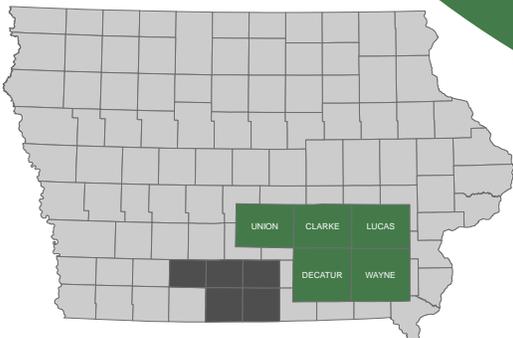


WORKFORCE NEEDS ASSESSMENT

RELEASED

20
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REGIONAL ANALYSIS

CLARKE, DECATUR, LUCAS, UNION AND WAYNE COUNTIES

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2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

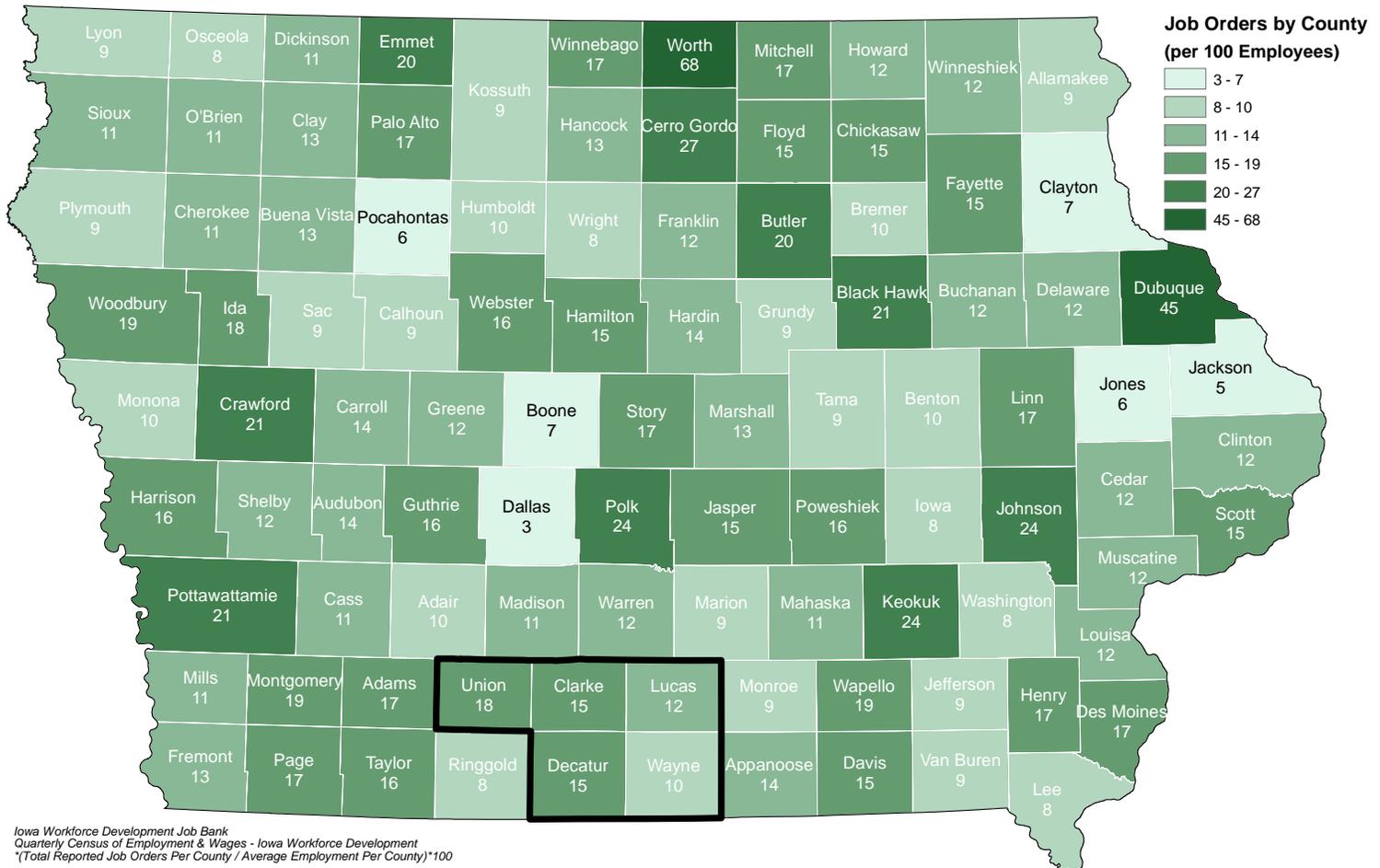
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 296 employers operating 367 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 170 responses, yielding a 57.4 percent response rate.



VACANCY ESTIMATES

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

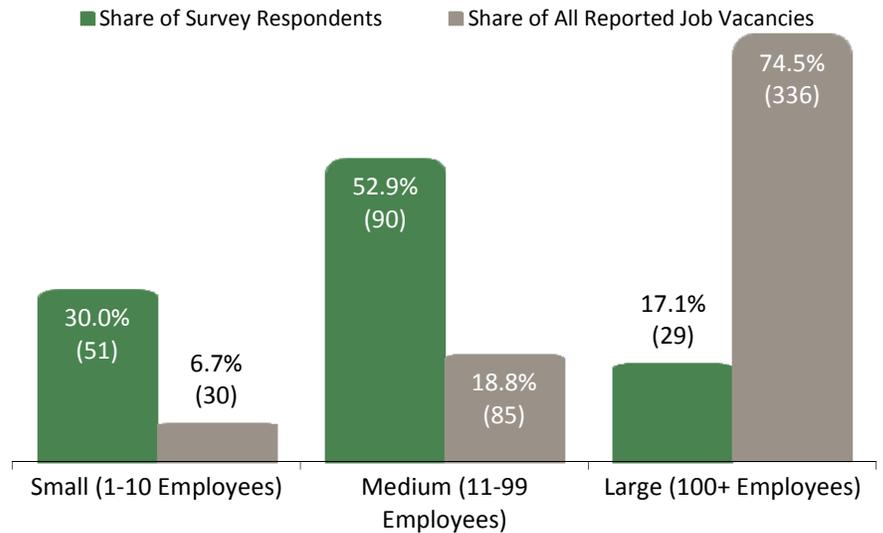


Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Healthcare Practitioner & Technical	433	16.4%	\$15.71	\$29.30	**
Food Preparation & Serving Related	352	13.3%	\$8.16	\$9.26	**
Transportation & Material Moving	274	10.4%	\$9.08	\$15.31	**
Sales & Related	253	9.6%	\$8.18	\$13.88	**
Office & Administrative Support	235	8.9%	\$9.57	\$14.87	**
Production	213	8.1%	\$11.02	\$16.12	**
Building & Grounds Cleaning & Maintenance	127	4.8%	\$8.13	\$11.81	**
Healthcare Support	111	4.2%	\$9.17	\$12.31	**
Management	93	3.5%	\$15.26	\$32.37	**
Installation, Maintenance & Repair	89	3.4%	\$13.14	\$20.33	**
Architecture & Engineering	88	3.3%	\$17.75	\$28.10	**
Arts, Design, Entertainment, Sports & Related	75	2.8%	\$8.23	\$11.55	**
Construction & Extraction	63	2.4%	\$11.85	\$18.42	**
Personal Care & Service	52	2.0%	\$8.14	\$10.08	**
Community & Social Services	38	1.4%	\$10.28	\$18.84	**
Education, Training & Library	31	1.2%	\$11.50	\$22.58	**
Business & Financial Operations	30	1.1%	\$16.19	\$25.57	**
Farming, Fishing & Forestry	29	1.1%	**	**	**
Computer & Mathematical Science	18	0.7%	\$15.18	\$22.71	**
Protective Service	18	0.7%	\$11.10	\$20.95	**
Life, Physical & Social Science	14	0.5%	\$19.94	\$29.15	**
Legal	2	0.1%	\$14.14	\$19.19	**

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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

**Insufficient data to report



VACANCY ESTIMATES

Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Construction	336	22	6.5%	\$12.17	**
Health Care & Social Assistance	2,443	74	3.0%	\$12.52	**
Administrative & Waste Services	430	10	2.3%	\$12.17	**
Accommodation & Food Services	1,012	22	2.2%	\$5.24	**
Wholesale & Retail Trade	2,408	49	2.0%	\$8.31	**
Utilities	121	2	1.7%	**	**
Educational Services	1,834	23	1.3%	\$12.66	**
Manufacturing	3,312	39	1.2%	\$20.74	**
Professional & Technical Services	210	2	1.0%	\$14.13	**
Information	108	1	0.9%	\$10.34	**
Finance, Insurance & Real Estate	358	3	0.8%	\$13.46	**
Transportation & Warehousing	1,448	3	0.2%	\$8.66	**
Public Administration	699	1	0.1%	\$12.82	**
Agriculture, Forestry, Fishing & Mining	401	0	0.0%	\$16.23	**
Arts, Entertainment & Recreation	57	0	0.0%	**	**
Management	3	0	0.0%	**	**
Personal Services	295	0	0.0%	\$5.21	**

