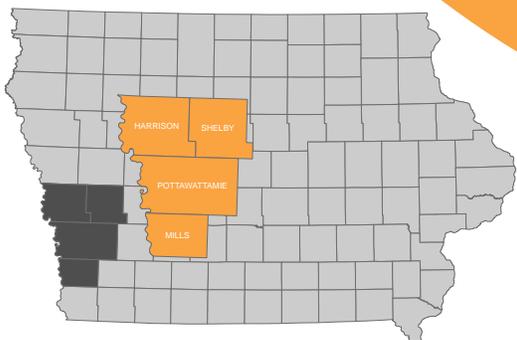


# WORKFORCE NEEDS ASSESSMENT

RELEASED

20  
17



## REGIONAL ANALYSIS

HARRISON, MILLS, POTTAWATTAMIE AND SHELBY COUNTIES



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# 2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

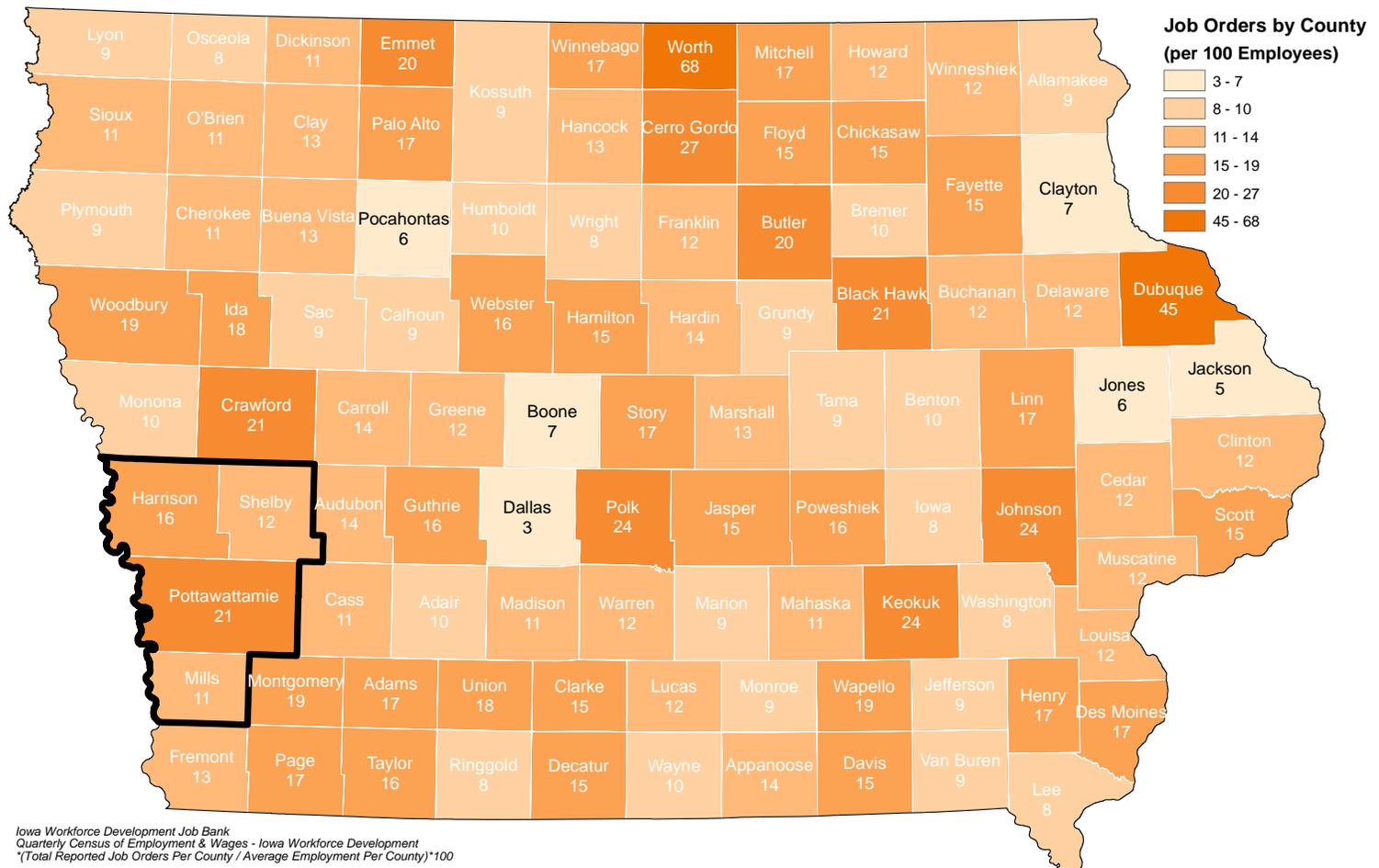
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 904 employers operating 1,034 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 421 responses, yielding a 46.6 percent response rate.



## VACANCY ESTIMATES

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

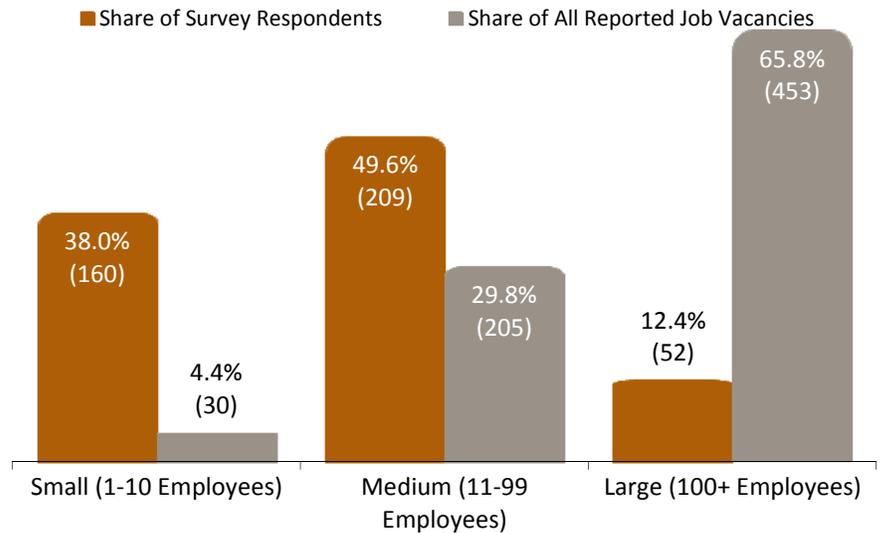


Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## VACANCY ESTIMATES

### Reported Job Vacancies by Workplace Size



### 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>
Sales & Related	1,248	13.3%	\$8.21	\$13.69	**
Transportation & Material Moving	1,183	12.6%	\$10.18	\$15.15	**
Food Preparation & Serving Related	1,167	12.4%	\$8.16	\$9.55	**
Healthcare Practitioner & Technical	1,013	10.8%	\$14.66	\$29.28	**
Office & Administrative Support	929	9.9%	\$9.43	\$14.93	**
Installation, Maintenance & Repair	421	4.5%	\$12.34	\$19.61	**
Building & Grounds Cleaning & Maintenance	394	4.2%	\$8.18	\$11.27	**
Management	387	4.1%	\$17.73	\$35.11	**
Personal Care & Service	374	4.0%	\$8.19	\$12.20	**
Healthcare Support	370	3.9%	\$10.02	\$13.38	**
Production	368	3.9%	\$9.83	\$15.07	**
Business & Financial Operations	283	3.0%	\$15.77	\$26.51	**
Protective Service	221	2.3%	\$10.31	\$19.86	**
Architecture & Engineering	210	2.2%	\$18.62	\$31.39	**
Community & Social Services	202	2.1%	\$9.90	\$18.20	**
Computer & Mathematical Science	177	1.9%	\$17.79	\$30.87	**
Education, Training & Library	177	1.9%	\$11.79	\$21.14	**
Construction & Extraction	128	1.4%	\$14.70	\$23.78	**
Arts, Design, Entertainment, Sports & Related	82	0.9%	\$8.25	\$15.73	**
Farming, Fishing & Forestry	37	0.4%	\$11.96	\$14.34	**
Life, Physical & Social Science	30	0.3%	\$16.93	\$26.23	**
Legal	12	0.1%	\$17.48	\$31.16	**

<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>
Arts, Entertainment & Recreation	210	10	4.8%	**	**
Health Care & Social Assistance	8,458	277	3.3%	\$17.01	**
Accommodation & Food Services	5,879	153	2.6%	\$7.10	**
Professional & Technical Services	1,012	26	2.6%	\$21.70	**
Transportation & Warehousing	2,558	49	1.9%	\$13.87	**
Educational Services	4,496	75	1.7%	\$14.18	**
Personal Services	1,097	19	1.7%	\$11.35	**
Agriculture, Forestry, Fishing & Mining	502	8	1.6%	\$14.38	**
Construction	1,938	31	1.6%	\$22.92	**
Administrative & Waste Services	1,303	18	1.4%	\$12.19	**
Public Administration	1,946	28	1.4%	\$12.60	**
Finance, Insurance & Real Estate	1,793	22	1.2%	\$16.92	**
Wholesale & Retail Trade	8,443	86	1.0%	\$10.47	**
Manufacturing	5,382	25	0.5%	\$17.99	**
Utilities	462	1	0.2%	\$47.52	**
Information	740	1	0.1%	\$20.08	**
Management	210	0	0.0%	\$14.97	**

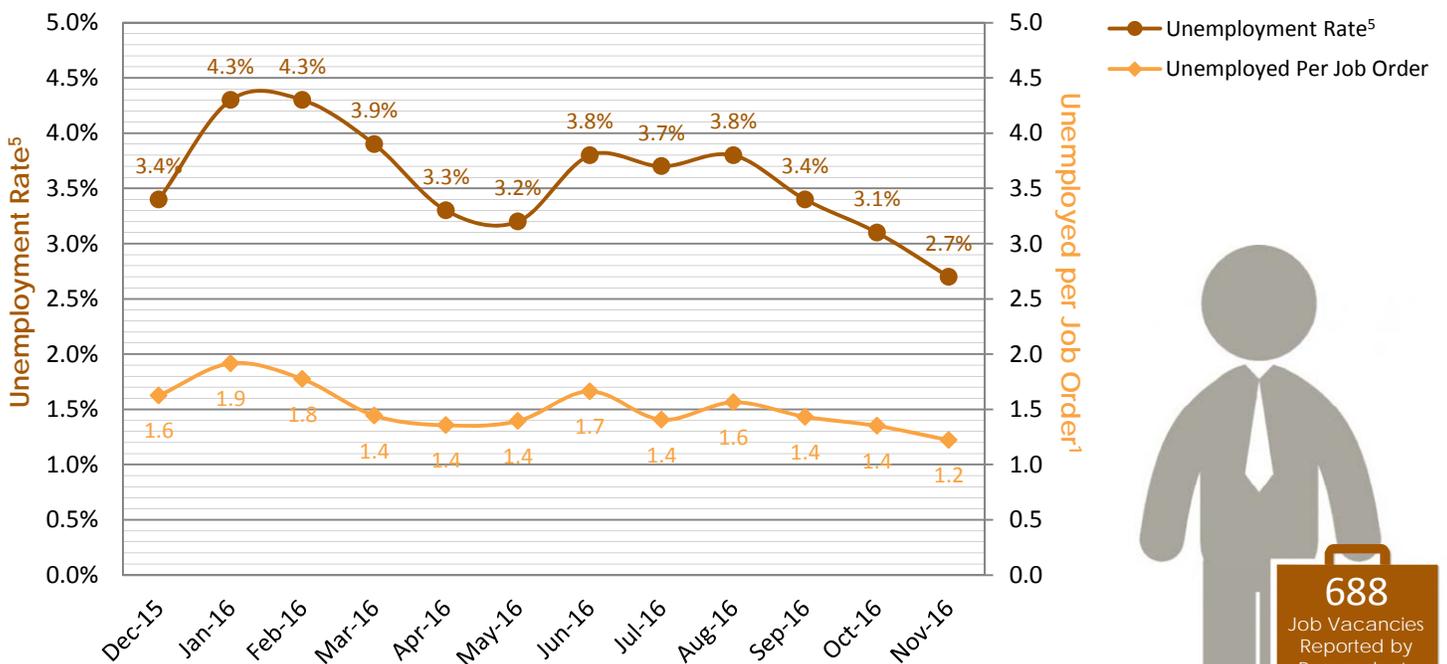
<sup>3</sup>Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

