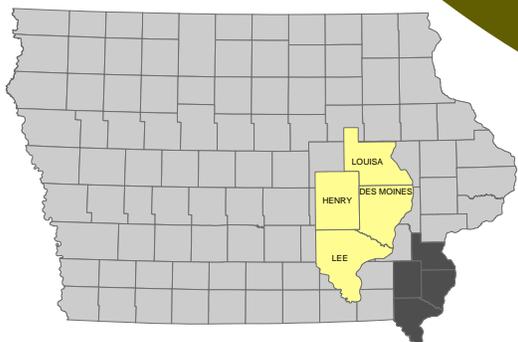


# WORKFORCE NEEDS ASSESSMENT

RELEASED

20  
17



## REGIONAL ANALYSIS

DES MOINES, HENRY, LEE AND LOUISA COUNTIES



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# 2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

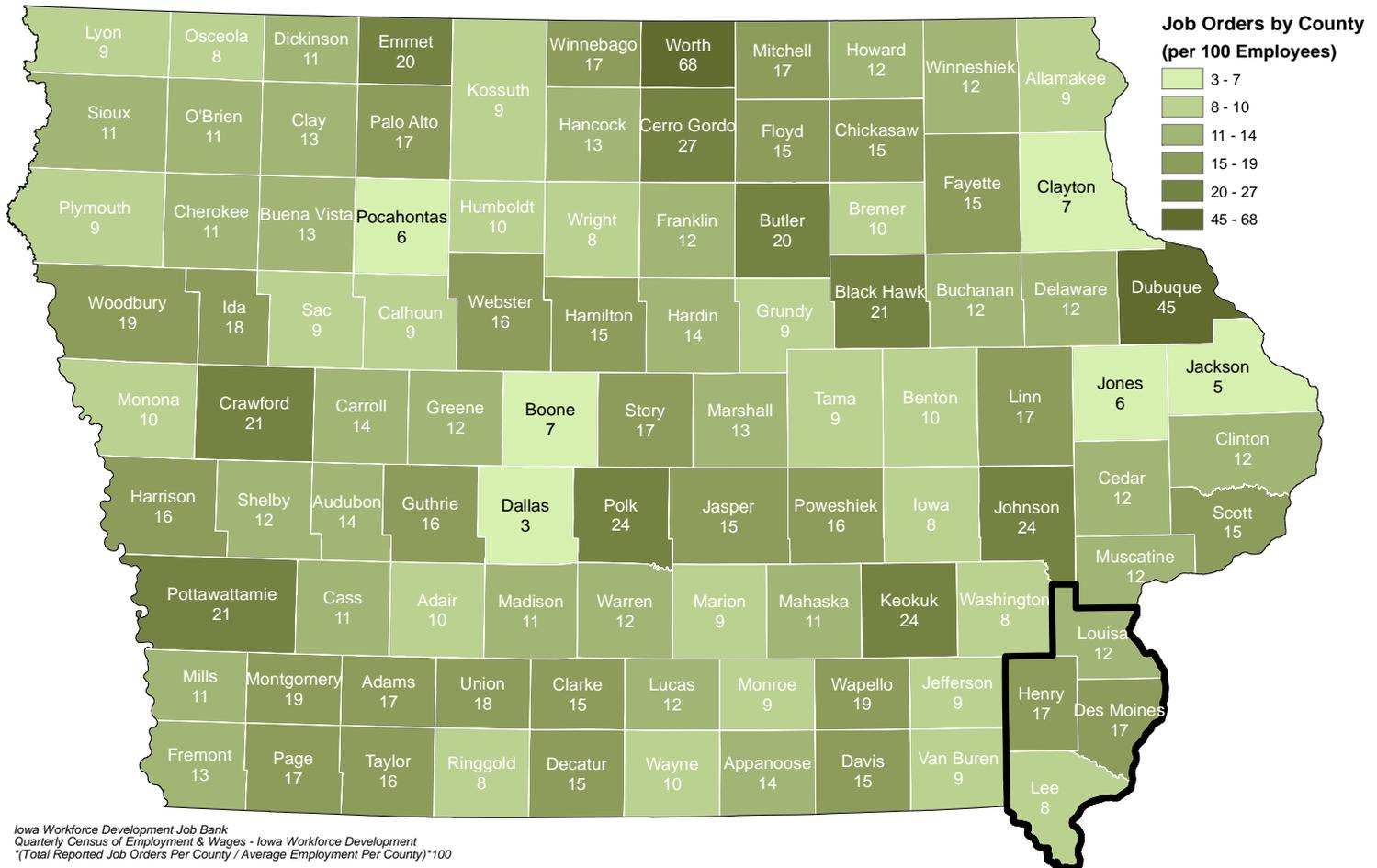
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 915 employers operating 1,144 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 451 responses, yielding a 49.3 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

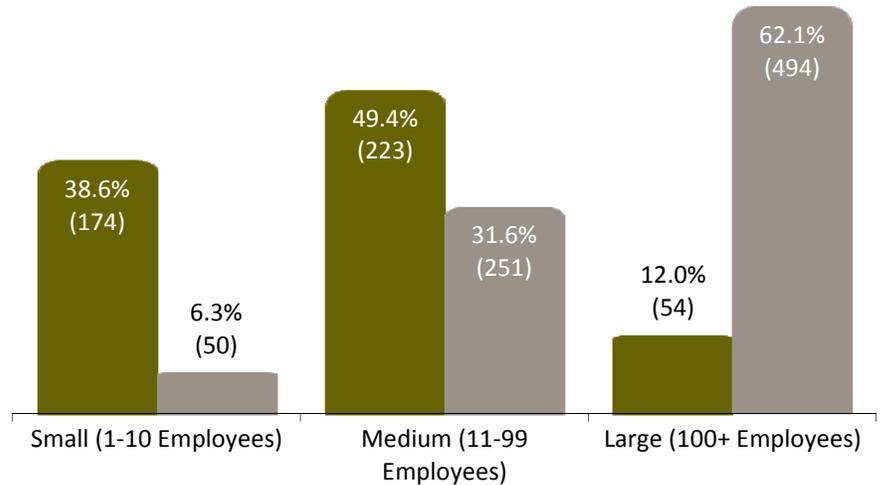


Reported Job Vacancies by Workplace Size

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

**30.5%**  
Of Respondents  
Reported Current  
Job Vacancies

**We're  
HIRING**



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Office & Administrative Support	1,010	14.6%	\$9.77	\$15.11	**
Production	926	13.4%	\$11.41	\$16.32	**
Healthcare Practitioner & Technical	793	11.4%	\$15.12	\$34.15	**
Sales & Related	719	10.4%	\$8.24	\$15.23	**
Transportation & Material Moving	639	9.2%	\$8.99	\$15.15	**
Healthcare Support	382	5.5%	\$10.34	\$13.09	**
Installation, Maintenance & Repair	381	5.5%	\$13.62	\$20.93	**
Food Preparation & Serving Related	380	5.5%	\$8.16	\$9.32	**
Architecture & Engineering	325	4.7%	\$21.73	\$32.35	**
Management	292	4.2%	\$19.03	\$38.73	**
Building & Grounds Cleaning & Maintenance	176	2.5%	\$8.48	\$11.93	**
Construction & Extraction	164	2.4%	\$12.11	\$18.53	**
Protective Service	144	2.1%	\$15.65	\$23.30	**
Community & Social Services	140	2.0%	\$11.73	\$21.62	**
Business & Financial Operations	125	1.8%	\$14.46	\$25.65	**
Arts, Design, Entertainment, Sports & Related	93	1.3%	\$8.20	\$12.25	**
Personal Care & Service	62	0.9%	\$8.18	\$10.85	**
Computer & Mathematical Science	54	0.8%	\$21.17	\$35.15	**
Life, Physical & Social Science	49	0.7%	\$18.17	\$26.81	**
Education, Training & Library	48	0.7%	\$9.67	\$18.20	**
Farming, Fishing & Forestry	32	0.5%	\$11.93	\$17.68	**
Legal	0	0.0%	\$17.14	\$29.65	**

<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>
Agriculture, Forestry, Fishing & Mining	232	32	13.8%	\$16.30	**
Arts, Entertainment & Recreation	540	45	8.3%	**	**
Accommodation & Food Services	3,056	163	5.3%	\$5.02	**
Health Care & Social Assistance	6,859	280	4.1%	\$14.06	**
Administrative & Waste Services	1,813	66	3.6%	\$11.64	**
Personal Services	1,300	43	3.3%	\$27.35	**
Professional & Technical Services	828	22	2.7%	\$17.38	**
Manufacturing	12,040	280	2.3%	\$20.96	**
Transportation & Warehousing	2,435	57	2.3%	\$15.57	**
Public Administration	2,128	34	1.6%	\$13.04	**
Construction	3,222	38	1.2%	\$32.62	**
Finance, Insurance & Real Estate	1,367	16	1.2%	\$13.44	**
Educational Services	3,893	38	1.0%	\$17.87	**
Wholesale & Retail Trade	6,625	63	1.0%	\$8.89	**
Utilities	242	1	0.4%	**	**
Information	323	1	0.3%	\$10.47	**
Management	111	0	0.0%	\$8.33	**

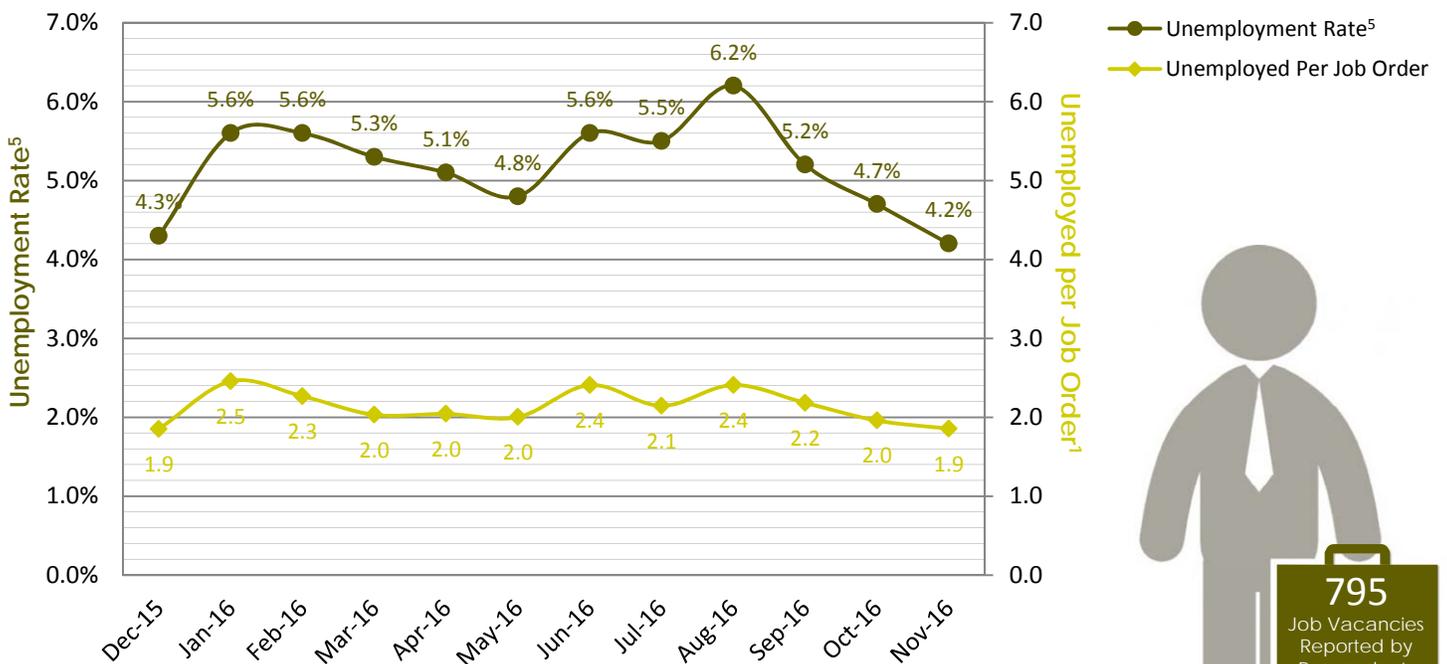
<sup>3</sup>Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