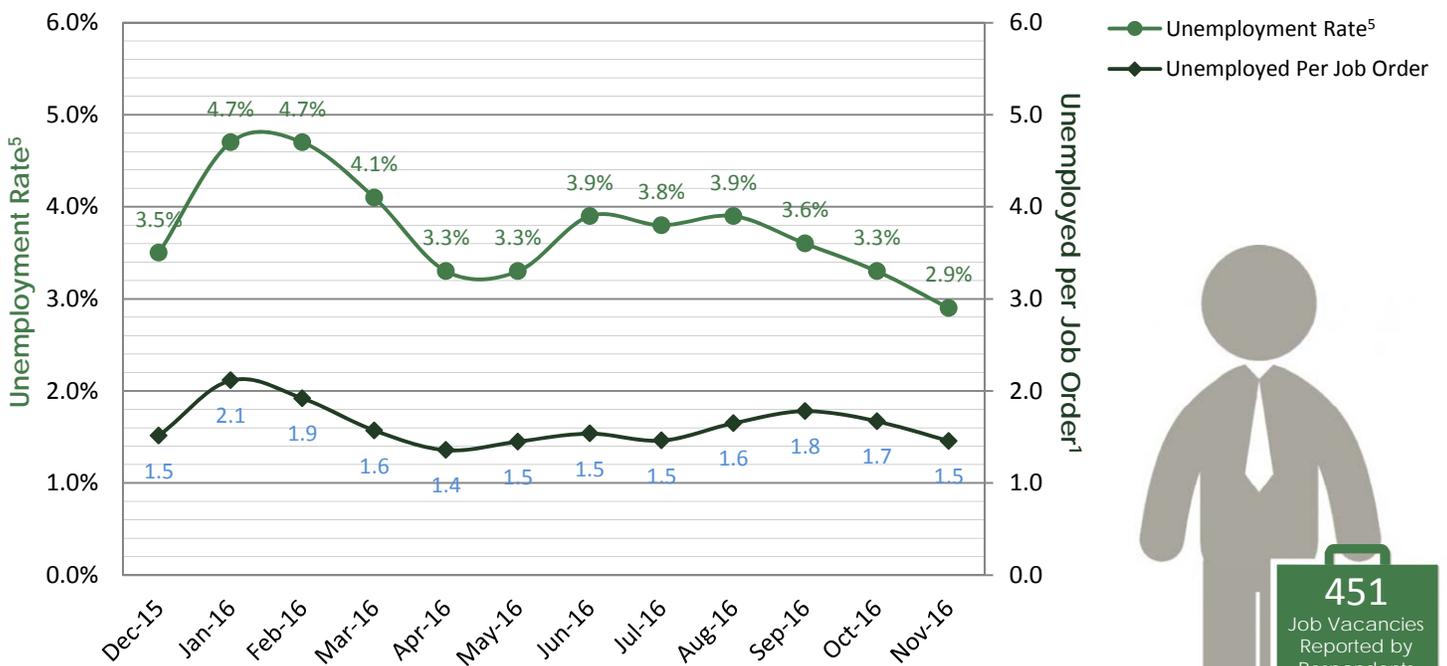
³Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

**Insufficient data to report

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



¹Iowa Workforce Development Job Bank

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



VACANCY ESTIMATES

Vacancy Rate by Occupational Category

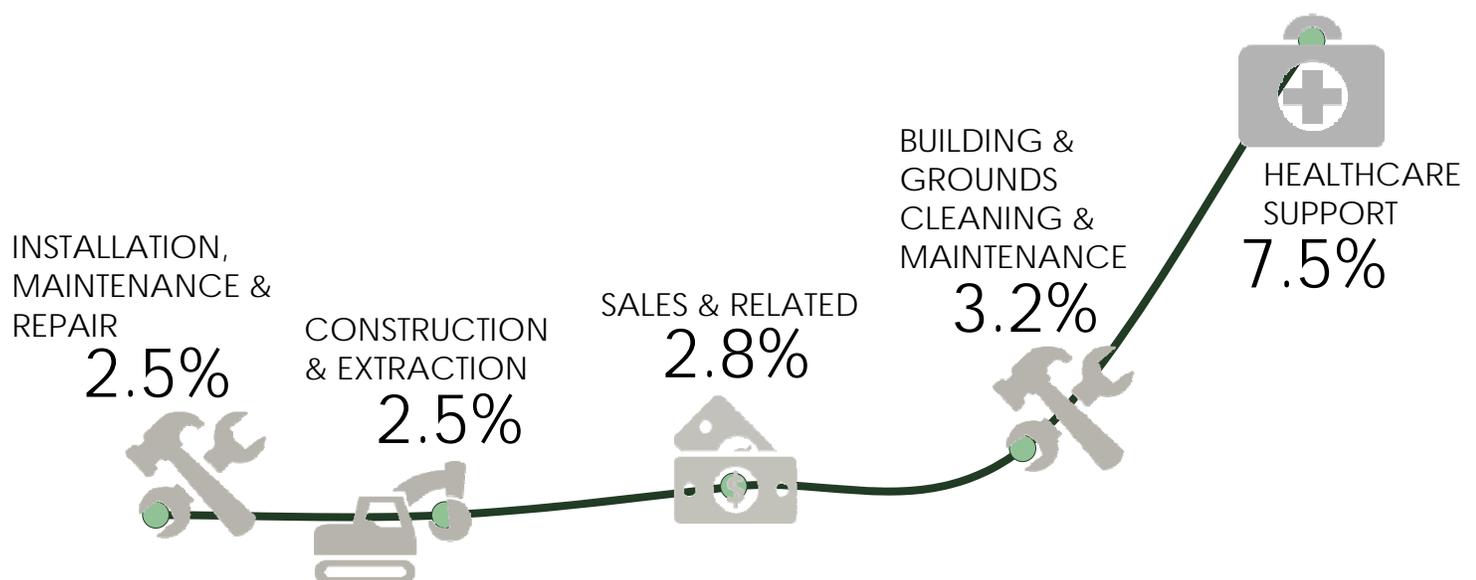
	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Healthcare Support	410	31	7.5%	\$9.17	**
Building & Grounds Cleaning & Maintenance	600	19	3.2%	\$8.13	**
Sales & Related	1,210	34	2.8%	\$8.18	**
Construction & Extraction	610	15	2.5%	\$11.85	**
Installation, Maintenance & Repair	660	17	2.5%	\$13.14	**
Community & Social Services	320	8	2.4%	\$10.28	**
Healthcare Practitioner & Technical	920	18	2.0%	\$15.71	**
Legal	80	2	2.0%	\$14.14	**
Education, Training & Library	1,450	22	1.5%	\$11.50	**
Food Preparation & Serving Related	1,440	21	1.5%	\$8.16	**
Arts, Design, Entertainment, Sports & Related	120	2	1.3%	\$8.23	**
Production	3,040	28	0.9%	\$11.02	**
Business & Financial Operations	400	3	0.8%	\$16.19	**
Office & Administrative Support	2,560	15	0.6%	\$9.57	**
Transportation & Material Moving	2,200	12	0.5%	\$9.08	**
Management	810	2	0.2%	\$15.26	**
Life, Physical & Social Science	80	0	0.0%	\$19.94	**
Personal Care & Service	700	0	0.0%	\$8.14	**
Protective Service	160	0	0.0%	\$11.10	**
Architecture & Engineering	110	0	0.0%	\$17.75	**
Computer & Mathematical Science	110	0	0.0%	\$15.18	**
Farming, Fishing & Forestry	**	0	**	**	**

²Iowa Wage Report - Iowa Workforce Development

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

**Insufficient data to report

*Vacancy Rate calculations can be found in the Methodology



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Registered Nurses	214	\$19.94	\$26.05
Helpers--Production Workers	198	\$8.31	\$11.98
Production Workers, All Other	166	\$10.17	\$15.37
Heavy and Tractor-Trailer Truck Drivers	161	\$10.93	\$15.39
Healthcare Practitioners and Technical Workers, All Other	113	**	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	110	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	104	\$8.23	\$9.13
First-Line Supervisors of Food Preparation and Serving Workers	101	**	**
Stock Clerks and Order Fillers	89	\$8.19	\$11.22
Retail Salespersons	80	\$8.30	\$11.39
Home Health Aides	74	\$8.52	\$10.59
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	71	\$8.44	\$11.73
First-Line Supervisors of Retail Sales Workers	70	\$10.51	\$16.55
Nursing Aides, Orderlies, and Attendants	69	\$10.47	\$13.64
Merchandise Displayers and Window Trimmers	59	**	**
Packers and Packagers, Hand	57	\$8.29	\$13.36
Cashiers	55	\$8.13	\$8.66
Customer Service Representatives	52	\$8.80	\$14.16
Food Preparation Workers	46	**	**
Personal Care Aides	43	\$8.14	\$10.03
Driver/Sales Workers	40	**	**
Maintenance and Repair Workers, General	40	\$13.25	\$18.43
First-Line Supervisors of Production and Operating Workers	39	\$17.87	\$25.09
Food Processing Workers, All Other	37	**	**
Industrial Truck and Tractor Operators	35	\$12.82	\$19.29
Industrial Engineers	34	**	**
Maids and Housekeeping Cleaners	32	\$8.10	\$9.32
Sales Representatives, Services, All Other	32	**	**
Licensed Practical and Licensed Vocational Nurses	30	\$15.36	\$17.81
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	28	**	**

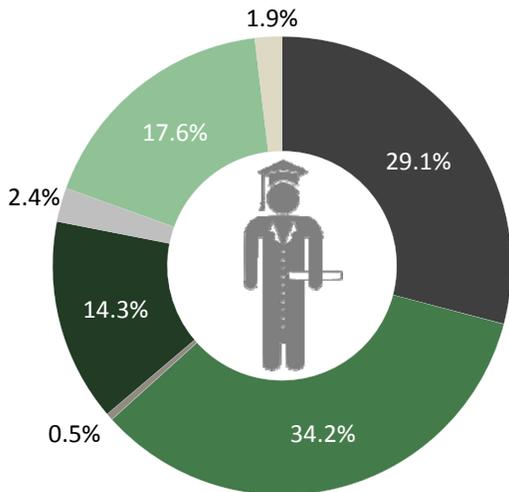
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



