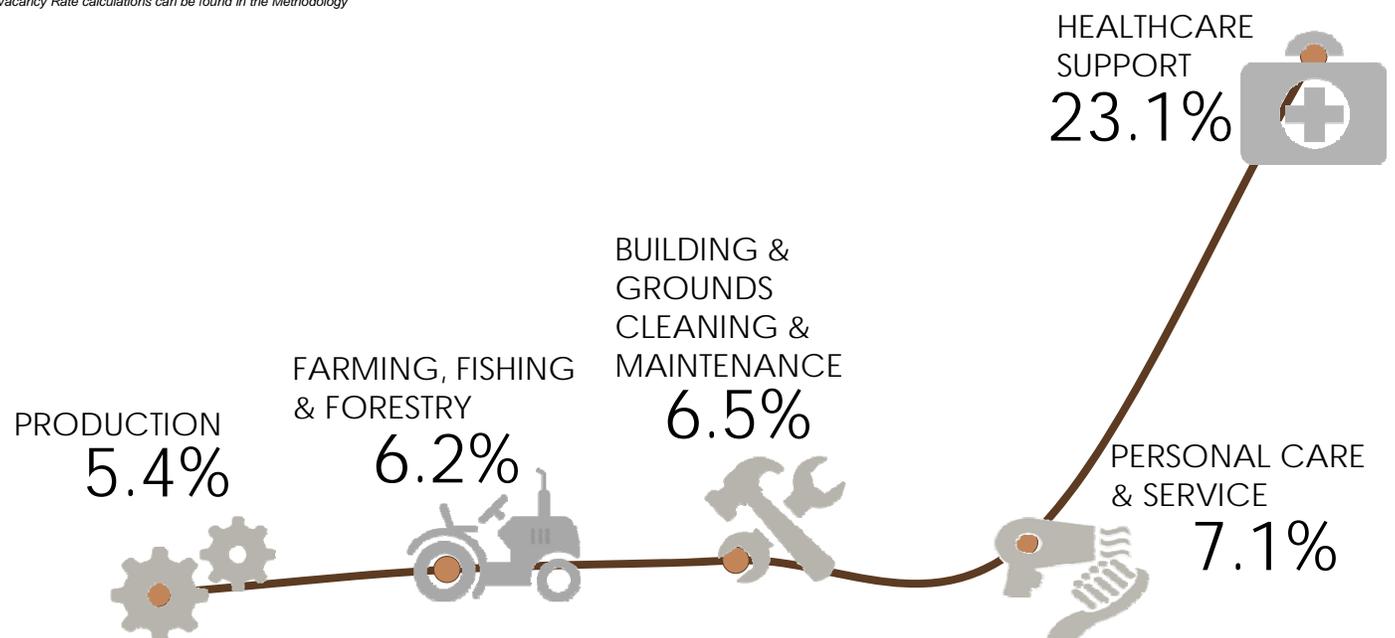
	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Healthcare Support	2,130	492	23.1%	\$10.32	**
Personal Care & Service	2,230	157	7.1%	\$8.16	**
Building & Grounds Cleaning & Maintenance	1,700	110	6.5%	\$8.97	**
Farming, Fishing & Forestry	180	11	6.2%	\$12.51	**
Production	8,790	477	5.4%	\$12.22	**
Arts, Design, Entertainment, Sports & Related	960	49	5.1%	\$9.74	**
Food Preparation & Serving Related	6,610	332	5.0%	\$8.16	**
Protective Service	810	24	2.9%	\$11.07	**
Construction & Extraction	2,600	73	2.8%	\$14.15	**
Installation, Maintenance & Repair	3,100	57	1.8%	\$12.70	**
Transportation & Material Moving	5,720	101	1.8%	\$9.66	**
Architecture & Engineering	910	14	1.5%	\$21.40	**
Business & Financial Operations	3,230	48	1.5%	\$15.85	**
Community & Social Services	970	12	1.3%	\$10.81	**
Healthcare Practitioner & Technical	3,660	47	1.3%	\$16.59	**
Sales & Related	7,270	98	1.3%	\$8.23	**
Education, Training & Library	4,020	49	1.2%	\$11.18	**
Management	3,640	41	1.1%	\$18.61	**
Legal	260	2	0.7%	\$15.17	**
Office & Administrative Support	9,610	53	0.6%	\$10.26	**
Computer & Mathematical Science	1,210	6	0.5%	\$18.17	**
Life, Physical & Social Science	250	0	0.0%	\$10.52	**

<sup>2</sup>Iowa Wage Report - Iowa Workforce Development

<sup>3</sup>Iowa'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



## TOP VACANCY RATES



## VACANCY ESTIMATES

# HIGH DEMAND OCCUPATIONS



### Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
Registered Nurses	1,324	\$20.65	\$24.59
Customer Service Representatives	922	\$10.50	\$14.94
Light Truck or Delivery Services Drivers	837	\$9.41	\$13.39
Retail Salespersons	763	\$8.24	\$12.59
Heavy and Tractor-Trailer Truck Drivers	653	\$13.13	\$18.54
Nursing Aides, Orderlies, and Attendants	583	\$10.41	\$12.08
Waiters and Waitresses	538	\$8.15	\$8.76
First-Line Supervisors of Food Preparation and Serving Workers	534	\$10.10	\$13.03
Cooks, Restaurant	461	\$8.15	\$9.95
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	447	\$9.38	\$12.20
Driver/Sales Workers	446	\$8.21	\$13.09
Maintenance and Repair Workers, General	396	\$10.16	\$15.93
Accountants and Auditors	369	\$19.31	\$29.65
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	359	\$9.71	\$14.01
Laborers and Freight, Stock, and Material Movers, Hand	337	\$10.52	\$14.40
Licensed Practical and Licensed Vocational Nurses	331	\$16.82	\$20.20
Social and Human Service Assistants	312	\$10.15	\$12.61
Maids and Housekeeping Cleaners	311	\$8.17	\$9.91
Cashiers	309	\$8.20	\$9.25
First-Line Supervisors of Office and Administrative Support Workers	309	\$16.10	\$24.77
Combined Food Preparation and Serving Workers, Including Fast Food	300	\$8.17	\$8.82
Stock Clerks and Order Fillers	292	\$8.56	\$11.61
Helpers--Production Workers	269	\$9.67	\$13.60
First-Line Supervisors of Retail Sales Workers	268	\$11.66	\$18.13
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	265	\$15.23	\$28.70
Computer Support Specialists	259	\$15.90	\$19.80
Sales Representatives, Services, All Other	252	\$12.02	\$22.88
Computer and Information Scientists, Research	232	**	**
Food Preparation Workers	225	\$8.15	\$9.75
Bartenders	213	\$8.15	\$9.48

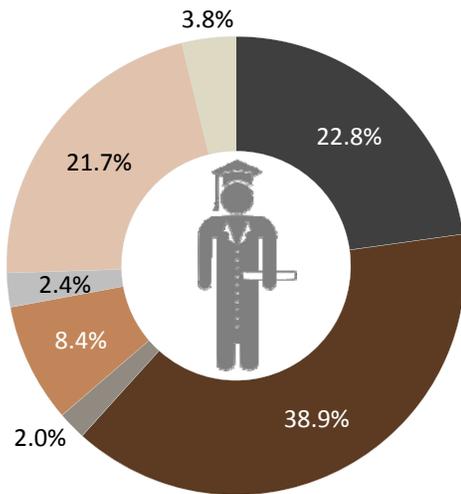
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



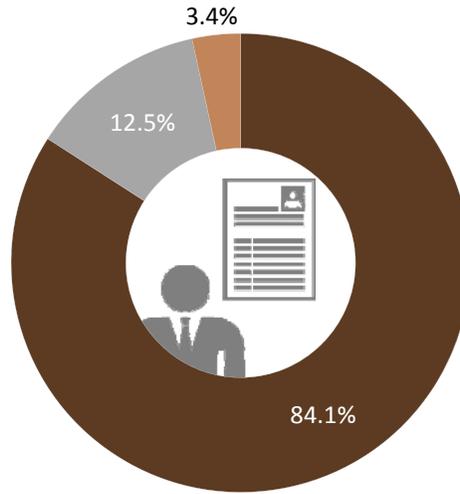
## EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience level requirements, along with on-the-job training for the job orders (26,017 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.

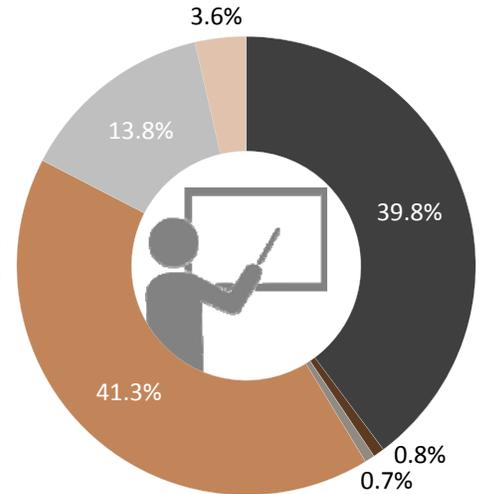
**Education Requirements - Total Job Orders**



**Experience Requirements - Total Job Orders**



**On-The-Job Training - Total Job Orders**



- Less Than High School - 22.8%
- High School Diploma or Equivalent - 38.9%
- Some College, No Degree - 2.0%
- Postsecondary Non-Degree Award - 8.4%
- Associate Degree - 2.4%
- Undergraduate Degree - 21.7%
- Postgraduate/Professional Degree - 3.8%

- No Experience Required - 84.1%
- Less than 5 Years - 12.5%
- 5 Years of More - 3.4%

- None - 39.8%
- Apprenticeship - 0.8%
- Internship/Residency - 0.7%
- Short-term on-the-job training - 41.3%
- Moderate-term on-the-job training - 13.8%
- Long-term on-the-job training - 3.6%

## 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.

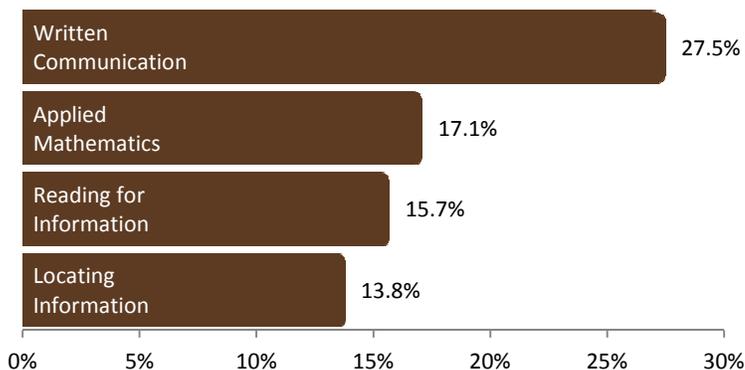
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.6%	17.3%	37.2%	30.1%	8.8%
Applicants possess the basic skills required for the job.	2.1%	10.3%	33.8%	39.8%	14.0%
Applicants possess the hard, or occupational, skills for the job.	9.4%	20.3%	40.0%	21.9%	8.4%
Applicants possess the soft, or interpersonal, skills for the job.	4.1%	21.7%	39.3%	26.5%	8.4%