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



## VACANCY ESTIMATES

### Vacancy Rate by Occupational Category

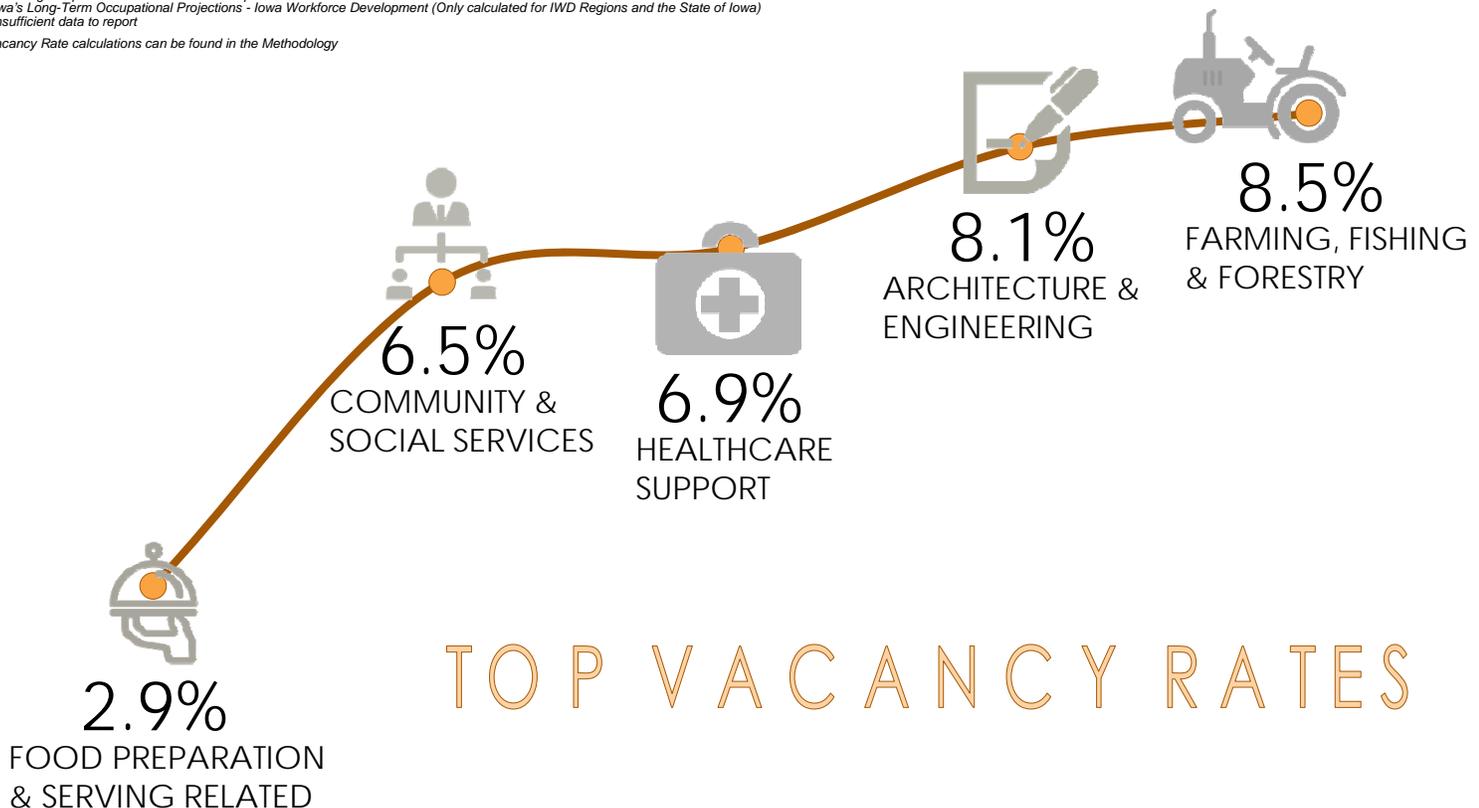
	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Farming, Fishing & Forestry	120	10	8.5%	\$11.96	**
Architecture & Engineering	170	14	8.1%	\$18.62	**
Healthcare Support	1,770	122	6.9%	\$10.02	**
Community & Social Services	890	58	6.5%	\$9.90	**
Food Preparation & Serving Related	5,720	168	2.9%	\$8.16	**
Building & Grounds Cleaning & Maintenance	2,050	43	2.1%	\$8.18	**
Business & Financial Operations	1,320	24	1.8%	\$15.77	**
Legal	240	4	1.8%	\$17.48	**
Arts, Design, Entertainment, Sports & Related	640	10	1.6%	\$8.25	**
Installation, Maintenance & Repair	2,560	39	1.5%	\$12.34	**
Computer & Mathematical Science	320	4	1.3%	\$17.79	**
Education, Training & Library	3,810	48	1.3%	\$11.79	**
Transportation & Material Moving	5,480	72	1.3%	\$10.18	**
Construction & Extraction	2,590	31	1.2%	\$14.70	**
Healthcare Practitioner & Technical	3,310	39	1.2%	\$14.66	**
Management	2,490	21	0.8%	\$17.73	**
Sales & Related	5,660	39	0.7%	\$8.21	**
Personal Care & Service	2,790	13	0.5%	\$8.19	**
Office & Administrative Support	7,150	32	0.4%	\$9.43	**
Production	4,380	11	0.3%	\$9.83	**
Protective Service	1,260	3	0.2%	\$10.31	**
Life, Physical & Social Science	170	0	0.0%	\$16.93	**

<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





## 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>
Heavy and Tractor-Trailer Truck Drivers	607	\$14.02	\$18.87
Registered Nurses	504	\$20.37	\$27.35
Retail Salespersons	475	\$8.22	\$11.11
First-Line Supervisors of Food Preparation and Serving Workers	296	\$10.17	\$14.28
Cashiers	267	\$8.20	\$9.16
Laborers and Freight, Stock, and Material Movers, Hand	261	\$10.48	\$13.52
First-Line Supervisors of Retail Sales Workers	237	\$11.47	\$17.95
Stock Clerks and Order Fillers	225	\$8.56	\$12.14
Construction Laborers	186	\$12.69	\$15.93
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	184	\$8.21	\$11.07
Maids and Housekeeping Cleaners	184	\$8.15	\$9.78
Customer Service Representatives	183	\$8.28	\$12.40
Security Guards	164	\$9.51	\$13.41
Combined Food Preparation and Serving Workers, Including Fast Food	163	\$8.16	\$8.82
Maintenance and Repair Workers, General	162	\$11.29	\$16.46
Waiters and Waitresses	161	\$8.15	\$8.49
Cooks, Restaurant	153	\$8.26	\$10.55
Helpers--Production Workers	148	\$8.16	\$9.84
First-Line Supervisors of Office and Administrative Support Workers	133	\$15.28	\$22.80
Healthcare Support Workers, All Other	130	**	**
Social and Human Service Assistants	120	\$8.41	\$11.88
Demonstrators and Product Promoters	112	**	**
First-Line Supervisors of Production and Operating Workers	112	\$19.09	\$26.81
Licensed Practical and Licensed Vocational Nurses	105	\$16.76	\$19.14
Gaming Dealers	104	**	**
Nursing Aides, Orderlies, and Attendants	102	\$10.44	\$13.24
Production Workers, All Other	87	\$13.34	\$18.25
Driver/Sales Workers	85	**	**
Computer and Information Scientists, Research	84	**	**
Teacher Assistants	81	\$19,775	\$25,197

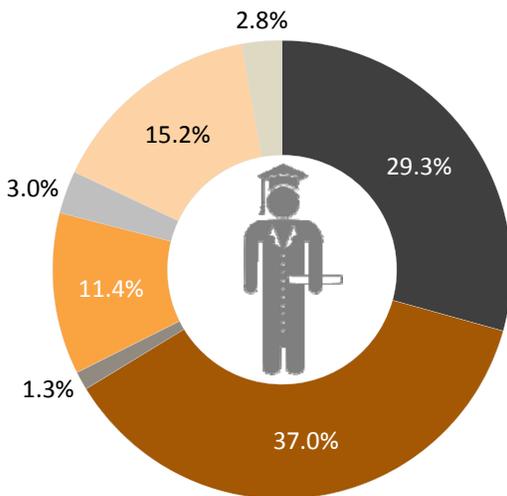
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



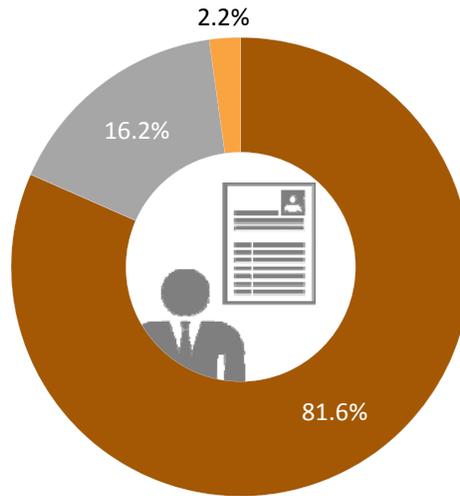
## EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience level requirements, along with on-the-job training for the job orders (9,413 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.