EDUCATION & EXPERIENCE REQUIREMENTS

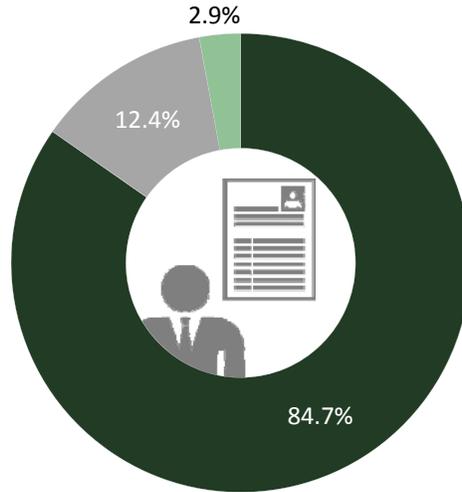
Education and experience level requirements, along with on-the-job training for the job orders (2,638 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



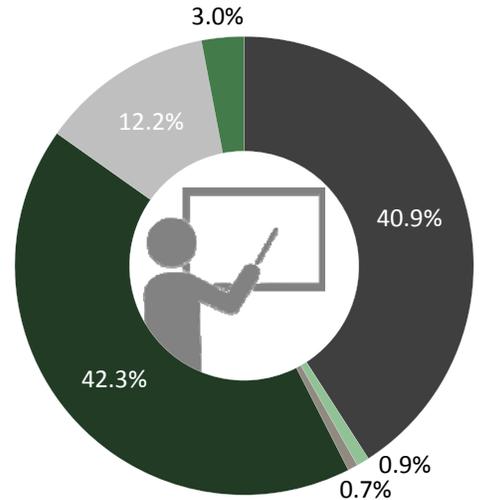
- Less Than High School - 29.1%
- High School Diploma or Equivalent - 34.2%
- Some College, No Degree - 0.5%
- Postsecondary Non-Degree Award - 14.3%
- Associate Degree - 2.4%
- Undergraduate Degree - 17.6%
- Postgraduate/Professional Degree - 1.9%

Experience Requirements - Total Job Orders



- No Experience Required - 84.7%
- Less than 5 Years - 12.4%
- 5 Years of More - 2.9%

On-The-Job Training - Total Job Orders



- None - 40.9%
- Apprenticeship - 0.9%
- Internship/Residency - 0.7%
- Short-term on-the-job training - 42.3%
- Moderate-term on-the-job training - 12.2%
- Long-term on-the-job training - 3.0%



PERCEPTION OF APPLICANTS

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

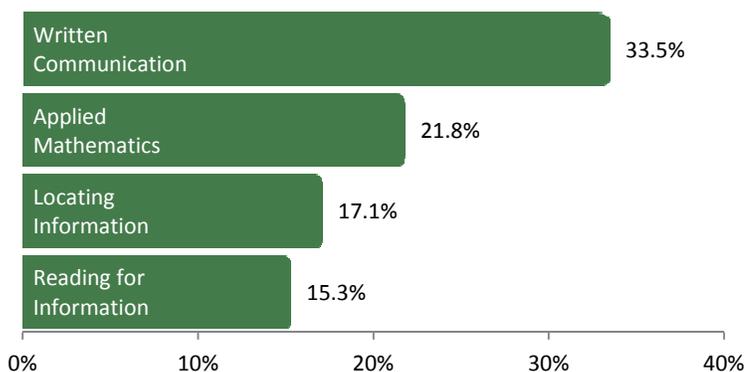
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.6%	19.1%	35.2%	28.4%	11.7%
Applicants possess the basic skills required for the job.	4.9%	13.5%	23.9%	41.7%	16.0%
Applicants possess the hard, or occupational, skills for the job.	9.8%	26.4%	27.6%	27.0%	9.2%
Applicants possess the soft, or interpersonal, skills for the job.	6.1%	27.6%	32.6%	24.5%	9.2%



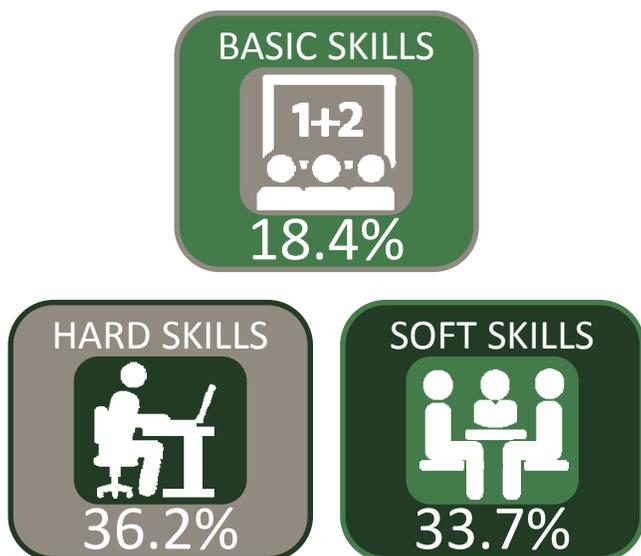
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

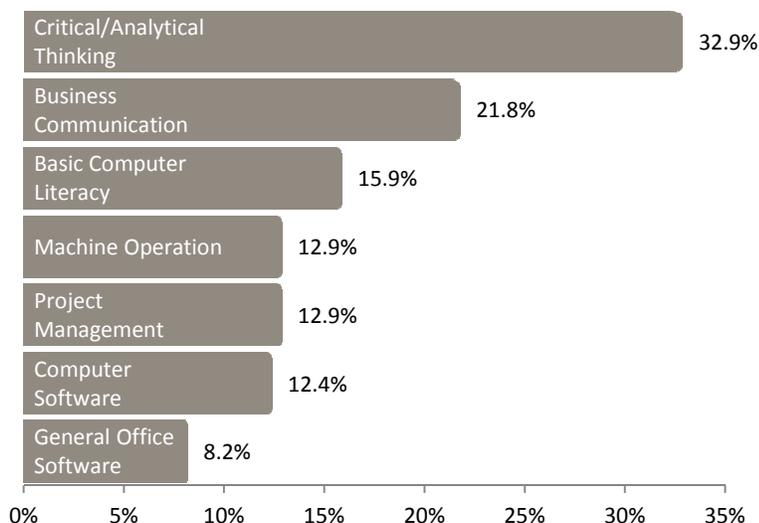


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

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

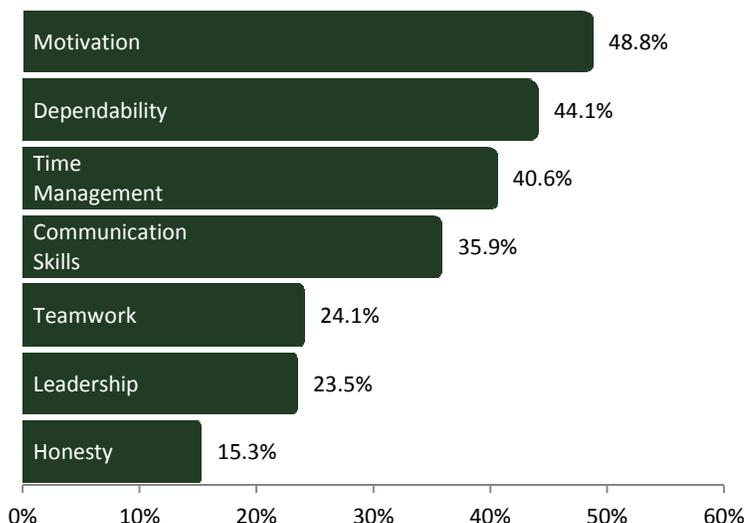


Occupational "Hard" Skills Lacking in Applicants



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

Interpersonal "Soft" Skills Lacking in Applicants



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



TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (86.8%) of employers indicated that they offer employee training.

Where Additional Training is Offered

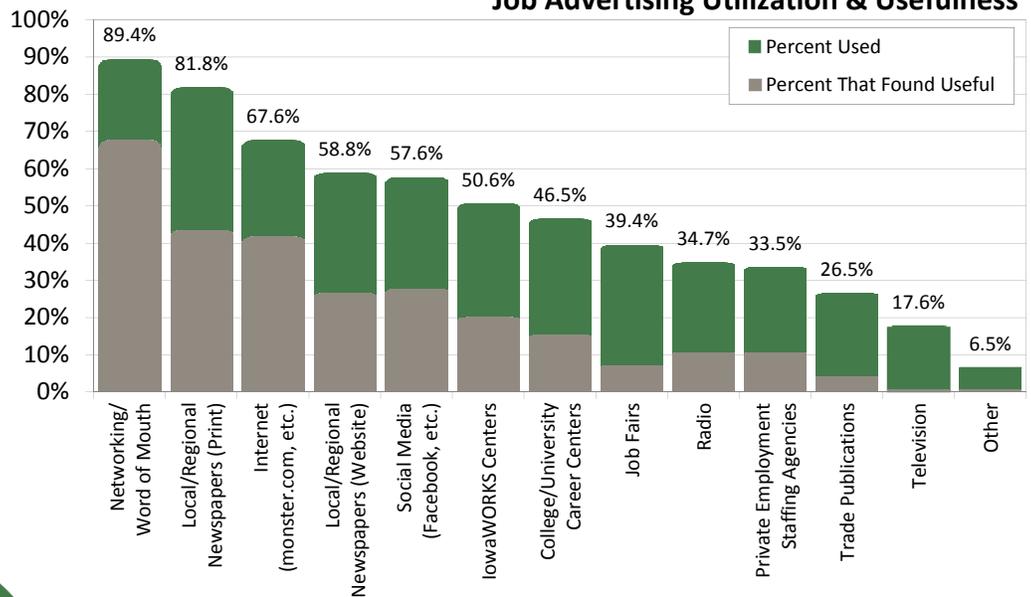
	Percent Offered
In-House Training	66.5%
Online Training	41.2%
Employee Self-Directed Training	29.4%
Commercial Training Provider	22.9%
College/University	11.2%
Other	5.9%
Trade School	5.9%