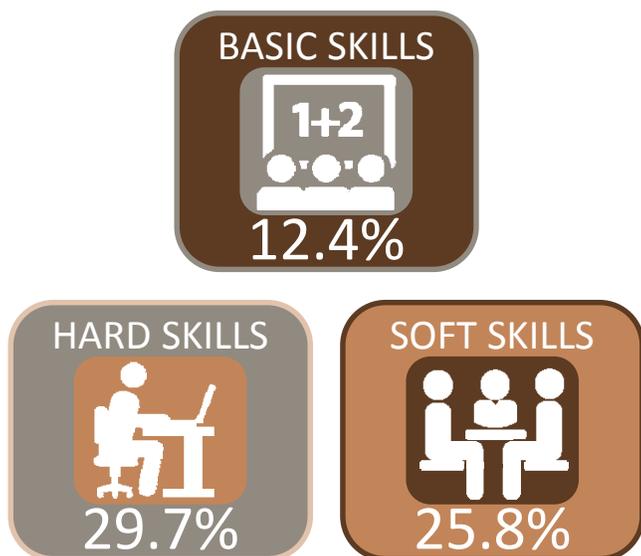
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

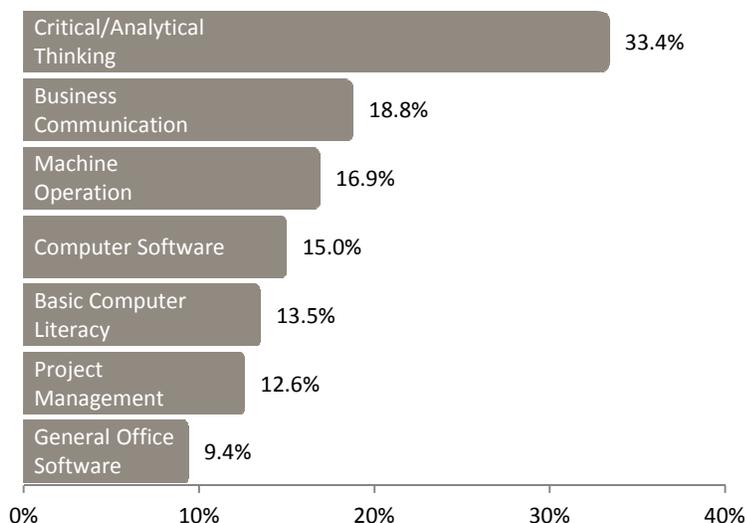


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the 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](http://www.skillediowa.org).

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

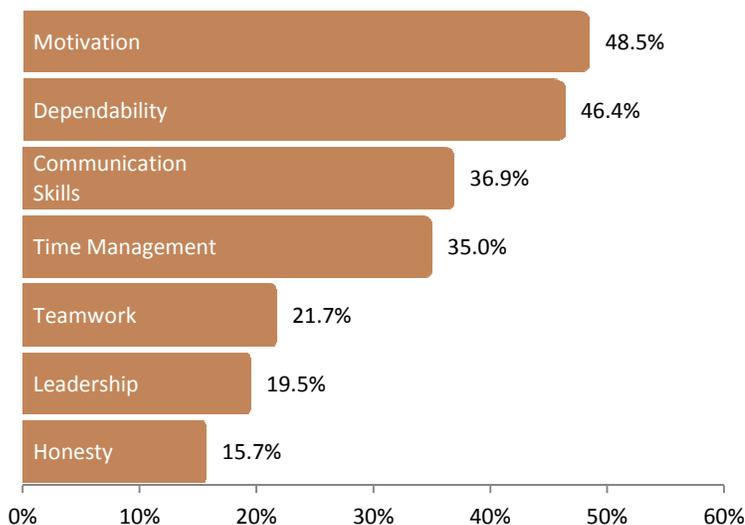


### Occupational "Hard" Skills Lacking in Applicants



**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.

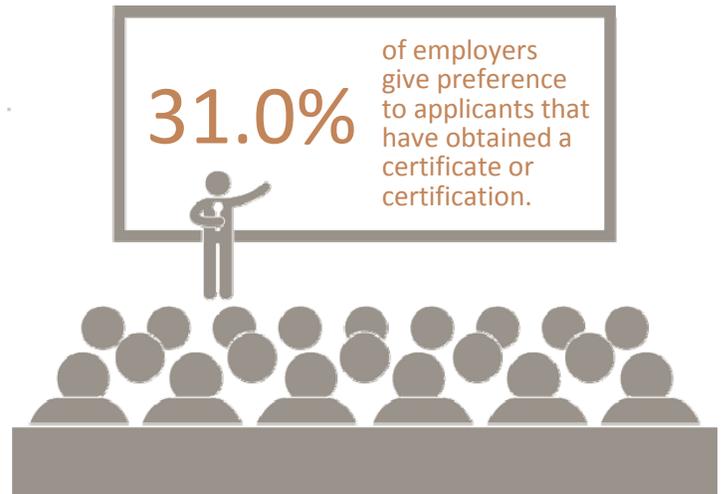


## TRAINING & CERTIFICATES

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 (83.2%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

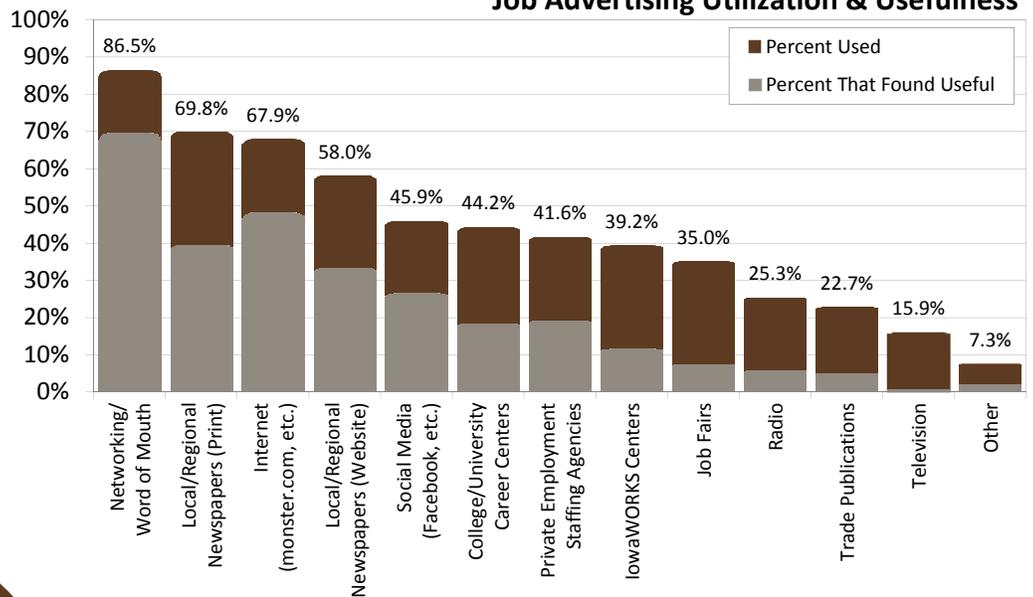
	Percent Offered
In-House Training	69.3%
Online Training	30.2%
Employee Self-Directed Training	20.1%
Commercial Training Provider	17.2%
College/University	8.0%
Trade School	7.3%
Other	6.5%



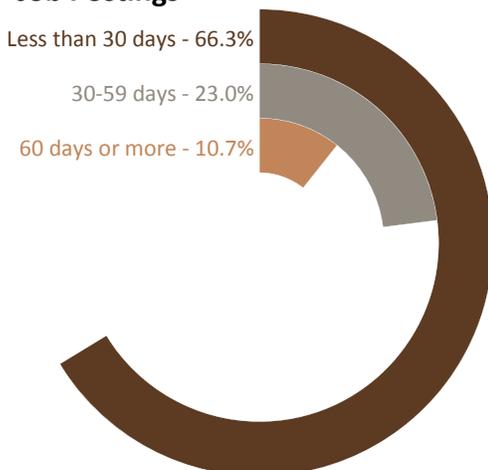
## RECRUITMENT & ADVERTISING

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](http://www.iowaworkforcedevelopment.gov/laborshed).



## RECRUITMENT & ADVERTISING

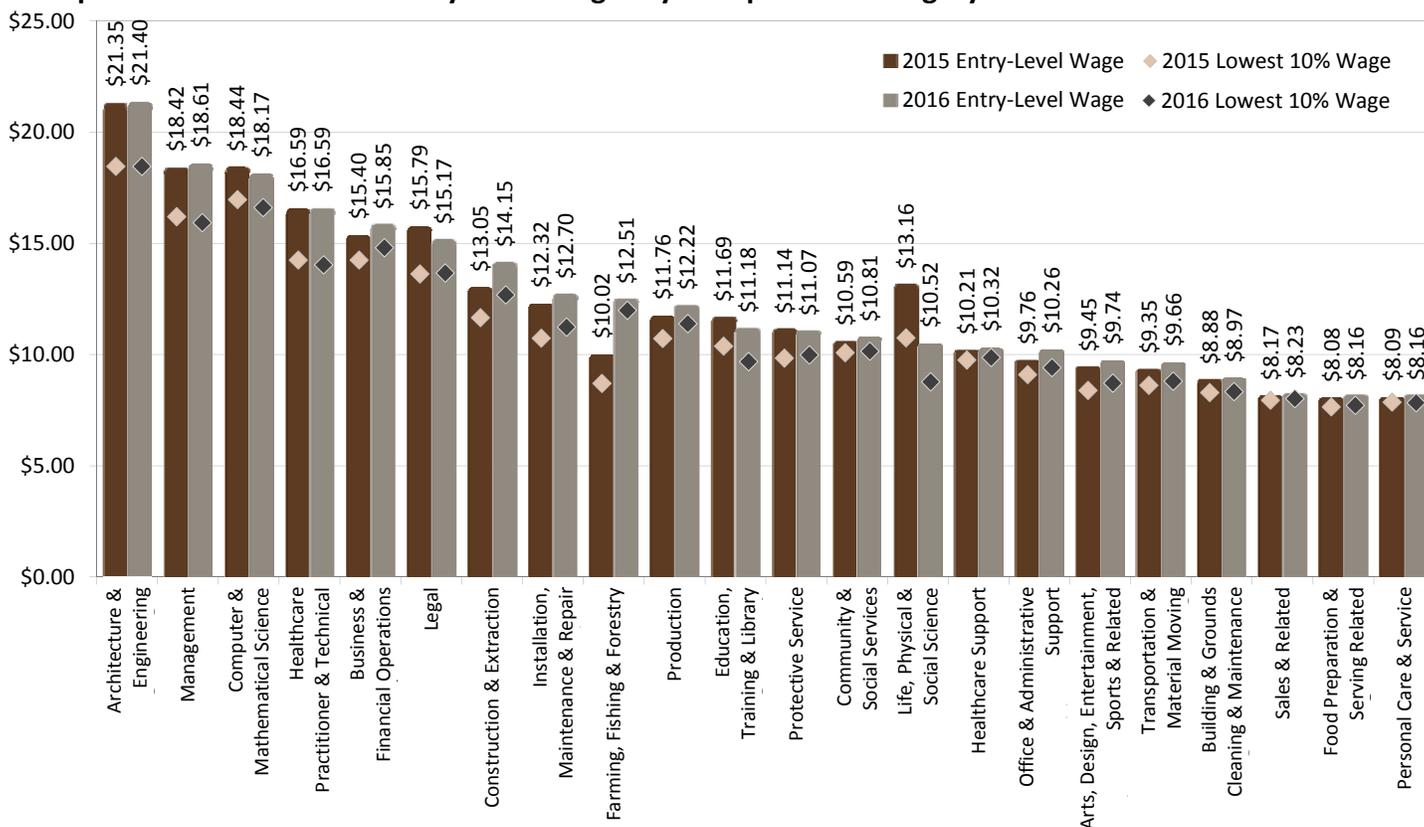
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	33.5%	18.7%	35.1%	9.9%	2.8%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	41.7%	17.5%	33.1%	6.5%	1.2%
Businesses have difficulty filling a position due to a general lack of applicants.	13.4%	13.1%	25.5%	28.2%	19.8%
Businesses have difficulty filling a position due to a lack of qualified applicants.	9.5%	8.8%	25.6%	34.4%	21.7%
Businesses have difficulty filling a position due to local competition.	18.7%	18.4%	39.6%	17.5%	5.8%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	25.0%	24.2%	31.1%	14.0%	5.7%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	19.1%	19.1%	36.3%	20.0%	5.5%
Businesses have difficulty filling a position due to the type of work involved.	16.1%	17.5%	33.0%	23.7%	9.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	28.6%	17.1%	31.4%	16.0%	6.9%