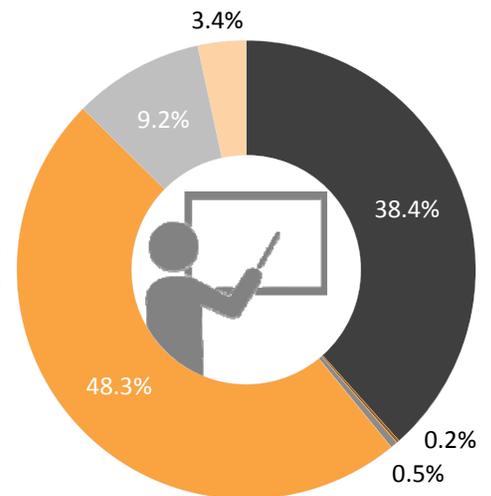
**Education Requirements - Total Job Orders**



**Experience Requirements - Total Job Orders**



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



- Less Than High School - 29.3%
- High School Diploma or Equivalent - 37.0%
- Some College, No Degree - 1.3%
- Postsecondary Non-Degree Award - 11.4%
- Associate Degree - 3.0%
- Undergraduate Degree - 15.2%
- Postgraduate/Professional Degree - 2.8%

- No Experience Required - 81.6%
- Less than 5 Years - 16.2%
- 5 Years of More - 2.2%

- None - 38.4%
- Apprenticeship - 0.2%
- Internship/Residency - 0.5%
- Short-term on-the-job training - 48.3%
- Moderate-term on-the-job training - 9.2%
- Long-term on-the-job training - 3.4%



## 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.

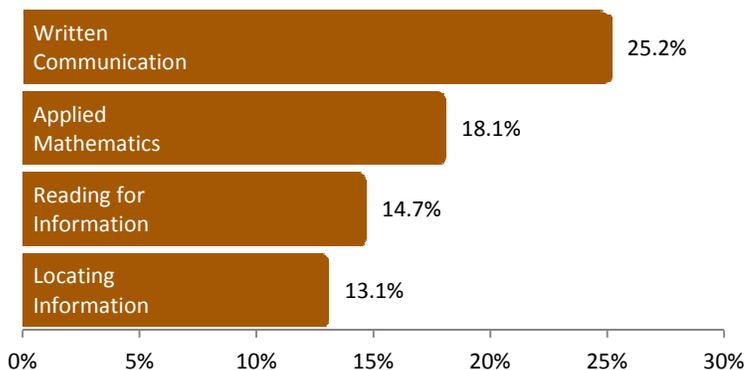
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.0%	18.0%	35.4%	29.1%	11.5%
Applicants possess the basic skills required for the job.	4.2%	10.2%	31.2%	37.5%	16.9%
Applicants possess the hard, or occupational, skills for the job.	10.6%	19.5%	33.6%	27.2%	9.1%
Applicants possess the soft, or interpersonal, skills for the job.	4.7%	20.5%	37.9%	27.5%	9.4%



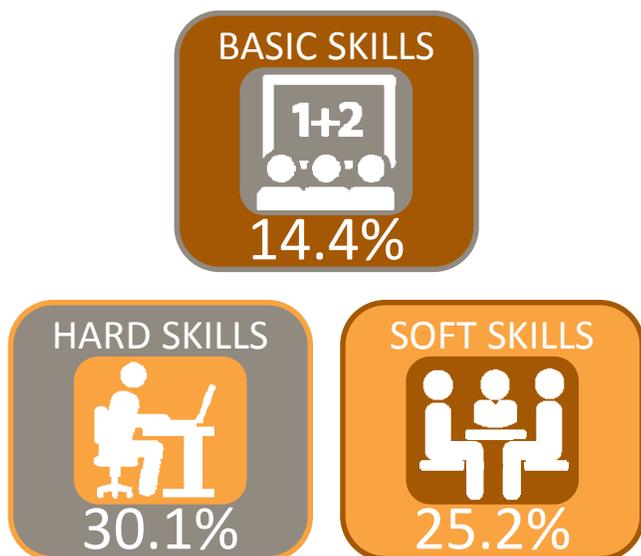
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

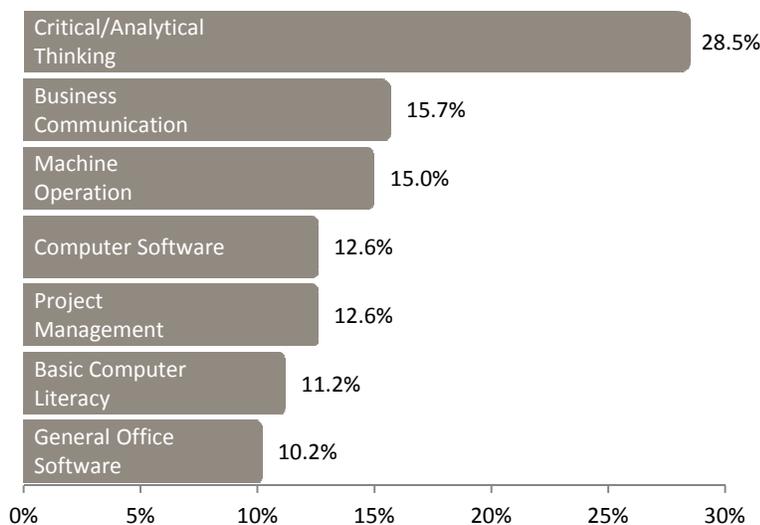


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

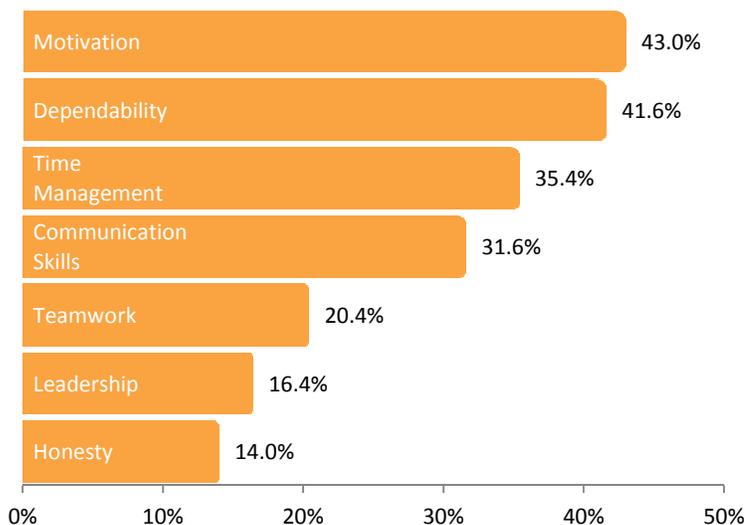


### Occupational "Hard" Skills Lacking in Applicants



**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 (83.1%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

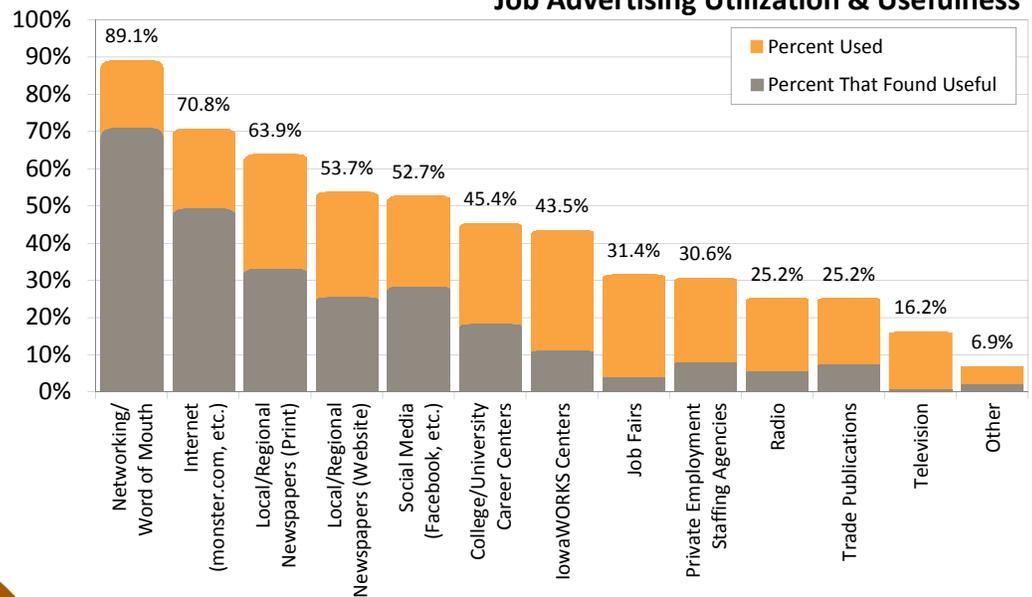
	Percent Offered
In-House Training	65.8%
Online Training	32.1%
Employee Self-Directed Training	21.9%
Commercial Training Provider	16.2%
College/University	8.8%
Other	8.1%
Trade School	6.2%