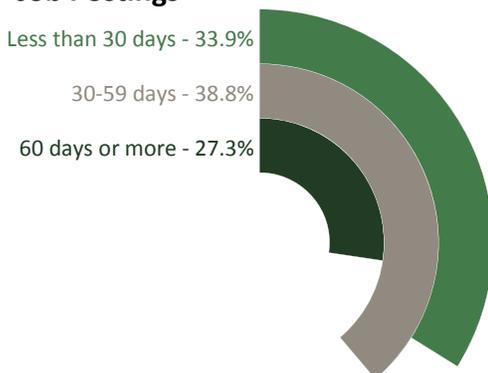
RECRUITMENT & ADVERTISING

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

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



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

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



RECRUITMENT & ADVERTISING

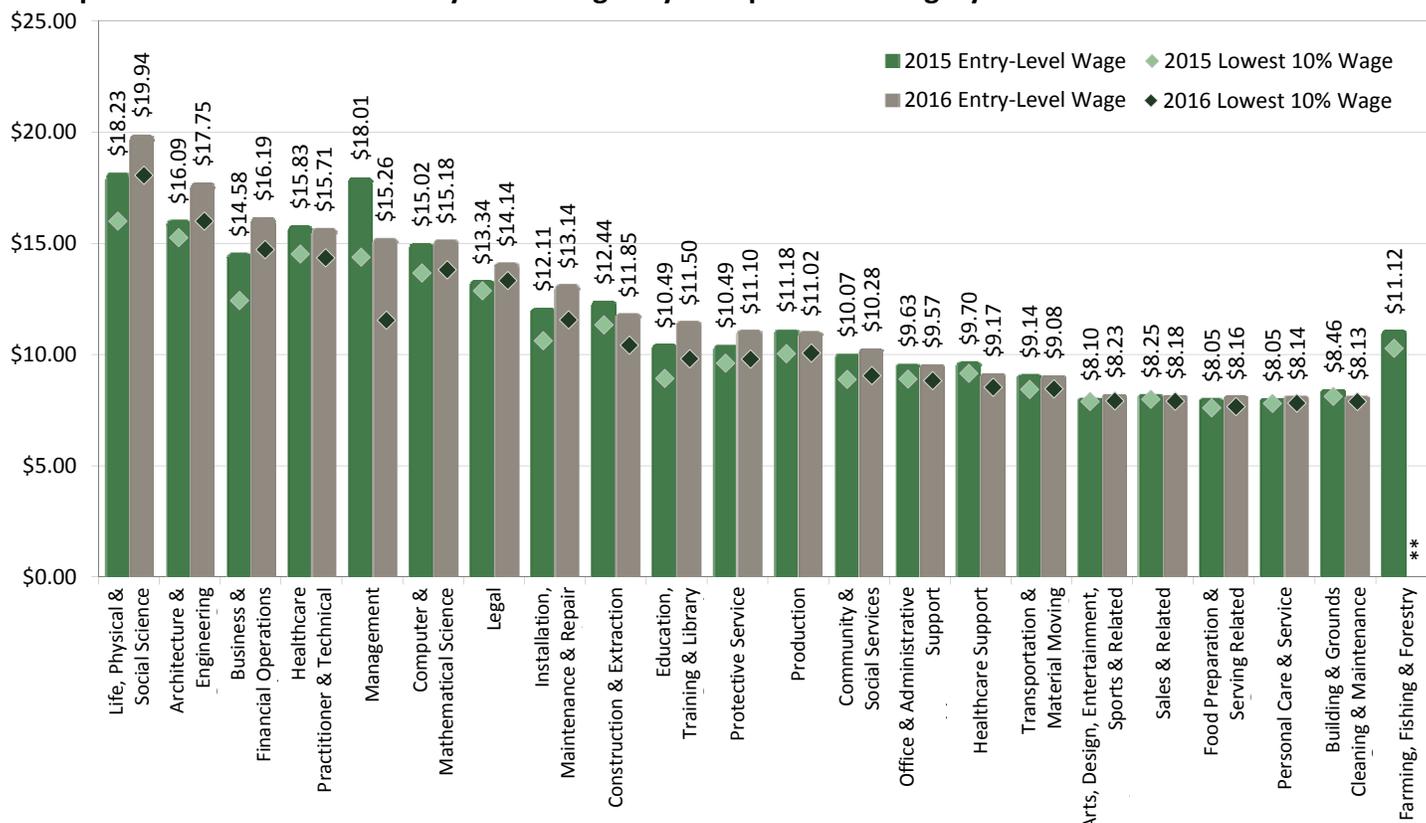
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	37.6%	20.0%	30.9%	8.5%	3.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	43.6%	25.2%	27.5%	2.5%	1.2%
Businesses have difficulty filling a position due to a general lack of applicants.	12.1%	17.0%	24.9%	32.7%	13.3%
Businesses have difficulty filling a position due to a lack of qualified applicants.	8.5%	12.8%	23.8%	31.1%	23.8%
Businesses have difficulty filling a position due to local competition.	23.0%	23.0%	29.1%	19.4%	5.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	25.0%	22.6%	27.4%	15.2%	9.8%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	14.5%	15.8%	32.1%	25.5%	12.1%
Businesses have difficulty filling a position due to the type of work involved.	20.0%	24.8%	27.9%	21.8%	5.5%
Businesses have difficulty filling a position due to the hours or shifts offered.	35.2%	23.6%	26.7%	12.1%	2.4%