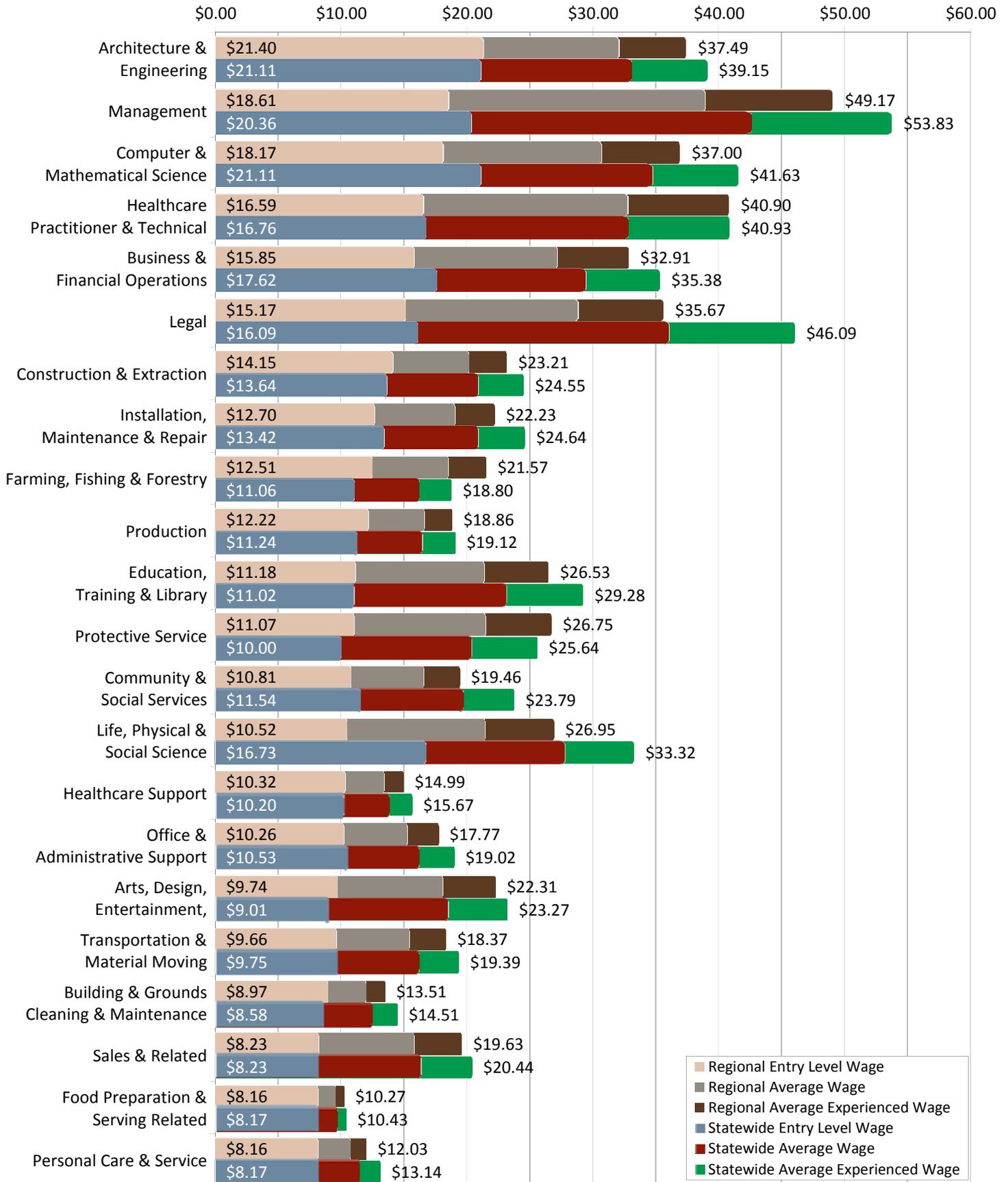
## WAGES

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

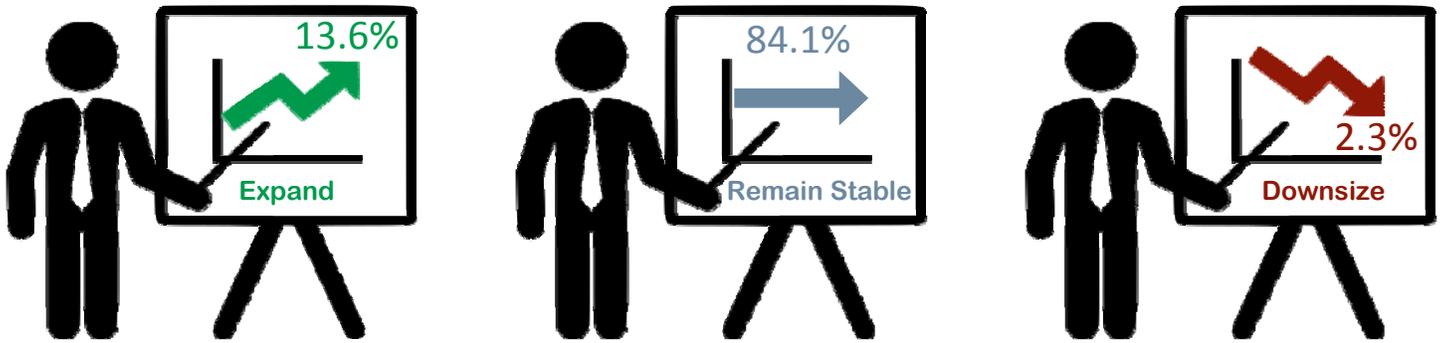




Comparison of 2016 Wage Levels by Occupational Category



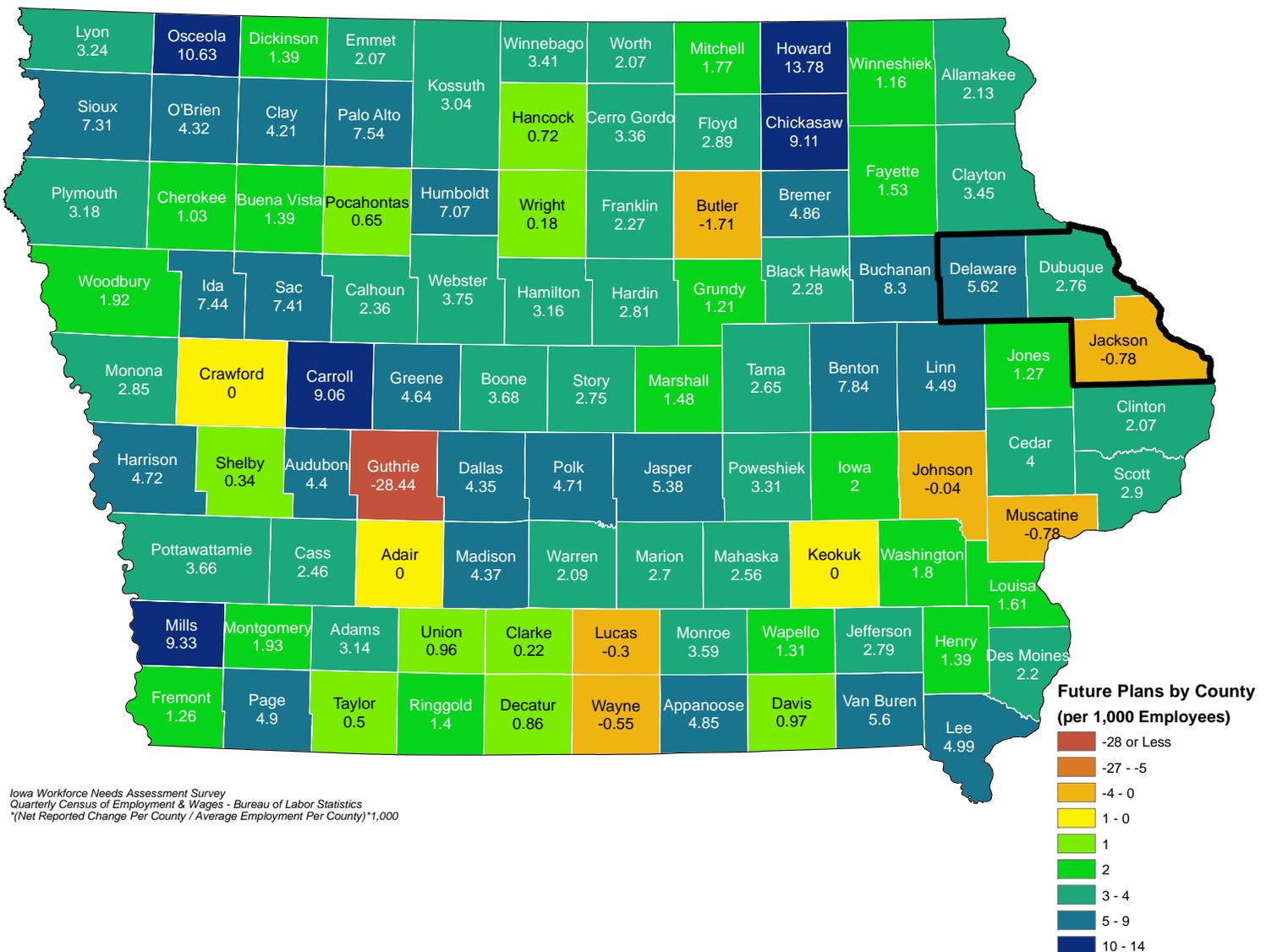
# FUTURE PLANS



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)\*

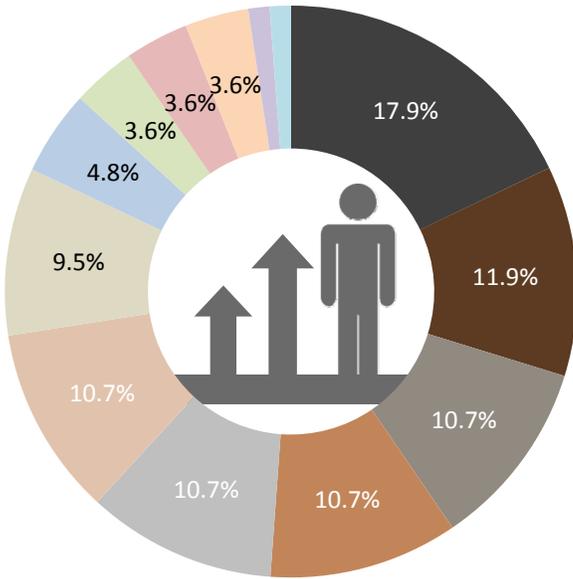


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000

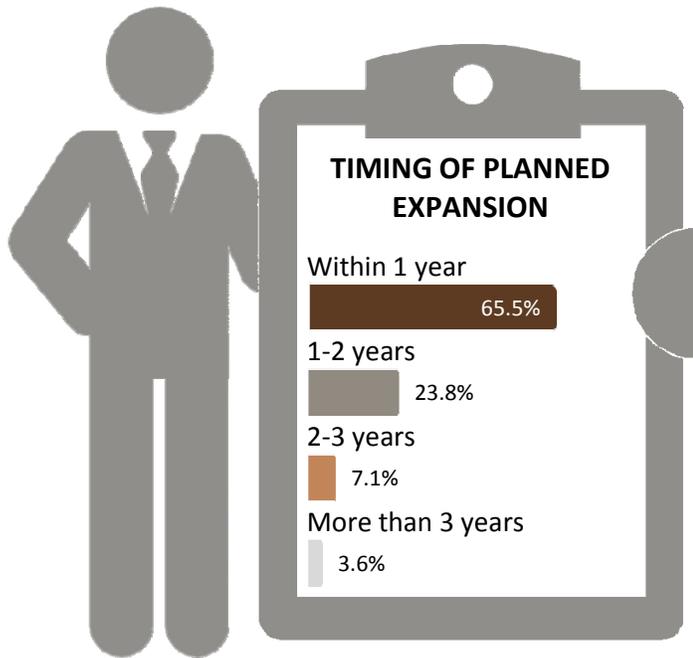
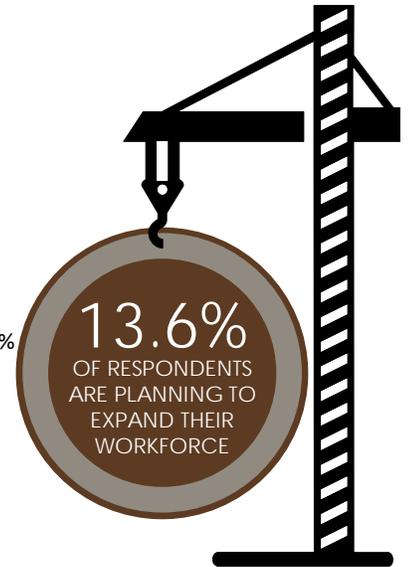


## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



- Health Care & Social Assistance - 17.9%
- Manufacturing - 11.9%
- Construction - 10.7%
- Finance, Insurance & Real Estate - 10.7%
- Professional & Technical Services - 10.7%
- Wholesale & Retail Trade - 10.7%
- Transportation & Warehousing - 9.5%
- Accommodation & Food Services - 4.8%
- Agriculture, Forestry, Fishing & Mining - 3.6%
- Information - 3.6%
- Personal Services - 3.6%
- Arts, Entertainment & Recreation - 1.2%
- Utilities - 1.2%
- Administrative & Waste Services - 0.0%
- Educational Services - 0.0%
- Management - 0.0%
- Public Administration - 0.0%



### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Transportation & Warehousing	33.3%
Agriculture, Forestry, Fishing & Mining	30.0%
Information	25.0%
Finance, Insurance & Real Estate	22.5%
Professional & Technical Services	22.5%
Health Care & Social Assistance	19.5%
Construction	15.3%
Utilities	14.3%
Manufacturing	14.1%
Accommodation & Food Services	9.8%
Arts, Entertainment & Recreation	7.7%
Wholesale & Retail Trade	6.9%
Personal Services	6.7%
Administrative & Waste Services	0.0%
Educational Services	0.0%
Management	0.0%
Public Administration	0.0%

## TOP INDUSTRIAL EXPANSION



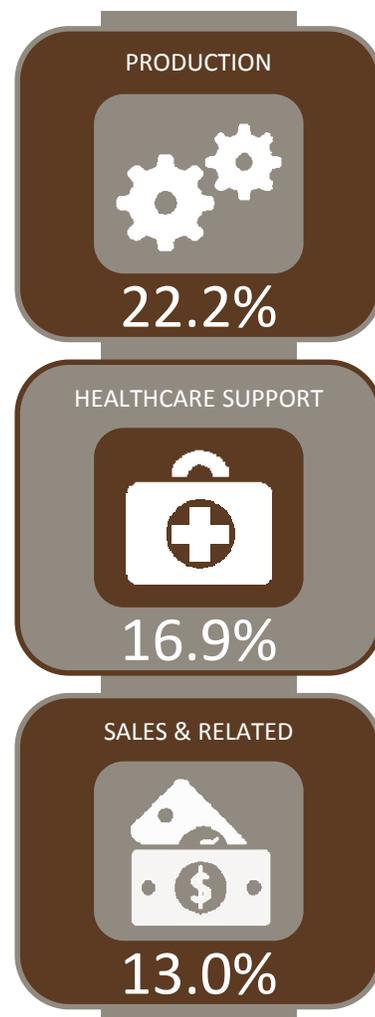


## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	22.2%
Healthcare Support	16.9%
Sales & Related	13.0%
Construction & Extraction	8.8%
Installation, Maintenance & Repair	7.3%
Transportation & Material Moving	5.7%
Office & Administrative Support	5.0%
Personal Care & Service	4.6%
Education, Training & Library	3.8%
Food Preparation & Serving Related	3.1%
Healthcare Practitioners & Technical	2.3%
Farming, Fishing & Forestry	1.5%
Unknown	1.0%
Building & Grounds Cleaning & Maintenance	0.8%
Business & Financial Operations	0.8%
Community & Social Service	0.8%
Computer & Mathematical	0.8%
Legal	0.8%