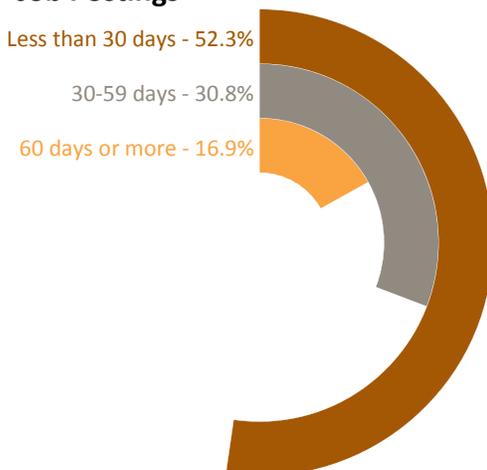
## RECRUITMENT & ADVERTISING

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

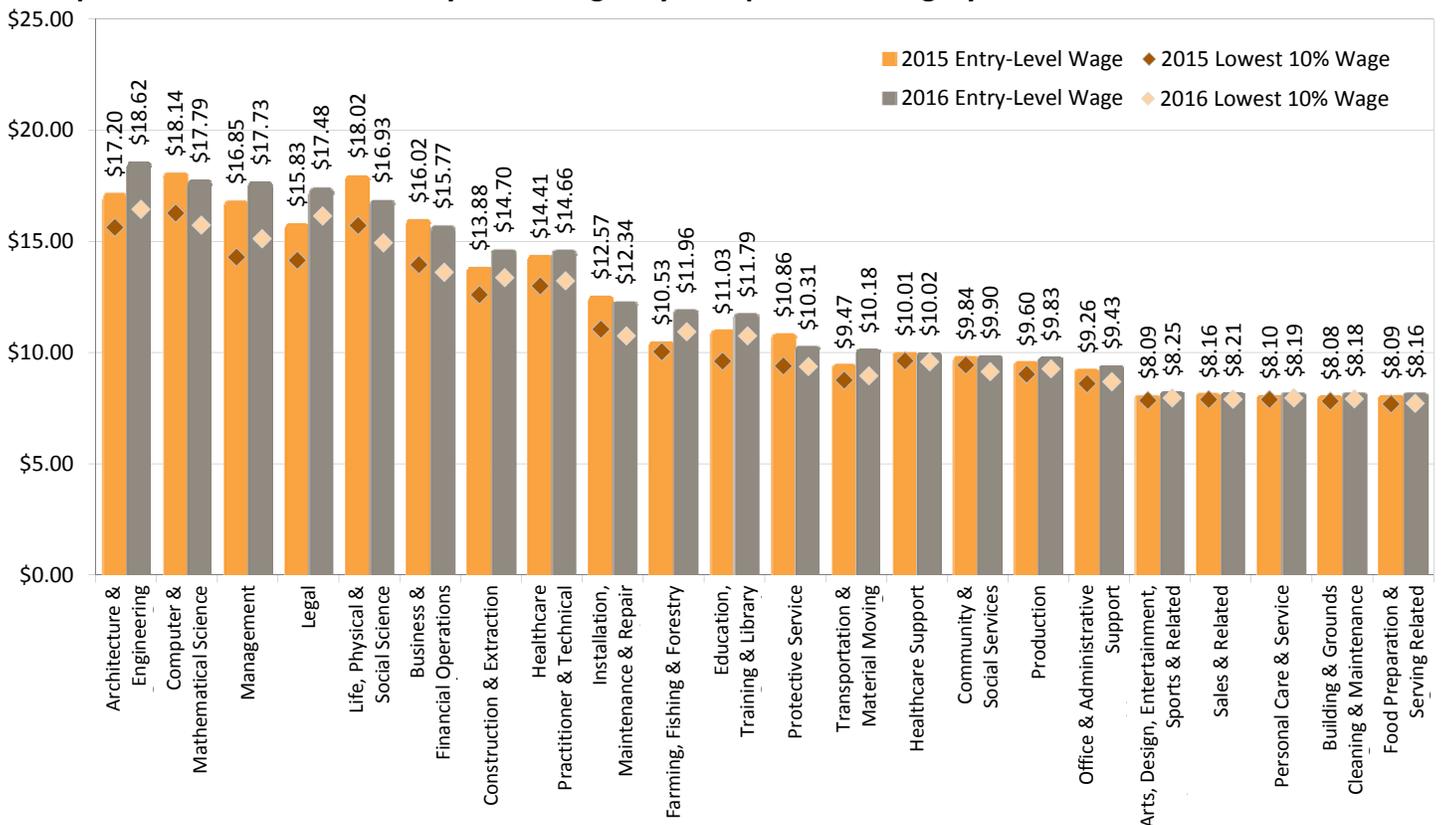
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	33.1%	21.0%	30.8%	12.6%	2.5%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	43.9%	17.6%	29.1%	7.7%	1.7%
Businesses have difficulty filling a position due to a general lack of applicants.	16.0%	12.6%	26.1%	28.1%	17.2%
Businesses have difficulty filling a position due to a lack of qualified applicants.	12.8%	10.4%	23.7%	29.9%	23.2%
Businesses have difficulty filling a position due to local competition.	25.4%	22.4%	33.3%	15.5%	3.4%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	31.9%	23.8%	26.3%	11.1%	6.9%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	22.2%	19.5%	29.4%	22.5%	6.4%
Businesses have difficulty filling a position due to the type of work involved.	20.4%	16.7%	31.2%	24.1%	7.6%
Businesses have difficulty filling a position due to the hours or shifts offered.	31.5%	19.2%	30.3%	12.8%	6.2%