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

\*\*Insufficient data to report

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



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

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



Vacancy Rate by Occupational Category

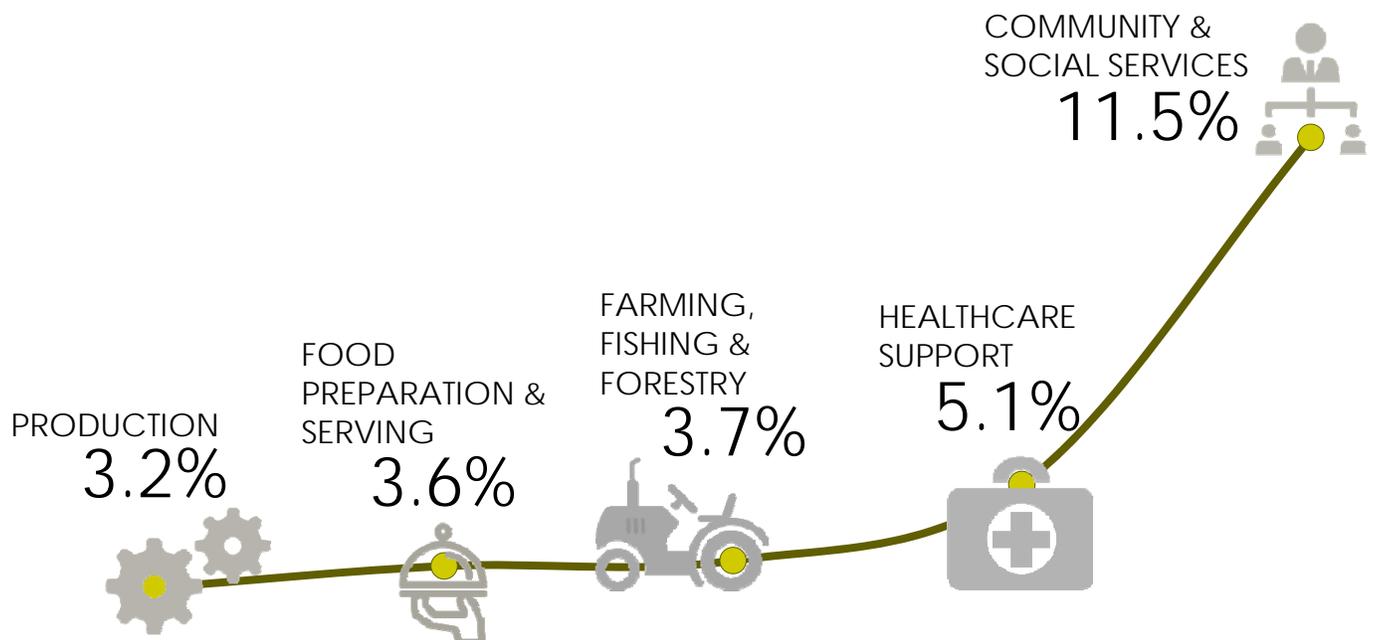
	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Community & Social Services	680	78	11.5%	\$11.73	**
Healthcare Support	1,930	98	5.1%	\$10.34	**
Farming, Fishing & Forestry	190	7	3.7%	\$11.93	**
Food Preparation & Serving Related	4,600	167	3.6%	\$8.16	**
Production	8,520	276	3.2%	\$11.41	**
Architecture & Engineering	820	23	2.8%	\$21.73	**
Arts, Design, Entertainment, Sports & Related	610	17	2.7%	\$8.20	**
Life, Physical & Social Science	310	8	2.6%	\$18.17	**
Building & Grounds Cleaning & Maintenance	1,330	31	2.4%	\$8.48	**
Healthcare Practitioner & Technical	2,890	62	2.2%	\$15.12	**
Protective Service	1,050	22	2.1%	\$15.65	**
Sales & Related	4,350	92	2.1%	\$8.24	**
Construction & Extraction	2,650	53	2.0%	\$12.11	**
Personal Care & Service	1,310	24	1.9%	\$8.18	**
Installation, Maintenance & Repair	2,650	40	1.5%	\$13.62	**
Management	2,550	33	1.3%	\$19.03	**
Transportation & Material Moving	5,290	66	1.3%	\$8.99	**
Computer & Mathematical Science	400	4	1.1%	\$21.17	**
Business & Financial Operations	1,250	9	0.7%	\$14.46	**
Education, Training & Library	4,120	26	0.6%	\$9.67	**
Office & Administrative Support	7,040	36	0.5%	\$9.77	**
Legal	110	0	0.0%	\$17.14	**

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

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

\*\*Insufficient data to report

\*Vacancy Rate calculations can be found in the Methodology



TOP VACANCY RATES



# HIGH DEMAND OCCUPATIONS



## Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
Production Workers, All Other	891	\$14.94	\$16.90
Registered Nurses	388	\$21.41	\$27.39
Stock Clerks and Order Fillers	332	\$8.56	\$12.46
Retail Salespersons	292	\$8.24	\$13.02
Nursing Aides, Orderlies, and Attendants	232	\$10.36	\$11.68
Laborers and Freight, Stock, and Material Movers, Hand	218	\$9.59	\$13.36
Heavy and Tractor-Trailer Truck Drivers	212	\$10.34	\$17.76
Helpers--Production Workers	200	\$12.14	\$16.30
First-Line Supervisors of Production and Operating Workers	198	\$16.14	\$24.29
Maintenance and Repair Workers, General	186	\$12.04	\$18.33
Customer Service Representatives	180	\$10.49	\$15.16
First-Line Supervisors of Retail Sales Workers	152	\$11.68	\$18.94
Word Processors and Typists	144	\$14.44	\$17.25
Combined Food Preparation and Serving Workers, Including Fast Food	133	\$8.15	\$8.36
Cashiers	128	\$8.20	\$9.20
Industrial Engineers	113	\$29.43	\$36.50
Office and Administrative Support Workers, All Other	100	\$12.05	\$17.26
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	90	\$9.18	\$12.54
Security Guards	88	\$12.48	\$15.38
First-Line Supervisors of Food Preparation and Serving Workers	85	\$9.00	\$12.62
Packers and Packagers, Hand	85	\$8.29	\$11.98
Engineers, All Other	84	\$26.53	\$35.26
Machinists	77	\$11.60	\$16.76
Sales Representatives, Services, All Other	76	\$14.42	\$25.96
Healthcare Support Workers, All Other	73	**	**
Painters, Construction and Maintenance	71	\$13.51	\$15.90
Sales and Related Workers, All Other	67	\$8.83	\$15.51
Healthcare Practitioners and Technical Workers, All Other	66	**	**
Licensed Practical and Licensed Vocational Nurses	64	\$15.69	\$17.67
Maintenance Workers, Machinery	62	\$11.12	\$18.51

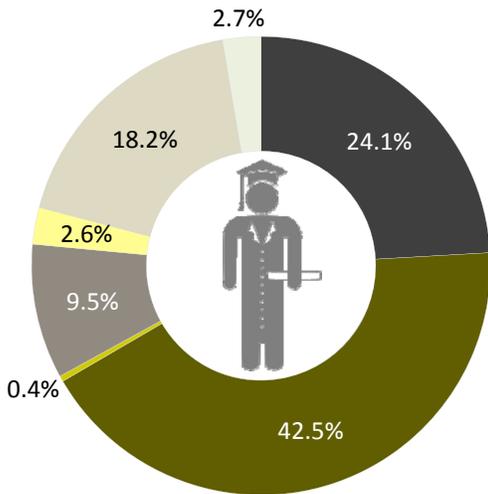
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



## EDUCATION & EXPERIENCE REQUIREMENTS

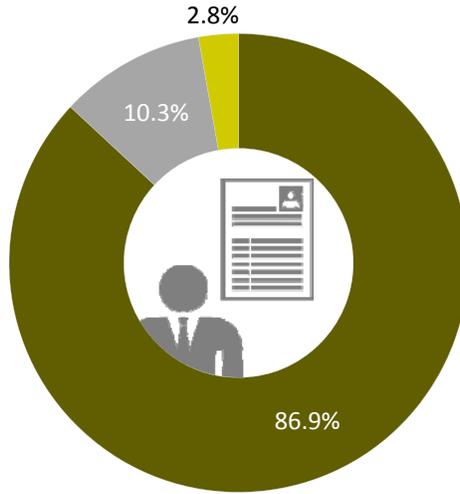
Education and experience level required and on-the-job training for the job orders (6,934 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

**Education Requirements - Total Job Orders**



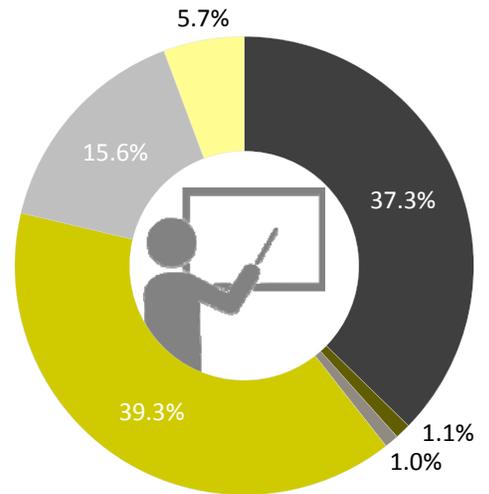
- Less Than High School - 24.1%
- High School Diploma or Equivalent - 42.5%
- Some College, No Degree - 0.4%
- Postsecondary Non-Degree Award - 9.5%
- Associate Degree - 2.6%
- Undergraduate Degree - 18.2%
- Postgraduate/Professional Degree - 2.7%

**Experience Requirements - Total Job Orders**



- No Experience Required - 86.9%
- Less than 5 Years - 10.3%
- 5 Years of More - 2.8%

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



- None - 37.3%
- Apprenticeship - 1.1%
- Internship/Residency - 1.0%
- Short-term on-the-job training - 39.3%
- Moderate-term on-the-job training - 15.6%
- Long-term on-the-job training - 5.7%