Architecture & Engineering	0.4%
Arts, Design, Entertainment, Sports & Media	0.4%
Life, Physical & Social Science	0.0%
Management	0.0%
Protective Service	0.0%

TOTAL 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
Competition within existing markets
No desire to expand
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
Supply chain limitations
Planned merger/acquisition or business sale/transfer
Don't know steps/processes needed to expand

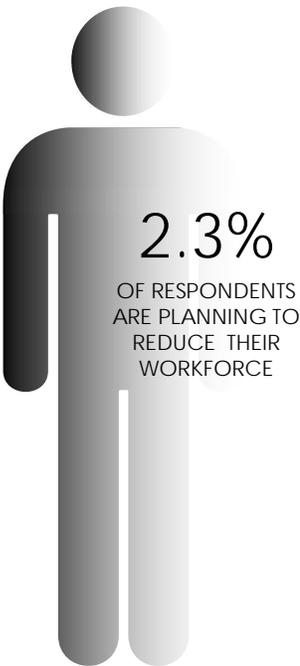
### Reasons for Payroll Expansion Ranked by Relative Importance

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

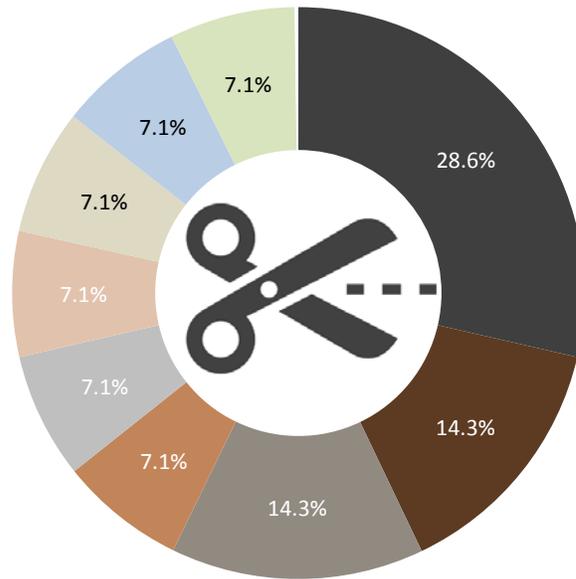




## FUTURE PLANS - REDUCTION



### Percent of Total Planned Reduction by Industry



- Wholesale & Retail Trade - 28.6%
- Health Care & Social Assistance - 14.3%
- Personal Services - 14.3%
- Accommodation & Food Services - 7.1%
- Administrative & Waste Services - 7.1%
- Construction - 7.1%
- Finance, Insurance & Real Estate - 7.1%
- Information - 7.1%
- Manufacturing - 7.1%
- Public Administration - 0.2%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Management - 0.0%
- Professional & Technical Services - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Information	8.3%
Administrative & Waste Services	5.0%
Personal Services	4.4%
Wholesale & Retail Trade	3.1%
Health Care & Social Assistance	2.6%
Finance, Insurance & Real Estate	2.5%
Accommodation & Food Services	2.4%
Construction	1.7%
Manufacturing	1.4%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Management	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Transportation & Warehousing	0.0%
Utilities	0.0%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Sales & Related	50.0%
Food Preparation & Serving Related	17.1%
Computer & Mathematical	8.6%
Construction & Extraction	5.7%
Farming, Fishing & Forestry	5.7%
Healthcare Practitioners & Technical	2.9%
Production	2.9%
Building & Grounds Cleaning & Maintenance	1.4%
Business & Financial Operations	1.4%
Installation, Maintenance & Repair	1.4%
Office & Administrative Support	1.4%
Personal Care & Service	1.4%
Unknown	0.1%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Community & Social Service	0.0%
Education, Training & Library	0.0%
Healthcare Support	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Management	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%