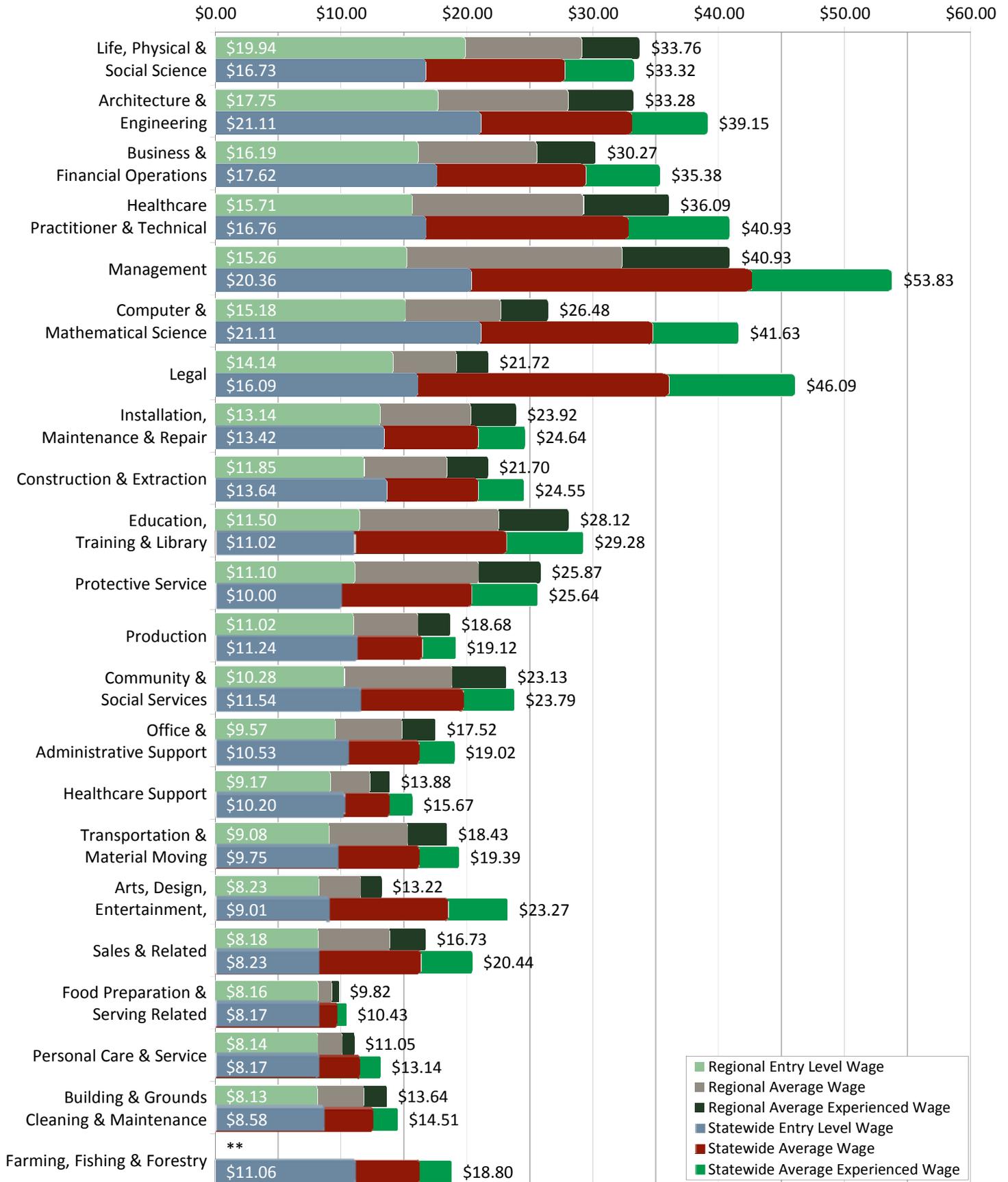
WAGES

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

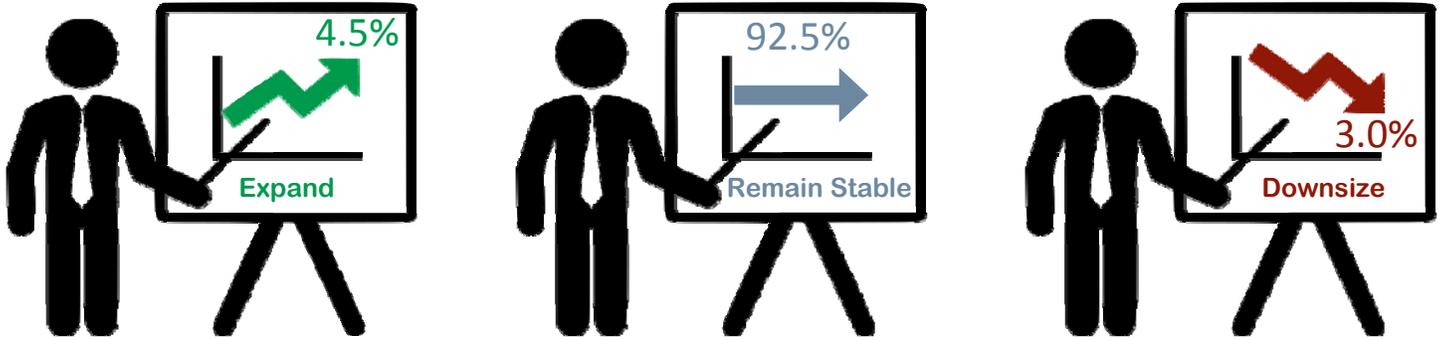




Comparison of 2016 Wage Levels by Occupational Category



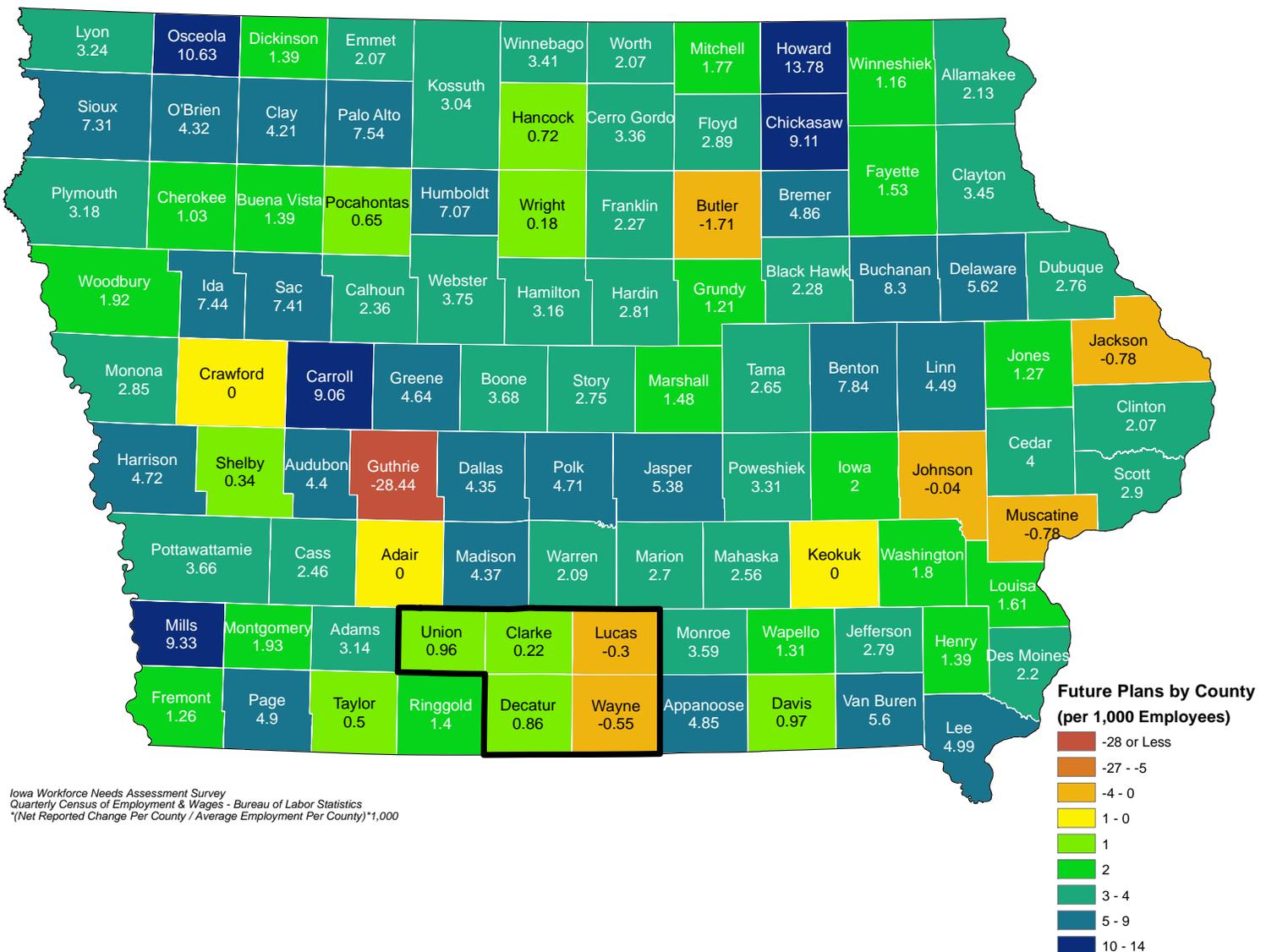
FUTURE PLANS



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

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

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

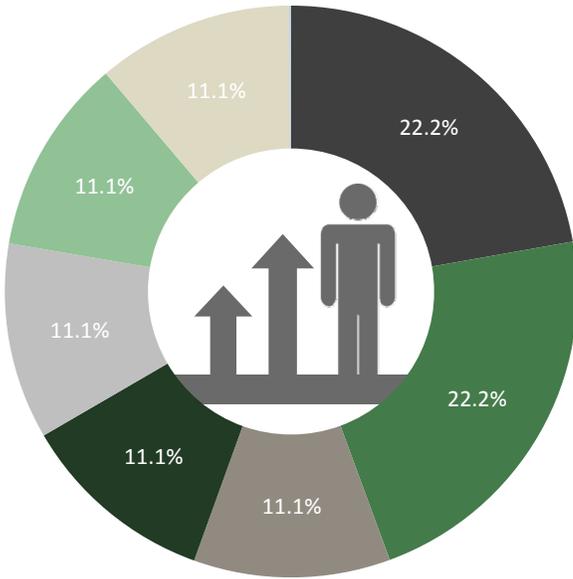


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics
 *(Net Reported Change Per County / Average Employment Per County)*1,000

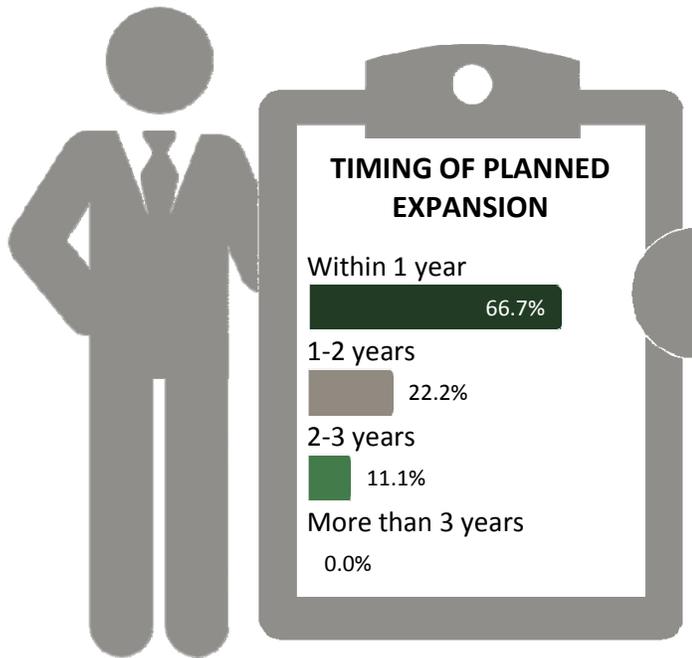
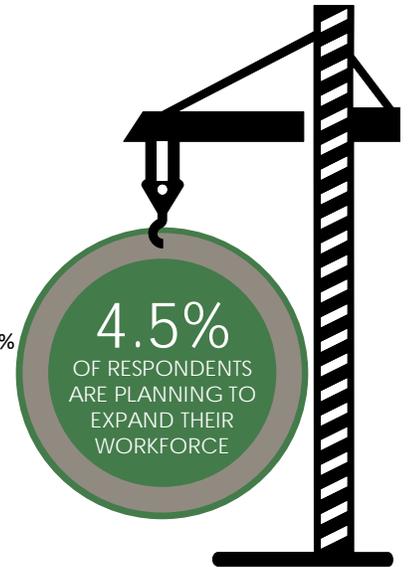


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Accommodation & Food Services - 22.2%
- Wholesale & Retail Trade - 22.2%
- Administrative & Waste Services - 11.1%
- Construction - 11.1%
- Educational Services - 11.1%
- Finance, Insurance & Real Estate - 11.1%
- Health Care & Social Assistance - 11.1%
- Public Administration - 0.1%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Information - 0.0%
- Management - 0.0%
- Manufacturing - 0.0%
- Personal Services - 0.0%
- Professional & Technical Services - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Administrative & Waste Services	25.0%
Accommodation & Food Services	13.3%
Construction	8.3%
Educational Services	7.7%
Finance, Insurance & Real Estate	6.7%
Wholesale & Retail Trade	6.1%
Health Care & Social Assistance	2.5%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Information	0.0%
Management	0.0%
Manufacturing	0.0%
Personal Services	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Transportation & Warehousing	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION





FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Education, Training & Library	25.0%
Transportation & Material Moving	20.0%
Unknown	20.0%
Building & Grounds Cleaning & Maintenance	10.0%
Food Preparation & Serving Related	10.0%
Office & Administrative Support	10.0%
Management	5.0%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Business & Financial Operations	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Construction & Extraction	0.0%
Farming, Fishing & Forestry	0.0%
Healthcare Practitioners & Technical	0.0%
Healthcare Support	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Lack of available skilled workforce
Expense related to benefits
No desire to expand
Competition within existing markets
Uncertainty in current market demands
Tax or regulatory issues
Limited access to capital
Barriers to entering new markets
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

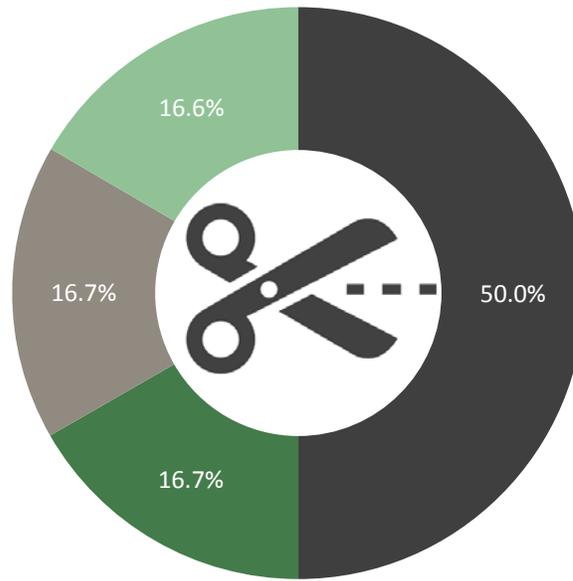
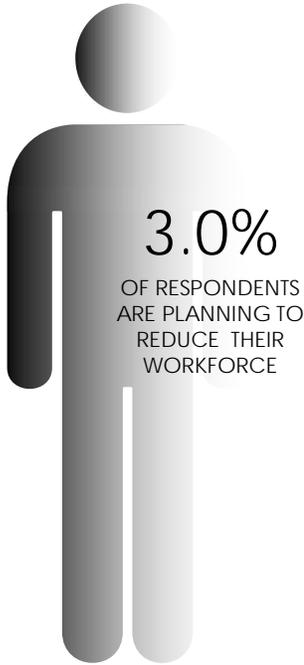
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Reduction of overtime
Relocation of assets to a new location
Relocation of assets to an existing location
Changes in tax or regulatory incentives
Merger/acquisition
Moving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





FUTURE PLANS - REDUCTION

Percent of Total Planned Reduction by Industry



- Health Care & Social Assistance - 50.0%
- Construction - 16.7%
- Manufacturing - 16.7%
- Public Administration - 16.6%
- Accommodation & Food Services - 0.0%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Information - 0.0%
- Management - 0.0%
- Personal Services - 0.0%
- Professional & Technical Services - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%
- Wholesale & Retail Trade - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Construction	8.3%
Public Administration	7.7%
Health Care & Social Assistance	7.5%
Manufacturing	7.1%
Accommodation & Food Services	0.0%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	0.0%
Information	0.0%
Management	0.0%
Personal Services	0.0%
Professional & Technical Services	0.0%
Transportation & Warehousing	0.0%
Utilities	0.0%
Wholesale & Retail Trade	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Healthcare Support	30.8%
Production	23.1%
Healthcare Practitioners & Technical	15.4%
Construction & Extraction	7.7%
Office & Administrative Support	7.7%
Sales & Related	7.7%
Unknown	7.6%
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%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Management	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%



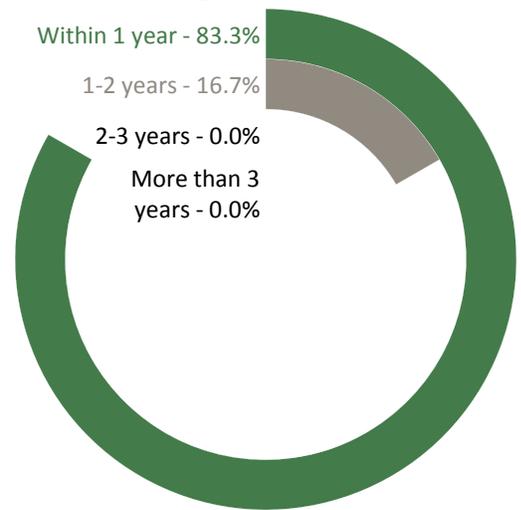


FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

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

Timing of Planned Reduction



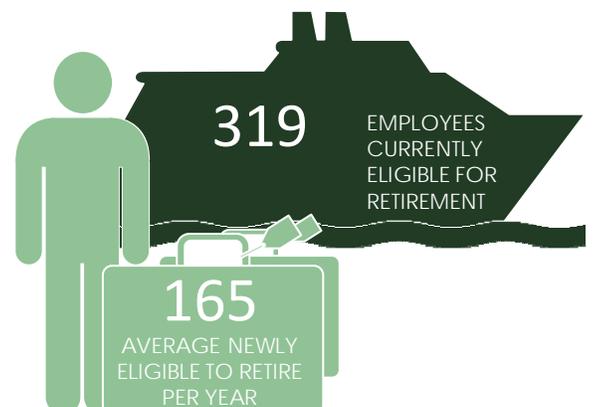
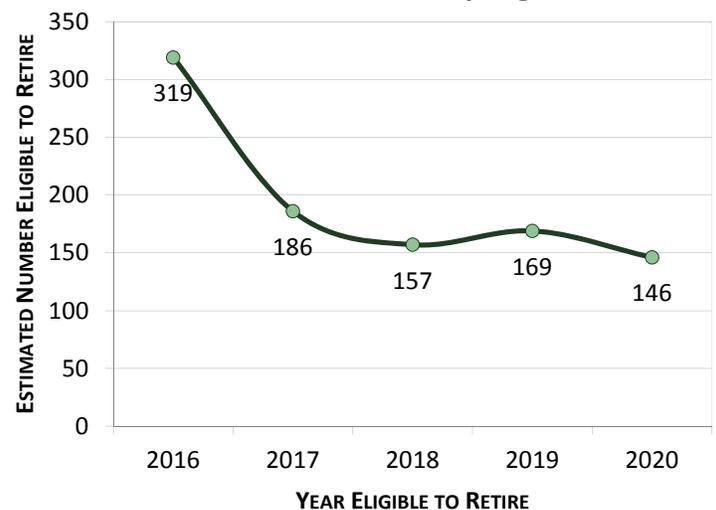
RETIREMENTS



Retirement Eligibility by Industry

	Percent of Total	Percent of Each Industry ⁴
Educational Services	36.1%	3.5%
Health Care & Social Assistance	14.4%	1.1%
Wholesale & Retail Trade	13.4%	1.0%
Manufacturing	11.3%	0.6%
Finance, Insurance & Real Estate	8.8%	4.3%
Utilities	4.6%	6.7%
Public Administration	2.7%	0.7%
Construction	2.1%	1.1%
Professional & Technical Services	2.1%	1.6%
Administrative & Waste Services	1.5%	0.7%
Transportation & Warehousing	1.5%	0.2%
Information	1.0%	1.7%
Accommodation & Food Services	0.5%	0.1%
Agriculture, Forestry, Fishing & Mining	0.0%	0.0%
Arts, Entertainment & Recreation	0.0%	0.0%
Management	0.0%	0.0%
Personal Services	0.0%	0.0%

Estimate of Those Newly Eligible to Retire



⁴Longitudinal Employer-Household Dynamics - United States Census Bureau



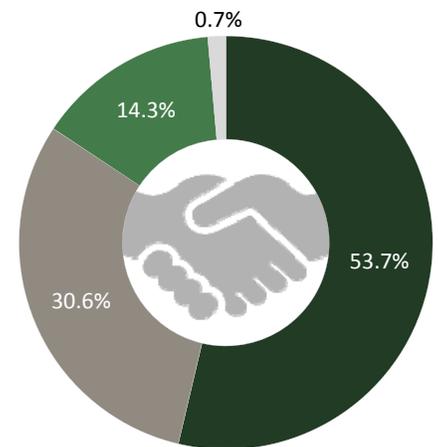
RETIREMENTS

Retirement Eligibility within Each Occupational Category

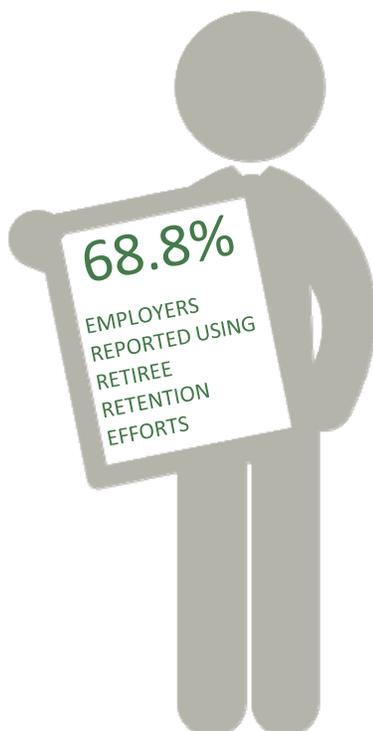
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation ²
Education, Training & Library	19.6%	2.6%
Office & Administrative Support	19.6%	1.5%
Management	9.3%	2.2%
Business & Financial Operations	8.2%	4.0%
Sales & Related	7.7%	1.2%
Production	6.7%	0.4%
Building & Grounds Cleaning & Maintenance	4.6%	1.5%
Healthcare Support	4.6%	2.2%
Installation, Maintenance & Repair	3.1%	0.9%
Computer & Mathematical	2.6%	4.5%
Healthcare Practitioners & Technical	2.6%	0.5%
Transportation & Material Moving	2.6%	0.2%
Construction & Extraction	2.1%	0.7%
Community & Social Service	1.5%	0.9%
Food Preparation & Serving Related	1.5%	0.2%
Life, Physical & Social Science	1.0%	2.5%
Protective Service	1.0%	1.3%
Architecture & Engineering	0.5%	0.9%
Farming, Fishing & Forestry	0.5%	**
Legal	0.5%	1.3%
Arts, Design, Entertainment, Sports & Media	0.0%	0.0%
Personal Care & Service	0.0%	0.0%