## 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.

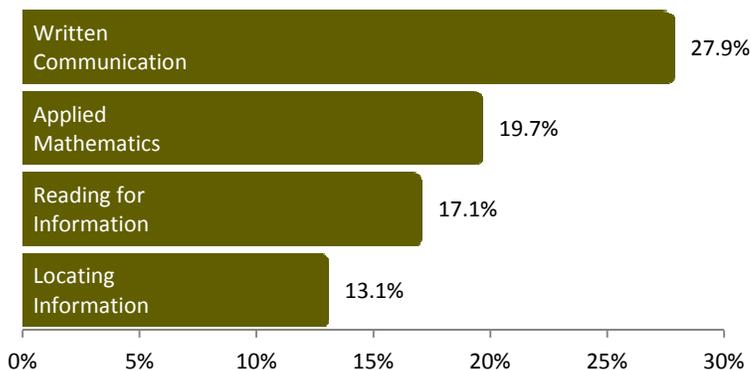
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	7.7%	18.5%	36.0%	26.0%	11.8%
Applicants possess the basic skills required for the job.	3.9%	9.1%	36.7%	36.4%	13.9%
Applicants possess the hard, or occupational, skills for the job.	11.4%	22.7%	37.0%	18.2%	10.7%
Applicants possess the soft, or interpersonal, skills for the job.	6.1%	20.4%	41.5%	21.8%	10.2%



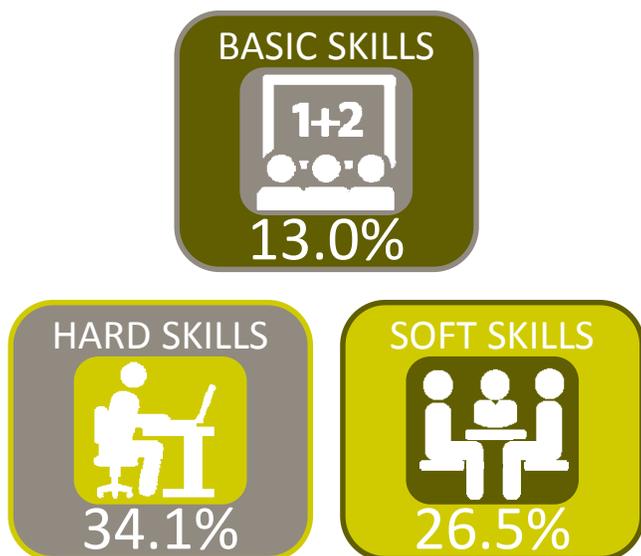
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

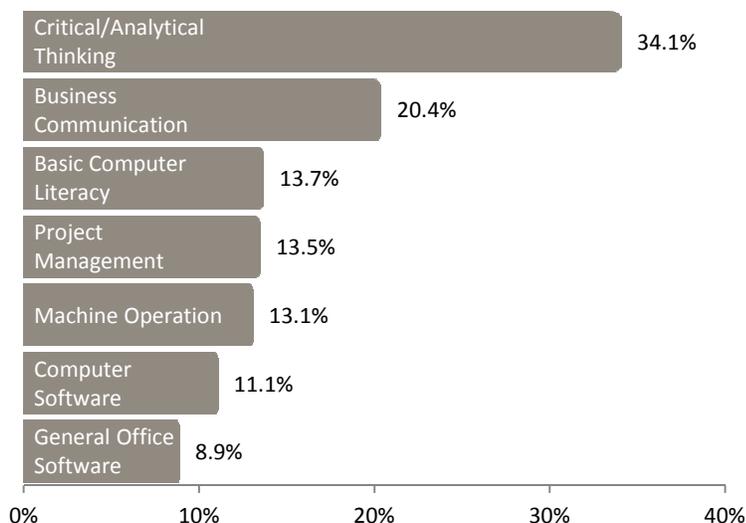


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

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

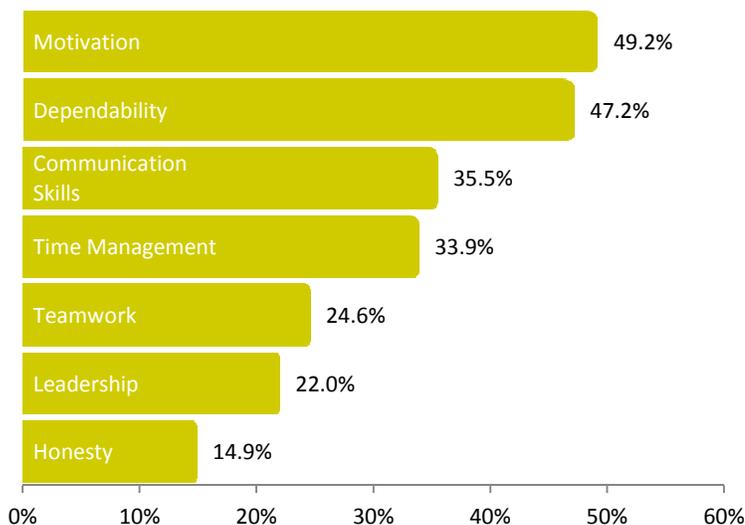


### Occupational "Hard" Skills Lacking in Applicants



**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.

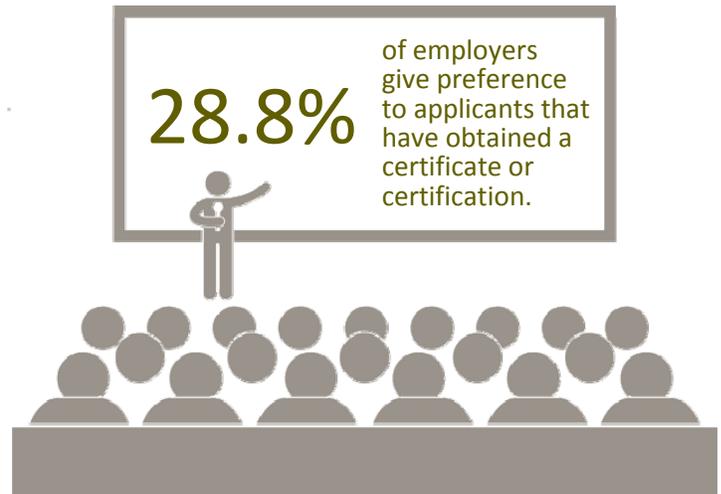


## TRAINING & CERTIFICATES

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 (84.5%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

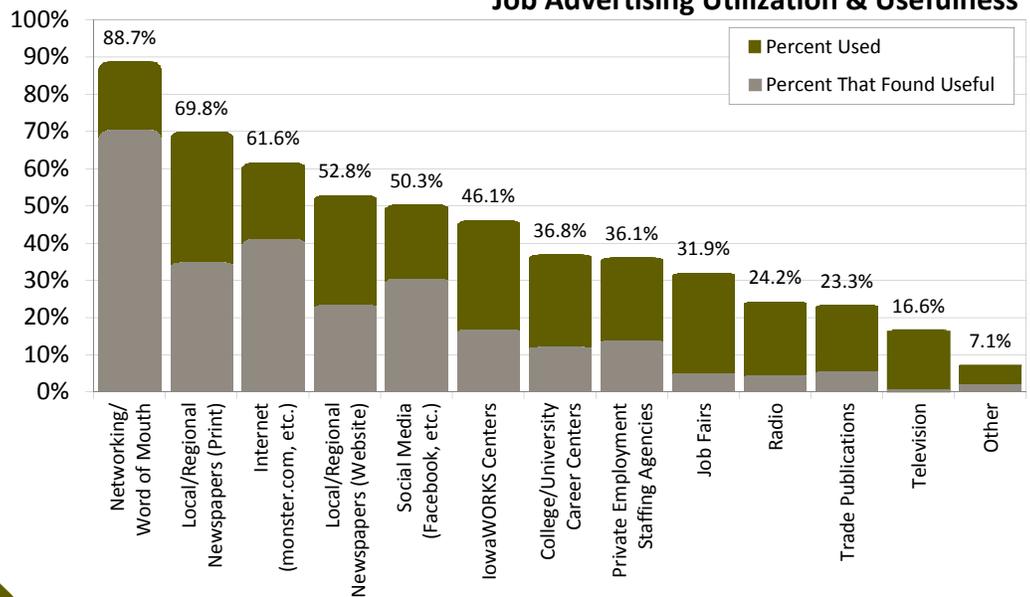
	Percent Offered
In-House Training	67.0%
Online Training	32.4%
Employee Self-Directed Training	18.6%
Commercial Training Provider	16.6%
Other	7.5%
College/University	6.4%
Trade School	3.8%