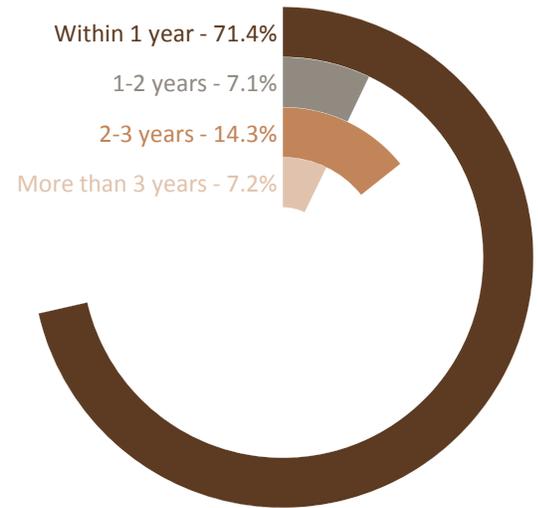


## FUTURE PLANS - REDUCTION

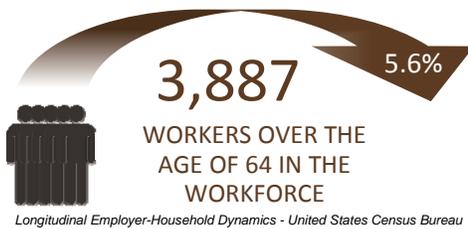
### Reasons for Workforce Reduction Ranked by Relative Importance

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

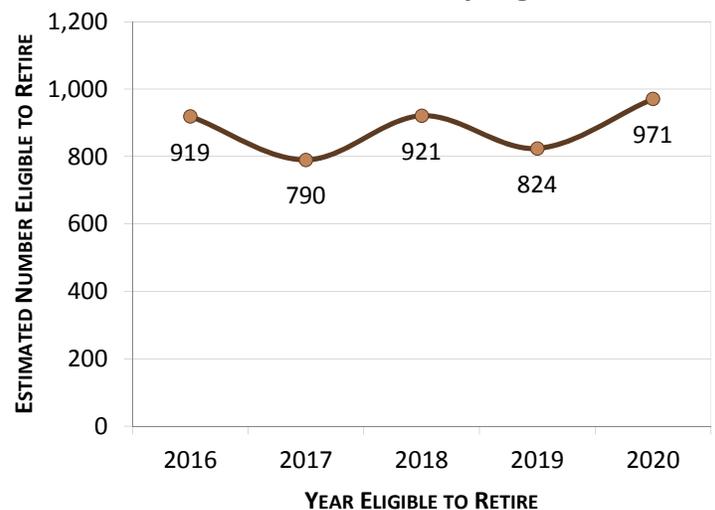
### Timing of Planned Reduction



## RETIREMENTS



### Estimate of Those Newly Eligible to Retire



### Retirement Eligibility by Industry

Industry	Percent of Total	Percent of Each Industry <sup>4</sup>
Manufacturing	36.1%	1.9%
Health Care & Social Assistance	16.8%	1.0%
Wholesale & Retail Trade	11.9%	0.6%
Educational Services	6.6%	0.6%
Finance, Insurance & Real Estate	6.2%	0.7%
Public Administration	5.0%	1.3%
Construction	4.7%	1.0%
Professional & Technical Services	3.0%	0.8%
Personal Services	2.9%	0.8%
Accommodation & Food Services	1.8%	0.2%
Arts, Entertainment & Recreation	1.7%	0.6%
Transportation & Warehousing	1.7%	0.4%
Information	0.7%	0.4%
Administrative & Waste Services	0.3%	0.1%
Agriculture, Forestry, Fishing & Mining	0.3%	0.6%
Utilities	0.3%	1.3%
Management	0.0%	0.0%



<sup>4</sup>Longitudinal Employer-Household Dynamics - United States Census Bureau



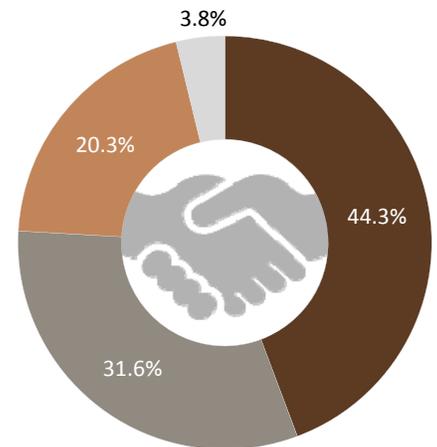
## RETIREMENTS

### Retirement Eligibility within Each Occupational Category

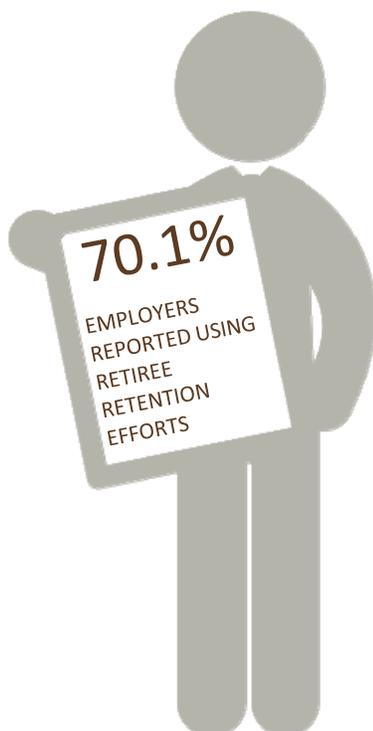
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation <sup>2</sup>
Production	23.0%	1.5%
Office & Administrative Support	10.0%	0.6%
Management	9.5%	1.5%
Sales & Related	8.0%	0.6%
Healthcare Support	7.4%	2.0%
Installation, Maintenance & Repair	6.6%	1.2%
Transportation & Material Moving	4.8%	0.5%
Healthcare Practitioners & Technical	4.7%	0.7%
Business & Financial Operations	4.3%	0.8%
Education, Training & Library	4.2%	0.6%
Food Preparation & Serving Related	4.2%	0.4%
Construction & Extraction	3.5%	0.8%
Building & Grounds Cleaning & Maintenance	2.2%	0.8%
Architecture & Engineering	1.7%	1.1%
Community & Social Service	1.6%	0.9%
Protective Service	1.0%	0.7%
Farming, Fishing & Forestry	0.9%	2.8%
Legal	0.7%	1.5%
Personal Care & Service	0.7%	0.2%
Arts, Design, Entertainment, Sports & Media	0.5%	0.3%
Computer & Mathematical	0.3%	0.2%
Life, Physical & Social Science	0.2%	0.4%

<sup>2</sup>Iowa Wage Report - Iowa Workforce Development

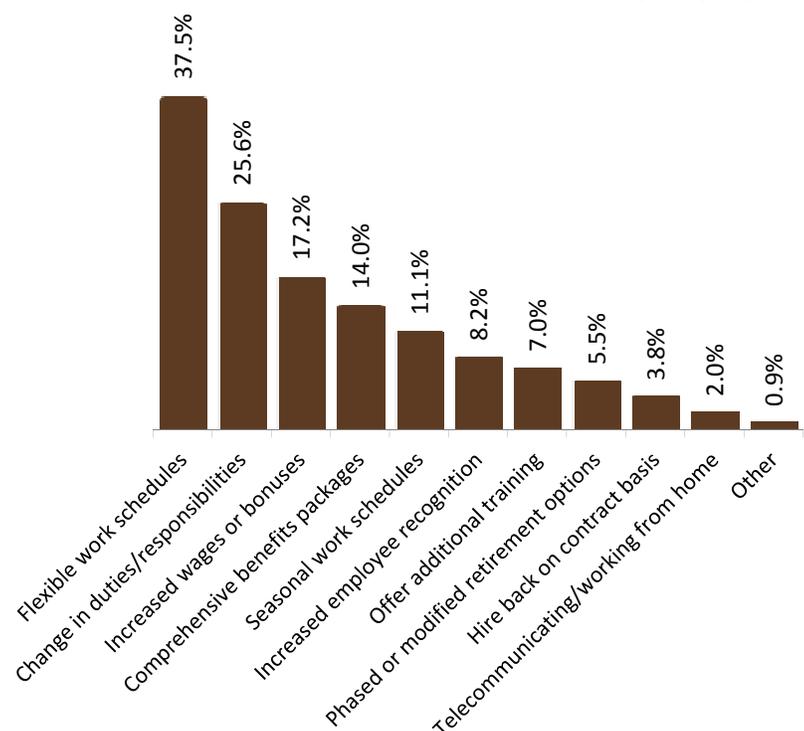
### How Companies Plan to Replace Those Who Retire

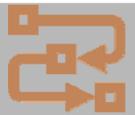


- Both hire new workers and promote from within - 44.3%
- Hire new workers - 31.6%
- Not currently planning to fill these positions - 20.3%
- Promote from within the company - 3.8%



### 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](http://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](http://www.iowajobs.org). For detailed occupation definitions and information, visit O\*Net ([www.onetonline.org](http://www.onetonline.org)), a U.S. Department of Labor resource which provides information on the following topics for each job title:

- Abilities
- Knowledge
- Wages & Employment - State/National
- Education
- Related Occupations
- Work Activities
- Interests
- Skills
- Work Context
- Job Tasks
- Tools & Technology Used
- Work Styles
- Job Zone
- Work Values

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Registered Nurses	29-1141	1,324	1,320	**	\$20.65
Customer Service Representatives	43-4051	922	930	**	\$10.50
Light Truck or Delivery Services Drivers	53-3033	837	360	**	\$9.41
Undefined Job Title	10-0000	813	**	**	**
Retail Salespersons	41-2031	763	2,270	**	\$8.24
Heavy and Tractor-Trailer Truck Drivers	53-3032	653	1,730	**	\$13.13
Nursing Aides, Orderlies, and Attendants	31-1014	583	1,150	**	\$10.41
Waiters and Waitresses	35-3031	538	1,310	**	\$8.15
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	534	390	**	\$10.10
Cooks, Restaurant	35-2014	461	710	**	\$8.15
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	447	790	**	\$9.38
Driver/Sales Workers	53-3031	446	250	**	\$8.21
Maintenance and Repair Workers, General	49-9071	396	640	**	\$10.16
Accountants and Auditors	13-2011	369	550	**	\$19.31
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	359	1,090	**	\$9.71
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	337	1,120	**	\$10.52
Licensed Practical and Licensed Vocational Nurses	29-2061	331	310	**	\$16.82
Social and Human Service Assistants	21-1093	312	190	**	\$10.15
Maids and Housekeeping Cleaners	37-2012	311	460	**	\$8.17
Cashiers	41-2011	309	2,130	**	\$8.20
First-Line Supervisors of Office and Administrative Support Workers	43-1011	309	410	**	\$16.10
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	300	1,650	**	\$8.17
Stock Clerks and Order Fillers	43-5081	292	760	**	\$8.56
Helpers--Production Workers	51-9198	269	100	**	\$9.67
First-Line Supervisors of Retail Sales Workers	41-1011	268	540	**	\$11.66
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	265	900	**	\$15.23
Computer Support Specialists	15-1151	259	230	**	\$15.90
Sales Representatives, Services, All Other	41-3099	252	130	**	\$12.02
Computer and Information Scientists, Research	15-1111	232	**	**	**
Food Preparation Workers	35-2021	225	340	**	\$8.15
Bartenders	35-3011	213	440	**	\$8.15
Automotive Service Technicians and Mechanics	49-3023	212	540	**	\$12.13
Amusement and Recreation Attendants	39-3091	211	110	**	\$8.25
Construction Laborers	47-2061	210	550	**	\$13.03
Medical Assistants	31-9092	203	220	**	\$12.47
First-Line Supervisors of Production and Operating Workers	51-1011	200	530	**	\$18.74
Computer Programmers	15-1021	194	80	**	\$22.08
Medical and Health Services Managers	11-9111	191	240	**	\$25.40
Bookkeeping, Accounting, and Auditing Clerks	43-3031	190	820	**	\$10.44
Security Guards	33-9032	187	250	**	\$10.35