²Iowa Wage Report - Iowa Workforce Development

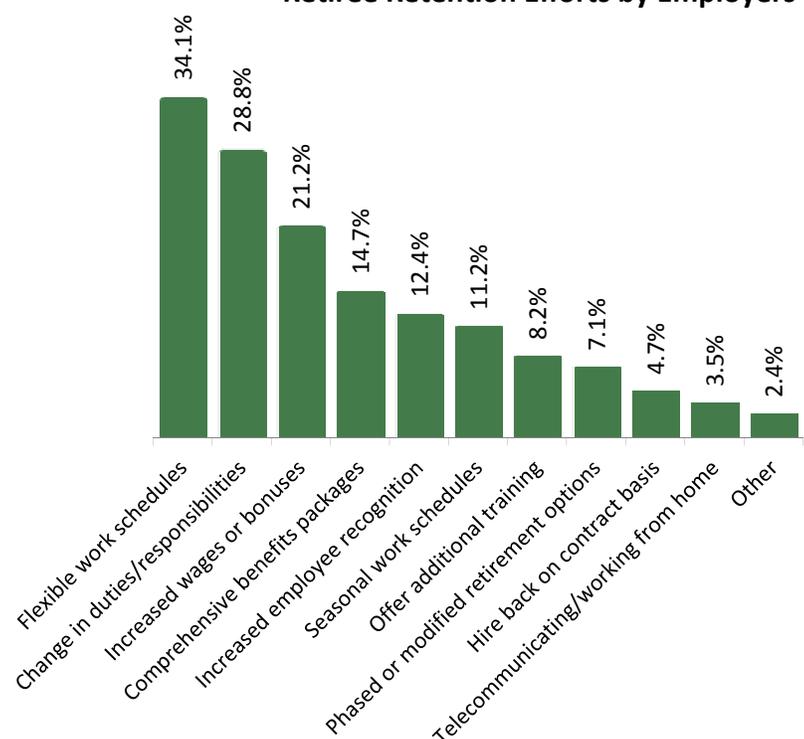
How Companies Plan to Replace Those Who Retire

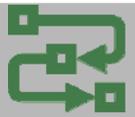


- Both hire new workers and promote from within - 53.7%
- Hire new workers - 30.6%
- Not currently planning to fill these positions - 14.3%
- Promote from within the company - 1.4%



Retiree Retention Efforts by Employers





Iowa Wage Report - Iowa Workforce Development

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

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

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

Definitions of terms used throughout the report:

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

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

Iowa Workforce Development Job Bank - Iowa Workforce Development

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

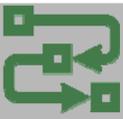
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields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

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

Definitions of terms used throughout the report:

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

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



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

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

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

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

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

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

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

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

Longitudinal Employer-Household Dynamics - United States Census Bureau

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

Vacancy Rate (calculation reported per industry & occupational category)

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

APPENDIX



LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Registered Nurses	29-1141	214	310	**	\$19.94
Helpers--Production Workers	51-9198	198	170	**	\$8.31
Production Workers, All Other	51-9199	166	60	**	\$10.17
Heavy and Tractor-Trailer Truck Drivers	53-3032	161	590	**	\$10.93
Healthcare Practitioners and Technical Workers, All Other	29-9099	113	**	**	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	110	**	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	104	130	**	\$8.23
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	101	**	**	**
Stock Clerks and Order Fillers	43-5081	89	340	**	\$8.19
Retail Salespersons	41-2031	80	290	**	\$8.30
Home Health Aides	31-1011	74	250	**	\$8.52
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	71	260	**	\$8.44
Undefined Job Title	10-0000	71	**	**	**
First-Line Supervisors of Retail Sales Workers	41-1011	70	140	**	\$10.51
Nursing Aides, Orderlies, and Attendants	31-1014	69	60	**	\$10.47
Merchandise Displayers and Window Trimmers	27-1026	59	**	**	**
Packers and Packagers, Hand	53-7064	57	700	**	\$8.29
Cashiers	41-2011	55	380	**	\$8.13
Customer Service Representatives	43-4051	52	150	**	\$8.80
Food Preparation Workers	35-2021	46	**	**	**
Personal Care Aides	39-9021	43	260	**	\$8.14
Driver/Sales Workers	53-3031	40	**	**	**
Maintenance and Repair Workers, General	49-9071	40	190	**	\$13.25
First-Line Supervisors of Production and Operating Workers	51-1011	39	130	**	\$17.87
Food Processing Workers, All Other	51-3099	37	**	**	**
Industrial Truck and Tractor Operators	53-7051	35	100	**	\$12.82
Industrial Engineers	17-2112	34	**	**	**
Maids and Housekeeping Cleaners	37-2012	32	190	**	\$8.10
Sales Representatives, Services, All Other	41-3099	32	**	**	**
Licensed Practical and Licensed Vocational Nurses	29-2061	30	90	**	\$15.36
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	28	**	**	**
Cooks, Institution and Cafeteria	35-2012	26	100	**	\$8.22
Building Cleaning Workers, All Other	37-2019	25	**	**	**
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	25	250	**	\$9.39
Cooks, Restaurant	35-2014	24	420	**	\$8.14
Carpenters	47-2031	19	**	**	**
Office Clerks, General	43-9061	19	410	**	\$9.21
Construction Laborers	47-2061	18	70	**	\$10.50
First-Line Supervisors of Office and Administrative Support Workers	43-1011	18	130	**	\$12.13
Light Truck or Delivery Services Drivers	53-3033	18	110	**	\$9.20

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Security Guards	33-9032	15	**	**	**
Social and Human Service Assistants	21-1093	15	110	**	\$8.40
Welders, Cutters, Solderers, and Brazers	51-4121	15	160	**	\$8.62
Engineers, All Other	17-2199	14	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	14	40	**	\$16.89
Landscaping and Groundskeeping Workers	37-3011	12	20	**	\$8.71
Accountants and Auditors	13-2011	11	50	**	\$18.59
Childcare Workers	39-9011	11	**	**	**
Food Service Managers	11-9051	11	30	**	\$12.63
Industrial Engineering Technicians	17-3026	11	**	**	**
Machinists	51-4041	11	20	**	\$13.52
Maintenance Workers, Machinery	49-9043	11	**	**	**
Waiters and Waitresses	35-3031	11	330	**	\$8.15
Educational, Guidance, School, and Vocational Counselors	21-1012	10	50	**	\$14.37
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	10	40	**	\$17.43
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	10	30	**	\$15.40
Industrial Production Managers	11-3051	10	40	**	\$27.24
Material Moving Workers, All Other	53-7199	10	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	10	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	9	**	**	**
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	9	240	**	\$10.58
Chief Executives	11-1011	8	20	**	\$12.20
Managers, All Other	11-9199	8	10	**	\$20.00
Medical and Clinical Laboratory Technicians	29-2012	8	10	**	\$15.97
Financial Managers	11-3031	7	80	**	\$23.60
Grounds Maintenance Workers, All Other	37-3019	7	**	**	**
Life, Physical, and Social Science Technicians, All Other	19-4099	7	**	**	**
Medical Assistants	31-9092	7	30	**	\$10.63
Medical Secretaries	43-6013	7	90	**	\$10.31
Occupational Health and Safety Specialists	29-9011	7	**	**	**
Operating Engineers and Other Construction Equipment Operators	47-2073	7	90	**	\$15.21
Packaging and Filling Machine Operators and Tenders	51-9111	7	**	**	**
Pharmacists	29-1051	7	20	**	\$52.65
Bartenders	35-3011	6	**	**	**
Bus Drivers, Transit and Intercity	53-3021	6	**	**	**
Computer Programmers	15-1021	6	**	**	**
Construction and Related Workers, All Other	47-4099	6	**	**	**
Dietitians and Nutritionists	29-1031	6	**	**	**
Dishwashers	35-9021	6	**	**	**
Elementary School Teachers, Except Special Education	25-2021	6	330	**	\$34,811
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	6	10	**	\$10.88
Graphic Designers	27-1024	6	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	6	40	**	\$10.47
Mechanical Engineers	17-2141	6	**	**	**
Medical and Health Services Managers	11-9111	6	80	**	\$21.54
Physical Therapists	29-1123	6	30	**	\$34.57
Receptionists and Information Clerks	43-4171	6	90	**	\$8.47
Social and Community Service Managers	11-9151	6	70	**	\$12.57
Teacher Assistants	25-9041	6	300	**	\$17,390
Agricultural Workers, All Other	45-2099	5	**	**	**
Chefs and Head Cooks	35-1011	5	**	**	**
Coaches and Scouts	27-2022	5	**	**	**