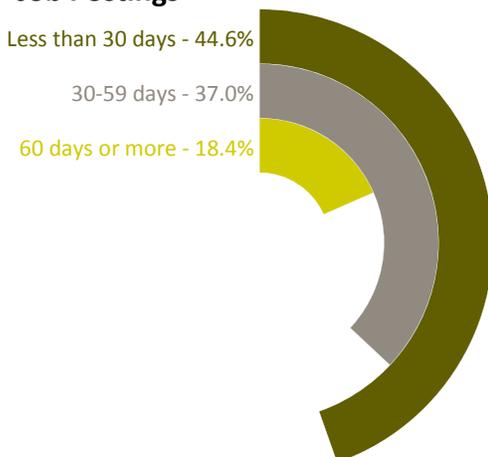
## RECRUITMENT & ADVERTISING

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

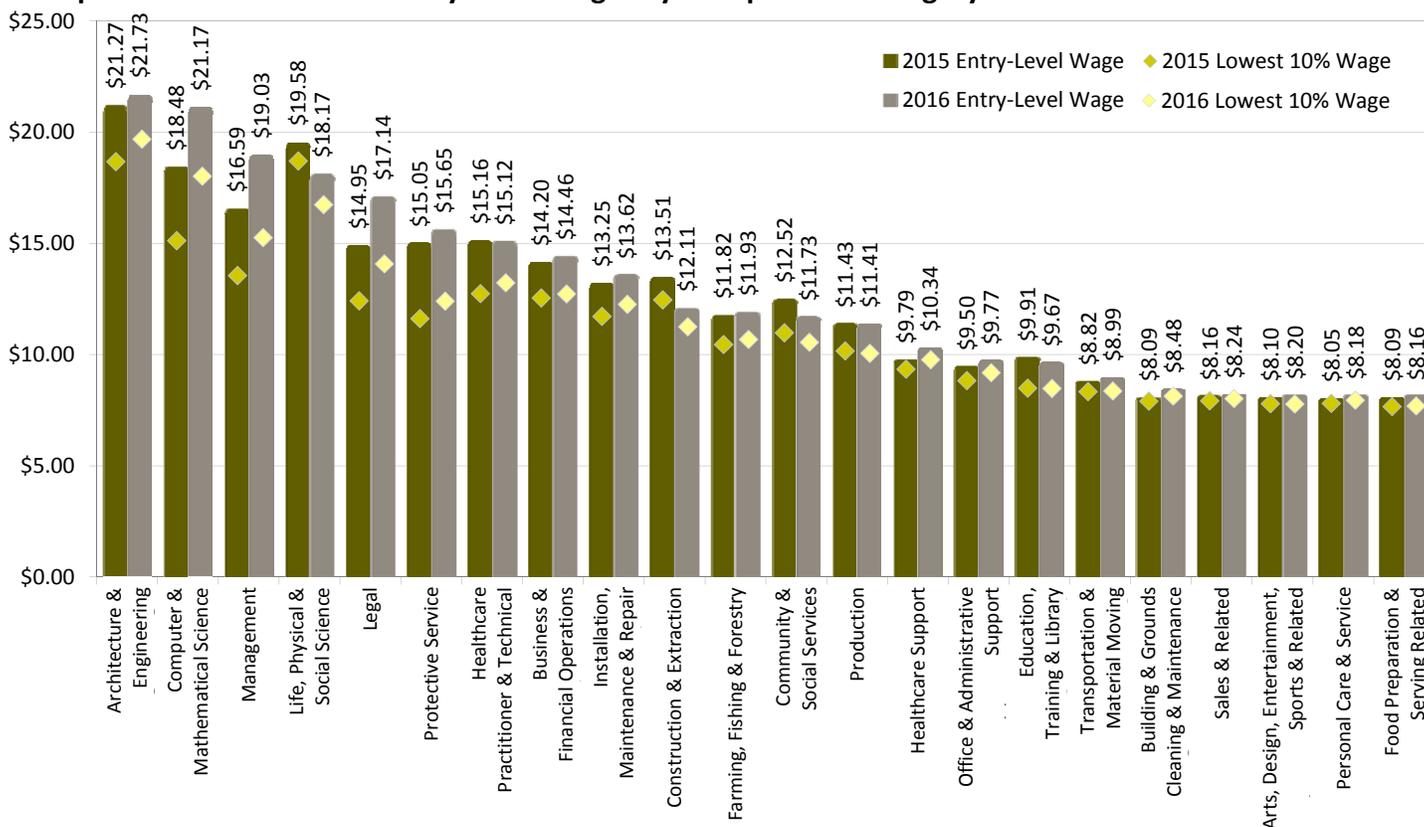
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	34.4%	19.5%	34.5%	7.5%	4.1%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	42.2%	15.9%	33.9%	5.7%	2.3%
Businesses have difficulty filling a position due to a general lack of applicants.	17.0%	10.0%	28.5%	25.9%	18.6%
Businesses have difficulty filling a position due to a lack of qualified applicants.	15.2%	7.9%	25.5%	29.2%	22.2%
Businesses have difficulty filling a position due to local competition.	29.1%	15.6%	37.3%	13.5%	4.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	32.1%	20.1%	30.2%	13.3%	4.3%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	23.5%	18.8%	34.4%	18.1%	5.2%
Businesses have difficulty filling a position due to the type of work involved.	24.6%	16.3%	31.8%	17.8%	9.5%
Businesses have difficulty filling a position due to the hours or shifts offered.	33.6%	19.0%	30.4%	11.6%	5.4%