<sup>1</sup>Iowa Workforce Development Job Bank

<sup>2</sup>Iowa Wage Report - IWD

<sup>3</sup>Iowa's Long-Term Projections - IWD

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Financial Managers	11-3031	159	500	**	\$26.97
Personal Care Aides	39-9021	158	590	**	\$9.03
Receptionists and Information Clerks	43-4171	158	530	**	\$9.36
Tellers	43-3071	151	340	**	\$10.39
Demonstrators and Product Promoters	41-9011	144	**	**	**
Managers, All Other	11-9199	143	140	**	\$15.85
Home Health Aides	31-1011	140	120	**	\$10.44
Network and Computer Systems Administrators	15-1142	140	130	**	\$24.66
Preschool Teachers, Except Special Education	25-2011	140	150	**	\$9.38
Computer Specialists, All Other	15-1199	138	90	**	\$15.68
Hotel, Motel, and Resort Desk Clerks	43-4081	137	130	**	\$8.63
General and Operations Managers	11-1021	136	1,240	**	\$15.68
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	135	350	**	\$8.15
Financial Specialists, All Other	13-2099	134	**	**	**
Industrial Engineers	17-2112	122	150	**	\$25.46
Welders, Cutters, Solderers, and Brazers	51-4121	121	820	**	\$14.16
Pharmacists	29-1051	119	150	**	\$40.27
Production Workers, All Other	51-9199	119	300	**	\$12.46
Food Service Managers	11-9051	117	150	**	\$13.00
Telemarketers	41-9041	117	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	111	240	**	\$12.74
Dishwashers	35-9021	109	250	**	\$8.14
Mechanical Engineers	17-2141	104	210	**	\$26.00
Community and Social Service Specialists, All Other	21-1099	100	20	**	\$8.27
Business Operations Specialists, All Other	13-1199	99	570	**	\$15.25
Industrial Machinery Mechanics	49-9041	96	290	**	\$16.78
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	95	210	**	\$19.91
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	94	160	**	\$20.14
Assemblers and Fabricators, All Other	51-2099	93	210	**	\$12.37
Insurance Sales Agents	41-3021	92	420	**	\$10.24
Medical Secretaries	43-6013	90	180	**	\$11.95
Office and Administrative Support Workers, All Other	43-9199	90	100	**	\$10.67
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	89	160	**	\$13.52
Loan Officers	13-2072	89	180	**	\$20.65
Merchandise Displayers and Window Trimmers	27-1026	89	50	**	\$11.55
Carpenters	47-2031	82	350	**	\$14.95
Coaches and Scouts	27-2022	81	210	**	\$17,231
Radiologic Technologists	29-2034	81	110	**	\$18.18
Food Preparation and Serving Related Workers, All Other	35-9099	80	20	**	\$8.17
Market Research Analysts	13-1161	80	140	**	\$16.34
Computer Systems Analysts	15-1121	79	230	**	\$23.32
Gaming Supervisors	39-1011	79	**	**	**
Executive Secretaries and Executive Administrative Assistants	43-6011	76	440	**	\$13.15
Team Assemblers	51-2092	74	1,950	**	\$12.35
Graphic Designers	27-1024	72	130	**	\$13.15
Teacher Assistants	25-9041	71	790	**	\$17,153
Transportation, Storage, and Distribution Managers	11-3071	70	30	**	\$19.21
Gaming Cage Workers	43-3041	69	**	**	**
Physical Therapists	29-1123	69	80	**	\$31.02
Plumbers, Pipefitters, and Steamfitters	47-2152	69	100	**	\$18.58
Healthcare Support Workers, All Other	31-9099	67	20	**	\$10.54
Advertising Sales Agents	41-3011	66	50	**	\$11.69

<sup>1</sup>Iowa Workforce Development Job Bank

<sup>2</sup>Iowa Wage Report - IWD

<sup>3</sup>Iowa's Long-Term Projections - IWD

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Childcare Workers	39-9011	66	600	**	\$8.12
Production, Planning, and Expediting Clerks	43-5061	66	110	**	\$15.41
Public Relations Specialists	27-3031	66	60	**	\$13.82
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	65	100	**	\$18.99
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	64	100	**	\$8.20
Cleaners of Vehicles and Equipment	53-7061	63	280	**	\$8.28
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	63	590	**	\$14.73
First-Line Supervisors of Non-Retail Sales Workers	41-1012	63	140	**	\$15.40
Claims Adjusters, Examiners, and Investigators	13-1031	62	180	**	\$17.62
Loan Interviewers and Clerks	43-4131	62	410	**	\$13.51
Computer Software Engineers, Applications	15-1131	61	80	**	\$22.08
Landscaping and Groundskeeping Workers	37-3011	60	290	**	\$9.34
Public Relations and Fundraising Managers	11-2031	60	30	**	\$27.35
Industrial Truck and Tractor Operators	53-7051	57	420	**	\$13.20
Marketing Managers	11-2021	56	60	**	\$17.90
Packaging and Filling Machine Operators and Tenders	51-9111	56	90	**	\$11.19
Sales Managers	11-2022	56	150	**	\$27.86
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	55	220	**	\$13.47
Cooks, Institution and Cafeteria	35-2012	54	400	**	\$9.41
Data Entry Keyers	43-9021	53	70	**	\$9.72
Taxi Drivers and Chauffeurs	53-3041	53	30	**	\$8.19
Electrical Engineers	17-2071	52	**	**	**
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	52	140	**	\$18.69
Human Resources Managers	11-3121	52	60	**	\$26.95
Social and Community Service Managers	11-9151	52	110	**	\$17.06
Surgical Technologists	29-2055	51	50	**	\$16.22
Construction and Related Workers, All Other	47-4099	50	30	**	\$8.16
Maintenance Workers, Machinery	49-9043	50	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	50	130	**	\$17.02
Real Estate Sales Agents	41-9022	50	**	**	**
Automotive Body and Related Repairers	49-3021	49	120	**	\$14.56
Electricians	47-2111	49	310	**	\$15.36
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	49	50	**	\$12.57
Sewing Machine Operators	51-6031	49	60	**	\$9.71
Parts Salespersons	41-2022	48	160	**	\$11.89
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	47	**	**	**
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	47	60	**	\$12.00
Management Analysts	13-1111	47	140	**	\$20.20
Printing Machine Operators	51-5112	47	180	**	\$10.37
Speech-Language Pathologists	29-1127	47	20	**	\$29.53
Building Cleaning Workers, All Other	37-2019	46	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	46	**	**	**
Payroll and Timekeeping Clerks	43-3051	45	40	**	\$14.65
Chief Executives	11-1011	44	110	**	\$20.73
Technical Writers	27-3042	44	**	**	**
Information and Record Clerks, All Other	43-4199	42	50	**	\$12.79
Painters, Construction and Maintenance	47-2141	42	50	**	\$15.39
Shipping, Receiving, and Traffic Clerks	43-5071	41	230	**	\$10.96
Ushers, Lobby Attendants, and Ticket Takers	39-3031	41	20	**	\$8.23
Civil Engineers	17-2051	40	60	**	\$29.12
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	40	70	**	\$15.10
Construction Managers	11-9021	39	110	**	\$22.40