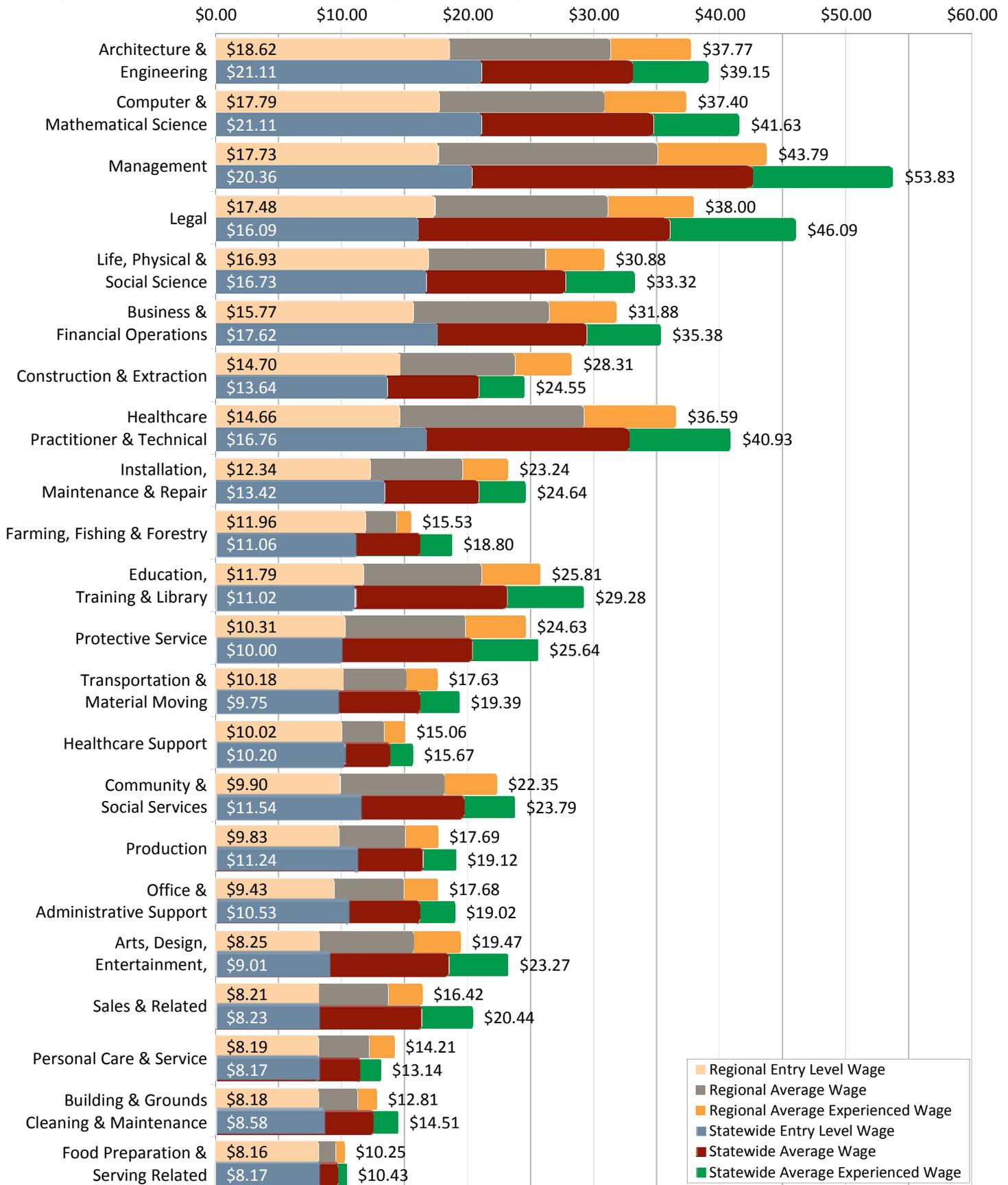
## WAGES

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

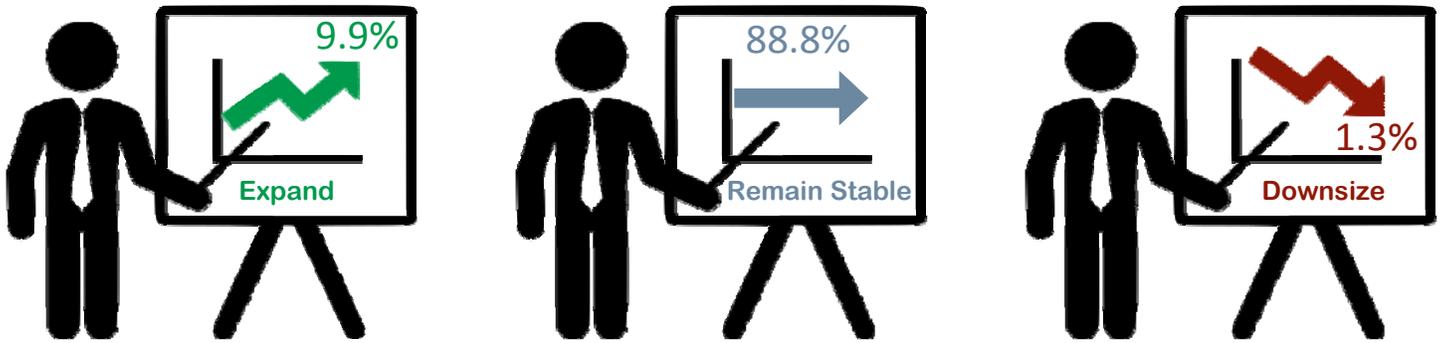




Comparison of 2016 Wage Levels by Occupational Category



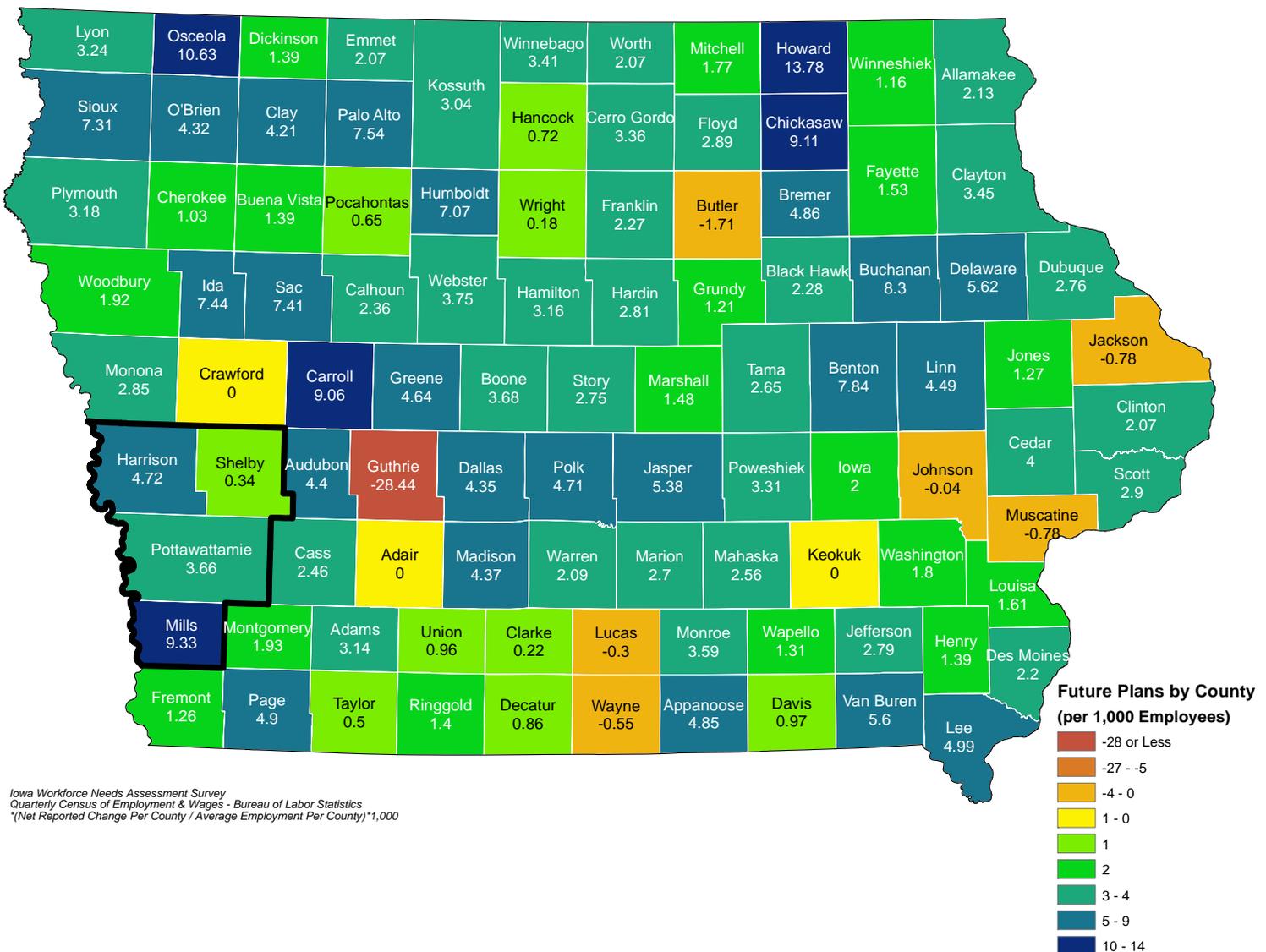
# FUTURE PLANS



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)\*

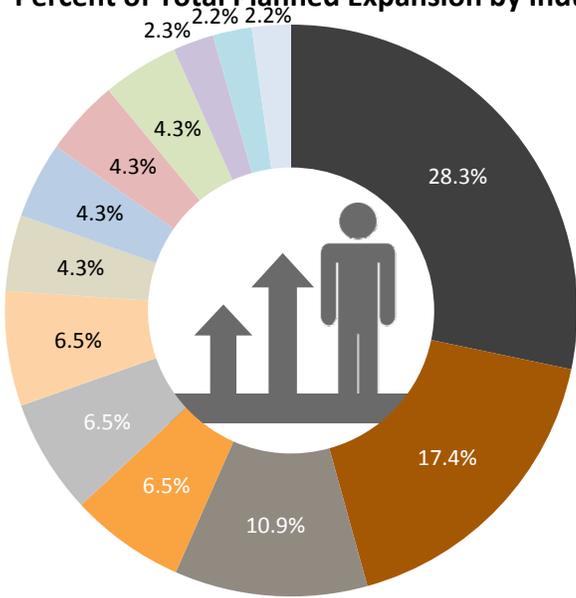


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000

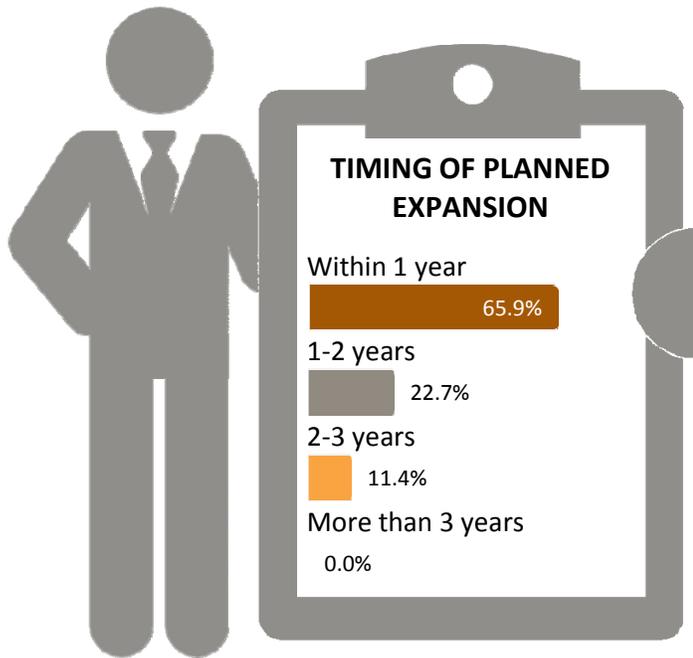
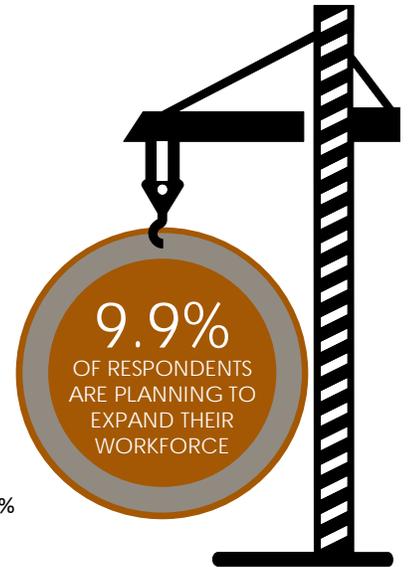


## FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Health Care & Social Assistance - 28.3%
- Finance, Insurance & Real Estate - 17.4%
- Wholesale & Retail Trade - 10.9%
- Construction - 6.5%
- Personal Services - 6.5%
- Professional & Technical Services - 6.5%
- Accommodation & Food Services - 4.3%
- Administrative & Waste Services - 4.3%
- Manufacturing - 4.3%
- Transportation & Warehousing - 4.3%
- Public Administration - 2.3%
- Arts, Entertainment & Recreation - 2.2%
- Educational Services - 2.2%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Information - 0.0%
- Management - 0.0%
- Utilities - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Health Care & Social Assistance	19.1%
Finance, Insurance & Real Estate	17.8%
Personal Services	16.7%
Administrative & Waste Services	13.3%
Arts, Entertainment & Recreation	12.5%
Transportation & Warehousing	10.0%
Construction	8.6%
Professional & Technical Services	7.7%
Accommodation & Food Services	6.9%
Manufacturing	6.9%
Wholesale & Retail Trade	6.0%
Educational Services	5.3%
Public Administration	3.6%
Agriculture, Forestry, Fishing & Mining	0.0%
Information	0.0%
Management	0.0%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION





## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Healthcare Support	26.9%
Business & Financial Operations	12.7%
Sales & Related	12.7%
Transportation & Material Moving	9.9%
Food Preparation & Serving Related	6.6%
Installation, Maintenance & Repair	6.1%
Construction & Extraction	4.2%
Building & Grounds Cleaning & Maintenance	3.8%
Management	3.3%
Community & Social Service	2.8%
Office & Administrative Support	2.8%
Production	2.4%
Healthcare Practitioners & Technical	1.9%
Education, Training & Library	1.4%
Architecture & Engineering	0.9%
Computer & Mathematical	0.9%
Legal	0.5%
Unknown	0.2%
Arts, Design, Entertainment, Sports & Media	0.0%
Farming, Fishing & Forestry	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)
No desire to expand
Expense related to benefits
Lack of available skilled workforce
Competition within existing markets
Uncertainty in current market demands
Tax or regulatory issues
Limited access to capital
Barriers to entering new markets
Insufficient space at current location/inability to find appropriate new location
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

### Reasons for Payroll Expansion Ranked by Relative Importance

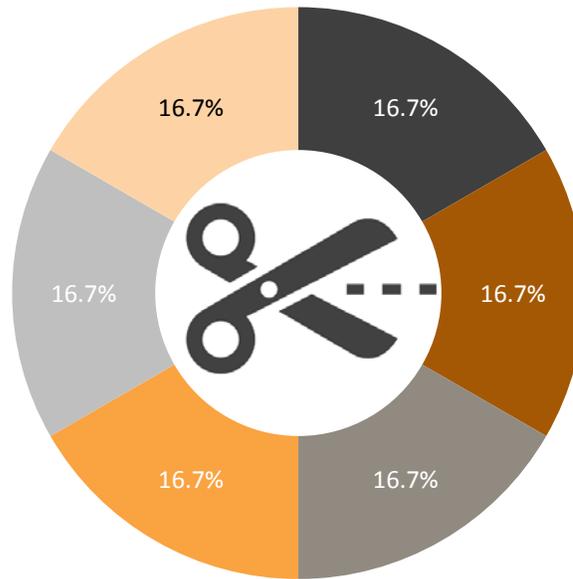
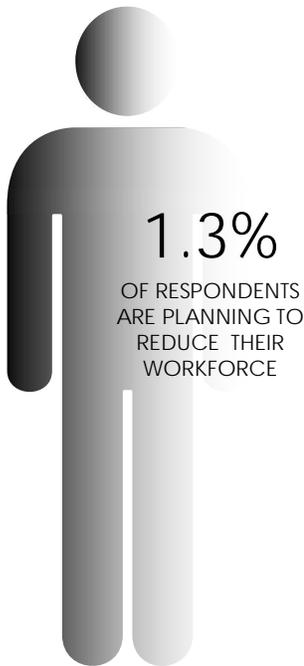
Reasons for Expansion
Increase share of existing market
Meet current market demands
Entry into new markets
Opening a new location
Changes in tax or regulatory incentives
Reduction of overtime
Merger/acquisition
Relocation of assets to an existing location
Moving specific business operations in-house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





## FUTURE PLANS - REDUCTION

### Percent of Total Planned Reduction by Industry



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

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Agriculture, Forestry, Fishing & Mining	14.3%
Transportation & Warehousing	5.0%
Accommodation & Food Services	3.4%
Construction	2.9%
Finance, Insurance & Real Estate	2.2%
Health Care & Social Assistance	1.5%
Administrative & Waste Services	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Information	0.0%
Management	0.0%
Manufacturing	0.0%
Personal Services	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Utilities	0.0%
Wholesale & Retail Trade	0.0%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Construction & Extraction	53.8%
Healthcare Support	30.8%
Transportation & Material Moving	15.4%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Business & Financial Operations	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Food Preparation & Serving Related	0.0%
Healthcare Practitioners & Technical	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Management	0.0%
Office & Administrative Support	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%
Unknown	0.0%