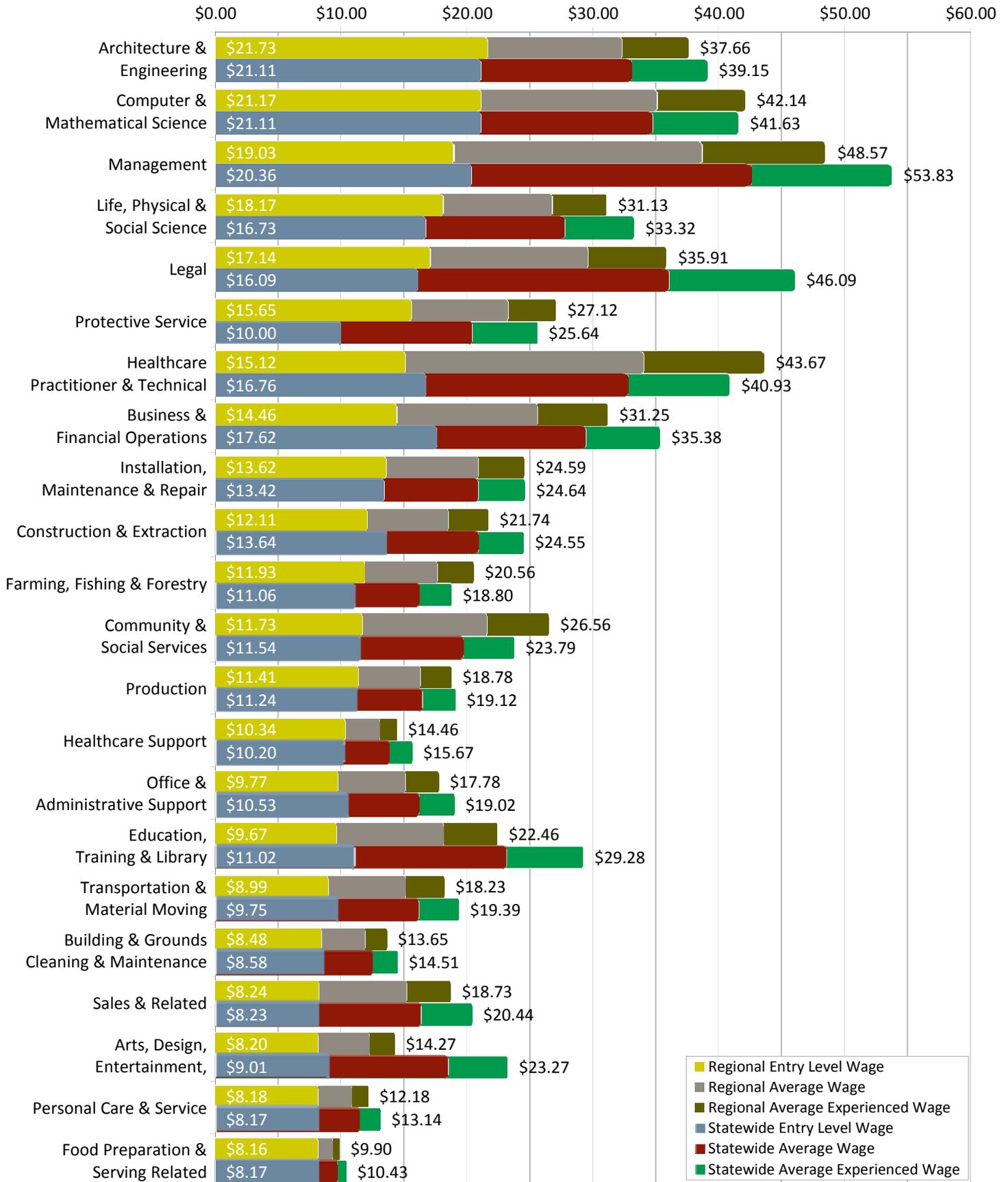
## WAGES

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

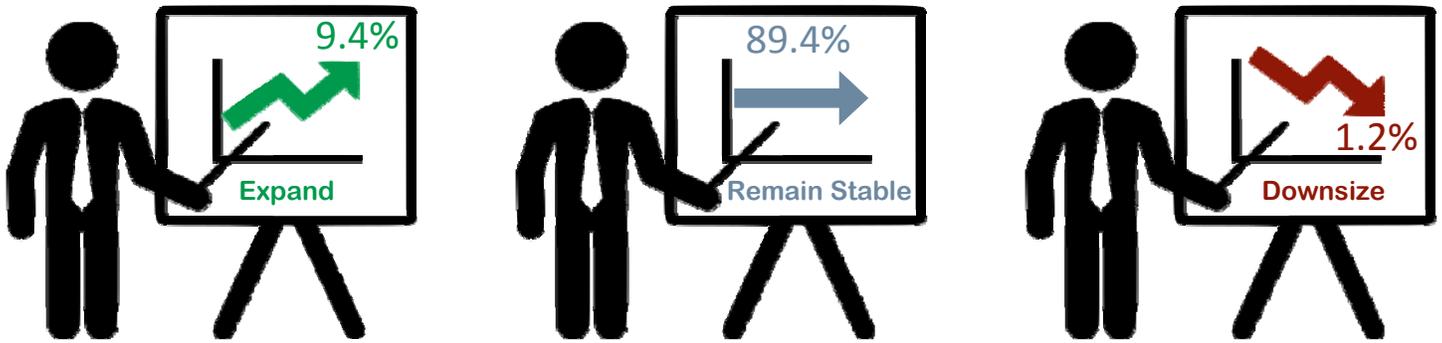




Comparison of 2016 Wage Levels by Occupational Category



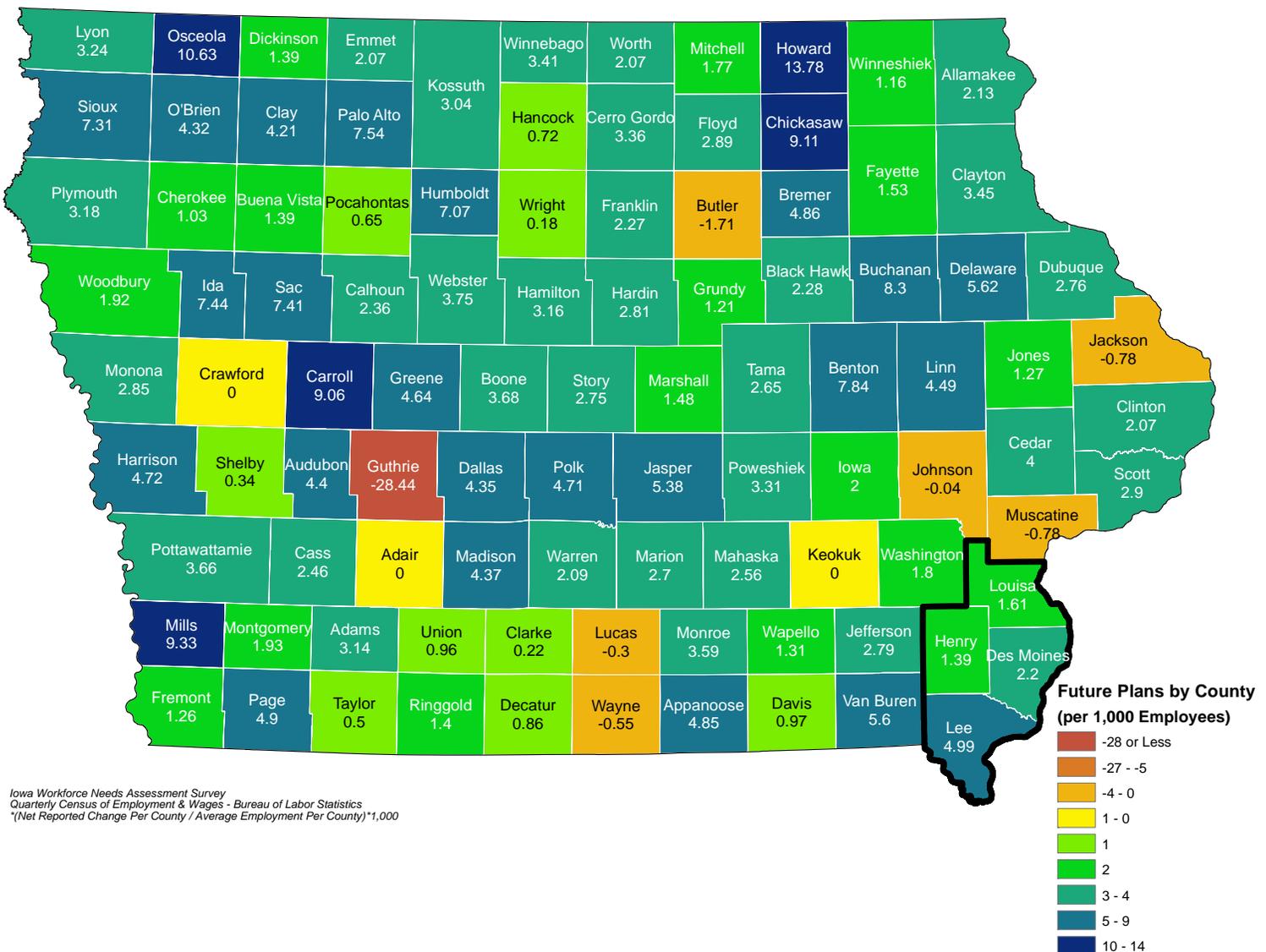
# FUTURE PLANS



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

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

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

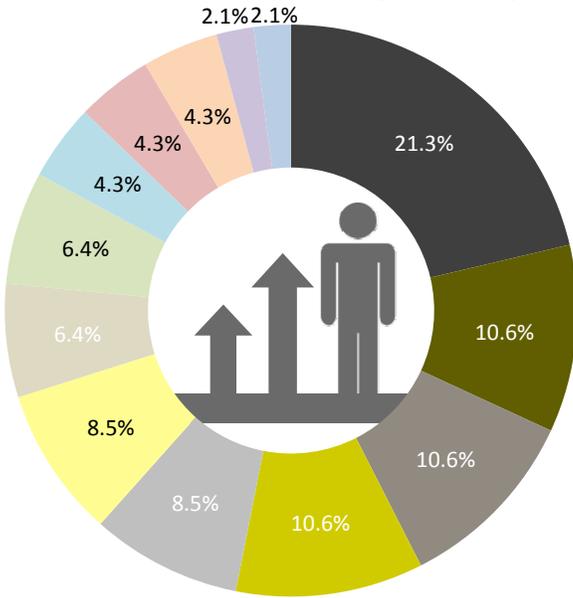


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000

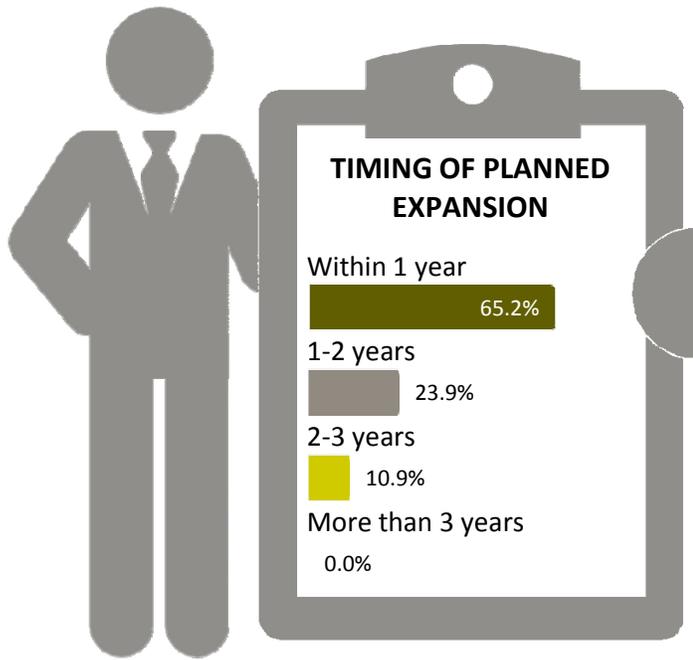
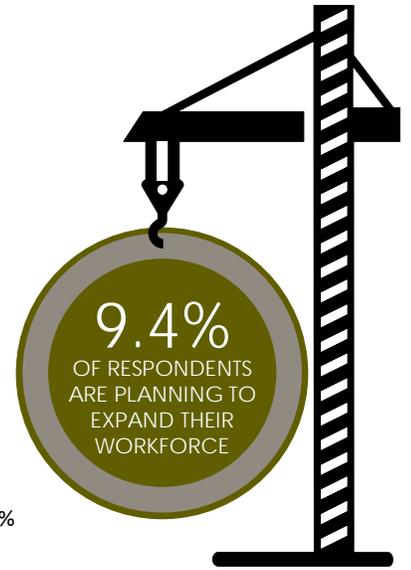


## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



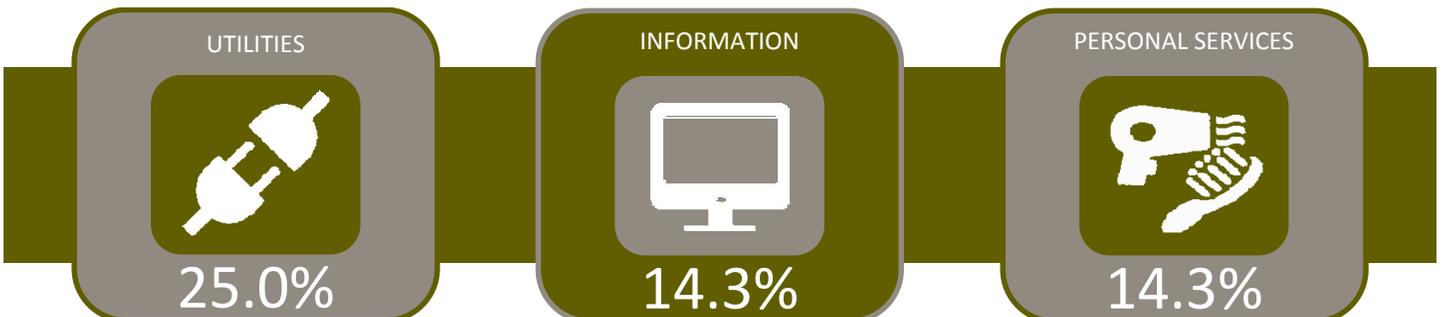
- Wholesale & Retail Trade - 21.3%
- Finance, Insurance & Real Estate - 10.6%
- Manufacturing - 10.6%
- Personal Services - 10.6%
- Health Care & Social Assistance - 8.5%
- Professional & Technical Services - 8.5%
- Construction - 6.4%
- Transportation & Warehousing - 6.4%
- Accommodation & Food Services - 4.3%
- Administrative & Waste Services - 4.3%
- Information - 4.3%
- Educational Services - 2.1%
- Utilities - 2.1%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Management - 0.0%
- Public Administration - 0.0%



### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Utilities	25.0%
Information	14.3%
Personal Services	14.3%
Professional & Technical Services	13.8%
Transportation & Warehousing	13.0%
Manufacturing	12.2%
Administrative & Waste Services	11.8%
Wholesale & Retail Trade	10.5%
Finance, Insurance & Real Estate	10.2%
Educational Services	10.0%
Construction	8.1%
Accommodation & Food Services	5.6%
Health Care & Social Assistance	5.4%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Management	0.0%
Public Administration	0.0%

## TOP INDUSTRIAL EXPANSION





## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Education, Training & Library	25.7%
Building & Grounds Cleaning & Maintenance	13.2%
Production	10.2%
Healthcare Support	7.8%
Office & Administrative Support	7.8%
Healthcare Practitioners & Technical	7.2%
Transportation & Material Moving	5.4%
Computer & Mathematical	4.8%
Business & Financial Operations	4.2%
Food Preparation & Serving Related	4.2%
Personal Care & Service	2.3%
Sales & Related	1.8%
Construction & Extraction	1.2%
Farming, Fishing & Forestry	1.2%
Installation, Maintenance & Repair	1.2%
Management	1.2%
Architecture & Engineering	0.6%
Arts, Design, Entertainment, Sports & Media	0.0%
Community & Social Service	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.0%

TOTAL OCCUPATIONAL EXPANSION



### Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Expense related to benefits
Lack of available skilled workforce
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
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

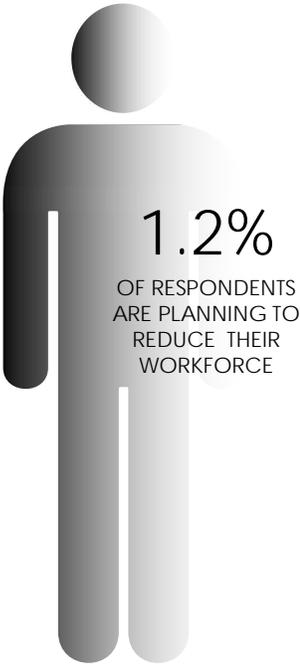
### Reasons for Payroll Expansion Ranked by Relative Importance

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

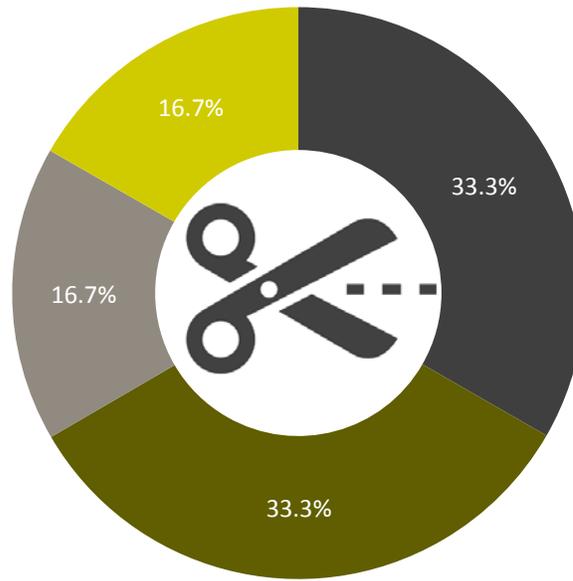




## FUTURE PLANS - REDUCTION



### Percent of Total Planned Reduction by Industry



- Accommodation & Food Services - 33.3%
- Wholesale & Retail Trade - 33.3%
- Agriculture, Forestry, Fishing & Mining - 16.7%
- Health Care & Social Assistance - 16.7%
- Administrative & Waste Services - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Construction - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 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%

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Agriculture, Forestry, Fishing & Mining	16.7%
Accommodation & Food Services	5.6%
Wholesale & Retail Trade	2.1%
Health Care & Social Assistance	1.4%
Administrative & Waste Services	0.0%
Arts, Entertainment & Recreation	0.0%
Construction	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	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%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	44.4%
Healthcare Practitioners & Technical	33.3%
Healthcare Support	11.1%
Management	11.1%
Unknown	0.1%
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%
Construction & Extraction	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Office & Administrative Support	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%
Transportation & Material Moving	0.0%