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Mental Health Counselors	21-1014	39	50	**	\$13.35
Child, Family, and School Social Workers	21-1021	38	110	**	\$10.63
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	37	80	**	\$12.73
Industrial Engineering Technicians	17-3026	37	70	**	\$23.71
Laundry and Dry-Cleaning Workers	51-6011	37	140	**	\$9.77
Editors	27-3041	36	80	**	\$13.86
Machinists	51-4041	36	260	**	\$15.50
Producers and Directors	27-2012	36	**	**	**
Healthcare Practitioners and Technical Workers, All Other	29-9099	35	10	**	\$18.36
Insurance Claims and Policy Processing Clerks	43-9041	35	170	**	\$14.77
Occupational Therapists	29-1122	35	30	**	\$27.15
Parking Lot Attendants	53-6021	35	40	**	\$9.05
Physical Therapist Assistants	31-2021	35	30	**	\$13.66
Educational, Guidance, School, and Vocational Counselors	21-1012	34	60	**	\$16.00
Medical Records and Health Information Technicians	29-2071	34	110	**	\$13.02
Sales and Related Workers, All Other	41-9099	34	30	**	\$8.80
New Accounts Clerks	43-4141	33	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	31	40	**	\$20.39
Training and Development Specialists	13-1151	31	110	**	\$13.94
Bill and Account Collectors	43-3011	30	50	**	\$11.65
Chefs and Head Cooks	35-1011	30	130	**	\$11.54
Health Technologists and Technicians, All Other	29-2099	30	50	**	\$13.06
Healthcare Social Workers	21-1022	30	40	**	\$19.86
Reporters and Correspondents	27-3022	30	50	**	\$9.47
Architectural and Civil Drafters	17-3011	29	10	**	\$16.97
Biological Technicians	19-4021	29	**	**	**
Personal Financial Advisors	13-2052	29	110	**	\$19.90
Respiratory Therapists	29-1126	29	40	**	\$20.57
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	29	30	**	\$16.75
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	28	120	**	\$12.76
Industrial Production Managers	11-3051	28	140	**	\$28.28
Logisticians	13-1081	28	50	**	\$25.60
Credit Analysts	13-2041	27	**	**	**
Financial Analysts	13-2051	27	40	**	\$22.81
Police and Sheriff's Patrol Officers	33-3051	27	190	**	\$19.70
Couriers and Messengers	43-5021	26	60	**	\$8.43
Engineers, All Other	17-2199	26	60	**	\$21.15
Dental Hygienists	29-2021	25	140	**	\$27.43
Diagnostic Medical Sonographers	29-2032	25	30	**	\$24.03
Education Administrators, Postsecondary	11-9033	25	70	**	\$19.85
Operations Research Analysts	15-2031	25	**	**	**
Physician Assistants	29-1071	25	20	**	\$25.72
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	25	**	**	**
Computer and Information Systems Managers	11-3021	24	100	**	\$32.16
Meeting, Convention, and Event Planners	13-1121	24	30	**	\$9.02
Administrative Services Managers	11-3011	23	80	**	\$24.41
Life, Physical, and Social Science Technicians, All Other	19-4099	23	**	**	**
Electrical and Electronic Engineering Technicians	17-3023	22	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	22	**	**	**
Recreation Workers	39-9032	22	140	**	\$8.11
Tire Repairers and Changers	49-3093	22	90	**	\$10.35
Baggage Porters and Bellhops	39-6011	21	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Cement Masons and Concrete Finishers	47-2051	21	80	**	\$14.95
Commercial Pilots	53-2012	21	20	**	\$46,573
Emergency Medical Technicians and Paramedics	29-2041	21	170	**	\$10.14
Health Diagnosing and Treating Practitioners, All Other	29-1199	21	**	**	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	21	260	**	\$11.23
Tax Preparers	13-2082	21	20	**	\$13.32
Billing and Posting Clerks	43-3021	20	250	**	\$13.26
Compensation and Benefits Managers	11-3111	20	**	**	**
Dental Assistants	31-9091	20	240	**	\$12.98
Interviewers, Except Eligibility and Loan	43-4111	20	80	**	\$11.40
Material Moving Workers, All Other	53-7199	20	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	20	50	**	\$14.19
Operating Engineers and Other Construction Equipment Operators	47-2073	20	210	**	\$16.27
Physical Therapist Aides	31-2022	20	**	**	**
Self-Enrichment Education Teachers	25-3021	20	60	**	\$12.13
Agricultural Inspectors	45-2011	19	**	**	**
Computer Software Engineers, Systems Software	15-1133	19	20	**	\$29.40
Dietitians and Nutritionists	29-1031	19	20	**	\$21.33
Law Clerks	23-2011	19	50	**	\$14.93
Nursing Instructors and Teachers, Postsecondary	25-1072	19	**	**	**
Advertising and Promotions Managers	11-2011	18	20	**	\$16.97
Bus Drivers, School or Special Client	53-3022	18	160	**	\$9.14
Clergy	21-2011	18	20	**	\$14.31
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	18	30	**	\$13.12
Compliance Officers	13-1041	18	60	**	\$18.99
Gaming Surveillance Officers and Gaming Investigators	33-9031	18	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	18	**	**	**
Packers and Packagers, Hand	53-7064	18	650	**	\$8.38
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	18	780	**	\$36,829
Social Workers, All Other	21-1029	18	**	**	**
Agricultural Engineers	17-2021	17	**	**	**
Correctional Officers and Jailers	33-3012	17	60	**	\$15.84
Database Administrators	15-1141	17	20	**	\$22.27
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	17	80	**	\$12.69
Floor Layers, Except Carpet, Wood, and Hard Tiles	47-2042	17	20	**	\$12.51
Helpers—Installation, Maintenance, and Repair Workers	49-9098	17	80	**	\$8.71
Mechanical Drafters	17-3013	17	70	**	\$16.54
Nonfarm Animal Caretakers	39-2021	17	60	**	\$8.32
Property, Real Estate, and Community Association Managers	11-9141	17	20	**	\$21.84
Substance Abuse and Behavioral Disorder Counselors	21-1011	17	70	**	\$11.97
Compensation, Benefits, and Job Analysis Specialists	13-1141	16	10	**	\$15.97
Cooks, Fast Food	35-2011	16	**	**	**
Fitness Trainers and Aerobics Instructors	39-9031	16	**	**	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	16	**	**	**
Nurse Practitioners	29-1171	16	40	**	\$38.62
Order Clerks	43-4151	16	**	**	**
Purchasing Managers	11-3061	16	20	**	\$24.04
Teachers and Instructors, All Other	25-3099	16	**	**	**
Agricultural Workers, All Other	45-2099	15	**	**	**
Entertainment Attendants and Related Workers, All Other	39-3099	15	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	15	**	**	**
Psychiatric Technicians	29-2053	15	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Bindery Workers	51-5113	14	**	**	**
Cost Estimators	13-1051	14	150	**	\$15.50
Elementary School Teachers, Except Special Education	25-2021	14	630	**	\$35,478
Installation, Maintenance, and Repair Workers, All Other	49-9099	14	30	**	\$11.27
Medical Equipment Preparers	31-9093	14	30	**	\$10.78
Architectural and Engineering Managers	11-9041	13	40	**	\$37.47
Athletic Trainers	29-9091	13	**	**	**
Engine and Other Machine Assemblers	51-2031	13	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	13	20	**	\$14.51
Food Servers, Nonrestaurant	35-3041	13	130	**	\$8.17
Legal Secretaries	43-6012	13	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	13	70	**	\$21.09
Occupational Therapy Assistants	31-2011	13	**	**	**
Physicians and Surgeons, All Other	29-1069	13	100	**	**
Audio and Video Equipment Technicians	27-4011	12	**	**	**
Millwrights	49-9044	12	40	**	\$18.28
Occupational Health and Safety Specialists	29-9011	12	30	**	\$22.20
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	12	20	**	\$10.03
Structural Metal Fabricators and Fitters	51-2041	12	30	**	\$16.51
Switchboard Operators, Including Answering Service	43-2011	12	20	**	\$8.87
Automotive Glass Installers and Repairers	49-3022	11	**	**	**
Bus Drivers, Transit and Intercity	53-3021	11	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	11	40	**	\$13.85
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	11	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	11	40	**	\$14.39
Graders and Sorters, Agricultural Products	45-2041	11	**	**	**
Instructional Coordinators	25-9031	11	10	**	\$18.22
Library Assistants, Clerical	43-4121	11	70	**	\$8.22
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	11	**	**	**
Rehabilitation Counselors	21-1015	11	280	**	\$10.45
Roofers	47-2181	11	110	**	\$10.48
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2052	11	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	10	**	**	**
Engineering Technicians, Except Drafters, All Other	17-3029	10	20	**	\$16.91
Entertainers and Performers, Sports and Related Workers, All Other	27-2099	10	**	**	**
Family and General Practitioners	29-1062	10	120	**	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	10	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	10	90	**	\$16.08
First-Line Supervisors of Personal Service Workers	39-1021	10	120	**	\$9.94
Librarians	25-4021	10	40	**	\$18.07
Materials Engineers	17-2131	10	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	10	**	**	**
Painting, Coating, and Decorating Workers	51-9123	10	**	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	10	**	**	**
Aircraft Cargo Handling Supervisors	53-1011	9	**	**	**
Business Teachers, Postsecondary	25-1011	9	**	**	**
Civil Engineering Technicians	17-3022	9	20	**	\$24.60
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	9	40	**	\$19.04
Computer, Automated Teller, and Office Machine Repairers	49-2011	9	**	**	**
Dietetic Technicians	29-2051	9	10	**	\$8.13
Food Batchmakers	51-3092	9	**	**	**
Mechanical Door Repairers	49-9011	9	**	**	**

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Postal Service Clerks	43-5051	9	50	**	\$13.85
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	9	10	**	\$24.20
Slot Supervisors	39-1012	9	**	**	**
Telecommunications Line Installers and Repairers	49-9052	9	**	**	**
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	9	**	**	**
Cardiovascular Technologists and Technicians	29-2031	8	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	8	**	**	**
Graduate Teaching Assistants	25-1191	8	**	**	**
Manicurists and Pedicurists	39-5092	8	**	**	**
Media and Communication Workers, All Other	27-3099	8	**	**	**
Training and Development Managers	11-3131	8	10	**	\$29.69
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	8	**	**	**
Bakers	51-3011	7	50	**	\$9.60
Commercial and Industrial Designers	27-1021	7	40	**	\$17.27
Cooks, Short Order	35-2015	7	**	**	**
Dental Laboratory Technicians	51-9081	7	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	7	**	**	**
File Clerks	43-4071	7	30	**	\$13.24
Gaming Change Persons and Booth Cashiers	41-2012	7	**	**	**
Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	7	**	**	**
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	7	**	**	**
Lodging Managers	11-9081	7	**	**	**
Opticians, Dispensing	29-2081	7	**	**	**
Sales Engineers	41-9031	7	**	**	**
Tire Builders	51-9197	7	**	**	**
Agricultural and Food Science Technicians	19-4011	6	**	**	**
Agricultural Equipment Operators	45-2091	6	20	**	\$13.47
Counter and Rental Clerks	41-2021	6	90	**	\$8.34
Court, Municipal, and License Clerks	43-4031	6	50	**	\$11.97
Education Administrators, All Other	11-9039	6	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	6	**	**	**
Health Specialties Teachers, Postsecondary	25-1071	6	**	**	**
Lawyers	23-1011	6	140	**	\$18.01
Medical and Clinical Laboratory Technicians	29-2012	6	40	**	\$16.88
Transportation Workers, All Other	53-6099	6	**	**	**
Veterinarians	29-1131	6	30	**	\$20.87
Brickmasons and Blockmasons	47-2021	5	**	**	**
Captains, Mates, and Pilots of Water Vessels	53-5021	5	**	**	**
Computer Hardware Engineers	17-2061	5	**	**	**
Desktop Publishers	43-9031	5	**	**	**
Directors, Religious Activities and Education	21-2021	5	**	**	**
Education Administrators, Elementary and Secondary School	11-9032	5	110	**	\$66,381
Electrical and Electronic Equipment Assemblers	51-2022	5	**	**	**
Engineering Teachers, Postsecondary	25-1032	5	**	**	**
Helpers—Extraction Workers	47-5081	5	**	**	**
Home Appliance Repairers	49-9031	5	**	**	**
Landscape Architects	17-1012	5	**	**	**
Mechanical Engineering Technicians	17-3027	5	**	**	**
Medical Equipment Repairers	49-9062	5	10	**	\$14.24
Museum Technicians and Conservators	25-4013	5	**	**	**
Natural Sciences Managers	11-9121	5	**	**	**
Nuclear Medicine Technologists	29-2033	5	**	**	**