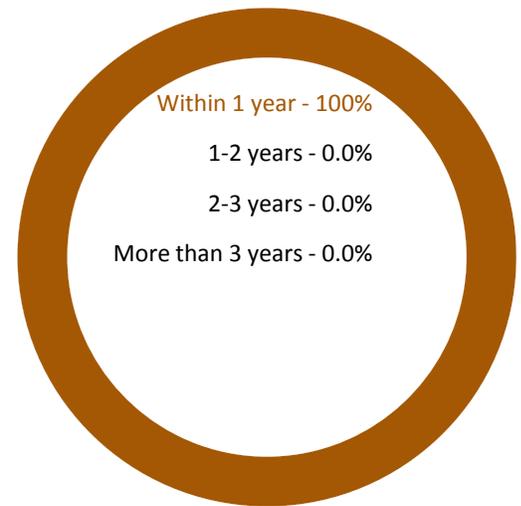


## FUTURE PLANS - REDUCTION

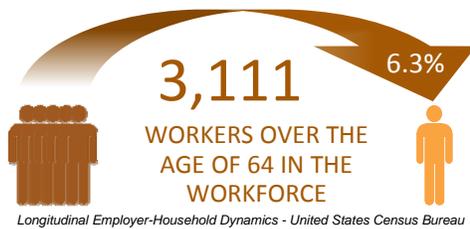
### Reasons for Workforce Reduction Ranked by Relative Importance

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

### Timing of Planned Reduction



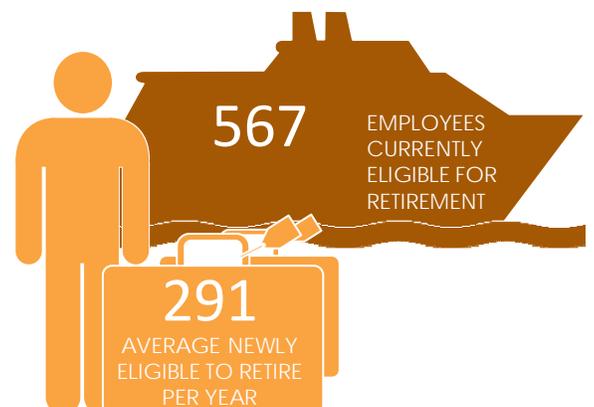
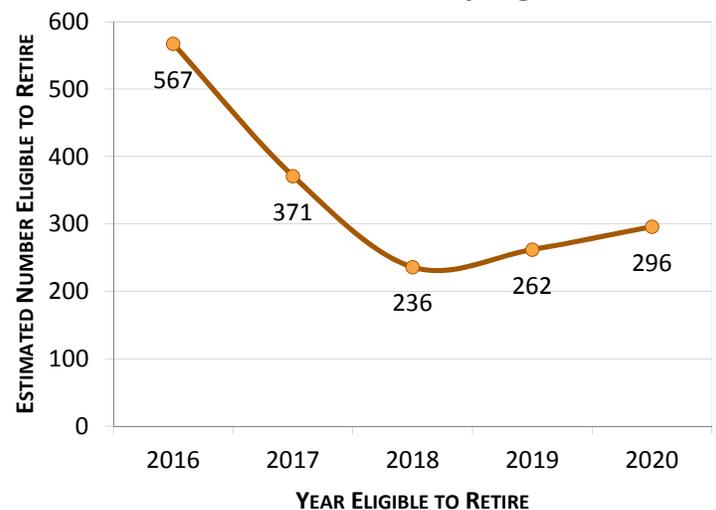
## RETIREMENTS



### Retirement Eligibility by Industry

	Percent of Total	Percent of Each Industry <sup>4</sup>
Health Care & Social Assistance	28.2%	1.0%
Wholesale & Retail Trade	13.5%	0.5%
Educational Services	13.2%	0.9%
Finance, Insurance & Real Estate	8.9%	1.5%
Public Administration	8.0%	1.3%
Manufacturing	5.5%	0.3%
Professional & Technical Services	5.5%	1.6%
Construction	4.9%	0.8%
Utilities	3.1%	2.1%
Administrative & Waste Services	2.8%	0.7%
Transportation & Warehousing	2.5%	0.3%
Personal Services	2.1%	0.6%
Accommodation & Food Services	0.6%	0.0%
Arts, Entertainment & Recreation	0.6%	0.9%
Information	0.6%	0.3%
Agriculture, Forestry, Fishing & Mining	0.0%	0.0%
Management	0.0%	0.0%

### Estimate of Those Newly Eligible to Retire



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

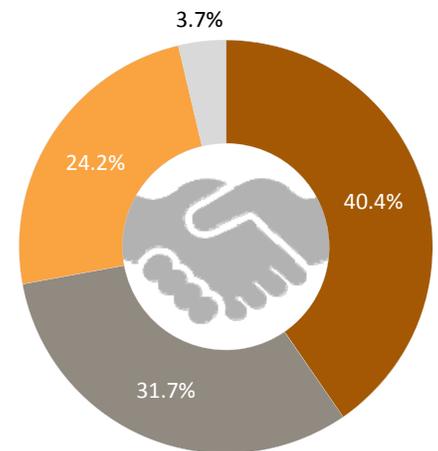


**Retirement Eligibility within Each Occupational Category**

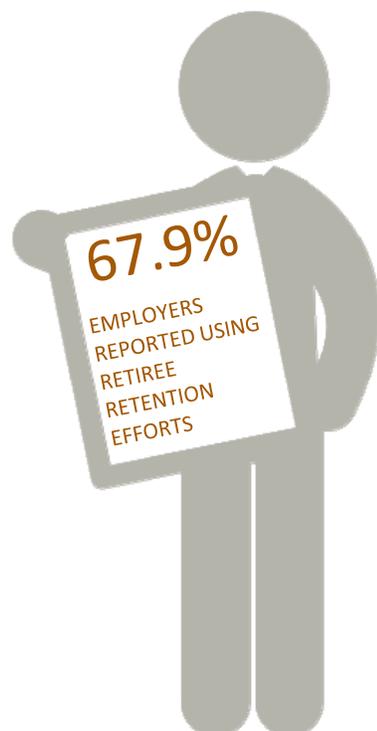
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation <sup>2</sup>
Office & Administrative Support	12.7%	0.6%
Healthcare Support	12.4%	2.3%
Education, Training & Library	11.5%	1.0%
Installation, Maintenance & Repair	8.7%	1.1%
Healthcare Practitioners & Technical	8.0%	0.8%
Management	7.1%	0.9%
Business & Financial Operations	6.5%	1.6%
Sales & Related	6.2%	0.4%
Production	5.0%	0.4%
Transportation & Material Moving	5.0%	0.3%
Building & Grounds Cleaning & Maintenance	4.0%	0.6%
Community & Social Service	3.1%	1.1%
Construction & Extraction	3.1%	0.4%
Architecture & Engineering	2.5%	4.7%
Food Preparation & Serving Related	1.9%	0.1%
Legal	1.5%	2.1%
Farming, Fishing & Forestry	0.6%	1.7%
Computer & Mathematical	0.3%	0.3%
Arts, Design, Entertainment, Sports & Media	0.0%	0.0%
Life, Physical & Social Science	0.0%	0.0%
Personal Care & Service	0.0%	0.0%
Protective Service	0.0%	0.0%

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

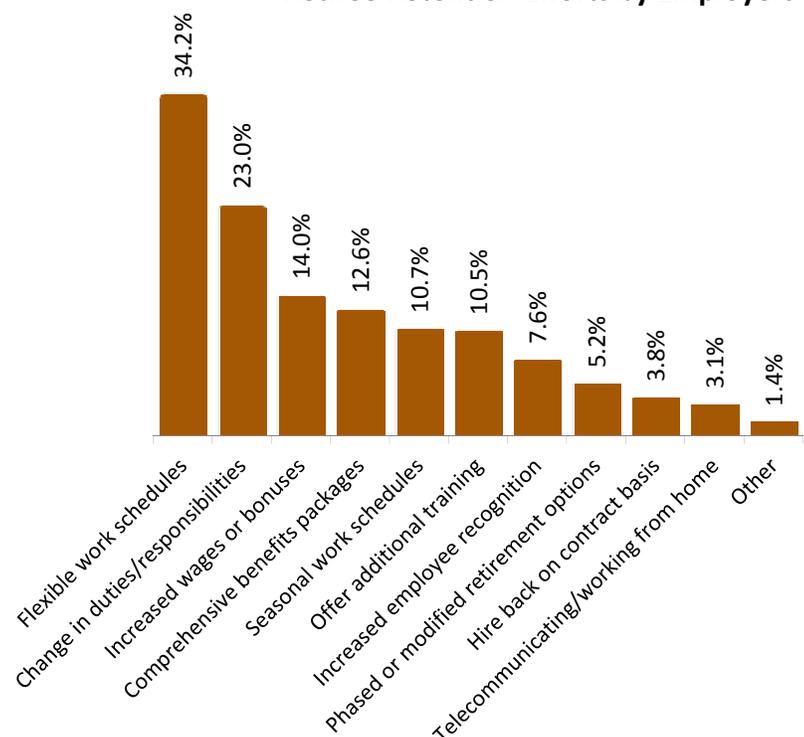
**How Companies Plan to Replace Those Who Retire**

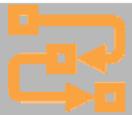


- Both hire new workers and promote from within - 40.4%
- Hire new workers - 31.7%
- Not currently planning to fill these positions - 24.2%
- Promote from within the company - 3.7%



**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>
Heavy and Tractor-Trailer Truck Drivers	53-3032	607	1,290	**	\$14.02
Registered Nurses	29-1141	504	1,070	**	\$20.37
Retail Salespersons	41-2031	475	1,750	**	\$8.22
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	296	370	**	\$10.17
Undefined Job Title	10-0000	291	**	**	**
Cashiers	41-2011	267	2,040	**	\$8.20
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	261	1,990	**	\$10.48
First-Line Supervisors of Retail Sales Workers	41-1011	237	560	**	\$11.47
Stock Clerks and Order Fillers	43-5081	225	830	**	\$8.56
Construction Laborers	47-2061	186	370	**	\$12.69
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	184	960	**	\$8.21
Maids and Housekeeping Cleaners	37-2012	184	630	**	\$8.15
Customer Service Representatives	43-4051	183	460	**	\$8.28
Security Guards	33-9032	164	450	**	\$9.51
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	163	1,640	**	\$8.16
Maintenance and Repair Workers, General	49-9071	162	500	**	\$11.29
Waiters and Waitresses	35-3031	161	1,100	**	\$8.15
Cooks, Restaurant	35-2014	153	590	**	\$8.26
Helpers--Production Workers	51-9198	148	230	**	\$8.16
First-Line Supervisors of Office and Administrative Support Workers	43-1011	133	320	**	\$15.28
Healthcare Support Workers, All Other	31-9099	130	**	**	**
Social and Human Service Assistants	21-1093	120	170	**	\$8.41
Demonstrators and Product Promoters	41-9011	112	**	**	**
First-Line Supervisors of Production and Operating Workers	51-1011	112	210	**	\$19.09
Licensed Practical and Licensed Vocational Nurses	29-2061	105	370	**	\$16.76
Gaming Dealers	39-3011	104	**	**	**
Nursing Aides, Orderlies, and Attendants	31-1014	102	970	**	\$10.44
Production Workers, All Other	51-9199	87	110	**	\$13.34
Driver/Sales Workers	53-3031	85	**	**	**
Computer and Information Scientists, Research	15-1111	84	**	**	**
Teacher Assistants	25-9041	81	830	**	\$19,775
Light Truck or Delivery Services Drivers	53-3033	80	220	**	\$8.77
Industrial Truck and Tractor Operators	53-7051	79	290	**	\$11.64
Tellers	43-3071	77	280	**	\$10.50
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	76	90	**	\$8.19
Therapists, All Other	29-1129	72	**	**	**
Cooks, Institution and Cafeteria	35-2012	70	350	**	\$8.35
Healthcare Practitioners and Technical Workers, All Other	29-9099	69	**	**	**
Automotive Service Technicians and Mechanics	49-3023	67	360	**	\$13.73
Food Preparation Workers	35-2021	66	240	**	\$8.20