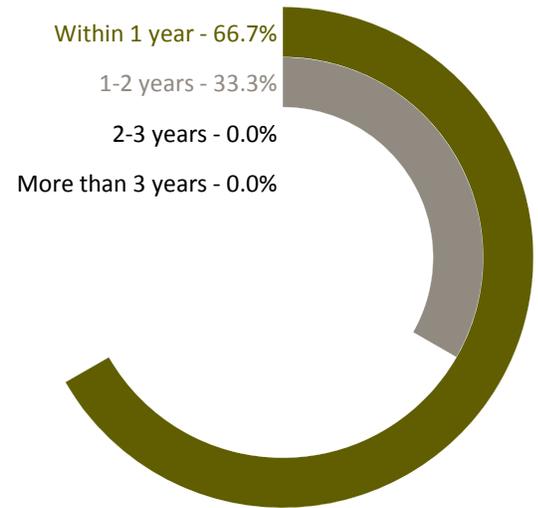


## FUTURE PLANS - REDUCTION

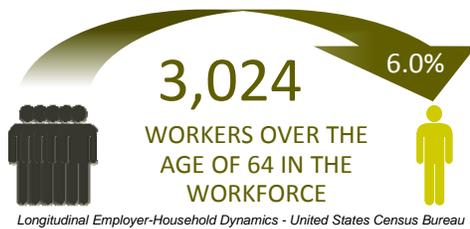
### Reasons for Workforce Reduction Ranked by Relative Importance

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

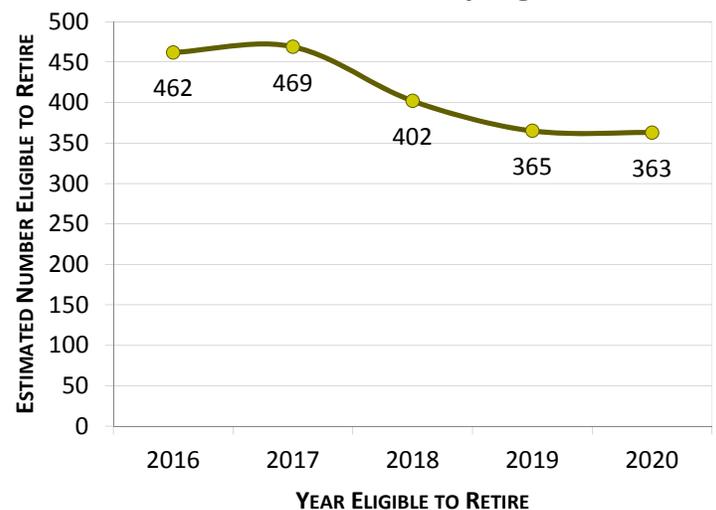
### Timing of Planned Reduction



## RETIREMENTS



### Estimate of Those Newly Eligible to Retire



### Retirement Eligibility by Industry

	Percent of Total	Percent of Each Industry <sup>4</sup>
Manufacturing	25.2%	0.9%
Health Care & Social Assistance	16.3%	1.0%
Public Administration	13.9%	2.9%
Wholesale & Retail Trade	9.1%	0.6%
Finance, Insurance & Real Estate	8.0%	2.5%
Accommodation & Food Services	5.2%	0.8%
Construction	5.2%	0.7%
Educational Services	3.5%	0.4%
Arts, Entertainment & Recreation	3.3%	2.5%
Personal Services	2.4%	0.8%
Transportation & Warehousing	2.0%	0.3%
Utilities	2.0%	3.6%
Administrative & Waste Services	1.5%	0.4%
Professional & Technical Services	1.3%	0.7%
Information	1.1%	1.4%
Agriculture, Forestry, Fishing & Mining	0.0%	0.0%
Management	0.0%	0.0%



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

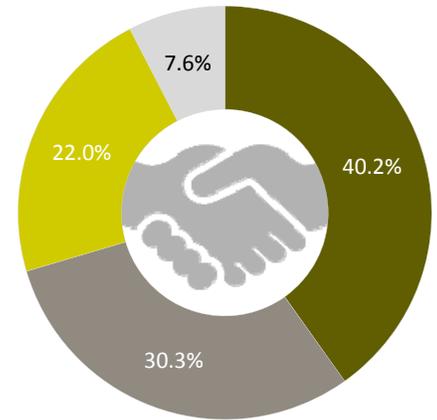


**Retirement Eligibility within Each Occupational Category**

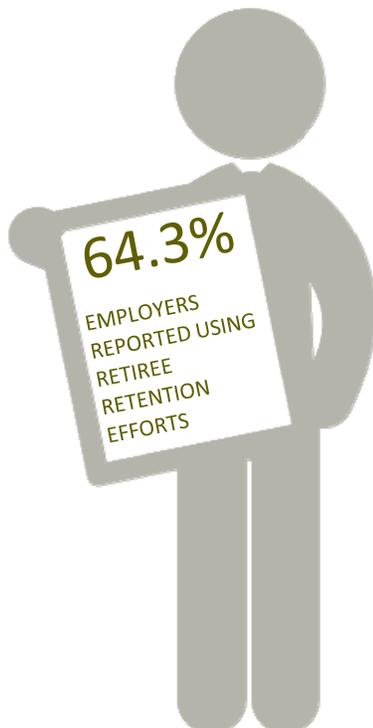
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation <sup>2</sup>
Production	18.1%	1.0%
Office & Administrative Support	14.8%	1.0%
Management	12.6%	2.3%
Healthcare Practitioners & Technical	6.8%	1.1%
Healthcare Support	6.1%	1.5%
Business & Financial Operations	5.9%	2.2%
Food Preparation & Serving Related	5.0%	0.5%
Building & Grounds Cleaning & Maintenance	4.1%	1.4%
Construction & Extraction	4.1%	0.7%
Transportation & Material Moving	3.9%	0.3%
Protective Service	3.7%	1.6%
Sales & Related	3.7%	0.4%
Installation, Maintenance & Repair	3.5%	0.6%
Education, Training & Library	2.4%	0.3%
Architecture & Engineering	1.3%	0.7%
Farming, Fishing & Forestry	1.1%	2.6%
Arts, Design, Entertainment, Sports & Media	0.9%	0.7%
Community & Social Service	0.7%	0.4%
Legal	0.7%	2.7%
Life, Physical & Social Science	0.4%	0.6%
Personal Care & Service	0.2%	0.1%
Computer & Mathematical	0.0%	0.0%

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

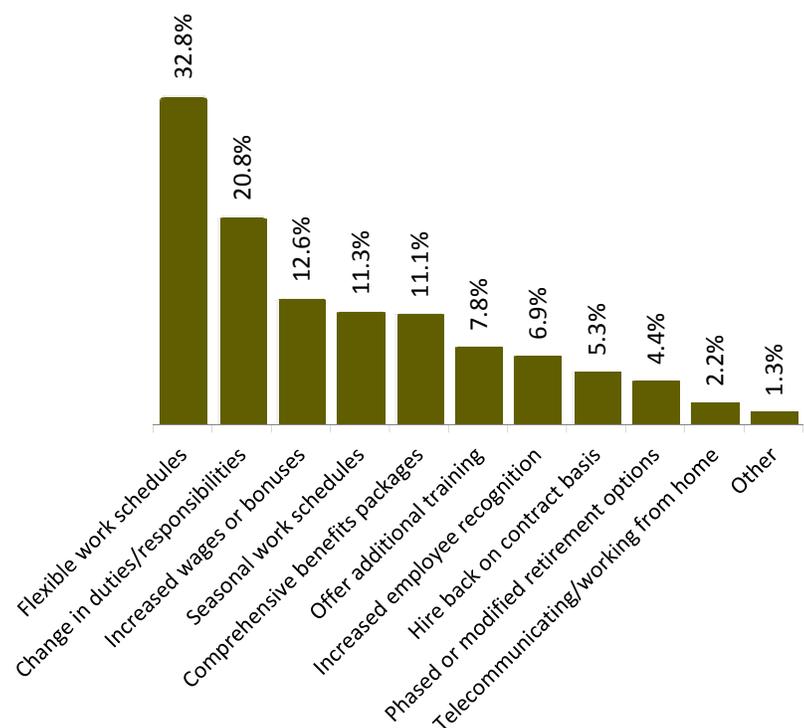
**How Companies Plan to Replace Those Who Retire**

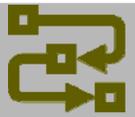


- Both hire new workers and promote from within - 40.2%
- Hire new workers - 30.3%
- Not currently planning to fill these positions - 22.0%
- Promote from within the company - 7.6%



**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.

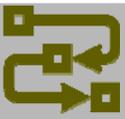
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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>
Production Workers, All Other	51-9199	891	570	**	\$14.94
Registered Nurses	29-1141	388	1,060	**	\$21.41
Stock Clerks and Order Fillers	43-5081	332	840	**	\$8.56
Retail Salespersons	41-2031	292	1,430	**	\$8.24
Nursing Aides, Orderlies, and Attendants	31-1014	232	1,140	**	\$10.36
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	218	1,080	**	\$9.59
Heavy and Tractor-Trailer Truck Drivers	53-3032	212	1,520	**	\$10.34
Helpers--Production Workers	51-9198	200	110	**	\$12.14
First-Line Supervisors of Production and Operating Workers	51-1011	198	530	**	\$16.14
Maintenance and Repair Workers, General	49-9071	186	690	**	\$12.04
Customer Service Representatives	43-4051	180	450	**	\$10.49
First-Line Supervisors of Retail Sales Workers	41-1011	152	520	**	\$11.68
Undefined Job Title	10-0000	144	**	**	**
Word Processors and Typists	43-9022	144	20	**	\$14.44
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	133	1,520	**	\$8.15
Cashiers	41-2011	128	930	**	\$8.20
Industrial Engineers	17-2112	113	130	**	\$29.43
Office and Administrative Support Workers, All Other	43-9199	100	40	**	\$12.05
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	90	550	**	\$9.18
Security Guards	33-9032	88	80	**	\$12.48
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	85	270	**	\$9.00
Packers and Packagers, Hand	53-7064	85	310	**	\$8.29
Engineers, All Other	17-2199	84	50	**	\$26.53
Machinists	51-4041	77	240	**	\$11.60
Sales Representatives, Services, All Other	41-3099	76	80	**	\$14.42
Healthcare Support Workers, All Other	31-9099	73	**	**	**
Painters, Construction and Maintenance	47-2141	71	90	**	\$13.51
Sales and Related Workers, All Other	41-9099	67	30	**	\$8.83
Healthcare Practitioners and Technical Workers, All Other	29-9099	66	**	**	**
Licensed Practical and Licensed Vocational Nurses	29-2061	64	320	**	\$15.69
Maintenance Workers, Machinery	49-9043	62	100	**	\$11.12
Merchandise Displayers and Window Trimmers	27-1026	61	40	**	\$8.68
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	52	440	**	\$13.65
Welders, Cutters, Solderers, and Brazers	51-4121	52	200	**	\$12.50
Chief Executives	11-1011	51	60	**	\$19.83
Social and Human Service Assistants	21-1093	51	150	**	\$9.75
Light Truck or Delivery Services Drivers	53-3033	46	340	**	\$8.32
Therapists, All Other	29-1129	45	**	**	**
Driver/Sales Workers	53-3031	43	**	**	**
First-Line Supervisors of Office and Administrative Support Workers	43-1011	43	290	**	\$14.64