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Electrical and Electronic Engineering Technicians	17-3023	5	**	**	**
Electricians	47-2111	5	70	**	\$15.28
First-Line Supervisors of Non-Retail Sales Workers	41-1012	5	**	**	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	5	**	**	**
Helpers—Electricians	47-3013	5	**	**	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	5	130	**	\$17.17
Medical and Clinical Laboratory Technologists	29-2011	5	10	**	\$21.47
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	5	**	**	**
Office and Administrative Support Workers, All Other	43-9199	5	**	**	**
Preschool Teachers, Except Special Education	25-2011	5	50	**	\$8.36
Production, Planning, and Expediting Clerks	43-5061	5	40	**	\$13.77
Taxi Drivers and Chauffeurs	53-3041	5	**	**	**
Team Assemblers	51-2092	5	540	**	\$12.84
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	5	**	**	**
Billing and Posting Clerks	43-3021	4	50	**	\$10.83
Bookkeeping, Accounting, and Auditing Clerks	43-3031	4	240	**	\$10.86
Cleaners of Vehicles and Equipment	53-7061	4	90	**	\$9.92
Engineering Technicians, Except Drafters, All Other	17-3029	4	**	**	**
Human Resources Managers	11-3121	4	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	4	40	**	\$14.07
Market Research Analysts	13-1161	4	30	**	\$16.76
Mental Health and Substance Abuse Social Workers	21-1023	4	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	4	**	**	**
Procurement Clerks	43-3061	4	30	**	\$15.39
Radiologic Technologists	29-2034	4	20	**	\$19.81
Recreation Workers	39-9032	4	30	**	\$9.65
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	4	160	**	\$16.99
Transportation, Storage, and Distribution Managers	11-3071	4	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	4	50	**	\$17.06
Agricultural Equipment Operators	45-2091	3	**	**	**
Automotive Service Technicians and Mechanics	49-3023	3	110	**	\$10.14
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	3	60	**	\$12.81
Computer Software Engineers, Applications	15-1131	3	**	**	**
Computer Systems Analysts	15-1121	3	**	**	**
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	3	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	3	10	**	\$14.41
Electromechanical Equipment Assemblers	51-2023	3	**	**	**
Executive Secretaries and Executive Administrative Assistants	43-6011	3	80	**	\$12.84
Helpers—Installation, Maintenance, and Repair Workers	49-9098	3	**	**	**
Logisticians	13-1081	3	**	**	**
Pharmacy Technicians	29-2052	3	30	**	\$12.70
Physical Therapist Assistants	31-2021	3	20	**	\$15.59
Pourers and Casters, Metal	51-4052	3	**	**	**
Public Relations Specialists	27-3031	3	10	**	\$10.53
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	3	20	**	\$16.42
Sales Managers	11-2022	3	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	3	**	**	**
Security and Fire Alarm Systems Installers	49-2098	3	**	**	**
Shipping, Receiving, and Traffic Clerks	43-5071	3	70	**	\$12.40
Textile, Apparel, and Furnishings Workers, All Other	51-6099	3	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	2	**	**	**
Animal Breeders	45-2021	2	**	**	**

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Architectural and Civil Drafters	17-3011	2	**	**	**
Art, Drama, and Music Teachers, Postsecondary	25-1121	2	**	**	**
Bakers	51-3011	2	10	**	\$8.38
Bus Drivers, School or Special Client	53-3022	2	140	**	\$12.66
Civil Engineering Technicians	17-3022	2	**	**	**
Compensation and Benefits Managers	11-3111	2	**	**	**
Computer Support Specialists	15-1151	2	20	**	\$13.44
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	2	40	**	\$13.83
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	2	**	**	**
Drafters, All Other	17-3019	2	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	2	**	**	**
Firefighters	33-2011	2	**	**	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	2	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	2	**	**	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	2	70	**	\$8.14
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	2	**	**	**
Health Educators	21-1091	2	**	**	**
Health Technologists and Technicians, All Other	29-2099	2	**	**	**
Healthcare Social Workers	21-1022	2	**	**	**
Highway Maintenance Workers	47-4051	2	120	**	\$13.57
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	2	**	**	**
Hotel, Motel, and Resort Desk Clerks	43-4081	2	**	**	**
Law Clerks	23-2011	2	**	**	**
Materials Engineers	17-2131	2	**	**	**
Mechanical Drafters	17-3013	2	**	**	**
Media and Communication Workers, All Other	27-3099	2	**	**	**
Medical Records and Health Information Technicians	29-2071	2	40	**	\$10.21
Parts Salespersons	41-2022	2	60	**	\$8.11
Payroll and Timekeeping Clerks	43-3051	2	10	**	\$11.18
Personal Financial Advisors	13-2052	2	**	**	**
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	2	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Residential Advisors	39-9041	2	**	**	**
Sales and Related Workers, All Other	41-9099	2	**	**	**
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	2	**	**	**
Social Work Teachers, Postsecondary	25-1113	2	**	**	**
Speech-Language Pathologists	29-1127	2	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	2	**	**	**
Therapists, All Other	29-1129	2	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	1	**	**	**
Advertising Sales Agents	41-3011	1	**	**	**
Agricultural and Food Science Technicians	19-4011	1	**	**	**
Bill and Account Collectors	43-3011	1	**	**	**
Business Teachers, Postsecondary	25-1011	1	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	1	**	**	**
Chemical Equipment Operators and Tenders	51-9011	1	**	**	**
Child, Family, and School Social Workers	21-1021	1	50	**	\$17.41
Clinical, Counseling, and School Psychologists	19-3031	1	**	**	**
Computer and Information Scientists, Research	15-1111	1	**	**	**
Computer Software Engineers, Systems Software	15-1133	1	**	**	**
Computer, Automated Teller, and Office Machine Repairers	49-2011	1	**	**	**
Conservation Scientists	19-1031	1	10	**	\$19.37

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Construction and Building Inspectors	47-4011	1	20	**	\$24.02
Continuous Mining Machine Operators	47-5041	1	**	**	**
Correctional Officers and Jailers	33-3012	1	**	**	**
Counselors, All Other	21-1019	1	**	**	**
Counter and Rental Clerks	41-2021	1	**	**	**
Credit Counselors	13-2071	1	**	**	**
Data Entry Keyers	43-9021	1	**	**	**
Database Administrators	15-1141	1	**	**	**
Dental Assistants	31-9091	1	**	**	**
Dentists, General	29-1021	1	**	**	**
Designers, All Other	27-1029	1	**	**	**
Editors	27-3041	1	**	**	**
Education Administrators, All Other	11-9039	1	**	**	**
Education Administrators, Postsecondary	11-9033	1	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	1	10	**	\$14.98
Electric Motor, Power Tool, and Related Repairers	49-2092	1	**	**	**
Eligibility Interviewers, Government Programs	43-4061	1	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	1	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	1	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	1	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	1	50	**	\$10.62
Food Preparation and Serving Related Workers, All Other	35-9099	1	**	**	**
Food Scientists and Technologists	19-1012	1	**	**	**
Food Servers, Nonrestaurant	35-3041	1	**	**	**
Foundry Mold and Coremakers	51-4071	1	**	**	**
Gaming Supervisors	39-1011	1	**	**	**
Gas Plant Operators	51-8092	1	**	**	**
Health Specialties Teachers, Postsecondary	25-1071	1	**	**	**
Healthcare Support Workers, All Other	31-9099	1	**	**	**
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	1	**	**	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	1	**	**	**
Insurance Sales Agents	41-3021	1	50	**	\$10.73
Internists, General	29-1063	1	**	**	**
Legal Secretaries	43-6012	1	**	**	**
Library Technicians	25-4031	1	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	1	**	**	**
Loan Interviewers and Clerks	43-4131	1	**	**	**
Loan Officers	13-2072	1	70	**	\$22.80
Machine Feeders and Offbearers	53-7063	1	**	**	**
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	1	**	**	**
Marketing Managers	11-2021	1	**	**	**
Marriage and Family Therapists	21-1013	1	**	**	**
Mechanical Engineering Technicians	17-3027	1	**	**	**
Mental Health Counselors	21-1014	1	**	**	**
Meter Readers, Utilities	43-5041	1	**	**	**
Middle School Teachers, Except Special and Career/Technical Education	25-2022	1	**	**	**
Natural Sciences Managers	11-9121	1	**	**	**
Network and Computer Systems Administrators	15-1142	1	20	**	\$17.07
Occupational Therapy Assistants	31-2011	1	**	**	**
Office Machine Operators, Except Computer	43-9071	1	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	1	**	**	**
Painters, Construction and Maintenance	47-2141	1	**	**	**

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Pest Control Workers	37-2021	1	**	**	**
Petroleum Engineers	17-2171	1	**	**	**
Phlebotomists	31-9097	1	**	**	**
Pipelayers	47-2151	1	**	**	**
Postsecondary Teachers, All Other	25-1199	1	**	**	**
Power Distributors and Dispatchers	51-8012	1	**	**	**
Printing Machine Operators	51-5112	1	**	**	**
Producers and Directors	27-2012	1	**	**	**
Public Relations and Fundraising Managers	11-2031	1	**	**	**
Purchasing Managers	11-3061	1	**	**	**
Radiation Therapists	29-1124	1	**	**	**
Real Estate Sales Agents	41-9022	1	**	**	**
Recreational Therapists	29-1125	1	**	**	**
Social Workers, All Other	21-1029	1	**	**	**
Special Education Teachers, All Other	25-2059	1	**	**	**
Surgical Technologists	29-2055	1	**	**	**
Tax Preparers	13-2082	1	**	**	**
Teachers and Instructors, All Other	25-3099	1	**	**	**
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	1	**	**	**
Tire Repairers and Changers	49-3093	1	**	**	**
Tool Grinders, Filers, and Sharpeners	51-4194	1	**	**	**
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	1	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	1	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	1	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	1	**	**	**
Writers and Authors	27-3043	1	**	**	**

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