<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>
Food Service Managers	11-9051	58	150	**	\$13.20
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	57	160	**	\$15.91
Engineering Technicians, Except Drafters, All Other	17-3029	55	**	**	**
Hotel, Motel, and Resort Desk Clerks	43-4081	53	350	**	\$8.16
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	50	250	**	\$11.59
Food Cooking Machine Operators and Tenders	51-3093	50	**	**	**
Gaming Supervisors	39-1011	49	**	**	**
Medical and Health Services Managers	11-9111	49	200	**	\$26.22
Bartenders	35-3011	46	390	**	\$8.15
Medical Assistants	31-9092	46	190	**	\$11.22
Insurance Sales Agents	41-3021	45	190	**	\$8.61
Personal Care Aides	39-9021	45	920	**	\$9.11
Pharmacy Technicians	29-2052	45	190	**	\$11.27
Accountants and Auditors	13-2011	44	220	**	\$21.22
Preschool Teachers, Except Special Education	25-2011	44	70	**	\$9.97
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	43	230	**	\$8.11
Office Clerks, General	43-9061	43	1,030	**	\$9.49
Chefs and Head Cooks	35-1011	42	60	**	\$12.39
Financial Specialists, All Other	13-2099	41	30	**	\$23.35
Chief Executives	11-1011	40	100	**	\$23.67
Computer Support Specialists	15-1151	40	100	**	\$12.52
Baggage Porters and Bellhops	39-6011	39	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	38	**	**	**
Market Research Analysts	13-1161	37	60	**	\$17.70
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	36	90	**	\$19.09
Managers, All Other	11-9199	36	80	**	\$16.60
Office and Administrative Support Workers, All Other	43-9199	36	30	**	\$10.04
Childcare Workers	39-9011	35	220	**	\$8.20
First-Line Supervisors of Non-Retail Sales Workers	41-1012	35	40	**	\$19.12
Merchandise Displayers and Window Trimmers	27-1026	35	**	**	**
General and Operations Managers	11-1021	34	870	**	\$15.94
Property, Real Estate, and Community Association Managers	11-9141	34	60	**	\$8.89
Psychiatric Technicians	29-2053	34	**	**	**
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	34	**	**	**
Business Operations Specialists, All Other	13-1199	31	120	**	\$11.94
Pharmacists	29-1051	31	150	**	\$32.26
Mental Health and Substance Abuse Social Workers	21-1023	27	40	**	\$11.77
Packers and Packagers, Hand	53-7064	27	300	**	\$8.14
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	27	610	**	\$9.88
Claims Adjusters, Examiners, and Investigators	13-1031	26	60	**	\$16.09
Agricultural Equipment Operators	45-2091	25	30	**	\$13.11
Engineers, All Other	17-2199	25	**	**	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	25	**	**	**
Loan Officers	13-2072	25	130	**	\$19.67
Shipping, Receiving, and Traffic Clerks	43-5071	25	220	**	\$10.39
Amusement and Recreation Attendants	39-3091	23	50	**	\$8.20
Bookkeeping, Accounting, and Auditing Clerks	43-3031	23	760	**	\$9.18
Radiologic Technologists	29-2034	23	110	**	\$16.76
Slot Supervisors	39-1012	23	**	**	**
Financial Managers	11-3031	22	190	**	\$24.91
Sales Representatives, Services, All Other	41-3099	22	140	**	\$12.26
Educational, Guidance, School, and Vocational Counselors	21-1012	21	110	**	\$13.95

<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>
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	21	80	**	\$14.89
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	21	140	**	\$14.47
Maintenance Workers, Machinery	49-9043	21	**	**	**
Occupational Therapists	29-1122	21	20	**	\$30.69
Excavating and Loading Machine and Dragline Operators	53-7032	20	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	20	50	**	\$8.13
Physical Therapists	29-1123	20	70	**	\$33.12
Social and Community Service Managers	11-9151	19	80	**	\$18.75
Surgical Technologists	29-2055	19	30	**	\$16.36
Tire Repairers and Changers	49-3093	19	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	18	90	**	\$16.68
Gaming Cage Workers	43-3041	18	**	**	**
Medical Secretaries	43-6013	18	170	**	\$12.88
Sales and Related Workers, All Other	41-9099	18	40	**	\$10.18
Building Cleaning Workers, All Other	37-2019	17	**	**	**
Computer Software Engineers, Applications	15-1131	17	**	**	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	17	**	**	**
Material Moving Workers, All Other	53-7199	17	**	**	**
Receptionists and Information Clerks	43-4171	17	260	**	\$9.66
Vocational Education Teachers, Postsecondary	25-1194	17	**	**	**
Welders, Cutters, Solderers, and Brazers	51-4121	17	280	**	\$12.46
Hairdressers, Hairstylists, and Cosmetologists	39-5012	16	80	**	\$8.17
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	16	200	**	\$8.12
Architectural and Civil Drafters	17-3011	15	**	**	**
Electromechanical Equipment Assemblers	51-2023	15	**	**	**
Industrial Engineering Technicians	17-3026	15	**	**	**
Medical Equipment Preparers	31-9093	15	**	**	**
Packaging and Filling Machine Operators and Tenders	51-9111	15	280	**	\$10.29
Emergency Medical Technicians and Paramedics	29-2041	14	100	**	\$10.77
Landscaping and Groundskeeping Workers	37-3011	14	280	**	\$8.15
Parking Lot Attendants	53-6021	14	110	**	\$8.19
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	14	40	**	\$12.45
Police and Sheriff's Patrol Officers	33-3051	14	250	**	\$21.96
Ushers, Lobby Attendants, and Ticket Takers	39-3031	14	**	**	**
Industrial Engineers	17-2112	13	20	**	\$20.93
Taxi Drivers and Chauffeurs	53-3041	13	90	**	\$8.28
Training and Development Specialists	13-1151	13	50	**	\$10.17
Carpenters	47-2031	12	390	**	\$16.17
Civil Engineers	17-2051	12	60	**	\$28.26
Construction and Related Workers, All Other	47-4099	12	30	**	\$16.89
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	12	40	**	\$11.93
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	12	230	**	\$8.98
Transportation, Storage, and Distribution Managers	11-3071	12	60	**	\$19.17
Bus Drivers, Transit and Intercity	53-3021	11	**	**	**
Child, Family, and School Social Workers	21-1021	11	160	**	\$10.70
Compensation, Benefits, and Job Analysis Specialists	13-1141	11	**	**	**
Crane and Tower Operators	53-7021	11	40	**	\$16.25
Fitness Trainers and Aerobics Instructors	39-9031	11	60	**	\$9.75
Healthcare Social Workers	21-1022	11	40	**	\$18.09
Human Resources Managers	11-3121	11	30	**	\$28.96
Machinists	51-4041	11	50	**	\$13.21
Painters, Construction and Maintenance	47-2141	11	80	**	\$14.79

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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>
Respiratory Therapists	29-1126	11	30	**	\$20.24
Sales Managers	11-2022	11	50	**	\$22.54
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	11	340	**	\$17.88
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	11	20	**	\$12.33
Computer Specialists, All Other	15-1199	10	20	**	\$19.04
Diagnostic Medical Sonographers	29-2032	10	**	**	**
Dietetic Technicians	29-2051	10	**	**	**
Entertainment Attendants and Related Workers, All Other	39-3099	10	**	**	**
Food Preparation and Serving Related Workers, All Other	35-9099	10	**	**	**
Personal Financial Advisors	13-2052	10	**	**	**
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	10	50	**	\$18.62
Administrative Services Managers	11-3011	9	60	**	\$27.64
Agricultural Inspectors	45-2011	9	**	**	**
Coaches and Scouts	27-2022	9	330	**	\$17,165
Dietitians and Nutritionists	29-1031	9	20	**	\$21.56
Electricians	47-2111	9	400	**	\$24.15
Executive Secretaries and Executive Administrative Assistants	43-6011	9	190	**	\$13.55
Helpers—Installation, Maintenance, and Repair Workers	49-9098	9	**	**	**
Lodging Managers	11-9081	9	**	**	**
Management Analysts	13-1111	9	40	**	\$24.85
Operating Engineers and Other Construction Equipment Operators	47-2073	9	150	**	\$20.18
Physical Therapist Assistants	31-2021	9	40	**	\$20.75
Art, Drama, and Music Teachers, Postsecondary	25-1121	8	**	**	**
Audio and Video Equipment Technicians	27-4011	8	**	**	**
Automotive Body and Related Repairers	49-3021	8	120	**	\$10.25
Construction Managers	11-9021	8	90	**	\$27.69
Education Administrators, Preschool and Childcare Center/Program	11-9031	8	30	**	\$16.78
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	8	60	**	\$11.97
First-Line Supervisors of Protective Service Workers, All Other	33-1099	8	20	**	\$11.00
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	8	**	**	**
Medical Records and Health Information Technicians	29-2071	8	70	**	\$13.61
Network and Computer Systems Administrators	15-1142	8	60	**	\$25.61
Nursing Instructors and Teachers, Postsecondary	25-1072	8	**	**	**
Painting, Coating, and Decorating Workers	51-9123	8	**	**	**
Production, Planning, and Expediting Clerks	43-5061	8	70	**	\$14.55
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	7	**	**	**
Family and General Practitioners	29-1062	7	**	**	**
Food Servers, Nonrestaurant	35-3041	7	80	**	\$8.17
Interior Designers	27-1025	7	**	**	**
Occupational Therapy Assistants	31-2011	7	**	**	**
Private Detectives and Investigators	33-9021	7	**	**	**
Public Relations Specialists	27-3031	7	20	**	\$12.69
Roofers	47-2181	7	**	**	**
Speech-Language Pathologists	29-1127	7	**	**	**
Transportation Workers, All Other	53-6099	7	**	**	**
Bakers	51-3011	6	40	**	\$10.06
Clinical, Counseling, and School Psychologists	19-3031	6	**	**	**
Correctional Officers and Jailers	33-3012	6	160	**	\$14.95
Data Entry Keyers	43-9021	6	20	**	\$10.12
Electrical and Electronic Engineering Technicians	17-3023	6	10	**	\$15.49
Elevator Installers and Repairers	47-4021	6	**	**	**
Eligibility Interviewers, Government Programs	43-4061	6	110	**	\$20.34