<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>
Office Clerks, General	43-9061	41	850	**	\$8.78
Receptionists and Information Clerks	43-4171	40	300	**	\$9.72
Industrial Machinery Mechanics	49-9041	39	410	**	\$17.37
Medical Assistants	31-9092	39	250	**	\$11.55
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	38	**	**	**
Maids and Housekeeping Cleaners	37-2012	38	340	**	\$8.16
Food Service Managers	11-9051	37	200	**	\$12.86
Home Health Aides	31-1011	36	140	**	\$9.96
Managers, All Other	11-9199	35	70	**	\$24.11
Interviewers, Except Eligibility and Loan	43-4111	34	30	**	\$10.10
Food Preparation Workers	35-2021	33	**	**	**
Electrical and Electronic Engineering Technicians	17-3023	32	30	**	\$19.08
Food Processing Workers, All Other	51-3099	30	610	**	\$12.19
Police and Sheriff's Patrol Officers	33-3051	30	220	**	\$14.62
Medical Records and Health Information Technicians	29-2071	29	60	**	\$13.21
Physicians and Surgeons, All Other	29-1069	27	**	**	**
Shipping, Receiving, and Traffic Clerks	43-5071	27	250	**	\$11.72
Tellers	43-3071	27	160	**	\$10.09
Industrial Production Managers	11-3051	26	160	**	\$28.75
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	26	**	**	**
Cooks, Institution and Cafeteria	35-2012	25	230	**	\$8.84
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	25	880	**	\$10.06
Mental Health and Substance Abuse Social Workers	21-1023	24	**	**	**
Electrical Engineers	17-2071	23	**	**	**
Industrial Truck and Tractor Operators	53-7051	23	**	**	**
Automotive Body and Related Repairers	49-3021	22	**	**	**
Carpenters	47-2031	22	**	**	**
Community and Social Service Specialists, All Other	21-1099	22	**	**	**
Social and Community Service Managers	11-9151	22	80	**	\$16.93
Vocational Education Teachers, Postsecondary	25-1194	22	40	**	\$19.13
Automotive Service Technicians and Mechanics	49-3023	21	180	**	\$11.11
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	21	70	**	\$12.72
Production, Planning, and Expediting Clerks	43-5061	21	160	**	\$15.10
Accountants and Auditors	13-2011	20	180	**	\$18.37
Grounds Maintenance Workers, All Other	37-3019	20	**	**	**
Labor Relations Specialists	13-1075	20	**	**	**
Personal Care Aides	39-9021	20	600	**	\$9.00
General and Operations Managers	11-1021	19	850	**	\$19.57
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	19	**	**	**
Medical and Clinical Laboratory Technicians	29-2012	19	50	**	\$14.53
Building Cleaning Workers, All Other	37-2019	18	**	**	**
Childcare Workers	39-9011	18	200	**	\$8.20
Community Health Workers	21-1094	18	**	**	**
Hotel, Motel, and Resort Desk Clerks	43-4081	18	340	**	\$8.71
Printing Machine Operators	51-5112	18	120	**	\$11.66
Respiratory Therapists	29-1126	18	**	**	**
Waiters and Waitresses	35-3031	18	880	**	\$8.18
Administrative Services Managers	11-3011	17	70	**	\$29.58
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	17	**	**	**
Computer Specialists, All Other	15-1199	17	20	**	\$24.28
Financial Specialists, All Other	13-2099	17	10	**	\$13.68
Pharmacy Technicians	29-2052	17	90	**	\$10.71

<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>
Taxi Drivers and Chauffeurs	53-3041	17	80	**	\$8.21
Bookkeeping, Accounting, and Auditing Clerks	43-3031	16	610	**	\$11.99
Chefs and Head Cooks	35-1011	16	**	**	**
Executive Secretaries and Executive Administrative Assistants	43-6011	16	190	**	\$14.38
First-Line Supervisors of Non-Retail Sales Workers	41-1012	16	30	**	\$14.20
Human Resources Managers	11-3121	16	50	**	\$30.58
Metal Workers and Plastic Workers, All Other	51-4199	16	**	**	**
Physical Therapists	29-1123	16	**	**	**
Amusement and Recreation Attendants	39-3091	15	80	**	\$8.17
Medical Secretaries	43-6013	15	90	**	\$11.34
Plumbers, Pipefitters, and Steamfitters	47-2152	15	350	**	\$10.99
Securities, Commodities, and Financial Services Sales Agents	41-3031	15	**	**	**
Business Operations Specialists, All Other	13-1199	14	150	**	\$10.97
Family and General Practitioners	29-1062	14	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	14	140	**	\$19.11
Landscaping and Groundskeeping Workers	37-3011	14	320	**	\$8.19
Medical and Clinical Laboratory Technologists	29-2011	14	30	**	\$19.14
Preschool Teachers, Except Special Education	25-2011	14	**	**	**
Producers and Directors	27-2012	14	**	**	**
Agricultural Inspectors	45-2011	13	**	**	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	13	120	**	\$8.19
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	13	**	**	**
Engine and Other Machine Assemblers	51-2031	13	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	13	170	**	\$22.05
Medical Equipment Preparers	31-9093	13	**	**	**
Occupational Health and Safety Specialists	29-9011	13	20	**	\$24.83
Cleaners of Vehicles and Equipment	53-7061	12	240	**	\$8.21
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	12	60	**	\$15.59
Industrial Engineering Technicians	17-3026	12	**	**	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	12	380	**	\$12.63
Packaging and Filling Machine Operators and Tenders	51-9111	12	400	**	\$12.92
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	12	100	**	\$17.49
Automotive and Watercraft Service Attendants	53-6031	11	**	**	**
Billing and Posting Clerks	43-3021	11	230	**	\$12.24
Buyers and Purchasing Agents, Farm Products	13-1021	11	10	**	\$23.69
Computer Systems Analysts	15-1121	11	60	**	\$18.47
Cooks, Short Order	35-2015	11	**	**	**
Dishwashers	35-9021	11	**	**	**
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	11	30	**	\$10.94
Occupational Therapists	29-1122	11	20	**	\$31.74
Radiologic Technologists	29-2034	11	70	**	\$19.05
Tool and Die Makers	51-4111	11	60	**	\$18.70
Cabinetmakers and Bench Carpenters	51-7011	10	**	**	**
Civil Engineers	17-2051	10	50	**	\$30.37
Clinical, Counseling, and School Psychologists	19-3031	10	20	**	\$21.23
Computer Support Specialists	15-1151	10	70	**	\$17.44
Cooks, Restaurant	35-2014	10	**	**	**
Life, Physical, and Social Science Technicians, All Other	19-4099	10	30	**	\$18.65
Machine Feeders and Offbearers	53-7063	10	240	**	\$10.37
Medical and Health Services Managers	11-9111	10	170	**	\$24.86
Pharmacists	29-1051	10	50	**	\$40.87
Property, Real Estate, and Community Association Managers	11-9141	10	**	**	**

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

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

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

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## 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>
Sales Engineers	41-9031	10	**	**	**
Social Workers, All Other	21-1029	10	**	**	**
Training and Development Specialists	13-1151	10	50	**	\$15.82
Child, Family, and School Social Workers	21-1021	9	100	**	\$12.53
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	9	120	**	\$11.20
Correctional Officers and Jailers	33-3012	9	500	**	\$19.15
Demonstrators and Product Promoters	41-9011	9	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	9	10	**	\$10.09
Installation, Maintenance, and Repair Workers, All Other	49-9099	9	20	**	\$16.70
Marketing Managers	11-2021	9	30	**	\$23.59
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	9	50	**	\$13.85
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	9	100	**	\$19.57
Structural Metal Fabricators and Fitters	51-2041	9	**	**	**
Survey Researchers	19-3022	9	**	**	**
Team Assemblers	51-2092	9	860	**	\$9.63
Coaches and Scouts	27-2022	8	350	**	\$17,042
Cooling and Freezing Equipment Operators and Tenders	51-9193	8	40	**	\$9.57
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	8	130	**	\$10.87
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	8	100	**	\$15.00
Food Preparation and Serving Related Workers, All Other	35-9099	8	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	8	**	**	**
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	8	**	**	**
Internists, General	29-1063	8	**	**	**
Logisticians	13-1081	8	30	**	\$21.60
Mechanical Engineers	17-2141	8	120	**	\$28.07
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	8	110	**	\$10.01
Sales Managers	11-2022	8	110	**	\$29.23
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	8	30	**	\$21.68
Transportation, Storage, and Distribution Managers	11-3071	8	60	**	\$25.53
Data Entry Keyers	43-9021	7	40	**	\$10.85
Environmental Science and Protection Technicians, Including Health	19-4091	7	**	**	**
Financial Managers	11-3031	7	140	**	\$33.04
Health Technologists and Technicians, All Other	29-2099	7	60	**	\$12.26
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	7	70	**	\$12.73
Purchasing Managers	11-3061	7	20	**	\$27.79
Wholesale and Retail Buyers, Except Farm Products	13-1022	7	**	**	**
Agricultural and Food Science Technicians	19-4011	6	**	**	**
Bus Drivers, Transit and Intercity	53-3021	6	**	**	**
Chemical Engineers	17-2041	6	**	**	**
Chemical Technicians	19-4031	6	50	**	\$16.59
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	6	**	**	**
Conveyor Operators and Tenders	53-7011	6	**	**	**
Dietetic Technicians	29-2051	6	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	6	**	**	**
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	6	**	**	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	6	140	**	\$8.08
Healthcare Social Workers	21-1022	6	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	6	120	**	\$14.92
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	6	**	**	**
Physician Assistants	29-1071	6	**	**	**
Switchboard Operators, Including Answering Service	43-2011	6	20	**	\$11.03
Tree Trimmers and Pruners	37-3013	6	**	**	**