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Pest Control Workers	37-2021	5	**	**	**
Refuse and Recyclable Material Collectors	53-7081	5	**	**	**
Sheet Metal Workers	47-2211	5	**	**	**
Statisticians	15-2041	5	**	**	**
Structural Iron and Steel Workers	47-2221	5	**	**	**
Animal Scientists	19-1011	4	**	**	**
Art, Drama, and Music Teachers, Postsecondary	25-1121	4	**	**	**
Automotive and Watercraft Service Attendants	53-6031	4	**	**	**
Budget Analysts	13-2031	4	10	**	\$22.33
Cabinetmakers and Bench Carpenters	51-7011	4	60	**	\$11.96
Communications Teachers, Postsecondary	25-1122	4	**	**	**
Counselors, All Other	21-1019	4	20	**	\$15.07
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	4	**	**	**
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	4	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	4	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	4	220	**	\$14.47
Floral Designers	27-1023	4	20	**	\$11.82
Fundraisers	13-1131	4	20	**	\$15.68
Gaming Managers	11-9071	4	**	**	**
Gas Plant Operators	51-8092	4	**	**	**
Grounds Maintenance Workers, All Other	37-3019	4	**	**	**
Highway Maintenance Workers	47-4051	4	180	**	\$18.17
Machine Feeders and Offbearers	53-7063	4	210	**	\$10.70
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	4	70	**	\$10.40
Mathematical Science Occupations, All Other	15-2099	4	**	**	**
Mathematical Science Teachers, Postsecondary	25-1022	4	**	**	**
Meter Readers, Utilities	43-5041	4	**	**	**
Network Systems and Data Communications Analysts	15-1143	4	**	**	**
Occupational Therapy Aides	31-2012	4	**	**	**
Personal Care and Service Workers, All Other	39-9099	4	**	**	**
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	4	10	**	\$14.95
Police, Fire, and Ambulance Dispatchers	43-5031	4	20	**	\$15.85
Power Plant Operators	51-8013	4	**	**	**
Protective Service Workers, All Other	33-9099	4	20	**	\$11.46
Rail-Track Laying and Maintenance Equipment Operators	47-4061	4	**	**	**
Recreational Therapists	29-1125	4	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	4	**	**	**
Skincare Specialists	39-5094	4	**	**	**
Therapists, All Other	29-1129	4	**	**	**
Tool and Die Makers	51-4111	4	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	4	50	**	\$9.87
Architects, Except Landscape and Naval	17-1011	3	**	**	**
Audio-Visual and Multimedia Collections Specialists	25-9011	3	**	**	**
Chemical Plant and System Operators	51-8091	3	**	**	**
Computer Network Support Specialists	15-1152	3	70	**	\$16.19
Construction and Building Inspectors	47-4011	3	40	**	\$20.46
Cooks, All Other	35-2019	3	**	**	**
Cooks, Private Household	35-2013	3	**	**	**
Electro-Mechanical Technicians	17-3024	3	**	**	**
Environmental Engineers	17-2081	3	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	3	40	**	\$22.73
Farm, Ranch, and Other Agricultural Managers	11-9013	3	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Food Cooking Machine Operators and Tenders	51-3093	3	60	**	\$13.97
Gaming Service Workers, All Other	39-3019	3	**	**	**
Health Educators	21-1091	3	20	**	\$17.21
Helpers—Roofers	47-3016	3	**	**	**
Interior Designers	27-1025	3	**	**	**
Marriage and Family Therapists	21-1013	3	**	**	**
Motion Picture Projectionists	39-3021	3	**	**	**
Obstetricians and Gynecologists	29-1064	3	**	**	**
Pediatricians, General	29-1065	3	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	3	**	**	**
Residential Advisors	39-9041	3	**	**	**
Social Work Teachers, Postsecondary	25-1113	3	**	**	**
Tree Trimmers and Pruners	37-3013	3	**	**	**
Word Processors and Typists	43-9022	3	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	2	**	**	**
Broadcast Technicians	27-4012	2	**	**	**
Career/Technical Education Teachers, Middle School	25-2023	2	**	**	**
Career/Technical Education Teachers, Secondary School	25-2032	2	**	**	**
Cargo and Freight Agents	43-5011	2	**	**	**
Chemical Equipment Operators and Tenders	51-9011	2	**	**	**
Chemical Technicians	19-4031	2	**	**	**
Chemistry Teachers, Postsecondary	25-1052	2	**	**	**
Chemists	19-2031	2	**	**	**
Community Health Workers	21-1094	2	**	**	**
Computer Science Teachers, Postsecondary	25-1021	2	**	**	**
Conservation Scientists	19-1031	2	20	**	\$16.67
Conveyor Operators and Tenders	53-7011	2	**	**	**
Craft Artists	27-1012	2	**	**	**
Crane and Tower Operators	53-7021	2	80	**	\$19.12
Curators	25-4012	2	**	**	**
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	2	20	**	\$10.37
Drywall and Ceiling Tile Installers	47-2081	2	**	**	**
Education, Training, and Library Workers, All Other	25-9099	2	**	**	**
Electronics Engineers, Except Computer	17-2072	2	**	**	**
Elevator Installers and Repairers	47-4021	2	**	**	**
Eligibility Interviewers, Government Programs	43-4061	2	30	**	\$22.00
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	2	**	**	**
Financial Examiners	13-2061	2	20	**	\$17.72
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	2	30	**	\$14.79
First-Line Supervisors of Police and Detectives	33-1012	2	40	**	\$29.17
Forest and Conservation Technicians	19-4093	2	20	**	\$16.17
Forest and Conservation Workers	45-4011	2	**	**	**
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	2	**	**	**
Foundry Mold and Coremakers	51-4071	2	**	**	**
Geological and Petroleum Technicians	19-4041	2	**	**	**
Glaziers	47-2121	2	**	**	**
Historians	19-3093	2	**	**	**
Internists, General	29-1063	2	**	**	**
Kindergarten Teachers, Except Special Education	25-2012	2	40	**	\$29,976
Massage Therapists	31-9011	2	80	**	\$8.09
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	2	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	2	**	**	**

<sup>1</sup>Iowa Workforce Development Job Bank

<sup>2</sup>Iowa Wage Report - IWD

<sup>3</sup>Iowa's Long-Term Projections - IWD

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Musicians and Singers	27-2042	2	**	**	**
Philosophy and Religion Teachers, Postsecondary	25-1126	2	**	**	**
Pipelayers	47-2151	2	**	**	**
Plant and System Operators, All Other	51-8099	2	**	**	**
Probation Officers and Correctional Treatment Specialists	21-1092	2	**	**	**
Procurement Clerks	43-3061	2	20	**	\$13.15
Recreational Vehicle Service Technicians	49-3092	2	**	**	**
Sewers, Hand	51-6051	2	**	**	**
Social Science Research Assistants	19-4061	2	**	**	**
Special Education Teachers, Secondary School	25-2054	2	**	**	**
Surveying and Mapping Technicians	17-3031	2	**	**	**
Surveyors	17-1022	2	20	**	\$18.95
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	2	**	**	**
Tour Guides and Escorts	39-7011	2	**	**	**
Traffic Technicians	53-6041	2	20	**	\$16.38
Transportation Inspectors	53-6051	2	**	**	**
Travel Agents	41-3041	2	**	**	**
Veterinary Technologists and Technicians	29-2056	2	30	**	\$11.98
Wholesale and Retail Buyers, Except Farm Products	13-1022	2	20	**	\$23.11
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	1	**	**	**
Aerospace Engineers	17-2011	1	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	1	**	**	**
Animal Control Workers	33-9011	1	**	**	**
Animal Trainers	39-2011	1	**	**	**
Appraisers and Assessors of Real Estate	13-2021	1	10	**	\$17.95
Bicycle Repairers	49-3091	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Butchers and Meat Cutters	51-3021	1	170	**	\$8.61
Camera and Photographic Equipment Repairers	49-9061	1	**	**	**
Chemical Engineers	17-2041	1	**	**	**
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	1	30	**	\$13.49
Communications Equipment Operators, All Other	43-2099	1	**	**	**
Computer Operators	43-9011	1	50	**	\$10.79
Concierges	39-6012	1	**	**	**
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	40	**	\$21.28
Correspondence Clerks	43-4021	1	**	**	**
Credit Authorizers, Checkers, and Clerks	43-4041	1	10	**	\$13.62
Designers, All Other	27-1029	1	**	**	**
Drafters, All Other	17-3019	1	40	**	\$16.13
Electromechanical Equipment Assemblers	51-2023	1	**	**	**
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	1	**	**	**
Emergency Management Specialists	11-9161	1	**	**	**
Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	1	**	**	**
Farm and Home Management Advisors	25-9021	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**
Film and Video Editors	27-4032	1	**	**	**
Firefighters	33-2011	1	60	**	\$18.50
Flight Attendants	53-2031	1	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	1	**	**	**
Food Scientists and Technologists	19-1012	1	**	**	**
Foreign Language and Literature Teachers, Postsecondary	25-1124	1	**	**	**
Foresters	19-1032	1	**	**	**

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Furniture Finishers	51-7021	1	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	1	30	**	\$15.32
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	1	**	**	**
Helpers—Electricians	47-3013	1	**	**	**
History Teachers, Postsecondary	25-1125	1	**	**	**
Home Economics Teachers, Postsecondary	25-1192	1	**	**	**
Information Security Analysts	15-1122	1	**	**	**
Insulation Workers, Floor, Ceiling, and Wall	47-2131	1	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	1	**	**	**
Legal Support Workers, All Other	23-2099	1	**	**	**
Library Science Teachers, Postsecondary	25-1082	1	**	**	**
Locksmiths and Safe Repairers	49-9094	1	**	**	**
Logging Workers, All Other	45-4029	1	**	**	**
Medical Appliance Technicians	51-9082	1	**	**	**
Medical Transcriptionists	31-9094	1	50	**	\$13.39
Middle School Teachers, Except Special and Career/Technical Education	25-2022	1	260	**	\$34,503
Mining Machine Operators, All Other	47-5049	1	**	**	**
Motorboat Mechanics and Service Technicians	49-3051	1	**	**	**
Motorcycle Mechanics	49-3052	1	50	**	\$12.75
Music Directors and Composers	27-2041	1	**	**	**
Office Machine Operators, Except Computer	43-9071	1	60	**	\$11.94
Optometrists	29-1041	1	**	**	**
Orthotists and Prosthetists	29-2091	1	**	**	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	1	**	**	**
Photographic Reproduction Technicians	51-9151	1	**	**	**
Psychology Teachers, Postsecondary	25-1066	1	**	**	**
Pump Operators, Except Wellhead Pumps	53-7072	1	**	**	**
Radiation Therapists	29-1124	1	**	**	**
Security and Fire Alarm Systems Installers	49-2098	1	**	**	**
Service Unit Operators, Oil, Gas, and Mining	47-5013	1	**	**	**
Social Sciences Teachers, Postsecondary, All Other	25-1069	1	**	**	**
Soil and Plant Scientists	19-1013	1	**	**	**
Sound Engineering Technicians	27-4014	1	**	**	**
Special Education Teachers, All Other	25-2059	1	**	**	**
Special Education Teachers, Middle School	25-2053	1	**	**	**
Stationary Engineers and Boiler Operators	51-8021	1	**	**	**
Stonemasons	47-2022	1	**	**	**
Tailors, Dressmakers, and Custom Sewers	51-6052	1	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	1	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	1	**	**	**
Web Developers	15-1134	1	20	**	\$14.02

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