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Health Specialties Teachers, Postsecondary	25-1071	6	**	**	**
Highway Maintenance Workers	47-4051	6	180	**	\$11.79
Industrial Machinery Mechanics	49-9041	6	340	**	\$15.17
Industrial Production Managers	11-3051	6	50	**	\$28.58
Insurance Claims and Policy Processing Clerks	43-9041	6	**	**	**
Life, Physical, and Social Science Technicians, All Other	19-4099	6	30	**	\$13.99
Marketing Managers	11-2021	6	30	**	\$31.56
Medical and Clinical Laboratory Technicians	29-2012	6	60	**	\$17.64
Medical and Clinical Laboratory Technologists	29-2011	6	60	**	\$18.09
Mental Health Counselors	21-1014	6	**	**	**
Recreation Workers	39-9032	6	150	**	\$8.46
Social Workers, All Other	21-1029	6	50	**	\$20.92
Advertising Sales Agents	41-3011	5	20	**	\$9.36
Assemblers and Fabricators, All Other	51-2099	5	50	**	\$8.31
Athletic Trainers	29-9091	5	**	**	**
Cardiovascular Technologists and Technicians	29-2031	5	**	**	**
Clergy	21-2011	5	10	**	\$17.04
Cooks, Fast Food	35-2011	5	**	**	**
Crossing Guards	33-9091	5	**	**	**
Electrical Engineers	17-2071	5	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	5	150	**	\$12.56
Grounds Maintenance Workers, All Other	37-3019	5	**	**	**
Laundry and Dry-Cleaning Workers	51-6011	5	80	**	\$8.24
Legal Support Workers, All Other	23-2099	5	**	**	**
Mechanical Engineers	17-2141	5	**	**	**
Media and Communication Workers, All Other	27-3099	5	**	**	**
Nonfarm Animal Caretakers	39-2021	5	50	**	\$8.29
Public Relations and Fundraising Managers	11-2031	5	**	**	**
Butchers and Meat Cutters	51-3021	4	310	**	\$9.76
Computer Network Support Specialists	15-1152	4	30	**	\$20.61
Computer Programmers	15-1021	4	**	**	**
Credit Analysts	13-2041	4	10	**	\$16.85
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	4	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	4	**	**	**
Financial Analysts	13-2051	4	**	**	**
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	4	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	4	240	**	\$25.53
Floral Designers	27-1023	4	20	**	\$8.19
Food Processing Workers, All Other	51-3099	4	**	**	**
Gaming Managers	11-9071	4	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	4	**	**	**
Health Technologists and Technicians, All Other	29-2099	4	30	**	\$12.76
Law Clerks	23-2011	4	110	**	\$16.25
Library Assistants, Clerical	43-4121	4	**	**	**
Logisticians	13-1081	4	30	**	\$17.78
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	4	20	**	\$20.19
New Accounts Clerks	43-4141	4	30	**	\$13.51
Parts Salespersons	41-2022	4	170	**	\$10.99
Payroll and Timekeeping Clerks	43-3051	4	40	**	\$15.84
Personal Care and Service Workers, All Other	39-9099	4	110	**	\$8.62
Pharmacy Aides	31-9095	4	**	**	**
Plumbers, Pipefitters, and Steamfitters	47-2152	4	**	**	**

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Police, Fire, and Ambulance Dispatchers	43-5031	4	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	4	40	**	\$16.90
Self-Enrichment Education Teachers	25-3021	4	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	3	**	**	**
Aircraft Cargo Handling Supervisors	53-1011	3	**	**	**
Automotive and Watercraft Service Attendants	53-6031	3	**	**	**
Business Teachers, Postsecondary	25-1011	3	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	3	30	**	\$14.02
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	3	**	**	**
Computer Systems Analysts	15-1121	3	20	**	\$25.95
Conservation Scientists	19-1031	3	10	**	\$18.95
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	3	**	**	**
Cooks, Short Order	35-2015	3	50	**	\$8.34
Database Administrators	15-1141	3	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	3	**	**	**
Environmental Engineers	17-2081	3	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	3	**	**	**
Insurance Underwriters	13-2053	3	40	**	\$17.12
Interviewers, Except Eligibility and Loan	43-4111	3	50	**	\$9.55
Lawyers	23-1011	3	90	**	\$22.84
Loan Interviewers and Clerks	43-4131	3	90	**	\$13.40
Nuclear Medicine Technologists	29-2033	3	**	**	**
Postal Service Clerks	43-5051	3	60	**	\$14.28
Printing Machine Operators	51-5112	3	**	**	**
Producers and Directors	27-2012	3	**	**	**
Psychiatric Aides	31-1013	3	**	**	**
Rail Car Repairers	49-3043	3	**	**	**
Teachers and Instructors, All Other	25-3099	3	**	**	**
Tree Trimmers and Pruners	37-3013	3	**	**	**
Agricultural Workers, All Other	45-2099	2	**	**	**
Animal Trainers	39-2011	2	**	**	**
Architectural and Engineering Managers	11-9041	2	20	**	\$29.69
Cargo and Freight Agents	43-5011	2	**	**	**
Civil Engineering Technicians	17-3022	2	20	**	\$16.82
Cleaners of Vehicles and Equipment	53-7061	2	230	**	\$8.22
Computer and Information Systems Managers	11-3021	2	40	**	\$34.49
Computer Operators	43-9011	2	**	**	**
Computer Software Engineers, Systems Software	15-1133	2	**	**	**
Continuous Mining Machine Operators	47-5041	2	**	**	**
Cooks, All Other	35-2019	2	**	**	**
Cooling and Freezing Equipment Operators and Tenders	51-9193	2	**	**	**
Cost Estimators	13-1051	2	60	**	\$21.50
Directors, Religious Activities and Education	21-2021	2	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	2	70	**	\$15.62
Education Administrators, Postsecondary	11-9033	2	**	**	**
Education Teachers, Postsecondary	25-1081	2	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	2	60	**	\$20.73
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	2	**	**	**
Emergency Management Specialists	11-9161	2	**	**	**
Engineering Teachers, Postsecondary	25-1032	2	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	2	**	**	**
Food Batchmakers	51-3092	2	40	**	\$11.40

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Glaziers	47-2121	2	10	**	\$16.58
Graduate Teaching Assistants	25-1191	2	**	**	**
Helpers—Carpenters	47-3012	2	**	**	**
Meter Readers, Utilities	43-5041	2	**	**	**
Operations Research Analysts	15-2031	2	**	**	**
Petroleum Engineers	17-2171	2	**	**	**
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	2	**	**	**
Phlebotomists	31-9097	2	40	**	\$11.80
Pipelayers	47-2151	2	**	**	**
Probation Officers and Correctional Treatment Specialists	21-1092	2	**	**	**
Psychology Teachers, Postsecondary	25-1066	2	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Rehabilitation Counselors	21-1015	2	80	**	\$8.17
Special Education Teachers, All Other	25-2059	2	**	**	**
Special Education Teachers, Secondary School	25-2054	2	80	**	\$42,399
Team Assemblers	51-2092	2	170	**	\$9.18
Transportation Inspectors	53-6051	2	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	1	**	**	**
Agricultural and Food Science Technicians	19-4011	1	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	1	**	**	**
Appraisers and Assessors of Real Estate	13-2021	1	30	**	\$21.85
Bill and Account Collectors	43-3011	1	40	**	\$12.18
Billing and Posting Clerks	43-3021	1	100	**	\$13.04
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Captains, Mates, and Pilots of Water Vessels	53-5021	1	**	**	**
Chemical Technicians	19-4031	1	**	**	**
Chemists	19-2031	1	**	**	**
Communications Equipment Operators, All Other	43-2099	1	**	**	**
Community and Social Service Specialists, All Other	21-1099	1	40	**	\$14.01
Compliance Officers	13-1041	1	110	**	\$16.51
Computer Science Teachers, Postsecondary	25-1021	1	**	**	**
Counselors, All Other	21-1019	1	20	**	\$16.33
Dental Assistants	31-9091	1	90	**	\$15.35
Dentists, General	29-1021	1	**	**	**
Education Administrators, All Other	11-9039	1	**	**	**
Education, Training, and Library Workers, All Other	25-9099	1	10	**	\$11.90
Elementary School Teachers, Except Special Education	25-2021	1	610	**	\$37,692
Environmental Science and Protection Technicians, Including Health	19-4091	1	**	**	**
Financial Clerks, All Other	43-3099	1	**	**	**
Forest and Conservation Technicians	19-4093	1	10	**	\$19.76
Forest and Conservation Workers	45-4011	1	**	**	**
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	1	**	**	**
Hazardous Materials Removal Workers	47-4041	1	**	**	**
History Teachers, Postsecondary	25-1125	1	**	**	**
Industrial-Organizational Psychologists	19-3032	1	**	**	**
Information and Record Clerks, All Other	43-4199	1	50	**	\$10.79
Installation, Maintenance, and Repair Workers, All Other	49-9099	1	30	**	\$11.90
Instructional Coordinators	25-9031	1	**	**	**
Interpreters and Translators	27-3091	1	**	**	**
Layout Workers, Metal and Plastic	51-4192	1	**	**	**
Legal Secretaries	43-6012	1	**	**	**
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	1	**	**	**

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Marriage and Family Therapists	21-1013	1	**	**	**
Mechanical Drafters	17-3013	1	**	**	**
Media and Communication Equipment Workers, All Other	27-4099	1	**	**	**
Medical Transcriptionists	31-9094	1	20	**	\$12.70
Metal Workers and Plastic Workers, All Other	51-4199	1	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	1	90	**	\$13.01
Model Makers, Wood	51-7031	1	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	1	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	1	**	**	**
Motion Picture Projectionists	39-3021	1	**	**	**
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	1	**	**	**
Natural Sciences Managers	11-9121	1	**	**	**
Network Systems and Data Communications Analysts	15-1143	1	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	1	20	**	\$13.50
Paper Goods Machine Setters, Operators, and Tenders	51-9196	1	**	**	**
Photographers	27-4021	1	**	**	**
Physicians and Surgeons, All Other	29-1069	1	50	**	**
Physics Teachers, Postsecondary	25-1054	1	**	**	**
Plant and System Operators, All Other	51-8099	1	**	**	**
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	1	**	**	**
Power Distributors and Dispatchers	51-8012	1	**	**	**
Proofreaders and Copy Markers	43-9081	1	**	**	**
Psychiatrists	29-1066	1	**	**	**
Recreational Therapists	29-1125	1	**	**	**
Recreational Vehicle Service Technicians	49-3092	1	**	**	**
Sociology Teachers, Postsecondary	25-1067	1	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2052	1	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	1	60	**	\$13.58
Surveyors	17-1022	1	**	**	**
Tax Preparers	13-2082	1	40	**	\$8.29
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	1	**	**	**
Telemarketers	41-9041	1	**	**	**
Telephone Operators	43-2021	1	**	**	**
Training and Development Managers	11-3131	1	**	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	1	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	1	20	**	\$15.70
Writers and Authors	27-3043	1	**	**	**

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