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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>
Architectural and Engineering Managers	11-9041	5	40	**	\$43.55
Bartenders	35-3011	5	220	**	\$8.15
Computer Software Engineers, Applications	15-1131	5	**	**	**
Construction and Related Workers, All Other	47-4099	5	**	**	**
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	5	**	**	**
Dental Assistants	31-9091	5	130	**	\$13.25
Diagnostic Medical Sonographers	29-2032	5	20	**	\$25.36
Education Administrators, Postsecondary	11-9033	5	**	**	**
Emergency Medical Technicians and Paramedics	29-2041	5	250	**	\$9.65
Engineering Technicians, Except Drafters, All Other	17-3029	5	30	**	\$23.18
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	5	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	5	70	**	\$14.85
Helpers—Installation, Maintenance, and Repair Workers	49-9098	5	**	**	**
Insurance Sales Agents	41-3021	5	170	**	\$14.05
Laundry and Dry-Cleaning Workers	51-6011	5	**	**	**
Market Research Analysts	13-1161	5	90	**	\$13.37
Medical Equipment Repairers	49-9062	5	20	**	\$13.42
Personal Care and Service Workers, All Other	39-9099	5	**	**	**
Aerospace Engineers	17-2011	4	**	**	**
Bill and Account Collectors	43-3011	4	20	**	\$13.07
Educational, Guidance, School, and Vocational Counselors	21-1012	4	50	**	\$15.01
Electrical and Electronic Equipment Assemblers	51-2022	4	**	**	**
Electromechanical Equipment Assemblers	51-2023	4	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	4	20	**	\$26.41
Fitness Trainers and Aerobics Instructors	39-9031	4	40	**	\$11.17
Health Diagnosing and Treating Practitioners, All Other	29-1199	4	**	**	**
Highway Maintenance Workers	47-4051	4	170	**	\$16.83
Mechanical Engineering Technicians	17-3027	4	30	**	\$19.36
Occupational Therapy Assistants	31-2011	4	20	**	\$20.60
Operating Engineers and Other Construction Equipment Operators	47-2073	4	220	**	\$14.64
Payroll and Timekeeping Clerks	43-3051	4	80	**	\$15.87
Personal Financial Advisors	13-2052	4	**	**	**
Physical Therapist Assistants	31-2021	4	30	**	\$19.79
Protective Service Workers, All Other	33-9099	4	**	**	**
Recreation Workers	39-9032	4	50	**	\$8.52
Residential Advisors	39-9041	4	**	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	4	**	**	**
Teachers and Instructors, All Other	25-3099	4	**	**	**
Transportation Workers, All Other	53-6099	4	**	**	**
Agricultural Equipment Operators	45-2091	3	140	**	\$11.50
Agricultural Workers, All Other	45-2099	3	**	**	**
Bus Drivers, School or Special Client	53-3022	3	320	**	\$8.47
Cement Masons and Concrete Finishers	47-2051	3	60	**	\$15.35
Clergy	21-2011	3	10	**	\$18.35
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	3	20	**	\$11.23
Computer and Information Scientists, Research	15-1111	3	**	**	**
Construction Managers	11-9021	3	80	**	\$19.49
Counter and Rental Clerks	41-2021	3	60	**	\$8.12
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	3	260	**	\$12.43
Education Administrators, Preschool and Childcare Center/Program	11-9031	3	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	3	**	**	**
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	3	100	**	\$8.16

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Farm Labor Contractors	13-1074	3	**	**	**
Food Servers, Nonrestaurant	35-3041	3	**	**	**
Gaming Supervisors	39-1011	3	**	**	**
Graphic Designers	27-1024	3	60	**	\$10.24
Helpers--Electricians	47-3013	3	**	**	**
Mathematical Science Teachers, Postsecondary	25-1022	3	**	**	**
Mental Health Counselors	21-1014	3	**	**	**
Meter Readers, Utilities	43-5041	3	**	**	**
Mine Cutting and Channeling Machine Operators	47-5042	3	**	**	**
Nurse Practitioners	29-1171	3	20	**	\$43.39
Opticians, Dispensing	29-2081	3	**	**	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	3	**	**	**
Pest Control Workers	37-2021	3	**	**	**
Physical Therapist Aides	31-2022	3	**	**	**
Plant and System Operators, All Other	51-8099	3	**	**	**
Psychiatrists	29-1066	3	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	3	**	**	**
Rehabilitation Counselors	21-1015	3	**	**	**
Stationary Engineers and Boiler Operators	51-8021	3	20	**	\$17.53
Water and Wastewater Treatment Plant and System Operators	51-8031	3	110	**	\$19.40
Athletic Trainers	29-9091	2	10	**	\$33,237
Bakers	51-3011	2	**	**	**
Biological Science Teachers, Postsecondary	25-1042	2	**	**	**
Cardiovascular Technologists and Technicians	29-2031	2	**	**	**
Carpet Installers	47-2041	2	**	**	**
Civil Engineering Technicians	17-3022	2	30	**	\$16.50
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	2	**	**	**
Computer and Information Systems Managers	11-3021	2	20	**	\$34.92
Computer Programmers	15-1021	2	**	**	**
Cooks, All Other	35-2019	2	**	**	**
Counselors, All Other	21-1019	2	**	**	**
Court, Municipal, and License Clerks	43-4031	2	110	**	\$12.61
Credit Analysts	13-2041	2	20	**	\$19.40
Curators	25-4012	2	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	2	80	**	\$14.93
Electrical Power-Line Installers and Repairers	49-9051	2	**	**	**
Electronics Engineers, Except Computer	17-2072	2	**	**	**
Fiberglass Laminators and Fabricators	51-2091	2	**	**	**
Firefighters	33-2011	2	**	**	**
Forest and Conservation Technicians	19-4093	2	20	**	\$13.79
Fundraisers	13-1131	2	**	**	**
Gas Plant Operators	51-8092	2	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	2	**	**	**
Legal Secretaries	43-6012	2	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	2	**	**	**
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	2	**	**	**
Management Analysts	13-1111	2	40	**	\$19.58
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	2	**	**	**
Medical Transcriptionists	31-9094	2	20	**	\$15.87
Millwrights	49-9044	2	110	**	\$21.21
Network and Computer Systems Administrators	15-1142	2	80	**	\$22.05
Order Clerks	43-4151	2	40	**	\$10.45

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Parking Lot Attendants	53-6021	2	**	**	**
Physics Teachers, Postsecondary	25-1054	2	**	**	**
Pipelayers	47-2151	2	**	**	**
Procurement Clerks	43-3061	2	10	**	\$14.66
Public Relations and Fundraising Managers	11-2031	2	**	**	**
Public Relations Specialists	27-3031	2	**	**	**
Radio and Television Announcers	27-3011	2	**	**	**
Recreational Therapists	29-1125	2	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	2	**	**	**
Security and Fire Alarm Systems Installers	49-2098	2	**	**	**
Self-Enrichment Education Teachers	25-3021	2	**	**	**
Sheet Metal Workers	47-2211	2	**	**	**
Speech-Language Pathologists	29-1127	2	**	**	**
Surgical Technologists	29-2055	2	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	2	**	**	**
Tire Repairers and Changers	49-3093	2	**	**	**
Web Developers	15-1134	2	**	**	**
Woodworkers, All Other	51-7099	2	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	1	**	**	**
Advertising and Promotions Managers	11-2011	1	**	**	**
Advertising Sales Agents	41-3011	1	30	**	\$10.35
Aerospace Engineering and Operations Technicians	17-3021	1	**	**	**
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	1	**	**	**
Architectural and Civil Drafters	17-3011	1	60	**	\$17.86
Artillery and Missile Crew Members	55-3014	1	**	**	**
Chemical Equipment Operators and Tenders	51-9011	1	**	**	**
Chemistry Teachers, Postsecondary	25-1052	1	**	**	**
Chemists	19-2031	1	60	**	\$22.01
Claims Adjusters, Examiners, and Investigators	13-1031	1	30	**	\$12.31
Commercial and Industrial Designers	27-1021	1	10	**	\$13.31
Communications Teachers, Postsecondary	25-1122	1	**	**	**
Computer Science Teachers, Postsecondary	25-1021	1	**	**	**
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	**	**	**
Crane and Tower Operators	53-7021	1	50	**	\$19.83
Dentists, General	29-1021	1	**	**	**
Derrick Operators, Oil and Gas	47-5011	1	**	**	**
Dietitians and Nutritionists	29-1031	1	10	**	\$21.18
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	1	**	**	**
Drafters, All Other	17-3019	1	**	**	**
Education Teachers, Postsecondary	25-1081	1	**	**	**
Education, Training, and Library Workers, All Other	25-9099	1	**	**	**
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	1	**	**	**
Elevator Installers and Repairers	47-4021	1	**	**	**
Emergency Management Specialists	11-9161	1	**	**	**
Environmental Engineers	17-2081	1	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	1	100	**	\$15.88
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	1	**	**	**
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	1	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	1	20	**	\$14.05
First-Line Supervisors of Personal Service Workers	39-1021	1	60	**	\$9.30
Foresters	19-1032	1	**	**	**
Gaming Dealers	39-3011	1	**	**	**

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Gaming Surveillance Officers and Gaming Investigators	33-9031	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	**	**	**
Hazardous Materials Removal Workers	47-4041	1	**	**	**
Health Educators	21-1091	1	**	**	**
Helpers--Carpenters	47-3012	1	**	**	**
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	1	**	**	**
History Teachers, Postsecondary	25-1125	1	**	**	**
Information Security Analysts	15-1122	1	**	**	**
Instructional Coordinators	25-9031	1	20	**	\$20.67
Library Assistants, Clerical	43-4121	1	30	**	\$8.75
Loading Machine Operators, Underground Mining	53-7033	1	**	**	**
Loan Officers	13-2072	1	70	**	\$20.80
Logging Equipment Operators	45-4022	1	**	**	**
Logging Workers, All Other	45-4029	1	**	**	**
Massage Therapists	31-9011	1	**	**	**
Mechanical Drafters	17-3013	1	20	**	\$14.52
Media and Communication Workers, All Other	27-3099	1	**	**	**
Meeting, Convention, and Event Planners	13-1121	1	**	**	**
Mining and Geological Engineers, Including Mining Safety Engineers	17-2151	1	**	**	**
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	1	20	**	\$17.16
New Accounts Clerks	43-4141	1	**	**	**
Nonfarm Animal Caretakers	39-2021	1	40	**	\$8.10
Nuclear Engineers	17-2161	1	**	**	**
Ophthalmic Laboratory Technicians	51-9083	1	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	1	**	**	**
Parts Salespersons	41-2022	1	260	**	\$8.24
Paving, Surfacing, and Tamping Equipment Operators	47-2071	1	**	**	**
Phlebotomists	31-9097	1	40	**	\$10.42
Police, Fire, and Ambulance Dispatchers	43-5031	1	40	**	\$12.00
Postsecondary Teachers, All Other	25-1199	1	**	**	**
Precision Instrument and Equipment Repairers, All Other	49-9069	1	**	**	**
Prepress Technicians and Workers	51-5111	1	30	**	\$11.47
Private Detectives and Investigators	33-9021	1	**	**	**
Probation Officers and Correctional Treatment Specialists	21-1092	1	**	**	**
Psychiatric Aides	31-1013	1	**	**	**
Pump Operators, Except Wellhead Pumps	53-7072	1	**	**	**
Recreational Vehicle Service Technicians	49-3092	1	**	**	**
Reporters and Correspondents	27-3022	1	**	**	**
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	1	**	**	**
Roofers	47-2181	1	**	**	**
Service Unit Operators, Oil, Gas, and Mining	47-5013	1	**	**	**
Sewing Machine Operators	51-6031	1	**	**	**
Slot Supervisors	39-1012	1	**	**	**
Sociology Teachers, Postsecondary	25-1067	1	**	**	**
Software Developers, Applications	15-1132	1	60	**	\$34.95
Tax Preparers	13-2082	1	**	**	**
Telecommunications Line Installers and Repairers	49-9052	1	**	**	**
Training and Development Managers	11-3131	1	**	**	**
Transportation Inspectors	53-6051	1	**	**	**
Veterinarians	29-1131	1	**	**	**
Zoologists and Wildlife Biologists	19-1023	1	**	**	**

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